Members in Attendance: Dr. Kati Berg, Dr. Pradeep Bhagavatula, Prof. Bruce Boyden, Dr. Margaret Bull, Dr. Margaret Callahan, Fr. Michael Class, SJ., Dr. Robert Deahl, Dr. Andrew Dentino, Mr. Michael Dole, Mr. William Fliss, Dr. Ana Garner, Dr. Paul Gasser, Dr. Sarah Gendron, Mr. Kurt Gering, Ms. Courtney Guc, Dr. William Henk, Dr. Marie Hoeger-Bement, Dr. Rick Holz, Dr. Jeanne Hossenlopp, Dr. Allison Hyngstrom, Dr. Javier Ibanez-Noe, Dr. Noreen Lehardt, Mr. Scott Mandernack, Dr. Cheryl Maranto, Dr. Tim Melchert, Dr. Gary Meyer, Ms. Katherine Reiter, Dr. James Richie, Dr. Nancy Snow, Dr. John Su, Dr. Michael Wert and Ms. Mary Jo Wiemiller

Members Not in Attendance: Dr. Joseph Dombrowsky, Dr. Ronda Hughes, Dr. David Papke, Ms. Natalie Pinkey and Dr. William Thorn

Guests in Attendance: Mr. Brian Dorrington, Prof. Patricia Cervenka, Dr. Kerry Egdorf, Mr. Steve Filmanowicz, Fr. Daniel Hendrickson, S.J., Mr. Dale Kaser, Dr. Michael Lovell, Dr. Susan Mountin, Mr. Dave Murphy, Dr. Sharron Ronco, Dr. Linda Salchenberger, Fr. Dave Schultenover, S.J., Dr. Jeanne Simmons, and Dr. Peggy Troy

I. Call to Order - Dr. Timothy Melchert call the meeting to order at 3:04 pm.

II. Reflection – Fr. Michael Class gave the reflection.

III. Approval of August 25, 2014 Minutes

The minutes were approved as presented.

IV. Chairperson’s Report - Dr. Timothy Melchert

a. Invitation to attend presidential inauguration activities

This week MU is of course inaugurating our 24th president. This is a historic event for MU given that Dr. Lovell is our first lay president. We are also in a pattern of having a long presidency followed by a short one (over the last half century, Raynor, DiUlio, Wild, Pilarz), so maybe we’re up for a long presidency again. You are all invited to various inaugural activities that are taking place this week. Information about these events is available at http://www.mu.edu/inauguration/schedule.php.

Dr. Melchert noted in particular the importance of attending the Inaugural Academic Symposium: Answering the Call: Marquette’s Response to the Civil Rights Movement on October 27, 2014 in Weasler Hall. He noted that Dr. Arnold Mitchem, MU Board of Trustees and the founder of the EOP at Marquette will be on the panel. http://www.marquette.edu/inauguration/academic-symposium.php

President Lovell and Peggy Troy from the Board of Trustees will be attending our meeting today to participate in the discussion of the provost search. The search firm of Isaacson Miller will also virtually participate.

b. Committee charges

The Senate Executive Committee has decided on the following charges to the following committees that report to the Senate.

1. Faculty Council
   i. Review a faculty member’s appeal of the decision of the Faculty Hearing Committee from May, 2014.
   ii. Hold a discussion with the MU Library about the benefits and procedures involved in “open access” journals and scholarly publication. The library is not interested in proposing any new policy at this point, however.
   iii. Schedule and plan a forum with the President for the Spring semester.

2. Committee on Faculty Welfare
   i. Review questions raised last Spring by the Committee on Teaching about the plan to purge materials from D2L older than 6 years and archive those materials permanently after that point.

3. Subcommittee on Part-Time Faculty
   i. Continue with conducting a survey of MU part-time faculty as suggested in the March, 2014 report.
V. Vice Chairperson’s Report – No report was given.

VI. Secretary Report – No report was given. Note: For excused absences from the UAS meeting please E-mail Kimberly Newman and the UAS Secretary.

VII. Provost’s Report - Dr. Margaret Callahan

a. Enrollment update

Fall 2014 Freshmen
- 25,493 applications: 2,072 more than last year (9% increase). This exceeded our expectations.
- 14,492 admitted: 1,028 more than last year (8% increase)
- 1,994 deposited: 1 less than last year
- We exceeded the university enrollment budget goal and falls short of the overall Freshman admission goal of 2000 by six students.
- The freshman profile will be available later in fall and at that time we’ll have solid details regarding academic quality, diversity, gender breakdown, etc.

Fall 2014 Transfers
- 759 applications: 142 fewer than last year (16% decrease)
- 318 admitted: 38 fewer than last year (11% decrease)
- 135 deposited: 1 student less than last year
- We are 12 students short of the transfer goal of 150

September Fall Open House
- Sunday, Sept 14 was our first fall open house and we hosted just under 970 individuals (363 students) at that event.
- Attendance was down slightly from last year, but there was a Packer game scheduled that same day and we sometimes see a dip in attendance when that happens.
- Our second fall open house is scheduled for Sunday, Oct 12

b. Vice Provost for Enrollment Management

The final candidate for this position has been identified and the group is in the discussion phase with the top choice.

VIII. VII: Motion to Discuss: Restructuring and reorganizing of the faculty committees that report to UAS – Dr. Timothy Melchert, Chair

Dr. Timothy Melchert presented the rationale the future UAS motion that will endorse the Faculty Council to proceed on further development of a proposal for the restructuring of committees reporting to the UAS. The Faculty Council had deliberated the restructuring last year and brought their deliberations to the UAS in spring 2014. The two major concerns cited regarding the restructuring of committees are; 1) the decreased student representation and access via the existing committee structure and 2. The potential increased power and influence of the Faculty Council. The intention of this continued discussion is to make sure that all stakeholders impacted by the potential committee restructuring have an opportunity to present their concerns

Ms. Courtney Guc spoke with Zak Williams and MUSGA senators regarding the disbanding CAPI committee. The student’s primary concern is that without CAPI student’s academic concerns would be lost. Different ideas and solutions were generated. MUSG has an entire subcommittee on academic issues. One solution they suggested would to have student representation on the Board of Undergraduate Studies. This could be through an election process. They are open to other ideas.

Ms. Katherine Reiter noted that the graduate students don’t know where to take concerns. They too would like a more standardized set of guidelines on who should address their concerns.

Dr. Meyer inquired what kind and how many issues have been sent to CAPI from MUSG? Ms. Guc noted that the Dead Beat Policy and D2L were issues that she knew were presented.
Dr. Deahl noted that the potential impact of committee restructuring on Promotion and Tenure was raised at the last Dean’s Council meeting. That group had no additional concerns. Dr. Hossenlopp noted one graduate school issue was minimum class size.

Dr. Melchert indicated that having brought this to the UAS floor for discussion three times that next UAS meeting that the motion will be on the agenda for a vote.

IX. Update on Athletic Director Search – Dr. William Henk, Chair Athletic Director Search Committee
The members of the committee were acknowledged for their hard work. Dr. Henk was not aware of the large amount of staff that are in athletics. He noted the importance of this selection to the University and that the specifications for this position were drafted after input from the university. The Korn Ferry Search firm aided the process in making sure that numerous qualified candidates that were in the candidate pool. He noted the changing landscape and the importance of the integration of athletics and academics. The finalist met with President Lovell and the search committee. Psychological testing was given to the final candidates to match with Dr. Lovell.

Mr. Bill Scholl from Ball State University is Marquette’s New Athletic Director. He should be invited to speak to the University Academic Senate when arrives on campus.

X. Huron Consultants Phase I report on undergraduate Enrollment- Dr. Linda Salchenberger, Associate Provost for Planning and Budget

Dr. Salchenberger discussed the RFP process for the hiring the Huron Consulting Group. They will synthesize MU data and the data they collected to provide a more complete and well-rounded picture of undergraduate, transfer and international student enrollment at MU. President Lovell had supported the idea of hiring an outside consultant.

The Huron Consulting group were impressed by the work done at MU. They will have a final report for MU in November.

Dr. Salchenberger shared some of the initial findings in a power point presentation entitled “What We Have” to the senators. The presentation covered comparisons to other schools, yield rates, pricing discounts, and potential areas for generating student. The data will help strategies around student enrollment. The data will be discussed and interpreted and presented to the Board at the December meeting. Due to the preliminary nature of the data the document and specifics of the presentation are not ready for campus distribution and are not reported in these minutes.

Dr. Snow referenced data regarding changing academic interests, and asked how deeply the Huron group dug into the data. Applicants are 17 years old, and may change their minds. What about other sources like recruiters or labor market trends? What about the skills in the common core of studies? Dr. Salchenberger indicated that is more data on this later in the presentation. Currently 66% of the undergraduate students are undecided when they arrive on campus. She noted that parents are interested in a return on their investment. With changes in the labor market, students will frequently look for a position in a new field. It is important that they have a strong Core of Common Studies. Huron’s focus is on the first position out of college. Do parents want long term stability? How is the preference between parent and student taken into account?

Dr. Sarah Gendon asked if the same data is available for students that go on to graduate school and service
opportunities. Dr. Salchenberger indicated there was, and that it would provide a better opportunity for career mapping. Fr. Class inquire if Huron is looking at nontraditional students. Dr. Bob Deahl is working with Educational Associates in this area.

We need to be looking at our strategies, our pricing policy, what programs would differentiate us. We need to answer the question: “Why would you come to Marquette?”

Dr. Salchenberger presented key topics for consideration which included: 1. Ability to clearly articulate our value proposition; 2. Engage in interdisciplinary cross college programing; Integrate our data and build a CRM for the office of admissions; 3. Do more career mapping and figure out how to engage those students.

Next step will be Phase 2. In this analysis we look at Huron outcomes and decide what is best for Marquette. In this phase we will form the basis of the plan. In November we will get the Huron recommendations. We are hoping that by May 2015 we will have an adoptable plan. In the meantime we are not going to stop other initiatives.

Ms. Guc asked if there was coordination between alumni and parents. Dr. Salchenberger indicated that work is being done with alumni. Next week Huron will be doing focus groups to get input.

XI. Provost Search – Dr. John Su, Chair Provost Search committee

Dr. Su provided background on the Provost Search. He noted that the involvement and input of the UAS in the Provosts search process is important. Dr. Su introduced the UAS to the Isaacson Miller representatives who were in virtual attendance for the discussion. Isaacson Miller representatives shared their function in the process. Their role it to organize input, network and provide a robust pool of candidates. Members of the committee introduced themselves He also introduced Dr. Peggy Troy from the Board of Trustees and MU Alum.

President Lovell noted his concerned with safety of student after recent events. Dr. Lovell shared his thoughts about the Provost search process and noted that the person needed to be who complements his skill sets so probably not another engineer. Encouraged that he has made two major hires – men’s basketball coach and Athletic Director – since he has arrived. People wanted to come to Marquette because of our reputation so he feels confident about the Provost’s search.

Dr. Troy indicated that hiring a Provost is a high priority for the Trustees. She noted that the Provost needs to be someone who complements Pres. Lovell’s strengths. Someone who can engage MU with the community. A Provost needs to be aligned with the values of MU; take the strategic plan, develop tactics, set priorities and align resources. The Provost will also engage with the Trustee.

Dr. Snow asked President Lovell what your primary skills are and what skill sets do you expect of a provost? The President is responsible for setting the vision for campus. The Provost is a great manager of the strategic plan that builds a community, and is a consensus builder. Someone who is very thoughtful so everyone understands. This person will need to have the qualities of integrity, transparency and be a compassionate leader. It is also the role of the President to make people invest in the campus, family, donors or community partners.

Dr. Melchert wanted to hear about going forward with a strong provost that we have currently. How will decisions be made going forward? The Provost needs to remain thoughtful in the change as this is their role.

Dr. Troy noted that the President sets the strategy and the Provost is the person that will be getting things done. Leading a very effective team.

Dr. Deahl noted that at the Presidential retreat there has never been a senior leadership retreat in 20 years where the exchange and discussion were so deeply meaningful. A true paradigm shift and articulation of the values.

Dr. Sarah Gendron inquired about the discipline for the new Provost? No area will be targeted as great candidates can sometimes they come from unexpected places. Dr. Troy commented that the skill set of the actual person rather than the discipline is what is important. Someone who will encourage interdisciplinary action, lead a group of teams rather than silos.

Dr. Lephardt noted that this body has worked hard for the current level of shared governance. Will this remain the
same going forward? Good decisions are made when many perspectives are sought in decision making – everyone’s input is needed. Better to be slower and make the right decision – farther together. Dr. Troy noted that the President is the number one decision maker.

Dr. Su wanted the group to remember 3 points –
1. Please fill out the nomination forms provided by Isaacson Miller.
2. Please attend the listening session, please attend and encourage others to attend. –Use the provost search for input.
3. Thank you

Dr. Melchert thanked everyone and asked for a motion to adjourned

Motion to Adjourn: Rev. Michael Class, S.J.
Second: Ms. Mary Jo Wiemiller
Voice Vote: Unanimous

The meeting was adjourned at 5:02 pm.

Respectfully Submitted,

Noreen LePhardt
UAS Secretary