I. Call to Order - Dr. Timothy Melchert
   The meeting was called to order at 3:04 pm.

II. Reflection – Ms. Katherine Reiter

III. Approval of September 17, 2014 Minutes
   Dr. Gendon noted spelling errors that would be corrected without changes to the minutes.
   Motion to Approve: Dr. Thorn
   Dr. Maranto seconded the motion.
   Voice vote: Unanimous

IV. Chairperson’s Report - Dr. Timothy Melchert
   A. Inauguration Academic Symposium
   Dr. Melchert reinforced the importance of the University community attending the Presidential Inaugural Academic Symposium to be held on Oct. 27 in Weasler Auditorium.

   He noted that the symposium honors the 45th Anniversary of Marquette’s student response to the assassination of Dr. Martin Luther King in 1968 and the founding of the Educational Opportunity Program (EOP) at Marquette the following year. He noted that the university helped take the program national in 1981. The symposium will include five leaders who were centrally involved in the founding of the EOP program at MU and/or the national program in Washington, DC, including Dr. Arnold Mitchem, the founding director of the EOP program at Marquette and the founding president of the Council for Opportunity in Education in Washington, DC, and an emeritus member of the MU Board of Trustees. Dr. Melchert showed the UAS the trailer from the documentary film: Answering the Call: Celebrating 45 years of the Educational Opportunity Program (Trailer Link: http://www.youtube.com/watch?v=TeX1u_cG7x0; full film link, http://www.youtube.com/watch?v=_zyosaxmMTI.)

   Dr. Melchert noted that the EOP program at MU is, in his mind, one of the most significant social justice achievements of MU; the other being the first Catholic university in the world to admit women in 1909. The
symposium is a unique opportunity to hear from local and national figures civil rights in education and the unique role MU has played in this effort. He recommended that faculty of the university, such as civil rights law, political science, sociology, and education, to encourage their students to hear from leaders of some the remarkable events from the late 1960s and Marquette’s role in the national response to those events.

B. Dr. Melchert noted that we are departing from our usual meeting agenda. At 4:00 p.m. the UAS will address the issue of the proposed “Guiding Values” for MU. The Senate Executive Committee decided to invite the members of MU Student Government, the Graduate Student Organization, and the Staff Assembly to hear the presentation and discussion of those values because they are intended as a guide for the whole university and we want to encourage more and better communication among the important constituencies on campus. The discussion will then be followed by a social hour at 4:30.

V. Vice Chairperson’s Report – Dr. William Thorn
Dr. Thorn reported that Dr. Maranto was recording secretary for the Faculty Council (FC) today. Dr. Maranto reported that the FC will be reviewing an appeal from the Faculty Hearing Committee. FC stands by the original proposal for consolidation of the standing committees reporting to the UAS.

VI. Secretary Report – Dr. Noreen Lephardt
No report

VII. Provost’s Report - Dr. Margaret Callahan
A. Enrollment update
- Admissions held two fall open houses which hosted nearly 800 students and 2,000 total visitors to campus. Attendance was down compared to last year but both the Sept and Oct programs fell on a Sunday that the Packers were playing, which often affects attendance.
- Admissions counselors are visiting students and school counselors in high schools, at college fairs and conducting individual student interviews coast to coast.
- We will begin reviewing Fall 2015 applications in earnest beginning next week when most counselors will be back from their recruitment travel. At that time all counselors, except those we need to cover daily in office responsibilities in the office, will be reviewing applications full time.
- The freshman application deadline is December 1.

B. Huron Update
- Huron has completed its analysis of transfer and international student data. They presented some comparative data about the number of transfer students and international students in peer institutions. We are either near or below our peers in both categories.
- They conducted three student focus groups on campus – two freshmen groups and one sophomore group – to discuss their student experience and how we are delivering on our value proposition.
- A survey of 10,000 prospective students has been completed. The results include data about how they intend to make their college decision, their expectations of a college education, and what forms of communication and types of messages resonate with prospective students. We own the data and will be able to evaluate the responses on many different dimensions for further analysis.
- Huron consultants have met with the President, Provost, and Vice President of Finance to better understand institutional mission and goals. They also met with the Deans Council.
- They are working on their final report and it will be vetted with various enrollment committees before their presentation to university leadership in mid-November.
For the senate meeting on the November 17th the goal is to present a summary of the findings and final recommendations.

Dr. Callahan recognized Mr. Tom Ganey, VP of Planning who will be retiring. She thanked him for his many contributions, and the progress that has been made at MU with his support of the academics and MU’s mission.

VIII. **Motion to Approve:** Restructuring and reorganizing of the faculty committees that report to UAS

Dr. Melchert summarized the process, and noted that the UAS opened discussions on the motion (see UAS minutes May 5, 2014, August 25, 2014 and Sept. 15 2014) in Senate starting May 5, 2014. The minutes reflect the dialogue that has led up to the UAS acting on the motion being put forth by the Faculty Council. Dr. Melchert opened the floor for discussion of the motion.

Dr. Deahl noted as a point of clarification that the Senate was not voting to approve the set of recommendations but voting to give Faculty Council a charge to develop revisions. These recommended changes would then come back to Senate as amended statutes for final approval. Dr. Melchert reaffirmed that was the motion.

Fr. Class noted that the wording of the motion does not clearly reflect that motion. Dr. Melchert reconfirmed wording that reflected the intent of the motion.

Dr. Ritchie asked if the UAS statues would need to change.

Dr. Thorn noted that the committee consolidation would be best use of faculty time. He noted that the UAS statues would need to be amended.

Dr. Garner expressed some concerns about whether issues brought up at the UAS would be addressed by the Faculty Council in the revision process. The details of the changes are important.

Dr. Melchert noted that as the Chair of the Faculty Council last year. He noted that the FC did not want to make the changes without knowing if University Academic Senate was interested in changing the statues.

Dr. Su noted the concern about student access and asked for the student’s position from the MUSG representative.

Mr. Nicolas Schmidt, representing MUSG, indicated that the matter of having this outlet (disbanding CAPI) for students to raise concerns was not seen as troublesome to the group. They believe that they have many ways in which to have issues addressed.

Dr. Lephardt inquired how many students have you consulted. They polled 6 students Ms. Guc noted they were comfortable with not having the students polled at large. Ms. Katherine Reiter indicated that the graduate students did not have any concerns.

Fr. Class asked about addressing the concerns that Dr. Garner brought forth. Fr. Class expressed concern over the number of students polled by MUSG and whether a larger survey was needed. What about increased representation on UBUS of USBG? Dr. Maranto indicated she has not heard student’s voice concern over representation.

Dr. Lephardt asked the MUSG representative where they would go for student representation if CAPI was disbanded. Ms. Guc and Mr. Schmidt (MUSG rep) agree with putting more students on UBUS or UBG, or an academic liaison to meet with the Provost.

Dr. Callahan shared with the group that MUSG meets regularly with the Provost, and it’s been an effective process. The group’s voice is being heard. The Office of the Provost would be willing to consider other options if the students felt that they wanted additional representation.

Fr. Class noted that academic issues will go to a council where there is no student representation. Dr. Snow commented that the proposal says issues will go to FC. Dr. Melchert noted that Academic issues were assigned to more than one committee. Dr. Snow reminded that the senators that MUSG positions are elected
so they have been chosen to speak on behalf of the students.

Dr. Melchert asked to call the question.

**Motion: To call the question**
Motion: Dr. Maranto motioned to end discussion and move to call the question on the motion
Second: Ms. Wiemiller

Vote: In Favor 27, Opposed 1, Abstain 1
The Motion Passes

**Motion to Approve**
Motion: Faculty Council Proposal Regarding the Reorganization of Standing Committees Reporting to the University Academic Senate (see attached for the full proposal). If so approved, Faculty Council will be charged to develop revisions to the University Academic Statutes that would implement the proposed changes.

Vote: In Favor 27. Opposed 1, Abstain 1
The Motion passes

With approval of the motion, the Faculty Council is charged with developing revisions to the UAS Statutes that would reflect the Faculty Council proposals found in the attached document so that those revised statutes could be presented to the full Senate at a future date for discussion and vote.

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**IX. Provost Search – Dr. John Su, Chair Provost Search committee**

Dr. Su indicated because of the time limit he informed the senators to review all updates on the Provosts search to MU Provost Search Website: [http://www.marquette.edu/provost-search/search-timetable.php](http://www.marquette.edu/provost-search/search-timetable.php)

Prepared Remarks for the minutes:

1. The provost search committee met on 10/7 to review the first presentation from the search firm of Isaacson, Miller. Isaacson, Miller has been actively pursuing prospective candidates across the country, and has had conversations with more than 160 individuals.
   1.1. Based on these conversations, Isaacson, Miller has created a pool of active prospects drawn from a wide range of institutions (public and private) and a wide range of disciplinary backgrounds.
   1.2. Prospects include deans, vice provosts, former and sitting provosts—all of whom demonstrate a significant record of achievement as faculty and administrators.
   1.3. Prospective candidates are very concerned about confidentiality, so the search committee cannot be more specific about institutions or individuals at this stage.

2. A first presentation provides the committee a set of active prospects, not candidates. No rankings or decisions are made.
   2.1. The goal of the first presentation is to provide the committee an opportunity to guide Isaacson, Miller over the next several weeks in terms of the kinds of candidates we would like to review in November.

3. Based upon the materials provided to the committee by Isaacson, Miller, committee members have significant enthusiasm for a number of the active prospects, and feel confident that we will have a very strong pool of candidates.
3.1. That said, Marquette colleagues can still nominate individuals that they feel would be strong candidates. Nominations can be made anonymously through the Isaacson, Miller website.

4. If colleagues have further questions, they should feel free to contact John Su, search committee chair (John.su@Marquette.edu or 414-288-3476).

X. Marquette University Police Department presentation and discussion – Mr. Paul Mascari, Director/Chief of Public Safety, Dr. Chris Miller, Vice President for Student Affairs, and Mr. Doug Smith, Associate General Counsel

The purpose of this presentation is to provide information and opportunity for discussion at the UAS on the possibility of commissioning a Police Department at Marquette University. (See February 17, 2014 UAS minutes for initial UAS presentation on Commissioning.)

Mr. Mascari noted that they would return to the November meeting of University Academic Senate to address questions from Senators. The group has presented to the Staff Assembly and will be speaking at open forums to the students next week (Monday, Oct 27th 6:30 to 7:30 pm AMU) and faculty and staff (Wednesday Oct 22 noon to 1:00 p.m. AMU) soliciting feedback while the university is considering establishing a police department on campus. During the month of November a written recommendation will be sent to Dr. Lovell with budget considerations, and feedback from the open forums. They are looking for a broad spectrum of feedback. There is a website where comments can be submitted. http://marquette.edu/publicsafety/commissioning.shtml

Commissioning DPS will create a more effective usage of Marquette public safety personnel. This would allow Public Safety the access to records, the ability to manage traffic, increase the amount of compliance and eliminate the need to wait for Milwaukee Police Department to come to campus to resolve a situation. They will still have the Marquette identity and maintain the mission of being student focused.

Fr. Class, S.J. inquired what does this do to "discretion" on the part of Public Safety Officers when dealing with students; if they are Police Officers will they be required to arrest? Public Safety Officers may deal with a student in a different manner than as a police officer. Mr. Mascari indicated that nothing changes; MU Police would still have discretion in dealing with students. Just like the MPD officer, MU Police would retain the ability to make the determination on arrests. Mr. Smith noted that discretion is increased from a policy perspective. Dr. Miller noted that from a safety perspective the unit intentions can remain educationally based. This would allow someone to send someone home rather than issuing a citation for excessive alcohol consumption.

Fr. Class, S.J. wanted to know what is the obligation in terms of the law – must you take your roommate home? Is there an obligation to make an arrest? Can the unit avoid discrimination and treat all the student uniformly?

Mr. Smith shared with the UAS that certain types of incidents (sexual assaults, robbery homicides other felonies) will be directly reported to Milwaukee Police Department so they can participate in the investigation.

Would every Public Safety Officer be commissioned? Mr. Mascari indicated that the unit currently has personnel that have received the additional training needed. The remainder can be trained or, through attrition, when new personnel are hired they will be hired with the skill set that is needed.

Dr. Thorn asked if Marquette University would have direct interaction with the District Attorney’s Office.
Response: The Milwaukee Police Department has more resources and expertise that could assist in an investigation. This is especially needed when dealing with sensitive crimes.

Dr. Snow asked with commissioning and enhanced powers is there a need for additional training? Mascari: Yes, police officers must meet state requirements which is 716 hours in a 14 week academy.

Senators Snow and Melchert both inquired about increased costs. In the document that is being prepared for Dr. Lovell they will look at the cost for additional training of current staff. They do not believe it would be a large increase. Mr. Smith shared that the university has the discretion on how quickly we move through the process. They have been in conversation with Milwaukee Police Department to limit the costs. Marquette currently has trained people, equipment, security cameras and the required infrastructure. The big issues is training. There will not be a holding cell on campus.

What impact will commissioning have on student safety? The patrol zone will remain the same. It will have a big impact as police presence will send a message to the community and this will aid in crime deterrence.

There will be no dismissals of current personnel due to lack of training. Public Safety personnel are currently trained at a higher level than required standards. We will transition through attrition.

The presenters will return to the UAS in November. Senators are asked to gather questions and comments for discussion in November.

XI. Guiding Values – Dr. Michael Lovell, President, Dr. Margaret Callahan, Interim Provost, and Mr. David Murphy, Vice President for Marketing and Communication

The Marquette University Guiding Values handout was distributed to the senators and the guests from Staff Assembly and MUSG. The members from Staff Assembly and other guests were welcomed.

Dr. Lovell opened the presentation and expressed how on how important it is to articulate our values (Jesuit Catholic). He wants to make sure that we hold each other accountable. These values reflect what we believe in.

Mr. Dave Murphy presented an overview of the Guiding Value’s in a PowerPoint presentation. The presentation covered the process and reflected on some of the key feedback that is being taken into consideration. He noted the need to rewrite the Catholic Jesuit values into the values. The importance of both verbal and visual message. The values would be placed in key access areas. Next steps include a November endorsement of the Guiding values. Feedback for Guiding Values can be entered at:
http://www.marquette.edu/leadership/guiding-values-form.php

Dr. Callahan asked if we are missing anything else. Do these encompass everything that we say we are about?

Dr. Maranto noted that one value noted ‘discovery and innovation’ but did not clearly state the goal to increase research productivity. Dr. Callahan responded that at one time research was included however the value was becoming lengthy so the word “research” was not used. Dr. Hossenlopp noted that research and scholarship have different meanings in different departments. Fr. Class, S.J. felt that the values could be more distinctive. He noted that there is nothing to disagree with,
however this information could be for UWM. It needs something more distinctive for Marquette.

Mr. Murphy noted that a more Catholic Jesuit ideal will be incorporated when revising. This is not a positioning statement but values that we embrace. They do not need to be radical, just something to intentionally remind people. They serve as guideposts.

Dr. Gendon noted another way of differentiating the values is a stronger research component, otherwise these could be Marquette High School’s principles. She also shared that the global citizen picture in the power point of one white woman with many black children might not be exactly the correct picture.

Mr. Papke expressed that he was uncomfortable with words on the last slide (“sacrifice”). People are being asked to do things without a whole lot of recourse.

Ms. Laura Abing, Staff Assembly reported that the staff have a very positive response to the guiding values. She inquired how the values will be articulated so that we all come to know them as well as the four mission pillars. Mr. Murphy replied that that a promotion process with stories, access television, building facades and open spaces will be used to depict the values. The will assist the deans and department chairs for particular areas.

Dr. Thorn noted that internally we use social justice, however outsiders may not know the difference between social justice and Catholic social teaching. Not everyone understands the difference between them.

Dr. Melchert noted that the values can be used to hold senior staff accountable and help determine research activities.

Dr. Meyer asked if this is what we live by or what we aspire to. Response: Some of each, who we are when we do our best work, this is what we follow, where we want to head in decision making. These values are meant to guide us. Mr. Murphy elaborated it is 80% who we are 20% of who we aspire to be.

Dr. Garner followed up on Dr. Gendon’s remarks. She noted that a picture speaks a 1,000 words and pictures are seen first before one reads the words. We need to be mindful of what we are communicating about a diverse community. Dr. Lephardt asked about the integration of Jesuit ideals into the guideposts.

Dr. Lovell assured the senate that the values are being shown to focus groups and the Catholic Jesuit ideals will be noted.

Dr. Melchert asked for other comments and thanked everyone for their participation.

XII. Reception followed Adjournment
A motion to adjourn was made by Dr. Thorn
Seconded by Dr. Papke.
Voice vote (one dissent)
Motion passed.

The meeting was adjourned at 4:36 p.m.