I. Call to Order was given at 3:06 pm - Dr. James South

II. Reflection was given by Dr. Robert Deahl

III. Approval of October 15, 2012 Minutes
Motion to approve the minutes as presented passed

IV. Chairperson’s Report - Dr. James South
Discuss role of Senate Representatives to their College
- Encourage feedback/updates to faculty regarding the strategic planning discussions.

V. Provost’s Report - Dr. John Pauly
a. Enrollment Update:
- December 1st is the priority deadline for fall 2013 Freshman applications.
- As of today we are running slightly behind the number of freshman applications compared to last year (2-5%), but this changes daily. We have received over 15,000 applications.
- Freshman admission decisions are scheduled to go out at the end of January.

b. Gifts update:
- BMO Harris Bank announced a $600,000 gift in partnership with Marquette and Boys & Girls Clubs to bolster education and leadership programs. This gift will continue outstanding higher education opportunities to young men and women through such programs like Urban Scholars, which was established in 2007.
- Some extraordinary capital upgrades on campus have been completed or are in progress, including the Dental School expansion and the College of Nursing Simulation Lab. We exceeded the goal in contributions for nursing and we are on target to do the same with dental.
- GE Healthcare gave equipment worth nearly $450,000 to the College of Nursing’s Wheaton Franciscan Healthcare Center for Clinical Simulation. A Nursing alumnus doubled his gift from $25,000 to $50,000 for scholarships.
- Dental School commitments for $250,000 and $150,000 have been received for the new facility; another benefactor doubled his pledge from $50,000 to $100,000.
- Scholarship gifts continue to be a university priority: A couple endowed a $100,000 unrestricted scholarship and have agreed to host a scholarship event for alumni and friends to generate additional support. Alumni who contribute today because they received scholarship support as students provide a nice example of how alumni can help our fundraising and
engagement efforts.

c. In response to questions from the faculty floor, the Provost responded

1) Regarding the status of Academic Integrity: – The joint subcommittees joined to make recommendations. HLC is asking for a student complaint procedure. Discussion proceeds on items that fall through the cracks, and it is on the UBUS committee agenda. The issue belongs to faculty and students, and faculty may be able to contribute a list of best practices. It was proposed that discussion with CTL Shaun Longstreet take place to develop ideas. A recommendation was made that it would not only involve students, but also faculty.

2) On the two students injured in the auto accident on Wisconsin Ave.: An update was received regarding the two students that were injured by the car last week. The less severely injured, with two broken legs, hopes to be back on campus soon. The other has cognitive issues that will take some time.

3) On the general contours of the 2013-2014 budget: The first round of discussions on tuition are taking place, and there is a strong sense that more revenue needs to be generated. For example, we budgeted for 150 transfer students, but only 137 came. We may set the goal at 300, but we need to discuss the implications, for example, how to handle community college credits.

4) The academic side has staffing problems, but MU has a new lacrosse team. Who decides on such budget issues? The lacrosse proposal began two years ago and is now being instituted. Budget discussions will be across the University and Father Pilarz talks about supporting the academic areas.

5) How does the Board of Trustees understand where we are and why we are? We are on permanent rations: Some understand more than others. The Board is asking us “how do you make what you do sustainable?” What are you going to do to make yourself sustainable in the future? How do we hold onto the very best that we do? We will need to answer those questions.

VI. Vice Chairperson’s Report - Dr. Lea Acord
Faculty/University Forum with Fr. Pilarz on Tuesday, November 27th at 4:00 pm
Task force for Study of Shared Governance Update
- Faculty members are on the Task Force, but a dean is needed to fill out the task force.
- Goal: find ambiguities and tweak language to make it more effective.
- Review the statutes every 4 years to keep them current with practice.

VII. External Scan: A summary of the study demographics and student financial aid was presented by Mr. Tom Ganey and Dr. Jeanne Hossenlopp. The coordinating committee for strategic planning decided it needs to give more attention to student involvement. Committee members worked in pairs on the data, then had peers review their conclusions:
- Student Demographics: Who will they be in 5-7 years? More diverse.
- US Demographics: Over the next 5 years there will be a slight decrease in the population of 18-24 year old students; expect no increase in traditional age students.
- Racial and Ethnic Diversity: Increase in diverse population with younger ages.
- Student readiness for college seems to be declining: 52% of high school seniors have taken the ACT with decreasing scores. Last year only 25% scored high enough in all 4 subject areas to
meet current criteria.

- Financial: The average household income is decreasing with 15% living in poverty. The loan average for graduating students is $26,682 nationally and 19% had student loans. At MU 65% of students graduate with loan debt, the average is $34,602.
- Changes in Student Aid: Congress changed student loan programs. Perkins loans ended in 2004-2005. Pell Grants go to only the highest need students (18%) with no new appropriations and loans limited to 12 semesters. Stafford loans are gone.
- Congress cut federal work study by 8.2% i.e., about $1 million.
- On June 30th, the interest rate on a subsidized loan will increase to 6.8%, and there is no longer a 6-month grace period.
- MU needs to plan ahead for these cuts which are devastating to our students.
- Graduate School enrollments across the county have been has been decreasing with the faltering economy.

What can MU do?

- Bill Gates proposed that all colleges take advantage of digital technology and offer large online lectures to multiple colleges and universities to cut faculty costs. Can this be financially possible for more students to participate at MU? How can we convey MU good points and assets?
- Senate discussion turned to various ideas including:
  - increasing the number of transfer students, perhaps by offering special scholarships for transfers.
  - establish working agreements with technical and specialized schools in the region by establishing communication and developing working agreements. 80% of MU transfers come from 4-year schools, need to help students at 2 year schools figure a path to and through MU.
  - Give more attention to students over 25. Currently the number of college students over 25 years of age is higher than the number of 18-24 year olds.
  - Colleges should ask themselves if they are "transfer friendly."
  - Review the core curriculum of each college and the university with an eye to facilitating transfer students. Current core curriculum play in making transfer difficult. MU unusual in that 80% went to a four year institution already. How do we allow those from 2 year institutions to graduate in four years? MU's Core has three parts and the layers need to be discussed.
- Online vs. in-class instruction needs to be discussed and it is difficult to get that data. This is trend MU has not embraced as much as the competition. MU is adding summer online courses, going from 85 in 2008 to 850 in 2012.
  - Need to establish the value of an MU education to employers, graduate schools. Need data on salaries of alumni. Pauly response: The office of career services is beginning to compile this information by going to graduates to get information. MU has some data but needs much more.
  - Senior surveys can track alums after graduation to study the value proposition by querying parents as well.

Faculty and Staff Demographics

Two major issues here: retirement trends at MU and generational differences both among faculty and between faculty and students.

- Work on retirement plan to offset the holes created by the need to fund buyouts from the retiring faculty member's line. Startup lab costs for young faculty pose an additional financial challenge.
- The diversity issue with racial and ethnic composition of the faculty adds another
Part time faculty also pose diversity and equity issues, especially in compensation. One generational issue is that young faculty balk at a "satisfactory" rating during third year reviews as less than positive and affirming. Mentoring young faculty is needed. The Dental School is moving away from tenured faculty to clinical faculty; this may be a model for other colleges.

Question: what kind of balance between full time and part time faculty needs to be struck to sustain an academic program in the longer term? MU needs to decide what the ratio should be. It seems departing full time faculty are replaced by part-time faculty.

Can MU consider using learning outcomes to measure course completion rather than simply the number of contact hours, which is an older, industrial model.

Research and Scholarship:

MU is at the low end of the upper range of doctoral granting universities. Fr. Thad Burch SJ analyzed the data for the strategic plan. Included in the analysis are the budgeted research and development expenditures and MU funds involved. Proper accounting showed the amount was underreported. The number of doctoral degrees awarded factors in. Research measured in terms of publications is proving difficult to determine. Interdisciplinary research vs. fundamental research enters into the funding issues, particularly with foundations and journals.

Creating a public narrative around the value of these questions and create a space where interested donors can see this is a good place to put money

Senate discussion raised the following:

- What is the net financial effect of NSF funding? How many jobs does it create?
- Undergraduate research is a high impact activity, what of requiring undergraduate research practicum?
- The survey results at the last Senate meeting showed research important only for faculty, so how to reach parents and students with its value?
- How does MU's teacher/scholar model fit into this picture? Some MU faculty are oriented to teaching, but can we sustain this historic model?
- To encourage interdisciplinary research, what must be changed in the overall structure to encourage and support it? Can we think of multi-disciplinary faculty lines in the future?

Ganey and Hossenlopp noted that the strategic plan is on track with the timeline. Discussion seems to be winding down, Fr. Pilarz in working on his draft, and the internal and external scans will be the basis for work in January and February.

VIII. Other Business

One more set of office hours is taking place and faculty are encouraged to attend and continue discussion. If not able to attend, one may email ideas as well. A summary will be provided to the President and Provost. In January and February, university wide goals will be discussed.

The next Senate meeting is Dec. 10.

IX. Motion to Adjourn was made and passed unanimously at 4:53 pm