

MARQUETTE UNIVERSITY
Office of the Provost
University Academic Senate
November 21, 2011

Members in attendance: Dr. Albert Abena, Dr. Lea Acord, Dr. Raquel Aguilú de Murphy, Dr. Eugenia Afinoguenova, Dr. Lori Bergen, Prof. Bruce Boyden, Dr. Margaret Callahan, Prof. Patricia Cervenka, Dr. Sharon Chubbuck, Fr. Michael Class, S.J., Dr. James Courtright, Dr. Robert Deahl, Dr. Marilyn Frenn, Dr. Steven Goldzwig, Ms. Ann Hanlon, Dr. Jeanne Hossenlopp, Dr. Sandra Hunter, Dr. Peter Jones, Dr. Christine Krueger, Dr. Cheryl Maranto, Dr. Gary Meyer, Dr. Maureen O'Brien, Fr. Philip Rossi, S.J., Dr. John Pauly, Dr. Guy Simoneau, Dr. Dawn Smith, Dr. James South, Dr. John Su, Dr. Siddhartha Syam, Ms. Janice Welburn, Dr. G.E. Otto Widera, and Dr. Joyce Wolburg

Members excused: Dr. Harshit Aggarwal and Mr. Gregory Gillman

Members unexcused: Dr. Alexander Drakopoulos, Ms. Jilly Gokalgandhi, Mr. John Helfin, and Dr. William Thorn

Guests in attendance: Mr. Andrew Brozlier, Dr. Belen Castaneda, Dr. Roberta Coles, Ms. Katie Doherty (Tribune Reporter), Dr. Bill Donaldson, Dr. Michael Duffey, Captain Dale Kaser, Mr. Scott Mandernack, Dr. Susan Mountin, Ms. Mary Pat Pfeil, and Dr. James Richie

- I. **Call to Order - Dr. James South at 3:03 pm.**
- II. **Reflection was Led by Dr. Gary Meyer.**
- III. **Approval of October 17, 2011 Minutes**
A motion was made and seconded to approve the October 17, 2011 UAS meeting minutes. The motion carried.
- IV. **Provost Report- Dr. John Pauly**
 - a. **New Undergraduate Student Applications:**
Applications received for incoming freshmen are currently ahead of the same time last year.
 - b. **MOCES Form for Student Evaluations:**
There is growing faculty concern about the low response rate and whether or not the results are mathematically reliable. A proposed option would be to have the students use class time to complete the forms on their mobile devices. Currently the Marquette system is compatible with only a few cellphone types. A student may still have the option to complete the evaluation outside of class time. A question was asked about whether different size classes had different rates of response. The response was that the size of the class did not make a difference. A question was raised about whether the evaluation should be mandatory for students. At this point, it is not mandatory and the concern would be about the sanction if a student did not complete the evaluation. It was noted that Marquette currently has a higher than average response rate and positive reinforcement usually works better. It was suggested that extra credit might be offered for completing the evaluation.
 - c. **Faculty/Staff Forum with Fr. Pilarz:**
Fr. Pilarz has agreed to schedule a time in Spring 2012 for faculty and staff to meet with the Provost and the President.
 - d. **Dean's Council Meeting with UAS Executive Committee:**
A meeting of the Deans Council and the UAS Executive Committee will occur in February, 2012. In the future this joint meeting will likely occur once or twice a year.

- e. **Gender Equity Salary Report:**
Dr. Pauly met with the Gender Equity Subcommittee. He continues to review salaries line by line in the Fall of each academic year and has asked deans to report on any salary issue that appears out of line. Of the 106 Full Professors, only 22 are women. Progress is being made but the University has a ways to go. Salaries are gender equal at the Associate Professor level. Dr. Pauly will meet with the Subcommittee again in the Spring of 2012. The promotion and tenure information that is given to the Trustees in May will be shared with the UAS.
- f. **Phased Retirement Policy:**
Concerns were again raised about the new phased retirement policy. One concern included not having a specific date for when the policy can be rescinded. General Counsel has reviewed the policy and a date is not needed. The Provost has the right to change the option if desired. An inquiry was made asking why it was at the sole discretion of the Provost to rescind the policy and why it didn't need to come back to the UAS or the UAS Executive Committee for endorsement. Dr. Pauly stated that as an officer of the University, he has the fiduciary responsibility of the University. Concern was expressed that there appeared to be no annual limit to the number of faculty that could take advantage of this benefit. The Provost stated that at this time there seemed to be no reason to put a cap on the number of faculty requesting a retirement option. In addition, legally no faculty member could be denied their right to retire from the University.

V. **Chairperson's Report - Dr. James South**

- a. **Assessment of Deans:**
Because of the number of new deans in the past few years, the Provost is requesting that the current process continue. This issue will be addressed in the future.
- b. **UAS Actions 2010-11 – Provost Response:**
Provost Pauly's responses to the UAS Actions are noted following the end of the minutes. A question was asked about whether UAS representatives will be allowed to attend the ULC and/or Board of Trustees meetings. The Provost indicated that this was the President's call. An inquiry was made about whether the 2/2 teaching load decision would be made by the individual colleges. Dr. Pauly shared that individual departments and colleges are currently addressing this issue. Dean Rossi indicated the teaching load decision could vary within each of the A&S departments. After a Senator suggested teaching loads as a topic for the Senate to discuss, Chairperson South encouraged Senators to forward him ideas for discussing the issue at one of the Spring 2012 meetings.

VI. **Vice Chairperson's Report - Prof. Patricia Cervenka**

- a. **Shared Governance Process for Review:**
The Faculty Council held its first meeting to assess the shared governance process at MU. It was noted that the NCA report made recommendations regarding shared governance and it is time to review the changes made to strengthen shared governance and to determine if the changes resulted in a better shared governance climate. One issue that is currently being discussed by Faculty Council is communication - specifically how faculty are being informed about issues of the University.

VII. **Other Business**

- a. **Raynor Library's Open Access Initiative:**
Mr. Scott Mandernack, Associate Dean for Scholarly Resources and Collections, presented a PowerPoint presentation regarding the Open Access Initiative. Faculty will have the option of submitting their publication for inclusion in this online data management program. Articles written prior to a faculty member working at Marquette would have copyright information cleared by the Raynor Library staff and would be submitted at the discretion of the faculty member. Articles would be Google searchable and could be linked to the faculty member's College website. A question was raised about whether an online publishing of this type would be an issue for P&T. Dean Hossenlopp indicated that there is currently a template which is similar to that of traditional journals. Dean Welburn noted that some

journals are moving towards this type of access as the cost of printing is continuing to increase. She stated that 54% of the Raynor Library's budget is spent on electronic journals and many universities are endorsing this change nationwide.

b. University Board of Undergraduate Studies:

Dr. James Richie, Vice Chairperson of UBUS moved that the **Interdisciplinary Major in Peace Studies** in the Klingler College of Arts and Sciences, Department of Theology be approved. Since the motion came from a committee, a second was not needed. Materials had been distributed prior to this meeting. The motion carried.

VIII. **Motion to Adjourn at 4:47 pm**

Respectfully Submitted:
Lea Acord, Secretary

University Academic Senate Actions – 2010 – 11 *

May 10, 2010

- Portions of a resolution that passed the Senate reads “Demand adoption of a revised search protocol that clearly affirms academic freedom and no disqualification from leadership positions for candidates pursuing legitimate lines of academic inquiry professionally recognized in their discipline”.
IN SUMMER 2010 THE PROVOST DID DEVELOP A DRAFT DEAN SEARCH PROTOCOL FOR FATHER WILD THAT WAS DESIGNED TO IMPROVE COMMUNICATION BETWEEN THE PRESIDENT, PROVOST, AND SEARCH COMMITTEES. THE PROVOST IS PLANNING TO REVIEW THIS DRAFT WITH FATHER PILARZ IN PREPARATION FOR THE UPCOMING A&S DEAN SEARCH. FATHER PILARZ, IN A NUMBER OF HIS PUBLIC STATEMENTS, HAS EMPHASIZED THE IMPORTANCE TO HIM OF THE ACADEMIC FREEDOM OF THE FACULTY.

August 30, 2010

- The “Policy on Final Exam Cancellations due to Severe Weather” was approved.

September 20, 2010

- A report from Faculty Development showcased faculty development issues pertaining to sustaining a meaningful, satisfying and productive career at MU. The following recommendations were made: *THE PROVOST'S OFFICE CONTINUES TO WORK TO STRENGTHEN FACULTY DEVELOPMENT SUPPORT, DRAWING UPON THE FINDINGS OF FR. FITZGIBBONS' RESEARCH.*
 - Increase funding for start-up labs *A SUBSTANTIAL PORTION OF THE NEW PROVOST CONTINGENCY BUDGET IS GOING TO START-UP FUNDING.*
 - Consider a 2-2 teaching load for research productive faculty *DEANS IN INDIVIDUAL COLLEGES HAVE BEEN WORKING WITH FACULTY TO ESTABLISH COURSE LOADS THAT SUPPORT RESEARCH-PRODUCTIVE FACULTY.*
 - Revise the student advising process *FATHER FITZGIBBONS IS STUDYING THE ADVISING ISSUE AND PLANS TO OFFER RECOMMENDATIONS IN SPRING 2012.*
 - Implement an annual review for all faculty *DEPARTMENTS AND COLLEGES SHOULD ALREADY BE CONDUCTING SUCH REVIEWS UNDER EXISTING POLICIES.*
 - Improve the mentoring of potential leaders *THE PROVOST'S OFFICE IS IN THE EARLY STAGES OF DEVELOPING BETTER TRAINING FOR DEPARTMENT CHAIRS AND A MORE COMPREHENSIVE SYSTEM FOR DEVELOPING FUTURE LEADERS.*
 - Create long-range planning and budgeting for Academic Affairs *IN SUMMER 2011, THE PROVOST ENGAGED DEANS IN A MORE PUBLIC BUDGET PLANNING PROCESS THAT IDENTIFIED THE FULL RANGE OF OPERATING, SALARY, AND CAPITAL NEEDS. THE NEW UNIVERSITY FINANCIAL PLANNING COMMITTEE HAS SIMILARLY OPENED UP ITS BUDGET REVIEW PROCESSES, ADDING A SENATE-APPOINTED FACULTY MEMBER.*
 - Create a fund for diversity hires *WHILE A SEPARATE FUND FOR THIS PURPOSE IS NOT YET FEASIBLE, THE PROVOST HAS HELPED DEANS HIRE SIX AFRICAN-AMERICAN FACULTY IN THE LAST THREE YEARS.*
 - Increase funding for summer research projects *THE PROVOST CONSIDERS THIS A VERY IMPORTANT GOAL, ALTHOUGH BUDGET CONSTRAINTS CONTINUE TO LIMIT WHAT IS POSSIBLE.*
 - Identify “destination programs” defined as a program which would encourage a student to choose to attend MU over a peer institution *PART OF ONGOING DISCUSSIONS WITH DEANS, TRUSTEES, AND CURRICULUM REVIEWS WITH FACULTY IN INDIVIDUAL COLLEGES.*

After some discussion, Provost Pauly stated that under the restrictions of the current budget, the items suggested in this report will have to be prioritized before implementing any changes.

- A motion from the Subcommittee on Equity was approved which stated that “the University conduct a full-scale study of gender equity conditions at MU. This study would investigate changes in the work environment recommended by the original Equity Task Force of 2000-01 and ascertain the progress made in hiring, salary, promotion and other areas of gender inequity”. *PROVOST PAULY HAS MET WITH THE SUBCOMMITTEE TO DEVELOP AN EQUITY REVIEW PROCESS THAT RESPONDS TO THESE CONCERNS.*

October 18, 2010

- A revision to the bylaws was approved which states that elections be held in February.
- A motion was approved from the Faculty Welfare committee to consider more than one option for tenured faculty members seeking retirement including the feasibility of a phased retirement option *DONE; PHASED RETIREMENT OPTION CREATED IN FALL 2011.*
- Four recommendations from the Committee on Academic Policy and Issues were approved. These recommendations include the following:
 - Fully fund permanent teaching positions
 - Tie budgets more closely to instructional needs
 - Improve transparency in the budgeting process
 - CAPI to revisit this situation within the next five years

THE NEW BUDGET PLANNING PROCESSES DEVELOPED BY THE PROVOST AND FINANCE OFFICES ARE BEGINNING TO ADDRESS THESE ISSUES MORE EXPLICITLY AND PUBLICLY, WITHIN THE CURRENT CONSTRAINTS OF THE BUDGET.

The Provost stated that at the present time, as the budget is currently designed, there is no possibility of “fully funding” contingent faculty positions; however he is committed to finding solutions to the questions and recommendations raised by this report.

November 15, 2010

- A motion approved the establishment of PhD and MS degrees in Clinical and Translational Rehabilitation Health Sciences from the College of Health Sciences.
- A motion approved the termination of the College of Engineering major in Electrical and Computer Engineering

December 13, 2010

- A motion approved revising the bylaws on filling UAS vacancies that would allow more flexibility for faculty returning from sabbaticals to resume their Senate positions.

January 24, 2011

- A motion was approved to set aside three hours for Fr. Pilarz inauguration
- Due to intense response to the Arts and Sciences Dean Search process, Dr. Ronni Sanlo was brought to campus to provide an external review of diversity issues and offer recommendations for improving the situation. The following are some of the key issues and recommendations:
 - A gay youth suicide prevention program, public dialogue, financial resources for gay organizations and causes, additional training for all dorms and student organization leaders, policies to protect the identity of gays who are victimized or bullied, support for LGBTQ organizations, training for teachers and staff
 - Public dialogue and encouragement of the development of LGBTQ related courses
 - Formation of an LGBTQ task force *THE PROVOST HAD ALREADY APPOINTED SUCH A COMMITTEE IN 2009, WITH THE CHARGE OF IDENTIFYING ISSUES THAT NEEDED TO BE ADDRESSED AND ANALYZING THE FEASIBILITY OF A GENDER RESOURCE CENTER.*
 - Assurances that a similar situation in hiring will not occur again, and development of a Gender Resource Center *THE PROVOST HAS AGREED TO THE CREATION OF SUCH A CENTER, SET ASIDE SPACE IN THE AMU FOR IT, ESTABLISHED A PERMANENT BUDGET OUT OF HIS CONTINGENCY BUDGET, AND NAMED A COMMITTEE OF FACULTY TO WORK WITH WILLIAM WELBURN TO DRAFT THE CENTER'S CHARTER AND CONDUCT A SEARCH FOR THE CENTER'S DIRECTOR.*
- A motion was approved that CAPI take up the matter of confidentiality regarding UAS materials and subsequent committees as it relates to transparency and confidentiality.

- One recommendation and one resolution from CAPI to the Senate were approved: (1) to dissolve the Financial Aid Committee and remove reference to this committee from the Bylaws, and (2) policy issues related to UAS committees be brought to the UAS prior to administrative decisions.

February 21, 2011

- A motion was approved requesting the Committee on Faculty Welfare to consider drafting a statement on Collegiality
- A motion was approved to include the UAS Chairperson and Vice-Chairperson in meetings with the Board of Trustees and the Deans' Council *THE FIRST MEETING OF THE SENATE EXECUTIVE COMMITTEE AND THE DEANS' COUNCIL IS SCHEDULED FOR JANUARY 2012.*
- A motion was approved with the following language: "Be it resolved that the University Academic Senate call for the President of Marquette University, Father Robert Wild, to direct the current human resource benefits policies be amended no later than the beginning of the 2011-12 academic year to provide LDA benefits equal to the benefits currently provided to the spouses and dependents of faculty, administrators, and staff". *IN SPRING 2011 MARQUETTE ANNOUNCED THAT IT WOULD OFFER A DOMESTIC PARTNERS BENEFIT FOR GAY COUPLES WHO SIGN UP IN THE WISCONSIN REGISTRY.*

March 21, 2011

- A motion was approved with the following language: "As the University Academic Senate of Marquette University, the largest private institution of higher education in Wisconsin, and in light of Catholic teaching on worker rights, (Rerum Novarum, Laborem Exercens), Pope Benedict's recent Caritas in Veritate, and Archbishop Listecky's statement regarding the rights of workers and the value of unions, we hereby affirm the principles of workers' rights enshrined in Catholic teaching and urge the elected representatives of the state of Wisconsin to honor these rights. To serve the common good, we encourage all parties to act with prudence, justice, and charity such that solidarity as a social principle and moral virtue will be honored by all involved"
- A motion was approved to amend the UAS statutes, Section 9.03 by adding "or a designee" following the statement, "The University Assessment Committee is chaired by the Vice Provost for Undergraduate Programs and Teaching".
- A motion was approved to proceed with drafting a university attendance policy (out of the Assessment office).

April 18, 2011

- A motion was approved to accept the report from the University Assessment Committee
- A motion was approved to accept the Sub-committee's on Equity report.
- A motion was approved to accept the report from the Committee on Academic Policy and Issues draft report on confidentiality. A further motion was approved instructing CAPI to draft a confidentiality statement based on instructions provided by the Executive Committee of the UAS.
- The Vice-Chair stated that CAPI will also consider 360 degree assessment including the Dean's evaluation,

May 9, 2011

- A motion was approved to accept all annual reports from the standing committees.
- A motion was approved to recommend to the Committee on Faculty Welfare to continue to investigate issues around collegiality.

***To understand the full context of these issues, the reader is encouraged to review the specific minutes of UAS meetings**