Members in Attendance: Prof. Bruce Boyden, Dr. Pradeep Bhagavatula, Dr. Margaret Bull, Fr. Michael Class, SJ., Dr. Robert Deahl, Dr. Andrew Dentino, Mr. William Fliss, Dr. Paul Gasser, Dr. Sarah Gendron, Mr. Kurt Gering, Dr. William Henk, Dr. Jeanne Hossenlopp, Mr. Steven Hudson-Mairet, Dr. Noreen Lephardt, Mr. Scott Mandernack, Dr. Cheryl Maranto, Dr. Tim Melchert, Ms. Katherine Reiter, Dr. James Richie, Mr. Nicolas Schmidt, Dr. Nancy Snow, Dr. John Su, Dr. William Thorn and Mr. Kyle Whelton

Members Excused: Dr. Margaret Callahan, Dr. Rick Holz, and Dr. Gary Meyer, Ms. Mary Jo Wiemiller

Members not in attendance: Mr. Michael Dole, Dr. Joseph Domblesky, Ms. Courtney Guc, Dr. Marie Hoeger-Bement, Dr. Rhonda Hughes, Dr. Allison Hyngstrom, Dr. Javier Ibanez-Noe, Dr. David Papke, Ms. Natalie Pinkey, and Dr. Michael Wert

Guests: Prof. Patricia Cervenka, Ms. Rosemary Del Toro, Mr. Brian Dorrington, Dr. Kerry Egdorf, Dr. Kevin Gibson, Ms. Rose Fortier, Dr. Heather Hathaway, Dale Kaser, Dr. Kristof Kipp, and Ms. Eva Soeka, Ms. Janice Welburn, and Ms. Jean Zanoni

I. Call to Order was made at 3:05 pm by Dr. Timothy Melchert

II. Reflection – Dr. Cheryl Maranto

III. Approval of December 8, 2014 Minutes

   Friendly correction on Page 3 – strike the word “with” and replace with WITHOUT

   Motion to Approve Minutes: Dr. William Thorn

   Second: Dr. Robert Deahl

   Voice vote: unanimous

IV. Chairperson’s Report - Dr. Timothy Melchert

   First, I want to welcome Kyle Whelton, President of MUSG, who is back as a Senator after having a course conflict last semester. Welcome back, Kyle. I also want to welcome Dr. Sumana Chattopadhyay who is the acting Senator for Dr. Ana Garner who is on sabbatical this semester. Welcome to you. Did I miss anyone who is new on the Senate this semester?

   The interviews of the four finalists for our next Provost at Marquette were completed last week, and John Su, chair of the Search Committee, will update us about the selection process later in the meeting. Our time to get feedback about this selection to the Search Committee has been extended a bit. As I wrote you at the beginning of the month, I am collecting feedback from the Senate about the selection. I know the President is very interested in the perspectives of the campus about who is the best person to serve as our next Provost, and the Senate plays an important role in representing the campus and our feedback does carry weight. You can all send the Search Committee your individual feedback through an online form, but you can also send me the feedback if you wish and I will aggregate that feedback to present a Senate perspective on this selection. I need to get that feedback by Wednesday at noon, however (Jan. 28).
The Senate Executive Committee has also been closely monitoring the issue that we discussed last meeting involving Dr. McAdams and the Philosophy Department TA. The case is still undergoing review. I’m sure most of you are aware that Dr. McAdams was relieved of his teaching duties this Spring semester by the Dean of Arts and Sciences as a review of the case is being conducted. Sadly, the TA left MU to pursue her PhD at another university. She received many vicious, violent, and threatening emails last semester and a Public Safety officer was stationed outside her classrooms and office when she was in. We certainly wish her all the best after her very difficult experience here.

I think the University was slow to present its side of the story for the campus and the media to hear. Early on, Dr. McAdams was presenting his perspective on the controversy, which of course was picked up by different forms of media, but the University remained largely silent about the issue. Since then, the university has clarified what it sees as the basic involved. The president and others have emphasized that:

a. This is not an issue about first amendment rights.
b. This is not an issue about gay rights.
c. This is an issue about how students are treated.

As you know, I meet regularly with the president and am a member of the University Leadership Council. I think the University is being careful in proceeding with the case because they realize the importance of the issues involved. I think we’d all agree that how students are treated on campus is extremely important to us, and we’d also all agree that the review and discipline of faculty members needs to be conducted carefully as well. The University is being careful to make sure that we are proceeding appropriately with regard to both of these issues.

The Executive Committee will continue to monitor this case closely. As we discussed last meeting, the Senate does not have the right or responsibility to review or discipline faculty members and so we are not involved in the review of this case. We do, however, have a major interest in ensuring that the University carries out its policies and responsibilities appropriately, and if the policies are inadequate, that we pursue improvements. And so the Executive Committee will continue to monitor the case closely, watch for signs of minimizing or exaggerating or failing to respond to certain aspects of the case. Personnel reviews are confidential and so there are things about this case that the University can’t reveal to us, but we can expect that this case will take months to process because personnel reviews of faculty members typically go slowly. Please let me, or another member of the Executive Committee know about particular concerns so that we can follow this case as effectively as possible.

Fr. Class expressed his view that he believed the UAS was in Executive Session at the December 8, 2014 UAS meeting for the discussion of the campus issue that ended with the UAS passing a motion to support the Harassment Policy. He felt the summary of the discussion in the UAS minutes should not have been included in, or posted on the web site since Drs. Callahan and Holz excused themselves from the discussion. He indicated the published UAS minutes defeats the purpose of the process.

Dr. Gendon noted that no one called for an Executive Session. Dr. Su noted that for the UAS to move to an Executive Session a motion and vote would have been required.
A question was raised by Dr. Thorn concerning what role the content of the UAS minutes would have if there are court proceedings (If a claim was made could the discussion be used as evidence?). Dr. Boyden indicated that since the senate does not have any decision authority on this matter the UAS discussion has no relevance. Whether the minutes were published or not is inconsequential.

V. Vice Chairperson’s Report – Dr. William Thorn

Items that Faculty Council worked on will be presented later in the meeting with a discussion on the changes to the statues.

VI. Secretary’s Report – Dr. Noreen Lephardt

UAS Elections for Senate seats and committees reporting to the Senate

The Executive Committee is very enthusiastic about the UAS elections for the 2015-16 academic year. It will be an exciting and action-based year to work with President Lovell and the new Provost. We hope that you, and your colleagues will continue your support and participation in shared governance through your service as Senators and Senate Liaisons to the University Committees reporting to the UAS.

This week we will be reaching out to the Deans and Chairs to remind them about conducting elections for the College, School and Library seats on the UAS. We ask all Senators to proactively support the nomination and election process.

We are also sending out a call for nominations to all eligible faculty for the three At-Large Faculty Senators for the 2015-16 academic year. We ask all senators to reach out to colleagues and encourage them to run for the At Large Positions.

As a reminder, the COCE conducts the election for the At Large Faculty UAS seats. The COCE also conducts the election process for positions on the Executive Committee, and Senate Liaisons for Committees reporting to the UAS. The nomination and election process will be slightly delayed because of the restructuring of committees reporting to the UAS that we will be discussing today. The expectation is to complete all elections by March and report the results to the UAS at the April UAS meeting.

I am asking each of you who are leaving the senate to consider another term as an At Large Senator or consider re-election from you college, school or the library. We also ask that all of you reach out to your colleagues and encourage them to accept nomination for a 2015-16 senate seats.

Finally, I also encourage all seated senators to consider nominating yourself or another eligible senator to the leadership position of the senate (Chair, Vice Chair, and Secretary), membership on the executive committee, and/or liaisons to the University Committees reporting to the senate.

VII. Provost’s Report –Vice Provost Dr. Jeanne Hossenlopp gave the report.

a. Enrollment update - As of Friday, Jan 23:

- Spring 2015 Transfers: 208 completed Transfer Applications. That’s up 9% from last year and down 1% from two years ago.
- 62 Spring 2015 transfer deposits, up 29% (14 deposits) from last year and up 7% from two years ago.
- 18,939 completed Fall 2015 Freshmen Applications. That’s down 5% from last year and up 5% from 2 years ago.
- 42 Fall 2015 Freshman Deposits – up 56% from last year and up 35% from two years ago.
The significant increase is largely due to the fact that our freshman decision letters were out earlier than they’ve been in years.

Now we move on to a series of yield strategies to turn these admits into deposits. This list is not exhaustive, but among our yield efforts are:

- Admitted Student Day
- Senior Saturdays
- Personal notes from counselors to admitted students
- A series of online Sessions for admitted students and parents – Financial Aid is partnering with Admissions to do one specifically around financial aid issues.
- Personal letters from illustrious alumni, on their company’s letterhead to all admitted freshmen
- Alumni Phone Campaign where alumni call admitted students to welcome them to the family.
- Yield Receptions hosted in the home of current MU parents, nationwide. This is a collaborative effort between admissions and university advancement.
- Admitted Student Basketball game
- Legacy Basketball game in the ATI Club suite
- Each college is also partnering with us to reach out in a variety ways to admitted freshmen

Graduation -11% down from last year – early in the grad school cycle
Graduate School of Management is down from last year in applications

VIII. Faculty Council –Dr. William Thorn presented in the absence of Dr. Martin.

Dr. Thorn reviewed the motions to revise or remove UAS Statutes that define the role and structure of committees reporting to the UAS. Senators had received full documentation of the proposed changes. The first discussion of the changes to Faculty Council and other committee had been introduced to the UAS last fall. This discussion is required prior to the vote on the proposed motions at the next UAS meeting.

a. Motions to revise or remove statutes:
   1) Revise section 1.01 Faculty Council
   2) Revise section 1.01.1 Faculty Hearing Committee
   3) Remove section 1.02 Committee on Academic Policies and Issues
   4) Remove section 1.03 Committee on Faculty Welfare
   5) Revise to section 1.01.2 Subcommittee on Part-time Faculty
   6) Revise to section 1.02 Committee on Diversity and Equity
   7) Revise section 1.06.2 of the section on Operational Policies of Standing Committees

Any questions or concerns please send an email to the chair of Faculty Council. Dr. Thorn responded that the whole of Faculty Council will consider recommendation from its subcommittees and there is a plan so that the terms are staggered. Prof. Boyd inquired when this would become effective. Hopefully, prior to the elections so that they can be in place at the start of the next academic year.

The issue of the loss of student representation as the result of CAPI being disbanded was raised again. Nicholas Schmidt asked about student input. Fr. Class believes that without CAPI the students will not have representation.

Dr. Thorn indicated that this was a hard and important discussion. Dr. Gendron indicated that the students of MUSG at a previous meeting indicated that they were happy with the availability for students concerned to be addressed. Mr. Nicolas Schmidt indicated
that this makes MUSG more responsible to ensure an issue is submitted to the proper committee to have the issue addressed. Mr. Kyle Whelton was fine with this as the MUSG executive team meets on a regular basis with the Provost. Dr. Melchert noted that three students have been added to the senate and two students to UBUS. He noted that the recommendations regarding the removal of students had been approved. A flow chart of student access would be helpful.

Dr. Melchert indicated noted that the discussed changes to the statutes will be presented at the next senate meeting as a motion to approve the revisions. Submit any suggested changes or concerns to the Executive Committee.

b. Present motion to revise UAS By-Laws: Revise Section 5.02 At large elections. The change of wording in the By-Laws to reflect the changes to the committee structure will be a motion at the next meeting,

IX. University Board on Graduate Studies- Dr. Heather Hathaway

Dr. Deahl came to the Board of Graduate Studies last spring with a proposal to terminate programs in Dispute Resolution in the CPS. With additional information the vote was taken (9 – 0) with one abstention. The senators had received documentation on the proposals to terminate the program.

Dr. Lephardt inquired what the 2 or 3 main drivers were for terminating the program. Dr. Deahl indicated that the deans were asked to review programs with losing revenue and declining enrollments. The dispute resolution program lost $248,000 last year. Dr. Deahl tried to find another college to take the program but the Colleges of Communication and Education or the Law School were not interested especially with the current financial situation. The Law School already has a dispute resolution program that is nationally ranked but has a very different curriculum than this program. Dr. Gibson will personally meet with any students who will not be able to graduate this spring.

Fr. Class found the program elimination troubling as it went against the mission of the university.

Ms. Eva Soeka was invited to share her perspective on the termination of the program. She felt that the program still had a great deal of potential. She disputed some of the information that was presented based on her personal interview with students. She shared the following information:

- 25 current students –
- 8 interview – need course work in fall
- 4 or 5 may Graduate in May, others in summer or fall of 2015
- 6 are uncertain what lies ahead
- Enrollment was closed with interested student unable to apply

Dr. Bull wanted to know if the students who wanted to finished would be able to complete their course work. Dr. Gibson will work with all current students there are currently only 5 that need a few courses. He noted that they will find teachers for those who wish to complete the program. Dr. Hossenlopp added that she could not figure out a way to economically make this program work.

Dr. Melchert called the question.

a. **Motions to approve**
1) Terminate Master of Arts in Dispute Resolution
   A hand vote was taken:
   - Vote in favor: 15
   - Vote not in favor: 3
   - Vote of abstention: 7
   Motion passes.

2) Terminate Certificate in Dispute Resolution
   A hand vote was taken:
   - Vote in favor: 15
   - Vote not in favor: 3
   - Vote of abstention: 7
   Motion passes.

b. Informed of Decisions
   1) Terminate Masters in Leadership Studies Specialization in Dispute Resolution
   2) Terminate Masters in Public Service Specialization in Dispute Resolution

President Lovell joined the UAS at this time. President Lovell noted that he spent one on one with each of the candidates. He noted all four are qualified and all four are different. He indicated how important the input of the faculty is in the final decision.

X. Provost Search - Dr. John Su, Chair Provost Search committee

Four finalists have come to Marquette. As a campus community we are building the social capital by our input in the process and complete the input forms. This is key to the success of the process. The committee will meet again in January to put forth a recommend on each candidate of Highly Acceptable, Acceptable or Unacceptable. The deadline to enter input is January 28th at 5 p.m.

Fr. Class wanted to know how everyone’s input will be heard with the form with information be collected in open ended essay questions. Dr. Su commented that there is currently 124 pages of comments and each committee member is committed to reading this information prior to making the recommendations. Dr. Su noted we have attracted very high quality candidates for the Provost position.

XI. Proposal for Strengthening Research and Innovation - Dr. Jeanne Hossenlopp

Dr. Hossenlopp reinforced the importance of the development of the strategic plan to grow in research and to improve our rank in the Carnegie classifications. We need to grow in a substantive way. President Lovell and Dr. Hossenlopp believe that doubling research funding in the next five years is essential. This also provides the context for the President to fund raising for innovation and scholarship. We are also challenged in graduate enrollment. There is a need for a supporting mechanism in order to strengthen and achieve both research goals and a full time focus on graduate programs. In order to accomplish this there will be a separate Dean of the Graduate School and V.P. of Research and Innovation. President Lovell indicated that Dr. Hossenlopp will coordinate the research and innovation efforts going forward. There will be an Interim Dean of the Graduate School until a full search can be conducted.

Dr. Snow commented on the Innovation Fund and asked about the goals. Dr. Hossenlopp noted that research and scholarship makes MU a stronger university. She noted global scholarship is essential, but the funds are not
just for research but for answering enduring questions. Dr. Lovell added that he is looking for the University to not just make a difference on campus but in the world.

Dr. Melchert noted that restructuring of the positions are positive. Dr. Hossenlopp indicated that the change will affect the composition of UAS, which roles are important, should one or both or be members of the University Academic Senate.

Dr. Gendon inquired about the difference between the two new positions. Dr. Jeanne Hossenlopp indicated that ORSP and Office of Research Compliance – will continue to report to Dr Hossenlopp since their work focuses on grants associated with research. Currently 20% of Dr. Hossenlopp time is spent with CTSI at the medical college this will over time be reduced to 10% of her time. The President is looking for her to have a larger role in working with the regional community on innovation.

Increased staffing in ORSP with be sought as their will be more complex research activities needing more support. Research will also increase for those faculty with smaller financial support.

Dr. Henk noted that he had been concerned about this for a while and this should have been done sooner. This will help the university be attentive to our community. He is very glad to see that graduate education will be someone’s priority.

Mr. Kyle Whelton shared with the group that with this shift more emphasize can be given to undergraduate research as this is a high impact experience. Dr. Hossenlopp noted that Dr. Gary Meyer has been thinking about looking into supporting undergraduate research.

Ms. Katherine Reiter inquired if this change would have an effect on graduate students. The graduate school will continue to serve the students as it currently does.

XII. Mr. Scott Mandemack: Presentation on open access publication and associated issues

A PowerPoint Presentation was given by Mr. Mandemack on issues related to advancing Open Access (OA) at MU. The presentation covered relevant data and specific issues related to MU adopting OA.

Dr. Henk raised the question if an open forum for all faculty to learn more about this would be well received? Dr. Chattopadhyay, said yes this would be a good idea so that faculty can maximize their opportunities. Great to get more information. There was a discussion about whether these publications can be used for Promotion & Tenure. Dr. Dentino noted the Dental School looked at this carefully and concluded not all OA are equal and there are quality differences. Dr. Hossenlopp pointed out that P&T standards orientates at the unit. The guidelines start in the department and colleges as they are the ones who know the standards in the field. The university P&T committee does not set specific standards. Dr. Melchert noted that Faculty Council is looking at this issue and wants feedback. He noted that this is an important matter and further discussion is warranted.

XIII. Adjourn

Motion to adjourn: Dr. Dentino
Seconded: Dr. Thorn
Voice vote: Unanimous
Meeting adjourned at 5:05 pm.

Respectfully Submitted,

Noreen E. Lephardt
UAS Secretary