I. Call to Order by Dr. Cheryl Maranto at 3:05 pm.

II. Reflection was given by Dr. Pradeep Bhagavatula.

III. Approval of May 2, 2016 minutes

Noreen Lephardt added an addendum:

Dr. Maranto asked permission to convene two working groups over the summer to continue work on our unfinished business regarding developing a Senate recommendation on a revised dean search protocol, and recommending a change to the UAS statutes regarding terms of service for the Chair (and potentially the Vice Chair). The Senators’ consensus was to endorse moving these processes forward in this fashion.

- Motion to approve with additions: Dr. Sumana Chattopadhyay
- Second: Mr. Kurt Gering
- Voice Vote: Unanimous

IV. Chair’s Report – Dr. Cheryl Maranto

There was a change in UAS officers over the summer. Dr. Noreen Lephardt, who has served Senate so admirably as secretary for several years has decided to retire from Marquette at the end of December 2016. She will continue to serve as a senator, but chose to step down as secretary in order to insure continuity throughout the academic year. Following our protocol, we went to the person on the ballot with the next highest vote, and I’m pleased that MaryJo Wiemiller has agreed to serve us in this role.

Other Senate appointments:

- Kurt Gering – UAS rep to Academic Program Review Council
- Kristof Kip – UAS rep to food service provider selection advisory committee
- Michelle Mynlieff - UAS for the search committee for the Vice Provost for Strategic and Academic Planning

a. Dean Search Protocol

Subcommittee was set up, but not able to convene in summer.

b. Term of Service for UAS Chair and Vice Chair

Subcommittee was set up, but not able to convene in summer.

c. Senator Role and Responsibilities
• Regular attendance is expected – after 3 absences, senators will meet with the executive committee (per the statutes) to discuss whether they are able to fulfill their responsibilities
• Senators on sabbatical will be replaced by their unit for the duration of their sabbatical
• Extremely important that you keep the unit you represent informed on Senate business and solicit input from your constituency.

The chair of academic senate at St. Louis University convened the first annual meeting of academic senate chairs of AJCU schools, and established a list serve. It will be a great way to share and learn from our colleagues at other Jesuit institutions as we all work to strengthen shared governance.

V. Vice Chairperson’s Report – Dr. Anne Pasero (Excused)

VI. Secretary’s Report – Mrs. MaryJo Wiemiller

Reminders to read the agenda and attachments before the meeting to increase productivity.

VII. Provost’s Report - Dr. Daniel Myers

a. Hires since UAS meeting last May
   John Baworowsky, vice provost for enrollment management;
   Brian Troyer, dean of undergraduate admissions
   Janet Krejci, dean of nursing on January 1, 2017
   Xavier Cole, vice president for student affairs
   Linda Salchenberger will be retiring on September 1st – Expressed gratitude for her years of service. She will be continuing as a consultant in the Center for Teaching and Learning for the fall semester.

b. “POST” (Provost Office Short Takes)

A newsletter will be coming out of the Provost Office to discuss upcoming items. There will be one or two a semester, and the first one should be coming out next week.

c. Enrollment

2,030 new students for fall (Peak was 2050)-fewer students declined than in years past
148 Transfer students (goal was 150)

d. Sources of significant unanticipated cost increases impacting the university budget

e. 1. FLSA – new rule under the Fair Labor Standards Act (FLSA)

In order to be classified as an “exempt” employee under the FLSA (i.e., not required to be paid for overtime), the minimum salary required in order to be exempt almost doubled. This change necessitated giving a large number of university employees very significant raises, creating a $400,000 gap that has to be made up.

2. Rate for Graduate student health insurance increased dramatically, due to a large increase in premiums and only one company bidding on it. (See discussion below.)

f. McAdams Update – He filed a law suit against MU. The University processes have all be exhausted. No more information will be available until the court proceedings.

VIII. Statutes on Faculty Appointment, Promotion and Tenure – Dr. Kristina Ropella, Dean Opus College of Engineering and Mark Federle

Chapter 301 - Faculty Titles for Members of Marquette University
Section 301.02 The Participating Faculty

Informed on Motion
To add to approved titles for Participating Faculty - Professor of Practice

This could be added and used by all colleges/schools.
It is very important to have correct wording.
This if for full-time faculty title with voting rights.
They are asking other colleges to join them in a working group.
Concern expressed that the proposal asks they be hired initially on a 2-year contract when other participating faculty are started on a 1-year contract. Response indicated that contract length would be
flexible and align with the Provost Office guidelines.

IX. Graduate Student Insurance- Dr. Doug Woods, Vice Provost for Graduate and Professional Studies and Dean of the Graduate School

Due to Affordable Care Act components in 2016-17:
- High increase in graduate student insurance.
- About 200 students purchase the insurance each year.
- Last year there were two students with large claims (over $60K, two claims were in excess of $300,000), and because of this, only one company gave us a bid to provide insurance.
- The cost increased to $4800/student this year. MU had made a contribution of $2000 per student, but cannot give more.
- It is an individual market plan, not group plan, and MU is not allowed to pay anymore, because it is an individual contribution.
  - MU could consider graduate assistants as employees, but Grad students would have to pay more.
  - Could make people purchase their health care insurance
  - Could increase the grad assistant stipend and the student buys their own insurance.
  - Purchase MU Medical Clinic access and increase stipends (does not cover major medical expenses)
- AJCU Survey of 9 schools
  - All grad students are required to pay for health insurance
  - MU is the exception
- It would be difficult to track their proof of insurance, as it would take administrative efforts. Mary Jo Wiemiller mentioned that College of Health Sciences enlists a 3rd party service to track insurance and requirements that has a nominal fee ($32/student) that the student absorbs.

X. Revision to Tenure Buy-out Policy - Dr. Gary Meyer, Senior Vice Provost for Faculty Affairs (3:55 to 4:25)

Motion to approve Tenure Buy-out Policy
The following motion was unanimously passed by Faculty Council:
Faculty Council endorses the revised Tenure Buyout Policy and asks that UAS approve the revised policy

Dr. Meyer presented a PowerPoint to explain the proposed changes to the tenure buyout policy
- Together with a working group, a charge was received to determine if changes are needed to provide meaningful retirement incentives and options for Marquette faculty
- Proposed Revisions
  - Immediate Buyout – extend the age for 100% buyout; revise age/percent distribution
  - Phased Buyout – eliminate existing 3-year option with a 1-year option with buyout or a 2-year option without buyout
- These proposals are the most generous plans they could find.
  - One-year buyout – apply before age 68 to get full buyout.
  - Two-year phased benefit – half work-full pay for two academic years.
  - Other universities have had a one-time buyout during hard times (2008), but not continuing.
- Will departments be able to fill lines right away? Policy indicates that the lines go back to the Provost. The Provost and Deans negotiate these and depending on needs and justification, some lines may go back to the department or be reallocated to where they may be needed more.

When can you hire if you get the lines back? The lines are typically held for one year to pay for the buyout. Each line will be looked at on a case by case basis, as some departments
cannot wait, depending on the circumstance.

- This policy is for employees that are tenured and eligible for retirement (based on age and years of service).
- With regard to social security questions, it was recommended that a personal retirement advisor be contacted to discuss what works best for the individual with regard to tax implications.
- Approximately 70 faculty may be eligible to retire as of December 1, 2016.

Motion to approve: Dr. William Thorne
Seconded: Dr. Jim Richie
One abstention:
All others approved

XI. Statutes of the University Academic Senate - Dr. Cheryl Maranto

Article 1 – Rights and Responsibilities

Section 2: The Executive Committee

Informed on Motion:
To amend membership of Executive Committee to include Chair of Faculty Council

Questions Proposed:

- Will there be too many people on the Executive Committee if the Chair and Vice Chair are included?
  - Cheryl does not feel that one more is too many, and she requested this change based on last years’ experience. She feels that it is necessary.
  - Tim Melchert discussed that two years ago when this topic was brought up, the Faculty Council wanted to be their own committee, and having both the chair and vice chair there may take away from that.
  - Faculty Council has assumed more responsibility and frequently has several subcommittees addressing various charges.
  - Faculty Council can select their own chair and in the last two years, many more directives were sent to them.
  - The proposed change will provide a more direct line of communication between UAS Executive Committee and Faculty Council. It would be beneficial if the Chair of FC and the Co-Chair could both be present for the discussion around the charges at the Executive Committee meeting.

- How many people need to be on the committee, since people are so busy?
  - John Su had concerns as this puts the Chair of Faculty Council on the Executive committee when he/she is not necessarily a member of the UAS.
  - If the problem is communication, then fix the communication.
  - Javier Ibanez-Noe noted that, while the FC Chair isn’t elected to Executive Committee, s/he is elected by their college.
  - Jim Richie suggested that the chair not be on the Executive Committee for one more year and see how it goes.
  - Dawn Smith is on the Faculty Council and she thinks that asking someone to chair FC and then asking one to be on the executive committee (requiring one to be on UAS) is a large time commitment. It was difficult to find a chair willing to serve and by adding even more meetings and responsibilities on, one may not be found. However, she referenced that last year the Chair of UAS had to meet separately with FC to discuss the charges and deliver the dialogue around the conversations directly to the FC. So there is a communication problem that needs to be addressed.

Cheryl agreed that she will try it for now without changes, except to invite the chair to meetings when pertinent.

Ana Garner indicated that the chair has the power to invite anyone to the meeting that s/he deems necessary, so no vote would be required.
XII. Statutes of the University Academic Senate – Dr. Erik Ugland, Chair Student Media Board
   Article 4- Standing Committees
   Section 3: Standing Committee/Board that Report to the Provost
   Section 3:03 University Board of Student Media
   Informed on Motion
   To amend membership of University Board of Student Media

   One suggestion was proposed that perhaps “College of Communication” should be used in the wording, instead of “Johnston Hall”.

XIII. Adjourn – 4:52
   Motion: William Thorne
   Seconded: Jim Richie
   All approved by voice vote

   The next meeting will be Monday, September 19 at 3 p.m. in AMU Ballroom C/D.