I. Call to Order by Dr. Cheryl Maranto at 3:04 pm.

II. Reflection was given by Ms. Jean Zanoni.

III. Approval of October 17, 2016 minutes
   • Motion to approve: Dr. Bill Thorn
   • Second: Dr. Tim Melchert
   • Vote: Passed by unanimous voice vote

IV. Chair’s Report – Dr. Cheryl Maranto
   • Called attention to the flyer distributed to all members regarding Faculty Conversations on Learning that will be held on January 11, 2017. The topic is timely and all are encouraged to attend.

V. Vice Chair Report – Dr. Anne Pasero
   • No Report

VI. Secretary Report – Mrs. MaryJo Wiemiller
   • No Report

VII. Provost’s Report – Dr. Daniel Myers
   • Enrollment Update
     ▪ Are starting to plan for the next cycle of enrollment, which is tied in with the budgeting process for next year. In light of the budget challenges we are facing, have set up realistically aggressive enrollment goals for next year. Will shoot for 1950 new undergraduate students (last year’s goal was 1935), and will try to get to 2050.
     ▪ Will also try to be more aggressive with transfer students. We usually have about 150 transfers, and are moving that goal up somewhat aggressively; will go for 170 next year. Are currently putting an apparatus in place for matriculation agreements, etc. and believe that this goal is achievable.
     ▪ Also believe we have the capacity for more international students and will try for an additional 20 international students.
     ▪ In line with our intent to become a Hispanic Serving Institution, we will aim to increase those enrollment numbers each year. Our Hispanic enrollment for this year was 13.5%; will shoot for 14.5% next year
     ▪ At the graduate level, will try to increase enrollment through new programs and new recruitment
Executive Vice President for Operations Search Update

- Will also try to build a trend in the direction of decreasing the discount.
- Questions:
  - What is the discount rate?
    - This year was overall about 47%; have hovered around 40% in the past. Went up this year because of competition. Hope to move it back to around 45% in the budget cycle. Reality is that this happens across higher education, not just here.
  - With increase in graduate credits, is there any chance they will be unfunded?
    - No. It is intended that we are growing programs that are revenue-producing.

Vice Provost for Academic Planning

- Welcome Jenny Watson to Office of the Provost. Very happy to have her in our office.

Executive Vice President for Operations Search Update

- Still in the process of vetting candidates. Committee has selected six of the individuals in the applicant pool to come in for airport interviews; the applicant pool is not being closed and review of any applications that are received will continue. Have had more than 200 candidates that have expressed interest in the position. Committee feels good about the mix of candidates and are looking forward to interviewing those applicants in the coming weeks.

POST (Provost’s Office Short Takes)

- Another issue will be coming out soon. The idea behind this communication is to inform about different ideas, etc. that different groups are working on. The intent is that people can become involved in particular areas of interest.

Athletic Performance and Research Center (APRC) Update

- After last meeting’s conversation with Dr. Lovell, some felt that there were questions which were not answered. Dr. Myers is in the middle of the process, and trying to keep his fingers in all the pieces that make up the project. Participates in weekly phone meetings regarding the various processes and where we are on each. There are 8 or 9 different work groups, so he doesn’t have all the information, but is committed to doing the best possible to answer any questions.
- One question has to do with what is being presented to the Board of Trustees. The reality is that no presentation will be made to the Board at the next meeting (December). There are still many steps to be covered before a presentation can be made to them. The only approval we currently have from the Board is to keep working on the project; no specifics have been approved, nothing regarding clinical areas or any other area.
- Another question has to do with what we might engage in relative to clinical partnerships. What clinical services might be offered in the APRC itself? And what about clinical services that are currently offered on campus and how those might be integrated? The clinical discussion group includes individuals from Aurora as well as 4 Marquette faculty. The primary focus to this point has been relative to what is going to be a part of the APRC. Because it is the broad focus of the APRC, this discussion has been primarily related to exercise physiology and physical therapy. Both Aurora and Marquette have discussed what they would like to see in that facility and are now whittling it down to what are realistic possibilities. The conversation right now has nothing established, there is no proposal yet. The charge to the group was to provide a proposal of what clinical services might be; not an answer/final decision. The proposal will be considered and then we will have to figure out what meets our needs and what might need to be changed. We have given them some parameters, e.g., if student health is a part of it, it can’t cost the students more; nobody will lose their jobs; an opportunity for more clinical training sites for our students (i.e., how might we get more preference in the Aurora system for student clinical placements).
- Another question is regarding health insurance. Some have asked about whether this deal might lead us down a road where Aurora might be the only (or a very narrow) network for our health insurance. The answer to this is that it will not be in any way that didn’t exist before. It seems unlikely that we would narrow the options in health insurance as we are in a situation where the number one thing important to our employees regarding health care is choice. Everything regarding our health insurance will go through the same process that it has before utilizing the Health Care Task Force.
- Everything that has to do with the APRC is subject to the normal approval processes that we have
always used. The reality is that we just aren’t far enough along to engage the formal processes that we have relative to evaluating and vetting things. This is a large and complicated venture and is taking more time than we might have thought would be the case.

Questions:
- As the leadership moves forward with these proposals, at what point will the Senate be able to weigh in and see what the proposals are.
  - This will happen through the normal processes in which people from Senate are involved in various groups, etc. Happy to share with Senate when there is anything to share.
- Will we be able to weigh in before commitments are made on proposals? What has been said is reassuring, but it’s not really a “choice” if the only health insurance option is Aurora, or if out of network is a choice but the price is really prohibitive.
  - The answer is that whenever the proposal for health insurance arises, it will go through the committee (HCTF) that works on this. It will be up to that committee to share as necessary.

Comment: We should encourage Aurora to use appropriate methods of billing in the way that physician visits vs. advanced practice nurse visits, etc. are billed in their systems.

VIII. Wellness – Ms. Kristin Kipp – Director of Employee Wellness
- Handout with an update on the Wellness Strategic Plan was shared and explained.
- Employee Wellness staff have been working with HR to provide a 3-year strategic plan, which has now been approved by the President and the Provost. The plan includes six strategic initiatives.
- Will be looking at the initiatives in more detail beginning in January.
  - Questions
    - Relative to initiative #4, this year there was a check-off on the Health Risk Assessment form regarding the sharing of data. Why is this different from the past?
      - Nothing has changed in terms of data collection. Marquette still receives only an aggregate report, not individualized data.
    - Most of the initiatives in the plan are focused on employees. How much are students the focus of any of these?
      - This plan is focused on employee wellness, but are trying to collaborate more with student wellness.
    - If faculty or staff have questions, who can they contact?
      - Each unit has a wellness committee representative that can be contacted, or individuals can also contact Kristin. Are trying to implement a wellness ambassador program to spread the word and to be a resource for initiatives within departments, etc.
    - Have you been involved in the goal to become the healthiest campus?
      - Not yet, but hope to be involved as that moves forward.

IX. University Committee on Faculty Promotions and Tenure – Dr. Gary Meyer, Chair
a. Motion to Approve
  - Statutes on Faculty Appointment, Promotion and Tenure
    - Chapter 301: Faculty Titles for Members of Marquette University
      - Section 301.03 – Emeritus Status – amended as attached

b. Motion to Adopt
  - Guidelines associated with the Application and Granting of Emerita or Emeritus be adopted

- Gary Meyer reiterated the changes outlined in the motion to amend the statutes and in the motion to adopt the guidelines.
- There were questions at the last meeting regarding dealing with exceptions to the policy. The language in the guidelines now includes the possibility for exceptions, indicating that the provost, at his/her discretion, can allow for discussion of any exceptions.
  - Questions:
    - Confused by the second paragraph in the section on disqualification.
• The disqualification paragraph simply makes clear that the disqualification is a recommendation.

a. Amendment to Statutes on Faculty Appointment, Promotion and Tenure
   Motion to approve passed by show of hands (26 in favor, 0 opposed, 0 abstentions)

b. Guidelines for application and granting of Emerita or Emeritus status
   Motion to adopt passed by show of hands (26 in favor, 0 opposed, 0 abstentions)

X. Proposal to Change Grading System at Marquette University – Dr. Doug Woods, Vice Provost for Graduate and Professional Studies and Dean of the Graduate School
   • Doug Woods explained proposed changes to the grading system for undergraduate colleges, the Graduate School, the Graduate School of Management, and the School of Dentistry (the Law School already uses this grading system).
   • In short, the proposed grading system eliminates the use of AB, BC, and CD grades and instead uses plus and minus grades. Grade points are adjusted accordingly.
   • Changes have been proposed, reviewed and approved by the University Board of Undergraduate Studies and the University Board of Graduate Studies.
     • Questions:
       o Will this apply across the university for undergraduates and graduates?
         • Yes, nothing will change in the grading policy.
       o Will this be difficult to put in place?
         • Registrar Georgia McRae explained that it is not difficult. All that is necessary is to input the grading system with an effective date and PeopleSoft will automatically adjust to the new system.
         • Beginning in the fall 2017, the grading options will include the new grades.
         • Transcript would include a message that the grading system has changed.
       o Is there any discussion of including D- grades?
         • We don’t have an equivalent of D- now, so that was the reason for not including.
       o Does a policy change require senate approval?
         • UBUS and UBGS have passed the proposal. A favorable vote would be endorsement of the proposal by the Senate.
     • Senators voted unanimously by voice to endorse the proposed changes to the grading system.

XI. Discussion of academic technology issues and concerns, presentation of the proposed charge of Academic Senate to the Committee on Academic Technology.
   • Several issues relative to academic technology were discussed.
     o D2L and Security updates
       • D2L does not reboot anything on its own. ITS checks with Registrar about timing, etc. and always sends out an IT Update to notify of any D2L updates.
       • Security pushes have to go through; and if computers are left on, the pushes will go through at night.
     o Many on campus are interested in a product called “Insight.”
       • Kathy Lang advised that we currently don’t have the funding available for this product.
     o Shaun Longstreet explained that annual budgets allow for a certain amount to be devoted to technology and condition of classrooms. The rooms to be renovated are prioritized. We are attempting to create more active learning spaces.
       • Center for Teaching and Learning has an active learning space. Faculty who use that room (Raynor 330B) do so with a specific need/ purpose. Cudahy 108 (currently being renovated) is still a general purpose classroom.
       • Georgia McRae pointed out that renovating classrooms into active learning spaces is helpful, but that we lose seats in the room when this is done.
     o Is there a way to provide the resources where faculty can find the information on interactive
resources?
- The CTL offers the resources and the ability to direct users to the free resources. They also talk with faculty about the pedagogy behind WHY certain technologies are used and how they can be helpful.
  - The changes in the grading process will create more drop-down options (grades), therefore there will be more opportunity for errors in inputting grades.
  - Kathy Lang indicated that we are looking at some opportunity for integration of D2L and CheckMarq. There are some costs involved, and there are many questions to consider.
- What is the annual cost of D2L?
  - Cost of maintaining is approximately $150,000 per year. Blackboard is more expensive than D2L and has a demonstrated larger number of outages across the board.
- The Academic Technology Committee is asked to work on creation of active learning environments.

XII. Adjourn at 4:16 p.m.
- Motion to Adjourn: Dr. William Thorn
- Second: Dr. Noreen Lephardt
- Vote: Unanimous voice vote

Respectfully Submitted,
Mrs. MaryJo Wiemiller
UAS Secretary