

MARQUETTE UNIVERSITY
Office of the Provost
University Academic Senate Minutes
October 20, 2008
AMU Ballroom E - 3:00 – 5:00 PM

- I. Call to Order. The meeting was called to order at 3:05 pm. Dr. Thorn led the group in prayer.

- II. Approval of September 15, 2008 Minutes
Members Present: Dr. Marie Hoeger Bement, Dr. Margaret Bloom, Dr. Sharon Chubbuck, Fr. Michael Class, Dr. James Courtright, Dr. William Cullinan, Dr. Evelyn Donate-Bartfield, Dr. Alexander Drakopoulos, Prof. Edward Fallone, Dr. Marilyn Frenn, Dr. Steven Goldzwig, Dr. Kristin Haglund, Ms. Kristin Hickman, Dr. Jadwiga Hjertstedt, Dr. Diane Hoeverler, Mrs. Susan Hopwood, Dr. Jeanne Hossenlopp, Mr. Stephen Hudson-Mairet, Mr. John Jentz, Dr. Sarah Knox, Dr. Edward Korabic, Dr. Christine Krueger, Dr. Cheryl Maranto, Dr. Daniel Meissner, Dr. Kristy Nielson, Dr. Anne Pasero, Dr. John Pauly, Mr. Jason Rae, Mr. Raymond Redlingshafer, Dr. Siddhartha Syam, Dr. Steven Taylor, Dr. William Thorn, Dr. William Wiener, and Dr. Wanda Zemler-Cizewski.
Member Excused: Prof. Bruce Boyden, Dr. Margaret Callahan, Dr. Linda Salchenberger, Dr. James South, and Dr. G.E. Otto Widero.
Members Not Present: Ms. Janice Welburn
Guest Present: Ms. Cindy Bauer, Ms. Margaret Berner, Dr. Anne Clough, Mr. Steve Duffy, Dr. Kerry Egdorf, Dr. Richard Fehring, Dr. Edward Inderrieden, Dr. Peter Jones, Mr. Dale Kaser, Mr. Roger Lopez (Tribune Reporter), Ms. Mary Pat Pfeil, and Dr. Christine Shaw

The minutes were voted on as presented and passed unanimously (32 yea). Motion passes.

- III. New Business
 - A. Privacy of Personal Information from Health Risk Assessments – Ms Cindy Bauer / Mr. Steve Duffy
Aurora staff will be here on campus to complete biometric measurements; the University of Michigan will tabulate the data online. This will be done every year. Marquette will only get a listing if the employee has completed the screening, not any results.

 - B. Availability of HRA's at the University Neighborhood Health Clinic – Ms. Margaret Berner
Offers primary preventative and urgent, non-emergency care. Offers health screening assessments. Also, offers lab services by the preferred lab provider for MU plans. Call for appointments; walk-ins accepted for flu shots at listed times, or call for an appointment.

- IV. Chairperson's Report – Dr. William Thorn
 - A. Task force on student evaluation of faculty will convene before November meeting. The charge and goals will also be presented.

B. Next July 2009 the Vatican office will be cosponsoring a national meeting for Catholic colleges and universities here at Marquette.

- V. Provost Report – Dr. John Pauly
 - A. Advancement gifts have been received for scholarships in Nursing, from Rockwell for Engineering, and Marcos scholarship for a criminal law lecture series. Advancement initiatives directed by the Deans.

B. Please mark your calendars for the North Central Accreditation Visit NCA on March 2 and 3. All are advised to attend to assessment directives from Dr. Bloom.

C. Faculty Forum generated several questions regarding the current financial situation where we are currently doing very well due to careful asset and investment moves during recent weeks.

VI. Report of Boards and Standing Committees

A. University Board of Undergraduate Studies – Dr. Christine Shaw / Dr. Margaret Bloom

1. New major, Biology for the Professions, in the Department of Biological Sciences leading to a BS degree (Action: Presented as motion to approve)
The major is intended for College of Education students who intend to teach biology at the middle and high school level. It replaces the defunct “teaching” major and uses “for the Professions” in the title to allow for future expansion of its use for other purposes beyond strictly Education students, comparable to that recently approved for Chemistry. This major is currently allowed only as a second major.
It was noted that there was an error on the table – chemistry and physics are 4 credit courses (8&9 Astronomy & Earth Sciences), which will be corrected.

Motion amended item #4 in the text. With the corrections and adjustments.

Thirty-two senators voted in favor, none voted in opposition, none abstained. The motion passes.

2. Termination of the Human Biology Major in the Department of Biological Sciences (Action: Presented as motion to approve)
Only four students were enrolled for the past ten years due to other alternatives. No further questions or discussion.

Thirty-two senators voted in favor, none voted in opposition, none abstained. The motion passes.

B. University Board of Graduate Studies – Dr. Edward Inderrieden / Dr. William Wiener Following actions of University Board of Graduate Studies provided as information:

1. Eliminated the current specializations of Algebra, Biomathematics, Logic and Foundations, and Statistics within the Ph.D. program in Mathematics, Statistics, and Computer Science.
2. Established of a new specialization in Computational Sciences within the Ph.D. program in Mathematics, Statistics, and Computer Science.
3. Eliminated the M.S. specialization in Mathematics.
4. Modification of an M.S. specialization in Computer Science to become a specialization in Computational Sciences.

These actions were taken with the department and information from the Yardley Report. The Provost noted exemplary faculty and department coordination in implementing these changes. Current students making progress to graduation will be allowed to continue.

C. Faculty Council – Prof. Edward Fallone

1. Announcement that the University Archives has in fact begun making regular copies of the Faculty Handbook and University Policies and Procedures, pursuant to UAS motion approved last April.
2. Discussion of faculty salaries, including motion from the Subcommittee on Equity (As forwarded to FC from CFW) that requested detailed salary information broken down by

unit, rank and gender.

It was discussed that the composition of the faculty in various disciplines makes it difficult to format the report with such specificity due to confidentiality issues. For example there is only one male faculty member in nursing and there are as yet very few female full professors on campus. A discussion ensued. It was noted that the information should include the median and range of salaries rather than the average, because averages are affected by low or high extremes.

Dr. Pauly noted that he felt it was only fair for the faculty to ask for the data. The benchmark would be worthy of a discussion. Dr. Levy has begun to gather information regarding this data.

A motion was made to have the report list salaries by rank and division, with gender where possible. This motion was seconded. This information will be public to the community beyond the university.

a. Motion from the subcommittee on equity.

Subcommittee on Equity

Motion Regarding Gender Equity and Salary Reporting
Passed unanimously on May 1, 2008

Given (a) the Subcommittee on Equity's (SE) primary charge to address matters of gender equity among faculty, (b) Father Wild's commitment voiced at the February 27, 2008, Town Hall meeting that Marquette should address gender inequities in salary, (c) the difficulty of assembling fine-grained salary data by gender and discipline from scattered reports over the last few years, and (d) the UAS's January 28 call for the Provost to submit an annual report comparing Marquette faculty salaries to national norms, said report to be modeled on Madeline Wake's May 9, 2007, report,

The SE, in the interest of gaining maximally meaningful information regarding gender equity, requests that the UAS specify that annual reports be expanded to include information such as, but not limited to, the following:

1. Provision of salary ranges and medians instead of averages
2. Expansion of data such as that in Table 1 (of the May 9 report) to compare men and women at Marquette to national norms, making extensive use of publically available discipline-specific salary data (see, for example, data from the American Psychological Association, IEEE, and various professional and academic associations)
3. Expansion of data such as that in Table 4 (of the May 9 report) to include information about Marquette men and women faculty by rank and by disciplinary areas.

Thirty senators voted in favor, one voted in opposition, none abstained. The motion passes.

b. The motion as further amended to have the figures posted by division.

Twenty-nine senators voted in favor, none voted in opposition, two senators abstained. The motion passes.

c. Motion asking for the four questions by the Faculty Council.

Four questions are of special concern to the Faculty Council:

1. Why did the gap increase?
2. Is Marquette's reaching the 60th percentile nationally still an official policy of the University?
3. If it is still an official policy, how will we get there?
4. If we get there, how will we stay there?

PROPOSAL:

The Faculty Council puts forth these questions to the UAS as a basis for discussing this vitally important report from the Provost. **We believe that it would be appropriate for the UAS to adopt a motion asking the Provost to respond to these four questions.**

The motion for these questions to be answered by the Provost was seconded.

Thirty-one senators voted in favor, none voted in opposition, none abstained. The motion passes.

- D. Committee on Academic Policies & Issues – No Report
- E. Committee on Faculty Welfare – Dr. Charles (Steve) Melching has been elected Chair; business under discussion
- F. Committee on Research – Dr. Richard Fehring
(Action: Motion to approve revision to committee purpose, responsibilities, and membership in UAS statues section 7:02)

A discussion ensued about which governing body oversees scholarship. When misconduct in research is surfaced there is a reporting structure for Federal government handled by the Research Integrity Officer who holds a place on the Committee on Research. Who would a student go to if their dissertation work was printed under the name of faculty member?

The graduate student group is reviewing tentative rights and responsibilities at a future meeting. They will bring a report back to the University Academic Senate.

This motion will go back to the committee for further development.

The University Academic Senate Executive Committee will take up the matter of professional ethics and academic integrity.

The meeting was adjourned at 5:10 pm