MARQUETTE UNIVERSITY
University Academic Senate Minutes
January 27, 2020
3:00 – 5:00 p.m. cindy
AMU Ballrooms C/D

Members in attendance: Dr. Allison Abbott, Dr. Kimo Ah Yun, Dr. Abir Bekhet, Ms. Katie Blank, Mr. Bruce Boyden, Dr. Joshua Burns, Dr. Sumana Chattopadhyay, Mr. Michael Danduran, Dr. Joseph Domblesky, Dr. Michael Donoghue, Dr. Kim Factor, Dr. Marilyn Frenn, Dr. Arndt Guentsch, Mr. Jake Hanauer, Dr. Heather Hathaway, Ms. Heather James, Dr. Yasser Khaled, Chima Korieh, William Lobb, Mr. Patrick Loftis, Dr. Michelle Mynlieff, Dr. Paul Nolette, Dr. Lars Olson, Dr. Madeline Schmidt, Dr. John Su, Ms. Brooke Thorsen, Dr. Luke Togni, Dr. Doris Walker-Dalhouse, Dr. Jennica Webster, Ms. Mary Jo Wiemiller, Dr. Doug Woods

Members excused: Ms. Rebecca Blemberg

Members not present: Dr. Tim Melchert, Dr. Felicia Miller, Ms. Regina Vela-Mesta, Mr. A. Jay Wagner, Mrs. Janice Welburn

Guests: Ms. Kelli Arseneau, Ms. Valerie Beech, Dr. Dan Bergen, Dr. Ed Blumenthal, Dr. Emily Bovee, Dr. Maura Donovan, Ms. Cliona Draper, Ms. Alissa Fial, Ms. Lynn Griffith, Dr. Heather Hlavka, Dr. Jeanne Hossenlopp, Dr. Lisa Koenig, Ms. Amber May, Dr. Cindy Petrites, Dr. William Welburn

I. The Chair observed a quorum and called the meeting to order at 3:03 pm.

II. Approval was given by Mr. Bruce Boyden on behalf of Ms. Rebecca Blemberg.

III. Approval of December 9, 2019 minutes
   - Motion to approve: Ms. Mary Jo Wiemiller
   - Second: Dr. Heather Hathaway
   - Passed by unanimous voice vote

IV. Chair’s Report – Dr. Sumana Chattopadhyay
   - Demonstration Policy, UPP 6-11 Update
     - Feedback from University Academic Senate, University Staff Senate, and MUSG was integrated into policy.
     - Explanation of changes made to proposed policy. Track changes version will be distributed to members of Senate following the meeting.
     - Question: Is the “Central Mall” this side or the other side of Wisconsin Ave.? A. The other side.
   - Shared governance workgroup notes will be shared in next meeting.
   - Presidential Address is Wednesday, January 29, 3 p.m. – all are encouraged to attend.
   - University Staff Senate preparing a proposal to create a staff emeritus status. No criteria have been established; are considering something to provide the status to staff members who retired from Marquette after at least a certain number of years (possibly 20 to 25). No additional benefits would be afforded beyond those received as a Marquette retiree. University Staff Senate has requested feedback from University Academic Senate; comments can be provided to Dr. Sumana Chattopadhyay.

V. Vice Chair’s Report – Dr. Yasser Khaled
   - Faculty Forum: Tuesday, March 31, 3 p.m., Weasler Auditorium – all are encouraged to attend and to invite and encourage others to do so.
   - Faculty Council also encourages attendance at the Forum, as well as the Presidential Address.

VI. Secretary’s Report – Mr. Bruce Boyden
   - Dr. Todd Hernandez, at large representative to Senate, is on sabbatical for the spring semester. Dr. Abir Bekhet will serve the remainder of the spring term.
   - Election update
     - Solicitation of nominations for faculty at-large elections for Senate, Faculty Hearing Committee and other various committees. Form distributed with a request to nominate self or others.
     - FHC positions must be tenured full-time faculty. Crucially important role and candidacy is strongly encouraged. If nominating self, please so indicate to aid in the process of contacting individuals to finalize nominations.
     - To increase diversity on the FHC, faculty from outside A&S are encouraged to submit their names for this important committee.
VII. Provost’s Report – Dr. Kimo Ah Yun, Provost

- To better understand university needs, Provost and entire provost cabinet are holding open office hours at various times and places across campus to hear what individuals have to say. Please attend and encourage others to do so. This is an opportunity for everyone to share their thoughts. Times and locations are posted on provost’s webpage.
- Provost is planning to visit all colleges (all departments in A&S) this spring. Scheduling is currently underway. Note when that will happen in your college and encourage all to attend!
- Policy updates
  - Signage and credit card policies have been reviewed and will be posted the week of February 10.
  - Signage policy was reviewed by UAS Executive Committee.
  - Credit card policy was among the UPPs that Executive Committee did not believe needed their review.
  - Final version of the demonstration policy will be posted the week of February 10.
  - Thanks to all groups that provided feedback, especially Faculty Council, MUSG and University Staff Senate.
  - Common commitment of all groups is to make Marquette a better place and provide a transformative education for students.
  - Further comments accepted until February 3.
- Dean searches:
  - Business: Appointment of Joe Daniels as permanent dean was announced earlier in January; thanks to all who participated in the search.
  - Arts & Sciences: Finalists have completed campus visits. UAS Executive Committee provided feedback; provost will meet with the search committee on Wednesday. Hope to have an announcement within next several weeks.
  - Communication: Search committee appointment has been made and committee charge will be given on Feb. 3; a search firm is in place; listening sessions with faculty, staff, students and campus leaders will be held next week. Intend to hire by end of semester with a July 1 start date.
- Enrollment (still early relative to deposits, but can see positive trends):
  - Applications are up 1% over last year at 15,570
  - Admitted 11,550 of those applications, down slightly from last year
  - Deposits to date are even with last year at 230; increase in nursing and health science deposits; modest decreases in A&S, business, and communication. Target is just over 2000, still work to be done.
  - Admitted and deposited ACT is about .5% higher; attributed to the change in test optional policy.
  - Are substantially higher in students with the highest test scores; traditionally yield is lower among that group.
  - Hearing from students and parents that other institutions are offering much larger scholarships (SLU and Xavier seem to be mentioned most often), similar to what we heard last year. Our strategy is not to over-discount aid packages just to get students.
  - Diversity is looking quite positive relative to applications and admits so it will be important to convert those to deposits.
- Implementation of Non-tenure track Task Force:
  - Patrick Loftis continues to co-lead this group.
  - Due to high demand, professional development funding was increased. Funding 27 professional development awards for the spring totaling $10,700. If demand continues, will have $25,000 available next year.
  - Compensation study for non-tenure track faculty will begin in February. Final report is due to provost in September. Study is for all non-tenure track faculty, beginning with full-time faculty, but will ultimately look at all, including part-time.
  - Non-tenure track faculty social hour is Tuesday, February 11.
  - Sign up for lunch with the Provost through the link on the Office of the Provost website.

VIII. Presentation on Climate Survey – Dr. William Welburn, Vice President for Inclusive Excellence

- Last study was completed five years ago; time to administer again. Provided a high-level overview of data from previous study and examples of how it has been used; briefly discussed ways in which new data will be used.
  - Overall comfort of campus was high, but in looking at certain subcommunities the data shows that not all groups are as comfortable as the overall number might indicate.
  - Based on themes identified in the 2015 study, have taken many strides. Results became guiding points for campus and much progress has been made from that study. Several additional action steps will be taken in the
next 12 to 18 months.
- Survey links/documents will be distributed to everyone on campus in February.
- A second climate study tells us better how the climate has changed, the people have changed, and allows us to gather perceptions from all current community members; have added questions to the new survey.
  - Survey is currently being tested and will be ready for release by February 10.
  - Not using an external consultant this time. Consultant assisted and offered advice on ways to address the issues. Feel confident we can administer without the external consultant and still assure confidentiality of all responses.
- Hoping for at least 5000 community member responses. More responses = better data; if we had 100% responses, we would have a great picture of actual campus demographics.
- Greatest incentive for conducting the survey is for us to know the campus; need help in promoting the survey to all on campus.
- When results are completed, will prepare a presentation for Senate.
  - Plan to distribute right after conclusion of Mission Week.
  - Questions:
    - Survey will be done online with a link provided when publicity begins.
    - Some paper versions will be available; will also be translations into certain languages.
    - Survey software is Qualtrics; survey will live on the Qualtrics site.
    - Working with MUSG to make students aware. Sara Manjee is working with the committee on this project. Efforts are being put in place to ensure that every student (both undergraduate and graduate) is aware. Faculty will be asked to share the importance of the survey with students.

IX. Presentation on Office of Economic Engagement – Dr. Maura Donovan, Vice President for Economic Engagement
- Combining the offices of Corporate and Community Engagement was a clear step toward maximizing efficiency; several similarities in the work done by both offices.
- Considering the work that is being done across the university enterprise, combining these offices should make it easier for everyone to navigate how they collaborate with the university as a whole. Allows wholistic engagement as we want our partners to take advantage of the broad array of interests and the work of the university.
- Have formed an advisory council for corporate engagement and are considering ways that can be a model on the community side as well.
- Working on ways to merge both strategic plans.
- Economic engagement opportunities include ways to access research and innovation, find talent and resources, explore professional development opportunities, and increase outreach and visibility.
- Discussion/Questions:
  - Is there any kind of training available or being planned, for example, what is involved in tech transfer? What steps are necessary and how is it accomplished, etc. A: Want to prepare training materials for that type of work.
  - Please explain the overlap with the Tech Transfer office and Community engagement that was represented on the Venn diagram. Are things already identified or is it something for the future? A: Envision the possibility and invite the opportunities. May well be inventions that come to us that have reduced commercial value at the outset but that might have greater community impact. Want to make sure we are evaluating inventions properly.
  - There was a lot of confusion regarding the name. Was any of the community engagement piece lost by calling it economic engagement? A: Naming was intentional and done with a lot of input. Wanted nomenclature that provided flexibility for future collaborations; needed engagement in the title; wanted something concise. Best way to fit all three together was to select one word that would best identify the community and corporate engagement pieces along with the tech transfer. Terminology allows us to say the office is a connector across the university.

X. Work session related to Ideation Review Council – Dr. Jeanne Hossenlopp, Vice President for Research and Innovation
- Jeanne Hossenlopp introduce Ideation Session.
  - Previously provided overview of the Ideation Review Council; very excited by list of people interested in working on this council.
  - Are seeking a way to best prepare ourselves to address the future. To begin to envision where we move forward to, we must first engage in ideation – initially without filtering.
    - Rules for ideation are to suspend our judgment, to consider wild ideas, to build on the ideas of each
other

- Timeline: Separating out concerns from ideas in February; cluster around topics and start to think about themes and emerging directions in March; solicit feedback from all in April. Will continue to filter and consider going forward.
- Senate workgroups participate in a brainwriting exercise – write down all you can think of related to a specific topic and then exchange papers to consider other topics, etc. Topics for consideration were selected with input from strategic plan team leaders. Ideas shared from the session included the following:
  - Topic: to enhance the experience of the student
    * Increase service learning throughout entire time at Marquette vs. one commitment in one class for both graduate and undergraduate students
    * Provide opportunities (for example, service opportunities) that connect entire community – students, staff and faculty
    * Seek ways to bridge the town/gown divide to better connect students and faculty with the broader community around campus; not only service work but efforts to deepen the relationships
    * Provide an easily accessible flow chart or list of places to go, etc. as part of the resources and support for first generation students
    * Reminded of comment in Campus Climate presentation regarding comfort levels – provide SAFE spaces for students AND faculty and staff; forums or groups, physical spaces, etc. More people need to have a place where they feel they can share their struggles, resources, etc.
    * Provide freshman diversity training, especially as we have students from different parts of the country, rural/urban areas, etc. Share moral stability of a Jesuit university and all should feel comfortable.
  - Topic: what things should we stop doing?
    * When discussing programs to grow or cut, also consider ways we could consolidate programs.
    * Limit the number of candidates for university positions to 3 in order to reduce university search costs.
  - Topic: ideas regarding faculty support priorities in the capital campaign
    * Mentoring programs for young faculty, including allocating time and resources to make certain it is effective

XI. University Board of Graduate Studies – Dr. Edward Blumenthal, Chair

a. Motion to approve: Termination of Family Nurse Practitioner Post Master’s Certificate
   o Approved by UBGS unanimously
     * 12-credit certificate program; is in 7th year and has graduated a total of 9 students to date; 2 students currently in the program. Resources include one summer course unique to the program which currently must be offered to a very small cohort. Students need clinical experience, which interferes with students in the masters or doctoral programs getting their clinical.
   o Discussion/Questions
     * Q: Will the two students currently in the program be taught out? A: Yes; the summer class will be offered; other required courses are part of other programs.
     Passed by unanimous voice vote with no abstentions.

XII. Adjourned at 4:54 p.m.

   o Motion to adjourn: Dr. Heather Hathaway
   o Second: Mr. Patrick Loftis
   o Passed by voice vote

Respectfully submitted,
Mr. Bruce Boyden
UAS Secretary

The next meeting will be Monday, February 17, 2020 at 3:00 p.m. in AMU Ballroom CD.