MAQUETTE UNIVERSITY
University Academic Senate Minutes
February 17, 2020
3:00 – 5:00 p.m.
AMU 227

Members in attendance: Dr. Allison Abbott, Dr. Kimo Ah Yun, Ms. Rebecca Blemberg, Mr. Bruce Boyden, Dr. Joshua Burns, Dr. Sumana Chattopadhyay, Mr. Michael Danduran, Dr. Joseph Domblesky, Dr. Michael Donoghue, Dr. Marilyn Frenn, Dr. Arndt Guentsch, Mr. Jake Hanauer, Ms. Heather James, Dr. Yasser Khaled, Dr. Chima Korieh, Dr. Tim Melchert, Dr. Michelle Mynlieff, Dr. Paul Nolette, Dr. John Su, Ms. Regina Vela-Mesta, Dr. A.Jay Wagner, Dr. Jennica Webster, Mrs. Janice Welburn, Dr. Doug Woods

Members excused: Dr. Abir Bekhet, Ms. Katie Blank, Dr. Heather Hathaway, Dr. Felicia Miller, Dr. Lars Olson, Ms. Mary Jo Wiemiller

Members not present: Dr. Kim Factor, Dr. William Lobb, Mr. Patrick Loftis, Dr. Madeline Schmidt, Dr. Doris Walker-Dalhouse

Guests: Dr. Edward Blumenthal, Mr. Kevin Conway, Mr. Tom Hansberger, Dr. April Harkins, Ms. Erin Hastings, Mr. Peter Kovochich, Ms. Kristen Kreple, Mr. Alex Milovic, Dr. Paula Papanek, Ms. Giordana Poggiolo-Kaftan, Mr. JK Rees, Dr. Philip Rocco, Ms. Lora Strigens, Ms. Andrea Schneider

I. The Chair observed a quorum and called the meeting to order at 3:04 pm.

II. Reflection was given by Dr. Kimo Ah Yun

III. Approval of January 27, 2020 minutes
   o Motion to approve: Marilyn Frenn
   o Second: Michael Danduran
   o Passed by unanimous voice vote

IV. Chair’s Report – Dr. Sumana Chattopadhyay
   o Demonstration Policy, UPP 6-11 Update is now on the university website.
   o A policy review committee for the Senate is currently being worked on.
   o Discussion of shared governance will be held later in the meeting.
      • There is a list of comments to discuss from the December senate meeting.
      • Concern was raised that the faculty should have control over senate agenda.
         ▪ Clarification that the Senate Chair works with Staff in the Provost’s Office to create an agenda; therefore, faculty does have control over senate agenda

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

VI. Secretary’s Report – Mr. Bruce Boyden
   o Welcome to Julie Bach, executive assistant to the Provost
   o Welcome to Cory Forbes, student representative for the spring semester
   o Election update
      • Solicitation of nominations for faculty at-large elections for Senate, Faculty Hearing Committee and other various committees.
      • Especially for Faculty Hearing Committee, which is restricted to tenured faculty; please nominate self or others.
      • Next meeting will be seeking nominations for UAS internal elections of executive committee.

VII. Provost’s Report – Dr. Kimo Ah Yun, Provost
   o Dean searches
      • Arts & Sciences: Hoping to make announcement by the end of this week; offer is out.
      • Communication: Search launched and Opportunity and Challenge Profile to be posted by the end of February; will begin circulating with committee and others. Intend to hire by end of semester with a July 1 start date.
• Business Administration: Provost will meet with executive council in the college on Wednesday and then meet with faculty on Friday. There is a plan in place to keep things moving along; Interim will be named.
  o Marquette Forum
   • Thanks to John Su for making such great strides.
   • The program is being moved under the leadership of William Welburn, VP for Inclusive Excellence.
   • 2020-21 theme is Creativity and Innovation; hope to expand the definition of creativity and innovation beyond typical conceptualizations and prioritize diversity and inclusion within this conversation
  o Enrollment
   • First-year applications stand at 15,865, up 1% over last year.
   • We admitted 12,100 students, up 1% over a year ago.
   • We are ahead of pace for the admit pool for all colleges.
   • To date, 336 students have deposited, almost even with last year (down just 3 people)
   • 70% increase in nursing deposits (39)
   • 13% increase in health science deposits (72)
   • Modest decreases in A&S, Business, and Communication deposits
   • Admitted average ACT is 0.51 higher than last year.
   • Deposited average ACT is up 0.48.
   • Good news/bad news: admits are oversubscribed in top academic tiers.
   • These tiers yield lower and students in them are more expensive.
   • To work at increasing yield from these top tiers, we have created a consolation prize for some of the non-winners in the Dean’s competition. Notifications are going out this week. We will track the effectiveness of this program to determine if it should be standard practice next year.
  o Climate Study
   • Climate Study is open now and extended through February 29. The last one was in 2016 and yielded many strides forward (increase in professional development opportunities, ERGs, etc.) Please complete climate study if you have not done so; takes 15-20 minutes. Remind colleagues and students
  o Office Hours
   • Check out Office Hours on the Office of the Provost website. Seven members of academic affairs leadership team are hosting these one-hour open house-style meetings through May.
   • Sign up for lunch with the Provost on the Office of the Provost website

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

Motion to approve: Termination of Psychiatric Mental Health Nurse Practitioner Post-Master’s Certificate in the Collee of Nursing
  o Created in 2016 without enrolling students
   • None of the courses in this Post-master’s certificate have ever been offered and no students have been enrolled in the program; currently there are no qualified faculty to teach the courses.
   • There are changing priorities within the college as well. The program is expensive to run, and there are other local universities that offer this program.
   • Passed by unanimous voice vote

IX. University Board of Undergraduate Studies – Dr. John Su, Vice Provost for Academic Affairs

Informed on decision: Approval of new Concentration in Professional Selling
  o The primary driver behind establishing a Professional Selling concentration is to address a core skill, demanded by industry, to address the lack of sales talent in the workforce.
  o The establishment of a Professional Selling concentration at Marquette University will help the University and College of Business enhance its reputation as a top university by combining academic theory with real-world business best practices to enhance the discipline and practice of professional selling.
   • This will be a concentration within Marketing major in the CoBA
  o Discussion/Questions:
   • Q. Director is an assistant professor? A. Professor of practice as co-director with assistant professor is a positive step; allows assistant professor time to pursue progress toward tenure.
   • Area of professional sales is growing – 60-80% of marketing majors will see some sales in their careers.

X. Proposal to Create Interprofessional Education and Collaborative Practice Committee as committee reporting to Provost
and UAS – Dr. Marilyn Frenn, Senator

Informed on motion: Revise Senate statutes to create new Interprofessional Education and Collaborative Practice Committee reporting to UAS and the Provost

- The Interprofessional Education and Collaborative Practice Committee (IPECPC) will be a committee reporting to the University Academic Senate and Provost which will serve to guide and support healthcare-related interprofessional education at Marquette University.

- Started in senate in 2014 – task force is co-chaired by the Interprofessional Education Coordinator and one elected faculty representative: Mary Jo Wiemiller and Marilyn Frenn
  - Needs a full committee
  - IPE as a requirement for accreditation is increasing
  - IPE courses started this fall – hybrid course; model is very cost-effective
  - IPE is at other institutions with full staff
  - In the process of recruiting a new IPE coordinator

Discussion/Questions:
- Comment: Senator wanted to convey support. People might wonder why it would report to Academic Senate and Provost vs. a College committee. Many colleges have IPE programs, so it is broader than just one or two.

XI. Presentation on Space Optimization Study – Ms. Lora Strigens, Vice President for Planning and Facilities Management

- Beyond Boundaries – optimizing campus space study
  - 60 building, 100 acres; 6 million gross square feet of space; over $300 million in deferred maintenance; every square foot has value!
  - Several projects from the master plan have been implemented; mid-scale and minor projects are impactful too ($10 mil or less)
  - When campus master plan was completed in 2016, there was a lot of data that compiled – transportation, space, condition of buildings, etc. Prioritization was done accordingly
    - Not all of the data was leveraged as well as it could have been, and much has changed since then
  - The value of the campus
    - Of the 6 million gross square feet, about 4.5 million is usable
    - Office meeting space and lab/instructional space is majority of space usage
  - Basic Space Principles
    - Space is a limited and valuable resource
      - Space needs to be assigned and used as efficiently as possible
    - Space is a university asset
      - Data should be used to drive decisions about space
    - Space is increasingly expensive to construct and maintain
      - Space decisions should align with strategic priorities
  - Process
    - Classrooms and instructional spaces are priority (high percentage of overall square footage); most impactful in student experience; knowing the full picture helps to guide projects.
    - Non-academic administrative space is secondary (example is IT moving from Cudahy: what are the non-core departments that can move from the center of campus?)
    - Master plan / feasibility work – all taking place concurrently
      - Evaluating and gathering data - plan to have that information in June/July
  - Success Measures
    - Improve space utilization; space should align with current and future needs
    - Limit requirement for new square footage
    - Data strategy and governance guide decisions
    - Not just shifting, but improving space and operations
      - Representatives from across campus help to guide these decisions

Discussion/Questions:
- Question: Which units have volunteered to receive services from the Space Committee? A – one example is University Advancement (Tim McMahon) who has a variety of staff reporting to different individuals, may travel regularly, or are telecommuting, etc. His concerns centered around consolidating the workspace. This in turn benefits his staff as well as the university as a whole.
- Comment: I didn’t hear that any faculty are involved. Also hoping that space includes places where large groups can meet. A – Will be looking at all of that. Looking at how to categorize and collect data to make sure
to capture all lab and instructional space. Lora stressed that as the committee reaches out to faculty/department chairs, please be as transparent and accurate as possible in order to assist in making the most accurate and beneficial decisions.

- Question: Can you speak to use for faculty?  A – Looking for different ways to engage faculty – more to come.
- Question: Is there any comparative data?  A – Using data from 2014, university classroom utilization is comparable (about average) to other universities. However, Marquette’s office space was greater than others.
- Comment: Please keep the safe spaces on campus in mind when planning. A – There are a multitude of conversations happening surrounding this topic: cultural audit, mom’s group, etc.
- Comment: Since Christmas break, Library has had three requests for gender neutral bathrooms.  A – This is a question of how we integrate it into existing buildings as well. Standard practice for new buildings is to incorporate these.

XII. Presentation on Title IX and Faculty – Ms. Kristen Kreple, Title IX Coordinator
- Expanded to include sexual harassment and sexual violence / assault
- Changes to come out in the next month to 6 weeks.
- Two people make up the Title IX Office
  - They handle stalking issues, address relationship violence, and retaliation issues.
  - Nearly everyone employed on campus is required to share information if they have heard of a policy violation as shared by a student
  - First communication that an impacted person receives will be from a victim advocate; give the person available resources
  - If the situation is violent, Kristen may be required to act – this is rare.
  - Informal resolution may just involve talking to an individual; this increases the individual’s awareness of the situation and a repeat issue generally is not a concern.
- Upcoming changes will require hearings for Title IX cases.
- Faculty-specific Title IX issues
  - On the rise – especially since #MeToo
  - Kristen reassured that she is the gatekeeper and will not chase after unfounded allegations; Title IX protects faculty members too; Kristen may reach out to faculty member for academic accommodation (generally not long-term).
- Four ways to work together for an equitable campus:
  - Faculty training for compliance and cura personalis
  - New policy accessible for everyone on campus (faculty voices would be valuable in this process)
  - Unambiguous consensual relationship policy (St. Louis University just passed a good policy)
  - Engaged communication & transparency

- Discussion/Questions:
  - Question: There was a training in FELOS program which allowed us to practice difficult conversations such as faculty/faculty harassment? In a harassment situation, is there a reporting requirement?  A – Any time you hear of this type of thing happening (even with a colleague), you are required to report. You can explain to them that they will receive an email that they can either attend to or disregard.
  - Question: What triggered the policy change?  A – This comes from the courts (accused students are suing and winning on due process grounds). Dept. of Education thinks that if there is a process that mirrors the court process, there is more due process and protections for all involved.
  - Comment: Senator recommended Kristen as a resource; she is very responsive.
  - Question: Will there be a second faculty hearing process in addition to the existing one?  A – Yes, it will be distinct from the student process.
  - Comment: A consensual relationship policy will be a future topic in the Senate.
  - Question: Do you know if you will be mediating the faculty/faculty issues (what Ombuds used to do)?  A - Title IX Office was formerly not able to mediate due to Dept. of Education regulations. Kristen expects/is hopeful that this will change.
  - Question: Will your office have the capacity to handle this?  A – Kristen is hopeful that there will be few, and her office should be able to accommodate. They get about 200 reports/year at this time.

XIII. Presentation on Institute for Women’s Leadership – Ms. Andrea Schneider, Director, Institute for Women’s Leadership
- Institute for Women’s Leadership (IWL) Started in August of 2019
- Will be grounded in MU’s strategic plan
  - Mission is “To advance women’s leadership locally and globally through pioneering research, innovative programming, and collaborative engagement”
  - Vision states “With intersectional inclusivity and gender equity in mind and as advocates for justice, IWL will engage, inspire, and transform students, faculty, and community leaders as we create, serve, and cultivate”
- Strategy
  - Create an interdisciplinary and vibrant research environment that equitably and inclusively supports faculty and students as they engage in impactful, transformative scholarship
  - Serve as an incubator for innovative leadership initiatives that challenge the barriers to the advancement of women, while embracing intersectionality, as we seek to reduce inequities across institutional structures
  - Cultivate community connections through research, mentoring, and leadership programming as we collaborate with external stakeholders including corporations, nonprofits, and community associations.
- Strategic Planning – each of the 3 IWL Mission focus areas (Research, Programming & Engagement) utilizes 4 calls to action (connect, recognize, resource, measure) tailored to our goals and IWL Vision
- Governance:
  - Interdisciplinary leadership team of 3, and collaborates with Sasha Waters from WIN
  - External Advisory Council
  - Internal (MU) working group
  - Corporate Advisors / Board / Partners (have endowment)
- Year 1 Objectives include
  - Build knowledge of and promote current gender research on campus—database
  - Create community of interdisciplinary gender researchers—faculty socials & summer grant
  - Strengthen and measure the impact of WIN and IWL campus programming—assessment
  - Partner with non-profits, companies, and governmental institutions to put research into action—convening & resource outreach
  - Establish website & social media platforms to promote the above.
- Discussion/Questions:
  - Comment: Faculty may not always hear about grant opportunities. A – Working to enhance communication for these opportunities; example: there will be a half-day program affiliated with the DNC in July.
  - Question: Have you thought about participating faculty and what role they may play? A – Call has gone out to all faculty that includes anyone doing research, and grants are not tenure-track focused; open to all.
  - Question: Can librarians qualify? A - Yes!
  - Question: Given intersectionality, how will you work with other resources? Example: A&S Center for Gender & Sexuality Studies. A – Would like to partner/collaborate with Center, but the IWL’s focus is on leadership, specifically, women’s leadership, while the Center may tend to focus on broader issues.
  - Question: Do you have any objectives that are more “inward looking”? A – Research is Marquette-focused / Marquette-based, not outward-looking. We should be and intend to be modeling best-practices.

XIV. Shared Governance Follow-up Discussion
  - Due to time constraints, this agenda item has been postponed to the next meeting date
    - Request to add to the middle of next month’s meeting

XV. Adjourned at 4:56 p.m.
  - Motion to adjourn: Tim Melchert
  - Second: Bruce Boyden
  - Passed by voice vote

Respectfully submitted,
Mr. Bruce Boyden
UAS Secretary

The next meeting will be Monday, March 16, 2020 at 3:00 p.m. in AMU Ballroom CD.