MARQUETTE UNIVERSITY
University Academic Senate Minutes
May 9, 2022
3:00 – 5:00 p.m.

Teams

Members present: Dr. Allison Abbott, Dr. Kimo Ah Yun, Ms. Valerie Beech, Dr. Jill Birren, Ms. Rebecca Blemberg, Dr. Heidi Bostic, Dr. Joseph Domblesky, Dr. Scott D’Urso, Mr. Atiba Ellis, Ms. Ana Escudero, Dr. Sarah Feldner, Dr. Marilyn Frenn, Dr. Paul Gasser, Dr. Arndt Guentsch, Mr. Tim Houge, Dr. Margaret Hughes-Morgan, Dr. Yasser Khaled, Dr. Timothy Melchert, Dr. Jennifer Ohlendorf, Mr. Doug Smith, Dr. Elaine Spiller, Dr. Christopher Stockdale, Dr. John Su, Mr. A. Jay Wagner, Dr. Miao (Grace) Wang, Dr. Dave Wangrow, Mrs. Lisa Weber, Dr. Michael Wert, Dr. Amber Wichowsky, Ms. Mary Jo Wiemiller, Dr. Doug Woods

Members not present: Dr. Sarah Gendron, Ms. Makayla Harrow, Dr. Chima Korieh, Dr. Lars Olson, Ms. Samari Price

Guests: See spreadsheet for full attendance list

I. The Chair observed a quorum and called the meeting to order at 3:00 pm.

II. Reflection given by Mr. Timothy Houge.

III. Approval of April 11, 2022 minutes (Att. III)
   o Motion to approve minutes: Senate Chair Abbott
   o Second: Vice Chair Wichowsky
   o Passed without objection

IV. Chair’s Report – Dr. Allison Abbott
   o Welcome newly elected senators and returning UAS leadership.
   o Update on modality of meetings 2022-2023: For those who are not UAS senators, there was unanimous support for having virtual meetings continue. For those who serve on senate, there was a 60/40 vote (60% who prefer virtual, 40% who prefer in-person). Senate Chair advises that the fall semester will be held in-person with hybrid option for those who are not senators. We will assess as we go, likely after the September meeting.
   o AAUP Chapter email to UAS senators: The email that was sent from the Marquette chapter of the AAUP to UAS and FC described the resolution that was passed last meeting as a censure of the provost. This is not the view of the Senate Chair; she advises that it is more of a critique.
   o Shared governance: President Lovell has called a meeting with ELT and UAS EC to discuss and strengthen shared governance. The primary goals are to figure out what it means to collaborate and get to a mutual understanding of shared governance and how to best execute it. Senate Chair mentions that each decision made at the university may have different parameters in the decision-making role(s) of UAS / UAS EC / UAS Chair, depending on a variety of factors such as confidentiality and time sensitivity.
   o The next faculty senate meeting of the new academic year will be August 29; however, a special session (annual orientation meeting) will take place prior to this. More details will be forthcoming this summer.

V. Vice Chair’s Report – Dr. Amber Wichowsky
   o FC met last Tuesday. We have distributed a survey to department chairs via the Office of the Provost email to reflect on the implications of the budget cuts / realignments / reallocations on their respective units. This information will be shared with the new faculty member for the committee on budget and finances. Vice Chair expects a summary of the survey results will be shared with UAS in the fall, likely at the first or second meeting.

VI. Secretary’s Report – Ms. Rebecca Blemberg
VII. Provost’s Report – Dr. Kimo Ah Yun, Provost

- Enrollment: The target was 1843 for the incoming class, and we had 2035 students deposit. We had to give more financial aid, but it is a net positive benefit to the university. We are working to add faculty as needed. Over 30% of the incoming students identify as coming from diverse backgrounds. We also increased the number of IL students as well as those from Jesuit high schools.
- There were some changes to the enrollment strategy that helped increase our numbers: 1) We had more dean participation at the yield events held around the country. 2) We offered a series of incentives to get students excited to commit earlier. 3) We held fly-in programs for our secondary markets (we may widen this program next year). 4) We distributed more merit aid. 5) We held more in-person recruitment events.
- Graduate School and GSM: Summer 2022 completed applications are down 10%, but accepted offers are up 20% this year. Fall 2022 matriculations: completed applications are down 6%, but the number of students who have matriculated are up 2%.
- Work Groups update: Provost Ah Yun reviews what has taken place with the short-term and long-term work groups and the resulting 185 recommendations. There were 77 recommendations that were referred to different units across campus; 53 of the 77 have been received and approved.
- Provost Ah Yun thanks everyone who was involved with the work groups and for the collaboration that took place.

Discussion/Questions:
- Q/Comment: Vice Chair Wichowsky asks where the recommendations and updates can be found.
  - A: Cindy Petrites believes that this is on the Economic Planning website, but she will verify and add this information to the chat.

VIII. Presentation of Faculty Pay Equity Report – Ms. Kali Murray, Chair, Committee on Diversity and Equity

Ms. Murray:

- Ms. Murray reviews the units that have been involved in the analysis and advises that this has been almost twenty years in the making. The 2004 Committee on the Faculty Status of Women recommended doing a consistent yearly analysis of gender pay equity. She thanks the last three provosts for their respective work in allowing this analysis to happen and the resulting process to be built. The executive summary is available; however, the committee keeps the conversations and the report confidential.
- Faculty Salary Equity Analysis: Phase I is the data analysis summary. OIRA and the Pay Equity Task Force met during a two-year process, and a number of variables were identified and reviewed. Examples include academic rank, years at Marquette prior to the current rank, years of experience, academic department gender, race and ethnicity, etc. OIRA presented the initial report to the committee in November 2021, and subsequent meetings were held. At Phase II the equity adjustment budget was established by the Internal Pay Equity subgroup (made up of members from OIRA, OGC, and HR). Provost Ah Yun consulted with the deans during Phase III, reflecting on the data generated through the larger faculty salary equity analysis. During Phase IV, Provost Ah Yun reported on the outcomes. Race and ethnicity is a factor that emerged over the course of the year. For example, Asian faculty had lower salaries on average at the larger faculty salary equity analysis. Ms. Murray believes that this is on the Economic Planning website, but she will verify and add this information to the chat.
- Two things to note: 1) The committee members are not given information that drills down to the departmental level, only at the university level; however, there may be significant variables that exist at the department level. 2) The committee believes service needs to be looked at for women as they move from associate to full professor. The time it takes for women to move forward to full professorship has an effect on salary.
- Ms. Murray is encouraged that the provost has made this a sustainable, intergenerational, and very clear process for generating faculty salary equity analysis. She advises that the committee will be voting on changes to the statutes to continue the Pay Equity Task force as a subcommittee of the Committee on Diversity & Equity. She advises that this is a large project, and continued effort is needed.
IX. Library Resources for Faculty – Dr. Tara Baillargeon, Dean of Libraries

Dr. Baillargeon:

- The library completed an academic program review last fall. From that review, we became aware that we needed to create a new strategic plan and organizational structure that meets our current university needs. The library will continue to be an anchor at Marquette, prioritizing faculty and student research support.
- We are looking to reduce costs but continue supporting the teaching and research mission on campus. We are renegotiating contracts with vendors and publishers and will be consolidating the five fully-staffed service desks.
- Every academic department has a library liaison, and there are many ways that we can meet the needs of your various courses (co-teaching and/or being embedded in the classroom, as well as creating online learning modules, for example). The Digital Scholarship Lab offers workshops, and we can assist in your graduate classes with research. We also have a platform at Marquette called ePublications that is used to manage and disseminate Marquette-generated research journals and data.
- It makes sense to house the Lemonis Center for Student Success in the library because we view the library as being the physical and intellectual center of the campus. We know that library use contributes to student retention and is the gateway for research.
- Please respond to the survey that will be coming to you about library resources.

Discussion/Questions:
- Q/Comment: Senator Wangrow – Thank you, Tara, for the integrative work that is being done. One concern my colleagues and I have is reduced costs resulting in fewer subscriptions for A/A+ journals in the business disciplines.
A: Dr. Baillargeon – We have different data inputs, both quantitative and qualitative, and we will look together at how we can best meet your needs. Subscription rates exceed inflation every year; it is a challenge for all libraries.

X. Committee Annual Reports (4:10 to 5:10) (Executive Summaries)
   a. Faculty Council, Dr. Jeff Berry, Chair (Attachment Xla)
   b. Committee on Academic Technology, Mr. Dave Wilcox, Chair (Attachment Xlb)
   c. Committee on Committees and Elections, Dr. Maura Moyle, Chair (Attachment Xlc)
   d. Committee on Diversity and Equity, Ms. Kali Murray, Chair (Attachment Xld)
   e. Committee on Research, Dr. David Baker, Chair (Attachment Xle)
   f. Committee on Teaching, Ms. Kristin Holodak, Chair (Attachment Xlf)
   g. Interprofessional Education and Collaborative Practice Committee, Mr. Christopher Geiser and Ms. Kelly Horton, Co-chairs (Attachment Xlg)
   h. University Assessment Committee. Dr. Nick Curtis, Chair (Attachment Xlh)
   i. University Board of Graduate Studies, Dr. Norah Johnson, Chair (Attachment Xli)
   j. University Board of Undergraduate Studies, Dr. Behnam Ghasemzadeh, Chair (Attachment Xlj)
   k. University Library Board, Dr. Rebecca Nowacek, Chair (Attachment Xlk)
   l. University Board for Student Media, Dr. Erik Ugland, Chair (Attachment XII)

   o Discussion/Questions:
     • Q/Comment: Senator Frenn asks Jeff Berry about 5b – Is there another word to be included?
       • A: Dr. Berry - To monitor health within academic units.

XI. Installation of Senators for AY2022-2023 and New Chair
   o Senate Chair thanks everyone for their service this academic year. Goals for next year are to improve the Senate Chair’s communication with senators and integrate more subcommittee reports throughout the year.
   o Senate Chair thanks all of the outgoing senators as well as the returning senators and welcomes new incoming senators.

XII. Adjourned at 5:07 p.m.
   o Motion to adjourn: Senate Chair
   o Second: Senator Gendron
   o Passed without objection

Respectfully submitted,
Ms. Rebecca Blemberg
UAS Secretary

The next meeting will be Monday, August 29, 2022 at 3:00 p.m.