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

II. Reflection was given by Dr. A. Jay Wagner

III. Approval of May 04, 2020 meeting minutes
   o Motion to approve: Sumana Chattopadhyay
   o Second: Patrick Loftis
   o Passed without objection

IV. Chair’s Report – Dr. Sumana Chattopadhyay
   o Welcome to new Senators and UAS leadership.
   o Goals/ Tasks for the year:
     • We are dealing with many challenges this year. The Chair has created rules for civil discussion during the meetings and has posted this to the chat feature. These rules will be reviewed before each meeting.
     • We will now have UAS representative(s) on the Finance Committee.
     • We will have multiple senate-led conversations this fall; the Chair will send out the dates soon.
     • Longer-term issues:
       ▪ We will be focusing on the curriculum. One goal is to include more diversity, equity and inclusion.
       ▪ Another area of focus is the consensual relationships policy; this will come to senate sometime this year.
       ▪ We will also reconstitute the Committee on Part-time Faculty. The current term limit is three years. We will reduce the term limits for this because it is difficult to find people to commit for that long of a term.
       ▪ Alix Riley is encouraging all faculty to participate in the academic experience surveys that will be done this semester. The goal is to know what is working and what is not. Please encourage students to take these surveys. The students should also read the COVID-19 guidelines in the syllabi.
   o Discussion/Questions:
     • Q: Who are the individuals on the Finance Committee?
       ▪ A: Sumana - I will find out and get those names to you.
V. Vice Chair’s Report – Dr. Allison Abbott
   o Faculty Council update
     • We are planning the next meeting.
   o Vice Chair announces that she has been the faculty member representative on the COVID Academic Planning Committee, so if someone has anything they would like her to bring forward, please let her know.

VI. Secretary’s Report – Ms. Rebecca Blemberg
   o No report for today’s meeting, but look for future announcements about elections.

VII. Provost’s Report – Dr. Kimo Ah Yun, Provost
   o Response to UAS Executive Committee Formal Recommendation and Request
     • The request I received is that all faculty would be informed if a student in their class tests positive. I advised that I am unable to support that recommendation. Faculty will, however, be notified if they fall within the contact tracing guidelines. There are three reasons for this decision: 1) The city, state and national standard is six feet of social distancing for longer than 10 minutes. Given that we are social distancing and wearing a mask, the medical team feels that this guideline is sufficient. 2) Wisconsin Privacy Law makes it very clear that we cannot give medical information without consent. The most relevant exception would be if we could do that anonymously. Many of our classes are small; therefore, anonymity would be lacking if there is a student absent from a small class for a couple of weeks. The second and more important part is how would we execute this? The medical personnel would have to pass that name onto someone else, breaching privacy. 3) There is a high probability that the instructor will be notified by the student anyways; so the student can then decide if they would like to divulge their medical information.
   o Enrollment:
     • As of today, we have 1,659 enrolled first-year students; last year today, we had 1,974 for a difference of ~16%.
     • Diversity is 30%, up one point from last year. The percent is up, but the raw numbers of both populations are lower.
     • 22% of the class is first generation, down from last year’s 24%.
     • The average ACT score went up to 27.6, giving us a rounded average of 28. We did implement test-optional which could be making up that difference. Average SAT is 1250, up from last year’s 1226.
     • 158 students are from Jesuit high schools, down slightly from last year’s 165, but comprising 10% of the class versus 8% last year.
   o Retention:
     • First-to-second year retention rate is currently 88.5%, this is up a half point over budget but down from last year’s 91%.
     • For our total undergraduate enrollment, we have 7,653 registered. We anticipate picking up some more students and should hit around 7,699.
     • Budget enrolled goal is 8,104, so we predict a shortfall of 405 students.
   o Update on Work with Black Student Council:
     • They have a number of requests: they would like to see scholarships for housing and books, curriculum reform, climate improvement, space for them to gather, etc. We are fortunate to be able to make progress in this area.
   o Other Updates and Announcements:
     • Register for the Virtual Coffee Chat with the Provost (September 8, 2-3pm) by e-mailing Julie Bach by 1pm September 8. Note the time change.

VIII. University Board of Graduate Studies – Dr. Edward Blumenthal, Chair
Motion to approve: New Master of Science in Finance (Att. Villa)
   o This new program is coming from the College of Business Administration. This proposal leverages the strong reputation of the finance undergraduate program, which is ranked 36th in U.S. News & World Reports and is the third most popular major at the university. This is a hands-on, skills-based program. There are good employment trends, and it is a low-cost degree program to create with the expenses primarily in marketing the program. There is only one new course to add; most courses already exist and are taken by MBA students. There
will be cohorts of ten students at full capacity: four full-time and six part-time. The program is predicted to be profitable by second year.

- **Q:** Is COVID making changes in business college enrollment? Do you think this program is still a good idea?
  - **A:** Jeanne – *we do still think this is a good idea. We believe the master’s degree is going to be more important as these individuals have more flexibility with their schedules as they work remotely.*

- **Motion on the floor is to approve the New Master of Science in Finance.**
  - Motion passes with no objections.

**Informed on decision:** New Specializations in 1) Biomedical Imaging, 2) Computational Biology and Bioinformatics, and 3) Cellular and Molecular Engineering in the Joint Ph.D. program in Biomedical Engineering at Marquette and Medical College of Wisconsin (MCW) (Att. VIIIb)
  - This is a MU-MCW joint program in which Bioengineering specialization was created to capture all the joint program students. This phase is to match MU’s program to MCW’s program, which includes reconfiguring specializations. The PhD program resides at MCW, and recent changes in MCW’s Bulletin were not done in tandem with Marquette’s Bulletin. This is being done to be in alignment with the MCW program. UBGS passed this unanimously in the May meeting.

**Informed on decision:** Termination of Specializations in 1) Bioengineering, 2) Functional imagining, and 3) Systems Physiology in the Joint Ph.D. program in Biomedical Engineering at Marquette and Medical College of Wisconsin (MCW) (Att. VIIIc)
  - Termination of these specializations is necessary in order to align with MCW’s program.

**IX. Presentation on Title IX Changes and Implications for the Faculty Grievance Process** — Ms. Kristen Kreple, Title IX Coordinator
  - Title IX is a 1972 federal law which states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” It was later expanded to include sexual harassment and sexual assault. This past May we received about 2000 pages of updates under the Title IX Final Regulations. The Provost put together a task force to see what our new policy should look like.
    - The major provision requires the university to hold hearings for the “Big Five” which include sexual harassment, sexual assault, domestic violence, dating violence, and stalking. This was previously a single investigator process. These hearings must be live in front of neutral decision-makers with cross-investigation, and the right to appeal before a finding of responsibility or any form of discipline can be issued. The second big provision is that we are required to use the same procedure for faculty, staff and students. One good thing about the new regulations is they give more latitude to explore mediation, restorative justice, and negotiated settlements.
    - The new regulations create a floor, and we are going above and beyond what the floor requires.
    - This interim policy contains big changes, and there will certainly be things we can improve upon. We would like feedback on the policy as the semester moves forward. Please send this feedback to policyfeedback@marquette.edu
    - While we will be holding hearings for any of the big five, we will use the prompt and equitable process for everything else; this is the investigation model used previously. This can be utilized in cases of sex discrimination, retaliation, and sex exploitation. We will ultimately have one policy that houses the two different procedures/policies. There will be flowchart created for this.
    - The mandatory reporting requirements remain the same with one exception; this is the victim advocate. We hope the students will utilize the victim advocate more now with this recent change that victim advocates are not mandatory reporters.
    - We are also retaining the same evidentiary standard for hearings which is (preponderance of the evidence – burden of proof). This is best practice. Under the new regulations, we *could* change the standard to clear and convincing in which the evidentiary standard is substantially “more likely than not”, but we will *not* do so. We will keep the preponderance standard.
    - Under the new regulations, we must use the same grievance procedure for students, faculty and staff. Currently, the faculty policy and procedure does not comply with new law for several reasons. We are now required to implement a reasonably prompt time frame (90 days). The faculty handbook requires a 120-day waiting period to explore settlement and/or mediation, and the last faculty grievance process took nearly 22 months to complete. Faculty uses clear and convincing standard, while the Title IX process uses preponderance of the evidence. We also need to make sure the complainant can respond to evidence and
participate in an equitable process for both parties. There will also need to be decision makers who are specially trained to handle the Title IX Sexual Harassment grievance procedure, including making relevancy determinations and writing detailed determinations with findings of fact and conclusions of law. **This is Currently these policies are** not covered in the faculty handbook. To be compliant as of August 14, we created a carve-out for Title IX cases. But moving forward, we need to unify the two. This needs to be on your radar so we can work on this together to get to firmer ground.

- Consensual Relationships Policy – The Chair and Ms. Kreple met with others on campus in late spring and will be resuming discussions this week. The bare bones of the policy have been established, and the group is exploring how other schools are handling this, primarily where this document lives. [at department houses this document](https://example.com). Most would be okay as long as the person of higher who has power notifies their supervisor and recuses their supervision over the person with lesser power. We are considering some defined areas of non-relationships.

  - **Discussion/Questions:**
    - Q: A couple of folks have inquired about the expedited timeframe. Does this mean that a faculty member can still go to the grievance body to talk about a decision?
      - A: Kristen – yes, this is still possible. We just need to create clarity. I don’t believe it is precluded.
    - Q: Do all types of faculty grievances need to comply or only Title IX?
      - A: Kristen – only Title IX.
    - Q: A graduate student and faculty member could still be allowed to have a relationship, but this could also bring about third party sexual harassment.
      - A: Kristen – there are ways we can create [this policy that seeks](https://example.com) to avoid favoritism and bias. We have been hearing from other schools that they’ve come up with creative ways to get around those concerns.
    - Comment from the Chair – if there are individuals on campus who are experts in this area and would be interested in helping us form this policy, please have them reach out to myself or Kristen.
    - Kristen – the Consensual Relationship Policy can be helpful by providing clarity and stopping things problems from [going-arising that implicate](https://example.com) Title IX.

X. Presentation from Members of the COVID-19 Response Team – Dr. Xavier Cole, Vice President for Student Affairs; Captain Jeff Kranz, Assistant Chief of Police; Dr. John Su, Vice Provost for Academic Affairs; and Ms. Keli Wollmer, Executive Director of the Marquette University Medical Clinic

  - Dr. Xavier Cole – I anticipate many of you have been participating in the Town Halls, so you are aware of the progress we’ve made since March. We are currently reviewing how our plans are working on the ground. We will need to shore up some things as we account for human behavior. One of the major updates is that we have appointed an individual to manage the medical response system we have on our campus. Dr. Joya Crear has assembled a team to oversee gating criteria and the dashboard, work closely with the medical staff to streamline testing, oversee the call center, ensure transportation to and from testing, and work with Froedtert and their Get Well loop (for students as they go into isolation; this includes 16-30 days of wraparound and comprehensive care as well as a medical care package). Overall, Dr. Crear will make sure that all of the appropriate various individuals areas are all talking to each other. We will use feedback from our students to make tweaks to the processes.

  - Asst. Capt. Jeff Kranz – myself and Lora Strigens are on the Recovery Team, and we were flooded with work up until about two weeks ago. Much of what we are doing right now is looking at the recommendations and tweaking as needed. The student transport system is a good example of this. We have put together a shuttle bus system that follows a fixed route. The LIMO drivers, who are no longer driving the smaller vehicles, will provide foot service to escort individuals to their destinations from the fixed route. We continue to troubleshoot, and expect that a Step 4.1 Recovery Plan will come out within the next couple of weeks.

  - Ms. Keli Wollmer – We have set up a comprehensive care program for our students who are in isolation. We do have adequate space on campus to house them, and these individuals will receive daily phone calls, meal delivery, and will be enrolled in the Get Well loop offered through Froedtert. They have required check-ins, and they also receive a lot of support literature through this system. The experts in this program will communicate directly with us at the clinic to close any loops for the students. They can also do a warm hand-off if a student needs to be admitted to Froedtert Hospital. The quarantined students receive regular outreach as well. They are referred to the Office of Disability Services, Campus Ministry, the Counseling Center, and the after-hours nurse hotline. I feel
we are doing a great job supporting our students.

- The current dashboard was really more of a report. Now that we are doing our own testing, it will become more robust and will include our testing results, timing of results (goal is to reach the individual within 24 hours); quarantine and isolation space availability, PPE supply and contact tracing. We will be using the red, yellow and green level alerts. This new dashboard will roll out by the end of the week. We also appreciate any reminders you can offer the students regarding self-reporting and testing when they are experiencing symptoms. We feel we have fewer students coming to us for testing than expected.

- John Su - we have 30 members on the academic steering committee, and 63 department chairs are meeting weekly. Both Dr. Heidi Bostic and Dr. Allison Abbott have done a tremendous job. Our strategy this fall for continuity of instruction encompasses ten task streams which include facilities, course design, etc. We have been able to implement what we are going through this fall. Next steps we will focus on spring 2021. We would have the course largely underway by now if this was any other year. Our goal is to have the first round of class modalities determined by September 21. The second piece is our contingency planning for fall. This coming weekend will likely represent an inflection point. We need to be prepared to continue with remote instruction.

- Discussion/Questions
  - Q: I am getting students wanting to shift to online because they are hearing stories of students going to parties. What do I tell them? They know that students are hanging out with others who are not social distancing. And they believe that students are going to class with symptoms. I have two students from the same class.
    - A: Dr. Su – We do have the violation form for students to complete. With respect to the second piece, if the student is not getting a stop sign, we cannot keep them from the classroom. If it is a medical condition they are concerned about, they can request an accommodation through ODS. Otherwise they need to work with their instructor.
    - A: Ms. Wollmer – that conversation needs to happen between the student and faculty member if it is based on fear.
    - A: Dr. Cole - now that we are into the semester, we are getting into a rhythm and having those conversations. We continue to reiterate everyone’s responsibility; however, we can only manage what we know. The students need to be pushed toward the testing process. Until they engage the testing system, we do not know if they are positive or not. They need to call the medical line to get tested.
    - A: Dr. Su – the more we can articulate this care for our community, the better. Reporting is a piece of this caring for the community.
    - A: Asst. Capt. Kranz – we are getting these reports at MUPD. We definitely saw larger parties the first weekend. This weekend we are still getting reports, but there were less attendees at the parties. We are trying to change culture here, and there was a marked improvement from one week to the next. We are responding in an educational manner rather than through enforcement.
  - Comment: I am teaching two sections of a foundational math course, and I was approved for all online. There are only a couple of sections that are in-class only. As more people students become concerned, they are coming switching into my online class. We want no more than 20 students in the online class; however, I have 59 students in two classes right now. As students start saying they want to go online because they are afraid, what may happen is you overburden the online instructors, and you are giving your students more of a chance to not be successful.
  - Q: There are some History faculty members who are concerned about calling the police if the student refuses to wear a mask. They are uncomfortable calling the police, especially for a student of color in today’s climate.
    - A: Dr. Su – Kimo sent to all instructors the Academic Scenarios for COVID. It addresses the question of what to do: Remind, Request, Require, Refer. None of those necessarily involves the police. I will follow up with anyone that needs that document.

XI. Budget Update – Mr. Ian Gonzalez, VP for Finance

- Our university annual budget is dependent upon tuition and R&B revenues (3/4 of the total revenue). A significant portion (2/3) of our expenses are related to compensation and benefits. Starting with FY20, there is a smaller freshmen class and ~$15mil COVID-19 exposure. We took mitigating actions through discretionary spending
reductions, focused furloughs, and application for funding through the CARES Act.

- The FY21 landscape has us 351 freshmen students behind our budget. There will be COVID-related costs as well. These are known risks that total ~$20-25mil. We are also forced to reckon with some unknown risks such as summer melt, retention, campus disruption due to COVID, disruption to Athletics, and health and safety operating costs. To mitigate known risks, we have suspended merit raises as well as the 403B retirement match, and ULC took wage reductions along with head basketball coaches. Potential additional actions are dependent on unknown risks.

- With regard to the FY22 budget, this process is ongoing (we are in the middle of the cycle) and will seek the BOT budget approval in December. For FY22 we make assumptions on tuition pricing and financial aid, enrollment levels, room and board, and fundraising revenues, and expenses. The FY22 budget model includes modeling assumptions in enrollment (declines have a 4-year impact) which currently stand at 1800 freshmen and 1650 sophomores. This has a $14mil impact on tuition and $8mil impact on room and board. Fundraising is a $2.5mil impact. We continue to engage in routine scenario planning for enrollment declines, long-term impacts on demand for higher education, and the demographic cliff expected in 2026. We have implemented the University Workstreams which includes future state planning committees from academic affairs, campus space, non-academic areas, athletics, employee benefits, and non-discretionary spending.

- Discussion/Questions
  - Q: I am hearing a lot of questions from faculty about the endowment. Can we draw to cover operating expenses each year? Can you speak to the role of endowment?
    - A: Ian – much of the endowment is funded by donors and comes with restrictions. Much is there to honor donor wishes; very little can be drawn from. A small percentage of the endowment supplements operations, but nothing to cover a short-term issue.
  - Q: When the UAS Executive Committee met with Kimo, there was a question raised about a statement in the FY19 audit that has a footnote on page 13. The university has $23mil in four designated funds functioning as endowment, and $1mil can be liquidated without BOT approval. Can you address this?
    - A: Mr. Gonzalez – the endowment is over $600mil. A smaller fraction can potentially be liquidated. The purpose of the endowment is for the long-term sustainability of the university, not solving short-term budget issues.
  - Q: You have mentioned the long-term. But what does it take to trip into that realm?
    - A: Mr. Gonzalez – there is nothing off the table. We will consider all avenues, but my sentiment was more of the purpose of the endowment, which is investing in the future of the university rather than solving a budget crisis in one year. If the BOT endorses that, then we would.
  - Q: So using the endowment funds is in the hands of the BOT?
    - A: Mr. Gonzalez – yes, it requires a board decision or movement.
  - Q: if we had an inflection point, would this affect the 2021 budget?
    - A: Mr. Gonzalez - yes, that was on my slide. The Recovery Team has a plan to keep the campus safe, but they can speak more to that.
    - A: Dr. Ah Yun – if we need to pivot, it would depend on the conditions under which we need to do so. Other campuses have kept their residence halls open because that is not where the problems were occurring.
  - Q – who are the people in the future planning groups and what are you sharing with them?
    - A: Mr. Gonzalez – I will send that information to you, Sumana.

XII. COVID Cheq Presentation – Ms. Laurie Panella, CIO; and Dr. Michael Zimmer, Associate Professor, Computer Science

- Ms. Panella – COVID Cheq is a symptom monitoring and contact tracing tool. It is not an app, but rather a link. In early summer we were looking at another tool we could use for free, but it was not robust enough and did not have the contact tracing component. About five weeks ago we decided on the Qualtrics tool for this. We are taking a 3-4 month project and looking to get it implemented in a just couple of weeks. We are essentially building the plane while it is in the air; therefore, I am always asking for feedback. We need this tool to be in compliance with Step 4 Recovery Plan which has been approved by the City of Milwaukee. COVID Cheq automates the previous screening process that each department was doing. Additionally, it provides workflow and automation for the medical staff regarding the disclosure form and tracking. It also assists facilities in determining when the students have been on campus. This gives us an opportunity to quickly disinfect the areas where they have been. It identifies and protects our campus.
We are in Phase 1: Symptom monitoring and reporting seven days per week. This helps with contact tracing because we know when folks have been on campus. By mid-week, the opt-out option will be available for faculty and staff, but not students. If faculty or staff are on campus one day per week or less, they can opt out. The department chair will oversee the opt-outs and the daily pass required to be on campus. Education is our goal. We will be sending automatic reminders after 3, 5, and 7 days. It is a code of conduct issue for students. The hall directors and Dave Stockton are tracking this. We are thinking about an incentive program for the students.

The self-disclosure is being attached to the COVID Cheq tool. The contact tracing will be complete next week. We are also integrating the tool into MediCat, which is the student EHR system that the clinic uses.

Resources: There is an FAQ site we built. If there is a question you do not see answered, please send an email to COVIDCheq_Info@marquette.edu There is also a Classroom COVID-19 Scenarios Fall 2020 document that was emailed to you last week from the Provost.

Discussion/Questions:
• Q: Can students who are fully online opt out?
  ▪ A: Ms. Panella – not if they live near campus. But if a student is not living in Milwaukee, they can send an email to the COVID Cheq email on the website and they will be walked through the process of opting out.

• Comment: we have not been checking faculty and staff at the library because we expect that their respective departments are doing that; however, we can do that if you want us to.
• Q: What is your sense of participation?
  ▪ A: Ms. Panella - I am excited to say the participation got up to 75% last week; however, the weekend was not so good. More communication will be coming out this week. We hope to get to 80% by the end of this week.

XIII. Adjourned at 5:00pm
• Motion to adjourn: Patrick Loftis
• Second: Michael Danduran
• Passed without objection

Respectfully submitted,
Ms. Rebecca Blemberg
UAS Secretary

The next meeting will be Monday, September 21, 2020 at 3 p.m. via Teams.