Members in attendance: Dr. Allison Abbott, Dr. Kimo Ah Yun, Ms. Katie Blank, Ms. Rebecca Blembreg, 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, Dr. Heather Hathaway, Dr. Yasser Khaled, Dr. William Lobb, Mr. Patrick Loftis, Dr. Tim Melchert, Dr. Felicia Miller, Dr. Michelle Mynlieff, Dr. Paul Nolette, Dr. Lars Olson, Dr. John Su, Ms. Regina Vela-Mesta, Dr. A.Jay Wagner, Dr. Doris Walker-Dalhouse, Dr. Jennica Webster, Mrs. Janice Welburn, Ms. Mary Jo Wiemiller, Dr. Doug Woods

Members excused: Dr. Valerie Everard-Gigot, Dr. Todd Hernandez, Dr. Madeline Schmidt

Members not present: Mr. Jake Hanauer, Ms. Heather James, Dr. Chima Korieh

Guests: Dr. Lowell Barrington, Dr. Kerry Egdorf, Ms. Alissa Fial, Ms. Jessica Franken, Dr. Paul Gasser, Mr. Sergio M. Gonzalez, Dr. Kim Halula, Dr. Heather Hlavka, Dr. Jeanne Hossenlopp, Dr. Simon Howard, Dr. Brooke Magnus, Dr. Laura Matthew, Ms. Annie Mattea, Dr. Sameena Mulla, Ms. Kali Murray, Dr. Sarah Peck, Dr. Cindy Petrines, Dr. Linda Piacentine, Dr. Brittany Pladek, Dr. Philip Rocco, Dr. Carmel Ruffolo, Mr. Chris Stolarski, Ms. Brooke Thorson.

I. Call to Order by Dr. Sumana Chattopadhyay at 3:03 pm.

II. Reflection was given by Mr. Michael Danduran.

III. Approval of May 6, 2019 minutes
   o Motion to approve: Dr. Marilyn Frenn
   o Second: Dr. Arndt Guentsch
   o Passed by voice vote.

IV. Chair’s Report – Dr. Sumana Chattopadhyay
   o Welcome to new Senators and UAS leadership.
   o Several questions have arisen in recent days
     • How the university is adjusting to long-term challenges in higher education. Will share what they know.
     • University’s revised demonstration policy will be on September agenda for discussion.
     • Day Care Center
   o Charges to standing committees
     • Many tasks to accomplish this year
     • Unfinished business from last year will be addressed as a separate agenda item
   o Table assignments slightly different from last year; hope to have a small amount of time as work groups toward end of meetings.

V. Vice Chair’s Report – Dr. Yasser Khaled
   o Faculty Council
     • Chair and vice chair searches: appears there is a chair; still seeking a vice chair.
     • Seeking a date for Faculty Forum that will avoid conflicts with other events

VI. Secretary’s Report – Mr. Bruce Boyden
   o Requirements for part-time faculty representation have created barriers/limitations.
     • Difficulties in recent years getting enough individuals to run to represent part-time faculty due to requirements.
     • Challenges relative to the subcommittee on part-time faculty
     • Executive Committee will suggest recommendations to address challenges; will come back to full Senate for consideration.
     • Those with suggestions for changes to requirements should contact a member of the Executive Committee.
VII. Provost’s Report – Dr. Kimo Ah Yun, Acting Provost

- **Status of searches**
  - **VP Finance**: Search has been extended
  - **CIO**: Laurie Panella started on Aug 19
  - **Provost**: Isaacson & Miller conducting; search is continuing
  - **VP Mission and Ministry**: Finalists visiting campus weeks of Sept 5 and 12
  - **Deans of Business Administration and Arts & Sciences**: Still aiming to conclude CoBA by Dec. 15 and A&S by Feb. 15
  - All are progressing as expected

- **Changes over summer in tenure buyout policy**
  - Were dual deadlines; now have one deadline of November 15
    - Move allows us to better align with trustee and budget meetings
  - Work at university following acceptance of tenure buyout
    - Previously were able to return to university to work part time. New policy is that buyout recipient can only return to work at university with approval of department chair, dean and provost. Generally, there will not be employment after someone takes the buyout.

- **Enrollment**
  - Target for fall 2019 was 2077. Still some uncommitted but are hovering around 1992. Is lower than expected in the budget.
    - Challenges: One of our peer institutions has a 70% discount rate. Another institution put more money out for people who were still possible students after the traditional May 1 date. Another institution has changed discount rate for the later-enrolling students.
    - We had to make a decision about the importance of making the class as compared to making the class by reducing discounts and making other budgetary cuts.
    - Reduction in students from Illinois nearly accounts for all of the lower enrollment (governor of Illinois offered more money to Illinois students staying in Illinois).
  - Diversity continues to be a target – most diverse class in history
    - Numbers of Latinx and African American students will be largely unchanged
  - Strategies for 2020 include additional focus on Illinois; adjusted merit/need based aid ratios to create larger initial merit awards; refocusing on international recruitment/students
  - Believe the test-optional admission will help us and is the right thing to do.

- **Continuing to do lunches with faculty and staff**
  - Non-tenure-track faculty listening sessions were held over the summer. The task force has been working on summarizing the conversations and should have a report prepared for the Provost in the next few weeks. Have also discussed creating a graduate student task force which should launch soon.

- **Questions/Discussion:**
  - Is Marquette making any plans to target student populations from schools that have recently or are nearing closure?
    - **A**: *Usually schools will send out a call: “we have these students that will have a need to complete their degrees.” We are constantly monitoring that.*
  - Re: budget tightening. What has happened, and what will happen?
    - **A**: *Higher education is changing and getting more complicated and competitive. Birth dearth affects what will happen in the next few years. We are looking ahead and acting now instead of waiting until 2024 or 2025. Over the summer, VPs and deans were asked to look carefully at their units to determine efficiencies, ways to reorganize, ways to combine, areas where we have grown or areas where we maybe don’t need the same larger units as previously. Space, people and programs have all been reviewed. Are currently vetting the process throughout the university to determine how we move forward.*
  - Grapevine says that the dean search in A&S is looking for someone with a background in online education because that is the way we are going. Is that true?
    - **A**: *No. True that job description mentioned it. We need a dean that has familiarity with online education; an opportunity exists with prospective students that want to go to online universities, so we need to keep that in mind. Marquette has a brand identity as a residential institution and knows that is important.*
  - When you talk about the changes that have been reviewed in departments and colleges, can you share the timeline for decisions relative to any changes that might be made?
    - **A**: *Not the intention to drag this out for a long period of time. Hope to properly review all information and consider everything involved, but don’t want it to drag it out. Are expecting decisions in the coming weeks.*
• Re: construction on campus. Is there any time frame for when some of that construction will be done, especially around walkways, etc.?
  A: By the end of fall semester McCormick will be down and will be green space. Projects are moving on different schedules. Attempt to do as much as possible in the summer when we have fewer folks on campus, but not always possible based on scope of project.

• Re: Tenure buyout. What led to the changes? Were people that took the buyouts previously provided any explanation and allowed to continue teaching, for example those who might have been teaching part-time.
  A: Not aware of how the information was communicated to those impacted. Many have reached out to their deans. Have considered the timelines involved for exceptions. Encouraging permanent replacements.

• Senate request: When changes happen over the summer, please make sure that Academic Senate is aware in order to remain in the loop.

VIII. Committee on Research – Dr. Paul Gasser, former Chair

Motion to approve: New Intellectual Property Policy

- Corporate Engagement Task Force reviewed this policy and had some concerns about some of the language; proposed changes following that review.
- Committee on Research did not make the changes; they were asked to review
- A summary of the changes was provided. Some things moved from Office of Research and Innovation to Office of Corporate Engagement and Partnerships (OCEP).
- With respect to online classes, policy remains the same.
- Bruce Boyden has reviewed carefully, both when it was first learned that changes were being proposed and then checked again with existing policy. Some of the things done to clean up the document concerned him. Primary concern was not to alter anything that had been done in the 2013 policy. He worked with Jessica Franken to come up with some revisions that protect faculty scholarship and teaching material.
- Policy shared in the meeting has been cleaned up and is easier to understand.
- License to university (#3 on page 3); existing policy (paragraph 4A1) grants university license to use; paragraph 3B in new policy says same thing.
- One item is ownership vs licensing. License that is created here, has always been there and was created for a very specific reason. Idea is to make sure that we can continue to administer a class, etc., should something happen to the faculty member.
- Policy does not anticipate textbooks that have been assigned – these are normally pedagogical materials. Books are normally published by a 3rd party and there is no belief or intent that the university would own the textbook.
- Central concern is that anyone can use someone else’s syllabus and use materials without any concern. Concern that there is nothing in the language that would keep someone from taking another faculty member’s syllabus and doing nothing more than changing the name of the faculty member. Language should be tightened up.
- Kali Murray was a member of the IP Review committee. One of the reasons we are having the debate is because Jessica Franken actually wrote a clear policy. Probably should have had the discussion in 2013. Believes we should now have a little more discussion on this; need an opportunity to more carefully consider what is says. IP Board would now be reporting to OCEP. IP Review board had debates and considered policies.
- Committee on Research does include a law individual but doesn’t normally include someone who might have broad background in the IP area.
- Recommendation to create a task force to further consider, etc.
- For the record, everyone that has worked on this has been open to suggestions and have been wonderful colleagues in the process. Faculty should understand that the IP Review Board played a crucial role in these debates long before they were ever seen in Senate.
- Believes there should be a place where faculty can carefully and openly consider these concerns/issues.
- This version of the policy was launched in Corporate Engagement Task Force. Committee on Research reports to Academic Senate. The Task Force reported to the Provost; was not under the umbrella of UAS.
- Jessica found it important to provide a policy that was written in simple English. This was not intended to change anybody’s rights. The only intention in this document was to put it in plain English so that anyone could pick it up and read/apply it.
- If words are not clear enough around taking a course online, then Jessica, Bruce, etc. should review the wording, etc.
- Concerns about an estate receiving the royalties were expressed; how can heirs understand the legal rights.
- Data from research has to be made public; relative to patent process. Concerns about the requirement that research data is made public; this is not necessarily possible in all disciplines.
To move forward: do we table to next meeting or do we come up with an ad hoc committee? Appears we are not ready to vote at this point.

Does Jessica Franken think that the primary concerns are potential conflict between parts a and b and that the university cannot use material for online courses, etc.? Can language be changed to clarify what is in the policy so that it is clear to the casual observer. Nothing in the policy other than 4B3 that relates to things that are produced for in-classroom materials – nothing that prevents material being taken for use elsewhere.

Inclined to go with ad hoc committee idea because there are many issues here and time is very different from 2013. Also because we are entering a new era of online education and new initiatives – is a good time to have this discussion.

Bruce Boyden offered a motion (second by Paul Nolette) to commit the discussion to an ad hoc committee of UAS to study what needs to be done and how to proceed forward with the Marquette IP Policy. A report of the ad hoc committee will be presented at the October meeting of UAS. Motion carried by voice vote.

Seems to be a need for a larger faculty forum with the experts in the room so that they can be heard and understand things?

OCEP should be involved in this discussion also. Need to move this forward so we have something for external partners. Encourage path to include them and to move as quickly as possible.

OCEP wants it to work for faculty; don’t want it to drag on for years; but want it to work right and that faculty understand what the IP issues are and what can/cannot be done by them and by the university. Let’s get it done in a timely manner and efficiently, but in a way that folks are happy to pass and support.

IX. University Board of Graduate Studies – Dr. Doug Woods, Dean of Graduate School

Informed on decision: Modify language applying to Certificate Concurrent Enrollment in Graduate Bulletin

- Explanation that students are now able to transfer courses into a certificate program.
- Policy change makes it more flexible for graduate students.

X. Goals/Tasks for the Year – Dr. Sumana Chattopadhyay, Chair

- Following last year’s work on statutes, Faculty Council and Committee on Technology remain to be considered and voted on.
  - Finish the edits to the UAS Faculty Council statutes started last year
  - Committee on Technology was waiting on hire of CIO – so they will work to finalize statutes.
- Other committees will be working on unfinished business.
- Evaluate the statute that defines the criteria for Senator at-large from part-time faculty
  - Difficult to get someone in a part-time role for 3 years because they sometimes take on a full time role, so perhaps should consider changing the term to 1 year;
- Evaluate the statutes for the Subcommittee on Part-time Faculty
  - Also has people in 3-year positions
- Draft a statement on professional conduct
  - Ad hoc committee worked on last year – one of the subcommittees will be continued work on that committee.
- Continue review of grievance procedure
- Review Faculty Handbook
  - Had a discussion with General Counsel regarding the way Faculty Handbook and some discrepancies. Seeking assistance from OGC and HR to make it clearer and more consistent.
- Evaluate the findings emerging from the Ad hoc committee on service loads and draft recommendations in response to the findings.
  - Review the findings from surveys, etc; will work more on the findings and what we do with the information.
- Senate met in table work groups to consider and share any issues that Senate should explore this year

XI. Adjourned at 4:46 p.m.

- Motion to adjourn: Dr. Lars Olson
- Second: Mr. Patrick Loftis
- Passed by voice vote

Respectfully submitted,
Mr. Bruce Boyden
UAS Secretary

The next meeting will be Monday, September 16, 2019 at 3:00 p.m. in AMU Ballroom CD.