Members in attendance: Dr. Kimo Ah Yun, Ms. Ashlie Benson, Mr. Bruce Boyden, Dr. Joshua Burns, Dr. Sumana Chattopadhyay, Mr. Michael Danduran, Dr. Joseph Domblesky, Dr. Valerie Everard-Gigot, Dr. Kim Factor, Dr. Marilyn Frenn, Dr. Ana Garner, Mr. Kurt Gering, Dr. Arndt Guentsch, Mr. Jake Hanauer, Dr. Todd Hernandez, Dr. Rick Holz, Dr. Javier Ibanez-Noe, Mr. Patrick Loftis, Dr. Tim Melchert, Dr. Dan Myers, Dr. Michelle Mynlieff, Dr. Paul Nolette, Mr. Michael Odden, Mr. David Papke, Dr. James Richie, Dr. Madeline Schmidt, Dr. John Su, Dr. Doris Walker-Dalhouse, Dr. Jennica Webster, Ms. Mary Jo Wiemiller, Dr. Susan Wood, Dr. Doug Woods Members excused: Dr. Allison Abbott, Ms. Katie Blank, Dr. Cheryl Maranto.

Members not in attendance: Dr. Yasser Khaled, Mrs. Janice Welburn

Guests: Dr. Iqbal Ahamed, Ms. Autumn Anfang, Dr. Kati Berg, Ms. Sandi Cleveland, Dr. Nick Curtis, Dr. Kerry Egdorf, Dr. Tyler Farrell, Dr. Shion Guha, Mr. Eric Kowalik, Ms. Pam Lewis, Dr. Shaun Longstreet, Dr. Brooke Magnus, Mr. Steven McCauley, Dr. Tim McMahon, Dr. Gary Meyer, Ms. Erin Napier, Ms. Maria Pares-Toral, Dr. Jane Peterson, Dr. Cindy Petrites, Dr. Rebecca Sanders, Dr. David Schejbal, Ms. Lynn Sheka, Dr. Elaine Spiller, Dr. Rosemary Stuart, Ms. Toni Uhrich

I. Call to Order by Dr. Michelle Mynlieff at 3:03 pm.

II. Reflection was given by Dr. Todd Hernandez

III. Approval of September 17, 2018 minutes

- Motion to approve: Dr Tim Melchert
- Second: Mr. Patrick Loftis
- Passed by unanimous voice vote

IV. Chair’s Report – Dr. Michelle Mynlieff

- Ad hoc subcommittees
  - Service committee has a charge from UAS and from provost
  - Professional conduct re: cyber-bullying; have met and are looking at other schools, policies, etc.
  - Grievance committee – meeting in the next week for the first time

V. Vice Chair Report – Dr. Sumana Chattopadhyay

- Faculty Council – chair is Darren Wheelock; vice chair is Jennica Webster; have good representation from colleges.
- Marquette Core Advisory Committee – provides overview of Core and how it is working to respective campus units

VI. Secretary’s Report – Mr. Bruce Boyden

- Due to a retirement, have an upcoming opening on faculty hearing committee. As committee is hearing matters, want to be certain they have full representation. Soliciting names for the opening. Please self-nominate if interested or providing names of others who might be interested. Hoping to get non-A&S faculty member for this opening.
VII. Provost’s Report – Dr. Dan Myers, Provost

- Searches
  - VP for Advancement – filled effective Oct. 1; was a finalist in the prior search and still interested in Marquette; will be invited to a future meeting
  - Chief Information Officer – listening sessions are being held; info collected will be used to develop leadership profile; hope to have someone by end of semester.
  - VP Corporate Engagement – 3 finalists have visited campus, with one more coming this month. Based on other interest that has developed, may add 1 or 2 additional finalists. There is no specific timeline on this search, but we are in relatively late stages of the process.
  - MUPD Chief – have identified 4 finalists, who will be on campus the last week of October and first week of November. UAS Executive committee and the MUPD advisory board will participate in those finalist interviews. A faculty member nominated from Senate is a member of the advisory board, so there will be two opportunities where Senate is represented and participating.
  - VP Human Resources – have paused search; search firm will attempt to generate additional candidates.

- US News sub-rankings
  - Universities were ranked this year on basis of student debt of graduating students. We were 18th on the list of national universities, which has caused concern as we have a high discount rate and are struggling to keep costs down, etc. Somewhat confusing as we were also ranked 49th in the country as a best value school. Of our students in the graduating class of 2017, 59% graduated with debt; the average debt of those 59% was $37,713. If average all graduating students, the average is closer to $22,000. Additionally, this information is based on only the list of approximately 300 national universities. Some other Jesuit schools have greater debt than Marquette but are ranked on the regional universities vs. the national universities list.
  - Our goal is to have the average graduating student debt be less than 75% of one year’s cost of attendance (roughly $52,000). We are meeting/beating our goal (at about 70%) which is good, but still need to work on ways to reduce that debt.
  - Questions/Discussion
    - Q: Did the overall rankings include the smaller class sizes that we addressed this year? A: Yes. In overall ranking of university, we are 89th this year – a little disappointing as we did a lot of work on class size, alumni giving, and faculty comp, and basically didn’t move. We moved up 58 universities in class size, which didn’t impact the overall ranking. US News likes to make changes in how they calculate things, and this year introduced two brand new factors that weren’t previously in the rankings. We don’t really see those items (Pell grant success rate and Pell grant comparative success rate – both intended to convey how well your Pell grant recipients do at graduating) as really measuring what they purport to, as they basically serve as a penalty for private schools who have fewer Pell grant recipients. Even though we made gains in other areas, the two areas re: Pell grants appear to have hurt us overall.

VIII. Presentation on Annual Enrollment and Benefits Changes for 2019 – Mr. Steven McCauley

- Annual benefits enrollment
  - New process for benefits enrollment; as of January 1, 2019, all benefits except for TIAA and timekeeping for bi-weekly employees will be available through the DirectPath portal. Employees are responsible for being familiar with information in email notifications from DirectPath.
  - For 2019, benefits re-enrollment for all full-time employees is mandatory.
    - Between October 22 and 4:00 pm on November 9, employee must enter the new information and make benefit selections. If employee does nothing, employee will have no benefits!
    - DirectPath is holding 30-minute telephonic appointments with the 2412 benefits-eligible employees as a service to employees to help ensure accuracy.
    - Upload birth certificates or adoption papers; if not in English, needs to be translated into English
before uploaded (individuals can translate by simply writing in English above the original language on the certificate). Birth certificate is the ONLY document that is working for this process. Where applicable, adoption papers should be included (in English), as birth certificates list biological parents.

- If a spouse on dental, medical, or vision – must upload a marriage certificate; if not done by January 1 – no claims will be paid for that individual.
- If beneficiary doesn’t have a social security number, include date of birth and contact info (can also include wills and trusts, but must include executor’s contact information).
- ITS and OGC have assured compliance with highest security protocols to protect information on birth certificates, marriage licenses, etc.
- Information on MyJob will be available until the end of this year for use as reference.

- Wellness program
  - Is a voluntary benefit, not an entitlement or requirement
  - Provides an incentive to participate, but is not mandatory
  - Is not tied to the health plan
- Benefits information
  - Two new voluntary benefits – critical illness and hospital indemnity – are available regardless of enrollment in medical plan; are currently guaranteed issue, requiring no medical exam and there are no pre-existing condition exclusions.
  - HSA/FSA benefits changing from EBC to Discovery Benefits on January 1, 2019. Read any mail that comes from Discovery Benefits. EBC debit cards die on Jan 1 – anything after that date must be done on paper.
- Questions/Discussion
  - Q: How are decisions made about changes to benefits package? A: Health Care Task Force consisting of 8 MU employees and a benefits consultant review regularly to consider possible changes and updates/enhancements. Mary Jo Wiemiller is Senate rep to that task force and can take forward any suggestions that faculty might wish to have considered.
  - Q: How are DirectPath educators trained for telephonic sessions and how are they paid? In other words, are they trained by one of the insurance companies and are they getting any compensation for promoting certain products? A: They are 100% trained and educated in our benefits package by Marquette HR benefits staff; are paid flat fee by DirectPath – no commissions are involved.
  - Any questions can be sent via email to Steve McCauley, Diane Duwel, or Susan Wiltz in HR Benefits.

IX. Presentation on Online Education – Dr. David Schejbal and Dr. Shaun Longstreet

- Drs. Schejbal and Longstreet made a presentation on online learning at Marquette.
  - Current-day higher education realities relative to job changes, traditional vs. nontraditional students, cost and funding of education, aging of population, and unemployment rates and household income relative to level of education.
  - Overview of development of online programs using Ignatian pedagogy; starts with outcomes
  - Explained role of faculty in online program design
- Questions/Discussion
  - More students seem to want to spend less time in the online course and basically just get their grade. Important to educate the student that to be successful, they must devote time to the course. Are stressing that more formative work can be helpful as well as more peer engagement.
  - Are hiring instructional designers/individuals with instructional background. Important to have more than just PowerPoint slides and voice-over instruction. Understand the skepticism about online but will be many checks/balances built in – sometimes more so than in traditional classrooms.
  - Currently have 1500 students taking online courses; mostly graduate. Are probably about 250
online courses; developing 28 in summer and fall; 15 more in core; 10 courses in new degree programs. Is rapidly growing. About 4500 students availed themselves of online courses last year.

- Orientation and front-end exposure are important for students to understand what will be expected of them.

X. University Board of Undergraduate Studies – Dr. John Su, Vice Provost for Academic Affairs
- First four items are a result of closing of College of Professional Studies. There were teach-out programs ongoing, with no new students added since fall 2015. Both were unanimously endorsed by UBUS.

Motion to approve: Termination of the Major in Leadership and Organizations
- Voice Vote passed: 1 abstention, no opposition

Motion to approve: Termination of the Major in Professional Communication
- Voice Vote passed: 1 abstention, no opposition

Informed on decision: To approve the proposed termination of the Minor in Leadership and Organizations
Informed on decision: To approve the proposed termination of the Minor in Professional Communication

Informed on decision: To approve the Civic Dialogue Facilitation badge

Informed on motion: Statute on University Board of Undergraduate Studies changes, Chapter 2.02
- As part of the process of reviewing all statutes, UBUS reviewed its charge
- Recommending some minor changes, re: titling, etc.; including digital credentials, etc.

XI. University Board of Graduate Studies – Dr. Kati Berg, Chair
Motion to approve: To approve creation of a new Department of Computer Science
- Joint motion from UBUS and UBGS
  - UBUS and UBGS votes were unanimous. Concern over number of tenure-track faculty in this department; inequities need to be addressed. Proposal for a new department is a separate issue from the number of lines for a new department. The provost agreed and noted that the senate as a body does not have the role of establishing, increasing, or decreasing departmental lines, which are subject to other processes in the colleges and university. One Senator expressed that perhaps there is no authority but does believe there is a responsibility to speak to budget issues when there are concerns. The provost agreed.
  - Proposal seems important to the university; some question over what the faculty expectations might be, which does not seem clear in the proposal. Faculty expectations will be similar to those in current MSCS department. Other thing is that no big money is requested in budget, etc.
  - Some concern over the process in which the proposal to create this department has been developed as it goes against full transparency and shared governance; info was not appropriately shared with full department until far along in the process. Similar concerns expressed by another department.
  - Appears that shared governance might not have been adhered to fully in this case. Not a lot of guidelines for the university relative to creating a new department. Perhaps those guidelines need to be established so that mistakes are not repeated.
  - Department members indicated that their concerns were not with the new department but rather with the lack of process and communication. Faculty have been working together to build two separate departments since learning about the plan. Math/Stats were left out of the process; once decision was made to move forward, they were supportive of the new department, but had no opportunity to participate in a vote prior to moving forward.
  - As there is time pressure to include this in the bulletin, are members of Senate comfortable with conducting a vote on the motion? Are Math/Stats colleagues comfortable with holding the vote and
requesting that a policy be developed?
  o The vote by show of hands was called.
    • **Vote passed**: Affirmative: 23; Negative: 1; Abstentions: 4

XII. University Committee on Faculty Promotions and Tenure – Dr. Gary Meyer, Chair
  **Informed on motion**: Statute on University Committee on Faculty Promotions and Tenure, Chapter 2.01
  • This item was postponed to the November 2018 meeting.

XIII. University Assessment Committee – Dr. Nick Curtis, Assessment Director
  **Informed on motion**: Statute on University Assessment Committee changes, Chapter 3.04
  • This item was postponed to the November 2018 meeting.

XIV. Adjourn at 5:08 p.m.
  • Motion to Adjourn: Dr. Jim Richie
  • Second: Mr. Bruce Boyden
  • **Passed** by unanimous voice vote

Respectfully submitted,
Mr. Bruce Boyden
UAS Secretary

The next meeting will be Monday, November 12, 2018 at 3:00 p.m. in AMU Ballrooms C/D.