MARQUETTE UNIVERSITY
University Academic Senate Minutes
November 12, 2018
3:00 – 5:00 p.m.
AMU, Ballrooms CD

Members in attendance: Dr. Allison Abbott, Dr. Kimo Ah Yun, Ms. Katie Blank, Mr. Bruce Boyden, Dr. Joshua Burns, Dr. Sumana Chattopadhyay, Dr. Joseph Domblesky, Dr. Valerie Everard-Gigot, Dr. Kim Factor, Dr. Marilyn Frenn, Dr. Arndt Guentsch, Mr. Jake Hanauer, Dr. Todd Hernandez, Dr. Rick Holz, Dr. Javier Ibanez-Noe, Dr. Yasser Khaled, Mr. Patrick Loftis, Dr. Cheryl Maranto, Dr. Tim Melchert, Dr. Michelle Mynlieff, Dr. Paul Nolette, Mr. Michael Odden, Mr. David Papke, Dr. Madeline Schmidt, Dr. John Su, Dr. Doris Walker-Dalhouse, Mrs. Janice Welburn, Ms. Mary Jo Wiemiller, Dr. Susan Wood, Dr. Doug Woods

Members excused: Dr. Ana Garner, Dr. James Richie

Members not in attendance: Ms. Ashlie Benson, Mr. Michael Danduran, Mr. Kurt Gering, Dr. Jennica Webster

Guests: Dr. Iqbal Ahamed, Ms. Autumn Anfang, Dr. Tara Baillargeon, Ms. Valerie Beech, Dr. Kati Berg, Dr. Serdar Bozdag, Dr. Lori Callaghan, Dr. Nick Curtis, Mr. Nathan Gilkerson, Dr. Jill Guttormson, Dr. Lisa Koenig, Dr. Mike Lovell, Ms. Annie Mattea, Dr. Gary Meyer, Ms. Erin Napier, Dr. Cindy Petrites, Dr. Rebecca Sanders, Dr. Chris Simenz, Mr. Chris Stolarski, Ms. Toni Uhrich, Dr. Jenny Watson

I. Call to Order by Dr. Michelle Mynlieff at 3:05 pm.

II. Reflection was given by Dr. Yasser Khaled

III. Approval of October 15, 2018 minutes
   • Motion to approve: Dr. Tim Melchert
   • Second: Dr. Doris Walker-Dalhouse
   • Passed by voice vote, 1 abstention

IV. Chair’s Report – Dr. Michelle Mynlieff
   • Subcommittees
     o Committee on Professional Conduct re: Cyber-bullying hopes to have something to Senate by February 2019 meeting
     o Committee on Faculty Service has not yet met
   • When considering statute changes, everything is to be reviewed by General Counsel before final approval; often happens before coming to Senate
   • Announced that HR Benefits can accept an affidavit instead of birth certificate for dependent enrollment

V. Vice Chair Report – Dr. Sumana Chattopadhyay
   • Faculty Council is reviewing Promotion & Tenure and Faculty Council statutes

VI. Remarks by President Michael Lovell and Questions from Faculty – Dr. Michael R. Lovell
   • Remarks
     o Change is uncomfortable and uncertain; natural to have a range of emotions when change occurs
     o Worry about the changes should not be something we experience
       ▪ Worked closely with Dr. Kimo Ah Yun and Joel Pogodzinski over past couple of weeks; both have a “service heart”
       ▪ Should not be concerned about the future of MU; university is bigger than any one person
       ▪ All are here to serve the institution and our students
• Committed to strong provost model; has always been very important to him
• Are not moving away from current initiatives and commitments
  • Current climate in our country and numbers of applications lead to reconsidering international enrollment
• Discussion/Questions
  o Thanks for acknowledging feelings and reactions; we tend to expect the worst. Can you explain why we shouldn’t expect the worst, and the university’s commitment to cura personalis? Transition occurred in such a way that many question that commitment. A: Compliments to Dan and Dave for what they did for this institution. Can only comment sparingly on personnel matters. Situation complicated but result was necessary. Institution must come first; we care about the individual people, but future of the institution must be our first concern. No further major changes anticipated in immediate future.
  o What is the plan to replace provost? A: Still very new situation; will work closely with UAS on a timeline and what we want to do. Is a positive that our acting provost has been here a while and will work with us to get through this transition.
  o In general, you stated the initiatives we are currently working on will going forward. There are also smaller things where departments might have spoken to the provost. Are those still in place or do we start over? A by Dr. Ah Yun: He has been in contact with Dr. Myers since this change was made via both phone and email. Dr. Myers has done a great job of providing background information to Dr. Ah Yun including emails, etc. (Dr. Myers created a spreadsheet of open items) to make sure Dr. Ah Yun knows where things are, relative to items in progress.
  o Good to know that president is committed to the strong provost model. What will that look like going forward? A: ELT must be a tight-knit team and be on the same page for the institution to succeed. Wants provost and senior vp to have input into major decisions. Believe we will continue that going forward.
  o Timing of the change is unsettling. Will timing impact our ability to recruit provost candidates? A: No, don’t believe so. Are a strong institution and should not have problem attracting strong candidates to Marquette.
  o This seems like a worst-case scenario. What have you learned from this? A: Always challenges in the leadership model on a university campus. As we look for leaders, need to be more aware of the way people interact and approach things. There are unique characteristics that are at play with the usual tensions between academic and other side.
  o Attributes you are looking for in a new provost? A: Service heart; people who are willing to selflessly serve the institution: integrity, authenticity, and compassion. We have a lot of good things going for us and need to be sure that the entire team – faculty, staff, and students – are hitting on all cylinders.
  o Any further thoughts on whether you will search for a new CFO? A: At the time Joel was moved to new role, the number of direct reports to the EVPO was decreased; not yet clear whether we need a new CFO. Will need someone that can support Joel in that area, but not yet sure about exactly what that will look like.
  o Hoping that the provost and president aren’t going to step aside as happened a few years ago. Appreciate president visiting Senate. A: Best thing to do right now is give Kimo and Joel our support. If they are successful, university will be successful.

VII. Secretary’s Report – Mr. Bruce Boyden
  • Special election for Faculty Hearing Committee will be coming up. Will update at next meeting.

VIII. Provost’s Report – Dr. Kimo Ah Yun, Acting Provost
  • Being at Marquette, as a Catholic, Jesuit institution, is special. Starts at the core – how do we think about the values, etc. For the college, it was students first – that’s why we are here. How do we make that experience better? Asks himself daily “what am I going to do today that is special – to change the
trajectory of someone’s life – to make things special for a student?” Question now is how do we continue to push that upward trajectory?

- If have questions about leadership style, etc., suggests talking to anyone in the College of Communication.
- Makes a commitment of integrity to everyone. May not always be able to share everything but will not misrepresent or lie.
- Understands that this is an acting role – and therefore not in his place to change things.
- Did not see this change coming; has a commitment to Marquette and to Mike. Whatever MU needs, that is what he intends to do.
- Knew he could not do two jobs and has named an acting dean in communication.
- Many other searches going on.
  - Chief Information Officer – build a pool between now and Christmas; interviews will begin soon after.
  - VP Corporate Engagement – 5 candidates visited in Oct and early Nov. Search committee met earlier today to make recommendations and next steps. Should wrap up soon.
  - MUPD Chief – 3 finalists visited campus week of Oct. 29. Search committee met with Joel and provided input. Joel in process of making that final decision. Hopes to see an announcement soon.
  - VP Human Resources – Kimo chairing. Was determined that candidate pool was not going to be able to do the job. Have gone to a search firm and are currently vetting candidates.
- Teaching excellence awards deadline is Nov 15. Other deadlines shared.
- Joanne Lipman giving a keynote address on Monday, Nov. 26. Encourage everyone to spread the word and come see her.
- Questions?
  - Who is going to direct the core? A. Dr. John Su is in the process of meeting with folks to figure out how to move forward. Dr. Feldner will assist with that in the next few weeks – but there is a plan for moving forward.

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

Motion to approve: Statute on University Board of Undergraduate Studies changes, Chapter 2.02

Changes consisting mostly of updating titles, the responsibilities around approving Badges, and clarity around what reports are reviewed (discussion generally about core reports – assessment reports review sits with the assessment committee, not UBUS) were explained by Dr. Jill Guttormson.

- Discussion/Questions
  - Will be reviewed by OGC
- Voice Vote passed: no abstention, no opposition

X. University Assessment Committee – Dr. Nick Curtis, Director of Assessment

Introduction of motion to approve: Statute on University Assessment Committee changes, Chapter 3.04

Changes are primarily relative to A&S membership; language is clarified

- No discussion or questions

XI. University Board of Graduate Studies – Dr. Kati Berg, Chair

Informed on decisions:

a. Termination of Specializations in Master of Business Administration – Human Resources, Operations and Supply Chain Specialization, Management Information Systems
   i. Overlap with masters in management
b. Termination of Specializations in Secondary Education – Teach for America and Elementary Education – Teach for America
   i. Dr. Eckman explained to UBGS this is due to a change in funding from Teach for America; program is no longer enrolling students and will end with the current cohort
c. Name change for Department of Mathematical and Statistical Sciences
   i. New interdisciplinary department will have a broader approach to what is taught in math.

Motion to approve: New Master of Science in Accounting Analytics
- Discussion/Questions
  - Helpful for international students; 30 to 31 credit hour program
    - Of benefit to increase international/diversity population
    - Market research indicates a desire in the economy for those with analytical skills.
- **Voice Vote passed**: abstention, no opposition

Motion to approve: New Ph.D. in Computer Science
- Discussion/Questions
  - On the heels of the new department; currently for computational sciences – addresses growing demand for highly specialized research scholars.
  - 45-credit minimum requirement.
  - Is there overlap with computational sciences program or will it require its own program? *A: This is a separate Ph.D program – this one focuses on computer science.*
  - Given there was controversy in the formation of the department, are the two departments willing to work together? *A: Have a common council to work together; meeting together to discuss.*
  - Are faculty in those departments supportive? *A: Departments have a long history of working together and are working to support each other in this process. Departments are working together nicely and will continue to do so.*
- **Voice Vote passed**: abstention, no opposition

Motion to approve: New Master of Management
- Discussion/Questions
  - 30-credit program which came from the incubator: organizational development and change management processes; overlaps strongly with human resources and MIS.
  - Blended program – half online, half face-to-face
- **Voice Vote passed**: abstention, no opposition

Motion to approve: New Master of Science in Criminal Justice Data Analytics
- Discussion/Questions
  - 30-credit interdisciplinary program which came through the incubator. Utilizes existing data science classes and criminology and law programs.
- **Voice Vote passed**: abstention, no opposition

Motion to approve: New Master of Science in Health Care Administration
- Discussion/Questions
  - Program in collaboration with nursing and health sciences. Purpose is to develop next generation of health care leaders in Milwaukee and beyond.
  - 24-month, 30-credit cohort program; online and on campus
- **Voice Vote passed**: abstention, no opposition

Motion to approve: New Master of Science in Sports and Exercise Analytics
- Discussion/Questions
  - 33 credits, incubator proposal, which utilizes data science core of 15 credits; sports and exercise performance data analysis.
• Graduates will have foundational knowledge in ethical use of analytic information; job outlook expected to be high.
• **Voice Vote passed:** abstention, no opposition

**Discussion/Questions**
- Many of these appear to be collaborations; are there also collaborations with community that would be opportunities for students to move on to employment opportunities?  
  *A: Suspect there will be opportunities, given what has been seen in the proposals. This seems to be especially true regarding exercises and criminal justice – both areas where we have already strong neighborhood and community ties.*
- Committee had a strong discussion about the ethics of the data, especially as it relates to the analytics courses.
- Will any of the masters programs be online only.  
  *A: Much of the analytics core will be online. Health Care administration will be online; Management is half face-to-face and half online.*

• What was the vote from UBGS? Votes for all were unanimous.

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**XII. University Committee on Faculty Promotions and Tenure – Dr. Gary Meyer, Chair**

**Introduction of motion to approve:** Statute on University Committee on Faculty Promotions and Tenure, Section 2.01

**Review of committee duties and membership**
- Responsibilities: committee does not review full-time participating faculty (this should be stricken)
- Articulate that review is consistent with university and local standards
- Regular review and updated dossier instructions
  - Training is provided on a regular basis for those who prepare or have a hand in dossier preparation
- **Discussion/Questions:**
  - Please amend language in #2 rather than voting on “dossiers”?
    - Agreed that language would read that the committee votes on “whether to recommend promotion and tenure of candidate.”
- On 5 and 6 under membership:
  - Added that they must hold rank of professor – was a given but not stated
- **Attendance and participation:**
  - Was added to clarify who could attend and/or sit-in. Notes that a note-taker sits in and that is their role. Candidates don’t sit in; but department chair or dean designee can – added the designee language because sometimes is necessary for another individual to attend the non-voting portion of the meeting.
    - Faculty Council has requested a slight amendment to this language: “dean’s designee” be amended to read “dean’s designee from the dean’s office or the local unit.”  Agreed.
- **Motion will be presented at next meeting for a vote with language changed as noted above.**

**Introduction of motion to approve:** Statute on University Committee on Faculty Promotions and Tenure Policy at Advanced Rank with Tenure, Section 303.05

- **Discussion/Questions**
  - Provides clarification on hiring at advanced rank. Has been some confusion about this and want to put forward language that will help.
  - Nothing in the rationale that is particularly compelling.
  - Dean’s responsibility is to prepare or assign for preparation. Wasn’t clear previously and this language cleans that up.
  - #2 below #3 must address the quality of scholarship. Was no sense/narrative that the quality of scholarship needed to be addressed within the dossier. These situations are often time-sensitive;
necessary that the quality of scholarship is addressed. This makes it clear that there is an expectation.

- #4 provides clarity as to who is to vote on the dossier. University Committee on P&T utilizes language from the instructions for regular faculty – this makes it clear that it is those that are at or above rank. Language stipulates that everyone should be voting; everyone who votes should be providing a letter. This is what we always do for regular faculty; clarifies for advanced rank hires.
- What if people are on sabbatical? Are invited and expected to participate.

XIII. Roundtable Review of Faculty Council responsibilities – Dr. Michelle Mynlieff

- Roundtable groups will be asked to look at statutes of Faculty Council. Statutes were not printed for distribution and therefore will have this review/discussion at a future meeting.

XIV. Adjourn at 4:24 p.m.

- Motion to Adjourn: Dr. Cheryl Maranto
- Second: Dr. Tim Melchert
- Passed by unanimous voice vote

Respectfully submitted,
Mr. Bruce Boyden
UAS Secretary

The next meeting will be Monday, December 10, 2018 at 3:00 p.m. in AMU Ballrooms C/D.