

Dear colleagues:

As we are past the midpoint of the spring semester, we wanted to update you on the work of the Participating Faculty Task Force, which was charged by Provost Kimo Ah Yun in summer 2019 to develop policies, procedures and strategies to improve the lived experience of Marquette's participating faculty.

In fall 2019, the Participating Faculty Task Force identified 22 recommendations across five themes. We have made significant progress on 20 of the 22 recommendations, as detailed below. Two of the recommendations have not yet been assigned to the task force.

#### **Participating Faculty Contract Terms – Completed Recommendations**

- Standardized a [policy for multi-year contracts for full-time participating faculty](#) and worked with the Office of the Provost to issue additional multi-year contracts to full-time participating faculty. We understand this continues to be an area where progress is needed. Here is the latest information:
  - At the March 21, 2022, University Academic Senate meeting, Provost Ah Yun committed to regularizing additional participating faculty for the 2022-23 academic year. He will provide an update at the April 2022 UAS meeting.
- Implemented a \$400 course cancellation compensation policy for participating faculty, which will be issued in cases when a course gets canceled prior to the start of the semester, after a contract has already been signed.
- Established a two-month notification process for participating faculty prior to the start of term if there is a change to a scheduled course.

#### **Participating Faculty Professional Development – Completed Recommendations**

- Established a \$10,000 annual fund for [participating faculty professional development awards](#). These funds were distributed to participating faculty in 2019, 2020 and 2021, and will be distributed again in 2022.
- Established \$10,000 annual fund for participating faculty scholarly works, with the first research funds given out to [four participating faculty in 2021](#). Watch for information about how to apply for the 2022 funds.
- Developed recommendations for each college and school to adopt to enhance and standardize the participating faculty onboarding experience.

#### **Participating Faculty Performance Evaluation and Promotion – Completed Recommendations**

- Worked with colleges and schools to develop promotion criteria for participating faculty where none existed. Both the Klingler College of Arts and Sciences and the Diederich College of Communication have developed promotion criteria for participating faculty this year.
- Created process to evaluate full-time participating faculty after their first year and regularly thereafter. This process has been implemented and any full-time participating faculty who are not receiving regular evaluations should follow up with their department chair and dean.

#### **Participating Faculty Recognition and Inclusion – Completed Recommendations**

- Created recognition awards for [participating faculty research excellence](#) as well as [excellence in Marquette Core Curriculum](#) instruction.
- Recommended to colleges and schools that participating faculty be listed on their websites along with tenured/tenure-track faculty.

- Established regular opportunities for interaction with university leaders, including:
  - One Participating Faculty Social Hour with the president and provost each semester, which have been held since 2019. A spring 2022 social hour will be held later this semester. Watch your email for an invitation and additional details.
  - An annual Participating Faculty Forum hosted by the provost will take place during the fall semester. The [2022 Faculty Forum](#), which is open to participating faculty, will be held April 21, from 1:30 p.m. to 3 p.m. in the AMU Ballrooms.

#### **Participating Faculty Compensation and Total Rewards – Completed Recommendations**

- Conducted participating faculty salary study that benchmarks against peer institutions and shared recommendations with the provost.
- Provided recommendations for expanding online teaching opportunities for participating faculty to all department chairs and academic administrators in early March 2022.
- Studied parking rates and options for part-time participating faculty; the committee did not recommend any changes because there is already a part-time employee parking rate.

#### **Participating Faculty Task Force – Recommendations in Progress**

- **Revise participating faculty titles to better reflect their roles and impact:** The task force's recommended changes were approved by University Academic Senate at the March 21, 2022, meeting and will be incorporated into the Faculty Handbook.
- **Increase engagement of participating faculty in department meetings, events, decision-making, etc.:** Recommendations are being developed to be shared with each college and school.
- **Create a resource database to centralize helpful information for participating faculty:** Two participating faculty created a resource database that we expect to share this spring.
- **Increase mentoring opportunities for participating faculty:** Recommendations are being developed to be shared with each college and school.

As you can see, the university has made significant progress to improve the experience of participating faculty on campus. Please reach out with any questions or suggestions as we continue this important work.

Respectfully,

Pat Loftis, co-chair, Participating Faculty Task Force  
Clinical associate professor, Physician Assistant Studies

Dr. Gary Meyer, co-chair, Participating Faculty Task Force  
Senior vice provost for faculty affairs, Office of the Provost