

Dear colleagues,

Earlier this month, the first Participating Faculty Forum took place as a result of the work of the [Participating Faculty Task Force](#). As chairs of the task force, we are providing a brief update on the forum, including answers to questions that may be helpful to participating faculty who were not in attendance.

### **Inaugural Participating Faculty Forum**

Dr. Gary Meyer opened the event with an overview of the Participating Faculty Task Force and its progress on implementing 22 recommendations focused on policies, procedures and strategies that will improve the lived experience of Marquette's participating faculty. Dr. Meyer explained that the 22 recommendations are divided into five core areas of work – (1) contract terms, (2) compensation and total rewards, (3) performance evaluation and promotion, (4) professional development, and (5) recognition and inclusion – and provided the following status update from the Participating Faculty Task Force.

#### **Contract Terms**

- 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 are proud to report that over the last three years, 98 eligible participating faculty have been moved to three-year contracts. At this time, all full-time participating faculty who have been at the university for five years have been moved to permanently funded lines, which is one of the criteria for a multi-year contract.
- 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 (excluding summer), 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.

#### **Compensation and Total Rewards**

- Conducted participating faculty salary study that benchmarks against peer institutions and shared recommendations with the provost. Last year the provost provided for merit increases for all full-time participating faculty.
- 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 discounted part-time employee parking rate.

#### **Performance Evaluation and Promotion**

- 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 past year.
- Created a 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.

- The task force's recommended changes to revise participating faculty titles to better reflect roles and impact were approved by University Academic Senate at the March 2022 meeting and have been incorporated into the Faculty Handbook.

### Professional Development

- Established a \$10,000 annual fund for participating faculty professional development awards. These funds have been distributed annually since 2019. If you missed it in *Marquette Today*, 21 participating faculty received [professional development funding](#) from the Office of the Provost this fall.
- Established \$10,000 annual fund for participating faculty scholarly works, with the first research funds given out to [four participating faculty in 2021](#). The participating faculty research projects that will be funded by the Office of the Provost will be announced in the coming weeks. Watch *Marquette Today* for more information.
- Developed recommendations for each college and school to adopt to enhance and standardize the participating faculty onboarding experience.
- Two participating faculty created a participating faculty resource database that is available to all participating faculty via the [Participating Faculty Resources and Opportunities Teams site](#).
- Recommendations to increase mentoring opportunities for participating faculty were developed and shared with each college and school.

### Recognition and Inclusion

- 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.
- Recommendations on increasing engagement of participating faculty in department meetings, events and decision-making are being developed for each college and school.
- 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.
  - An annual Participating Faculty Forum hosted by the provost, which will take place annually during the fall semester.

Participating faculty could submit questions for Provost Kimo Ah Yun in advance and ask questions in person during the forum. The remaining 40 minutes of the Participating Faculty Forum were dedicated to answering questions from participating faculty, including:

**Question:** You said evaluations happen every three years for full-time participating faculty. Is there a set evaluation schedule for part-time faculty?

**Answer:** Not at this time. Part-time faculty can certainly ask their department chair for an evaluation.

**Q:** You mentioned standard evaluations for full-time faculty. Are those evaluation forms standardized and available?

**A:** Yes, that information is available on the Office of the Provost website, and we're working on grouping all participating faculty information onto one page on that site to make it easier to find.

**Q:** I'm heartened to understand the momentum behind the task force. Thoughts on how we keep it going?

**A:** It's clear that there needs to be a group of people waking up every day thinking about this. We're in discussions now about the best way to keep the momentum of the task force going, even after we complete the remaining recommendations from the initial list.

**Q:** Is there a plan for increased compensation for participating faculty?

**A:** Yes, we started with a salary increase plan for tenure-track faculty, and we've built in salary increases over several years to get all tenured and tenure-track faculty to at least the 55th percentile compared to peers nationwide. We're about two years away from achieving that goal. The Participating Faculty Task Force did a compensation study on pay for full-time participating faculty and delivered that to the provost. Last year, the provost allocated \$100,000 to deans to distribute to make salary adjustments for those full-time participating faculty with the largest gap compared to pay of similar participating faculty across the country, based on role, rank and years of service. Another significant step forward involved making sure all full-time participating faculty are able to receive merit increases. We are always balancing the need to increase pay for faculty while also being mindful of tuition costs for our students.

**Q:** What percentage of faculty are participating?

**A:** That information is available on the Office of Institutional Research and Analysis. The most recent numbers show that 55% of our faculty are tenured or tenure-track and 45% are participating. When this year's numbers are available, we'll likely be closer to a 50/50 split.

**Q:** When is a full-time participating faculty member eligible for a three-year contract and how is that requested?

**A:** To be eligible, full-time participating faculty members must have:

- Completed five consecutive years of full-time teaching at Marquette.
- Consistently receive high evaluations on teaching and overall performance as assessed through performance appraisals.
- Position must be on a permanently funded line. The Office of the Provost has made this a priority, and as of last year, all full-time participating faculty who have been at Marquette five years are on a permanently funded line. This spring, we'll look at who is coming up on five years and work to move them to permanently funded lines.

### **What the Participating Faculty Task Force is working on this year**

Earlier this semester, we shared an update on the recommendations that the Task Force is addressing this year. That update and previous updates from the Task Force can be found on the [participating faculty website](#).

The goal of the Participating Faculty Task Force is to better serve our participating faculty, who are vital to our students receiving a transformative education and Marquette remaining a vibrant, thriving research university. If you have questions or want to learn more about the work of the Task Force, don't hesitate to contact us.

Sincerely,

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Clinical professor, Physician Assistant Studies

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