

Dear colleagues,

I hope you're having a productive and fulfilling start to the academic year. I'm writing today as chair of the Participating Faculty Committee to update you on our work to improve the lived experience of participating faculty and address issues that include, but are not limited to, total rewards (including compensation and benefits), professional development, recognition, inclusion, and performance review and promotion.

As many of you know, Provost Kimo Ah Yun created the Participating Faculty Task Force in fall 2019, charging that group with addressing 22 issues raised by participating faculty in the preceding months. The Participating Faculty Task Force worked to address approximately six issues each year, and in 2023 completed its review of all 22 issues. A summary of the 22 recommendations and how they were implemented can be found on the [participating faculty website](#).

Following the completion of the task force's initial 22 recommendations, Provost Ah Yun has transitioned the task force to a standing committee under my leadership. The Participating Faculty Committee addresses issues of importance to members of the Marquette faculty, full and part-time, hired on a participating or non-tenure track line. It consists of five participating faculty members, as well as an appointee from the Office of University Relations.

Recent accomplishments to improve the participating faculty experience:

- Multi-year contracts: All full-time participating faculty on a permanent line who have worked five consecutive years and have consistently received highly positive evaluations are eligible for a multi-year contract (three years).
- Course cancellation compensation policy: \$400 issued in cases when a course gets canceled prior to the start of the semester (excluding summer), after a contract has already been signed.
- Salaries: Provost provided merit increases for all full-time participating faculty last year.
- Performance evaluations: Full-time faculty evaluated at the end of first year and at least every three years thereafter; part-time faculty evaluated at the end of first year and regularly thereafter.
- Promotion criteria: Colleges (and departments as applicable) have developed promotion criteria providing an advancement pathway for full-time participating faculty.
- Professional development: \$10,000 distributed annually for professional development (\$500 max per individual).
- Scholarship support: \$10,000 distributed annually for participating faculty scholarly work.
- Titles: Modified to better reflect roles and create greater consistency across departments and colleges.

Participating faculty awards

The Office of the Provost is currently accepting applications for participating (non-tenure-track) professional development awards (due Sept. 29) and research awards (due Oct. 6). The University Committee on Research is currently accepting applications for the Participating Faculty Research Achievement Award. More information and application details are [online](#).

Upcoming events

- Please join President Michael R. Lovell, Provost Ah Yun and me for a Participating Faculty Social Hour on Tuesday, Oct. 17, from 4 p.m. to 5:15 p.m. in the AMU Henke Lounge/Lunda Room. RSVP to julie.bach@marquette.edu.
- All participating faculty are invited to the Fall Faculty Forum with President Lovell on Tuesday, Oct. 31, from 3:15 p.m. to 4:30 p.m. At the Faculty Forum, I will provide an update on the work of the Participating Faculty Committee. President Lovell will discuss questions submitted by faculty in advance and then join faculty for table conversations.

Finally, we've compiled a webpage with participating [faculty policies and resources](#) — everything from mentoring and onboarding information to contract policies.

Thank you for providing a transformational education for our students. Your contributions to our shared mission are vital and appreciated.

Sincerely,

Dr. Gary Meyer
Professor of communication studies and senior vice provost for faculty affairs
Chair, Participating Faculty Committee