## Dear colleagues:

As the spring term is now underway, we wanted to share an important update with you concerning the work of the Participating Faculty Task Force. As you may know, Participating Faculty Task Force members (listed below) are volunteers who have been charged by Provost Ah Yun to develop policies, procedures and strategies to address the 22 recommendations in the report delivered to him in September 2019.

Over the past 16 months, the Task Force has completed work on eight of the recommendations and is in the process of addressing seven additional recommendations with hopes of completing work on most of those prior to the end of the spring term. The remaining after the maining after the maining after the maining after the model of the spring term. The remaining after the model of the recommendations, with a progress update on each, is provided below. We encourage you to review the updates so you can see for yourself the important progress

The fact that the Task Force has already addressed eight recommendations with another seven in progress serves as a strong indicator that the voices of our participating faculty are being heard. The provost, president and Participating Faculty Task Force took these concerns and recommendations very seriously and are committed to making sustained changes that will improve the lived experience of Marquette's participating faculty for years to come.

As you can see from the roster below, the Task Force is comprised of participating faculty, tenured faculty and university staff, all of whom share the same goal – to make a meaningful difference in the experience of participating faculty on this campus. Task Force members have worked cooperatively and effectively together to make significant progress. Importantly, we will continue to work together to ensure that concerns of our participating faculty, present and future, are heard and addressed.

Moving forward, please feel free to reach out to anyone on the Participating Faculty Task Force to share your thoughts, ideas, concerns, challenges and so forth as we want to continue to be a positive force for change on campus! You can also share your feedback <u>anonymously online</u>.

## Respectfully,

Pat Loftis, Co-chair Participating Faculty Task Force Gary Meyer, Co-chair Participating Faculty Task Force

## Participating Faculty Task Force

Pat Loftis (co-chair)\* Physician Assistant Studies, College of Health Sciences

Gary Meyer (co-chair) Office of Faculty Affairs

Lynn Griffith Office of Marketing and Communication

Nadelle Grossman Law School

Heather Hatha Tm0 n Griffith

Progress on Participating Faculty Task Force Recommendations (February 2021)

Recommendation complete

Recommendation in progress

Recommendation not yet assigned

Category A - Contract Terms and Renewal

1. Increase the standardization and accessibility of policies related to full-time non-tenure-track and part-time faculty contracts.

Not yet assigned.

2. Institute a centralized process for developing and issuing full-time non-tenure-track faculty

Promotions and Tenure are working with these departments to develop criteria and implement them by fall 2021.

7. Standardize part-time faculty compensation based on qualifications, experience and course characteristics and assess these compensation levels every 3-5 years.

Not yet assigned.

8. Expand online teaching opportunities in relevant academic areas for participating faculty who are interested.

Not yet assigned.

9. Study parking rate options for part-time faculty.

Assigned January 2021; anticipated date of completion by fall 2021.

Category C -

## 14. Provide access to funds for scholarly pursuits.

Assigned January 2021; anticipated date of completion by fall 2021.

15. Allow full-time faculty to serve as co-Pls on grants, to access development funds, and to direct independent studies.

Not yet assigned.

16. Establish a mentorship program open to all participating faculty.

Not yet assigned.

17. Onboarding supervisors should ensure new faculty understand expectations, departmental and college HR policies, and resources available to assist them.

Assigned January 2021; anticipated date of completion by fall 2021.

Category E - Recognition and Inclusion

18. Establish mechanisms to formally recognize all participating faculty for excellence.

In progress; anticipated date of completion by fall 2021.

19. Include all participating faculty on the department/college website.

All participating faculty are now included on department/college websites. If participating faculty notice that an update needs to be made, they should contact their college office.

20. Invite full-time faculty to department meetings and all faculty to department events.

Not yet assigned.

21. Incorporate NTT faculty into decision-making processes.

Not yet assigned.