

Dear Colleagues:

Thank you to all who were able to attend our Participating Faculty Social Hour last week. It is great seeing the friendly faces and sharing with each other the events of the day. I wanted to share the update detailing the many great things happening for our Participating Faculty for those who could not attend.

In our discussions on the wrap up of the semester, I noted the progress of the Participating Faculty Task Force, which is comprised of participating faculty, tenured faculty and university staff. The Task Force has worked on important issues that participating faculty members have brought forward. Through their participation in this leadership effort, the Task Force members share the common goal of making a meaningful difference in the lived experience of participating faculty on our campus. Task Force members completed work on the following important initiatives during the spring term:

- **Funding for participating faculty scholarly works:** At the recommendation of the Participating Faculty Task Force, Provost Kimo Ah Yun has committed \$10,000 in funding for next fiscal year to be awarded to participating faculty for scholarly pursuits. Watch for information on the application process this fall. This funding **is in addition to** the \$10,000 in each of the past two years that the Provost previously allocated for participating faculty professional development.
- **Participating faculty salary study:** A salary study was completed this semester and sent to the Provost with recommendations.
- **Performance appraisal process:** A process to ensure regular and ongoing performance appraisals for full-time participating faculty was developed and implementation began this year.
- **New campus recognition opportunities for Participating Faculty:** The Participating Faculty Task Force, in partnership with the Marquette Core Curriculum and the Office of Research and Sponsored Programs, created two new annual awards for recognizing the excellent work of Marquette's faculty, the former specific to participating faculty and the later open to all faculty. The award recipients are:
 - **Participating Faculty Research Award:** [Dr. Claire Kirchhoff](#), Clinical Associate Professor of Biomedical Sciences, [received this award](#) of \$3,000 this spring.
 - **Marquette Core Curriculum Award:** Dr. Jennifer Henery, visiting Assistant Professor in the Department of Theology, [received this award](#) this spring.

The Task Force continues to work on recommendations related to promotion standards, review of participating faculty titles, parking fees and onboarding processes. Since we began our work together in October 2019, the Task Force has addressed 10 of the 22 recommendations in the initial report delivered to the Provost in September 2019. The Task Force continues to meet regularly and is currently working on five additional recommendations. Additional announcements related to the Task Force initiatives will be shared in fall.

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 anonymously [online](#). Your voice is important in keeping Marquette University a place of excellence.

Respectfully,

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

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
Jill Guttormson	College of Nursing
Heather Hathaway	College of Arts and Sciences
Jennifer Henery*	Department of Theology, College of Arts and Sciences
Jay Kutka	Budget Office
Lauren Orton	Office of General Counsel
Claudia Paetsch	Human Resources
Melissa Shew*	Department of Philosophy, College of Arts and Sciences
Marc Whitney*	Department of Strategic Communication, College of Communication
Jean Zaroni*	Raynor Memorial Libraries

* Participating Faculty Member