

**Marquette University  
Committee on Faculty Welfare  
Meeting Minutes**

*March 25, 2008; 11:30 a.m. to 1 p.m.*

*Present:* Richard Abrams, Judi McMullen, Iga Hjertstedt, Vicky Romans, Bonnie O'Neill

*Excused:* Jackie Kazik, Todd Hernandez, Steve Melching

*Guest:* Brian Truka, Chair of Subcommittee on Part-time Faculty

**Next meeting: April 29, 2008; 11:30 to 1 pm; AMU 233**

**1. Review/Approval minutes February 12, 2008 meeting**

There was a discussion about whether to include the names of individuals who abstain from approving the minutes (i.e., as was done in the last meeting). It was pointed out that since the committee positions are elected positions beginning this year, it may be important for others outside the meeting to know who abstained from voting. A question arose as to why it would be important to single out only those abstaining rather than listing all names (if names were to be included). There was some discussion and the group expressed opinions favoring no names for any of the voting record. There will be no names included relative to voting in the future.

Review: reviewed; Corrections: no corrections; Minutes moved for approval in their current form: Judi McMullen; seconded by Bonnie O'Neill. Motion passed: 5 in favor, 0 opposed, 0 abstained.

**2. Update on University Academic Senate Activities**

Iga Hjertstedt provided an update from the last University Academic Senate meeting. Much of that last meeting entailed discussing a recommendation from the student government committee and brought to the University Board for Undergraduate Studies that all faculty be required to post their course syllabus in D2L. No motion was made, and the issue was tabled for a future meeting. The issue is being sent back to the University Board for Undergraduate Studies for further discussion of the potential issues and ramifications.

The Senate also discussed suggestions/proposals for new terms for committee positions.

There were also discussions of proposed amendments to the University Academic Senate By-Laws and statutes. A related issue for the Committee on Faculty Welfare is the proposal that all committee chairs be required to be current full-time faculty employees of MU, with the exception of the Sub-Committee on Part-time Faculty.

The issue of tuition exchange was postponed due to lack of time; it will be brought to the next meeting of the Senate.

The Committee on Faculty Welfare briefly discussed the differences between our committee and the Faculty Council regarding responsibilities and overlapping functions, including what happens to motions made by the CFW. The discussion was primarily informational, and Dick Abrams indicated he would send copies of the organizational chart that he has to clarify to whom we are accountable.

**3. Discussion of Motion by Sub-Committee on Part-time Faculty**

Brian Truka, the chair of the Sub-Committee on Part-Time Faculty explained the background leading up to the motion the CFW received regarding pay for part-time faculty. He explained that there was very little information available or accessible related to how salaries are set, despite inconsistent workloads and seemingly random assignment of rankings (e.g., FT rank, but Adjunct status). There was considerable discussion of university-wide issues, including: (1) how rank is established; (2) what is meant by a “terminal degree,” which is different depending on the college as well as who decides this; (3) available resources as “guidelines,” making compensation issues rather arbitrary.

Professor Truka indicated that Suzanne Abler seems to be the contact person in the Provost’s Office for these issues. The role of the Sub-Committee on Part-time Faculty is informational and reports to the CFW, which is why this issue is being raised within the CFW.

A motion was made as to whether the CFW would consider this motion. Judi McMullen moved to adopt the language in the document as submitted by the sub-committee; seconded by Dick Abrams. Discussion of the wording followed, resulting in a rewording of the submitted motion. The revised motion is:

“Develop, utilize and promulgate a part-time academic rank system that will be routinely followed by the University Administration.”

Judi McMullen withdrew her original motion to adopt the original motion; seconded by Dick Abrams.

A new motion with the revised language was made by Judi McMullen and seconded by Dick Abrams. Motion passed: 5 in favor, 0 opposed, 0 abstained. Dick Abrams will forward the revised motion to the appropriate party for the next meeting of the University Academic Senate.

**4. Adjourn** – the meeting adjourned at 1:20 p.m.

Respectfully submitted,  
Dr. Bonnie S. O’Neill  
Management Department