Committee on Faculty Welfare

2014-2015 Annual Report

Committee Description: The Committee on Faculty Welfare (CFW), a standing committee of the University Academic Senate, provides consultation to the Senate and a forum for discussion of long-range planning regarding overall faculty welfare that may be initiated by the Senate, the Provost, other Senate bodies, or individual faculty. Faculty welfare issues range from faculty development, mentoring, training and evaluation to university and academic support services, compensation and fringe benefits.

Committee Membership:

Mr. William Fliss (Co-Chair), Senator Liaison, Academic Librarian Assembly
Ms. Mary Jo Wiemiller, PA-C, MS (Co-Chair), Physician Assistant Studies
Dr. Said Audi, Engineering
Dr. Patrick Knapp, Dental School
Dr. Donna Kempf, Communication Studies
Mr. Jeremy Barrett, PA-C, MPAS Physician Assistant Studies
Dr. Darren Wheelock, Social and Cultural Sciences
Ms. Cathy Bril, PA-C, Physician Assistant Studies
Dr. James Sankovitz, MURA
Mr. Kurt Gering, PMP, MLS, (Chair, Subcommittee on Part Time Faculty), Business

Committee Meetings:

October 2, 2014

(1) UAS Charge to Committee: Administer a Survey to part time faculty at Marquette University gauging interest in a part time faculty teacher’s forum and current issues.

Committee Work and Accomplishments: The CFW met initially to welcome new members and to inform committee members on last year’s motion to develop a part time teacher’s forum for part time faculty. The CFW also reviewed the UAS charge to administer a survey to part time faculty at Marquette University.

This charge was distilled to the Subcommittee on Part Time Faculty (SCPTF) who subsequently met to welcome new members and then began work developing a survey for part time faculty. Unfortunately, shortly after formation in 2014, one member of the SCPTF withdrew his appointment and another member did not attended meetings, since she did not receive a contract from her department. Finally, a third member was unable to participate due to a scheduling conflict. Thus, it is noted that the chair of the SCPTF and the co-chairs of CFW conducted the
majority of composition on the survey instrument. It is strongly felt by the chair of the SCPTF and the co-chairs of CFW that for work to continue in coming academic years, expectations need to be adequately communicated to members and perhaps additional or reserve members should be appointed, in case of members receiving notice of non-renewal.

As the academic year progressed, numerous meetings with the co-chairs of CFW and the chair of SCPTF took place to develop, mature and revise item and stem elements of the survey instrument. Additionally, the co-chairs of CFW met with a representative of the provost office for input and with OIRA for guidance in the survey development. The survey tool was approved and distributed to all part time faculty at Marquette, excluding those in the Dental and Law schools. 786 faculty were invited to participate, and we obtained a 36.5% response rate. Multiple questions addressed the concerns and issues of part time faculty, including access to benefits, salary and wages, recognition and value by the departments and colleges, etc. Key findings, in summary, include that 84% of part time faculty at Marquette when considering all aspects of working at Marquette, are either highly satisfied or satisfied. Furthermore, when asked if a part time teacher’s forum would be beneficial 79% responded they strongly agreed or agreed.

Unfinished Business and Plans: The CFW has submitted the final survey results with comments to the Academic Senate to charge an appropriate body under the new structure of Faculty Council for further evaluation.

A persistent concern of the CFW and the SCPTF is the nomenclature of faculty that are participating across disciplines and units. These include participating faculty, adjunct faculty, part-time faculty, clinical faculty, contingent faculty, permanent instructors, teaching fellows, and post-docs.

Committee Recommendations: The CFW supports the next steps of the Subcommittee on Part-Time Faculty, working through the oversight of the Faculty Council to create a forum for part time faculty at Marquette University and to determine what elements will be part of the forum.

Future Committee Work: The committee on Faculty Welfare will be subsumed into the Faculty Council under the newly passed committee structure. The CFW expects that there will be additional discussions of Part-Time Faculty, the survey results and the formation of a part time teacher’s forum.