Committee on Faculty Welfare

2013-2014 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. Rebecca Sanders, MScS, Math, Statistics and Computer Science
Dr. Darren Wheelock, Social and Cultural Sciences
Ms. Cathy Bril, PA-C, Physician Assistant Studies

Committee Meetings:

November 25, 2013
February 10, 2014
March 31, 2014

(1) UAS Charge to Committee: Organize a Subcommittee on Part Time Faculty with the assistance of the UAS Executive Committee

(2) UAS Charge to Committee: Consider the Motion made by a faculty member to form a Part-Time Teachers’ Forum.

Motion: Form a Part-time Teachers’ Forum for part-time, non-tenure track teachers where they can discuss their needs and concerns and which will provide them with avenues of communication with the rest of the faculty (through the UAS Subcommittee on Part-Time Faculty) and with the university administration through someone in the Provost’s Office. Part-time, non-tenure track teachers are defined here as adjuncts with doctoral degrees as well as those ABD graduate students who teach their own courses.
Committee Work and Accomplishments: The CFW met initially to discuss new formation of the Subcommittee on Part Time Faculty, appointed by the UAS Executive Committee, and to review the charge and motion above on forming a forum for University Part Time Faculty. Previous literature and articles from the Chronicle of Higher Education were reviewed, and a plan was formed to aid the Subcommittee on Part-Time Faculty in addressing the motion. Since the subcommittee had not existed for the past four years, it was decided the two Co-Chairs from the CFW would assist the new Subcommittee on Part-Time Faculty in addressing the motion and in electing a liaison to the CFW from the subcommittee. These meetings took place:

- January 14, 2014
- February 25, 2014
- March 25, 2014

One concern that arose was the variety of terms used to describe adjunct faculty. These included participating faculty, adjunct faculty, part-time faculty, clinical faculty, research faculty, contingent faculty, permanent instructors, teaching fellows, administrators/teaching faculty, and post-docs. The CFW gathered data from the OIRA, HR and the Office of the Provost to determine the breakdown of Part-Time Faculty at Marquette University (excluding Law and Dental) by College and Department, and terminal degree listed as defined by the Office of the Provost. This information was provided to the Subcommittee on Part-Time Faculty. The CFW Co-Chairs, representing the CFW and the Subcommittee on Part-Time Faculty addressed the concerns of the teaching culture of Part-Time Faculty, as described above and asked the Subcommittee to evaluate and respond to the motion concerning the welfare of such faculty.

The final report of the Subcommittee on Part-Time Faculty was submitted for review to the CFW in which the CFW unanimously supported their recommendation to create a forum for Part-Time Faculty at Marquette University. Please see the attached document which further outlines the recommendations.

Committee Recommendations: The CFW supports the next steps of the Subcommittee on Part-Time Faculty as summarized below:

1. Marquette University should begin the process of investigating the establishment of a Part-Time Faculty Forum.

2. Such a forum should expand beyond the scope of the original motion, to include all Part-Time faculty, regardless of educational degree or frequency of instruction.
3. The process should begin by surveying said Part-Time faculty, thereby providing a framework of organization and list of key matters of concern, thus shaping the group through input from all, rather than mandate from above.

4. The goal of the survey is to collect anonymous demographics on part time faculty, gather statistics on their MU positions as only sources of employment, identify vital sources of employment, current benefits sought and gauge interest in the development of a Part-Time Faculty Forum to provide support as described above.

The Co-Chairs of the CFW will discuss with UAS the progress of the motion thus far at the May, 2014 meeting.

**Future Committee Work:** The committee expects that there will be additional discussions of Part-Time Faculty and the formation of a forum.

Additionally, a faculty member recently brought to the attention of the CFW that the University’s phased retirement policy was being reviewed and revised by the Office of the Provost in April 2014. The faculty member believes that faculty representation should be involved in such a review process. The CFW believes this is an important issue for faculty, and the CFW Co-Chairs will address with the UAS Executive Committee the role of the committee in such a review.

At its March 31st meeting, the CFW discussed the possibility of a future merging of the Committee with Faculty Council as part of a restructuring plan being developed in UAS. The idea did not meet any opposition from CFW members; however, it was recommended that the Subcommittee on Part-Time Faculty be transferred intact into the new structure.