Committee on Faculty Welfare

2012-2013 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:

Dr. John L. Cotton, College of Business Administration (Chair)
Dr. Said Audi, Engineering
Dr. Jeanette Kraemer, Foreign Languages and Literature
Dr. Patrick Knapp, Dental School
Dr. Rebecca Sanders, MSCS
Dr. Richard Povinelli, Engineering
Mr. David Zampino, Part-time Professional Studies (Withdrew in Spring)
Mr. James Sankovitz, MURA
Dr. Kerry Egdorf, Office of the Ombuds (Visitor)

Committee Meetings:

November 16, 2012
February 13, 2013

UAS Charge to Committee:  The UAS did not have a charge for the committee.

Charge from the Task Force to Review the UAS Statutes:  This group was charged to assess the current Statutes to determine if they need to be revised based on four years of experience since they were developed. The Task Force asked the CFW to assess the language describing our committee in the Statutes to see if something needs to be eliminated, added or changed.

One concern with the statutes raised by the CFW was the expectation that faculty would be elected to the committee. The committee felt that it might be more efficient to have faculty appointed to the committee instead of being elected.
**Other Committee Work and Accomplishments:** Across several meetings, the CFW discussed the list of peer institutions that Marquette University uses for comparison. In an article, the Chronicle of Higher Education reported that most universities try to focus upward in choosing schools with which to compare. Marquette University however, has selected a group where it is at the mean on most measures. In addition, the group tends to change depending on the issue being examined. The committee eventually decided to leave these concerns to the UAS.

The committee also addressed concerns about the changes in the teaching culture at Marquette University due to the growing dependence on part-time instructors. It was also felt that as part of this inquiry the committee should address the welfare of these part-time faculty. 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. It was felt that a discussion of these various terms would not simply improve the definitions, but also illustrate the various ways that adjunct faculty are employed at Marquette University.

**Committee Recommendations:** The committee had no recommendations.

**Future Committee Work:** The committee expects that there will be additional discussions of part-time faculty and there place at Marquette University.