Committee on Faculty Welfare

2011-2012 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, Management (Chair)
Dr. Jeanette Kraemer, Foreign Languages and Literature
Dr. Rebecca Sanders, MSCS
Dr. Richard Povinelli, Engineering
Mr. Matt Blessing, Library (Fall only)
Dr. Steve Long, Theology
Mr. David Zampino, Part-time Professional Studies
Mr. James Sankovitz, MURA

Committee Meetings:

September 15, 2011
October 13, 2011
November 17, 2011
December 15, 2011
February 21, 2012
April 17, 2012

UAS Charge to Committee: In the May 11, 2011 meeting, the UAS voted to charge the committee to continue to investigate the advisability of Marquette University adopting a policy on faculty civility.

Response to Charge: The CFW has continued to discuss this issue without achieving any resolution. We have looked at what is currently in the Handbook for Non-Faculty, as well as portions of the discussion on academic freedom in the faculty handbook. We have also discussed the more general issue of bullying as well as what other universities have proposed.

Our discussions reflect a concern between academic freedom and the desire for a civil discourse. Although we are all for civility and collegiality within the university community, several members of the committee expressed concern about developing a policy that possibly could be used to pressure faculty. In addition, members of the committee are not sure if this is a
widespread problem, or isolated incidents. In addition, members have questioned who and how such a policy would be enforced.

**Committee Work and Accomplishments:** The CFW sent to the UAS a motion that The Subcommittee on Equity be renamed the **Committee on Equity.** This committee would report directly to the UAS and include Dr. William Welburn as an ex officio member.

As described above the CFW has continued to discuss the issue of civility and collegiality at Marquette University.

**Committee Recommendations:** In regards to collegiality and civility the committee recommends:

1. The need for confidentiality in processes like Promotion and Tenure be reemphasized. As part of our discussion on civility an instance of a breach of confidentiality in the P & T process was discussed. Rules on this already exist at the university and should be enforced.

2. The university already has mentions of civility in its handbooks for faculty and non-faculty. In regards to faculty, the faculty handbook, in discussing academic freedom says,

   “When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but his/her special position in the civil community imposes special obligations. As a man/woman of learning and an educational officer, he/she should remember that the public may judge his/her profession and institution by his/her utterances. Hence, **he/she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others,** and should make every effort to indicate that he/she is not an institutional spokesperson.”

3. In regards to non-faculty, the Handbook for non-faculty states that:

   “Violations of accepted policy and practice include, but are not limited to:
   - Behaving in an overtly discourteous, abusive or disrespectful manner toward a fellow employee, supervisor, student or any other member of the Marquette community.
   - Threatening, intimidating or harassing others in the workplace or on university premises.”
4. Given that these policies already exist the committee recommends that issues of civility and collegiality which violate these policies be sent to the university Office of Ombuds, and significant problems be addressed by the Provost.

**Future Committee Work:** In the past the Committee on Faculty Welfare has been asked to address the Fitzgibbons Report and the Gender Equity Report. A significant portion of both discussions was the question of with whom Marquette University should be compared. Continuing this issue, during the coming year CFW will discuss the recent change in Marquette University’s classification in the Carnegie institutional classification from “high intensity research/doctoral” to “research/doctoral” as well as the more general issue of what other universities should be held up as comparison institutions or aspirational institutions. In terms of academics, what do we want to be and with whom should we compare ourselves?
EQUITY SUBCOMMITTEE ANNUAL REPORT
April 2012

Members: Raquel Aguilo de Murphy (Chair), Lisa Hanson (On sabbatical), Michael Slatter, Kali Murray, Marie Hoeger Bement, Jean Grow, Linda Laatsch, Monica Adya, William Welburn (ex-officio)

The Equity Subcommittee (SE) of the Committee on Faculty Welfare (CFW) met throughout the 2011-2012 academic year and addressed various issues:

I. Amended Motion for the Subcommittee on Equity to become the Committee on Diversity and Equity:

The Subcommittee on Equity proposes that Article 4, Section 3.02 should be deleted, and the following section should be added:

- be renamed the Committee on Diversity and Equity;
- and report directly to the UAS; and
- Include Dr. William Welburn, the Associate Provost for Diversity as an ex-officio member.
- Background:
  - Within the Shared Governance Structure, the Subcommittee on Equity has given the following charge:
  - [Section 3.02—The Subcommittee on Equity (SE), a subcommittee of the Committee on Faculty Welfare, monitors and addresses gender, diversity and equity in the status, opportunities and evaluation of the faculty. Its business may be initiated by the Senate, the Provost, other Senate bodies, or individual faculty.

Responsibilities:

- Monitoring progress in implementation of the action items identified in the 2003 Gender Equity Status Update (see 1) and its prior and subsequent reports regarding gender, diversity or equity for faculty.
- Monitor, analyze and make recommendations to CFW regarding gender, diversity and equity in the status, opportunities and evaluation of faculty.
- In conjunction with the Provost’s office, develop and promote campus-wide activities to promote diversity and equity for all faculties.
- Supervising a follow-up assessment to the 2003 Gender Equity Status Update (see 2) as it is planned.
- Provides an annual report to CFW to be incorporated in the CFW annual report to the UAS.

The Sub-Committee on Equity has enjoyed significant success in obtaining each of these goals since its creation in 2003. This committee has served as an institutional vehicle for the comprehensive monitoring of gender equity in salary allocation and the availability of appropriate childcare serves. Recently, its charge has been expanded to include expanded to include examination of diversity status, such as Domestic Partner Benefits.
Rationale:

A proposed Committee on Diversity and Equity would achieve the following outcomes within the University Academic Senate: (1) promote a consistent focus on issues related to diversity and equity within the shared governance structure; (2) promote organizational alignment with the University Academic Senate and the University administrative structure with regard to diversity and equity; and (3) promote long-term legitimacy of faculty governance on issues related to diversity and equity.

1. Promotion of Consistent Evaluation and Assessment of Diversity and Equity within the Shared Governance Structure.

An independent committee on Diversity and Equity would serve to signal the ongoing importance of achieving equitable outcomes as to the diverse faculty members within Marquette University. Such a committee would be able to continue to serve in its initial role—ongoing monitoring of equitable outcomes related gender, race and other social status—and extend to the role beyond monitoring, to engage in a strategic assessment of the types of issues that confront diverse faculty on this faculty. Past initiatives on diversity established numerous task forces that have disbanded after completion of their valuable objectives. This committee will lend a permanency necessary for crucial issues related to diversity and equity.

2. Promotion of Organizational Alignment with the Administrative Structure of the University

The recent reformation of the Office of the Provost to create an Associate Provost of Diversity (along with similar positions with student affairs) suggests that an organizational alignment with the University Academic Senate may facilitate integration between strategic planning and action on issues of diversity and equity within the shared governance structure. The transition to a stand-alone committee of the UAS would allow committee members to work more closely with Associate Provost for Diversity as an ex-officio member, and the Provost’s office to develop a system that would allow the ongoing monitoring of Equity and Diversity issues that impact faculty and ultimately student academic life.

3. Promotion of Institutional Legitimacy of Faculty Governance in Diversity and Equity

A singular Diversity and Equity Committee would permit greater institutional legitimacy for faculty governance as to issues related to diversity and equity. A greater institutional legitimacy would permit more organizational flexibility as to diversity and equity issues. For example, while the Subcommittee on Equity members have been successful in monitoring some equity issues and have had successes in recent years in their efforts (e.g. working collaboratively towards achieving improvements to the Day Care Center and Domestic Partner Benefit). Fulfilling all of the subcommittee charges to monitor equity indices has proved difficult to accomplish for two primary reasons. First, working as sub-committee has, at times, been unduly slow due to bureaucratic layers. Second, the original structure (as a sub-committee) does not reflect the current administrative structure nor does it reflect the university’s focus on diversity, which was not part of the original charge.
II. Committee Activities:

1. Continued the discussion on how to implement the Gender Equity in Salary reporting motion approved by UAS, October, 2008.
   
   a. We discussed the Report on Faculty Compensation and Salaries from Dr. Pauly dated May 9, 2011. The report showed that the average salary for men was higher than the average salary for women. Specifically, Professors received 3% more, Associate Professors 6% more, and Assistant Professors 11% more.
   
   b. We invited Dr. Pauly to our next meeting to discuss the possibility to develop a system to monitor equity issues.

2. On November 18 we met with the Provost, Dr. Pauly to discuss our goal to develop a system to monitor equity issues.

   a. The meeting was devoted to open discussion with Provost Pauly. Our primary topic was to discuss possible structures and objectives for our subcommittee. One of the questions raised was that of our group becoming a full committee rather than subcommittee. Dr. Pauly noted that our subcommittee was created and given a charge without many operational details.

   b. At this meeting Dr. Pauly John suggested that we seek instead to establish a process for the deans and the provost to monitor problems. In particular, this might include a report to our committee summarizing problems/actions. Dr. Pauly will present a draft letter to the deans that might be sent each year identifying outliers in the salary data and requesting examination of each case.

   c. We discussed the idea of a representative from the Provost’s office serving as an ex officio member of our committee. This would promote closer coordination in dealing with proposals from our group. Dr. Welburn was proposed as a possibility for such a role.

   d. The group discussed attempting to become recognized as a full committee of the UAS rather than subcommittee on faculty welfare. This would make it easier to bring issues to the Senate with a minimum of confusion.

   e. The primary focus of our group for this semester was defining an ongoing review mechanism to accomplish our charge of monitoring possible inequity and to draft a motion to become a Committee rather than a Sub-committee.

   f. On December 12, 2011 Lisa send to Dr. Cotton, Chair of The committee on Faculty Welfare a motion stating that the members of the Subcommittee on Equity would like to become a stand-alone committee of the UAS, called "The Committee on Equity". The motion including rationale was attached. On our November meeting with the Provost we raised the issue with him. He was strongly in favor. This
change would allow us to work more closely with the Provost's office in general and with Dr. William Welburn specifically. Dr. Welburn has indicated his willingness to become an ex officio member. We believe that this change will allow better assessment and monitoring of both equity and diversity issues that impact faculty and ultimately student academic life.

3. Follow-up on the motion to become a committee: "The Committee on Equity".

1. On February 10 we welcomed Dr. William Welburn, Associate Provost for Diversity & Inclusion as an ex-officio member of our Sub-committee.

2. Dr. Aguilu, chair and Dr. Monica Adya met with the committee on Faculty Welfare on February 21 to discuss the motion of the Subcommittee on Equity to become the Committee on Equity. The committee on Faculty Welfare approved unanimously the motion. Dr. Cotton, chair of the committee on Faculty Welfare, presented the motion at the next University Academic Senate.

3. The motion did not pass and they recommended to make some changes and to present the motion again at the last University Academic Senate on May 7, 2012.

3. The Subcommittee on Equity met again on April 12 to work on the suggestions by the Academic Senate.

4. The motion was amended by the Subcommittee on April 11 and it was forward to the University Academic Senate where it will be discuss on the last meeting on May 7, 2012.

Respectfully,
Dr. Raquel Aguilu de Murphy
Chair, Subcommittee on Equity