

Dear colleagues,

We hope the start of the academic year is going well. We're writing today as members of the Participating Faculty Committee to update you on our work to improve the participating faculty experience at Marquette.

The Participating Faculty Committee addresses issues of importance to members of the Marquette faculty, full and part-time, hired on a participating or non-tenure track line. These issues include, but are not limited to, total rewards (including compensation and benefits), professional development, recognition, inclusion, and performance review and promotion. More information on the committee's work can be found on the [participating faculty website](#), and a summary of the committee's recent work is below.

I- Automatic promotion policy being updated

The Office of the Provost announced that the university has committed to equalizing automatic promotion increases for participating faculty to align with tenured and tenure-track faculty. This policy has been [updated](#), and means:

- Full-time participating faculty promoted to Professor will receive a 6.0% increase of current salary.
- Full-time participating faculty promoted to Associate Professor will receive a 4.0% increase of current salary.

Participating faculty members who received promotions during this fiscal year had their salary adjustments applied retroactively and were notified directly.

II- The fourth annual Participating Faculty Symposium, Nov. 23-24

The fourth annual Participating Faculty Symposium will be held Monday, Nov. 23, from 8:30 a.m. to 3 p.m., and Tuesday, Nov. 24, from 9 a.m. to 1 p.m. in the Raynor Library Beaumier Suites. All Marquette faculty, staff and graduate students are invited. Registration is available through the [CTL website](#).

The event will shine a light on the theme of discovery: discovering ourselves, one another as colleagues and experts, opportunities at Marquette, and the shared goals that connect us. The event is designed to provide an opportunity for participating faculty to get to know each other, improve professional development, and create community and belonging through networking and collaboration.

III- Apply for Participating Faculty Awards

There are several [university awards and recognition programs](#) available to support professional development, scholarly activity and teaching excellence. These opportunities were created to recognize the significant contributions of participating faculty and provide resources to advance their professional goals.

Applications for the Participating (Non-tenure Track) Faculty Professional Development Awards and Research Awards are due today, Friday, Oct. 16 at 4:30 pm. Materials for the Participating Faculty Research Achievement Award are due Tuesday, Nov. 24.

Committee priorities for the upcoming year

- A subgroup of the committee, in collaboration with members of University Academic Senate, will review faculty handbook provisions related to leadership roles and eligibility requirements for UAS service. Recommendations will likely be brought forward for consideration and a vote at the UAS meeting during the fall semester, with review anticipated in November or December.
- The committee has completed an inventory of promotion criteria for participating faculty across all colleges and schools. The next phase of this work will focus on unit-level discussions to support alignment between local promotion criteria and the expectations of each participating faculty position. In addition, the committee is developing a recommendation to encourage regular review and communication of promotion criteria to ensure faculty have clear and consistent guidance regarding advancement opportunities.
- The committee continues to review service and leadership opportunities for participating faculty across campus and aims to make recommendations for a consistent approach to participating faculty service that can account for local unit variation.
- If you have ideas for initiatives that would improve the lived experience of participating faculty, please contact [Dr. Conor Kelly](#), chair of the Participating Faculty Committee.

Thank you for all you do for our students and for your commitment to our shared mission.

Sincerely,

The Participating Faculty Committee

Dr. Conor M. Kelly, chair
Associate Vice Provost for Faculty Affairs

Dr. Manoj Babu
Assistant Professor of Practice of Management

Dr. Michael Danduran
Clinical Professor of Exercise Science

Lynn Griffith
Chief Marketing and Communication Officer

Dr. Khadijah Makky
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Dr. Jon Metz
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Lisa Weber

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