

FACULTY COUNCIL
Minutes
Wednesday, February 27th, 2019
3:00-5:00 PM – CLC 206, WTC; IC 332, LSC; MNSN 1523C

Members Present: Battaglia, G.; Brown, J.; Classen, T.; Conley, J.; Elsky, J.; Gillespie, L.; Graham, D.; Holschen, J.; Johnson, B.; Kang, H.; Langman, L.; Lash, N.; Martin, C.; Miller, H.; Oosterhouse, K.; Pierre, D.; Pope, L.; Roberts, E.; Shoenberger, A.

1. Meeting was called to order at 3:07pm by Chair (Classen).
2. Approval of November minutes. Moved (Lash); second (Conley). Motion passed (16-0-1).
3. HSD Updates
 - The new School of Health Sciences and Public Health will be named the Robert Parkinson School, thanks to a \$20M naming gift from the Parkinson family. A dean search has begun; plans are to be finished by summer
 - Two new members for FC this spring: Kimberly Oosterhouse (replacing Monique Ridosh, on leave) and Eric Roberts (replacing Kathy Bobay, now an administrator).
 - SSOM Dean Marzo will remain interim for time being, as long as the end of this year. MNSN Dean Finnegan (from UIC) begins 7/1.
4. University Senate (Classen):
 - We met February 22nd. The major item on the agenda was a change in the bylaws which eliminated the Extraordinary Committee of the Faculty. Faculty Council is now once again the only governance body representing the interests of faculty. (Faculty members still remain on the US—just not as a committee with a reporting/governance role.) This will necessitate some changes to the Faculty Handbook. Provost Callahan has indicated, however, that she and other members of the senior administration are open to revisiting shared governance issues generally; therefore, we may perhaps want to wait to roll all of these revisions into one batch.
 - There is a proposal in the works to make Lakeshore Campus tobacco free, but we have not yet had a motion presented to the Senate yet.
 - (Classen) I have adapted a template for motions used by the University Senate for our use here in Faculty Senate. (See Appendix A.) (Thanks to Tim Love and Susan Uprichard.)
 - Some concerns in the Senate have been expressed about transparency. You will remember that there were several committees formed to investigate University expenditures and finances back in 2017. These committees wrap up their work in February 2018 and submitted the results, but those results were not widely circulated (or delivered to the Senate) until September and

October of 2018. A resolution has been presented, but not yet voted on, to deal with issues such as these.

5. Updates on Previous Issues (Classen)

- Provost search: President Rooney has decided not to offer the position of Provost to any of the finalist candidates recommended to her by the search committee. The Provost search has resumed with new search firm (Isaacson Miller— the same firm as is conducting the search for the Parkinson SHSPH Dean, and as did the President’s search). There’s likely to be more limited engagement with the LUC campus community during campus visits, in order to help encourage candidates who are sitting provosts at other schools to apply. It should be a completely new pool of candidates; perhaps an initial pool of 20, of whom we interview eight or so, with three finalists— culminating around Thanksgiving, with the newly appointed Provost taking office at the earliest in January 2020, or at the latest during the summer of that year.
- Faculty Appeals Committee: the committee has not been staffed in several years— which is a problem. As a standing committee, it should be fully staffed. Fortunately, no cases have come up until recently, when last fall two cases were entered. In one of them, the committee declined to hear the case presented, which caused some concern and controversy among members of the AAUP and the Senate. Council should be receiving some information from the committee soon.
- Overload pay: need to remind Provost Callahan of overload pay policy changes we submitted in 2017. (As far as I know, she has not yet taken it to the Council of Deans for review.)
- Title IX training: more Title IX training will be coming our way in the spring, although it hasn’t appeared yet. Tim Love has been appointed the new coordinator for the Office of Equity and Compliance at the University, and he’s been in contact with me to introduce himself. It might be a good idea to have him come speak to us in the fall.
- Sesquicentennial: Jeremy Langford has been named the new vice president for University Marketing and Communications, and according to Pres. Rooney is aware of the need for sesquicentennial planning. We do not yet have a vice president of development, and I am not sure what’s going on in that department.
- Teaching evaluation task force (Pope): no substantive update at this point.
- I will formulate a motion to submit for Council for the March or April meetings addressed to HR/CFO calling on them to rescind the elimination of 403b contributions in 1st year hires. (The argument that plenty of exceptions are made is not a good one: if it’s all side deals, then you don’t really have a policy.)

- Sabbatical policy: Provost Callahan has indicated that she is open to the possibility of a sabbatical policy, but is undecided as to the form it should take. (Johnson) But she may be unable to implement anything, since she is only an interim Provost. (Miller) the last time we went down this path was 2007 to 2008, when fully worked out plan was voted on by us and approved by that then Provost, Christine Wiseman. But Pres. Garanzini rejected the proposal on the advice of his Council of Deans. (Classen) let's revisit this topic at the March meeting.

6. New Issues

- Changes to Media Relations Policy and comments to the *Phoenix*: the University policy was that members of the University community (including faculty) were not to communicate directly with the public or members of the press without going through the official University Communications office. This provoked some public controversy (WBEZ, PEN International, etc.) when it was aired in the *Phoenix*, and the policy was amended, as of 2/22/19. Faculty are now free to communicate without mediation; although students/student media and staff cannot, at least not yet. At a recent meeting, Pres. Rooney stated that there have been several high-stakes litigations recently against the University, and that one of the issues have been that, since student media are funded by the University, University may have liability for things that are published which other parties find actionable.
- The University is planning to circulate a LUC event calendar to highlight different activities and auto-fill holidays in Outlook.

7. Committee Work

- Service
 - Dean Reviews (Conley): Regan (CAS) in March, Ryan (Libraries) in March or April. (Please give James Conley and the Service Committee any feedback on questions circulated.) A new dean's evaluation questionnaire has been formulated by James Conley and the service committee, in consultation with Dean Tuchman in IES (Appendix B). (Account of the development of the new questionnaire by James Conley.)
 - FC elections coming up soon (see list of current members for seats up this spring). I will send notifications around later this week; let me know (Conley) if you wish (or do not wish) to run again.
- Faculty Affairs Committee:
 - Discuss potential models of shared governance with new provost, Senate & AAUP. I will have a meeting with Zelda Harris (President of the Senate), President Rooney and Provost Callahan tomorrow to begin that discussion. If you have any interest in this, (e.g., relations between the University Senate and the Faculty

Council (or Senate), please email me (Classen). (Johnson): The last time we were accredited by North Central, the report emphasized the anemic character of faculty governance at Loyola; there might be some benefit in obtaining that document and using it again.

- We need volunteers to serve on the Vehicle Violations Board from Campus Transportation (LSC).
8. Provost Callahan will come from 3-4pm at FC Meeting on March 27th.
 9. Motion to adjourn (4:48pm) (Graham); second (Lash).

Respectfully submitted by
Hugh Miller, PhD, Secretary

Appendix A: Template for Motions

**Faculty Council of
Loyola University Chicago**

[Template for Proposed Acts/Resolutions]

Measure of the Faculty Council
[Act or Resolution Title]
To [subtitle]¹

Whereas¹, [whereas statement]²; and
Whereas², [whereas statement]; and
Whereas³, [whereas statement].

Be It Resolved/Enacted¹, [resolution statement, followed by others as needed]³.

Act Number [Calendar Year]-[Sequential numbering beginning with 001]

Presented [Date] ([first/second] reading)

Approved [Date – leave blank until/unless approved]

Chiefly sponsored by: [Sponsoring Committee or Council Member(s)]

Co-Sponsored by: [Co-Sponsoring Committee(s) or Member(s), if applicable]

¹ This should be a quick, 1 to 2 sentence summary of the proposed Act/Resolution. Often this will be self-explanatory.

² Acts/Resolutions begin with statements explaining the rationale or premises for why the Act/Resolution is necessary, for instance: [whereas] ...currently the Council does not have a policy addressing X; ...Y is a current problem facing faculty; ...Z is a goal that Faculty Council has decided to try to achieve; etc. Traditionally each statement in an Act/Resolution is introduced with “whereas.” Formatting should include a hanging indent to .5”

³ The proposed action(s) to be undertaken or position of the Faculty Council goes here. If multifaceted, these should be presented in bullet points, short sentences, and/or distinct clauses so that potential disagreements and questions can be addressed narrowly and specifically. This makes the Act/Resolution easier to discuss at meetings and, potentially, easier to amend, if needed. Formatting should include a hanging indent to .5”

Appendix B

Draft Version of Revised Dean Evaluation

The scale used for these questions is “Effectiveness” (from “Not Effective at All” to “Extremely Effective” and includes a “Not Observed” option for each). Each section will have Comments box. **Collaboration**

The Dean:

1. Incorporates faculty input in the design of their strategic plan.
2. Makes a strong effort to gain consensus on major decisions and enhance collaboration among faculty. **Mentoring**

The Dean:

3. Makes a priority of being available to their faculty to address questions and concerns.
4. Plays an active role in allocating resources to providing opportunities for internal and external development.
5. Seeks an equitable distribution of resources between faculty of various rank (e.g. Non Tenure Track and Tenured faculty)
6. Provides timely and clearly directed feedback about expected results; delivers reviews and assessments in an agreed-upon timeline and professional manner.

Leadership

The Dean:

7. Works to develop the internal and external reputation of the division.
8. Demonstrates innovation in thought and action to further the mission of the **School**. (Use wording as needed)
9. Demonstrates open flexibility and adaptability.

Communication

The Dean:

10. Demonstrates clear and effective written and interpersonal communication.
11. Clearly communicates expectations of faculty.
12. Represents themselves and the division professionally and with integrity both internally and to the wider university community.
13. Communicates in a way that demonstrates dignity and respect for opposing viewpoints.
14. Has clearly explained and promoted their strategic plan for my division.

SUMMARY

15. **How confident do you feel that the division will be successful under the Dean’s continued leadership?**