

Faculty Council Meeting
Wednesday, October 30, 2024
3:00pm – 5:00pm
LSC: Damen Student Center 216
WTC: Corboy 202
HSC: CTRE 552

Minutes

In Attendance: Aisha Raees, Kristen Irwin, Laura Goldstein, Leanna Boychenko, Jenn Finn, Clara Burgo, Sarita Heer, Christine Beatty, Katrina Binaku, Jenifer Mierisch, Jim Devery, Twyla Blackmond-Larnell, Kristin Krueger, Maribeth Rezey, David Dault, Fredrick Kaefer, Lisa Gillespie, Pamela Morris, Leah Romaine, Ray Dybzinski, Abigail Silva, Stacey Platt, Allen Schoenberger, Eleanor Bucholz, Edward Campbell, Keith W. Jones, Margaret Delaney, Colleen Kordish, Marquitta S. Dorsey, Tori Golden, Jonna Peterson, Douglas Wood

- 1) Call to Order 3:01
- 2) Approval of Minutes - September Minutes approved
- 3) Chair Report
 - a) 2-year Retrospective:
 - i) Faculty Numbers and Staffing Numbers - 2012-2022
 - Collected in Fall of 2022 – do have more staff - increased from 1517 to 1665 a 9.76% - increase
 - Also increased number of faculty from 857-1071 a 24.97% increase in Faculty
 - Should have 1900 staff at Loyola – LUC short about 235 staff member (2012 ratio) - Undergraduate/Staff – should have 1850, short 100
 - Student Academic Services
 - No change to numbers of advisors, but see consistent uptick on Freshman classes for 2021, 2022
 - Some students never meet their advisors
 - Each advisor has over 350 students
 - School staff and faculty asking to do more 1st and 2nd year advising
 - Faculty stats from 2012 and 2022
 - Assistant Professors – 2012 had just over 100 – 2022 had slight increase, with still under 200
 - Associate Professors – numbers remain nearly the same
 - Full Professors – 2012 had about 250 – in 2022 had just less than 200

- Tenured faculty – 2012 just over 400 – 2022 just under 400
 - Instructors (includes Lectures, Advanced and Senior Lecturers) – 2012 had about 250 – 2022 had just over 400
- b) Finance Town Halls
- Happened – Jim got to LSC and WTC – Wayne made change to slides after talking to faculty council – also added slide saying faculty are bringing in the money
- c) Unified Faculty Development Center
- Working with provost office – new org chart for all centers – one way to look at it: what does university expect us to do – need to make sure to support all faculty at all times – service and career development – don't have good way to support faculty doing career development (chair, etc) – provost office is supportive – Jim is happy in direction – SAC going to be issue (director, staffer, test person all left) – have new hire with accommodation assessment – SAC is struggling – try to get tests to them earlier.....pretty please.....
- d) Jim is leaving FC next year – he is SERIOUS!!!! – need to think about stepping up to Chair – don't have to do it the way Jim did it – can do it your way – we are all here and doing stuff – hoping that you feel can connect to other partners of the University because Council will support them
- e) Next round of Faculty Handbook updates – need a new ad hoc committee – have resources for this – Council has necessary documents to share
- f) Look at structure of other Academic Units of University – Centers and Institutes specifically – lots of different things going on – need to try and standardize
- g) Motion to vote on forming a Faculty Handbook Ad Hoc Subcommittee – 30 Yes, 0 No, 0 Abstain – Motion Passes
- 4) Vice-Chair Report
- Rubric sent out to Academic Affairs and Faculty Affairs – metrics of different faculty performance evaluations
- 5) Secretary – just doing my secretary things
- 6) Executive Committee
- a) Action Item: Resolution for Promotion & Tenure Update
- Include and update documents to have DEI – nothing done yet – how do we get this done – how to help faculty do the work – there are faculty who do it, and it gets counted against them – BIPOC faculty are asked to disproportionate amount of work associated with DEI

- Intent of resolution – everyone should be participating in DEI work – penalty for doing the work will go away because people have to do it – ask development office to help faculty write their own promotion and tenure documents – faculty response is who do we have that does this, what counts....end in therefore shouldn't do it – but this is not how should it be – doing excellence in work tied to mission – need to update resolution
- Doug:
 - Supports what FC comes up – but need to message it – go further – have to do DEI work because of mission
 - Is not a political reason or moral reason outside of mission
 - A way to protect DEI work is to tie it into mission – think about the larger idea of mission – Doug does not see a separation of the mission from DEI
 - University is doing good with Diversity, but it needs to work on Equity and Inclusion
 - Departments need to have requirements – departments need something that does “X” and you need to know how your faculty did “X”
- Handbook should have this tied to DEI - but we don't need to wait on handbook for departments to update documents

7) Committee Reports

a) Chair, Faculty Affairs

- i) Stritch Review Promotion and Tenure guidelines – faculty feel discouraged from applying for promotion even though they have done it – this is because what is in documents and whether a chair or committee is advising them what to do – this is a University-wide issue and maybe connected to gender equity – Maybe we need to revisit gender equity – Need some action items – How can we help the faculty member that brought up this issue – how can we address this is as a larger concern – is clarity the issue or is it something else?

b) Chair, Academic Affairs

- i) Met with Karen Pedis and Nathan Ryder from SAC – they wanted to make sure we knew Nathan was stepping up – We discussed types of accommodations, test-proctoring most common, numbers – if have questions reach out to them

c) Chair, Service & Communications

- i) Working with OIE for dean's evaluations –document process and suggest changes – what happens when shortcomings are found in a dean's work – looking at faculty census data to ensure representation on FC is adequate/correct.

8) Guest: Douglas Woods, PhD: Provost and Senior Academic Officer

- Faculty searches – delay has been related to labor laws that need to be addressed – but positions are rolling out
 - Staff turnover in general – is across campus – see fluid job market – not offering competitive salaries
 - Twice a semester Doug will have meetings with chairs and program directors – everyone can hear the same thing from the same people – hopefully eliminate rumors
 - FNA Returns – going to start this year
 - Some of the money is going to office of research and supporting humanities – ALL faculty
 - New grants management system being implemented – will take two years to get it done
 - New program incubator – invest in creation of high dollar or high demand programs – hopefully will offset undergraduate losses Loyola will eventually experience – when a program is started, one can get loan to hire someone to help set it up – there will be revenue share where some of the money goes to college – can't roll out quickly – start with 2 or 3 years and will only invest in what they think is going to be successful
- FNA returns percentages – Stritch is treated differently – LSC and WTC faculty – baseline set up in 2009 – what were expecting from indirect cost from grants – every year baseline adjusted for inflation – anything that campus brings in beyond inflation adjusted baseline is pool that is shared
- Need to do less with less.....how do we decide when a program's time has passed – enrollment? Maybe grad programs bringing in grants? Mission? Brand identity? Interdisciplinary programs where faculty are really not doing recruitment or labor for a program? Best practices of programs? Student employment when finish degree – thinking though all this in the short term and ten years out

9) Markeda Newell, PhD: Vice Provost of Faculty Affairs

- New Legal requirements for University – Pay transparency (begins January 1st for full-time faculty) – searches approved now will have this information, starting this week and into November
- FLSA Minimum Salary Threshold – increase minimum salary for exempt employees will increase to \$58600 Jan 1st - Need to have part-timers not teaching as either the 58600 or be placed on hourly – if move to hourly will be able to get overtime
- Sick and paid leave ordinance – anyone who works at least 80 hours within 120 day period are eligible for sick and paid leave – rack up one hour of sick, one hour of paid leave for

- every 35 hours work – unused pay leave has to be paid out when separate from university -
no pay out on sick leave – does not apply to anyone that is not working in the city of Chicago
- Front load max hours for full-time faculty – can see it on paystub
 - Part-time faculty – regular courses can be front loaded like for full-time – non-teaching part-time faculty don't have standard work hours, going to have use Kronos to record time
 - For part-time use ACA guidelines – three-hour course is 9 hours – multiply by 16 weeks and then how many 35 increments have within it

10) Old Business – on LSC Mundelein Faculty Lounge is open!

11) New Business - Nope

12) Adjournment – 4:57
