

Faculty Council
April 12, 2006
Secretary: Alanah Fitch,

Present: Alanah Fitch, Gerry McDonald, Nick Lash, Allen Shoenberger, David Schweikart, Robert Bireley, Peter Schraeder, Walter Jay, Ian Boussey, Rich Bowen, Ayana Karanja, Gloria Jacobson, Harvey Boller, David Mirza, Bill Schmidt, Kim Dell'Angela, Gordon Ramsey, Thackery Gray, John Makowski, Dawn Lynn, Heather Cannon, Linda Parkiewz, Pam Fenning, Patty Jung, Chris Kendrick, Pamela Caughie, Mark Cichon, Dana Brazdziunas, Michael Zinaman, Anna Lowe, Pam Fennel, Marta Lundy, Jawed Fareed

Called to order 3:15 p.m.

1. Invocation Bob Bireley

2. Approval of March minutes

The march minutes contained minutes of the executive session which should be struck. The amended minutes approved unanimously.

3. Chair's Report

Gerry McDonald (Gerry McD) indicated that two amendments to the Faculty Council Constitution are presented, but voting will be delayed due to a full agenda. Draft
Language: To be added to the membership provisions of faculty council:

First Amendment:

Add to Article II: Membership a new Section D:

"The Provost at the Lakeside campuses, and the equivalent position at the medical center campus are both non-voting, ex officio members of faculty council. Each is invited to attend all faculty council meetings.

Proviso: At any session of faculty council, by request of the Chairperson, either or both the provost and his medical center equivalent will excuse themselves from the meeting of faculty council. Any member of Faculty Council may request that the Chairperson ask either or both to excuse themselves from the meeting. Such a request shall be construed as a motion from a standing committee of faculty council, and is not subject to debate, but shall be voted upon by secret ballot in a prompt manner.

Second Amendment

The President of the University, is an ex officio member of faculty council. He is invited to attend all faculty council meetings. Proviso: same as above:

Gerry McD. reported that volunteers for the Provost Search committee had been forwarded: Alanah Fitch, Bob Bireley, Bill Schmidt, Peter Schraeder, Jane Lock Law, Tosis,

Business . No one had volunteered to represent Loyola on the Illinois Board of Higher Education.

The executive committee (EC) of faculty council (FC) discussed several issues, including the Appeals and Grievance document which is in “limbo” as the Faculty Affairs (FA) University Policy Committee (UPC) had ceased work due to displeasure with procedural issues. The other issue that the FAUPC had considered was the faculty leave and sabbatical policy which now appears to be directed toward a small committee from FC.

Update on Governance Task Force (GTF) Kim D asked Peter Schraeder for an update. He indicated that a draft of the final report should be on Father Garanzini (Father G)’s desk within two weeks. He reported that their understanding is that implementation will be taken up by a different working group and that they are to make recommendations about how to put people on the UPCs, with the exact numbers to be suggested by the implementation group. A motion was put forward by Marta Lundy that FC requests participation in the implementation process. The motion was seconded by David Mirza and passed 23/0/0.

4. Discussion with Dana Brazdziunas, head of SSOM Faculty Senate

A wide ranging discussion took place with the President of the Stritch School of Medicine (SSOM) Faculty Senate, Dana Brazdziunas. He explained that the faculty senate officially consists of all faculty members and a steering committee of annually 9 elected members - 3 of whom are from basic sciences and 3 clinical members. In the past the steering committee met little and was considered a “rubber stamp” organization. They now meet once a month with the new Dean and discuss one particular policy topic.

The academic structure at SSOM medicine was clarified by Walter Jay and Dana B. Only 10% of the clinical faculty are tenure track. Promotion from assistant to associate depends not so much upon publications but upon teaching, and reputation in clinical work. There must be strong support from colleagues and students. The financial “pot” for these individuals is separate from the “pot” for “traditional” tracks.

The incentive structure for faculty at SSOM was discussed with contributions from Dana, Kim, Walter, and Thackery Gray. This is an important topic because the salary structure is low and SSOM is concerned about retention of talent. Some years ago a computer system was introduced to create metrics for work loads and accomplishments which resulted in some individuals getting no metrics for teaching of basic science graduate students and others measured with greater than 100% work loads. Emphasis in the metrics on funding is debated particularly with the NIH funding situation so very tight. The new Dean wishes to address how to handle difficulties in retention that arise due to the very competitive funding climate.

In response to a question from Ian Boussey, Dana B. reflected on how the SSOM Faculty Senate could interact with FC.

Dana indicated that SSOM is so large that there are many people he does not know and that there are communications issues within SSOM and the various constituencies of that body.

Walter Jay asked two questions on behalf of recently retired Tony Castro: Why wasn't the senate involved in the issue of the across the board salary increases at the other campuses? Why isn't there any across the board adjustment at the medical center? Dana B replied that the issue of step raises has been brought up with the Dean. Walter: The rest of the university has a senior faculty member program - why isn't this the case for the medical center? Dana D.: We are trying to bring back faculty development with reorganization but have not yet asked the senior faculty to participate. Thackery Gray said that Tony Castro was the first faculty member to be accepted by Tony Barbato (CEO/VP SSOM) for senior faculty member status (50% of salary and benefits with 50% teaching). Other faculty members are interested but conditions with respect to time on campus need to be clarified. Dana B. indicated that this was not an issue which had made it onto the table yet. Kim suggested that this then was emblematic of the larger issue defining what is a campus vs what is a university procedure.

5. Committee Reports

Administrative Policies and Resources Committee - Nick Lash

4:20 p.m. The ongoing Dean's evaluation was discussed during an executive session.

Awards Committee: Rich Bowen

Rich Bowen reported that the Awards Committee nominated Kenneth Johnson as faculty member of the year. The motion passed unanimously.

Nominations were made for members of the FC EC with the floor open for further nominations and a vote to be held next time. The current EC membership was nominated: Gerry McDonald, Kim Dell'Angela, Nick Lash, Allen Schoenberger, Walter Jay, and Alanah Fitch.

Motion to adjourned passed unanimously:5:05 p.m.

Elections Committee - David Schweikart

COLLEGE OF ARTS & SCIENCES -- HUMANITIES: Pamela Caughie (English), Paul Jay (English), David Schweikart (Philosophy); **COLLEGE OF ARTS & SCIENCES -- NATURAL SCIENCES:** Ian Boussy, Alanah Fitch; **NIEHOFF SCHOOL OF NURSING:** Linda Paskiewicz; **SCHOOL OF BUSINESS ADMINISTRATION:** Nicholas Lash; **SCHOOL OF EDUCATION:** Anna Lowe; **SCHOOL OF LAW:** Henry Rose, Allen Shoenberger; **STRITCH SCHOOL OF MEDICINE -- BASIC SCIENCES:** Thackery Gray; **STRITCH SCHOOL OF MEDICINE -- CLINICAL:** Mark Cichon (Surgery); Kim Dell'Angela (Pediatrics), Jawed Fareed (Pathology), Walter Jay (Ophthalmology), Michael Zinaman (Obstetrics/Gynecology); **UNIVERSITY LIBRARIES:** Heather Cannon (Medical Center)

7. New Business

Proposed new policy -- Alanah Fitch

Faculty Council directs the Research UPC to set up and prominently communicate procedures by which departments can set reasonable work loads for graduate students and by which departments can support undergraduate research. FC suggests of consideration the following procedures. FC requests that the Research UPC report back to FC in written detail its deliberations.

1. Graduate student activities, apart from research and course work, can embody activities construed as formal work. An example, not meant to be definitive, is the use of graduate students in teaching laboratories, discussion sections, and or lectures. The total amount of teaching required by the institution should be established and/or adjusted, by a panel established by the Research UPC consisting of representatives from the Graduate School, the School/College affected, the Chair of the Department affected, and two other faculty members, and a representative of the graduate student council. The work load shall be established taking into account the best practices for graduate education as articulated by the appropriate disciplinary society. Recommendations shall be implemented in such a way as to avoid shifting of work loads from graduate students to faculty, tenure or clinical. If RUPC panel recommendations are not accepted explicit rationale for rejection shall be provided in writing to the affected school/college key administrator, the chair of the affected department, and the graduate student council. The panel established by RUPC shall be empowered to consider changes in current work loads upon request by graduate students, faculty, chairs, or administrators.

2. Loyola recognizes that research by undergraduates rarely results in funding or publications and therefore serves primarily to instruct undergraduates in research methods in a given disciplinary field and to induct students into the attitudes within a given profession. As such, the university shall provide appropriate support for undergraduate research activities undertaken during the nine month academic year. Two major forms of support are a decrease in formal class course load for the faculty member supervising the research and stipends for consumable materials used during research. A panel shall be formed by the Research UPC which will establish the course load reduction, stipend value, and/or other form of compensation to the faculty member for such instruction on a per student basis. The panel should consist of an administrator from the affected school/college, the chair of the department, and several faculty members. The deliberations of the panel should take into account best practices as established by the relevant disciplinary society. The process devised by the panel should be flexible with respect to the timing and type of compensation requested by the faculty members. The final method arrived at should not result in a mere shifting of teaching work load from one faculty member to other members of the affected department.