

**LOYOLA UNIVERSITY CHICAGO
FACULTY COUNCIL**

October 8, 2003

To: Members of the Corporate Faculty
From: Dr. Nicholas Lash, Secretary, Faculty Council
Subject: Meeting held in Rubloff Reception Room, 25 East Pearson, WTC

I. Meeting called to order by Dr. Kim Dell'Angela, Chair, at 3 p.m.

Dr. Dell'Angela, Pediatrics, offered a reflection from the New Union Prayer Book.

Dr. Allen Schoenberger, Law, suggested that Theology Professor Emeritus Tom Ranck, who passed away recently, be remembered and that a note of appreciation of him be sent to his wife by the Faculty Council. Professor Ranck was Secretary to the Faculty Council for many years. A person of merit, Tom Ranck was remembered for his thoughtfulness and sense of humor. The Faculty Council mourns his passing.

II. Approval of September 2003 Minutes

Motion: That the September 2003 minutes be approved.

Moved: Dr. Barbara Velsor-Fredrich Nursing.

Seconded: Dr. Anthony Cardoza, History.

Action: The September 2003 minutes were approved with the following corrections: 1) On Page 5, "Faculty Council" should be included for nominating to task forces and 2) "School of Education" be listed under Professional Schools on Page 6.

III. Chair/Executive Committee Report

Dr. Dell'Angela distributed a summary of the follow-up meeting to the President's and the Provost's Leadership Retreat held on September 30. An important part of theme of the meeting was: "What do we want to look like in 2009?"

Financial goals were set, given the following assumptions: the discount rate would approximate 40%, tuition will increase 4.8%, fees will rise 3%, and room and board will be up 3%.

Faculty salaries were an important area of focus.

- Endowment spending is to be 3 %, and it is expected that Deans will fund this spending from regular budgets to cover endowed faculty status.
- Fr. Garanzini noted that the budget looks good only because faculty salaries have been taking the brunt of the sacrifices. He stated that, "This is not acceptable."
- There is a three year plan, starting 2005, of raising faculty salaries by at least \$1 million per year. This plan will be "front-loaded." The goal is to make faculty salaries more competitive.
- There is an awareness of discrepancies across departments and schools. Deans will provide information of what is necessary to bring about equitable salaries.
- There is a goal that schools will have greater control over their budgets. There is movement towards having school profit and loss statements.
- A comprehensive salary survey will be undertaken.

A discussion regarding salary began. It was felt that administration needs to let faculty know about the budget. Dr. Leslie Fung (Chemistry) remarked that this was good news and that it should be publicized more. The President's State of the University address had not included this information on faculty salaries. Dr. Anthony Cardoza (History) commented that it had been announced at a meeting of the Humanities Chairs. Some faculty mentioned that they also had heard of the salary adjustments. Dr. Dell'Angela stated that it was up to the Faculty Council to inform their faculty colleagues about the salary adjustments.

Dr. Schoenberger had been informed that in the School of Law there was a goal of providing faculty approximately \$10,000 per year for three years. He also mentioned that there are data on competitive faculty salaries at the University of Colorado at Boulder.

The \$1 million averages out to \$10,000 per faculty member over three years but not all would get \$10,000. The salary enhancements are to be based primarily on equity rather than merit. Several members commented that the method of allocation of these enhancements could be quite controversial. It was suggested that we ask Dr. Paul Jay how equity and merit are determined? Dr. Dow Scott, Business, who is filling in this semester for Dr. Harvey Boller, Business, who is ill, warned that in his experience much data in surveys turns out to be unreliable.

Dr. Dell'Angela continued her discussion of the leadership meeting by focusing on benefits. Currently, benefits are over 30 % of salary and there is a goal to reduce benefits to 27 to 28%. The current area of focus is the "defined benefit" retirement plan benefits a very small number of retirees but is using 10 % of the current budget and is growing. New staff will now be put on the same "defined contribution" pension plan as faculty.

The next area of priority is tuition benefits as they are higher at Loyola than they are at most universities, and consequently, there is a goal to reduce the above benefits. There are 667 people using this benefit mostly at undergraduate level. Only 1/3 of these are employees and there is a waiting list for "paying customers." The cap on enrollment of 1900 is due to resources available. Some solutions would be larger co-pay (25%) and/or a longer waiting period for eligibility. Benefits available have not always been communicated. We must have proactive communication and it must be clear. There was a suggestion by a faculty member that Wal-Mart is a good model to follow. The co-pay for tuition is \$2000 and it is for one year per employee. It was recognized that reducing tuition benefits could cause significant confusion and angst. Attempts will be made to provide a communication plan that minimizes angst and maximizes clear information.

The leadership meeting also focused on Loyola's Mission. A handout on the development of the Loyola's Mission, Purpose, Tagline, and the Vision to Guide the Strategic Planning Process. Dr. Bren Murphy (Communications) discussed that the need to make the Mission Statement more succinct. The "Preparing Everyday Heroes" tagline received much criticism by Faculty members. A preferable tagline, which the Loyola Medical Center employs, has, is "We also treat the human spirit". Dr. Dell'Angela encouraged faculty to send suggestions to Lucien Roy who is developing the mission for Loyola. She also will answer details about the meeting individually.

IV. Old Business

A. Library Holdings:

Dr. Robert Birely, History, introduced the discussion of library holdings. A graduate student, who had worked at the Library and had noted the number of books that were being taken out of the Library, first brought the project to the attention of the History Department. Fr. Birely spoke with the Dean of Libraries and Dr. Bucholz who is Co-Chair of the Library Board. Dr. Bucholz supports the resolutions of the History Department.

Currently, the holdings significantly exceed capacity. Hence, there is a need for disposal of some of the holdings. There have been a number of concerns regarding the withdrawing of some of the books, and Dr. Birely inquired as to how it was decided which materials would be withdrawn or disposed of.

Ms. Kerry Cochrane, Libraries, distributed a letter from Ms. Karla Petersen, Dean of Libraries, to the faculty at large to explain this process. In addition, she distributed a copy of the web page of the Cudahy Library Dewey Withdraw Project showing the timeline. Currently, of over 76,000 Dewey Decimal books at Cudahy, nearly 50,000 of them have not been circulated since at least 1987 (when circulation went online). The Library Board is undertaking a study of these books. During October, faculty may examine the list of books that may be disposed and make recommendations as to which titles should be retained. Faculty would log onto the Dewey Collection Withdrawal list to offer which volumes should be retained. Dr. Birely suggested that the Library Board should play a major role in decisions regarding the disposition of books.

Ms. Cochrane also reported that there is damage to some of the holdings due to heat, leakage and mold. (The mold is non-toxic and is carefully monitored. Dr. Schoenberger stated that current storage facilities are clearly inadequate and thus pointed to a clear need for a new library building. A well functioning library is essential for an institution of higher learning. The Library was built in 1929 and had an outer building added in 1960. Dr. Leslie Fung mentioned that she is on the Library Board and that the issue of a new library building has been discussed.

The following resolutions were offered:

1. The Faculty council welcomes the University Library board's ongoing consultation about the Library's plans for the Dewey books.
2. The Faculty Council urges the Library Board to take appropriate measures to ensure the continued safety, integrity, and availability of the university libraries' collections, in particular that no significant part of these collections may be alienated or disposed of without first consulting the university community through the Library Board.

3. The Faculty Council urges the university administration to give a high priority to the maintenance of the university libraries' collections and to the appropriate storage of books as they allocate funds and prepare the budget.

4. The faculty Council strongly recommends to the Library administration and the Library Board books dealing with Jesuits be retained as a high priority. They constitute a distinctive strength of our collection.

Motion: that the resolutions presented be approved by Faculty Council

Moved: Fr. Robert Bireley, S.J., History

Action: The motion passes with three abstentions and none opposed.

B. Elections - Dr. Barbara Velsor-Fredrich

Motion: that the Bylaws be changed to the web-based system for elections.

Moved: Dr. Barbara Velsor-Fredrich

Discussion:

The faculty would be queried before the election regarding consent to run for election if nominated. There was some discussion about faculty who were not computer-literate being able to vote. Information regarding voting would be obtainable from the dean.

Action: The motion passes with 27 in favor, none opposed and no abstentions.

C. Awards - Dr. Richard Bowen, Psychology

As many nominations as possible are needed. The \$500 finder's fee should help. Dr. Dell'Angela stated that Faculty Council could provide funding. Dr. Murphy suggested that there should be more publicity about the Faculty Member of the Year. The Faculty Member of the Year could be honored at the next faculty meeting. There was discussion on what venue is being used to show receipt of the honor. Perhaps a plaque should be given. There is a Wall of Excellence in Hussey Lounge but no plaques have been added since 1993. A suggestion was made that the President and Provost present the award. Fr. Garanzini felt it should not be presented at the State of the University Address. Regarding this issue, Steve Bergfield, Presidential Assistant, could be contacted. Dr. Murphy also suggested that this issue be brought up with the Provost.

Motion: that Faculty Council approval be obtained as the Awards Committee moves forward

Moved: Dr. Richard Bowen Psychology

Action: Motion passes with all in favor, none opposed, and no abstentions.

V. Committee Reports

Education - Fr. Bob Bireley, History

There was a discussion about the newly adopted schedule for Fall Break, and it was thought that the break should be moved back to the previous schedule. Dr. Prudence Moylan, History, stated that it should be in week 8, which is in the middle of the 16-week semester. She felt that the break might have been changed due to the Business School schedule of 10-week terms. There was a strong consensus among the Faculty Council that the break should be moved back to October.

The current break comes 3 weeks before the end of the semester which makes it out of balance. Among the reasons for having the break in conjunction with Columbus Day are: 1) Many students want to get together with family and friends on this weekend, 2) This is an urban university and there are many activities available concerning this holiday, and 3) The weather is better at this date, than the new, later date. It is also mid-term exam time. Some faculty complained that there are many student absences from class now since there is no break to allow adequate study. It was noted that the new break is one week after the drop date. Also, there is a loss of two classes for Monday night courses because of the break schedule. Only one class was lost with the old schedule

Dr. Mary Malliaris, ISOM, explained that although originally, there was serious discussion of changing the MBA calendar, ultimately no change was made from the previous calendar. Hence, the Business School calendar is not a reason for changing the Fall Break.

Dr. Dell' Angela will discuss this issue with the Provost via email.

Research - Dr. Tony Castro, CBN & Anatomy

Dr. Castro pointed out the need for a coherent policy regarding the allocation of resource space. The agenda for the year has been settled. The distribution of space for research, from last year, and the development of research will be on the agenda.

Dr. Ian Boussy, Biology, made a motion that the UCC, in light of the recent actions at the Medical School regarding research space, be asked to examine issues on how decisions are made:

1. Criteria and guidelines
2. Determination of the decision-making process - i.e., who makes the decision?
3. Faculty input and grievances.

Dr. Dell' Angela forwarded these issues last year. They constitute a recommendation not a motion. They should be sent to the UCC from the Research Committee. The UCC would like input from the entire the university and would prefer representation on all campuses.

VI. New Business

Faculty Status - Dr. Allen Schoenberger, Law

Information was passed out about the resolutions regarding faculty salaries. A motion for the first resolution is on the front page. The benchmark is Chicago. According to the Chronicle of Higher Education, Chicago is one of the most expensive places to live, surpassed only by San Francisco. Chicago's cost of living is 25-30% higher than the rest of the country.

The second resolution regards how the University defends faculty in case of lawsuits where the faculty are performing their responsibilities as faculty members. Examples of such lawsuits would include the following cases: denial of tenure, defamation, intentional infliction of emotional distress, and grade disputes.

These two resolutions were tabled for discussion at the next Faculty Council meeting.

VII. Guest: Dr. Paul Jay, English, Faculty Affairs University Policy Committee Chair

Dr. Jay said that the Faculty Affairs UPC is currently undertaking a study on faculty salaries. There will be equity increases over a two-three year period. The President will bring it to the Board in December. Dr. Jay made a presentation of the issues with which his committee is dealing. Faculty Affairs is undertaking a faculty salary study. There are concerns with faculty salaries, benefits, and promotion and tenure. They are working on a plan by which salaries will be adjusted for equity as well as merit.

He suggested that if there are issues that faculty need to see addressed; they should send them to the University Coordinating Committee but also send a copy to the relevant UPC. It is important that faculty, as well as administration, set the agenda for the Faculty Affairs UPC. There is a page for each committee on the Governance web page. They are also working on the following issues:

- Faculty development-part time and tenured
- Tuition reimbursement.
- Reviewing faculty contracts. Tenured faculty, unlike other faculty, need not sign their contracts.

A faculty member felt that "emeritus" is associated with being burnt out. The title of Professor should be used now instead of "emeritus."

So far, the committee has made recommendation on Rank and Tenure, made recommendations on tuition remission, and provided input to the Provost's statement on promotion and tenure. Dr. Jay also suggested the need for a faculty grievance committee. In addition there is a need for clearer criteria for dismissal. It was questioned as where to go if one is not happy with the annual review. It is now under control of Faculty Appeals, which primarily deals with issues of discrimination and bias.

The major task now is to undertake a study of faculty salaries. This is a two stage process which encompasses both an internal study (which includes equity and gender issues) and an external study that compares Loyola's salaries and benefits with those of all doctrinal institutions. The Provost and Richard Hurst, Director of Institutional Research, are working on a survey of national

faculty salaries. There is a study for 2002-3 with external comparisons. All doctoral institutions will be studied. It will take \$2.5 million to bring Loyola up to the 60-percentile level. Loyola could be rated as either as a mid-range doctoral institution, a U.S. private institution, or as a private urban institution. To get to the average as a U.S. private institution, \$5.1 million in salaries would be needed over the next 2-3 years, which would include merit and equity.

Dr. Jay distributed a hand-out of “Salary Comparisons: Where We Stand, 2002-03”, which compares Loyola salaries with those of key Jesuit and Catholic universities. Of 12 institutions, Loyola ranked last. In adjusting faculty salaries, among the most important questions to ask are:

- What is Loyola’s most appropriate peer institutions?
- Which percentile, 60th or say 70th, is the most appropriate target?
- In how many years, do we plan to reach our target?

In addition, there will \$1-2 million allocated for part-time faculty salaries. Medical Benefits are under the auspices of the Vice President-Finance, Bill Laird. It was noted by Dr. Schoenberger that the bulk of fringe benefits goes for retirement and that percentage should be reduced.

VIII. Adjournment

The meeting was adjourned at 5 p.m.

Respectfully submitted,

Nicholas Lash
Secretary to the Faculty Council

Members Present

Arts and Sciences: Dr. Robert Birely (History), Dr. Richard Bowen (Psychology), Dr. Ian Boussy (Biology), Dr. Anthony Cardoza (History), Dr. Leslie Fung (Chemistry), Dr. Brian Lavelle (Classics), Dr. Gerry McDonald (Math/ Computer Science), Dr. Prudence Moylan (History), Dr. Bren Murphy (Communications), Dr. Judith Wittner (Sociology).

Professional Schools: Dr. Kim Dell’Angela (Pediatrics), Dr. Anthony Castro (CBN and Anatomy), Dr. Mark Cichon (Surgery), Dr. Thomas DeStefani (Pediatrics), Dr. Karen Egenes (Nursing), Dr. Jennifer Haworth (Education), Dr. Christian Johnson (Law), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business), Dr. Kenneth McClatchey (Pathology), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Dow Scott (Business), Dr. Allen Schoenberger (Law), Dr. Luke Vander Kar (Pharmacology), Dr. Barbara Velsor-Fredrich (Nursing).

Graduate Institutes and Professional Librarians: Ms. Lenora Berendt (Libraries), Ms. Kerry Cochrane (Libraries).

Guests: Dr. Paul Jay, English, and Chair of Faculty Affairs UPC, Dr. Marilyn Krogh (Sociology) who was attending in place of Dr. Kevin Henson (Sociology).