

LOYOLA UNIVERSITY CHICAGO
FACULTY COUNCIL

September 10, 2003

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

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

Dr. Janis Fine, ELPS, offered the reflection in song.

A copy of Fr. Garanzini's State of the University Address, September 3, 2003, and other information about the July 2003 Image Study Report were passed out.

II. Approval of May 2003 Minutes

Motion: That the May 2003 minutes be approved.

Moved: Dr. Bren Murphy, Communications

Seconded: Dr. Barbara Velsor-Friedrich, Nursing

Action: The motion passed unanimously.

III. Special Guest: Fr. Michael Garanzini's, President

Fr. Garanzini's distributed the following three tables for discussion:

1. Key Financial Statistics: FY 1998 to FY 2003
2. Fall 2002 & 2003 Comparative Enrollment
3. University Lakeside Full-Time Employee Headcount

Fr. Garanzini's distributed enrollment tables and focused on Loyola's financial situation: past, current, and future. Liberal Arts and Sciences (LAS) enrollments were up. He noted a decline in Computer Science enrollment for reasons not yet determined. Enrollment is also down in the Business School though steps are being taken to improve matters. The School of Nursing's enrollment is up, but it is approaching capacity due to limited faculty as a consequence of a nationwide shortage of nursing faculty. The School of Education is gaining enrollment from its move to Water Tower Campus.

BGIS (Adult Education) consists of cohort groups of adults doing intensive study.

The budget situation has improved markedly and is ahead of projections. Another large class of Freshmen was anticipated and, consequently, more Arts and Science faculty may need to be recruited.

Last summer, there was a retreat with the Vice Presidents, Deans, and Associate & Assistant Deans. At the retreat the same there was a discussion of the three handouts that, as previously mentioned, were distributed to Faculty Council.

Fr. Garanzini discussed Loyola's recent financial situation. There was a downsizing after 1996 when the Medical Center's finances were separated from that of the rest of the University. After the separation, Loyola had excess infrastructure. Thus, in 1998, there was the start of steady downsizing. Also, during that period, there was a significant underestimate of budget shortfalls. The last two years were a period of austerity. This year there is expected to be a budget surplus of \$2.2 million due to operating revenues emanating from increased tuition. Also, last year, Loyola had its second-to-best year in fund raising. Unfortunately, during the last few years, investment income was devoted to covering the budget shortfalls.

In planning for the future, the financial surplus is a welcome departure from past deficits, but it is still quite thin. It is imperative that Loyola avoid another bad year. Encouragingly, the budget was balanced in two rather than the three years originally planned.

Following Fr. Garanzini's comments, a discussion ensued. Dr. Leslie Fung, Chemistry, stated that faculty felt overburdened with the work involved in teaching more students. Another faculty member felt that teaching 30-40 students does not fully reflect faculty workloads. Fr. Garanzini expressed his appreciation for faculty efforts by stating that "We all did it together."

Fr. Garanzini said that Loyola needed to grow especially at Water Tower Campus which is underutilized during the daytime. With the School of Education now relocated at WTC, there has been a squeeze on classroom space. Once the Care building is completed, there should be considerably more space.

The budget surplus or "peace dividend" will be devoted to improving salaries which have become uncompetitive in some areas. The bulk of the "peace dividend" will be devoted to LAS faculty as they are bearing the brunt of the enrollment increase. There are now 10,241 students who will continue to be taught by 554 faculty. The Medical Center has grown about 10% each year. Faculty growth will be predicated on future enrollment growth.

Dr. David Schweickart, Philosophy, had questions about benefits. He would like to see the percentage of salary that is paid out of salary for benefits. What is the status of retirement benefits and tuition remission benefits? It is hoped that these benefits will continue.

Fr. Garanzini's explained that retirement benefits for faculty are "defined contributions" whereas for staff they are "defined benefits" which is more expensive. New staff will be hired on a "defined contribution" basis. Perhaps both faculty and staff will now have to be on "defined contributions." Because of the low return from financial markets, Loyola had to pay \$5 million into retirement benefits. Health expenses are up 14% which imposes a further strain on the budget.

IV. Committees:

Elections Committee, Dr. Barbara Velsor-Friedrich

In accordance with the May Faculty Council meeting, Faculty Council is to vote on changing the bylaws to use the web-based system for election. A copy of the 9/10/03 memo from Pete Facione regarding "Secure Electronic Elections" was distributed.

V. New Business:

A. Report on the Open Forums

Dr. Marta Lundy, Social Work, pointed out that the open forms were poorly attended as only approximately 12 faculty attended at LSC and 9 at WTC. Fr. Robert Bireley, S.J., History, questioned whether such a small turnout could truly represent faculty.

Dr. Richard Bowen, Psychology, reported on the Lakeshore forum along with Dr. Bren Murphy, Communications. Dr. Bowen thanked Fr. Garanzini for the informative materials. Salary was the major issue of the forum. Dr. Bowen suggested that perhaps Loyola should raise its tuition. When tuition is high, faculty is paid better. Loyola is 15-20% below the average as far as salary. There should be a 15% raise across the board. Dr. Bowen stated that as in business we needed to know just what we are selling. Is it buildings?

Dr. Murphy said that "pain and anger" was expressed at the forum due to the loss of faculty and staff. Decisions coming down from administration sometimes surprise faculty. Dr. Judith Wittner, Sociology / Anthropology mentioned that many decisions, such as on salaries, appear to be coming from top administration with insufficient faculty input. Also, although faculty relate to administrators in a respectful manner, at times faculty are handled abruptly. It was mentioned that faculty sometimes feel intimidated if they disagree with the administration. The course scheduling grid was also an issue.

Fr. Garanzini stated that he would look into this. He wanted to know of any problems. He said often people do not want to let him know problems. He cited the "mailroom incident" where he had to go himself down to the mailroom to see why mail was not being delivered. Fr. Garanzini's stated that there has been rapid change because of financial constraints. He also said that service, especially to the students, needed to be improved. He also was hopeful that enrollment growth would lead to an increase in hiring. The teaching grid was established for use at WTC at night so that space could be used more efficiently.

Fr. Garanzini said that 880 students graduated and hopefully there will be 1800-1900 new students. There can be no across-the-board raises and we must continue to have at least 1800 new freshmen each year.

Regarding endowed chairs, he stated that perhaps they would be used for attracting established faculty already interested in coming to Loyola and retaining

current faculty.

Dr. Jennifer Haworth, Education, reported on the WTC Open Forum. Salaries and benefits and the academic grid were discussed. There was discussion on how the president and his cabinet view professional schools. Will professional schools have a voice in any decisions? Could faculty be involved in the master plan? What are the enrollment targets?

It was the consensus that the reports from the two forums should be merged and sent to all faculty. Dr. Dell' Angela has received many calls and emails regarding the forums, and they should be added to the report. It was suggested that we focus on one or two questions, and that the report be circulated first to faculty, then to administration, and then back to Faculty. Dr. Haworth will merge the two reports, and send a draft to Faculty Council members. It could be posted on the website. It was suggested that forums be held every semester.

Another suggestion was that the President meet with Faculty Council every other month. It was mentioned that the Executive Committee does meet with Dr. Facione every three weeks

There are some safety issues regarding the new scheduling grid. Since some classes go late, there could be a safety problem with taking the Red Line. The administration has already studied the impact of the later evening schedules on security and concluded that this would not be a problem. This coming Spring Semester will be a trial, and, subject to input from faculty and students, adjustments will be made. Concerns and suggestions about the grid should be sent to the Provost as soon as possible

Dr. Ian Boussy, Biology, suggested that salary benchmarks are useful. He pointed out that no longer were faculty being provided with salary percentages per rank per college. In the past, the Vice President of Academic Affairs distributed a report showing salaries school by school. Apparently, this practice was terminated as the last report available is now three years old.

Strategic Plan Task Forces

A page on "Strategic Plan Task Forces, Fall, 2003" was distributed with the charges of the seven task forces. This should be read carefully, and if the charge is incorrect, inform Fr. Garanzini. He would like to know the best way the charge should be defined. A handout was distributed which provided information on the Strategic Plan task forces.

The Task force on The Renewal of Graduate Education and the Creation of Centers of Excellence will examine the kind of research collaboration we want to support. In 1984 four centers began at the Medical Center. There is one more there today.

The Task Force on Campus Environment and Facilities will need to work on plans for Water Tower Campus, what will be built next on Lake Shore Campus and what needs to be torn down.

The name of the *The Task Force on Continuous Quality Improvement* should be changed to emphasize Loyola's service to faculty, students and staff.

Fr. Galanzini said that future planning is usually for six months at a time. Task forces numbers one and seven do not go the full six months. Nominations for the task forces are by Deans, Vice Presidents, Associate Deans, Assistant Deans, and Faculty Council. The realistic number of members of each task force should be considered.

Fr. Garanzini said that he has asked Lucian Roy to condense the 3-½-page mission statement to one or two sentences. We need to know what we are going to become 2004-2009 such as a premier university with research and teaching focuses. There are 100 university designations and the same is true of the Medical Center.

Rank and Tenure

Rank and tenure policy changes were discussed such as in the case of voting on rank or tenure for a member of one's own department. If the voting faculty member were also a member of the school's Rank and Tenure Committee, he / she would be allowed to vote but once. The vote would have to be at the lowest level, that is, the department level. Thus, one could not also vote at the school Rank and Tenure Committee.

It was also recommended that faculty members voting on rank and tenure should submit, in writing, the reasons behind their vote. Dr. Haworth suggested that University Council be consulted. Dr. Allen Schoenberger, School of Law, said that as a lawyer, he would not write out reasons. There was significant discussion regarding the Rank and Tenure proposals. This topic was tabled for further discussion.

B. Library

An *Announcement from the Dean of Libraries on Cudahy Library* was distributed. The Library Board meets on September 20. Resolutions should be forwarded to Dr. Dell'Angela before that time.

C. Official approval of Dates for 03-04 meetings.

The dates for the 03-04 Faculty Council meetings were unanimously approved. Faculty felt that this meeting room (Kasbeer Hall) has bad acoustics and that perhaps a microphone should be used. Dr. Dell'Angela has a long list of people who wish to speak at the Faculty Council meeting. Given the increasing number of issues to be discussed, Dr. Dell'Angela raised the question as to whether Faculty Council meetings should be for longer periods of time. The possibility of more frequent meetings was also raised. No decision was reached.

VI. Adjournment

The meeting was adjourned at 5:05 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. Leslie Fung (Chemistry), Dr. Brian Lavelle (Classics), Dr. Gerry McDonald (Math/ Computer Science), Dr. Prudence Moylan (History), Dr. Bren Murphy (Communications), Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).

Professional Schools: Dr. Kim Dell'Angella (Pediatrics), Dr. Thomas DeStefani (Pediatrics), Dr. Janis Fine (Education), Dr. Jennifer Haworth (Education), Dr. Christian Johnson (Law), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business), Dr. Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Tim Varva (Medicine), Dr. Barbara Velsor-Fredrich (Nursing).

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

Guests: Fr. Michael Garanzini