

LOYOLA UNIVERSITY CHICAGO

FACULTY COUNCIL

February 11, 2004

To: Members of the Corporate Faculty
From: Dr. Nicholas Lash, Secretary, Faculty Council
Subject: Meeting held in Room 1401, 25 East Pearson, WTC

I. Meeting called to order by Dr. Kim Dell'Angela, Chair, at 3:15 p.m.

Fr. Bob Bireley, S.J., History gave a reflection.

II. Approval of minutes of January 14, 2004, Faculty Council meeting

There was a lengthy discussion about the minutes and the fact that comments made regarding the summer schedule do not apply to all departments. Faculty also discussed the wording used in other parts of the minutes.

Motion: **that the minutes of the January 14, 2004 Faculty Council Meeting be approved with the discussed revisions.**

Action: **The motion passes unanimously**

III. Chair/Executive Committee Report

Strategic Agenda

Dr. Dell'Angela, Pediatrics, stated that information would be forthcoming to faculty from the President dealing with the University strategic agenda after the BOT has approved it. She reviewed the process of arriving at the completed strategic agenda and noted that this strategic agenda represented the work of many people including those on Faculty Council. Dr. Dell'Angela reminded the FC that the President had appointed a number of task forces whose charge focused on creating a strategic agenda for the university last fall. The charge was different from that for the UPCs but was coordinated by the Strategic Planning UPC. Each task force was comprised of a broad representation of deans, administrators, and faculty. Three weeks ago, a retreat was held to synthesize this output of the various task forces. This information will be put into an academic charter that will provide a focus for Loyola for the next decade. President Garanzini will probably make mention of this synthesis at his coming State of the University presentation. Among the topics of the strategic agenda was a reinvigoration of the research process and support of cross-disciplinary activities at Loyola.

UCC Meetings

The meetings in January marked the first year of shared governance. The meetings were not well attended by faculty and only one Faculty Council member (not on a UPC) attended. There were about 30 people there at each of the campuses. Reportedly, the Provost interpreted that the low attendance implied that faculty were not overly disgruntled.

A discussion began about the reasons faculty did not attend. Some faculty may not have attended because they are satisfied with the progress. Other faculty had other pressing responsibilities at that time. Some reported that they heard that the meetings were informational only. During the discussion, it was suggested that faculty are overburdened. It was felt that some might not be reading the memos. Some commented that it is frustrating to be deluged with so many documents to read. Some faculty are apathetic, frustrated, and feel they have no input. An example was the concern that new calendars came not from UCC but from the Provost's office.

There was vigorous discussion about the Provost's style of communication and leadership. There was a discussion of the impression that schedules were changed without faculty input and there was a very short Christmas break. It is perceived that the Provost makes decisions and then changes them after negative reactions. This is unsettling to faculty. The Provost was criticized as being too much in a hurry whereas universities tend, normally, to move very slowly. Faculty perceived the need for greater input.

A suggestion was made that Faculty Council take a stand on this and be more proactive. The Provost could be invited to another Faculty Council meeting and he could hear our comments firsthand. Another suggestion was that both the President and the Provost should be invited. There will be a meeting of the Executive Committee with the Provost on February 26. The EC will speak to the Provost about these issues.

There was mention, however, that faculty are appreciative of the Faculty Council and pleased about the forthcoming raises.

Dr. Dell'Angela said that the UCC and UPC websites are more up-to-date now. This has been a learning process and it is hoped that matters will improve with time. This system was reported to have worked at Santa Clara University, and it is hoped that it will also be successful at Loyola.

There was more discussion. It was mentioned that the Medical Center is being left out of the salary raises and that decisions are being made without going through the UPC. There are

questions about how equity will be determined. Dr. Dell'Angela inquired how communication could be improved. It was stated that there is structure and we should take advantage of it. There also was a suggestion that Dr. Barbato be invited to a Faculty Council meeting since the Executive Committee does not normally meet with him.

There was a perception that there were policies that were being implemented outside the UPC structure. There was a suggestion to compile a list of policy type changes that appear to have been made, this year, outside the official UPC system, (e.g., the changes in the course time grid.) Dr. Kevin Henson, Sociology, agreed to compile such a list.

IV Old Business

April/March meetings

The March meeting will be held in Maywood and there will be a reception with food and drink. After the April meeting there will be a reception with administrators and newly elected Faculty Council members

Search Committee, CAS Dean – Dr. Gerard McDonald, Math & Statistics

On January 20, a finalized report was given to higher administration. On January 22-23, all candidates were contacted. The committee had written descriptions of the strengths and weaknesses of the candidates but, following instructions, did not rank the candidates.

Given the structure and charge of the Search Committee, there is definite unhappiness with the wording of Fr. Garanzini's announcement of the appointment of Dr. Isaiah Crawford as Dean of the College of Arts and Sciences. This discontent does not involve the selection of Dr. Crawford himself, but instead with the wording of the announcement that committee members felt was misleading and inaccurate. For example, Fr. Garanzini used phrases such as the "Search Committee's strong recommendation" and the "Search Committee's choice." Yet, the Committee never had the charge to recommend, let alone choose, a candidate. In fact, it was instructed not to choose a candidate, and the appointment of the dean was made by the administration. The Search Committee asked Peggy Fong to bring up the matter with Dr. Facione. The Committee does not, in any way, wish to detract from the appointment of Dr. Crawford, but simply to suggest that in the future, search committees should not be conducted in such a manner.

Apparently, a significant number of faculty as LSC believe that that the administration had already picked the inside candidate, and that it was a "done deal." This may have contributed to the low turnout of faculty at the presentations of the candidates for the deanship.

At the next Executive Committee meeting, Dr. Dell'Angela will inform Dr. Facione of the faculty's concerns with the dean selection process.

Motion: **that the Chair of Faculty Council ask Fr. Michael Garanzini for clarification of the discrepancy between the Search Committee's mandate not to rank the candidates for the position of Dean of CAS and his report to the faculty that Dr. Crawford was the Search Committee's choice.**

Moved: Dr. David Schweickart, Philosophy

Seconded: Dr. Anthony Castro, CB&A

Discussion:

Does the President want the Search Committee to rank the candidates? It was noted that the administrators could come up with the information in the memo just by reading the committee narratives. Perhaps the UCC should have a role in determining the dean selection process. There was also a suggestion that in the future, the Search Committee vote on the candidates.

Action: **Motion passes with 19 in favor, 1 opposed, 2 abstentions**

V. Committee Report

Awards – Dr. Richard Bowen, Psychology

A call has been put out for the Faculty Member of the Year 2004. It was sent to the professional schools with a March 15 deadline. The message has been sent to all deans, and there has been some response. A faculty member cannot be nominated if he / she formerly received the Faculty Member of the Year award. Faculty should consult the up-to-date list of former recipients on the website before nominating anyone. It was mentioned that the Board of Trustees is revising guidelines for honorary degrees.

Faculty Status- Dr. Allen Schoenberger, Law

There were two major issues: changes in the Faculty Handbook and equity adjustment of faculty salaries.

Faculty Handbook:

A handout was distributed dealing with changes and clarifications to the Faculty Handbook. The handout is a draft of the Faculty Affairs UPC, which will meet on 2-15-04. It states rules

for outside employment of faculty. In those cases where the work performed is for an employer other than Loyola, where typically W-2 forms are issued, dean approval is needed. In those cases of professional consulting, where 1099 forms are issued, dean approval is not required.

There are three issues for consideration:

1. The need for an appeal process in case the dean denies permission of outside employment.
2. The reference to teaching outside Loyola should be rewritten. Loyola varies from other universities in its restraints on teaching at other institutions. The policy constraining faculty from teaching outside Loyola also extends to summers for nine-month faculty.
3. There was a discussion regarding faculty contracts, contractual letters, and tenure track. Non-tenured faculty must sign and return their annual contracts. In contrast, tenured faculty members are not required to sign and return their contracts.

The Faculty Status Committee does not want the proposed changes to be finalized, but instead desires further discussion. Comments should be sent to Dr. Schoenberger.

Equity Adjustments of Faculty Salaries:

A second handout was distributed which was a draft format of categories to be considered in ranking faculty for these equity adjustments. The Dean or Department Chair were asked to rank each faculty according to the categories listed. All faculty will be ranked. Some of the problems raised with the categories on the forms included insufficient data and a form that some describe as “ambiguous” and “ill conceived. It was noted that there is a large discrepancy between faculty salaries at Loyola and other schools. This topic generated much discussion including concerns about some serious data problems. For example, it was argued that the data in public institutions is unreliable. Dr. Schoenberger pointed out that such data collection of faculty salaries would be illegal for law schools, as it would violate the Sherman Anti-Trust Act. Salary adjustments will incorporate both equity and merit considerations. Some understood that faculty would be given input in the determination of the salary adjustments.

It was suggested that an extra FC meeting might be scheduled to discuss the equity assessment. This, also, may be discussed with the Executive Committee.

Research Committee – Dr. Anthony Castro, Chair

Dr. Castro complained that there is insufficient time for more committee reports. He wanted to present a report of the Research Committee.

Dr. Dell'Angela requested that chairs of committees that were unable to present committee reports due to time constraints, email Faculty Council members their reports and comments. At the next meeting, she will change the order of the meeting so that all committees will have adequate time to present their reports.

VI. 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. Kevin Henson (Sociology), Dr. Brian Lavelle (Classics), Dr. Gerry McDonald (Math/ Computer Science), Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).

Professional Schools: Dr. Harvey Boller (Business), Dr. Kim Dell'Angella (Pediatrics), Dr. Anthony Castro (CBN and Anatomy), Dr. Jennifer Haworth (Education), Dr. Christian Johnson (Law), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Tim Varva (Clinical Medicine), Dr. Barbara Velsor-Fredrich (Nursing).

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