

Meeting Minutes Archive**January 14, 1998**

To: Members of the Corporate Faculty

From: Secretary, Faculty Council

Subject: Meeting of the Faculty Council held in the Presidents Room, Marquette Center, W.T.C.

**#40. Meeting called to order by Professor Shoenberger at 3:09 P.M.**

Opening prayer offered by Dr. Wendy Cotter, Theology.

**#41. December Minutes.**

Motion: That the minutes of the December 1997 meeting be approved.

Moved: Dr. C. Gold, Nursing

Seconded: Dr. M. Clarke, English

Action: The motion passed unanimously.

**#42. Chairperson's Report.**

A. Professor Shoenberger reported on his participation in a retreat held by the President's Office on January 8, 1998. The membership was varied but consisted of mainly administrators. Among the issues discussed was the role of Governance at N.Y.U. given by Dr. Thomas Meenaghan, past Dean of the School of Social Work at Loyola. Dr. Meenaghan participated as a member of N.Y.U.'s administration. That school is run by the President and four Senior Vice Presidents, including the General Council. Significant weight is given to the Deans of the various colleges. In their system, the Graduate Colleges support the Undergraduate Colleges financially. Each Dean is given the charge of making money to support the college. The Deans are concerned about the financial aspects of the colleges and it was noted that the Colleges at N.Y.U. have undergone a significant growth in the number of students. Each Dean has the responsibility of raising money through gifts. The monies taken in are not used to increase the endowment funds but are used instead on projects.

In addition to the dispersement of funds, each dean is also given the responsibility of making final decisions on tenure and promotion.

It was commented that there appears to be little cooperation between the Deans. There is little done in the way of joint programs. The enrollment and application figures are shared by the Deans at their bi-weekly meetings. One of the problems with the system as it has evolved at N.Y.U. is that there is little focus on academic matters.

It was noted that the Board of Trustees at N.Y.U. consists of 90 members. There are 40-45 Associate Trustees who are appointed on the basis of gifts to the university. Their system is very different from Loyola's system.

The reason for the study was to compare another school and the way in which Loyola handles the same sort of problems. Discussion then followed in the Faculty Council regarding the issue of Governance and Controls in the University.

Professor Shoenberger reported that discussions with some Board Members had indicated that the Strategic Plan exercise had been begun originally as one of their ideas to get the University moving once again. Council then turned to a discussion of the relationship between our Trustees and the Faculty. It was noted that our Board appears to make judgements based on a business perspective. More education needs to go on to introduce the academic perspective as well. Council felt that since we are a non-profit organization with education as the primary goal, more dialogue needs to take place between the two communities.

B. Professor Shoenberger asked Council for three volunteers to serve on a committee to review the Faculty Assessment Summary to work on the committee with the Committee on Faculty Appointments. It was felt that evaluations instruments need to be developed to

more adequately evaluate faculty and staff in future years. Discussion followed. There is a problem not only with the form but the use of the form as well. It was agreed that the "green form" needs to be examined and improved. Some thought the administration might want a re-weighting of the elements utilized. Another issue

that arose is the relationship of the "Raise Recommended" section of the form. The structures of the categories needs to be re-examined and sharpened. There are three elements needed in the evaluation: Teaching, Research and Service. How the evaluation is to be used in the different schools also needs to be closely looked at. It was suggested that the committee contact Dr. Timothy Austin, English, who had done some work in this area for the College of Arts and Sciences.

C. Professor Shoenberger reported on the state of the Rome Center. The University had hired three (3) attorneys to examine the tax and employment problems associated with the Rome Center. There is a problem with Italian law regarding part-time employment. There are four (4) part-time Rome Faculty who have no full time connection elsewhere. Under Italian law, they will receive tenure and benefits if they continue for six (6) months. For those faculty who are associated full time elsewhere, there appears to be no problem. To give these individuals tenure, unless Loyola wants to grant tenure, isn't a position the university wants to be in.

Council directed Professor Shoenberger to communicate the problems to Dr. Suzanne Gossett, Chairperson of the search for the Director of the Rome Center, to let the candidates know and discuss the methods for developing the faculty there.

Council reiterated its recommendation that the faculty of the Rome center be consulted through an appropriate mechanism on a routine basis on matters impacting the operation of the Rome Center.

#### **#43. Research Committee.**

The report was made by Dr. Leslie Fung, Chemistry, Chairperson. A proposal was discussed about Leaves of Absence for Untenured Tenure-track Faculty. It had been assumed that untenured, tenure-track faculty were failing to secure funding for leaves prior to their tenure consideration. Some faculty felt that the competition for these leaves from productive and prolific senior colleagues makes it increasingly likely that relatively inexperienced, untenured faculty will fail to secure funding for a leave prior to the date of their tenure consideration. The Committee collected data from Lorraine Serwatka, Associate Vice President Faculty Administration, on research leave applications for the last five years and their success rates. The data show that for the past five years, 246 applications were received for research leave and 171 were funded for a 70% success rate. Amongst the applications, 187 were from tenured faculty and 59 from non-tenured faculty. The success rate was 67% for tenured faculty and 78% for non tenured faculty. Thus, data do not support the claim made in the leave proposal. The data for each year of the past five years also do not support the claim. (See Appendix A.)

The Committee also collected a few faculty leave policies from neighboring universities and from universities that have Web-sites with information on this issue. No other university in our data base has a policy similar to the one proposed. In fact, our current leave policy of allowing faculty eligible for leave after 2 years of full time service at the university appears to be unique. Most universities set the eligibility limit to faculty with 5 or 6 years of service.

The Committee does not recommend the leave proposal.

Some Council members inquired as to the breakdown by college of the recipients and whether they were for 1/2 pay for a year or full pay for a semester. The report was received.

#### **#44. Administrative Policies and Services Committee**

The report was made by Dr. Nick Lash, Business Administration and Chairperson of the Committee. He reported that there will be evaluations of three Deans this year: the Deans of the School of Business Administration; the Niehoff School of Nursing and the Graduate School. He asked for volunteers for the Committees for the evaluations. It was noted that at least one of the members of each committee should come from the respective schools.

#### **#45. Elections Committee**

A request was made for volunteers to serve on the Committee which will meet on February 23 at 2 P.M. at the L.S.C. The Three volunteers were Dr. Sarah Gabel, Theatre; Dr. Thomas Ranck, Theology, and Dr. Wendy Cotter, Theology.

#### **#46. Governance Committee**

The report of the Governance Committee was given by the Chairperson, Dr. Micael Clarke, English. Dr. Clarke sketched out the membership and the goals of the committee. Faculty should soon have access to the minutes of the committee on the Internet. The Committee has undertaken a study of what is implied in Governance from various sources as other universities, the A.A.U.P., and others. The issue of Governance at Loyola is a two step process. We need to develop a philosophy of good governance and to delineate the steps for implementing good governance at Loyola. Dr. Clarke indicated that a retreat will be held in the Spring to deal with the intense ideas and evaluations necessary.

Discussion followed. Governance needs to be discussed because of the necessity to fill the various roles which are unfilled in the University. The Governance issue needs to be developed as the Sr. Vice President and Dean of Faculties and the Deans as well as the Chairpersons. One council member queried whether the College of Arts and Sciences has become exceedingly complex. One wondered whether it would be prudent to break it up into three units? One faculty member inquired as to how trustees are chosen.

**#47. Report of Dr. Barbara Leonard, Business Administration continuing the report #23 of the November Minutes.**

Dr. Barbara Leonard, School of Business Administration, distributed a brief overview of the finances of the Medical Center. The overview will be discussed at the next meeting of the Council.

**#48. As there was no further business, the Council was adjourned at 5 P.M.**

Respectfully Submitted,

Dr. Thomas E. Ranck, Theology

**Members Present**

Professional Schools

Dr. Lou Cain, School of Business Administration; Dr. Tony Castro, Medicine-Basic Sciences; Dr. Carrol Gold, School of Nursing; Dr. Allen Goldberg, School of Medicine-Clinical; Dr. Edward Gumz, School of Social Work; Dr. Stephen Jones, Medicine-Basic Sciences; Ms. Joanne Kouba, School of Nursing-Food and Nutrition; Dr. Nick Lash, School of Business Administration; Dr. Barbara Leonard, School of Business Administration; Dr. Ken McClatchey, Medicine-Basic Sciences; Dr. Tim O'Connell, Institute of Pastoral Studies; Dr. Allen Shoenberger, Law

Arts And Sciences

Dr. Ann Bugliani, Modern Languages and Literatures; Dr. Micael Clarke, English; Dr. Wendy Cotter, Theology; Dr. Leslie Fung, Chemistry; Dr. Sarah Gabel, Theatre; Dr. Fred Kniss, Sociology-Anthropology; Dr. Gerard McDonald, Mathematics and Computer Science; Dr. Joe Mayne, Mathematics and Computer Science;

Dr. Prudence Moylan, History; Dr. Thomas Ranck, Theology;

Dr. David Struckhoff, Criminal Justice

**FACULTY COUNCIL REACTION SHEET**

This sheet is provided for you to comment on any of the activities of the Council for the month of January 1998

NAME: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_

CAMPUS\_\_\_\_\_

RETURN TO:

Dr. Thomas Ranck  
Theology  
LSC