

Meeting Minutes Archive**September 18, 2002**

To: Members of the Corporate Faculty

From: Dr. Kevin Henson, Secretary, Faculty Council

Subject: Meeting held in the Reception Room, Rubloff Auditorium, 25 E. Pearson, WTC

I. Meeting called to order by Dr. Kim Dell'Angela, Pediatrics, in the absence of Dr. Bren Murphy, Faculty Council Chair, at 3:03 pm.

Dr. Dell'Angela offered the prayer.

## II. Chair's Report

## President's Retreat

Dr. Bren Murphy attended the President's Retreat on Monday and Tuesday. She reported that it was going very well. The retreat focused on "how to work together" without blame or fault. Dr. Murphy reported a generally more positive tone toward faculty than in the past. The President felt that faculty still did not understand the "direness" of the university's financial situation. It was also reported that the university community should expect one more year of cost-cutting efforts as the administration set a two-year budget plan to be on track.

## The Faculty Retreat

The Faculty Retreat was very productive and helped Faculty Council get off to a good start for the coming year. The priority projects identified for this year include: 1) Faculty Handbook, 2) Constitution, and, 3) The Gender Equity Study. The Faculty Council established a very positive relationship with the Provost.

## Meeting with Provost

Dr. Paul Jay, English, reported on his meeting with the Provost. The Executive Committee and the Provost's Advisory Committee will work together on reviewing the Academic Calendar (January Plan) Proposal. The Provost has already proposed a longer time table for the decision (November 15th instead of September 15th). However, the provost's last memo reinforced the perception that the calendar changes may be a "done deal." The next real collaboration on the calendar will be with the Academic Council. Both Paul Jay and Bren Murphy are on the Provost's Advisory Council. The History Department has already discussed and voted (negatively) on the proposal. Faculty Council members seemed to endorse a suggestion that each Department discuss and comment on the proposal by October 15. In addition, Faculty Council suggested that copies of any departmental advisory memos be submitted to the Provost and to Dr. Bren Murphy.

A discussion of the Academic Calendar Proposal ensued. Faculty Council members raised concerns and the desire for more information about:

- the academic integrity of the proposed January sessions and the shortened summer sessions;
- the pedagogical issues for diverse programs at the university such as graduate programs, counseling programs, and internship programs;
- the successes or failures of "Jan Plan" programs at other universities, particularly universities similar in size and mission to Loyola (St. Xavier and University of Michigan, as well as smaller liberal arts colleges, were mentioned as schools with varied experience with "Jan Plans");
- the financial consequences for our students (e.g., campus housing access, meal plans, summer employment opportunities);
- the financial consequences for the university as a whole.

Members also raised questions about the appropriate process for getting feedback to and from the Provost.

## White Paper on Shared Governance

Faculty were encouraged to review the white paper and send their comments to Dr. Bren Murphy and Dr. Peter Facione before October 9th. Faculty feedback will contribute to the Conference on Shared Governance

scheduled for mid-October.? The difference between the Faculty Constitution and the White Paper on Shared Governance was raised and clarified (i.e., The Constitution addresses how faculty govern ourselves, while the White Paper addresses the governance of the university as a whole.)

A Representative from Student Government was scheduled to attend this meeting, but was not present.

### III.?? Approval of May Minutes

Motion: That the May Minutes and Faculty Council Meeting Schedule be approved

Moved: Dr. Nicholas Lash, Finance

Seconded: Dr. Allen Shoenberger, School of Law

The schedule for the 2002-2003 Faculty Council Meetings is as follows:

September 18, 2002  
 October 9, 2002  
 November 6, 2002  
 December 4, 2002  
 January 15, 2003  
 February 12, 2003  
 March 12, 2003  
 April 9, 2003  
 May 7, 2003

Action: The motion passes.

### IV.?????? New Business

#### University ID Policy

Faculty Council discussed the new university IDs and current and rumored policies about their required display.? While university staff are currently required to wear their IDs (under threat of sanction), the faculty and students have yet to receive an official policy statement on the new IDs.? Faculty Council discussed the ramifications of a potential "mandatory wear" policy:

- What exactly is the policy on wearing the new IDs?? Will all community members be obligated to wear the new IDs?? What will it cost individuals and the university?? Can faculty be required to wear an ID under the current Faculty Handbook?
- What problems is the ID policy intended to solve?? (Is the policy intended to increase campus security and address problems such as the thefts in Damen Hall?? Is the policy intended to decrease the number of illegitimately held IDs (e.g., former part-time and adjunct faculty members) in circulation?? How?? Are there other ways we could make improvements in security without an ID "mandatory wear/display" policy?)
- What problems is the ID policy likely to create?? (How will it be enforced?? Does a policy requiring the display of the IDs, which includes pictures and names, increase the risks of harassment and/or assault for members of the Loyola community?? How will we manage visitors to our campus?speakers, church-goers, neighbors, research participants?? Will we require visitors to wear IDs?)

While some pointed out that badges have been in use at the Medical Center for years, others pointed out that the Medical Center is a closed facility/campus with guards at the doors.? Faculty at the Medical Center reported some positive things about their use?increased security to some spaces, discounts at the cafeteria, and finding out "who is who" in a busy environment.? Some pointed out that patients/visitors receive temporary ID cards.

Some called for a straw vote on the rumored policy, while others said they did not have enough information to vote.? No vote was taken.

What does the handling of new policy IDs say about our governance process/culture?? What about the principles of "transparency" and consultation?? What about open lines of communication?

### V.?? Committees

A sign-up sheet for committees was circulated.? Each Faculty Council member was advised to serve on at least one committee.? (FACIT was not included on the sign-up sheet.)

A. Administrative Policy - Dr. David Schweickart, Philosophy, Chair

Dr. Schweickart agreed to remain as Chair.? There should be a subcommittee of nine with one member from each of the departments which has a dean is to be evaluated.? There should be members from the Medical Center, School of Social Work and School of Education.

The Faculty Handbook is part of the responsibilities of this committee.

B. Awards - Dr. Leslie Fung, Chemistry, Chair

Dr. Fung would like to remain as Chair of the committee.? However, she expressed frustration that last years' awards have still not been presented.? Clarification on when the awards are to be presented is requested.

Sarah Gabel is on the committee.

C. Committee on Committees

Lenora Berendt, Library, will be the Chair.? Carolyn Saari will be on the Committee.

D. Education - Dr. Robert Bireley, S.J., History, Chair

Dr. Bireley is the Chair by default as Dr. Jeanne Zechmeister is no longer at Loyola.? Dr. Bireley reminded Faculty Council that the Committee on Education is sponsoring a major event on Wednesday, September 25, on The Jesuit Mission.? It will take place at McCormick Lounge from 10:30 to 4:30 P.M.? Fr. John O'Malley, S.J., from the Weston School of Theology, will give a presentation.

E. Elections

Dr. Jennifer Haworth cannot be the chair this year since a Faculty Council member cannot be the chair of this committee if he/she is up for re-election.? There should be someone on the committee from Stritch because of the committee problems of getting information from the Medical School.? Dr. David Schweickart expressed a willingness to serve as the Chair of this committee if he is excused from the Administrative Policy Committee with the charge of the Faculty Handbook.

F. Executive

Selected last spring

G. FACIT

Further information is needed about the charge of this committee.

H. Faculty Status - Dr. Alan Shoenberger, Law, Chair

Dr. Schoenberger will chair the Faculty Status Committee again.? The committee has a number of priority issues that were raised at the retreat to address, including a report on faculty salaries and benefits, the gender equity study, and proposed policies from the Provost's office on tenure and departmental lines.? In addition, questions were raised about why the bond issue was not brought to a faculty committee.

I. Physical Resources - Dr. Raymond Benton, Marketing, Chair

Dr. Benton stated that the committee was inactive last year.? This year the committee should be

more active because of the building of the Life Science Building and the "knocking down" of other buildings.? We need to sort out who is making these decisions and find a place for faculty to have input in the process.

#### J. Research - Dr. John New, Biology

Dr. New was on leave last year.? He agreed to continue as Chair this year.? There are issues at Stritch regarding lab space for research.? There are also issues around research leaves of absence and how they will be determined.? It was suggested that this be raised with Fr. Garanzini.? In addition, the status of the CFA charge should be raised with the Provost.

The rest of the committee reports will be moved to October because of time constraints.

#### VI.?????? Visit of Fr. Michael Garanzini, S.J., President

Father Garanzini joined Faculty Council for a question and answer session.? Fr. Garanzini opened by asking if there were any questions regarding his State of the University Address.

Questions:

##### **1. Will Research Leaves of Absence be granted?**

Fr. Garanzini replied that, as with last year, there is a budget for paid leaves of absence.? Fr. Garanzini said he doesn't know why Dr. Braskamp cut research leaves last year; that he didn't want to micromanage Dr. Braskamp's decisions.? He presumes that the new Provost will continue the research leaves program since he knows the Provost wants to "stimulate" research.? Father Garanzini discussed research grants to reduce teaching loads or for research support over the three months of summer.? There are also unpaid leaves of absence for a semester or a year.? Fr. Garanzini also discussed the possibility of instituting a new junior faculty leave program.? Dr. Leslie Fung suggested resending the Faculty Council's Leave of Absence Task Force report to the Provost.

##### **2. Will CFA continue?? What is the charge of CFA?**

Fr. Garanzini suggested that the Provost come to a Faculty Council meeting and talk about CFA.? Fr. Garanzini believes that CFA should be about guarding academic quality issues not about compensation and merit raises.? The CFA concerns rank and tenure issues only.? He does not believe CFA should get be allowed to determine the allocation of actual salary dollars.

##### **3. Where should one go if one feels they have experienced salary discrimination?**

Fr. Garanzini said that aggrieved faculty members should pursue their concerns within the "chain of how money gets handed out."? In the College of Arts and Sciences, for example, the Dean gives the Chair a pool of money for raises.? First, one should appeal to the chair, then to the dean, and then to the provost, if necessary.? Raises are based on quantitative and qualitative decisions on your work.? There is a merit pool and an equity pool.? The departmental chair can appeal on your behalf to the equity pool.? Concerns were raised that that the chain of command appeal process may not be able to deal with systematic bias or pervasive injustice.? Fr. Garanzini said that there needs to be an appeals process, but does not think that CFA is the appropriate place.

##### **4. What group has a right to the merit pool??**

The department decides how to divide the numbers.

##### **5. What about approved tenure track replacement searches that have been placed on hold?**

Fr. Garanzini deferred to the deans on this question.

#### Discussion of financial situation

Last year we had a projected 36 million dollar deficit. This deficit included 4 million dollars in revenue from the endowment (investments). Our projected losses were somewhat offset by better than expected tuition revenue, so we ended up with only a 20-24 million deficit. However, there was a 7.5% loss in investment income. Fr. Garanzini said that all the bad news he could find was included in this budget to clean it up (including \$890,000 for a feasibility study of a student center that will never be recouped, uncollected student debt, real estate losses). Fr. Garanzini described this budget in terms such as "gruesome, bloody, and ugly." The present budget projects a 17.4 million deficit, but conservatively includes 0 dollars from investments. Our reserves are at 34 million. Fr. Garanzini pointed out that one more year at this budget and we have to start selling property. Fr. Garanzini said that he will continue to work down debt, continue to estimate 0% earnings from investments, and continue to get rid of property we don't need (The check for the sale of the Mallinckrodt campus is expected at the university on September 30th).

Fr. Garanzini also described several new ventures (many revenue enhancing) underway, including:

- The sale of the Marquette Center and Siedenbergh Hall and development bids for other downtown property. Fr. Garanzini would like to see a mixed-use development that includes senior housing and revenue generators such as a parking garage, downtown health center, and conference rooms.
- The building of the Life Science Building will begin in March. Fully 75% (\$32 of the \$42 million needed) is already in hand. The building should be finished by fall 2004. This gives us two years to raise the additional \$10 million needed.
- Damen Hall needs renovation; SKY is next. Development of the "triangle property" at the EI station after that. The university may seek a TIF (Tax Increment Financing agreement). This development may include revenue generating retail, residential and parking components.

#### Discussion of Leadership Retreat

Fr. Garanzini characterized the Leadership Retreat as very positive. The deans discussed what they needed to know. In particular, the leaders talked about "what kind of story to tell about the university" when we are in debt. He noted that this was especially important in representing the university to potential contributors. Also, Fr. Garanzini expressed concern with relatively low percentages of giving (9.5%) from our alumni compared to national averages (18%). Fr. Garanzini expressed concern with making improvements in the advancement office.

The Leadership Retreat also discussed Loyola's culture and value definition. How can we get people (back) "on board" with the mission?

#### Discussion of Board of Trustees' Mission Retreat at Lincolnshire

Fr. Garanzini reported that the Board of Trustees discussed the mission of Loyola at their retreat at Lincolnshire. The trustees discussed the Jesuit mission and how it has worked itself out at Loyola. The trustees talked about their motivations, joys, and frustration of their association with Loyola. Fr. Garanzini shared that the trustees sometimes found it difficult and frustrating to deal with faculty (e.g., "What's all this complaining about?") A clash of the culture of the university with the culture of business).

#### Increased Interaction Between Faculty Council and the Board of Trustees

Fr. Garanzini said that the Board of Trustees should hear from faculty groups. The board finds such interaction valuable. How can we structure the December event so it is more than a report? How can we find new ways to generate real dialogue?

#### Discussion of ID Badges

Members of Faculty Council asked Fr. Garanzini to clarify the policy around the new university IDs.? Fr. Garanzini said that he was waiting for a security audit report before he talked about this issue publicly.? Loyola contracted with an outside agency, headed by a former student, to review Loyola's security system.? The report is due on September 20th.? The staff has been asked to wear their IDs for now.? Faculty Council members raised questions about whether the security audit company is familiar with the special problems and needs of universities.? Fr. Garanzini stated that the company was selected based on their record and that the agency had designed security for other Chicago-area universities.

Fr. Garanzini, however, also responded to these questions by citing security problems at the Lake Shore and WTC campuses, including 90 purse snatchings from Damen Hall.? Fr. Garanzini also noted that buildings at WTC are the only buildings in the area that do not require sign-in after hours.

Fr. Garanzini also noted that a problem at Loyola is that our security procedures are not proactive enough.

#### Relationship of LUMC with University

Fr. Garanzini has been out to six board meetings at LUMC.? Fr. Garanzini attempted to clarify the relationship between the Medical School, the Medical Center, and the University.? It is a unique arrangement: Loyola University Chicago is the holding company for Loyola University Medical Center and Loyola University School of Medicine.

VII?? Motion:?? That the meeting be adjourned

Moved: Dr. Raymond Benton, Marketing

Seconded: Kerry Cochrane, Library

Action: The meeting was adjourned at 5:07 p.m.

Respectfully submitted,

Kevin D. Henson  
Secretary to the Faculty Council

Members Present:

**Arts and Sciences:**?Dr. Robert Bireley, (History); Dr. Sarah Gabel, (Theatre); Dr. Paul Jay, (English); Dr. Susan Ross, (Theology); Dr. David Schweickart, (Philosophy); Dr. Leslie Fung, (Chemistry); Dr. John New, (Biology);? Dr. Kevin Henson, (Sociology);? Dr. James Johnson, (Psychology); Dr. Fred Kniss, (Sociology)

**Professional Schools:**?Dr. Raymond Benton, (Marketing); Dr. Nicholas Lash, (Finance); Dr. David Mirza, (Economics); Dr. Janis Fine, (ELPS); Dr. Jennifer Haworth, (ELPS); Dr. Christian Johnson (Law);? Dr. Allen Shoenberger (Law); Dr. Anthony Castro, (CBN and Anatomy); Dr. Luke Van de Kar, (Pharmacology); Dr. Kim Dell'Angela, (Pediatrics); Dr. Robert Flanigan, (Urology); Dr. Kenneth McClatchey, (Pathology); Dr. Thomas DeStefani, (Pediatrics ); Dr. Wickii Vigneswaran, (Thoracic and Cardiovascular Surgery); Dr. Gloria Jacobson, (Acute, Chronic, and Long-Term Nursing Care); Dr. Barbara Velsor-Friedrich, (Health Promotion, Primary Care, Health Systems and Dietetics); Dr. Carolyn Saari (Social Work)

**Graduate Institutes and Professional Librarians:**?Kerry Cochrane (Libraries);? Lenora Berendt (Libraries)

**Guests:** None.

*Revised October 2002 by Patricia Xia ([pxia@luc.edu](mailto:pxia@luc.edu)), University Libraries  
<http://www.luc.edu/resources/faccouncil/minutes/september02.htm>*