

**LOYOLA UNIVERSITY CHICAGO
FACULTY COUNCIL
May 11, 2005**

To: Members of the Corporate Faculty
From: 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 3:05 p.m.

Dr. Dell'Angela thanked all for their thoughts and prayers and patience regarding her recent absences for personal matters. She gave the reflection.

II. Approval of April Minutes

Motion: that the minutes of April 13, 2005 be approved

Moved: Dr. Janis Fine

Seconded: Dr. Brian Lavelle

Dr. Allen Schoenberger raised a Point of Order. Only one month's minutes are posted on the web page. Both Dr. Dell'Angela and Dr. Lash had forwarded the minutes to Ms. Patricia Xia. Dr. Dell'Angela will send them again.

Action: The minutes were approved unanimously.

III. Chair and Executive Committee's Report

Dr. Gerard McDonald reported on the Executive Committee meeting on May 4th with Dr. Pete Facione, Provost.

A. Shared Governance Evaluation Process

There was a discussion of when and where an evaluation of shared governance should take place. Dr. Facione said that Fr. Garanzini favors the idea of a one-day retreat of faculty serving on governance committees before the beginning of school. There was mention of inviting the representative from St. Louis University on the NCA visitation team. Dr. Jay recommended that deans report as to what measures they are undertaking to work towards shared governance. Dr. Dell'Angela stated that at the UCC meeting, it was recommended that faculty bodies be asked to have written responses about shared governance before a special meeting is held.

Dr. McDonald mentioned that Dr. Facione discussed the recent Phoenix issue dealing with the Rome Center. Dr. Facione mentioned that the NCA visit went very well. The visitation team appeared to be quite favorable in their perception of Loyola, and a high rating was expected. The formal report will be presented in July. Dr. Ian Boussy said that the NCA commented on governance issues. Dr. Facione understands that there is a problem with the UPCs and that more faculty involvement is needed. He also felt that Loyola had to move away from both crisis management and

micromanagement.

Dr. Dell'Angela stated that the UCC spent significant time discussing the Rome Center issues. Faculty were concerned over the Center's curriculum and the vetting of faculty. These issues would be looked into by two UPCs.

She also reported that the UCC discussed governance issues as well. There was discussion about whether issues should be sent to the University Policy Committee. The UCC assigns issues to the UPCs. New members were selected for the UCC to replace those whose terms had expired. Dr. Dell'Angela believes that the new faculty members chosen are highly respected individuals who would readily express their perspectives and the concerns of faculty. There was a sentiment expressed in the UCC that there should be more faculty on serving on the UPCs including the UCC. Dr. Dell'Angela strongly encouraged faculty to forward their views on the governance process to those charged with evaluating it when this committee and process is established.

B. Faculty Handbook Revision Update

The Committee met with interested groups that included the AAUP, the Dean's Council, the Faculty Council, The School of Education, The School of Nursing, the Student Senate, and the Academic Council. The Law School and Business School did not participate. The two open forums were poorly attended, but for those who did attend, the discussion was useful. Deans and Chairs are being asked to make recommendations. The first draft will be undertaken this summer. Dr. Boussy cautioned that the Faculty Handbook is largely ignored until needed. Therefore, the committee should be very careful in writing the draft. While open forums are a good idea proper notice should be given.

C. Status Draft Appeal and Grievance Procedures

Dr. Schweickart asked about the motion regarding sabbaticals. The meetings with Dr. Paul Jay have been highly useful and his committee is working in response to the suggestions of Dr. Shoenberger's committee. Dr. Schweickart proposed that Faculty Council submit a slate of candidates for the Grievance Committee though other candidates could also be nominated. Faculty Council could administer this election.

Dr. Dell'Angela suggested that Dr. Schweickart write a draft to send to Dr. Paul Jay. An important issue regards rank and tenure decisions at schools without department structures. The UCC will investigate procedures at other universities that have schools without departments. Dr. Schweickart pointed out that there is no library representation on the Grievance Committee. Dr. Dell'Angela said that there had been a question as to whether the Library personnel are considered staff or faculty.

On the issue of retirement benefits, Dr. Anthony Castro reported on a teleconference with Mr. Tom Kelly and various faculty members. Changes are being made in the medical retirement program. Whereas those retiring this year would have a choice between the current and the new program, all faculty and staff afterwards would be enrolled in the new program. Dr. Castro emphasized the importance of everyone clearly understanding the new retirement plan. Mr. Kelly sent by mail a draft to faculty describing benefit changes in the retirement program. There was some confusion as to whether everyone received such a letter.

IV. Committee Reports

A. Awards Committee – Dr. Richard Bowen

The committee consisting of Drs. Toby Dye, Barbara Velsor-Friedrich, Fred Wezeman and Richard Bowen met to discuss the mechanism of choosing the awardee. The goals were to increase the number of nominations for the Faculty Member of the Year and also elevating the award in terms of prestige and recognition. After considerable discussion, the following proposals were made:

1. That the amount of the Faculty Member of the Year Award be increased from \$1000 to \$2000.
2. That the administration be urged by Faculty Council to recognize the Faculty Member of the Year at the President's Fall Convocation on the home campus of the recipient.
3. That the materials needed for nomination be simplified. The committee would judge the worth by the following:
 - A one- page letter of nomination.
 - A copy of the candidate's Curriculum Vita.
 - A one - page statement by the candidate.
 - A letter of support from a university colleague, commenting, for example on the collegiality of the candidate, his /her impact on the university, and / or other outstanding personal characteristics.
 - An outside letter of support commenting on the significance of the candidate's research.

Unlike past practices, two additional letters from faculty members and three letters from students would no longer be required.

4. That a special effort be made to encourage each dean to put forward a nomination for Faculty Member of the Year. Deans are already receiving the call for nominations.
5. That the size of the Awards Committee should be set at seven members.
6. That the general faculty be informed that Dr. Fred Bryant, Professor of Psychology, is the 2005 Faculty Member of the Year, and will receive his

award at a ceremony during the Fall, 2005, semester.

Respectfully submitted,
Rich Bowen
Chair, Faculty Council Awards Committee.

Motion: that Faculty Council introduce the new operating mechanism for the Faculty Member of the Year.

Action: Motion passes with all in favor and none opposed.

B. Education Committee – Dr. Prudence Moylan

In the fall semester the Education Committee presented a motion requesting clarification from the administration on the process used in the decision to change the use of Sullivan Center from academic purposes to student services. The motion also asked for clarification on the procedures that would be used to transfer the books from the Science Library to Cudahy and the procedure for accessing books in storage.

At the January meeting the President explained that he makes all decisions regarding space and the use of campus buildings.

Dr. Karla Petersen, Dean of Libraries, responded to the Faculty Council motion with a detailed memo on the plan for the move of the materials from the Science library and the access to stored books.

The Education Committee presented three motions at the May 11 meeting. After discussion, several friendly amendments were included in the motions.

Motion #1: Resolved that in view of remarks attributed to Associate Provost Pelissero in the April 27 issue of the Phoenix, to the effect that Dean Apfelstadt was “responsible” for the curriculum and the selection of faculty for the Rome Center, we appreciate quick work of our faculty colleagues in raising the governance issues with the University Coordinating Committee. We support the decision of the UCC to direct this matter to the Academic Affairs University Policy Committee as detailed in the memo from the Provost sent May 10, 2005.

Action: Motion passes with all in favor, none opposed.

Motion #2: Resolved that the Provost explain his actions to the Faculty Council and other faculty affected under the principles of Shared Governance in altering the recommendations of the University Core Curriculum Committee with respect to the assignment of credits for values in the core courses.

Dr. Lavelle commented that this is an issue of both process and governance.

Dr. Wittner stated that the administration's actions were inconsistent with the principle of shared governance and so called for an explanation.

Action: Motion passes with all in favor, none opposed.

Motion #3: Resolved that in both the relations with the Rome Center and the action of the Provost on curricular recommendations from the University Core Curriculum committee, the Faculty Council sees a significant departure from the principles of shared governance with the faculty.

Action: Motion passes with all in favor, none opposed.

Dr. Boussy brought up the issue of the minimum, acceptable grade for core courses. The University Core Curriculum Committee recommended that the minimum grade be a "C" (2.0 honor points). Yet, the Provost overrode the recommendation and instead accepted a minimum grade of "C-" (1.7). It was further noted that the Provost unilaterally removed several courses from the core curriculum. It was suggested the Provost's decisions conflicted with the concept of shared governance and so is a matter of concern.

Motion: Resolved that the decision of the Provost to have "C-" grades acceptable for core curriculum courses is inconsistent with appropriate education standards.

Previously each department determined the minimum grade required to satisfy core curriculum requirements. The question was called.

Action: The motion carries with 15 in favor, none opposed and 7 abstentions.

Academic Calendar Meeting

Dr. Moylan represented the Faculty Council at the May 10, 2005 meeting of the Academic Affairs University Policy Committee that discussed the academic calendar. In the fall of 2005, the AAUPC will establish the general (minimum) criteria for the creation of the calendar in order to address issues of consistency, stability and predictability. The administration will provide the 2006-2007 and 2007-2008 calendars to the AAUPC for review in the fall 2005. No changes will be made in the 2005-2006 calendar since long range plans have already been made based on the existing calendar.

The President has decided that commencement exercises would take place in the third week of May. It was noted that this is one week beyond the nine-month contract period. This issue should be taken to the Faculty Affairs UPC regarding faculty workload. The AAUPC will discuss next year's calendar.

C. Research Committee – Dr. Anthony Castro, Chair

Dr. Alanah Fitch researched *Graduate Student Stipends vs. workload*. The stipend at Loyola is 70% of that of other institutions researched and the workload is 200% of other institutions. Northwestern pays \$21,000 and benefits. Loyola does not provide health care. Loyola graduate students teach 20 hours per week. These conditions put Loyola at a disadvantage in attracting students to be graduate students. Dr. Schmidt related that in recent years, the Department of Psychology has lost numerous faculty members that have not been replaced so that graduate assistants have been pressed into teaching courses. This has been unfair both the graduate assistants and to the undergraduate students.

Motion: Faculty Council requests that the UCC study the policy of graduate student work loads with respect to their compensation bearing in mind 1) their associated compensation and health care and, 2) the amount of non-research work that is requested in relation to prevailing norms within their respective disciplines. In addition, we request that the appropriate UPC committees set policy for the method by which work and compensation shall be determined specifically which administrators are charged with the task and the manner in which they are to acquire data and make public their decision making policy.

Dr. Fitch is to draft revisions to this proposal for the Research Committee. The Research Committee will send it to the faculty for comments and then onto the UCC. Dr. Dell'Angela suggested that a brief statement be drafted which includes the Stritch School of Medicine.

Action: Motion passes with all in favor, none opposed.

V, Old Business – Ombudsperson

There was a discussion of whether the ombudsperson position should be reinstated. In the past, faculty very rarely ever saw the ombudsperson, but numerous staff consulted with him. Dr. Dell'Angela suggested that this information be forwarded to the UPC. Suggestions should be sent to Dr. McDonald who will forward it to the Faculty Affairs UPC for consideration.

VI. New Business - Armed Security – Dr. Gerry McDonald

Because of security concerns in areas nearby to both lakeside campuses, Dr. Bernard Ward, head of security, has proposed extending the jurisdiction of Loyola's security personnel to include several blocks adjacent to the campuses. Security officers from Loyola would use cars to patrol these off-campus areas, but would not be on the campuses themselves. They would be authorized to carry firearms and would be trained in their safe use. Similar security programs with armed officers exist at seven Jesuit schools as well as the University of Chicago and Northwestern University. At Georgetown, there is a private security force. Armed security officers have been at Marquette for four years but revolvers have been drawn only once and never fired.

This is a highly controversial issue for faculty and students. Some welcome the change because of security concerns. Others are opposed. They question the need for armed officers and also believe that there is a moral issue involved, that is, that Loyola's involvement with nearby communities should not take the form of armed police officers. Dr. McDonald believes that faculty and students are evenly split on this issue, and he questioned whether this would be a useful topic for Faculty Council. Further discussion was tabled until the fall. Comments regarding this issue should be sent to Dr. McDonald.

VII. Seating of New Faculty Council Members

Those Faculty Council members leaving were recognized and appreciation was expressed for their contributions. It is hoped that many will return in the future. Dr. Tony Castro will be leaving Loyola, working one-half time next year. He has been on Faculty Council for eight years. Ms. Kerry Cochrane, also leaving Faculty Council, has served for six years. Prior to Ms Cochrane, Faculty Council did not have any representatives from the libraries. The new members (list attached) were seated.

VIII. Election of New Officers

Chair: Dr. Kim Dell'Angela declined.
Dr. Gerry McDonald was elected unanimously.

Vice Chair: Dr. Allen Schoenberger declined.
Dr. Walter Jay nominated Dr. Kim Dell'Angela.
Dr. Kim Dell'Angela was elected unanimously.

Secretary: Dr. Nicholas Lash stated that he would be willing to serve another term but would prefer to have someone replace him.
Dr. Alanah Fitch volunteered for the position.
Dr. Alanah Fitch was elected unanimously.

Members at Large:

Dr. Ian Boussy
Dr. Walter Jay
Dr. Allen Schoenberger
Dr. Nick Lash was nominated by Dr. Allen Schoenberger
All were elected unanimously.

Dr. McDonald thanked Dr. Dell'Angela for her tireless effort in chairing the Faculty Council and presented her with an inscribed clock from Faculty Council.

VII. Adjournment:

Motion: that the meeting be adjourned.

Action: The meeting is adjourned at 5:10 p.m.

Respectfully submitted,
Nicholas Lash
Secretary to the Faculty Council

Attachment:

Faculty Council Members 2005-06

Members Present

Arts and Sciences: Dr. Robert Birely (History), Dr. Ian Boussy (Biology), Dr. Richard Bowen (Psychology), Dr. Alanah Fitch (Chemistry), Dr. Brian Lavelle (Classical Studies), Dr. John Makowski (Classical Studies), Dr. Gerry McDonald (Math/ Computer Science), Dr. Prudence Moylan (History), Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).

Professional Schools: Dr. Harvey Boller (Business), Dr. Anthony Castro (CBN and Anatomy), Dr. Thomas DeStefani (Pediatrics), Dr. Pamela Fenning (Education), Dr. Janis Fine (Education), Dr. Thackery Gray (CBN and Anatomy), Dr. Walter Jay (Ophthalmology), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Alan Raphael (Law), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law)

Graduate Institutes and Professional Librarians: Mr. Fred Barnhart, Ms. Kerry Cochrane (Libraries).

New Members Present:

Charles Kendrick English
Gordon Ramsey Physics
Ayana Karanla Black World Studies
Vafa Shayant Surgery
Patti Jung Theology
Gloria Jacobson Nursing
David Mirza Economics
Dawn Lynn Library

Faculty Council Membership, 2005-06

[**bold = 2005-07**; regular = 2004-06]

CAS – HUMANITIES (6)

Robert Bireley (History)

Patricia Jung (Theology)

Christopher Kendricks (English)

Sara Gabel (Theater)

John Makowski (Classical Studies)

David Schweickart (Philosophy)

CAS – NATURAL SCIENCE (4)

Gerard McDonald (Math & Statistics)

Gordon Ramsey (Physics)

Ian Boussy (Biology)

Alanah Fitch (Chemistry)

CAS - SOCIAL SCIENCES (3)

Richard Bowen (Psychology)

Ayana Karanja (Black World Studies)

Peter Schraeder (Political Science)

SCHOOL OF BUSINESS (3)

Harvey Boller (Accounting)

David Mirza (Economics)

Nicholas Lash (Finance)

SCHOOL OF EDUCATION (2)

Janis Fine (Leadership, Foundations and Counseling)

Pamela Fenning (Psychology and Research)

SCHOOL OF LAW (2)

Alan Raphael

Allen Shoenberger

SCHOOL OF NURSING (2)

Gloria Jacobson (Acute, Chronic and Long Term Care)

Linda Paskiewicz (Health Promotion)

SCHOOL OF SOCIAL WORK (1)

Marta Lundy

INSTITUTES (1)

William Schmidt (Pastoral Studies)

UNIVERSITY LIBRARIES (2)

Dawn Lynn

Fred Barnhart

SSOM – BASIC SCIENCES (2)

Samuel Cukierman (Physiology)

Thackery Gray (CBN and Anatomy)

SSOM – CLINICAL (6)

Vafa Shayani (Surgery)

Mark Cichon (Surgery)

Kim Dell'Angela (Pediatrics)
Thomas DeStephani (Pediatrics)
Walter Jay (Ophthalmology)
Fred Luchette (Surgery)