

FACULTY COUNCIL
Minutes
Wednesday, February 23, 2011
3:00-5:00 PM – TSC 303/304, WTC

Members Present: W. Jay, M. Udo, R. Bowen, T. Ruppman, J. Currie, A. Fitch, D. Embrick, M. Dominiak, D. Kaplan, M. Lococo, T. Kilbane, C. Jurgensmeier, H. Rose, B. Schmidt, H. Miller, L. Lucas, G. Ramsey, N. Derhammer, A. Cardoza, J. Fine, N. Lash, D. Mirza, P. Schraeder, A. Schoenberger

1. Meeting was called to order at 3:06pm by Gordon Ramsey
2. Invocation – J. Fine
3. Approval of January Minutes with corrections. Motion: Tony Cardoza; W.Jay seconded. Motion passed unanimously. (see attachment)
4. Chair's Report
 - Communications with faculty: FC newsletter
 - J. Pelissero has approved distribution to faculty; twice per semester is goal
 - Faculty Senate response from Fr. Garanzini
 - No serious issues raised
 - Elections – G. Ramsey presented that the procedure for elections will be streamlined
 - Conflict of interest disclosure
 - School of Education and School of Social Work were part of pilot; concerns regarding level of information required
 - Research support proposal was discussed
 - Document will be sent by G. Ramsey to UCC for distribution to AAUPC and FAUPC
 - Meeting with Provost Pelissero: Faculty Senate, Lakeside salaries
 - Will be discussed with Provost Pelissero today
 - Fall retreat location
 - 3 options, need to plan now for space
 - G. Ramsey will investigate options at LSC and WTC
 - Target date is August 24
5. Elections – procedure and timeline discussion
 - General letter will be sent out to all the faculty as a call for nominations
 - Ballot will be sent out via Opinio
 - This eliminates the confusion of 2 'votes', ie., one for nomination and one for election.
 - Initial letter will come from G. Ramsey and will include a link to list of existing members on Faculty Council
 - Approximately 50% of positions will be open

- Notify winners by April 15th
 - Timeline has been established for sending out letters and ballots
6. Research support proposal – G. Ramsey reviewed questions raised regarding Research and Teaching Load. Goal is to ask UCC to direct the AAUPC and FAUPC to assess the outcomes of the new policy now that it has been in place for one year. Discussion regarding differences in teaching large classes (ie., 100+ students vs. 20), a recommendations were as made to include research productivity analysis in the review along with student evaluation, and, with increased teaching loads, assess impacts on pedagogy and teaching strategies.
7. Discussion of Faculty Senate proposal – G. Ramsey & J. Pelissero
- Per J. Pelissero, meeting yesterday with Fr. Garanzini and Cabinet
 - Still interested in pursuing; task force consisting of faculty / administration 4 and 4 is acceptable to Fr. Garanzini
 - Issues are scope of mandate; needs more specificity; how to deal with students and policies related to students
 - Term limits
 - Size; consider smaller numbers with still having majority of faculty
 - Should Provost and/or President be on Task Force? Discussion concluded that senior leadership should be represented on task force.
 - Faculty salaries were discussed
 - Average salary overall is \$89,400 (Lakeside) National average is \$88,600
 - Loyola exceeds national average at all ranks.
 - 60th percentile: we are paying in aggregate \$3mm+
 - 70th paying over at all ranks, almost \$2mm
 - Associate Professor is lowest but still at \$170m over 70th percentile
 - Looking at each person's salary: not everyone is at 60th percentile. Reasons may include new hires, long time Associate Professors may fall behind due to low merit raises based on performance
 - University would need to fund ~\$300k to bring everyone to 60th & ~\$825K to bring everyone to 70th percentile
 - By schools and departments there is a mix of faculty who exceed 70th percentile
 - Data is based on 9 month base contract and includes endowed professors
 - Q: Where does the funding come from to make an equity bump? ie., is it from the pool of \$\$ budgeted for merit raises or another fund? A: deans can use from their pool or provost has small pool to provide some funds.
 - Q: How can we be over 60th percentile if only \$800 over the average? A. Mix. We pay instructors at a high percentile

- Provost desires to establish a task force to assess how to get to 70th percentile goal
 - Q: If dean's think the variability is based on performance. How would the proposal to increase equity raises be viewed by deans? A: CUPA data compares us to other schools. Deans have not seen individual data, only by rank and school. Data annually shared with deans is residual analysis of salaries by rank of individuals. Deans are looking at internal equity, not data from CUPA
 - Fall 2009 salary information is on Institutional Research site.
 - Q: Please discuss gender equity. A: There are differences reflected in salaries, men are greater when we control for time in rank, years at university. Q: did you look at where people started? A: previously analyzed, not done annually.
 - G. Ramsey: how many people on task force? 6 people: 3 faculty and 3 administrators
 - J. Fine, A. Schoenberger, and D. Mirza will be faculty council representatives
 - Faculty Committee thanked Provost Pelissero for joining us today.
8. No other new business
9. Motion to adjourn D. Embrick, second by H. Rose. Meeting was adjourned at 4:40pm

Respectfully submitted by,

Mary C. Dominiak, PhD, MBA, RN