

March 12, 2008  
Faculty Council  
Alanah Fitch recording

Present: Harvey Boller, Richard Bowen, Anthony Cardoza, Janis Fine, Alanah fitch, Linda Heath, Gloria Jacobson, Paul Jay, Nick Lash, Marta Lundy, Gerry Mc Donald, David Posner, Henry Rose, Bill Schmidt, Peter Schraeder, David Schweickart, Allen Shoenberger, Terry Williams

**1. Invocation: Janis Fine**

**2. Approval of the Minutes**

Nick moved, Tony seconding

Approved: 8                      Abstentions: 6                      0 disapproved

**3. Chair's Report - Gerry Mc Donald (GM)**

The executive committee (EC) report was amplified by comments from other members of the EC. The faculty handbook is not yet back from General Counsel but may be back soon (same as for the last four months). Peter Schraeder (PS) said that the provost seemed to be encouraging on the topic of benefits to non-tenure track. EC asked about number of tenure track data - she said she would get that data. PS said that to go forward on sabbatical policy need to know the data for tenure faculty.

Allen Shoenberger (AS) indicated that in a separate meeting with university research and the provost it appears that Faculty Council (FC) data more or less matches the CUPA data used by the university to set target salaries. He said that the data show that we have far fewer classes of less than 25 students than our comparison schools The median from CUPA is 50% and we are 30%. 6-7 years ago we were an outlier in the other direction. Linda Heath (LH) said that there was some finagaling of data when Peter Faccione was Provost. In order to get a favorable ranking in the US NEWS report Pete dropped the Freshman seminar from 20 to 19 to get them in that category.

GM said that he sent that sabbatical proposal to the University Coordinating Committee (UCC) where he was asked if it should be sent to the budget and finance university policy committee (UPC) in addition to the faculty affairs UPC. GM thinks the policy should be considered on merit and recommended and then decided upon based on merit AND finances, rather than considered at the policy level with finances. He worries about sending policy to multiple committees. He feels that the idea of having a policy committee is to get everyone together in the discussion

#### **4. Committee Reports:**

##### **Elections Committee - David Posner**

The FC elections committee is compiling a list of those who would be willing to do it, those who would rather be dead in a ditch, and those who do not exist - the list is now culled and likely ready to by the end of the month.

##### **Administrative Policies and Resources - Nick Lash**

Snags have slowed down the process of creating the reports on the Dean evaluations. It is slow but moving along well.

#### **5. Campus Safety - Discussion with Diane Asaro (DA), Direct, Wellness Center, and Bernard Ward (BW), Director, Campus Security**

BW submitted information from the FBI on the five stages of an active shooter (defined as a person whose total objective is to kill as many people as possible). 1. Fantasy stage. What a great thing this will be. I will be in the news. I will kill more than the last one. You might ask somebody to write a paper and you get a strange reply. When flags go up - we want to know we have to know. When there is a threat confidentiality goes out the window. 2. Planning - logistical: who what where when and how. When are they going to come? Will probably go to a place like Northern - an auditorium with a lot of people. 3. Preparation Stage - may have called some friends and told them not to go to school that day because it will be a bad day. If one gets such a phone call, alert campus safety. 4. Approach stage - have made a final walk through - and set the target and date. 5. The active stage. Stopping them at this stage: they have to be incapacitated. May stop if run out of ammunition. May kill themselves.

BW: To be in a shooting is very disconcerting and disorienting. Therefore it is good that the LUC police force has hired so many Chicago Policemen. They are better prepared to assimilate the information and respond. What has been learned is that the reaction time must be very fast.

BW said that we now have 22 armed officers, primarily coming from years on the Chicago Police force. Of those 6-7 have been in prior shooting events.

BW: The university has set up an "Alert Now" system which can be opted into by going to: <http://Www/luc/edu/alert>. The system will be used for catastrophic events only, dire weather, something presenting a clear danger to the LUC community.

Diana Asara (DA) next briefed FC on the Behavioral Concerns Team (BCT). Team members are Dean of Students (chair), Wellness Center, Residence Life, Judicial, University Mnistry, Office of Disabilities, Office of the First Year Experience, Campus Safety, with Team Consultants from General Counsel and Academic Affairs. Will meet on a weekly basis. The process: a) Faculty, staff, student or parent notify the BCT that a student is exhibiting disturbing

behavior. b) BCT will discuss the concern taking into consideration any information available from BCT members. C) Action plan will be determined and implemented by Dean through identified offices. To be ready for fall rollout need to a) develop a training program, b) create a communications platform, c) and develop an evaluation plan.

The presentations generated a number of questions:

Who do you call first? BW said to start with Campus Safety.

What about unbalanced faculty? DA - currently talking to human resources on this topic.

What do I do if a shooter enters my classroom, throw chairs? BW - I don't know what other people should do, but if it were me I would try to take him down.

If I have a class of 250 how can I possibly be alerted to students at risk? DA - that is why it is a collective BCT team.

What if a student sends a faculty member a threatening email? DA we had a situation like that recently we reviewed the emails and we said this looks serious the student was sent to judicial the student refused to participate and the Deans office removed him. The entire process took 24 hours.

Does campus safety get lists and pictures of people banned from campus and how would we as faculty know if someone is banned? BW - I don't have a picture unless it is an extraordinary case - but I am notified every week of those banned from campus or let go.

I teach in a large class room, in an event am I supposed to lock the doors? I don't have the keys? You would not lock down, facilities is in charge of locking down all the facilities.

The Rome Center is more concerned with keeping people out. Have you talked to them? DA - as part of this initiative - separate parts of the university have to be addressed differently. Looking to the different groups to provide links.

With respect to the Opt in Alert system - When I am teaching I have my phone on vibrate - is there a way to activate phones from your end only for emergencies? No.

Do you have an automatic system where if 4 calls come in the location can be pinpointed? No

How do we protect the confidentiality of the student? DA - that will have to be an ongoing conversation.

## **6. Faculty Affairs UPC Report - Peter Schraeder (PS)**

PS said that FAUPC has created guidelines of materials needed to be able to adequately consider policy. FAUPC issued a very critical report on the IT safety proposal. The things that IT was asking us to do were insurmountable from the faculty point of view. Faculty Handbook is still a hanging chad in limbo - ideally want back the document from the provost's office redlined to indicate changes made. The meeting in two weeks will focus on the sabbatical policy. At the next meeting the family leave policy will be examined.

## **7. CUPA data Report, Allen Shoenberger**

Data was presented from the College and University Professionals Information Base on comparisons of Loyola University Chicago (LUC) salaries compared to other institutions. The data is abstracted in an abbreviated format below:

	LUC 06/07 Ave. S	CUPA Fall 2006 Data for the National Average (50%)			
		Salary \$	Difference (\$)	\$ total to bridge gap	% increase to bridge gap
Professor	106,645	109,475	-2,830	171,166	0.9
Associate P.	77,710	78,312	-602	245,926	1.9
Assistant P.	64,182	62,930	+1,252	68,980	1.5
U. Total	87,378	85,388	+1,750	486,072	1.3

	LUC 06/07 Ave. S	CUPA Fall 2006 Data for Peers at the (60%)			
		Salary \$	Difference (\$)	\$ total to bridge gap	% increase to bridge gap
Professor	106,645	112,391	-5,746	469,489	2.0
Associate P.	77,710	79,980	-2,270	527,032	2.8
Assistant P.	64,182	64,943	-761	210,375	2.3
U. Total	87,378	97,603	-465	1,206,895	2.3

AS indicated that the data reflects our movement toward the 60% target. To reach the 60% level for 2006 the U would have to have put in additional \$800,000 in that year. For this years' salary - there was an equity adjustment of \$500k, and that would barely get us to 50%.

Henry rose said that one factor to fold into compensation we need to discuss is U contribution to TIAF-CREF. AS said that the provost admitted that we are below - it needs to be on the table

## **8. Adjournment**