

FACULTY COUNCIL
Minutes
Wednesday, September 28, 2011
3:00-5:00 PM – TSC 303-4, WTC

Members Present: Battaglia, G., Bowen, R., Currie, J., Derhammer, N., Embrick, D., Hermansen, M., Jay, W., Jurgensmeier, C., Kaplan, D., Kilbane, T., Lococo, M., Lucas, L., McNulty, J., Miller, H., Murphy, B., Penckofer, S., Ramsey, G., Rose, H., Ruppman, T., Schoenberger, A., Udo, M.

Guests: Kelly, T., Gamelli, R., Garanzini, M., Pelissero, J., Yellen, D.

1. Meeting was called to order at 3:05pm by Gordon Ramsey.
2. Chair's Report
 - Status of Faculty Senate Task Force: The Task Force has made good progress over the summer and should have a report ready for the Council to take up at the November meeting, which will be a “dry run”-type meeting, with administrators present. The timeline as it stands foresees implementation of the new Senate in the fall of 2012. Discussion:
 - MG: The Task Force has been unanimously positive about the idea of “dry run” meetings this year. Shared governance structures as they stand at present are variably used; some work well, others are almost unused. Since a Faculty Senate will not include staff or students the Task Force has been somewhat concerned about making sure those constituencies are not disenfranchised. (This is a problem, but not necessarily a reason for a “University Senate.”)
 - JP: There has also been concern for the committee structure of the new Senate. Since the plan is to incorporate the current UPC's and their functions into the Senate as subcommittees, we need to look at them, their relations, their membership, how the membership is chosen, *etc.* Four areas have been identified by the Task Force as being of central concern: (1) Academic Initiatives; (2) Faculty Issues; (3) Strategic Planning; and (4) Student Development & Success.
 - TK: The Task Force is not invested in the current shared governance model; it is eager to make changes that will be functional, that will make shared governance really work.
 - MG: Council could help this process by coming up with a list of what you'd like to do; this would help not only with Senate design but also with decision scheduling. Decide as well which issues are (1) structural; (2) periodic (annual, *etc.*); (3) one-time.
 - Status of Faculty Salary Task Force: LSC salaries have been considered. JMcN has joined the Task Force and will help with analysis of SSOM salaries.
 - Faculty Handbook: There are issues that have arisen involving hiring of full time TT and NTT faculty, and in promotion; there appear to be some “loopholes” in Handbook language that need filling. Since Peter Schraeder, who, as the former Council president, supervised the latest Handbook revisions, is on leave this term, we should perhaps save the matter for spring, when he returns to Council.
 - Teaching Loads/Research Support: I have communicated with UPC's to solicit their input on the *effects* of the new teaching load guidelines (or “policy”). We

need to begin to compile data on the changes to teaching and research brought about by the guidelines. The AA-UPC and Research UPC will be key in compiling such data.

- Dean evaluations: Frank Fennell has just announced he will be leaving his post as CAS Dean at the end of this academic year; it will not be necessary to evaluate him. (Discussion of this point.) Dean evaluations forms will need revision to be more useful and informative to deans and provost; Evaluation Committee will undertake such revisions.
 - GR: On CAS Dean search: CAS faculty must have representation on the search committee for the new Dean. If not, I will recommend CAS appoint an acting Dean until a search committee for a full time CAS Dean which has acceptable CAS faculty representation can be struck.

3. Faculty Salary Task Force (A. Schoenberger): Data from “sister schools” (cf. http://www.luc.edu/ir/Index_doc_peer_lis.shtml) show that we are closing on on the 70th percentile (not cost-of-living adjusted) for the group at all 3 faculty ranks in all LUC schools and colleges for which we have our own data (for SSOM Basic Sciences, for example, we have as yet no data). Good news on the new retirement matching-contribution program begun this year: of the 2600 faculty and staff at LUC eligible for the program, only 5 have opted out. (Implementation is automatic unless one explicitly opts out.)
 - J. McNulty: It should be noted that, as of 2 years ago, the latest point for which we have data, SSOM Basic Science salaries at the Full level were well below the 50th percentile rank by AAMC measures.
4. Faculty Council Committees: Membership was solicited for positions on Administrative Policies, Awards, Elections, and Faculty Status Committees.
5. UPC Memberships: Membership was solicited for open positions on UCCC, AA-UPC, FA-UPC, Strategic Planning, Budget & Finance, and Research.
6. Standardization of University Practices: General discussion: need for standardization of practices across LUC schools and colleges, especially after the sale of LUHS to Trinity and the reintegration of SSOM Basic Science with the rest of the University. Some issues:
 - Standardization of faculty performance evaluations, chair evaluations, *etc.*, across schools. Use of on-line versions for such evaluations. Term limits for chairs: could a policy be established?
 - Teaching load issues: the new teaching load policy seems to be having a positive effect on some schools and a negative one on others. Would standardization help make this less inequitable?
 - Faculty (and librarians) representation on Deans’ search committees: could this be made more uniform across schools?
7. New business: None.
8. Motion to adjourn: G. Ramsey; seconded by H. Miller. Meeting was adjourned at 4:45pm.

Respectfully submitted by Hugh Miller, PhD, Secretary