

FACULTY COUNCIL
Minutes, October 27, 2010 Meeting
3:00-5:00 PM – TSC 303 & 304 (3rd floor study room of Baumhart Hall)

Members Present: G. Ramsey, Walter Jay, H. Boller, M. Dominiak, A. Fitch, N. Lash, J. Lieblich, H. Rose, B. Schmidt, A. Shoenberger, M. Udo, J. Currie, M. Lococo, E. Wojcik, A. Cardoza, L. Lucas, J. Fine, T. Northcut, N. Derhammer, V. Cimino, R. Bowen, P. Schraeder

1. Meeting was called to order by G. Ramsey @ 3pm.
2. Invocation – J. Fine
3. Minutes of the September meeting were reviewed and approved with minor changes.
4. Chair's Report
 - P. Schraeder was honored for his leadership as Faculty Council chair in the 2009-2010 academic year. A plaque was presented to him by G. Ramsey who thanked him for his service on behalf of the faculty.
 - Executive Committee met with J. Pelissero on October 20. Discussion included Provost's goals related to the LUC strategic plan, international/global goals, and the new Board of Graduate Education Studies, which is modeled after the Board of Undergraduate Studies. Provost reported that the 2011 budget includes 11 tenure track and 17 non-tenure track slots and that the 2012 budget includes 22 tenure track slots, 11 non-tenure track slots and 16 pending. T. Cardoza asked if the slots were replacements or new. G. Ramsey stated that all were replacements. L. Lucas asked if there was a policy related to hiring tenure vs. non-tenure track faculty and H. Boller raised questions regarding the use of adjunct, part time faculty vs. full time non-tenure track faculty. G. Ramsey stated Faculty Council will keep note of any increased use of non-tenure track vs. tenure track faculty in the departments/schools
 - G. Ramsey, W. Jay, and P. Schraeder met with Fr. Garanzini to discuss Faculty Senate, Deans' searches, Core Curriculum, and Faculty Hires. Faculty Senate to be discussed by P. Schraeder later in this meeting. Deans' search committees will involve 3 faculty. Top 3 candidates for each school will be brought in for interviews including meetings with faculty. January 7, 2011, administration will have a retreat to discuss Faculty Senate
 - Communications with faculty: Chair's monthly newsletter. Draft has been sent to W. Jay for review prior to sending to University-wide faculty.
 - Status of Medical Center salary discussion: G. Ramsey reported that task force headed by J. McNulty is working on proposal for Faculty Council to review in November.

5. FC Evaluation of Deans – N. Lash
 - N. Lash first reported that there are 9 members of the Dean’s Search Committee for the School of Business Administration dean of which 3 are faculty.
 - Evaluation forms were sent to respective faculty for S. Attoh, D. Prasse, D. Yellen, D. Heider, and R. Seal. There are 2 FC volunteers for each dean evaluation.

1) David Yellen,	Hank Rose & Nick Lash
2) David Prasse	Dave Shriberg & Karen Eneges
3) Samuel Attoh	John McNulty & Jaime Belmares
4) Robert Seal	Tracy Ruppman & Jane Currie
5) Donald Heider	David Kaplan & Gustavo Leone
6) Jeffrey Rosen	Eva Wojcik & Maria Udo
 - W. Jay praised the progress and volunteerism. P. Schraeder asked about status of evaluations for J. Rosen as some faculty received evaluations and others didn’t. Faculty list for J. Rosen was difficult to create per N. Lash due to use of adjunct faculty and frequency of when full time faculty taught in SCPS.

6. 5. Faculty Status Committee report: Lakeside faculty salaries – A. Shoenberger
 - A. Shoenberger distributed a handout with results of faculty salary analysis.
 - T. Cardoza asked about when faculty equity raises were given (per A. Shoenberger: 03-04, 04-05, 05-06) and whether or not LUC faculty should be compared to IIA schools or other schools without Law, Medicine, and Business schools. Per A. Shoenberger, Medicine is not included in this data.

7. 6. Faculty Senate proposal – P. Schraeder
 - P. Schraeder reported on meeting with Fr. Garanzini regarding Faculty Senate.
 - Issues raised:
 - i. Range of consideration/issues addressable by Faculty Senate
 1. Faculty Council wants ability to address any issue affecting University.
 2. Fr. Garanzini apparently in agreement with Faculty Council however concerned that Faculty Senate not get bogged down with small bore issues
 3. Provosts’s perspective still under consideration
 - ii. Faculty Council meeting as a separate caucus. Fr. Garanzini agrees with Faculty Council opinion upon considering that administration meets separately.
 1. Senate meetings would be in October, December, February, and April
 2. Faculty Council caucus meetings in September, November, January and March
 - iii. Term limits: Fr. Garanzini is in favor of term limits for all members, faculty and administration. Faculty Council position is

that the Faculty Council turns over, approximately 30% of current membership have 2 years or less of council tenure and less than 10% of membership is long term. Fr. Garanzini will continue to consider this issue.

- Current school/college representation ratio would continue under Faculty Senate organization. There would be 35 faculty and a number of deans to be determined, along with President and 2 Provosts.

8. Visit by J. Pelissero (4:00 pm)

- Hiring next year: 33 faculty seats: 22 tenure-track, 11 non-tenure with 5 being newly budgeted lines
- Desire for hiring clusters of faculty and focusing on University diversity goals and mission
- There will be a workshop held for all members of the two dean search committees to support the work of those 2 committees.
- Witt Kiefer has been retained to support dean searches
- N. Lash raised question regarding 3/9 members of search committee for SBA being faculty; J. Pelissero responded that goal was to keep search committees small and that faculty will have opportunities for input.
- Online courses: summer pilot, 15 faculty have signed up to offer courses in summer in this format. Focus is on high demand courses. A. Shoenberger asked if faculty will get share of tuition from non-LUC students. J. Pelissero stated that LUC will have a revenue sharing agreement with other universities. Carol Scheidenheim will create assessment tools for evaluation of these courses. Discussion on alternatives for student online interaction, Blackboard, Google, Wimba, Facebook, etc.
- Sustainability:
 - i. Retreat Center courses being offered in the summer 2-6 weeks
 - ii. Plans for Institute on Sustainability
 - iii. Green dorm and 2 freshmen dorms being planned
 - iv. Natural Sciences is being renamed Environmental Sciences
- Each dean has to give updates on strategic plan progress to Council on Student Success with a focus on Goal #1 of the strategic plan.
- In Spring, each dean will go before the Strategic Plan UPC to request funding support for initiatives from a \$1mm fund set aside by the President. Funds would be available in the FY2012.
- Creating Board of Graduate Studies modeled after Board of Undergraduate Studies. There will be 3 faculty on the BGS.
- Question raised regarding role of AAUPC; response by Provost is that UPCs are policy focused, not curricular. G. Ramsey offered that passing the core revisions through AAUPC would provide another “set of eyes” in the review of this important changes. Core changes may include changes in courses and modification of the core structure to change the number of hours. AAUPC role in Core revisions to be determined.
- Question raised by M. Udo regarding vision of the role of faculty in achieving Goal #1 of the strategic plan, ie, teaching vs. research focus.

Provost response suggests a need to maintain our Carnegie classification, a need to have a mix of faculty committed to undergraduate education, and the need for research to support the graduate programs. Correlation between full time vs. part time faculty teaching undergraduates and retention is 90% vs. <50% respectively.

- Discussion on credit for inter-disciplinary teaching. J. Pelissero stated that departments get credit for faculty teaching in other departments.
- H. Boller raised the discussion on impact of 6 year graduation rate being higher than freshmen to sophomore retention impact on rankings. Data suggest that we have an 84% retention rate overall, our 6 year graduation rate is 68%, our 4 year graduation rate is 51%, and there is a correlation between graduation rates and student attributes (eg. Students with higher ACT scores should have higher graduation rates). J. Pelissero wants to focus on graduation rates rather than on rankings.
- G. Ramsey thanked Provost Pelissero for his time and information.

9. The meeting was adjourned at 5:02 p.m.

Respectfully submitted,

Mary C. Dominiak, PhD, MBA, RN

10. FACULTY COUNCIL
Draft minutes for meeting of Wednesday, April 28, 2010
3:00-5:00 PM – TSC 303 & 304 (3rd floor study room of Baumhart Hall)
5:00-6:00 PM Reception

Members present (new and outgoing): G. Battaglia, H. Boller, R. Bowen, H. Cannon, D. Castignetti, J. Curric, N. Derhammer, M. Dominiak, K. Egenes, J. Fine, W. Jay, C. Jurgensmeier, D. Kaplan, T. Kilbane, J. Kostolansky, N. Lash, J. Lieblich, M. Lococo, L. Lucas, J. McNulty, H. Miller, E. Myers, G. Ramsey, T. Rodriguez, T. Ruppman, B. Schmidt, P. Schraeder, D. Schweickart, A. Shoenberger, N. Sobe, M. Udo, E. Wojcik

Peter Schraeder called the meeting to order at 3:00 pm.

1. Invocation (J. Fine)

2. Approval of March Minutes (see attachment) Moved: C. Jurgensmeier, second: N. Lash. Approved 25-0-1.

3. President's Report

- New and outgoing Faculty Council members were introduced.
- Provost Search Update: P. Schraeder met with Fr. Garanzini about the Provost search. Committee went over data on visits by candidates. Students, staff and faculty gave input. Statistical data were presented to Fr G. There are three strong candidates. The top choice will be contacted next week for negotiations. July 1st is the likely beginning date. P. Schraeder will offer to have a meeting with FC and new Provost in mid June. The FC agreed that this would be useful.
- The Executive Committee met with J. Pelissaro in a productive meeting.
- Faculty Council Elections will be held at the end of the meeting.
- Legal defense of faculty members: There is not a written policy. The university stands behind faculty that are accused, but the university will hold an independent investigation to decide on a plan. The faculty member must cooperate fully with the administration and must have acted in good faith in performing their duties. Suits against the university are not covered and the individual faculty are on their own to obtain legal council.

4. Faculty Member of the Year Award (R. Bowen): The committee recommended Walter Jay for Faculty Member of the Year Award. The FC unanimously approved.

5. Benefits: Benefits Advisory Group (A. Shoenberger and W. Jay) and Medical Center salaries (J. McNulty).

Benefits: The proposal to increase the university contribution to TIAA-CREF by 2% is progressing – details are being investigated. Implementation should occur sometime during FY 2011. Timeline – the goal is to complete approval by September.

Medical Center salaries: Reviews of salaries have not been done in a few years. Thus, the following motion was made:

Motion: Faculty Council requests that comparable faculty salary data be released for basic science Ph.D. faculty at the Stritch School of Medicine, including comparisons based on the American Association of Medical Colleges (AAMC) annual report of faculty salaries, similar to the data released for lakeside campuses.

Second: W. Jay

Passed unanimously: 26-0-0

6. Faculty Senate: P. Schraeder handed out a recommendation, based upon best practices at other universities. He has discussed the principles with Fr G., P. Whelton, C. Wiseman and J. Pelissaro. The nineteen outlined principles will guide discussions in creating a white paper. All but two have been agreed upon by Fr Garanzini. The outliers include participation of members at the Board of Trustees meeting and constitution and function of the Executive Committee. Peter entertained questions regarding the principles. Details will be worked out during the summer when the existing committee (P. Schraeder, W. Jay and M. Dominiak) drafts a white paper for FC consideration during the summer FC retreat. Consensus of the Council was that this should continue as proposed.

7. Teaching Loads and University Rankings (D. Schweickart)

Many are concerned that decisions are being made and policies implemented, that may not be good ones (teaching loads and core revisions, for starters). These things need to be discussed by FC, since the UPCs are not being consulted.

What drives this is the desire to make Loyola into a premier undergraduate institution.

We want our undergraduates to be pleased with their experience at Loyola and to see our quality certified in national rankings. Three questions were raised:

1) Will the new teaching-load policy likely further these goals?

2) Does the current core-revision further these goals?

3) Are we overlooking a major factor that appears to be hurting us: our 128-credit-hour requirement for graduation.

P. Schraeder will send a note (not including Core statements) to Fr. Garanzini and J. Pelissaro for comments and table the issue until the summer FC retreat.

8. Special Commendation – P. Schraeder presented a plaque to D. Schweickart, who is going off of FC, for his dedicated service to FC and supporter of faculty rights.

9. Elections for 2010-11 Officers and Executive Committee (T. Kilbane)

Election results:

Chair: Gordon Ramsey

Vice Chair: Walter Jay

Secretary: Mary Dominiak

Executive Committee: Janis Fine, Nick Lash, Allen Shoenberger, Peter Schraeder, Hugh Miller (Alternate).

10. Adjournment (5:00 pm): Moved: W. Jay, second: G. Ramsey. Unanimously approved.

11. Reception (5:00-6:00 pm)