

**FACULTY COUNCIL**  
**Minutes**  
**Wednesday, November 28<sup>th</sup>, 2018**  
**3:00-5:00 PM – CLC 206, WTC; IC 332, LSC; MNSN 1523C**

**Members Present:** Battaglia, G.; Bowen, R.; Boykin, T.; Brown, J.; Classen, T.; Conley, J.; Dahari, H.; Elsky, J.; Gillespie, L.; Graham, D.; Holschen, J.; Kang, H.; Lash, N.; Martin, C.; Miller, H.; Oosterhouse, K.; Pierre, D.; Pope, L.; Ridosh, M.; Shoenberger, A.

1. Meeting was called to order at 3:08pm by Chair (Classen).
2. Approval of the October minutes, as amended. Moved (Conley); second (Miller). Motion passed (16-0-2). Approval of September minutes. Moved (Lash); second (Conley). Motion passed (17-0-1).
3. HSD (Battaglia, Boykin, Dahari, Holschen, Oosterhouse, Ridosh)
  - Vice Provost for Research will be Dr. Meharvan (Sonny) Singh, MD, from U. of North Texas. A pharmacologist by training, officially he will be in the Department of Physiology.
  - Two replacements for FC this spring: Monique Ridosh will be on leave and will be replaced by Hyojin Yoon, RN, PhD, Ass.'t Prof. of Nursing; and Kathy Bobay, who will be taking a position as interim provost of the PSHSPH, will be replaced by Kimberly Oosterhouse, RN, PhD, Ass.'t Prof. of Nursing.
  - There remain problems at SSOM with the evaluation of teaching for purposes of merit raises. According to the current evaluation system, teaching graduate courses earns no points towards merit raises—only teaching medical courses does. And merit raise points continue to be dominated on the research side, almost exclusively by successfully obtaining federal (NIH) grant funding for research.
  - Ex-Dean Goldstein put in place a number of new promotion guidelines that have made it extremely difficult to obtain promotion and tenure. A number of junior faculty, whose application for tenure and promotion would most likely have made it through under the old guidelines, have been told to withdraw their applications, since they will never be approved under the new ones. Candidates who had grant applications in process were not allowed to delay decisions on their tenure and promotion applications until grant funding was approved. Even when the rank and tenure committee voted in favor of Academy, the Dean would still reject the applications.
4. University Senate (Classen):
  - We met November 2<sup>nd</sup>. We're not meeting again until January 25<sup>th</sup>. At the November meeting, we got the same presentation from Wayne Magdziarz that the Faculty Council received in October, followed by a 30 minute presentation from HR/CDO Winifred Williams about the financial working

groups that are working on the University budget for the next funding cycle. Williams announced that she would not reveal details about what has been going on in the meetings of the financial working groups for confidentiality reasons (members of the groups had to sign confidentiality agreements). (Although much of the information she did not want to reveal is already up on the committees' webpages!) I was unable to get satisfactory answers from Williams, also, about waivers for staff being hired from other universities, on the issue of eliminating contributions to 403b plans in the first year of employment for faculty or staff. This could lead to a loss of up to 10% of income for that plan for first year hires. This seems like a penny wise, pound foolish way to save \$1M.

- The new dormitory under construction on Lakeshore campus will go ahead, despite protests and concerns from the Edgewater community about the destruction of the building presently on site. According to the Wayne Magdziarz, there was no way that the older building could be incorporated into the new dorm, in an architecturally sound and safe way.
- There was a discussion about Campus Safety, but no resolution has been arrived at yet. (Campus Safety had no representative at the meeting.)
- I spoke briefly with Brian Day in Athletics about the old "Faculty Member of the Game" tradition which used to take place during Loyola basketball games in years past. He seemed interested, and encouraged me to go ahead. I will try to reach out to deans in the various colleges and see if we can't get some faculty recognition for games in January and going forward.

## 5. Updates on Previous Issues

- Provost search: the finalists are Salma Ghanem (interim Provost, Depaul University); Jonathan Levin (Provost, University of Mary Washington, Virginia); Christopher Duncan (Dean of Arts and Sciences, St. Louis University); and Larry Singell (Executive Dean of the College of Arts and Sciences, Indiana University). The candidate forums will be recorded and will be available until December 7 online; people can submit their views (anonymously) until then. The decision will then be with the President Rooney.
- Faculty Appeals Committee: I submitted eight names to the President from nominations received from Faculty Council; three of the five people on the committee are from that list.
- If you have any recommendations for members of the search committee for the new Dean of the School of Health Sciences and Public Health, please let me know. I submitted a list of candidates which Provost Callahan did not think acceptable.
- Overload pay policy: I found out, from a conversation with Dean Callahan, that she was not aware of the need for reform in the overload pay policy, and has not discussed it with the Council of Deans. But she is aware of it now.

- I have expressed my concerns to Susan Malisch about the trainings we have taken this fall as faculty. (Some of these trainings were simply not relevant to our activities as faculty members.) According to Tom Kelly, there will be more trainings coming in the spring.
- Sesquicentennial planning: We are about nine months away from the beginning of our sesquicentennial year, and there still been no noticeable progress in planning. John Buccholz is no longer at Loyola; the new development and UMC directors (who have yet to be chosen) will presumably lead the planning and activities for the celebration.
- Teaching evaluation task force (Pope):
  - Faculty had been told we had a certain amount of time to select the 3 to 5 IDEA objectives we were going to be evaluated upon for our courses. The first email listed a date of November 30; another email was then sent out saying that the deadline had been advanced to December 15 (i.e., during exam period). A third email was then set out on the Friday after Thanksgiving, saying that the deadline for completing the evaluation forms would be the following Sunday. Faculty were (1) confused; and if they understandably missed the (moving) deadline were (2) unable to add additional questions, or, in some cases, even to basically configure their evaluation forms. Some faculty have not had their evaluation forms deploy to their students at all. This is a huge problem.
  - IDEA evaluation task force: I was contacted October 31 to evaluate four RFPs for evaluation vendors by November 7. One was 160 pages; one was 122 pages; one was 152 pages; and one was 142 pages. I had to evaluate each using 40 to 50 quantitative metrics with a one week turnaround! Vendors did not respond to some of my questions (for example correcting for race and other biases). The emphasis seemed entirely to be upon how to get as many students as possible to fill out the evaluations, rather than upon the conditions and framework within which the evaluations were to be administered. Last year, the IDEA surveys did not correctly import into the FAS system. (My own administrator had to check each faculty member to make sure that their IDEA numbers matched their FAS entries!) Response rates remain very low, still, as well. The aim is to have changes to the evaluation system be implemented by Fall 2019.
  - Evening security at WTC: this still remains an issue, particularly given a number of buyouts and retirements from security staff at WTC.
  - Open enrollment has just ended. A health savings account (HSA) has been added to the options for next year.

- Program Review: Despite assurances that the reviews is “about programs, not faculty,” there have been concerns expressed about faculty line cuts which could occur as a result of program review. The directives of the reviews call for suspending programs that are “no longer sustainable or essential to mission”; and an email from CFO Magdziarz stated that “we will also need to identify the expense reduction opportunities on the faculty side, mindful of the schools or programs enrollment trends.” (General discussion of the problem of quantification of the expense of instruction.)

6. Committee work (Classen):

- Service committee (Conley): Dean evaluations (Regan in CAS; Ryan in Libraries) will be evaluated later this academic year.
- We need to fully staff the Faculty Affairs committee (we need five people). Given the appointment and arrival of a new Provost, this would be a great opportunity to have serious discussions with the senior administration about where shared governance will be going at Loyola in the near future. Perhaps we could have a working group develop some ideas about shared governance in time for the April meeting of Council. This is particularly acute considering that there’s no real policy advising or responsibility vested in, or coming out of, the University Senate. Provost Callahan indicated to me, in a brief conversation, that it was up to us and the Senate to come up with a new set of proposals for shared governance. I think we should seize the opportunity of new Provost to strike out in a new direction, and perhaps gain a bigger voice in shared governance in the future at the University. We could, perhaps, for example, push hard for the University to change us into a faculty Senate — that is certainly something Lakeside Campuses AAUP chapter supports. Garanzini is not the president anymore. Jo Ann Rooney is very receptive to changes. Let us strike while the iron is hot.

7. Motion to adjourn (4:56pm) (Conley); second (Battaglia).

Respectfully submitted by  
Hugh Miller, PhD, Secretary