

**LOYOLA UNIVERSITY CHICAGO****FACULTY COUNCIL****December 10, 2003**

To: Members of the Corporate Faculty

From: Dr. Nicholas Lash, Secretary, Faculty Council

Subject: Meeting held in Rubloff Reception Room, 25 East Pearson, WTC

**I. Meeting called to order by Dr. Kim Dell?Angela (Pediatrics)? Chair, at 3:10 p.m.**

Fr. Bob Bireley, S.J. ( History)? gave the reflection.

**II. Approval of minutes of November 12<sup>th</sup>? Faculty Council minutes.**

**Motion:** that the minutes of the November 12<sup>th</sup>? Faculty Council meeting be approved

**Moved:** Dr. Anthony Cardoza, (History)

**Seconded:** Dr. Mark Cichon (Surgery)

**Action:** The motion passes.

**Approval of minutes of November 5<sup>th</sup>? Faculty Council minutes.**

**Motion:** that the minutes of the November 5<sup>th</sup> Faculty Council meeting be approved with Dr. Dell? Angela?s corrections.

**Moved:** Kerry Cochrane, (Library)

**Seconded:** Dr. Robert Flanigan, (Urology)

**Action:** The motion passes.

**III. Chair/Executive Committee Report****Board of Trustees Meeting/Dinner of December 4<sup>th</sup>.**

Fr. Michael Garazini sponsored the event. Attendees were invited from the three campuses.?? Dr. Kim Dell?Angela (Pediatrics) , Dr. Tony Castro (CBN? and Anatomy), and Dr. Gerard? McDonald (Math / Computer Science)? represented the Faculty Council. ? They described the meeting as congenial and useful as it provided faculty and

Board members to become better acquainted.? Many matters were discussed including promotion and tenure policy.

### **Executive Committee Meeting on December 8<sup>th</sup> with the? Provost, Dr. Pete Facione**

The committee members reported that the Board of Trustees approved a three percent raise for faculty next year.? In addition, the Board also approved \$2 Million for upgrading faculty raises next year.? It is expected that there will be another \$2 million the following year, and a smaller amount for the third year.?? Possibly, there will also be additional funding in the fourth year.? The Board will require that merit play an important role in allocating the additional money.? Council members expressed concern over how merit will be determined and also whether merit in previous years, which was under-rewarded due to budget constraints, would now be compensated.? In terms of the equity portion,? there will be a study of peer institutions to compare faculty salaries in different departments and schools. Dr. Dell?Angela said that FC would continue to ask for information.? A suggestion was made that the Faculty Affairs UPC should study how the additional funds will be allocated.? In addition, Dr. Facione announced the following:

- ? An ombudsman?s positon will not be established.? Nonetheless, there is an Interim Faculty Grievance Committee which can be found on the web site of the Faculty Affairs UPC
- ? More money, than originally anticipated, will be available for Summer Stipends.?
- ? A Master?s in Medical Sciences program will be established.? Some students who are not initially accepted into Medical School attend basic sciences programs to strengthen their applications.?
- ? The Anthropology and Sociology departments will be separated into two separate departments as was the case prior to their merger in 1980.? There are now 8 faculty in Anthropology and 11 in Sociology.?
- ? In next year?s budget, \$1 million dollars will be allocated for the hiring of new faculty necessitated by the increase in enrollments.

### **Mission Statement (emailed with Faculty Council agenda)**

The ?hero? part has been deleted from the motto. The Board of Trustees has approved this statement.

### **Research Support**

Dr. Dell? Angela requested Council to review Task Force 3 on the Renewal of Research and the Integration of Undergraduate, Graduate and Professional Education: The Role of Centers of Excellence (emailed with Faculty Council Agenda).? She asked Council members to sound out their??? constituents and e-mail comments to her.? There were complaints that the Lawson accounting process is malfunctioning and inefficient.? It will eventually be replaced with PeopleSoft.? Concerns were expressed that the ?urgent is trumping the important,? that is, there is an inappropriate focus in supporting research.? It was also stated that not all deans were aware of the Provost?s belief that not all faculty should be on the same six course teaching load.

### **Core Curriculum Renewal**

There was a discussion of the Core Curriculum revision.? The initiative was approved by the Board though it is still open for comment.? Some council members expressed unhappiness with the procedure.? It was charged that there was an ?illusion of consultation,? but no meaningful consultation was taking place.? That is, faculty input was limited to the details, but there was no consultation as to whether the entire concept may be flawed.? In the discussion, it was mentioned that the Core Curriculum revision would amount to major changes for courses and departments.? Some questioned whether there was an overemphasis on character building at the expense of knowledge.? Others charged that there was insufficient attention to academic disciplines. Comments about Core Curriculum Renewal should be emailed to Fr. Bob Bireley, S.J

### **Faculty Council Office**

Dr. Pete Facione has provided Faculty Council with an office on the 7<sup>th</sup> floor of the 25 East Pearson building. It is the conference room in the provost?s office. It will be shared with Promotions and Tenure. The office will serve as a center for Council.? It will house Council files and will be provided with a phone and computer.?

### **IV. Dr. Noreen Facione ? Director, Center for Faculty Professional Development**

Dr. Noreen Facione joined Loyola last January.? She distributed a description of the ? Center for Faculty Professional Development? to the Council.? The establishment of the Center stemmed from a needs analysis report which pointed out a strong need for greater research support and also the need for uniform procedures for issues such as faculty leaves.??

### **Faculty Mentors**

The Strategic Plan calls for the hiring of new faculty.? There will be 40 new faculty hired of which 10 would be eligible for tenure.? For gaining tenure,the new faculty will require support and direction particularly in teaching and research.? A Faculty Mentor program has been newly established to provide such support and guidance.? The program intends to use expert faculty to mentor colleagues regarding research and teaching.? The program is also intended to develop more campus leaders.? There is a need for more leaders at Loyola as usually it is the same faculty that are called upon to serve.? In early September, there was a call for volunteers to serve as Mentors.? There was a very good response, much better than anticipated, which provided 30 highly qualified volunteers.? Ultimately 12 ?wonderful volunteers? were chosen.? The monitors started their work in November and they had 10 contacts in their first month.? They are working with all faculty and not simply new hires.? They provide guidance on drafting research proposals, writing books and improving teaching.? Faculty development is intended to start with the first day of recruitment.

### **Faculty Emeriti**

Earlier this week there was contact with Dr. Frank Catania, professor emeritus.? Some faculty emeriti desire more interaction with Loyola such as being readers on dissertations or serving as advisors.? This raises the question as to what role emeriti should play. Dr. Castro inquired into the responsibilities and benefits of emeriti but found that no one could provide an answer.? At other universities, emeriti are held in esteem and make valuable contributions.? Dr. David Schweikart (Philosophy) noted that there exists

discontent among some emeriti.? Apparently some felt that they were promised more teaching assignments and better compensation than has actually been the case.??? There is a feeling that past agreements have not been honored.? Dr. Facione stated that she was aware of these problems.? The big question is what could be offered today under present financial conditions.? She is looking for a paper trail to see what was previously agreed upon.? Apparently different emeriti received different promises.???

Dr. Robert Birely? inquired whether everyone who retires becomes emeriti.? Dr. Facione pointed out that the granting of emeriti status required a vote though usually almost everyone has been voted in.? Dr. Athony Cardoza? mentioned that when he was chair, he wrote a letter both requesting emeriti status for a faculty member, and giving reasons of justification.? Dr. Allen Shoenberger pointed out that when the CFA would make a recommendation for emeriti, it would normally be accepted.?? Dr. Shoenberger also pointed out that Stanford University?s web site has an explanation of the meaning of emeriti.? He also noted that some faculty do want the title ?emeriti? because they feel it puts them at a disadvantage in winning grants.? Hence, they prefer the title of ? professor.??

### **Faculty with Joint Appointments: Tenure, Promotion and Monitoring**

Dr. Shoenberger raised the question of tenure determination in faculty appointments involving more than one department.? This could be a very serious issue.? Dr. Facione acknowledged that joint appointments could be a challenge for faculty members who are juxtaposed between two departments.? It would raise the question as to which department would determine the faculty member?s teaching schedule, research agenda, and service requirements, and it could pose challenges for individual faculty members.? Dr. Facione stated that the big question is how evaluations will be handed of faculty for tenure.? Different departments have different promotion and tenure guidelines.

Questions were raised regarding to which departments would the new faculty hires, tenured and non-tenured,? be assigned.? A question also was raised regarding how faculty monitoring was proceeding.?? Dr. Facione believes that some faculty are more comfortable asking mentors rather than department colleagues.? Also, some departments lack the necessary expertise.? In addition, some faculty have research interests outside their departments.

Dr. Leslie Fung (Chemistry) inquired what would be the functions of mentors if not to support scholarship.??? Dr. Facione stated that she sees them as scholarship mentors, but they can do other functions.? Dr. Hayworth (Education), who serves as a mentor, stated that, so far, she has had six contacts from faculty.? Three dealt with teaching, two with scholarship, and one in teaching.

Council raised the issue of mentors as ombudsmen.? It was asked whether mentors would necessarily maintain confidentiality or whether they had the proper training for acting as ombudsmen.? So far, there is no formal training program for mentors, but, Dr. Facione stated that perhaps there should be.? It was noted that some mentors may serve better as ombudsmen than others.?? Dr. Cardoza, who himself is a mentor, also pointed out that common sense is necessary. ?That is, if mentors lack the proper background to assist with a problem, they could refer faculty to those with greater expertise.

Dr. Dell?Angela suggested that members should notify their constituents about the

Center for Faculty Professional Development web page.

## **V. Old Business**

### **UCC Resolution**

The resolution is tabled. Dr. Noreen Facione will be sent the resolution.

## **VI. Committees.**

### **Education ? Dr. Robert Bireley, S.J., History, Chair**

Dr. Bireley distributed a report on Catholic Higher Education enrollment from the 1<sup>st</sup> Annual National Catholic College Week was distributed. Catholic higher education enrollment increased by 18.8% in the 90's (3 times the national average). Some of the reasons cited were favorable reviews by university evaluating bodies, an emphasis on spiritual values, social justice, responsible citizenship, and an emphasis on quality teaching.

Dr. Dell?Angela said the new library would be the next academic building after Life Science is completed.

Dr. Prudence Moylan (History) brought up a question on the academic calendar for the fall would be changed. The spring 2004 semester has 38 classes and the Fall 2004 semester has 40. There is a loss of classes in the spring. ?? Dr. Gerard McDonald pointed out that for Monday-Wednesday-Friday classes, there would only be 38 class meetings rather than the 42 meetings last spring. Dr. Dell Angela suggested that the Education Committee check on the calendar for Fall 2004 and the loss of classes for Spring 2004

### **Research ? Dr. Tony Castro, CBN & Anatomy, Chair**

Dr. Castro stated that the committee would be revisiting both the research leave proposal and also the Arthur Anderson Report, which was written several years ago.? There have been many complaints about the Lawson purchasing and accounting system. The Provost indicated that it might be replaced in two years by the financial package of PeopleSoft, but questions arose as to what should be done for the next two years?

It was noted that the Research UPC has yet to meet.? Dr. Fung noted, and Dr. Castro agreed, that there are many problems with research, and therefore it is incumbent that the Research UPC? meet.?

There was a motion for the Council to ask the UCC to investigate the current functions of the Research UPC.? The motion passed with all in favor save two abstentions.?

### **Elections ? Dr. Judith Wittner (Sociology)**

Dr? Barbara Velsor-Friedrich? (Nursing) has agreed to help with the Faculty Council elections.

**VII. New Business****Meeting at the Maywood Campus**

The annual meeting at the Maywood Campus will be scheduled sometime in? the spring .

**Administrator/Faculty Council Reception**

There will be a reception for administrators and Faculty Council in February. Dr. Dell? Angela asked for suggestions on which administrator should join us and what issues should be discussed? Dr. Schoenberger suggested that Tom Kelly, Vice President, Human Resources, come to the meeting to discuss benefits, especially since Loyola must now pay into staff retirement benefits

**Agenda for January**

Dr. Moylan e-mailed the UPC regarding the summer schedule. This item should be put on the agenda. Dr. Moylan also raised the question of Council?s?? contact with UPCs.? It was announced that there will be a UCC Open Forum on January 26, 2004, with representatives of the UPC?s.

**VIII. Adjournment**

The meeting was adjourned at 5 p.m.

**Members Present**

Arts and Sciences:? Dr. Robert Birely (History),? Dr. Ian Boussy (Biology), Dr. Anthony Cardoza (History),? Dr. Leslie Fung (Chemistry),? Dr. Brian Lavelle (Classics),? Dr. Gerard McDonald (Math/ Computer Science), Dr. Prudence Moylan (History),? Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).).

Professional Schools:? Dr. Harvey Boller (Business), Dr. Anthony Castro (CBN and Anatomy), Dr. Mark Cichon (Surgery), Dr. Kim Dell?Angella (Pediatrics), Dr. Thomas DeStefani (Pediatrics),? Dr. Karen Egenes (Nursing, Dr. Robert Flanigan (Urology),? Dr. Jennifer Haworth (Education),? Dr. Christian Johnson (Law),? Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work),? Dr. Mary Malliaris (Business), Dr. Kenneth McClatchey (Pathology),?? Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Barbara Velsor-Fredrich (Nursing).

Graduate Institutes and Professional Librarians:? Ms. Lenora Berendt (Libraries), Ms. Kerry Cochrane (Libraries).

Guests:?? Dr. Noreen Facione, Director of the Center for Faculty Professional Development.

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