

FACULTY COUNCIL
Minutes
Wednesday, February 27, 2013
3:00-5:00 PM – CLC 306, WTC

Members Present: Battaglia, G.; Boller, H.; Bowen, R.; Cardoza, A.; Dominiak, M.; Fine, J.; Fitch, A.; Hermansen, M.; Jay, W.; Jellish, S.; Kelly, B.; Kilbane, T.; Lash, N.; Macksey, S.; Miller, H.; Mirza, D.; McNulty, J.; Penckofer, S.; Ramsey, G.; Rockwell, H.; Rose, H.; Ruppman, T.; Ryan, J.; Schneck, M.; Schoenberger, A.; Udo, M.; Woycik, E.

1. Meeting was called to order at 3:10pm by Gordon Ramsey. Invocation – Janis Fine.
2. Approval of January minutes. Moved: Cardoza; Lash seconded. Motion passed unanimously.
3. Chair's Report
 - We will vote on the new committee structure of FC today. (If we do not have a quorum at the time the vote is called we will use e-balloting.)
 - The FC newsletter is now out. In it, I have tried to clarify the relationships, and the differences, between the FC and the new provisional University Senate. I also wrote about the FC's issues and successes in the recent past.
 - FC elections are imminent. If you are going off Council, would you please nominate likely (and willing) candidates to take your place?
 - I have invited SSOM Dean Gamelli to meet with us at the April meeting. As it turns out, however, he will be out of town on that date. Provost Pelissero will be here today; Fr. Garanzini at our March meeting.
 - On 2/22 I had a phone conference with Provost Pelissero. Here is a summary of our discussion:
 - I briefed him about our by-laws changes and deliberations about them.
 - I asked him whether leave policies were uniform across the university, including maternity leaves. The leave policies are uniform for normal leaves, he said. The Lakeside campuses protocols for maternal leaves are uniform, but there are no paternal nor adoptive leaves.
 - Are benefits uniform across all campuses? Yes, he said.
 - As to academic issues across the university: I argued at FC should have a hand in curricular development; AAMC regulates SSOM curriculum. JP: All traditional programs have the common Core. Adult nursing programs, BSN, BSHS are waived.
 - The University Senate has a Faculty-Staff Committee. What, I asked, is its charge, and how will it coordinate with FC/Staff Council on issues? The intention, he replied, is that this committee will only consider issues that affect both constituencies. In practice, the Faculty and Staff Councils may bring common issues

to the US committee after their deliberations. The committee has been formed, but the charges for the committees have not been set. (GR: I will check with Claudio Katz, chair of the US, on this.)

- Do Lakeside faculty and SSOM faculty have mutual access to libraries, Web access and building access university-wide? JP: Web access is university-wide for those with Web IDs. Any “public” open buildings on campus are accessible by all faculty with University IDs. For libraries, research collaborations can get special access to other libraries. (GR: I will check with the library Deans on this.)
- When will the University Senate be evaluated? JP: The plan is to evaluate the US in Spring 2014.
- How do University-wide committees plan to report to FC? JP: Chairs of all governance bodies (including FC) should be receiving cc’s on major deliberations. I will check on this.
- Has the governance chart been redrawn yet? JP: This has not been done since the first draft. I will revisit the chart and send you an update.
- Would it be possible to establish a dedicated room for governance bodies like FC (with video or teleconferencing)? JP: There may be a possibility to dedicate Regents Hall (16th floor, LT) as a shared governance room. The Board of Trustees uses this room. I will look into this.
- FC Dean evaluations – what is their current status and use for you? JP: The areas that are of the most use are in Communications, Collaboration, Vision and Overall evaluation. Dean Keough’s evaluation will be sent to Dr. Gamelli.
- What was the role, if any, of shared governance structures in arriving at the “austerity measures” announced by the President in his recent State of the University Address? JP: Partially due to graduation rates, our overall profit (from which we take operating expenses) is down. However, our ranking is up. The austerity measures are put in place to keep up operating expenses and hedge against further downturns. The number of endowed chairs will not increase and merit raises will not take effect until January of 2014. The old LU retirement funds are also a drain on the budget, as there are SSOM faculty and HS faculty still on the program. We are receiving more applications and plan to add 200 more freshmen, 200 more transfer students and more adult learners. The quality of applicants is higher.
- What is the status of the Faculty-Staff lounge? JP: The liquor license has been received. New furniture is being purchased and “real” food will be available, along with beer and wine. Opening should be in March or April.
- Is there a policy (in CAS) on teaching load and undergraduate research? JP: There is no official policy for crediting faculty for

undergraduate research. I'm willing to consider such a policy. There is no policy for graduate students. (GR: I will discuss the undergrad policy with Dean Andress and return to JP.)

- What is the status of the new Student Union (Damen)? The opening is planned for April 3rd, he said, and is on schedule.

4. Report from University Senate (Kilbane)

- John Pelissero came to the University Senate meeting on Friday, February 1st to present the university's financial concerns and the options on how to address the problem. Though the numbers are relatively small, the university has had three consecutive semesters where the enrollment has gone down (see attached). This mirrors the decline in enrollment in higher education in the U.S. reported in the news. There is a projected profit of \$16 million compared to the usual \$32 million per year. The profit is used to pay back debt, funding for scholarships, and other academic operations such as endowed chairs and fellows. The budget has been adjusted in three ways: 1) there have been some costs reductions; 2) revenue enhancement such as J-Term; and 3) online courses. Two key university efforts are: 1) raising number of incoming freshmen and transfers (+200); and 2) changing how they allocate financial aid. The Provost came to the University Senate for their advice on delaying (or not providing) merit raises for the first six months (July 1st through December 31st) to allow the university to know where they stand in "actual" enrollment in the fall, and officially change January 1st as the date for merit raises to commence. Whether there are merit raises in January for the remaining six months depends on the fall enrollment. In addition, the evaluation of faculty would change as well to the fall, and faculty would be reviewed on the academic year (August through May).
- Current trends in higher education include: outside pressure to keep tuition costs down; fewer MBA and Law School applications; and fewer 18 year olds. Needless to say, there was much discussion of this proposal which will be reflected in the minutes when approved at the next meeting. Concerns from faculty members were: increasing workloads with fewer rewards; changing the evaluation date to fall, which would prevent planning for the next academic year; and whether other options were being considered, among others. The University Senate Executive Committee put together a statement of support for the plan. It passed with three abstentions and one nay vote.

5. SSOM report (McNulty)

- None at this time.

6. Dean Evaluations status (Lash)

- Jack Corliss of IT forwarded the results to me today. Sue Penckofer, Mary Dominiak, and Hugh Miller will help draft the evaluation.

7. Bylaws Amendments

- **Motion:** (From Exec Cttee, no 2nd needed): **All bylaw amendments on committees as proposed last meeting. 24-1-1; motion passes.**
- Bylaws have now been updated, with the exception of the new election procedures which have been implemented the last two years. This will be our next task.

8. Elections (Kilbane)

- More nominations are needed: CAS Humanities needs 2; CAS Social Sciences 1; Quinlan School of Business, 1; Marcella Niehoff School of Nursing 1; SSOM 1.
 - **Motion: That there be at least 3 news “blasts” to faculty before elections.** 26-0-0; passed.
 - Further discussion about decline in faculty nominations for FC. (1) Loss of FC’s identity with the rise of the UPC’s; (2) addition of the University Senate confuses faculty about FC’s ongoing role in the University; (3) FC has been more about process than problem-solving the past 2 years.

9. Visit by Provost Pelissero

- JP: “Austerity” issues. As Fr. Garanzini said in his State of the University address, there are concerns about enrolments and budgets. We’ve had a number of surplus years lately—about \$10M surplus each year has gone to the capital fund. As we looked at projections for FY13 and ’14, it seemed to us that profitability would shrink. In addition, a large (\$5-6M) unfunded LURP obligation might hit us this year. Our budgeting team developed a plan to do *non-salary* cuts. It turned out 5% would not represent too big a hit. Other sources of increased revenue were the new Vietnam program, J-Term, and the International Studies program; these have gone to help the FY13 budget. For FY14, we are looking at a further ≈2% in cuts, salary, non-salary, or a combination of both. We figure on \$5M in cuts (Academics \$3M, Student Development \$0.5M, the rest of the University \$1.5M). I am projecting we might get up to \$2M in extra revenue not tied to freshman admission.
 - Question: Will there be tuition reimbursement for Trinity Healthcare personnel? JP: LUHS used to pay that as a *taxed* benefit for Health Sciences Division employees, *nontaxed* for Lakeshore. I don’t think the Trinity agreement will affect our bottom line.
 - Question: If we meet our goals, could the postponement of salary raises be advanced a month or two, say to November or October? JP: Not sure. We may not be able to know or predict until *late* fall. (We might be able to do a *retroactive* raise, but again we would not know if that would be possible until late fall.)

- Question: How could the Vietnam program raise revenues? JP: English language training for Vietnamese students (here on the Chicago campus); students from other universities enrolling in Loyola's Vietnam campus. We are exploring a "Vietnam Start" program there, targeted at Vietnamese students. (This would be active no sooner than Fall '14, however.)
- Question: If the compensation raises are moved to January permanently, will the performance review cycle change accordingly? JP: Likely so. I have begun discussing this with the Deans. (For the coming year, not a full evaluation, but an 'addendum' to cover the extra spring term.) Tenured faculty will not get a contract letter this spring. Letters will go out only to contractual faculty and tenure-track faculty who are receiving tenure and/or promotion.
- Question: Will we see a decline in ACT scores if we have to dig deeper into our applicant pool to add up to 200 extras students? Will this affect our ranking? JP: It might. We want to get up to 28 ACT average, but we may have to take a temporary hit.
- Question: What is retention like? JP: Currently it is at 87% for 1st and 2nd year undergraduates. We are trying for 90%. Our 5-year graduation rate is now at 70%.
- Question: How about the discount rate? JP: It has increased in almost all schools. We are budgeting for a blended 36.5% rate for FY14. We are focusing on increasing revenues rather than on lowering the blended discount rate back down to 34%.
- Question: How can we get more endowed professorships and endowed chairs? JP: We need donors. \$1M is the bottom threshold ("kickoff") level for endowed professorships; \$2M for endowed chairs.
- Question: What should FC be considering to help you? JP: There is a new teaching evaluation tool ("IDEA") now being tried out at the School of Education and the Marcella Niehoff School of Nursing. We'd like feedback on that. Also feedback on the new faculty evaluation tool; a committee of deans have been working on this and will have a report on it ready after Easter break.
- Question: Fr. Garanzini didn't mention the endowment in the State of the University address. JP: Early in the year we expected an increase of 7% in earnings. Now that estimate's been revised downward, to 4-5%. Contributions (to the principal) have been helped by favorable changes to the tax code. We are also pursuing an opportunity to sell 40 of the 100 acres of the Cuneo Gardens to developers.

10. Motion to adjourn: Moved (Boller); second (Ruppman). Meeting adjourned
4:59pm.

Respectfully submitted by
Hugh Miller, PhD, Secretary