

FACULTY COUNCIL
Minutes
Wednesday, January 29th, 2020
3:00-5:00 PM – CLC 206, WTC; IC 332, LSC; SSOM 429, HSD

Members Present: Borys, D.; Brown, J.; Caughie, P.; Conley, J.; Dahari, H.; Dentato, M.; Dong, Q.; Graham, D.; Holschen, J.; Jones, P.; Jules, T.; Kang, H.; Langman, L.; Lash, N.; Martin, C.; Miller, H.; Moore, K.; Pierre, D.; Pope, L.; Ridosh, M.; Roberts, E.; Rushin, S.; Shoemaker, A.; Uprichard, S.

Meeting was called to order at 3:09pm by the Chair (Jules).

1. Approval of November 30th, 2019 minutes. Moved (Graham); seconded (Conley). Motion passed unanimously.
2. Committee Reports
 - *Faculty Service:* Preparations are underway for Faculty Council elections. If you have suggestions about items to go on a list of Faculty Council achievements for the year, please send them along; we like to send these out with the election ballots. (PS: if you receive requests from your constituents to unsubscribe from the Council listserv, please tell them that they cannot unsubscribe, and explain that this is our new means of disseminating information about the activities of Council. We will be judicious in the use of the listserv, so as not to overwhelm faculty with emails.)
 - *Faculty Affairs* (Graham): We have been attempting to get some information about the status of the Library Holding Facility for several weeks. Apart from some finger-pointing, all that we've been able to find out so far is that (1) part of the facility is closed due to a mold problem, and (2) there is no clear picture of the extent of the damage, or when that part of the facility will open again. There also appear to have been communication problems between Facilities and the upper administration (CFO Wayne Magdziarz and President Rooney).
 - *Communications* (Miller): We'd like to get a draft of FC meeting minutes earlier—a few days after each meeting, so faculty can be informed in a more timely way of Council business and have a chance to comment. We also thought to set up a Google form that constituents could use to suggest topics for debate and discussion at upcoming Council meetings. (The form could also contain a list of councilmembers and their units, so faculty could see who represents them, so as to get in touch with them.) We have also begun using Microsoft Teams, but it remains to be seen whether that can be useful with groups larger than a committee.
 - *Faculty Handbook* (Caughie): We have been meeting regularly (and long) restructuring and reorganizing the Handbook. We'll be presenting a rationale for that reorganization to the senior administration and to the Task Force on Shared Governance, and the Senate. Some changes are cosmetic, but some substantive—we're trying to codify and clarify the roles of various bodies (especially FC), and we'll be rearranging sections to make the overall structure more logical. We'll also move

the section on shared governance up to Chapter 2 to highlight its importance, and to highlight our non-discrimination and diversity policies we'll be moving them to Chapter 1. We'll circulate this rationale widely—we want it reviewed by as many people as possible.

- *Bylaws/Constitution* (P. Jones): We will have a report next month. Revisions to Bylaws and Constitution will be circulated by email.
3. January Faculty Retreat Debrief (Jules)
- Outline of structure of retreat. Emphases: the need to communicate more clearly with our constituents what the Council is and does, and to relay their concerns to administration more effectively. Also, the need to have both short-term and long-term (2- to 3-year time scale) issues and projects for Council. We also need to do a better job of on-boarding new members of Council (possibly a mentoring program).
 - *Comment*: Demitri's contribution was very good. It would be good to have a final summary document in future.
4. "Shadow" Secretary
- Hugh Miller will be retiring in May, and it would be good to have a "shadow" secretary to get trained up in secretarial duties and responsibilities. (No nominations immediately.) Please let me know if you wish to nominate yourself or others.
5. Salary Data for 2019
- Attached (separate PDF files) is the faculty salary data on 2019, from OIE (Dean Slavsky) and from Libraries and Arrupe (Brian Erdman, OIR).
 - *Comment* (Shoenberger): How do we square this data against the information reported in this spring's "Economic Status of the Profession" report in *Academe*? The numbers here strike me as substantially out of line with (and higher than) those in that report. Also, we will need to be careful about the reporting of numbers for next year: with the VTIP, large numbers of highly paid faculty will be retiring, and the numbers reported in *Academe* are for current, continuing faculty only. (Martin): I have pulled several years of salary data from *Academe* issues and put them in a folder which I would be happy to share generally.
6. Resolutions to be discussed/assigned to committees
1. 72-hour Grade Policy: assigned to Academic Affairs.
 2. Adding the Faculty Council to the Chart of Reviews and Approvals for Academic Matters ("Rainbow Chart"): assigned to Handbook Committee.
 3. Divestment: not yet assigned
 4. Subvention Policy for Leaves: assigned to Faculty Affairs.
7. Updates (Jules)

- New Faculty Listserv: will be managed by Chair, Vice-chair, and Secretary for communication for FC matters with faculty. Email lists will be supplied by administration.
 - Response to the letter from Pres. Rooney: the President was interested that we had replied to her reply; but I informed her that we wished to make a formal response. Since our response letter is not a new resolution, she is not obligated to reply, although I hope she will.
 - FAS: We need to create a Google survey form to get faculty feedback about what needs to be improved about the FAS. According to Dean Slavsky, the contract with the company that produces the FAS has expired; but the University has signed a one-year extension to the contract, because the company has agreed to make changes to the FAS to accommodate faculty requests. (Jessica Brown agreed to develop the survey form.)
 - Library Storage Facility mold issue: When I brought up the issue about the closure of the facility due to mold, the President expressed surprise: she did not know that there was a mold issue. Apparently there has been a lack of reporting from Facilities to the senior administration. (Martin): I have asked, and one of the associate deans of the library has agreed, to write a memorandum about the issue to the FC Chair. (Acting Provost Callahan, visiting): I have not been copied on emails about the situation, either.
 - VTIP: 83-85 FTTT faculty have accepted the offer, a 40.3% yield of eligible faculty, and will be leaving at the end of this semester.
 - Shared Governance Task Force: The committee has been meeting regularly, and has now reached the stage of beginning to compose the first draft of the report. We expect that it will take about two months to complete the report. We will be meeting with the new Provost and with the President in about six weeks to inform them about progress on the report, and about recommended changes to the Faculty Handbook.
8. Acting Provost/Senior VP for Strategy & Innovation Margaret Callahan Visit
- PowerPoint presentation, “Shaping the Next 150 Years” (separate document)
 - Questions & Answers
 - *Question:* The “VTIP Strategic Faculty Replenishment Plan” document, from the Council of deans, states that “University leaders” (which has not included Faculty Council) will “realign” faculty lines vacated under the VTIP plan, in accordance with what those leaders have determined to be the graduate degrees with “the greatest potential to maximize mission, diversity, research, student outcomes, and enrollment growth: Environmental Health and Justice; Environmental Science; Cybersecurity; Healthcare Administration; Public Service Careers; and Business Data Analytics.” They have also identified similarly desirable undergraduate certificate programs: computer science, software development, healthcare informat-

ics, geographic information systems, ethical leadership, and bilingual social and health services. The plan document states that “open budgeted VTIP faculty positions will be realigned to serve these programs.” Will the control of the curriculum and faculty hiring, therefore, be placed in the hands of “University leaders” in future strategic planning, instead of in the hands of the faculty? MC: Deans have been working with chairs to determine how and whether to replace individual faculty lines within the various schools. There has been no direction from “above” to steer or dictate the terms of those discussions. In mission-central departments, which teach a great deal in the core curriculum, the deans have been striving to replace tenure-track lines with tenure-track lines; in other departments, especially those with declining enrollments, different decisions are being made, and lines are either being dropped or replaced by non-tenure-track appointments. The economies realized by these latter decisions will, it is hoped, subvent the faculty needs of the “realignment” you refer to. It should be pointed out that, simply due to demographics in the Midwest, we expect the Loyola undergraduate enrollment to decline by at least 10% in the next 2-3 years. Also, new rules have been put in place nationally regarding student deposits: it used to be the case that, once a student had made a deposit at a university to secure their enrollment spot, other universities could not “poach” them. That role has changed, and we will be facing a much more competitive market in the spring than we have in recent years. (Paul Roberts has described this as a “food fight” or an “arms race” — were worried about this.)

- *Question:* What plans does the University have for improving hiring and retention of diverse faculty? And who is doing the work of improving? It seems unfair to impose the burden of diversifying the faculty upon those faculty who belong to visible minorities. MC: We are very aware of the difficulties we’ve had both in hiring and especially retaining a diverse faculty. We’ve been very lucky, however, in recent hiring, to have had very diverse applicant pools and well-trained faculty selection committees, thanks especially to the efforts of Prof. Robyn Mallett.
- *Question:* An important element of faculty retention has to do with faculty support. It’s one thing to hire, say, a tenure-track faculty member; it’s another thing to provide them with the support that they need in teaching especially in research, so that they can make progress towards tenure and promotion and a national and even international reputation. This kind of support is critical in retaining talented faculty. What is the University doing to improve faculty support? MC: Faculty support is of critical importance. The strategic planning committee was well aware of the importance of committing resources to that support. Many of the details will probably be passed off to the individual schools for their own plans, since they know best how to deploy funds and resources to support their own faculty in their own disciplines; but there are many ideas on the table at this point.

- *Question:* How successful has Loyola been in countering competitive offers to faculty from other universities, and retaining those faculty? MC: According to the data we have, and which I have shared with Tavis, we've been pretty successful. Some offers from competing institutions have been too generous to match, of course, but on the whole we've done well.
- *Question:* While the VTIP reallocation plan has carefully thought out new programs it wants to staff, it does not seem to have made central and integral to the process of "realignment" a commitment to diversification of the faculty. MC: We spent thirty minutes of yesterday's Council of Deans meeting on just this topic. To use the College of Arts and Sciences as an example: I will not look at a hiring proposal for a candidate unless that proposal is accompanied the statement about the diversity composition of the applicant pool, especially of the finalist candidates, and, if candidates of color were not successful, and explanation of why they were not. We've been very intentional about going after diverse faculty. Actually hiring and retaining them is a somewhat different matter, of course. But you are correct: the process needs more "teeth" in it. When I was Provost at Marquette, I wrote a policy to the effect that my office could pause a hiring search if, in our view, the unit in question could not satisfactorily show that it had made its best effort to diversify the hiring pool and identify a diverse set of finalists. It may be necessary to implement such a plan here, to put some force behind diversification policy.

9. Motion to Adjourn (Graham); second (Brown). Meeting adjourned at 5:01pm.

Respectfully submitted by
Hugh Miller, PhD, Secretary