

March 15, 2006  
Faculty Council Minutes  
Secretary: Alanah Fitch

**Present:** Alanah Fitch, Ayana Karanja, Gerry McDonald, Linda Paskiewicz, Rich Bowen, Peter Schraeder, Janis Fine, Dawn Lynn, Fred Barnhart, Allen Shoenberger, Harvey Boller, David Schwiekert, Nick Lash, Pamela Fenning, Patricia Jung, Mark Cichon, Thackery Gray, Gloria Jacobson, Robert Bireley, S.J., Bill Schmidt, Marta Lundy, Gordon Ramsey, David Mirza

**1. Invocation** Ayana Karanja

**2. Approval of February Minutes**

David Schwiekert responded to a comment by John Fren dreis, Provost (JF), was reported as making in the minutes. Schwiekert clarified that faculty council (FC) passed a non-competitive leave. He also said that the minutes raised issues related to self governance when it JF is reported as saying that certain policies have no chance of be adopted. Self governance should allow issues to be brought up from the faculty ranks and be passed. Gerry McD said that the “leave” status has changed radically in the last month. The policy is no longer being considered by the Faculty Affairs (FA) University Policy Committee (UPC) and will be dealt with by FC. David Schwiekert asked how that happened and Gerry McD indicated that he would prefer to come back with a structured discussion in the next FC meeting. JF indicated that he was correctly quoted in the minutes.-

Approved: 17/0/1 abstention

**3. Chair’s Report**

Gerry McD indicated that the University Coordinating Committee (UCC) has been meeting at a time he could attend and that the business of the committee has been shared governance. He asked Peter Schraeder for an update. Peter Schraeder reported that a survey went out the morning of March 15 to the general faculty and that the Shared Governance Review Task Force (SGRTF) has been meeting with a variety of groups. The survey will be one part of an over all discussion which will inform recommendations made to Father Garanzini (Father G). The SGRTF hopes to have their work done by the end of April.

Gerry McD reported that John Pelissaro, Associate Provost) is looking for a representative to serve on the Illinois Board of Education Faculty Council. Allen Shoenberger, who has served on the IBEFC said that the council is often privy to major state legislation before such issues are generally public. The representative will travel to a variety different locations. Gloria Jacobson said that service was very time consuming but very interesting. The link for interested parties is: [www.ibhefac.org](http://www.ibhefac.org)

Gerry McD asked Marta Lundy for an update on the Center for Faculty Development (CFD) request for input from FC. Lundy reported that two surveys were completed. Time was then taken to discuss the survey. Lundy began with a summary of the survey document which states the goals of CFD and lists current initiatives. The Faculty mentor program was discussed. Lundy indicated that research shows that an important gage of success of a mentorship was a structured program of several meetings per semester between mentors/mentorees. Bob Bireley

asked about the value of compensated mentors vs informal mentoring that has historically occurred within a department. He reported that one faculty mentor said he doesn't work much but was glad to pocket \$5k Lundy responded that there are many junior faculty who don't have these informal groups helping them. She was asked about data and responded that there is, as yet, not outcome data available because the program is so new. Provost JF joined the conversation by saying that there had been a good deal of discussion about the compensation, but that the administration wanted to indicate that this was something important that was supported by the university. The deans will be supporting the effort financially and if it isn't of value dollars will be shifted toward other means of supporting faculty development. Several faculty (Linda P., Janis F., Rich Bowen, Gordon Ramsey) added to the discussion. Several felt that it was good to have mentors outside of the department to broaden thinking; that supporting junior faculty was a good initiative; that more statistics are necessary. Provost JF said that mentoring is not the only initiative from CFD. The center is also supporting an initiative with emeritus faculty to work with faculty transitioning into retirement. Allen Shoenberger asked if the CFD is able to support small travel grants for graduate students. JF said those funds were no longer available in the graduate school - he has opposed putting money in the graduate school and would prefer to see the money go to the various colleges and schools. He said that he would prefer to see CFD fulfill a supporting role (honing grant proposals) as opposed to disbursing funds. With respect to faculty travel he said that Loyola University (LU) is not spending enough money, but that the dean's control about 1 million in gift funds that could be used to help support professional development.

**4. Committee Reports**  
**Administrative Policies and Resources Nick Lash**

Two motions were put forward by the Faculty Council Committee on Administrative Policies and Resources (CAP).

**Motion 2:** *The committee on administrative policy and services moves that hereafter all dean evaluations will be conducted on line.* Motion passed 22/0.

**Motion 1:** *Currently item 26 of the dean evaluation form states: "The Associate and Assistant Deans are performing their duties satisfactorily."*

*The Committee on Administrative Policy and Services moves that hereafter item 26 of the dean evaluation questionnaire be expanded to include each assistant and associate dean by individually by name.*

Nick Lash reported that this motion was still too much of an umbrella question and that the committee would like to have it expanded so that the faculty would be able to evaluate each dean separately.

A member of FC suggested that not everybody is familiar with all of the assistant and associate deans and his/her responsibilities. Allen Shoenberger said that the evaluations are on a three basis and that the associate/assistant deans might be in place for less than three years so that there may be insufficient time for an effective evaluation. A friendly amendment was made

to the motion so that it reads:

**Motion 1:** *Currently item 26 of the dean evaluation form states: “The Associate and Assistant Deans are performing their duties satisfactorily.”*

*The Committee on Administrative Policy and Services moves that hereafter item 26 of the dean evaluation questionnaire be expanded to include each assistant and associate dean by individually by name. Additionally, hereafter, the choice of no opinion is added to the items.*

The motion passed 22/0/0.

### **Faculty Council Elections Committee - report by David Schwiekert**

Report of the Elections Committee submitted March 14. That report is attached at the end of these minutes. Election ballots are to go out at the end of the week. Provost JF asked if the committee was getting appropriate help from the Provost office. The answer was yes.

## **5. Old Business**

### **Continuation of discussions of Appeal and Grievance Procedures and Short Term Leave Policy**

#### **Appeal and Grievance Procedures**

Attachments were sent to faculty council by Chair Gerry McD. These attachments included a letter from Father G. To Jim Calcagno, Chair of the Faculty Affairs UPC. (See attached at end of minutes). The letter covered suggested that Father G. would like to see a simplified set of policies and procedures and that the procedures and policies should be distinct for three different situations (tenure and promotion; individual administrative actions; ;dismissal). Father G. does not want to see lawyers involved in any of the three processes. He then enumerated 10 items he wanted brought up for reconsideration (see his letter below).

Allen Shoenberger indicated that the Faculty Council subcommittee considering the Appeal and Grievance Procedures finds a great deal of agreement on many items. He said that he felt we could move forward with what Father G. Calls a task force to specify types of grievable items. He did state, however, that this probably could not be accomplished very quickly. Gerry McD. said that the concept was to have members of FC, the FAUPC, Provost JF, and Tony Barbato (medical school chief executive officer) to work on it. David Schwiekert said that one issue was not brought up which was the procedure for getting members to serve on an appeals committee. He proposed a lottery. JF said he had been going to propose a lottery but he was worried about parallels drawn between himself and ancient Greece. Gerry McD. said it might be nice to be able to banish people for several years.

It was asked if the amended Appeals document would come back to FC for approval. Gerry McD. said he thought that that was what would happen. JF said that Father G. Would be more supportive of a policy that received endorsement of FC than one that did not.

Harvey Boller said that the current document does not speak at all to the burden of proof and that the AAUP (American Association of University Professors) expresses the idea that the burden of proof lies with the administration. Gerry McD. asked the comments be sent to Allen

Shoenberger. JF said that he believes that there should be a clear case presented in dismissal cases.

**Short Term Leave Policy**

Walter Jay (medical school) was going to have information to present on the situation at the medical school, but was not present. Marta Lundy reported that several faculty talk about short term leave policy as a means for maternity leave, but that there is no policy on paternity or adoption leave. Dawn Lynn brought up the prior discussion of the arbitrary nature of short term leave policy implementation depending on staff work classification. Provost Jf said that the university does not have a policy in which pregnancy triggers leave, but one which states that if you unable to work for whatever reason a six month coverage is triggered. He stated that the difference between faculty and staff is that faculty do not accrue sick days or vacation time, so that there would be no way for faculty use those days. According to JF a long time staff member (15 years) may have 200 plus hours accrued. Pamela Caughie brought up the federal leave act (FLA). JF said that Loyola is not covered by FLA. He suggested that a committee should pursue this issue by looking at what the industry standards are for higher ed.

Dawn Lynn stated that the current policy creates a level of inequality between different levels of staff and faculty. JF said that the other reason for a 6 month short term leave policy is that long term disability kicks in after 6 months of leave. JF suggested that FC invite Tom Kelley in to join the conversation and listen to our concerns.

**6. New Business**  
**Addition of Ex Officio Members**

Gerry McD. asked that FC go into executive session and all non-invited and non-members leave. The council took up the issue of inviting provost, the president, and Tony Barbato to be Ex Officio Members of FC.

**7. Adjournment**

Moved to adjourned 5 p.m.  
Gordon Ramsey moved for adjournment.

## Report of the Elections Committee

March 14, 2006

Nomination ballots were sent out February 20 to be completed by March 4. There was some initial confusion as to whether University Libraries was still entitled to two representatives, its Lakeside contingent having dropped below 30. However, it was ascertained that Medical Center librarians should also be included, and so there is a Libraries representative to be elected this year.

The ballots were tabulated electronically, using Information Services' Opinio program, under the auspices of Jack Corliss.

The results are almost, but not quite, complete. The difficulty is due to the fact that in a number of cases, there were fewer people who had indicated prior willingness to serve than slots available on the final ballots. According to our by-laws, there should be twice as many candidates listed as positions to be filled. In all cases we have at least as many candidates as positions, but in several divisions there are fewer than twice as many. In these cases I have had to contact those who received nominations but had not indicated willingness to serve. Thus far I am still working on Humanities, Natural Sciences, Education, Libraries and SSOM: Clinical.

In two cases there is no need for an election. There were only two candidates receiving more than the required two votes for the two positions available in the School of Law. In SSOM: Basic Sciences, one representative is to be chosen. Two persons received more than two nominations, but one of those declined to run.

In no case do we have fewer willing nominees than positions to fill, so no seat will remain vacant.

At present, the results are as follows. The numbers in parentheses indicates the number of representatives to be elected and the response rates. The nominees who will appear on the election ballots are ordered according to number of votes received.

CAS: Humanities (3, 29%): David Schweickart, Pamela Caughie, Paul Jay, John Makowski, **(two yet to be determined;** Hugh Miller and John McCarthy are willing but no reply as yet from two others)

CAS: Natural Sciences (2, 20%): Alanah Fitch, Ian Bousey, **(two yet to be determined;** all respondents so far have declined; no reply as yet from one.)

Business (1, 32%): Nicholas Lash, Frank Forst

Education (1, 30%): Pamela Fenning, Anne Lowe

Law (2, 14%): Allen Shoenberger, Henry Rose **[No election needed]**

Libraries (1, 41%): William Cuthbertson, Heather Cannon

Nursing (1, 47%): Linda Paskiewicz, Diana Hackbarth

SSOM: Basic Sciences (1, 15%) Thackery Gray [**no election needed**]

SSOM: Clinical (5, 8%): Walter Jay, Kim Dell'Angela, Murali Rao, Jaweed Fareed, Michael Zinaman, Jay Sharp (**four yet to be determined**; no response as yet from three potential nominees)

Respectfully submitted,

David Schweickart  
Chair, Elections Committee