

LOYOLA UNIVERSITY CHICAGO
FACULTY COUNCIL
April 14, 2004

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, Chair AT 3:10 PM,

Dr. Bren Murphy, Communications, gave the reflection.

II. Approval of minutes of March 10, 2004, Faculty Council meeting.

Motion: **that the minutes of the March 10, 2004 Faculty Council Meeting be approved.**

Moved: Dr. Allen Shoenberger, Law

Seconded: Dr. Marta Lundy, Social Work

III. Chair/Executive Committee Report

Update on Equity Adjustment Process:

Dr. Kim Dell'Angela, Pediatrics, gave a report on the Executive Committee's meeting with the Provost, Dr. Pete Facione on April 14th. She reported that the faculty salary increase, amounting to \$3.5 million, will be given July 1, 2004.

A new pay schedule will be implemented for the following academic year. All faculty will be paid monthly for 12 months. Previously, faculty had the option of having their annual pay spread over 9 months. In contrast to past years, however, the summer paychecks will be based on the new academic year, e.g., 2004-2005, rather than that of the past academic year, e.g., 2003-2004. Thus, faculty will start receiving their pay for the new academic year in July and August, two months prior to its inception.

The Provost had reported that there were three reasons for this change:

1. Faculty earned the pay; hence they should receive it
 2. The academic year and fiscal year will now coincide
- From a budget management procedure, the new system will be simpler and fewer errors will result.

The Provost had gone on to say that most faculty, except for 200 members, are already on 12-month salaries. The contract year now begins July 1. Nine-month salaries will be spread over twelve months. A letter will be coming from Human Resources explaining this new policy. Questions should be directed to Dr. Dell'Angela or the Provost.

Dr. Shoenberger explained that if one is on a nine-month salary and money has been taken out in advance for health benefits, etc., it should be returned. He also mentioned that faculty might face modestly higher tax rates and that faculty would no longer have a nine-month salary option.

Contracts will be sent by April 20. The language is the same as last year. In contrast to last year, however, this year tenured faculty will not have to sign and return their contracts. Faculty should share this information with constituents, and if there are questions, Dale Moyer at Human Resources should be contacted. Questions about the allocation of the market-equity fund should be directed to the deans.

The issue of ranking of faculty in the departments and schools for purposes of market-equity adjustments was discussed. Dr. Anthony Cardoza, History, stated that the ranking of individuals in the department is privileged information and should not be released. Disclosure of peer salaries could harm relationships. Dr. Murphy mentioned that the committee could provide information regarding an individual's quartile and adjustment target.

The appeal process available to faculty is limited to issues of gender or racial discrimination. Some complained that lack of transparency makes it more difficult to discover inequities. Dr. David Schweickart, Philosophy, noted that openness and objectivity had already improved, as the allocation of the market-equity funds was no longer the purview of one individual, but instead would be determined by a three-person committee.

It was reported that Dr. Facione and the President feel strongly about fair compensation for faculty. They also are aware of the need to hire more faculty.

Core Curriculum Courses:

A question arose regarding the Academic Council's role in the determination of the Core Curriculum. The Academic Council will continue to approve new courses that are recommended by the colleges, but it will not decide what courses are added to, or deleted from, the Core. The Provost mentioned that while the Academic Council would not have a vote on the determination of which courses comprised the Core, its input was welcome. A faculty member stated that in the Academic Council bylaws, the Core Course decisions are a part of the responsibilities of the Academic Council and care should be taken not to violate the bylaws.

Dr. Dell'Angela stated that the Core Curriculum Committee would be a subcommittee of the Academic Affairs UPC, which would review courses. While it is unclear how the members would be chosen, the subcommittee will consist of:

- 8 Faculty
- 3 Ex officio administrators
- 1 Staff member
- 1 Student

A complaint was made that the administration is ignoring rules and regulations. Dr. Robert Birely, History, mentioned that whereas the Core's outcome may be satisfactory, some procedures might have been bypassed and that this was an issue of faculty governance. Dr. Prudence Moylan, History, felt that approval of courses is now being taken away from faculty and so has become an issue of faculty status. Dr. Kevin Henson, Sociology, seconded Dr. Moylan's concern about faculty status as decisions regarding courses are being moved out of the college to the university. Dr. Dell'Angela suggested that the Education Committee handle the Core issue. Dr. Murphy said that colleges still could propose courses for the Core. For the first time, units outside of the CAS, such as Nursing and Business can offer courses for the Core. For example, Dr. John Pelissero invited the School of Business to offer courses for the Core.

The courses forming the Core will be chosen on the basis of proposed learning outcomes rather than, as has been past practice, on the basis of which department is offering them. Faculty questioned whether the Jesuit values for philosophy and theology are given sufficient consideration. It was noted that Theology Core courses have been reduced from three to two. Comments should be sent to John Pelissero, Associate Provost.

IV. Committee Reports

Election Committee – Dr. Judith Wittner, Sociology, Chair

Dr. Wittner distributed a list of Faculty Council membership for 2004-05. The new membership list is attached. Dr. Wittner agrees with a suggestion of Jack Corliss, Manager of Information Services that the committee start earlier next year. The newly elected representatives will be invited to the next meeting and officers will be elected.

Council members commended Dr. Wittner for her excellent management of an important and time-consuming task.

The nominations for officers of Faculty Council for 2004-05 are as follows:

- | | |
|---------------|----------------------------------|
| Chair | Dr. Kim Dell'Angela, Pediatrics |
| Nominated by: | Dr. Dave Schweickart, Philosophy |
| Vice Chair | Dr. Gerard McDonald, Math |
| Nominated by: | Dr. Nick Lash, Finance |

| | |
|--|--|
| Secretary Nominated by | Dr. Nick Lash, Finance Dr. Mary Malliaris, ISOM |
| Executive Committee Member Nominated by Dr. Wittner declined. | Dr. Judith Wittner, Sociology Dr. Bren Murphy, Communications |
| Executive Committee Member Nominated by | Dr. Tony Castro, CBN & Anatomy Dr. Nick Lash |
| Executive Committee Member Nominated by | Dr. Allen Schoenberger, Law Dr. Anthony Cardoza, History |
| Executive Committee Member Nominated by Dr. Moylan declined. | Dr. Prudence Moylan, History Dr. Judith Wittner, |

Faculty members are encouraged to give careful thought to the selection of next year's officers.

Awards Committee – Dr. Barbara Velsor-Friedrich, School of Nursing, reporting for Dr. Richard Bowen, Chair

There were six nominees for Faculty Member of the Year. The committee has chosen Dr. Philip Nyden, Sociology.

Motion: that Dr. Philip Nyden be given the Faculty Member of the Year Award
Moved: Dr. Barbara Velsor-Friedrich
Action: The motion passes unanimously

There has been discussion with the President about where the awarding will take place. The faculty member who nominated Dr. Nyden will receive the finder's fee.

Research Committee – Dr. Anthony Castro, CBN & Anatomy, Chair

The Research Committee sent a memo to the Research UPC with comments of faculty regarding research space. The Research Committee had raised several important issues, but they were never acted upon. Dr. Castro later learned that Dr. Facione and the President had decided not to accept the Research UPC recommendation. Thus, despite all of the work devoted to this issue by the Research Committee, they were not informed of this decision. Communication clearly needs to be improved. The role of the Faculty Council is to bring issues to the attention of the UPC. The relationship between the relationship of the Faculty Council to the UPC and UCC needs to be better defined.

What happens to a proposal after the Provost has rejected it? A complaint was raised that Dr. Facione did not have sufficient input from the Research Committee when he made his decision. There are no established processes. Due to a change in the Chairing of the Research UPC, it lacked proper guidance.

Dr. Murphy suggested that Faculty Council set up a liaison with each of the UPC's to monitor the actions. Dr. Dell'Angela did email the chair of each UPC in the fall, including the new chair of the Research UPC. Although a new Research Policy is being drafted, the present policy continues to govern.

Faculty Status Committee – Dr. Allen Schoeberger, Law, Chair

Dr. Schoenberger recommended that a committee of faculty and staff be constituted as an advisory committee to Human Resources to improve communication of new policies to the faculty and staff. Recently, there are major changes to the Blue Cross plan, which have not been communicated to faculty and staff.

Motion: **that the Faculty/Staff Benefits Committee be constituted to advise Human Resources**
Moved: Dr. Allen Schoenberger
Action: **Motion passes unanimously.**

This motion should be sent to the President.

V. New Business

May Meeting:

There is consideration that the May meeting will be earlier and include lunch. Dr. Dell'Angela will inform faculty of the precise time. The meeting will be at Water Tower Campus.

Security at Water Tower Campus:

Dr. Nick Lash reported on two security issues at Water Tower Campus:

1. The master key was stolen from a secretary at 25 EP. A complaint was made several weeks ago, and despite several office thefts there have been complaints that little appears to have been done.
2. Several months earlier, a female faculty member was working in her office at 6:30 PM. An intruder entered her office, told her that there was no one else on the floor, and mentioned that he needed money. She gave him \$10, and he left.

VI. Guest – Dr. Alan Gitleson, Chair, Academic Affairs UPC

Dr. Gitleson gave a presentation of the Academic Affairs UPC. It is comprised of a chair and nine members including two deans, the Provost, and faculty and staff representatives. The role of the AAUPC is to submit recommendations to the office of the Provost. Theirs is a broad charge as they cover a wide spectrum of issues, such as, minus grades, learning outcomes and dean evaluation guidelines. Their duties are listed on the Governance Bulletin Board. The UPC makes recommendations only – not decisions.

The minutes will soon be available on the website.

Dean Evaluations:

Dr. Schweikart inquired as to why dean evaluations were not undertaken this year. Dr. Gitleson pointed out that, after studying procedures at ten other universities, the President just recently approved changes in the dean evaluation forms. Hereafter, in contrast to past practice, dean evaluations will no longer be conducted by the Faculty Council, but instead, will be conducted by an ad hoc committee appointed by the President. Faculty Council will have input but will no longer implement these evaluations. A discussion followed regarding the composition of the ad hoc committee and also the importance of protecting the confidentiality of those commenting.

In the case of Dean Searches, Dr. Harvey Boller, Business, suggested that it was most important that the form used to solicit faculty input encourage written comments.

Core Curriculum:

Dr. Bireley reiterated that it is a matter of principle that the Academic Council approves the Core Curriculum. Dr. Gitleson said that it is for the University to determine the role of the Academic Council. The Academic Council does not have veto power.

VII. Adjournment

Motion: **that Faculty Council Meeting be adjourned but that the discussion with Dr. Gitleson could continue.**
Moved: Dr. Kim Dell'Angela
Seconded: Dr. Mary Malliaris
Action: **Meeting is adjourned at 5:15 p.m.**

Continuation of Discussion:

Dr. Moylan mentioned that, other than serving on committees, faculty have no control over programs or courses at the university level. There is concern that this would set a precedent regarding faculty status in the future.

Dr. Gitelson mentioned that faculty might be concerned since the UC is appointed and not elected. The President had wanted this policy, and the Faculty had approved it. This policy can be tweaked. The UPC has completed 14 months of work, and it has been an incredible experience.

It was suggested that the faculty representative send out announcements regarding actions of the UPC.

Respectfully submitted,

Nicholas Lash
Secretary to the Faculty Council

MEMBERS PRESENT

Arts and Sciences: Dr. Robert Birely (History), Dr. Ian Boussy (Biology), Dr. Anthony Cardoza (History), Dr. Leslie Fung (Chemistry), Dr. Kevin Henson (Sociology), Dr. Gerry McDonald (Math/ Computer Science), Dr. Prudence Moylan (History), Dr. Bren Murphy (Communications), Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).

Professional Schools: Dr. Harvey Boller (Business), Dr. Kim Dell'Angella (Pediatrics), Dr. Anthony Castro (CBN and Anatomy), Dr. Karen Egenes (Nursing), Dr. Christian Johnson (Law), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Barbara Velsor-Fredrich (Nursing).

Graduate Institutes and Professional Librarians: Ms. Kerry Cochrane (Libraries).

Guests: Dr. Alan Gitelson (Political Science)

FACULTY COUNCIL MEMBERSHIP 2004-05

College of Arts and Sciences: Humanities (6)

Dr. Robert Bireley, S.J., History 2003-05
Dr. Sara Gabel, Theatre 2004-06
Dr. Brian Lavelle Classical Studies 2003-05
Dr. John Makowski, Classical Studies 2004-06
Dr. Prudence Moylan, History 2003-05
Dr. David Schweickart, Philosophy 2004-06

College of Arts and Sciences: Natural and Mathematical Sciences (3)

Dr. Ian Boussy, Biology 2004-06
Dr. Alanah Fitch, Chemistry 2004-06
Dr. Gerald McDonald, Mathematics and Computer Science 2003-05

College of Arts and Sciences: Social Sciences (3)

Dr. Richard Bowen, Psychology 2003-05
Dr. Judith Wittner, Sociology 2003-05
Dr. Talmadge Wright, Sociology 2004-06

School of Business Administration (3)

Dr. Harvey Boller, Accounting 2003-05
Dr. Nicholas Lash, Finance 2004-06
Dr. Mary Malliaris, ISOM 2003-05

School of Education (2)

Dr. Pamela Fenning, CIEP 2004-06
Dr. Janis Fine, ELPS 2003-05

School of Law (2)

Dr. Alan Raphael 2004-06
Dr. Allen Shoenberger 2004-06

School of Medicine: Basic Sciences (2)

Dr. Anthony Castro, CBN and Anatomy 2003-05
Dr. Thackery Gray, CBN and Anatomy 2004-06

School of Medicine: Clinical (6)

Dr. Mark Cichon, Surgery 2004-06
Dr. Kim Dell'Angela, Pediatrics, 2004-06
Dr. Thomas DeStefani, Pediatrics 2004-06
Dr. Walter Jay, Ophthalmology 2004-06
Dr. Fred Luchette, Surgery 2004-06
Dr. Tim Vavra, Primary Care 2003-0

School of Nursing and Food & Nutrition Program (2)

Dr. Karen Egenes, Nursing 2003-05
Dr. Linda Paskiewicz, Health Promotion, Primary Care, Health Systems and Dietetics 2004-06

School of Social Work (1)

Dr. Marta Lundy, Social Work 2003-05

Institutes (1)

Dr. William Schmidt, Institute of Pastoral Studies 2003-05

Professional Librarians (2)

Kerry Cochrane 2003-05
Lenora Berendt 2004-06