

Meeting Minutes Archive**November 13, 1996**

To: Members of the Corporate Faculty  
From: Secretary, Faculty Council  
Subject: Meeting held in the Presidents Room, Marquette Center, WTC

**#14 Meeting called to order by Professor Shoenberger at 3:06 P.M.**

Opening Prayer offered by Dr. Thomas Ranck, Theology. Joseph Cardinal Bernadin was remembered with concern.

**#15. Minutes of the October Meeting.**

Chairperson asked for a motion to approve the October minutes.

Motion: That the October minutes be approved.

Moved: Dr. Art Safer, Education

Seconded: Dr. Mary Lawton, Fine Arts

Action: The motion passed unanimously

**#16. Chairperson's Report.**

A. It was noted that the agenda for the meeting was forwarded to the council members utilizing Email. The council indicated that several members did not have access to the Groupwise Email setup. It was requested that a hard copy be mailed to all members prior to the meeting.

B. Professor Shoenberger reported that the members of the Benefits Committee who are members of the Faculty Council had met with Ms. Ann Hinman, Director, Employee Benefits and compensation, and Mr. John Kambanis, Vice President Human Resources, to discuss lessening the distinctions in the new Option I of the benefits schedule to be implemented shortly. The new revision involved lessening distinctions with the old Option I. The newer version will have an inpatient deductible of \$250.00 compared to an effective \$200.00 in the old version for the first day of a hospital stay. It was noted that there will be no 5% copayment as proposed. The meeting dates and times for the committee will be agreed to taking into consideration the availability of the Faculty and Staff members.

C. Professor Shoenberger indicated that the President, Rev. John Piderit, S.J., had been previously invited to the meeting of the Faculty Council as well as the Academic Council which is scheduled for December 4, 1996. He will now have to meet with Council earlier than anticipated due to the conflict. He has invited some trustees to attend the dinner session. Discussion followed. Some members felt that there was poor timing about the conflict. The President had been informed long ago of the date and time. Others felt that the trustees will not be able to attend due to the earliness of the meeting to hear the President's comments.

D. Professor Shoenberger began a discussion of the types of questions which will be presented to Rev. John Piderit, S.J., President, Loyola. The discussion was partly occasioned by the appearance of an article which was given to the Union League of Chicago on October 10, 1996. (See Appendix A)

Some possible questions were drawn up by the Faculty Status Committee for the President. They involved the role of the Freshman Program as outlined by the President, and the possible appointment of Mr. Steve DiSalvo as the director of the new program. Coupled with the discussion was the role of the Genesis Program which had begun last year as a separate entity to work with the Dean's Program in the College of Arts and Sciences to acquaint the incoming students to the type of opportunities at Loyola and to prepare them with schedules for the First Semester of the new school year. It was asked why it is necessary to move to what is apparently a "Freshman College" type approach to the integration of the new students into the University.

A major problem with the new approach is that several of the Colleges have specific courses which must be completed during the First Semester of the Freshman year in order to complete their requirements within a four year time frame. Examples of this concern are found in the School of Nursing and for some of the science majors in the Coating the president is financial considerations. The issue is primarily non-retention in the Freshman class. A significant number fail out by the end of the Freshman year and the remainder are voluntary dropouts or transfers.

With the significant number of problems which the University is facing and will continue to face, a motion was offered.

Motion:: That the Faculty Council establish a committee to consider a vote of no confidence in our President, Rev. John Piderit, S.J.

Moved: Dr. Kirk Ormand, Classical Studies

Seconded: Dr. Raymond Tatalovich, Political Science

Discussion followed. It was noted that it might be in the best interest of the Faculty to have the issues discussed by the faculty before the vote. It was also noted that the Council had not heard Fr. Piderit's statement before the vote.

Motion:: It was moved that the motion to establish a committee to consider a vote of no confidence in the President be tabled.

Moved: Dr. Kirk Ormand, Classical Studies

Seconded: Dr. Leslie Fung, Chemistry

Action: The motion carried. 25 Aye, 1 Nay, 0 Abstentions.

#### **#17. Visit of Rev. John Piderit, S.J., President, Loyola University of Chicago to the Faculty Council.**

Professor Schoenberger introduced Rev. John J. Piderit, S.J., Dr. Ronald Walker, Executive Vice President, and Dr. James Wisner, Sr. Vice President and Dean of Faculties. Fr. Piderit began with an opening statement in which he outlined the program which is anticipated to begin quickly, and he had Dr. Wisner and Dr. Walker fill in appropriate data as needed.

As the work is all ready in progress, it is anticipated that Loyola will soon be able to unify and coordinate the way in which student comes to be integrated into their college life, both academically and socially. To accomplish this we need a specific coordinator. This individual will assist the students in their time of transition and assist them in a meaningful beginning for their academic involvement. Coordinating the program means that the coordinator would assist the student in their registration in "linked classes." The new students would be assisted in their registration as soon as their deposit has been received. The needs of the student would be met by asking them precisely what their interests are and providing a registration which would meet the aforesaid. Their classes would also be linked with other specific classes to allow for the students to grow and mature with one another. It is anticipated that Mr. Steve DiSalvo would coordinate the program through the several colleges. He would assist the Faculty and Staff in their advising of the students according to their specific interests. Peer advising would also be set up in the various colleges.

The process would look something like this. First there would be an application. Following this the individual would make a deposit. At this point, Loyola would send out a list of courses. The student would fill out an incoming freshmen. It is primarily the College of Arts and Sciences which will be impacted. The issue will be easily resolved depending upon which major is chosen or whether the student is an undeclared student upon beginning.(as many are.)

The President was asked if he believes that this new system will increase enrollment even though the system implies that there will be less flexibility. The member was answered with the data that in the new Freshman class 76% live on Campus in housing and the fact that over 80% of the Freshman class work 15 hours/week or less for pay. With the rise in dorm students, fewer students are working according to our expectations. A faculty member questioned the accuracy of the figures.

A Council member felt that the issue of nonconsultation with the faculty was a serious shortcoming of the proposed plan. The linking language taken from the Strategic Plan gives the appearance of the disregarding of the conclusions of the faculty. Even the Walker Task Force did not support such a move. Even the Board of Undergraduate Studies was taken by surprise at the announcement of the program. Where is the consultation? Fr. Piderit, S.J., responded that there was indeed consultation concerning the "linked classes." He indicated that Dr. Kathleen McCourt, Dean of the College of Arts and Sciences, was very supportive of this aspect. His discussions with Dr. McCourt were clearly consultation.

A question was posed to Dr. Walker about why the results of the Task Force were not taken to Academic Council. Dr. Walker responded that in August 1994, the issue of events, the Freshman Seminars, and course linking were discussed. Information goes two ways)up to down and down to up. A Council member responded that the problem is that as far as the faculty are concerned it appears that only the up to down is observed, not the down to up.

Another faculty contributed that the faculty could have made significant contributions to the process but no one knows what is going on. Fr. Piderit, S.J., responded with a query) What is a recommendation? Of course he can't fulfill all recommendations. That does not imply lack of consultation. Council responded that faculty input and faculty expertise and values are being swept aside because "authority" takes precedence. It seems that in the new system, we will have two chains of command)the Academic Deans and Mr. DiSalvo. Why was the position of Mr. DiSalvo not reviewed? Dr. Wisner responded that the position Faculty Council Minutes November 13, 1996 Page 7. will report directly to himself as the Dean of Faculties. Each college will have a liaison and the position will have an academic connection. Fr. Piderit, S.J., added that the position will have an implementation function. The Admissions people report to Dr. Wisner. A centralizing function and administrative function will be present in the job. There are all ready non) academic advisors present in the structure: e.g. Assistant Dean, College of Arts and Sciences and Business Administration as well as in the School of Nursing.

A Council member indicated that there is a significantly negative impact present in faculty morale because of the issue. Rev. President responded that it is more important to get the students here. We need to be more attractive to students. The plan involves getting meal cards for faculty to participate in the groups. What Father needs he feels is management flexibility such as the linked classes.

Dr. Walker indicated that we were 100 freshmen under last year, and 200 freshmen under budget. It is not simply a matter of cutting attrition, we must also recruit more students and keep them. We have recently been juggling tuition. Next year, for tuition and room and board, we will be over \$20,000.00 for the year.

A Council member re-iterated the degree of opposition to the program by the faculty. The failure to use Faculty and Academic Council's expertise is a major fault. The students will not support the new program either. We need an immediate re-appraisal of the structure of the proposed new program. The re-appraisal should include not only personnel but content as well.

A Council member noted that when Reverend President came to Loyola, the Freshman Experience was one of the centerpieces of the presidency. If in fact the new system after four (4) years was not up and running, it was felt it wouldn't be. Fr. Piderit responded that there are many intangibles. The faculty do say that the students are involved. The aggressive tuitions three (3) years in a row now need to get back to ordinary increases.

A Council member indicated that faculty and educational issues are united. We as faculty understand this. This is not the issue. The issue is that the faculty have something to say in both issues and we are ignored. When the faculty are not consulted, the heart of the academy has not been consulted. The truth is that the morale is the lowest in twenty)five (25) years. It was further added that the use of Academics in Administration is very important. When non)academics are used, this violates the principle and the results are not as successful.

It was responded that 45% of our students graduate in four (4) years. and 65% graduate in 6 years. It was also pointed out that the new position will not be an academic office. It will be an administrative office which will work with the Faculty Council Minutes November 13, 1996 Page 8. Dean's office and the Faculty to work with the students.

It was pointed out that the contact of the students with the professors may be the most important aspect of retention. Faculty input is simply not present in the proposed program. The President responded that the whole issue has been discussed at least 100 times. A Council member responded that it had indeed been discussed. The issue was that the President did not hear what was being said. He listened but he did not think about what was said. Loyola is different. It must listen to the audience. What happens when they become sophomores. Why aren't the students coming. The answer included the following elements: There is the problem of the cost, the financial aid strategy, the advising of students within the resources and the moving into new markets.

Fr. Piderit, S.J., made a closing statement to attempt to resolve the issue in some people's minds. He asked Council to visualize a box which holds a "ton of things that the faculty have to do." Visualize also how "small the freshman thing really is." (indicating, a small part at the bottom of the box.) Father reiterated his need to have space to manage. This is his judgement and we need to go forward here.

Professor Shoenberger thanked Fr. Piderit, S.J., Dr. Walker, and Dr. Wisner for their input

**#18. As there was no further business, a motion to adjourn was made at 5:25 P.M. P.M.**

Respectfully Submitted,  
Dr. Thomas Ranck,  
Secretary, Faculty Council

---

Members Present

Professional Schools

Dr. Walter Barr, Medicine-Basic Sciences; Dr. Tony Castro, Medicine-Basic Sciences; Dr. Allen Goldberg, Medicine-Clinical; Dr. Ed Gumz, Social Work; Dr. Jack Kavanagh, School of Education; Ms. Joanne Kouba, School of Nursing, Food and Nutrition; Dr. Nick Lash, School of Business Administration; Dr. Art Safer, School of Education; Dr. Allen Shoenberger, School of Law; Dr. Marybeth Young, School of Nursing

Arts and Sciences:

Dr. Ann Bugliani, Modern Languages and Literature; Dr. Anthony Cardoza, History; Dr. Micael Clarke, English; Dr. Wendy Cotter, C.S.J., Theology; Dr. Leslie Fung, Chemistry; Dr. Alan Gitelson, Political Science; Dr. Deborah Holmes, Psychology; Dr. Tom Kaminski, English; Dr. Mary Lawton, Fine Arts; Dr. Gerry McDonald, Mathematics; Dr. Joe Mayne, Mathematics; Dr. Kirk Ormand, Classical Studies; Dr. Thomas Ranck, Theology; Dr. Ray Tatalovich, Political Science