

From: [Martin, Chris](#)
To: fac-council@lists.luc.edu
Subject: February Update from the LUC Faculty Council
Date: Tuesday, March 16, 2021 11:13:00 AM

Dear Faculty Colleagues:

We hope that you had a quality and restful spring break last week.

We write today to provide you with a brief update about the work that your elected Faculty Council has undertaken during the past several weeks. Please see below for our February message.

For more information about Faculty Council, please visit the following links for our [membership](#), past meeting [minutes](#), and a description of [standing committees and their charges](#). You can [send us an anonymous message](#) to voice your questions and concerns. Finally, you can also e-mail us directly at FacultyCouncil@luc.edu.

Sincerely (on behalf of the Council),

Tavis D. Jules (School of Education, Chair)

Michael P. Dentato (School of Social Work, Vice-Chair)

Benjamin Johnson (College of Arts and Sciences and School of Environmental Sustainability,
Secretary)

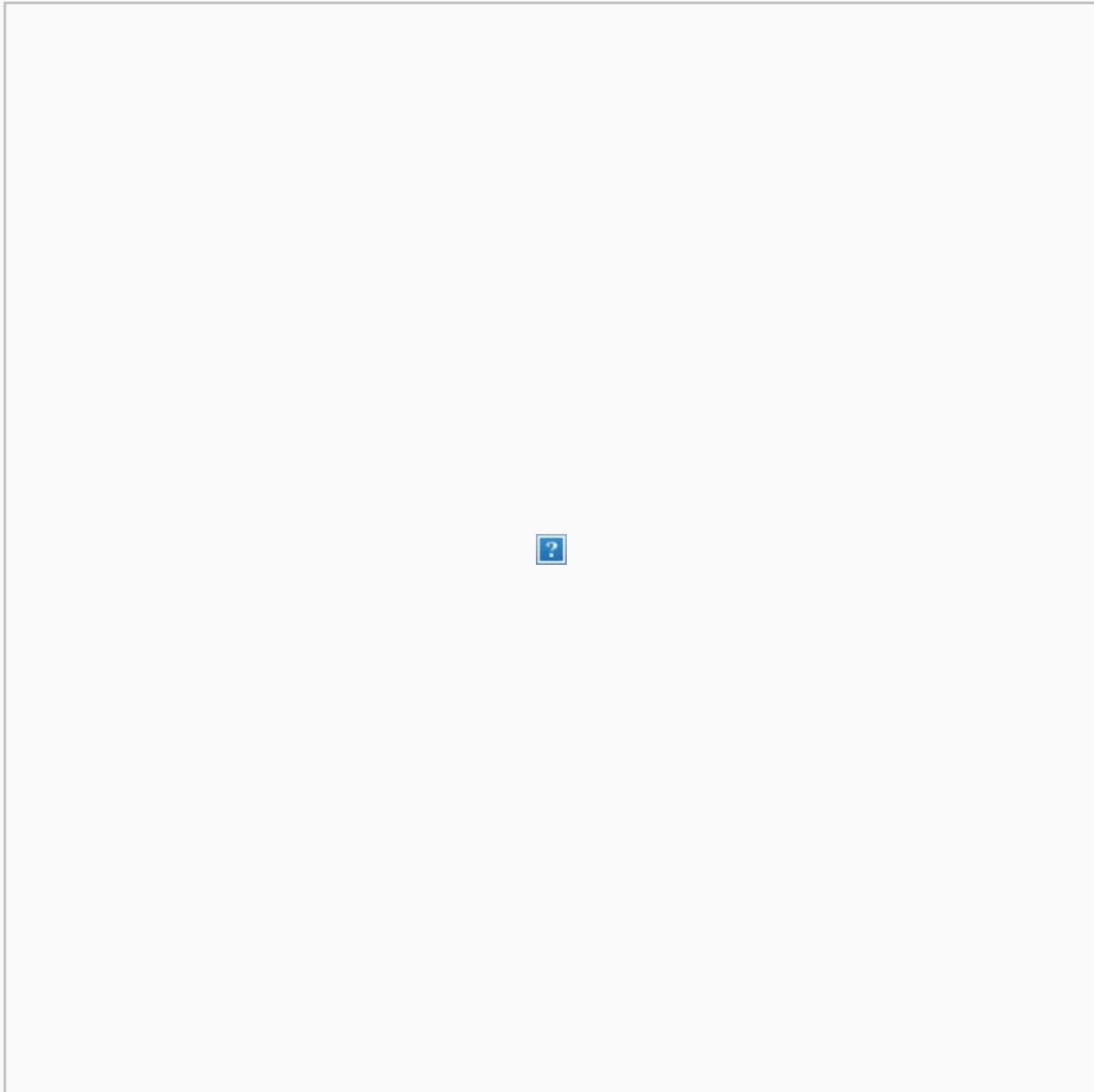
Chris Martin (University Libraries, Representative)

From: facultycouncil@luc.edu <facultycouncil@luc.edu>
Sent: Tuesday, March 16, 2021 11:04 AM
To: Martin, Chris <cmartin15@luc.edu>
Subject: Mailchimp Template Test - "Monthly FC Newsletter"

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FACULTY COUNCIL NEWSLETTER VOL. 1-5 (FEBRUARY 2021)



THE LATEST FROM FACULTY COUNCIL:

Next meeting: Mar. 24, 3-5 pm (open to all faculty!)

Full minutes: luc.edu/faccouncil

Contact us: FacultyCouncil@luc.edu (or contact your FC representative)

FACULTY COUNCIL ELECTIONS FOR 2021-2023 TERM

Faculty Council (FC) will soon be holding elections for its 2021-2023 representative term. Please see our listserv e-mail from earlier this week ("Faculty Council 2021-2023 Election Nominations - Due Monday, March 22") for more information about voting and how to nominate candidates for your division. Faculty Council has served Loyola University

Chicago for over 30 years, and your participation is essential for our continued success. Thank you for your consideration.

STRATEGIC PLAN UPDATE

At FC's February meeting, Michael Kaufman (Dean, School of Law), Seth Green (Director, Baumhart Center), and Patrick Green (Executive Director, Center for Experiential Learning) [provided an update](#) from the university's Strategic Planning Committee. Dean Kaufman gave an overview of the Strategic Plan and its developmental history, while Seth Green spoke about the planning process and inclusion of constituent feedback. In the past year, the pandemic, racial awakening, and the awareness of the fragility of democracy were all issues that the Committee needed to address further in the development and planning stages.

The plan consists of six values that are aligned with LUC values but also universal apostolic preferences, and it includes the principles of "design thinking," "operational excellence," "transdisciplinary," and shared governance. Each value is described in terms of several exemplars. As of this fall, the planning committee had 26 members. The goal is to adopt the plan in principle in June and then begin work on implementing it.

The FC raised questions about the plan's implementation, the role of design thinking, and attention to climate change. Kaufman responded that the plan would be implemented using benchmarks and that, unlike elsewhere, it would not end up in a drawer. He also said that the Committee is addressing sustainability, and that their implementation of design thinking includes empathy and the Ignatian model.

SUPPORT FOR CONSIDERATION OF ARRUPE COLLEGE TENURE WORKING GROUP

At its February meeting, FC also discussed a [draft resolution](#)—"Consider Arrupe College Tenure Working Group"--and the process that preceded it, including an on-the-record comment from former Provost Pelissero that the question of tenure would receive further consideration once the College was up and running. Arrupe faculty were unanimous last year in expressing support for this issue, and reviewed the draft resolution before it came to FC. There are three major emphasis points in advocating support for tenure at Arrupe:

- Other schools at LUC have processes for faculty tenure, whereas Arrupe does not.
- 96% of Arrupe's students are students of color. Tenure helps support the expectations of those students, and will give faculty recommendation letters more weight.
- Most Arrupe faculty are already active in scholarship and professional development.

Additionally, there are Arrupe professors who have left for tenure-track opportunities at other institutions.

FC passed the resolution unanimously and sent it to Provost Gryzwacz and President Rooney for further consideration. In [his response to the resolution](#), Provost Gryzwacz noted that "[t]he University will not convert Arrupe faculty positions to the tenure track as suggested by the resolution." FC will be considering next steps within its Academic Affairs Committee.

RACIAL JUSTICE EXAMEN UPDATE

Loyola's [Anti-Racism Initiative \(ARI\) Working Group](#) is continuing the Racial Justice Examen as part of its [overall goals and strategies](#). The Examen committees are currently preparing for cross-academic unit dialogue sessions with facilitator consultants [Angela Cobb](#) and [Sonya Anderson](#). ARI chair Amy Nelson Christiansen (Clinical assistant Professor, School of Education) has also created an [Examen overview video](#), and is co-creating a final report with the Examen committees, which will include feedback from the dialogue sessions.

FACULTY SURVEY ON EXPERIENCES WITH AETNA

On February 25, FC issued a faculty-wide survey to gather information regarding experiences with our current health insurance provider, Aetna. The purpose for this survey is to establish if the shift from Blue Cross Blue Shield to Aetna in early 2020 has had a net positive or negative impact for faculty. If you have not yet filled out the survey, please take a few minutes to do so via [this link](#). Results will remain anonymous. Thanks to Dana Gabarski, Kelly Moore, Graham Moran, and Peter Rosenblatt for designing the survey.

SCHOOL OF NURSING COMMUNITY GUIDELINES FOR MEETINGS

The School of Nursing recently released the following statement and guidelines: "We have received feedback from department members that creating an environment where all voices are heard is important. In addition, a goal for our department is to foster a climate of mutual civility, respect and support for faculty. In an effort to create a more inclusive space and achieve these goals, the department chairs developed the following guidelines for the department meetings moving forward."

1. Contribute with positive attitude.

2. Confidentiality – share lessons learned but names and identifiers stay in the group.
3. Speak your truth – speak from your own experiences and observations; try to avoid generalizing.
4. Platinum – treat others the way you want to be treated, with respect.
5. We are all accountable to resolve conflicts in our group.
6. State views and ask genuine questions.
7. Attack the problem, not the person.

FC discussed the guidelines at its February meeting, and addressed concerns from Nursing faculty about the process and substance of the document. A concern from FC is that the School of Nursing is moving forward without a vote on adoption, and that the guidelines use coded language aimed at community members with targeted identities that may discourage full engagement in important dialogues. While the School of Education has a similar set of guidelines, that set contains mindful language about the issue of silencing. The FC's Executive Committee will be further addressing this issue.

SHARED GOVERNANCE TASK FORCE REPORT

The university's Shared Governance Task Force (SGTF) has been circulating a draft report with its recommendations. FC members reviewed the report and provided internal feedback last month, and FC's Executive Committee has submitted initial suggestions for changes within the report to the SGTF. FC is hopeful that the end result of the report, and the SGTF's overall work, will be a more vigorous system of shared governance.



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