
Gordon Ramsey called the meeting to order at 2:00 pm. G. Ramsey noted the passing of G. McDonald and R. Maher. A sympathy card for A. McDonald was circulated and a request was made for contributions to the American Cancer Society in G. McDonald’s name.

1. Invocation (Charles Jurgensmeier, S.J.)

2. Approval of April Minutes (see attachment). Unanimously passed with 2 corrections; spelling of Provost Pelissero’s last name and notation of C. Jurgensmeier as Fr. C. Jurgensmeier.

3. Chair’s Report:
   - G. Ramsey gave a review of the August Faculty Council retreat. The issues that were agreed upon as the focus for the 2010-2011 Academic Year include:
     - Faculty Senate (white paper to be completed by P. Schraeder, W. Jay and M. Dominiak for Faculty Council review in 2 months) – October meeting
     - Research and teaching support for faculty – November meeting focus
     - Hiring of TT and NTT faculty
     - International opportunities for faculty
     - Communication from Faculty Council to University-wide faculty
     - Faculty Council Election Process
     - Dean selection and evaluation
   - W. Jay was honored as Faculty Member of the Year at the Faculty Convocation. Both G. Ramsey’s introductory remarks and W. Jay’s remarks are available on the Faculty Council web-site
   - SSOM and MNSON Faculty Data distributed to Faculty Council. J. McNulty passed out a table that he created comparing SSOM info to national data (see attached)
   - University Committee representation update - G. Ramsey has appointed the following:
     - AAUPC: J. Fine will serve another 2 year term
     - FAUPC: Noah Sobe and T. Ruppman will serve 2 year terms
     - Budget and Finance: To be identified
     - Research: To be identified
     - Student Affairs: Peter Kanelos
Faculty Council Committee update:
- Faculty Status: A. Shoenberger, H. Boller, D. Mirza
- Administrative Policies: N. Lash, M. Udo, T. Ruppman
- Awards: R. Bowen
- Elections: T. Kilbane
- Governance: P. Schraeder, W. Jay, M. Dominiak
- Gender Equity: L. Heath

Faculty Elections: There is a goal to streamline the process to eliminate voting twice; once for nominations and once for final election. Proposal is:
- Call for nominations – send this out with document describing responsibilities and expectations of members
- The proposal will be drafted by G. Ramsey and presented, discussed and voted on in either November or December meeting.

Communication with University-wide faculty:
- G. Ramsey will write and distribute a monthly newsletter to all faculty
- Proposed content will include key points discussed and being acted on by Faculty Council, motions made and passed and major items of discussion. N. Lash proposed that the length should be no more than 1 page and focus only on key issues.
- The newsletter will be linked to Faculty Council web-site.
- Faculty email lists will be obtained from D. Halinski and K. Bell.
- A. Cardoza recommended the subject line be eye catching to grab faculty attention.
- M. Dominiak suggested that the close of the newsletter refers the faculty to his/her department/school Faculty Council representative vs. sending email to G. Ramsey.

Faculty Senate:
- Committee, led by P. Schraeder, will present proposal at October meeting
- Provost Pelissero will attend next Faculty Council meeting

October 27, 2010 Faculty Council meeting agenda will include Faculty Senate and Strategic Plan discussion with Provost Pelissero

4. Evaluation of Deans:
- N. Lash reported that there are 6 deans to be evaluated in 2010-2011
  - Goal is to have 2 members of Faculty Council assigned to summarize data for their respective assigned dean; current volunteers include:
    - J. Rosen – W. Wojcik
    - B. Seals – T. Ruppman
    - D. Prasse – D. Kaplan
    - D. Yellen – H. Rose
    - S. Attoh – J. McNulty
    - D. Heider – TBD
    - J. Belmares and M. Udo have volunteered to help where needed.
  - Timeline & Process:
    - Mid-October: send out to faculty for 2 weeks to respond
    - Volunteers summarize data
- Report to Faculty Council
- Faculty Council comments and sends to Provost
- Deans get summaries

- H. Boller distributed a proposed resolution (see attached) directed at requesting that the Provost inform the SBA and Faculty Council of the process and timeline for the Dean Search for the SBA. Discussion ensued and it was agreed by Faculty Council that G. Ramsey would follow up with Provost Pelissero and Fr. Garanzini regarding status of the Search Committee. No resolution passed at meeting pending outcome of G. Ramsey discussions as above.

- Benefits Advisory Committee charged with reviewing and recommending updates for LUC retirement plan. Proposal was reviewed and today seeking Faculty Council feedback.
  - The Loyola Benefit plan will be modified and the changes will be phased in over 5 years.
  - A total retirement contribution of 15% of salary is recommended by the experts.
  - The plan is 5 – 5 – 5. LUC will contribute 5%; then LUC will match 100% of the faculty/staff’s first 5% savings contribution. Employees can make greater than 5% contribution up to federal limits, but LUC will only match up to 5% for a total of 15%.
  - Phase in for Transition Group:
    - Year 1: Employee saves 1% to maintain 8% LUC contribution
    - Year 2: Employee saves 2% to maintain 8%
    - Year 3: Employee saves 3% to maintain 8%
    - Year 4: Employee saves 4% to maintain 9%
    - Year 5: Employee saves 5% and LUC contributes 10%
  - Default path for new hires:
    - At hire: save 1% and LUC contributes 6%
    - 1st salary increase: 2% and LUC contributes 7%
    - Year 3 3% and LUC contributes 8%
    - Year 4 4% and LUC contributes 9%
    - Year 5 5% and LUC contributes 10%
  - Plan will be rolled out with a January 31, 2011 communication kickoff, pending approval by Board of Trustees, with a ‘go live’ date of July 1, 2011.
- N. Lash raised questions regarding policies and procedures in place for phased retirement.
  - Per T. Kelly, benefit is designed for faculty planning to retire who wish to scale back on teaching load. Course load is reduced with corresponding reduction in salary, but full time benefits continue for a period of no more than 3 years.
Policy is posted on HR website: phased retirement must be approved by provost and implemented by dean.

- W. Jay asked T. Kelly to address the change in health insurance plan, i.e., elimination of HMO option.
  - Premiums have increased to comparable to that of PPO
  - Discussion about impact of healthcare reform on insurance offerings and coverage; by 2014, the Safe Harbor option of the HC reform bill provides for penalties to be paid at the level of $2000 - $3000 per employee if insurance is not offered to employees; there may be a need to structure employee health care premium contributions based on salary; nothing in discussion at this time as more information about Healthcare reform is needed.

6. Initial discussions on teaching loads and research support tabled.

7. Other new business: None at this time

7. Adjournment (4:00 pm); Moved: A. Cardoza, second: N. Lash. Unanimously approved.

Respectfully submitted,

Mary C. Dominiak, PhD, MBA, RN
Loyola University Chicago
Stritch School of Medicine
Basic Science Department Faculty Analysis
*(in thousands)*

<table>
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<tr>
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<th>FY10 Average Compensation by Rank[^1]</th>
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<tbody>
<tr>
<td></td>
<td>Assistant</td>
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<tr>
<td>Microbiology and Immunology</td>
<td>84</td>
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<tr>
<td>Molecular Pharmacology &amp; Therapeutics</td>
<td>87</td>
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<tr>
<td>Molecular &amp; Cellular Physiology</td>
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[^1]: AAMC Table 23[^2]

<table>
<thead>
<tr>
<th></th>
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<tr>
<td></td>
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<td>Microbiology</td>
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<tr>
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<td>75th:</td>
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<tr>
<td>Mean:</td>
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| Pharmacology          | 131       | 101       | 123       |
| Count:                | 131       | 101       | 123       |
| 25th:                 | 60        | 93        | 122       |
| **Median:**           | **81**    | **102**   | **146**   |
| 75th:                 | 91        | 116       | 179       |
| Mean:                 | 79.2      | 105.2     | 152.2     |
Notes:
1. FY 2010 average compensation for Basic Science Departments excluding chairs. N = 42

2. AAMC Report on Medical School Faculty Salaries - Table 23
   Summary Statistics on Medical School Faculty Compensation for Midwestern Region Ph.D. or Other Doctoral Degree, Basic Science Departments
### FY10 NSON Average Compensation by Contract Type, Rank and Doctoral Level

**Academic Year (9-month)**

<table>
<thead>
<tr>
<th></th>
<th>Instructor</th>
<th>Assistant Professor</th>
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<th>Professor</th>
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| Calendar Year (12-month)

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### AACN Table 17 (9-month)

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<tr>
<td>Non-Doctoral</td>
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</tbody>
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1 FY2010 average compensation for the Niehoff School of Nursing, excluding the Dean. N = 46

2 AACN 2009-2010 Salaries of Instructional and Administrative Nursing Faculty – Table 17

Academic Year: Salaries for All Full-Time Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level – Rank Totals
### AACN Table 33³ (12-month)

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<td>Median</td>
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</table>

³ AACN 2009-2010 Salaries of Instructional and Administrative Nursing Faculty – Table 33
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