

**FACULTY COUNCIL**  
**Minutes**  
**Wednesday, October 26, 2011**  
**3:00-5:00 PM – TSC 303-4, WTC**

**Members Present:** Battaglia, G.; Boller, H.; Bowen, R.; Currie, J.; Derhammer, N.; Dominiak, M.; Embrick, D.; Fine, J.; Jurgensmeier, C.; Kaplan, D.; Kilbane, T.; Lococo, M.; Lucas, L.; Mirza, D.; McNulty, J.; Miller, H.; Ramsey, G.; Rose, H.; Ruppman, T.; Schneck, M.; Schoenberger, A.; Shriberg, D.; Udo, M.

1. Meeting was called to order at 3:07pm by Gordon Ramsey.
2. Invocation – Charles Jurgensmeier, SJ.
3. Approval of September Minutes. Motion: Jurgensmeier; Derhammer seconded. Motion passed 20-0-3.
4. Chair's Report
  - There's been progress in the Task Force on the new Faculty Senate. Meetings have been cordial and there's been cooperation between faculty and administrators. The mission statement is in place, and most committees and their charges have been decided. Will meet again before the end of November. Remaining problems seem minor; administration appears willing to accept the faculty's views on any remaining points of contention. The proposed model of alternating Faculty Senate / Caucus meetings seems accepted. UPC's will become committees of new Senate. We're expected to complete the work in time for approval at the final Board of Trustees meeting next spring.
  - Dean Searches: CAS and SSOM. CAS search committee now has a mix of faculty & admins, with both junior & senior faculty from a number of departments represented. Finalists will hold open fora which faculty can attend. No news yet on SSOM search committee; will inquire with Dean Gamelli.
  - Still seeking volunteers/nominations for positions on committees & UPC's: AAUPC (1); FAUPC (1); Strategic Planning (1); Research (2).
  - FC's website is now fully up to date, including council committee memberships.
  - Ashley Brenke, Staff Council chair, is seeking FC members to collaborate with SC and admins in designing the new faculty and staff lounge planned for 1<sup>st</sup> floor of the Mundelein Skyscraper. Please see me if you're interested.
  - Deans' Evaluations: Provost Pelissero is willing to work with us in redesigning the dean's evaluation instrument. He's shared his own form. Nick Lash, Hugh Miller & I will work on this.
  - First fall FC newsletter will be out shortly.
5. Faculty Status Committee—Allen Schoenberger

Discussion of report submitted. All data is from *Academe's* annual spring report. Does not include SSOM/BS faculty data. NB that the older university classification categories have been retained, despite their having been recently amended, for longitudinal (time series) comparison purposes. "Compensation" = salary + benefits.

(LUC tries to keep benefits  $\approx$  28% of salary.) NB as well the “nominal” vs. “real” compensation data in the data sheets; the latter is cost-of-living adjusted by geographic region, with Chicago/Rogers Park serving as “1.00” value. We are nearing the 70<sup>th</sup> percentile, by nominal compensation; using CUPA data, it would take only an additional \$2M to bring salaries to the 80<sup>th</sup> percentile. No faculty equity increases are included in this data: they will be reported in next year’s budget.

**Motion:** “Faculty Council commends the University administration for managing faculty salaries so that, with respect to the CUPA data, they have reached the announced 60% target, and it particularly commends the administration for developing rules through which the University contribution to retirement can reach 10%. On the other hand, comparative data from other Category I institutions (large urban doctoral universities) in our sample demonstrates we remain well in the bottom half, and indeed, from the point of real cost-of-living adjusted salaries, are only at the top of the bottom 25%. More needs to be done to achieve national competitiveness.” (This resolution includes no data on SSOM salaries.)

Motion from FC standing committee (no second needed). Passed: 18-0-4.

Two days ago the committee received data from Dean Gamelli on SSOM/BS salaries, by rank, taken from the AAMC report, via John McNulty. Data covers dep.’ts of Cell & Molecular Physiology, Microbiology/Immunology, and Molecular Pharmacology & Therapeutics. There is a severe issue with salaries at the full professor rank compared with peer-level institutions: SSOM/BS salaries are tens of thousands of dollars lower.

**Motion:** “Council recommends that the Faculty Salary Task Force meet before next month’s FC meeting to consider the data on SSOM/BS salaries, for deliberation at next month’s meeting.” McNulty moved; Battaglia seconded. passed 21-0-0.

6. Format for November meeting of “Dry run” Senate (GR): Administrators are *participants* but not yet *voting members*. Invocation, brief Chair’s report, then reports from Dean Gamelli (SSOM) and Fr. Garanzini (University) on 2012 budgets. (BoT must get the budgets by their December meeting.)
7. New business: Discussion
  - o With reference to the March FC minutes: what is the status of the “conflict of interest” survey? GR: It is a dormant matter, as far as I know; will inquire.
  - o With reference to the recent news that The Clare is in financial difficulty: will this have an impact on the University, which has School of Communication space in the building? GR: Ask MG at the next FC meeting.
8. Motion to adjourn: McNulty, seconded by Lucas. Meeting was adjourned at 4:34pm.

Respectfully submitted by  
Hugh Miller, PhD, Secretary