

**LOYOLA UNIVERSITY CHICAGO
FACULTY COUNCIL
February 16, 2005**

To: Members of the Corporate Faculty
From: 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 p.m.

Dr. Dell'Angela gave the reflection and a welcome back to Dr. Nick Lash to Faculty Council after his leave of absence for the Fall Semester.

II. Approval of December and January Minutes

Corrections to the January 2005 minutes:

- The spelling of Karla Petersen's name.
- The 185,000 volumes have now been moved to storage.

Attendance for the December meeting will be taken today.

Motion: that the December 2004 minutes be approved.

Moved: Dr. Walter Jay

Action: The minutes are approved unanimously. The attendance for the December 2004 was taken at today's meeting.

Motion: that the January 2005 minutes be approved.

Moved: Dr. Walter Jay

Action: The minutes with the above corrections are approved unanimously.

III. Chair/Executive Committee Report

There was discussion about the Provost's statement that the average age of Loyola faculty is 55 years old, and the average age of Assistant Professors is 54. It was noted that the Medical School was not included in the statistics and that while the President was brought to the Faculty Council to talk about the state of the university; he gave little detail about the Medical Center. There was a comment that no suggestions were offered regarding faculty aging. It was also mentioned that Loyola's aging faculty reflected a nation-wide profile as much of the hiring of professors on the national scene occurred in the 1970s and 1980s. It was mentioned that the early retirement inducements at Loyola are inadequate. The Provost is allegedly opposed to the type of buy-out policies that exist at other universities to encourage early retirement. Moreover, for those contemplating early retirement or phasing into retirement on a reduced teaching schedule, it is difficult to get terms expressed in writing. Furthermore, there are allegations that promises to such faculty have not always been kept. Dr. Dell'Angela suggested that these issues be kept in mind during the meeting.

Change in Calendar:

Dr. Schweickart brought up the issue of the change in the calendar. For example, in the current Spring Semester, the number of class meeting hours for the Monday-Wednesday-Friday schedule is less than those for the Tuesday-Thursday schedule. Moreover, the number of class hours for the Fall Semester is not always equal to those of the Spring Semester. Furthermore, the number of assigned class hours has varied over time. Dr. Schweickart questioned whether a mistake was made in the scheduling or whether there is a policy change. There was a request for a formal statement with a clarification of the policy of determining class hours. Dr. Dell'Angela will refer this to the Education Committee and will talk with the Provost about it.

The LEEP Committee faculty member should email Dr. Dell'Angela the name before the end of the week.

NCA Visit

The report on the NCA visit can be viewed on-line. Dr. Dell'Angela recommends that committee members look at the parts of the report that apply to their committee. Dr. Tim O'Connell will come to Faculty Council next month.

IV. Old Business**Governance:**

There was discussion about whether UPC members should be incorporated into Faculty Council so as to improve communication. A dissenting comment was that the chairs of UPC's are not elected by the faculty, and, moreover, an additional ten members on Faculty Council would make it unwieldy. Dr. Gerry McDonald will spearhead a committee to look into this.

More Discussion: It was suggested that perhaps Fr. Garanzini's suggestion about UPC members being part of Faculty Council was just an after-thought. A member accused Fr. Garanzini of marginalizing many faculty committees. Fr. Garanzini responded that he saw no need for motions from the UPCs to be sent to Faculty Council for review. Dr. Paul Jay, Faculty Affairs UPC, felt that the proposal was not strong enough as evidenced by the exchange of emails between Dr. Schweickart and Dr. Jay. Dr. McDonald will work on coordinating Faculty Council restructuring and will be in contact with Dr. Jay. Since Dr. Garanzini does not like the Faculty Senate proposal, it was recommended that Faculty Council should move on Dr. Jay's proposal to change the formal mechanism so that proposed policy charges go for approval to BOTH the President and the Faculty Council. No new or revised policies related to faculty affairs could go into effect until both the President and Faculty Council formally endorsed them. Dr. Garanzini did not have a chance to respond to Dr. McDonald's motion that the procedure

for the faculty handbook revision be modified so that the final draft be sent to both Faculty Council as well as the Faculty Affairs UPC.

Comments should be sent to Dr. McDonald.

Revisions of the Faculty Handbook

There is a request for a special meeting of the Faculty Council to discuss revisions in the Faculty Handbook. Council should study the current Handbook and see what needs to be changed. It was questioned whether statements in the Handbook existing at the time of a faculty member's employment continued to be operative for that faculty member even after the Handbook was revised. The belief was expressed that this was not the case and that instead the current Handbook is in effect for all Faculty regardless of when they were hired. There is a concern about the lack of clarification about "change of procedures". Also Medical Center issues are not always included. Dr. Dell'Angela suggests that we keep track of memos sent out about the Handbook.

V. Committee Reports

Elections – Dr. David Schweickart

The question was raised as to which academic unit a faculty member in the English as a Second Language program belonged. It was decided that ESL is a part of International Affairs.

Motion: That ESL be part of Arts and Sciences for Faculty Council Election purposes.

Moved: Dr. David Schweickart

Seconded: Dr. Walter Jay

Action: Motion passes

Communication – Dr. Mary Malliaris

Instructions on using the "Blackboard" were distributed. Patricia Xia will do the updating. The committee will be happy to add anything that is needed to the website. Let Fred Barnhart or Mary Malliaris know.

Only Faculty Council members will be able to get in the Blackboard. Dr. Dell'Angela suggests that all dialogue be done on the Blackboard. It was questioned whether the Medical Center is included. Let Faculty Council know.

Education

The Education Committee is studying the meaning of the "C-" grade and whether it is a sufficient grade to satisfy the core requirement.

Research

The Research Committee had a spirited meeting with Nancy Tuchman to formulate a proposal to Fr. Garanzini about Centers of Excellence. The sabbatical leave versus research leave policy was discussed. With a

sabbatical policy, a faculty member could take a leave off with one-half pay every seven years. The faculty should be surveyed about their preference for a sabbatical leave versus research leave policy.

It was mentioned that for graduate students workloads are up and stipends are far below those of other universities.

Awards – Dr. Richard Bowen

Dr. Philip Nyden received the Faculty of the Year award at the Faculty Council meeting. He received a website. There was a lack of communication with the Provost about the Award. Dr. John Frenreis eliminated the \$500 for nominating the winner of the award.

Faculty Status – Dr. Allen Shoenberger Dr. Shoenberger distributed a list of motions regarding salary and benefits and also a list of comments and questions regarding retiree medical benefits. Dr. Dell' Angela will talk to Fr. Garanzini about these issues as well as those from the Medical center. In recent years, the administration has made efforts to improve faculty salaries and benefits. While the faculty is grateful for these efforts, more has to be done. Dr. Shoenberger distributed tables of data and charts demonstrating that Loyola faculty's salaries and benefits have continued to lose ground to competitive institutions.

The following motions are to be directed to Fr. Garanzini with a request for a response in writing. It was suggested that Faculty Council approve each motion.

Motions I & II

Discussion: Data re salaries will not be available until late spring. Better data are needed. Dr. Braskamp did provide faculty with data.

Action: Motion passes with all in favor (23)

Motion III

Discussion: We want to express strong dismay about communication with Human Resources. There is inadequate information from Human Resources regarding benefits and the retirement program. Current information is so vague so that faculty contemplating retirement lack sufficient knowledge to make an informed decision.

Action: Motion passes with all in favor (24).

Motions IV & V

Discussion: Fr. Garanzini should direct Tom Kelly to provide clarification in writing of Loyola University Retirement Health Benefits of October 2004. The Eight questions should be attached and answered in writing to the Executive Committee.

Dr. Dell'Angela called the question.

Action: Motions passes with all in favor (18).

Appreciation to librarians and staff

Motion: Faculty Council expresses appreciation to the librarians and staff for their hard work in consolidating the Loyola Library holdings in a timely manner.

Moved: Dr. Gerard McDonald

Action: Motion passes unanimously.

VI. New Business

VII. Adjournment

Motion: that the meeting be adjourned.

Moved: Dr. Nicholas Lash

Action: The meeting was adjourned at 5 p.m.

Respectfully submitted,

Nicholas Lash,
Secretary to the Faculty Council

Members Present

Arts and Sciences: Dr. Ian Boussy (Biology), Dr. Richard Bowen (Psychology), Dr. Sara Gabel (Theatre), Dr. Brian Lavelle (Classics), Dr. John Makowski (Classical Studies), Dr. Gerry McDonald (Math/ Computer), Dr. Prudence Moylan, (History), Dr. David Schweickart (Philosophy),

Professional Schools: Dr. Harvey Boller (Business), Dr. Anthony Castro (CBN and Anatomy), Dr. Kim Dell'Angela (Pediatrics), Dr. Janis Fine (Education), Dr. Walter Jay (Clinical Science), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business) (Pathology), Dr. Linda Paskiewicz (Nursing), Dr. Alan Raphael (Law), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Judith Wittner (Sociology)

Graduate Institutes and Professional Librarians: Mr. Fred Barnhart (Law Library), Ms. Kerry Cochrane (Libraries).

