

Meeting Minutes Archive**February 13, 2002**

To: Members of the Corporate Faculty  
From: Dr. Carolyn Saari, Secretary, Faculty Council  
Subject: Meeting held on the 13th Floor, Lewis Towers, WTC

I.? Meeting called to order by Dr. Bren Murphy at 3:04pm.

Dr. Dorothy Lanuza offered the prayer.

II.? Minutes of the January 16<sup>th</sup> Meeting

Motion: That the January Minutes be approved.

Moved: Dr. Dorothy Lanuza

Seconded: Dr. Leslie Fung

Action: The motion passed unanimously.

III.? Chair's Report ? Dr. Bren Murphy

Discussions on Governance

The Executive Committee was very concerned about Fr. Garanzini's cancelling the conversations about governance that had been planned for this semester.? However, at the Administrative Retreat held to refine the Strategic Plan which was held on January 29 and which was attended by many of the Executive Committee members, the discussion regarding governance was quite positive.? The Executive Committee then met with Fr. Garanzini on February 8.? At that meeting Fr. Garanzini talked about his having invited Fr. Paul Locatelli, President of Santa Clara University where the concept of University Policy Committees originated, to come to campus this term.? Fr. Garanzini envisions Fr. Locatelli talking with a small group and it was agreed that this group would be the persons originally selected for the conversations (about 30 people).? The Executive Committee asked for a follow-up discussion following the meeting with Fr. Locatelli, and it was agreed that such a discussion would occur two weeks later.? There was agreement that holding Fr. Locatelli's talk on a Friday afternoon would be the best scheduling.? Fr. Garanzini is also willing to have other discussions with the Executive Committee on the proposed Constitution for a Faculty Senate.

Recruitment for a Provost

At present the job description for a Provost looks very much like what Dr. Braskamp now does.? In the February 8 meeting, Fr. Garanzini indicated that he expects that position will evolve toward being fully a Provost.? Part of the reason Fr. Garanzini wanted Dr. Slogoff to head the Search Committee was that ultimately the Medical School Dean may report to the Provost.? Fr. Garanzini thinks that ultimately the top administration may look more like a President for external relations and a Provost for internal ones.? The Executive Committee asked why Faculty Council was not asked for nominations for the Search Committee, indicating that we were concerned about this, and the answer was that it had been necessary to move quickly.? The Executive Committee informed him that we were able to move very fast on such matters since the Executive Committee had the power to do this without waiting for the next monthly meeting.? The Executive Committee thought that Fr. Garanzini had heard the concerns.? Jennifer Haworth, who is a member of the Search Committee for the Provost indicated that committee had met once so far.? She will keep us informed of the committee's progress.

It was noted that at present there are four searches going on.? In addition to the search for a Provost, there are searches for the Dean of the College of Arts and Sciences, the Dean of Mundelein College, and a Senior Vice President for Ministry and Mission.

Currently, it is not fully clear who in the administration is making decisions, but they do seem to be coming from the triumvirate of Drs. Braskamp, Beane, and Gibbs.? There is also the President's Cabinet which consists of all Vice Presidents and some others as well as the Academic Affairs Cabinet that Dr. Braskamp chairs and on which Dr. Susan Ross represents Faculty Council.

Committee on Faculty Appointments

In the February meeting of the Executive Committee and Fr. Garanzini, the President did indicate that he strongly believed that no one should ever vote on the appointment of another faculty member to a level that is higher than his or her own. He has informed CFA of this opinion and he expects this to change so that all CFA members are full Professors. There was no disagreement on this item from the Executive Committee.

#### Relationship Between the Medical School and the Lakeside Campuses

Drs. Braskamp and Barbato have appointed a committee to look into ways of improving the relationships between SSOM and the Lakeside Colleges. This committee is being appointed by Drs. Yost and Slogoff. Drs. Jack Lee and Dave Crumline are Co-Chairs. The members are: Sheila Haas, Terry Light, John Clancy, Sid Houff, Israel Hanin, Eva Badin, John Blum, Howard Laten, and John Kosotoalansky.

#### IV. Committee Reports

##### Committee on Administrative Policy and Resources - Dr. David Schweickert

There are two Deans to be evaluated this year. These are the Dean of the College of Nursing and the Dean of the School of Business. The committee wants to have additions the following additions made to the section on Faculty Relations of the questionnaire for the Dean of Nursing:

- 16. Promotes collegiality by example.
- 17. Communicates respect for the dignity, worth, and culture of the faculty, students and staff.
- 18. Promotes an environment conducive to faculty governance.

In the discussion questions were raised about whether there was a problem with having different questionnaires for different administrators. There seemed to be no problem with this. However, the proposed additions seemed good ones for the evaluation of all administrators.

Motion: that the above additions be made to the questionnaires used to evaluate all Deans with a change in # 18 so that it would read "Promotes an environment conducive to shared governance.

Moved: Dr. Mark Cichon

Seconded: Ms. Lenora Berendt

Action: Passed with 21 Yeas; 0 Nay; 1 Abstention

##### Awards Committee - Dr. Leslie Fung

The Awards Committee is looking for nominations for the Faculty Member of the Year Award. There is also some question as to the forum at which this award will be presented. For some years this was presented at each of the three campus convocations. Last year, however, it was given at a College of Arts and Sciences luncheon which was a much smaller arena. As the award is for the faculty of the entire university, this is really not an appropriate place. Dr. Murphy will work out where this is to occur.

##### Education Committee - Dr. Jeanne Zechmeister

The Education Committee wants to remind everyone of three coming events:

#### 1. Conversations on Eliciting Great Desires and Firm Resolves?

Lake Shore Campus: Tuesday, March 12, 3:00-5:00 (reception to follow), Hussey. Discussants following Fr. John Haughey's remarks will be Paul Jay and Bren Murphy.

Water Tower Campus: NOTE DATE CHANGE: Tuesday, April 2, 3:00-5:00 (reception to follow), 110 Maguire. Fr. Garanzini has replied that he will attend this conversation. Discussants are *likely to be Ed Gumz of Social Work and John Breen of the School of Law.*

2. **Poverty and the University Conference** is April 11-12. Faculty Council will be co-sponsor of the Friday afternoon portion of this event, *Next Steps.*

### 3.?? **Fall academic conference:** update

Tentative Title is *Is the Jesuit Mission History? The Sacred and the Secular in Higher Education?*

Fr. John O'Malley, SJ, currently at Fordham, has agreed to offer the keynote address at this conference

Elections Committee - Dr. Jennifer Haworth

Nomination ballots have been sent out and the votes will be counted on February 22 from 12:30pm. To 2:45pm. in the Centennial Forum's Chamber Room.? Volunteers to help with the count are needed.? The results of this election will be sent out in the early part of spring break.

Faculty Status Committee - Dr. Allen Shoenberger

There is a need for a discussion as to whether the tenure clock can be lengthened by a year when a faculty member has been ill.? This will be a coming agenda item.

Lakeside Academic Cabinet Report - Dr. Susan Ross

Dr. Ross was unable to be present for this meeting, but submitted the following report on the meeting held on February 11:

- *Budget. John Frendries reported on the budget.? The administration is looking to reduce expenditures in the '02 budget by 15% and has requested that all non-salary budget items be reduced accordingly.? For fiscal '03, the administration is looking to reduce expenditures by \$10 million, so that there will be a \$19 mil. deficit; for '04, they are projecting a \$6-10 mil deficit, and by '05, a surplus.? A series of meetings regarding the '03 budget is beginning and the budgets should be ready by March.*
- *Terry Richards reported on undergraduate admissions.? So far the numbers are looking positive and they are hoping for a freshman class of 1500.? Both applications and deposits are running ahead of last year.? Richards mentioned a slight concern over the reduction in the discount rate (mandated by Fr. Garanzini) and whether family contributions might be lower.? Dean Slavsky was also concerned about dormitory and classroom space.*
- *The WTC committee, chaired by Linda Salchenberger, has drafted an academic plan and is looking for feedback on its recommendations (at this point the draft is confidential and is circulating among the members of the Cabinet).? I have a copy of the plan.*
- *Dean Slavsky reported on the Gateway to Science Initiative (new life science facility at LSC).? This new building will not be simply a building for science majors but will be the 'door' to all science education, and this would include such programs as Health Care Ethics.? He is also reviewing, with Dr. Wexler, the Honors Program.*
- *The Search Committee for the new Dean of Mundelein College has been appointed.? (Alan Saleski, Pat Hernes, Greg Hamill, and Art Lurigio).? I pointed out that Faculty Council was not consulted on the membership of this committee, and Dr. Braskamp said that he was aware of this.*
- *There was extensive discussion of a draft document on faculty responsibilities, which primarily concerns teaching load and is aimed at cost reductions.? The office of Academic Affairs will appoint a 'small committee of faculty to study the responsibilities of faculty by examining work expectations of faculty at comparable universities and then to make recommendations.?? I expressed my concern over the lack of attention to graduate teaching and research.? I expect that Dr. Frendreis will fill FC in on this issue, but I would strongly urge FC to insist on having a voice in the appointment of this committee.*
- *Dr. Braskamp discussed some structural changes in Academic Affairs, such as the affiliation of Workplace Studies and the Business School and the future of the Institute of Pastoral Studies.*
- *The Board of Trustees will meet on March 7-8.? The administration is still anticipating a faculty salary increase of 3% with some allowance for more in certain situations.*
- *There was a very brief (and incomplete) discussion of a decentralized commencement for May of 2002.? Some of the Deans expressed strong reservations about the plans so far.? I was unable to get details of this.*

Research Committee - Dr. John McNulty

The Research Committee strongly objects to the lack of faculty input and timely notification of the recent decision to significantly reduce the number of faculty research leaves.?

*The Committee therefore submits the following motions:*

#1. that the administration provide a rationale for the level of cuts and any changes in the methods of evaluations of the applications.

#2. that the policies and procedures for faculty leaves be reviewed and that this review incorporate a prior task force report submitted to Dr. Braskamp on July 12, 2000.

#3. that the review of policies and procedures include input from the Faculty Council Research Committee.

The discussion was generally in favor of these motions, but decided that more information might be available in the discussion with Dr. Frendreis which was next on the agenda.

Motion: to table the Research Committee's motion until after the Discussion with Dr. Frendreis

Moved: Dr Raymond Benton

Seconded: Dr. Paolo Giordano

Action: Passed unanimously.

V. Special Guest, Dr. John Frendreis, Associate Vice President

Dr. Frendreis indicated that he would prefer the group to ask questions which he was very willing to answer. Questions centered around Research Leaves and Workload Issues.

Dr. Frendreis' Comments on Research Leaves:

This year there were 27 applications for research leaves and 8 (30%) were awarded. 7 of 21 (33%) of the proposals from tenured faculty were funded and 1 of 6 (17%) of the proposals for non-tenured faculty were funded. There were 2 proposals for subvented leaves neither of which was funded. The decision to cut the numbers of leaves granted was based on needing more faculty to be in the classroom and not on a dollar amount allocated for spending in this way. This decision was made by Dr. Braskamp.

In the past the Committee on Faculty Appointments has reviewed and ranked the applications for leaves. Then Dr. Braskamp would make a decision as to where in the list the line between those funded and those unfunded would be placed. This year the Deans and Chairs were asked to rank the applications from their units and CFA was told that they could either agree or disagree with these rankings, but there was only one instance in which CFA recommended something other than what the Deans had. Neither the faculty in general nor the applicants were told of this change. However, faculty should be aware that Deans and Chairs are responsible for the development of their faculty and so their recommendations must be taken seriously. Faculty should be aware that the Handbook indicates that CFA will review the recommendations for leaves, but does not say that they should rank the applications or make recommendations regarding them. Dr. Frendreis indicated that the administration does want to have peer evaluations, but still must take the recommendations of Deans and Chairs seriously.

Faculty Council members expressed concern about the funding of subvented leaves since if these were not funded there would be a disincentive to faculty to apply for research grants. Dr. Frendreis indicated that this year there were 3 subvented leaves requested from the College of Arts and Sciences and none from any other unit. Of these 2 were granted and 1 was denied. Last year all of the requests for subvented leaves were granted.

Workloads in the College of Arts and Sciences

Dr. Frendreis indicated he wanted to talk about workloads in the College of Arts and Sciences. All departments there have been told to begin with an assumption that workloads should be 3/3 beginning in the fall semester. However, departments are being told that reductions can be made on a case by case determination next year. There is an intention to form a committee to study what workloads at peer universities, not universities that have more and stronger doctoral programs than Loyola has. In the long run the goal of this committee is to be recommendations regarding workloads here. When asked if Faculty Council could be involved in making recommendations for the membership of this committee, Dr. Frendreis said he thought Faculty Council should not be the sole source for the population of committees, so sometimes the administration might ask for input and sometimes it might not.

Dr. Frendreis indicated that the financial realities of the university are what is driving these decisions, and underneath it all is the fact that we cannot afford all the faculty we have. Dr. Schweickert indicated that the

numbers indicate that making a change to 3/3 would save the university only \$250,000.00, a rather small amount in the big picture.? Dr. Fren dreis indicated that every budget cut gets resisted on the basis that it is too little, but that in fact when put together all the cuts add up.? He indicated that there is not a big reduction in scholarly productivity based on course loads.? Additionally, some people may simply be a bad fit with this university.? We may lose some good people, but this university may not be able to afford them.? The current 3/3 workload is being instituted for the fall and this will be further studied, but this is a signal as to where the university needs to go.

There were questions raised as to why the committee on workloads should study these only in the College of Arts and Sciences.? Should workloads be studied in all schools?? In some schools there is an inequity between those who teach mostly undergraduate students and those who teach mostly graduate students.

In a subsequent communication regarding the minutes, Dr. Fren dreis indicated, "My personal view is that the workload issue is more nuanced and requires flexibility in its administration.? That does not quite come through in what you apparently heard.? My comment about workloads and faculty productivity was not a blanket statement; I simply observed that in my experience, lowering everyone's load does not lead to uniformly higher productivity and it does not reorder who is productive and who is not."

Respectfully submitted,

Carolyn Saari  
Secretary, Faculty Council

Members Present:

**Arts and Sciences:** ?Dr. Robert Bireley, (History); Dr. Leslie Fung (Chemistry); Dr. Paolo Giordano (Modern Languages & Literatures); Dr. James Johnson (Psychology); ); Dr. Fred Kniss (Sociology);? Dr. Gerard McDonald (Computer Science);? Dr. Bren Murphy (Communications); Dr. David Schweickart (Philosophy);? Dr. Jeanne Zechmeister (Psychology).

**Professional Schools:**? Dr. Raymond Benton (Marketing);? Dr. Mark Cichon (Surgery);? Dr. Kim Dell'Angela (Pediatrics); Dr. Janis Fine (Education); Dr. Jennifer Haworth (Education);? Dr. Gloria Jacobson (Nursing); Dr. Dorothy Lanuza (Acute, Chronic and Long-term Nursing); Dr. Nicholas Lash (Finance);? Dr. John McNulty (CBN and Anatomy);? Dr. David Mirza (Economics) for Dr. Marc Hayford; Dr. Carolyn Saari (Social Work); Dr. Allen Shoenberger (Law); Dr. Wickii Vigneswaran (Thoracic and Cardiovascular Surgery).

**Graduate Institutes and Professional Librarians:** Ms. Lenora Berendt (Libraries); Ms. Kerry Cochrane (Libraries).

**Guests:** Dr. John Fren dreis, Associate Vice President, Academic Affairs