

From: Grzywacz, Norberto <norberto@luc.edu>
Sent: Thursday, March 4, 2021 5:05 PM
To: Jules, Tavis <tjules@luc.edu>; Rooney, Jo Ann <President@luc.edu>; Neitzke, Thomas <tneitzke@luc.edu>
Subject: Re: Faculty Council Resolution on Arrupe College Tenure-Track lines

Dear Professor Jules,

Thank you for sending this Faculty Council resolution to us. The University will not convert Arrupe faculty positions to the tenure track as suggested by the resolution. The main reasons for this decision by the University are as follows:

1. Loyola is a research university and as stated by the strategic plan that Michael Kaufman presented to the Faculty Council, we intend to increase research volume significantly in the years to come. In research universities, candidates for each tenure-track position are carefully vetted, being only hired after demonstrating significant volume of high-quality scholarship and potential for more.
2. Different from the research-based model of many, but not all, of our academic units, Arrupe has by design always emphasized the need for high-quality, high-touch teaching and teachers. This innovative 2-year model was developed to support students from the Chicagoland area who desired a college degree but would likely not meet the admission criteria of the traditional 4-year programs at LUC. These students come particularly from Black, Brown, and other underrepresented populations. After 5 years of student retention and success data, the emphasis on hiring faculty who are focused on teaching in a year-round program must still be our emphasis. The classroom experience for the students is one of high touch and “intrusive” support. We do not plan to change this model.
3. Therefore, because the Arrupe personnel comprises teaching faculty who are on 12-month contracts they are not and should not be in the tenure track as explained in Point 1.

I meet every two weeks with the Dean of Arrupe College, Fr. Tom Neitzke, to discuss all matters related to it. These matters include professional stability, levels of compensation, terms of appointment, and development of the Arrupe faculty. I will make a point to discuss with him your resolution, explaining the University decision and probing whether the Arrupe faculty have in any way poorer work conditions than any other teaching faculty at the University. Our goal for Arrupe is to retain strong teachers, committed to the model and who have shown success in the classroom.

Best,

Dr. Norberto M. Grzywacz, Provost

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