

FACULTY COUNCIL
Draft Minutes
September 22, 2010
2:00-4:00 PM – TSC 303 & 304 (3rd floor study room of Baumhart Hall)

Members present: G. Ramsey, Walter Jay, H. Boller, M. Dominiak, A. Fitch, C. Jurgensmeier, D. Kaplan, N. Lash, J. Lieblich, H. Miller, H. Rose, B. Schmidt, A. Shoenberger, M. Udo, J. Currie, T. Ruppman, G. Leone, D. Embrick, D. Kaplan, M. Lococo, E. Wojcik, A. Cardoza, J. McNulty, K. Egenes, L. Lucas, J. Fine, D. Shriberg, T. Northcut, N. Derhammer

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.

5. Retirement Benefits Update: T. Kelly, VP of Human Resources presented new retirement plan proposal.

- 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)

	FY10 Average Compensation by Rank¹		
	Assistant	Associate	Professor
Microbiology and Immunology	84	99	143
Molecular Pharmacology & Therapeutics	87	107	135
Molecular & Cellular Physiology	89	98	124

	AAMC Table 23²		
	Assistant	Associate	Professor
Microbiology			
Count:	101	95	132
25th:	77	91	122
Median:	86	101	144
75th:	92	122	171
Mean:	82	107.7	152.4
Pharmacology			
Count:	131	101	123
25th:	60	93	122
Median:	81	102	146
75th:	91	116	179
Mean:	79.2	105.2	152.2

Physiology

Count:	111	93	166
25th:	65	91	127
Median:	78	98	152
75th:	89	112	182
Mean:	78.7	101.2	157.4

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
Total Compensation in Thousands of Dollars, 2008 - 2009.

**Loyola University Chicago
Niehoff School of Nursing
Faculty Salary Analysis
(in thousands)**

FY10 NSON Average Compensation by Contract Type, Rank and Doctoral

Level¹

Academic Year (9-month)

Instructor		Assistant Professor		Associate Professor		Professor	
<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>
0	63	74	70	85	0	121	0

Calendar Year (12-month)

Instructor		Assistant Professor		Associate Professor		Professor	
<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>
0	0	99	83	111	0	118	0

AACN Table 17² (9-month)

Instructor		Assistant Professor		Associate Professor		Professor	
<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>

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

Count	40	1084	882	620	824	93	614	14
25th	55	53	65	59	75	65	95	86
Median	60	57	70	62	82	70	106	103
75th	66	64	76	71	92	82	123	156
Mean	61	59	71	66	85	76	112	119

AACN Table 33³ (12-month)

	Instructor		Assistant Professor		Associate Professor		Professor	
	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>	<u>Doctoral</u>	<u>Non-Doctoral</u>
Count	40	1084	882	620	824	93	614	14
25th	67	65	79	72	92	80	117	105
Median	73	70	85	76	100	85	130	125
75th	81	78	93	87	112	100	150	191
Mean	74	72	87	81	103	93	137	145

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