

FACULTY COUNCIL
Minutes
Wednesday, September 28, 2016
3:00-5:00 PM – CLC 727, WTC; IC 332, LSC; Cuneo 499, SSOM

Members Present: Battaglia, G.; Bohanon, H.; Bryn, M.; Classen, T.; Conley, J.; Donnelly, M.; Graham, D.; Holschen, J.; Kang, H.; Knight, A.; Langman, L.; Lash, N.; Lowe, R.; Melian, E.; Miller, H.; Morris, P.; Ruppman, T.; Shoenberger, A.; Shriberg, D.; Singh, S.; Stemen, D.; Uprichard, S.

1. Meeting was called to order at 3:09pm by Chair.
2. Approval of April minutes. Moved: Lash. Seconded: Langman. Motion passed (21-0-0).
3. Chair's Report
 - On the Dean's appointment proposal: A search committee has been named for the replacement of the SSOM Dean, Linda Brubaker. That committee seems to have been formed on the lines that we would prefer, with faculty representation (after the first candidates were recommended by an outside search firm).
 - The Faculty Handbook proposal: we've been doing a lot of work with the AAUP Lakeside Campuses chapter and the Extraordinary Committee of the University Senate on rewording the Faculty Handbook provisions regarding termination of tenured faculty for cause. The senior administration, however, would prefer not to have to deal with the Faculty Council, and deal instead with the University Senate, and on faculty issues, with its Extraordinary Committee. We therefore have to periodically remind the senior administration that we are the elected body responsible for dealing with faculty issues in the University shared governance system. Hopefully we will be able to finalize the wording of Handbook revisions soon.
 - We have also been dealing with problems at SSOM with their faculty salary system, the so-called "BSI." But the BSI has now been discarded by SSOM after its initial trial interval and a year of implementation.
 - Don Stemen, Susan Uprichard, Lisa Gillespie and I (*ex officio*) are members of the University Senate as well as of FC. We will be giving regular updates on the Senate to Council.
 - Last spring we also passed motions introduced by the Dean of Libraries on open access publishing, and on Title IX issues, also worked out between the University Senate, Council, and Women's Studies.
4. HSD (Uprichard, Battaglia): We've heard that there are plans to replace the BSI, but faculty have not been informed about what that replacement might look like. There is some concern that the decision will be made entirely in private; we encourage FC to try to find out from the SSOM administration something about the

decision process, and what ways faculty and possibly have input into the decision. (The new plan should be vetted by all faculty prior to implementation, as well.) Apparently a committee has been formed, and will not wait for a new Dean's appointment to implement a new compensation plan. We are still getting paychecks, but how we are being evaluated is unclear. The plan is to have a new Dean by January (Linda Brubaker leaves at the end of December); whether this will happen, we do not know. Provost Callahan will join us at the November meeting; she has been meeting with the various departments at SSOM over the past few weeks.

5. University Senate (Classen): Don Stemen attended the University Senate retreat, held during the second week of classes. Breakout groups were held to discuss issues of possible concern to the Senate for the coming year, such as how to reallocate resources as enrollments in STEM courses rise and those in social sciences and humanities fall. We also discussed student concerns about how to add items to the agenda of the University Senate meeting.
 - (Uprichard) The Academic and Research Committee of the Senate is apparently also drafting a motion on deans' searches. (Classen) So has the AAUP.
 - (Miller) there is also a meeting last week of the AAUP Lakeside campuses chapter with our new president Jo Ann Rooney. It was a very positive meeting. We encouraged her to speak and consult widely with faculty, as repositories of institutional memory — it's one thing to read the Faculty Handbook and the various documents of university policy and procedure, and another thing to understand how they got to be that way. We gave her several specific problems which had not been acted on (such as the lack of parental leave for adopted children); we also observed that this was a common pattern — namely, that the various elected and unofficial bodies communicating with administrators would get no feedback. She indicated that this would not happen with her. The issue of deans' searches also came up. She indicated that she was very much in favor of the kinds of motions we were advancing — that deans' searches be open and nationwide, not merely automatic promotions of acting or interim deans without searches.
6. Issues for AY 2016-'17
 - Overload pay policy (see Appendix 1). Brought to our attention (Donnelly): the guidelines are dated 2004. In MNSN, many faculty are asked to teach overloads. 4 concerns:
 - 2004 policy uses specific numbers; inflation/COL has changed;
 - No clear accounting for different credit hour allowances of courses;
 - Different allowances for 9- and 12-month faculty (the latter are capped, meaning that they can end up being paid as much as 50% less for the same course as a 9-month faculty member);

- Policy presented on the web site says this policy is restricted to *summer* teaching overloads, not overloads in regular school year semesters.
 - (Stemen) Some CAS faculty are being asked to teach in other schools during the regular school year, on top of their regular CAS load; the pay for these courses is on a per-student basis, and can end up being much more than the 2004 policy caps. Question is: are these “overload” courses, and, if so, are they supposed to fall under this set of policy guidelines?
 - (Classen) This seems best handled by Faculty Affairs Committee.
- I (Classen) will circulate a final draft of the Dean’s hiring proposal by next Friday.
- Plan 2020: Pres. Rooney has indicated that there is some flexibility in how the plan and its proposals will be funded. It is also unclear how allocated grant funds (if any) have been or will be distributed.
- Faculty diversity: while we have increased diversity of faculty by a few percent, by some measures, it still remains an important concern. There have been discussions and surveys about diversity in a number of schools. (MNSN: a pillar of school policy.) SSOM had the most diverse incoming class of first-year students in history this last year. There is some concern that Winifred Williams, who has been heading up the diversity initiative, has had a number of responsibilities added to her office, and we would like for the initiative not to slow down because she has to divide her time.
- Pay raises: the average merit pay raise last year across the University was about 2.5%. I have no information yet from Tom Kelly on what funds are available for pay raises this year; however, since we are being asked to teach one of the largest freshman classes in history, pay raises should be appropriate. As for equity raises, the Provost was on record last year as saying that there would be a fund for equity raises. But no funds were allocated for them last year. It would be concerning if there were no fund and no equity raises this year. (Complicating matters is the issue surrounding MAP grant funding, the fight over which is still going on in Springfield.)
- IDEA system: the IDEA system is not (according to its own website) capable of providing evaluations of faculty teaching. Yet clearly it is being relied on to do this by the administrators of several schools. Tom Regan, in Arts and Sciences, is opposed to using IDEA for teaching evaluation; but it’s not clear that all deans share his view. Response rates have fallen off from highs of around 80% to around 30% or less. I would like the Academic Affairs committee to examine how IDEA is being used and to make recommendations about it going forward. Also, how are the various schools evaluating teaching, and waiting it in annual faculty performance evaluations? (Shoenberger: a recently published meta-analysis of student evalua-

tions of teaching showed exactly zero correlation between student evaluations and any reliable measures of faculty teaching performance.) Along with faculty evaluating each other, for example, might it be reasonable to undertake surveys among alumni — “retrospective” evaluation systems? (Singh) There has been some recent research on faculty evaluations that are more reliable—I will forward that info to people who are interested. (Note that you can now see all your evaluations on the IDEA-Campus Labs system (www.luc.edu/idea). Classen: I think the IDEA issue should be the principal one for the AA Committee for the year, with some attention to FAS. (Discussion of FAS issues.)

- Service Committee: Faculty Member of the Year award, elections, Dean evals (there will likely be several this year).
7. SEIU situation update: Admin and union have met about 4 times; still “arguing about the shape of the table,” so to speak. Tom Kelly, David Prasse, and David Slavsky are on the admin committee. First substantive discussions will be over issues that don’t require resources. One concern is that SEIU may be trying to negotiate some academic freedom provisions in the contract which may differ from those in her Handbook. This is something we should be aware of as Council; this might remove the faculty in the CBU from the coverage of the Faculty Handbook revisions.
 8. Motion to adjourn: Lash. Second: Morris. Meeting adjourned 4:45pm.

Respectfully submitted by
Hugh Miller, PhD, Secretary