

FACULTY COUNCIL
Minutes
Wednesday, September 25th, 2019
3:00-5:00 PM – CLC 206, WTC; IC 332, LSC; SSOM 429, HSD

Members Present: Borys, D.; Caughie, P.; Conley, J.; Dahari, H.; Davis, T.; Dentato, M.; Graham, D.; Holschen, J.; Johnson, B.; Jules, T.; Langman, L.; Lash, N.; Martin, C.; Miller, H.; Moore, K.; Moran, G.; Oosterhouse, K.; Patel, P.; Pierre, D.; Pope, L.; Ridosh, M.; Roberts, E.; Rushin, S.; Shoenberger, A.

Meeting was called to order at 3:13pm by Chair (Jules).

1. Approval of April 24th, 2019 minutes, with attendance corrections. Motion passed (23-0-0).
2. Committee Appointments:
 - Discussion of standing an *ad hoc* committees. TJ: the aim of the *ad hoc* committees (particularly the handbook and bylaw committees) will be to take some of the burden off of the standing committees, which already more than enough work of their own to do during the year.
 - Q: Why are there many missing months of Faculty Council minutes on the Council webpage, starting back in 2015? TJ: I have been told that the omissions are intentional, possibly for political reasons. I need to get to the bottom of this. There are also some concerns about whether or not Council minutes should be accessible only within the Loyola domain. Hopefully these are issues that the *ad hoc* Communications Committee could take up and deal with.
 - Volunteers for Standing Committees:
 - Service: Conley, Lash, Martin, Patel, Dahari
 - Faculty Affairs: Moore (Chair), Moran, Rushin, Davis, Ridosh
 - Academic Affairs: Graham
 - Volunteers for *ad hoc* Committees:
 - FC By-laws/Constitution: Dentato
 - Communications: Pope, Langman, Roberts (+ Miller *ex officio* as FC Secretary)
 - For 150th Anniversary and Faculty Handbook: no volunteers
 - Members not volunteering or present today will be assigned to the remaining spots on committees by the Chair of FC.
3. Reporting Back to Units
 - faculty Council needs to do a better job of getting its message out to faculty. The AAUP Lakeside Campuses Chapter is well known to faculty, because they have

been successful in getting their message out. University Senate also has an informational flyer circulated to all new faculty; Council should perhaps develop something similar. Discussion. Comments:

- If the form of communication were monthly, it might help us in soliciting agenda items.
- An online form (such as Google Docs), which would facilitate submission of ideas, questions, and concerns by faculty, might will be very useful.
- I have been deeply and extensively involved in faculty governance at several other universities over many years. At Loyola I have not, because I got the impression when I came here that there was no effective faculty governance in place, and that administrators did not feel it incumbent upon them to consult with faculty at all. The Handbook is extremely important, since it is the framework within which faculty can exercise and leverage power, particularly to correct injustices. It is important to communicate what the Handbook committee is doing, but anything more than a brief communication of accomplishments and a request for input (no attachments) will do no good: faculty are simply swamped with the constant influx of emails, notifications, and information which they have to sort through.

4. Rules and Procedures

- Formalizing communications with administration (TJ): We should consider new ways of formalizing our communications with administrators. Since becoming chair I have been meeting informally with senior administration on a face-to-face basis, and having conversations about faculty concerns. The chair of faculty Senate has also been present at such meetings, but the Senate has, in addition, submitted formal resolutions to the administration for action. Now that the Extraordinary Committee on Faculty in the University Senate has been dissolved, Council has a moment of opportunity—a short window of time—to reestablish itself as the policy body for faculty concerns in the University. Discussion.
 - With reference to the suggestion above about a response form for faculty input to Council, perhaps such a form and its input could be used to help give the Council a “mandate” in the form of supporting data, when attempting to impress upon the administration the importance of an issue faculty.
 - A regular form of communication with our constituent faculty would also help inform them when the administration either ignores or rejects resolutions by Council.
 - On the one hand, it is important to cultivate direct, face-to-face relations with senior administrators and the chair of faculty Council, the University Senate, etc. Being able to pick up the phone and communicate concerns directly and immediately is an advantage. On the other, there is also an

advantage to holding administrators to public accountability for their decisions. Often they would prefer to have a private, quiet conversation with a faculty leader, make a decision, and then, if it proves unpopular, claim that they had “consulted faculty.” This should be avoided, if possible—this is the advantage of a “resolution model” of faculty-administration communications.

- (TJ): It is important that Council be active, and not merely reactive. Please communicate with me suggestions and recommendations about what we should prioritize this year, so we can focus on those issues.
 - What can Council do to “force the hand” of the senior administration when it appears to be ignoring or refusing our concerns?
5. Dean of Research Services: (TJ): This will be an important appointment for faculty to monitor, since the new Dean will have, presumably, the power and authority to change significantly the way the research activity of faculty is carried out.
6. Motion on the “Chart of Reviews and Approvals for Academic Matters” (from Executive Committee)

Whereas, according to the Faculty Handbook (2015), the Faculty Council

- “represents the faculty to the University administration and may address any matter of importance to the University, in general, and to the faculty in particular”; and that the Council
- “is advisory to the President and the Senior Academic Officers”; and that
- “Faculty Council also provides input on issues being considered by the University Senate and will, when appropriate, make policy recommendations”; and that
- The Extraordinary Committee of the University Senate, which had been the committee of the Senate charged with representing faculty issues, was recently disbanded; and whereas
- Faculty Council has been conspicuously omitted for many years from the “Chart of Reviews and Approvals for Academic Matters” of the Division of Academic Affairs (the so-called “Rainbow Chart”), the above provisions of the Faculty Handbook notwithstanding;

The Faculty Council hereby resolves that

1. The Faculty Council be returned to the Chart of Reviews and Approvals; and that
2. It be given the greatest possible latitude of review and, where relevant, approval authority commensurate with its co-governance role as the principal elected faculty representative body of the University; and that
3. This change be made before the arrival of a new Provost, so that reporting protocols are clear upon their arrival.

Motion passed 17-0-0.

7. “Faculty Member of the Game”: We have been approached by Athletics to work with them to designate a “faculty member of the game” for all of the home basketball games this year. We’ll need volunteers to work with athletics on these nominations. (Miller, Holschen)

8. Visit by Tim Classen (former FC Chair, faculty representative on the VTIP (Voluntary Transition Incentive Program) Task Force).
- TC: Around February of 2018, while I was still chair of counsel, Winifred Williams reached out to me and asked me to participate in a task force to develop what is now been announced as the Voluntary Transition Incentive Program. We were asked to work in strict confidentiality. The initial idea had been to announce the program in April 2019, and that eligible faculty could choose to take it (and leave their positions) or not by May 2019; but I argued strenuously that this was too soon and too short a deadline. It was thus announced in August, and the deadline for eligible faculty to indicate an interest was last week. Interest level is high: perhaps as many as 80 of 210 eligible in CAS, for example. The deadline for final decision is November 15, and there is a one-week reconsideration window, so we should have final data by November 22. The offer, which includes 2 years' salary as a lump sum payment, is a generous one, and will not be repeated going forward. There was a lot of debate and a number of possible models were advanced. Considerations were given to different ages of eligibility, payout amounts, timetable of the offer, etc. The deans were informed about the general details by April, but not about specific elements.

Why are we doing this now? It will be an expensive program: by my rough calculations, the University may pay out as much as \$30 million (drawn from the endowment). As faculty, our concern obviously should be with what is done with these vacant lines. The aim of the program is to reduce costs by replacing high salaried (and -benefitted) senior faculty with lower salaried (and -benefitted) junior faculty. But we should be concerned about whether those new faculty are tenure-track or not.

Question: Does this payout not come with a significant tax burden? Next to June those who accept it will in effect be receiving, by June 30, a salary of 2.5 times their normal annual amount. This may well boost some senior faculty into the 37% tax bracket; with Illinois state tax of 5%, one could end up paying 42% of that amount back out of taxes. TC: Yes, this was extensively discussed, and there appears to be no way of avoiding this tax hit.

Question: If many faculty in a department choose to take the offer, it could produce, in the short run, a catastrophic loss of teaching capacity. In my own department, 20% of senior faculty have indicated an interest; in others, almost 50%. This could lead to terrible staffing issues over the summer and into the fall. Is this been considered? TC: yes, and what made it into the final plan was a proviso that if over 50% of the senior faculty of the department accepted the offer, the administration could delay their retirement date at most one semester — that is, until December 2020.

Question: How likely is it that these vacated positions will be replaced by tenure-track hires? The FAQ statement says that they will be, but the language has considerable wiggle room. TC: this was my fundamental concern. The financial modeling used assumed that these positions will be replaced by tenure-track assis-

tant professorships. It will, in any event, be a considerable challenge to a new incoming Provost to have to oversee the hiring of, say, 50-60 new tenure-track faculty in the course of 2 years in CAS, to name only that school. QSB is down to about a third of its credit hours being taught by tenured and tenure-track faculty — down from two thirds 10 years ago. This is not a positive trend. Accreditation requirements may set a lower bound to this trend, but so far they have not done so.

9. Motion to adjourn, 5:04pm (Conley); second (Martin).

Respectfully submitted by
Hugh Miller, PhD, Secretary