

**LOYOLA UNIVERSITY CHICAGO  
FACULTY COUNCIL**

**November 12, 2003**

To: Members of the Corporate Faculty  
From: Dr. Nicholas Lash, Secretary, Faculty Council  
Subject: Meeting held in Rubloff Reception Room, 25 East Pearson, WTC

**I. Meeting called to order by Dr. Kim Dell'Angela, Chair, at 3:10 p.m.**

Dr. Barbara Velsor-Friedrich, Nursing, offered a reflection on a poem, "To the Survivor."

**II. Presentation of Faculty Member of the Year Award to DR. TED KARAMANSKI, History Department.**

Dr. Richard Bowen (Psychology), Chair of this year's Awards Committee, gave a thumbnail sketch of the career of Dr. Ted Karamanski. He received his Ph.D. in History from Loyola University Chicago and soon after joined Loyola as a History Professor. He has been highly active in service both at Loyola and in professional organizations. He has written eight books and numerous articles.

Dr. Susan Hirsch, Chair of the History Department, who had nominated Dr. Karamanski, commented that she considered Dr. Karamanski the ideal professor. He contributed greatly to graduate education in History. He developed the Public History program at Loyola. Loyola has the first Public History M.A. in the nation and now awards a Ph.D. in Public History. Dr. Karamanski has brought to Loyola approximately \$800,000 in grants and is on a number of committees and boards. Dr. Karamanski was presented with the Faculty Member of the Year plaque.

Dr. Karamanski gave a short talk thanking members for the award.

Dr. Dell'Angela suggested that Faculty Council have the text of these speeches.

**III. Approval of October Minutes**

**Motion: that the October minutes of the Faculty Council be approved.**

**Moved: Dr. Barbara Velsor-Friedrich, Nursing**

**Seconded: Dr. Louis Van de Kar, Pharmacology**

**Action: the motion passes with all in favor, none opposed and no abstentions.**

It was noted that Dr. Harvey Boller (Accounting) has recovered from his illness and Dr. Dow Scott will no longer need to fill in for him. Also, Dr. Kenneth McClatchey (Pathology), who was absent with illness, has returned to Faculty Council.

#### **IV. Chair/Executive Committee Report**

##### ***A. Meeting with Provost on November 5<sup>th</sup>***

A discussion began about the November 5<sup>th</sup> meeting, which was devoted solely to Dr. Peter Facione's visit. Members appreciated Dr. Facione's willingness to meet with Council and answer questions. Several appreciated his openness, his receptiveness to faculty input, his support of research, and his treatment of faculty as colleagues. Also noted was his promptness in obtaining a report from Loretta Stalens in a day or two and in two days sending it back with a note. (This reply was distributed to faculty with today's agenda.)

On the other side of the ledger, a number of members suggested that the Provost was "a man in a hurry," determined to fix matters whether they needed it or not, impulsive and being too quick to make decisions without adequate faculty input. One example was his decision to change the date for the Fall Break after apparently discussing it with only a handful of students. He does, however, appear to be willing to change back when necessary. Also, the provost wanted to make other changes in the calendar, and yet he did respond to the criticism about the January semester. Moreover, the Provost wanted to change the MBA quarter from 10 to 8 weeks, but after the School of Business voiced its concerns, the Provost decided against making a change. There was also concern that the Provost did not pay enough attention to appropriate process. For example, he apparently unilaterally decided against allowing Junior Faculty to work on Training Grants. Although some defended this decision as it was intended to protect Junior Faculty, they complained about the neglect of appropriate process. Moreover, the concern was raised that if the Provost is not inclined to proposals for training grants, which type of grant proposal would be accepted.

The point was also made that administrators are charged with making decisions. Moreover, the Provost, not the faculty, is charged with making the decision regarding grants.

In line with Dr. Facione's desire to protect Junior Faculty members, Dr. Ian Boussy moved that the Council send to the University Coordinating Committee a resolution for a "Policy with Respect to the Workload of Non-tenured Faculty." The resolution called for non-tenured faculty to be protected from excessive teaching or administrative duties, and that they not be required to work on Training Grants that would not contribute significantly to their attainment of tenure and promotion. The motion was accepted unanimously, 27 to 0.

Some concerns were voiced about the rapid changes occurring at Loyola and the difficulties of fully understanding all the implications of the rapid changes at Loyola. A question was also raised as to the role of Dr. Norine Facione, and how she would interact with faculty committees. On another topic, the Provost has agreed to devote space in his complex to Faculty Council such as a place to keep Council archives.

Dr. Ian Boussy (Biology) presented a motion (attached) which called for the protection of non-tenured tenure-track faculty from unreasonable workloads.

**Moved:** Dr. Leslie Fung (Chemistry)

**Seconded:** Dr. Marta Lundy (School of Social Work)

**Action:** The motion passed unanimously, 27 to 0.

**Discussion:** A copy of the motion should be sent to the Vice Provost, to the Director of Faculty Development, Mrs. Facione, and also to the UCC.

### ***B. Research and Grants***

Dr. Kim Dell'Angela distributed the minutes of the November 6th meeting of Task Force 3: "Research and Its Integration into Academics" and asked for comments. Dr. Leslie Fung (Chemistry) suggested that the fifth item, which addressed the issue of supporting research at Loyola, be moved to the top of the agenda and serve as the centerpiece of the Task Force's efforts. Dr. Dell'Angela suggested that Faculty Council look at the paragraph in "bold" and inform Dr. Scott Tindale of any reservations. Dr. Dell'Angela welcomed faculty comments and invited faculty to contact either herself, [kdellan@luc.edu](mailto:kdellan@luc.edu) or the Task Force, [centers@luc.edu](mailto:centers@luc.edu).

### ***C. Task Force on Mission and Vision***

Dr. Bren Murphy presented a brief report on the Task Force on Mission and Vision. The theme will be: "Preparing People to Live Extraordinary Lives." Dr. Murphy pointed out that there would be no replacement of the Mission Statement, as this would require approval by the Board of Trustees, a very lengthy process. In addition to the Mission Statement, the Task Force is also working on a Vision Statement.

### ***D. Strategic Task Force for Research***

Dr. Bob Bireley commented on the Strategic Task Force for Research and inquired whether the Council will have the opportunity to vote on the strategic positions of the University's Task Forces. It was pointed out by Dr. Dell'Angela that Council has not been asked to take such a role. Although members of the Task Force were appointed, Faculty Council was invited to offer nominations. Discussion followed in which the views were expressed that Council should become involved in the process. It was further recommended that the positions of the various Task Forces be distributed to Council committees for study and recommendations to the Council. Council should send an opinion at the time of completion of the plan. A suggestion was made that Faculty Council should vote on it. The plan will be sent to the Board of Trustees for approval in December.

## **V. Old Business:**

### ***A. Faculty Status Resolution – Dr. Allen Shoenberger, Law, and Chair of the Faculty Status Committee***

A report on *Salary Comparisons: Where We Stand, 2002-03* was passed out. The resolution is from the October meeting and is on Page 1 of that handout. (See attached.) Discussion centered on the Provost's proposed three-year plan to raise salaries to competitive levels. Dr. Shoenberger moved that the Council recommend that the three-year target for faculty salaries

should be to achieve 75 percent, and not the earlier proposed 60 percent, of peer institutions' salaries. Dr. Anthony Cardoza (History) called the question.

The motion passed by unanimous vote with no abstentions, 27 to 0.

## **B. *Committee Reports:***

### **1. Education Resolution – Fr. Bob Bireley, S.J., History, Chair of Education Committee**

The Resolution of the Education Committee of the Faculty Council, for the meeting of November 12, 2003, was distributed. Dr. Birely recommended that the Council move to recommend that the Fall Break be returned to an earlier date. Dr. Cardoza called the question. The motion passed. The voting was 23 in favor, 2 opposed, and 2 abstentions. The Spring Semester issue will be taken up at a different time.

Dr. Birely raised the issue of Core Curriculum. Dr. Brian Lavelle pointed to growing opposition to the proposed new core. Concerns about Core Curriculum should be emailed to Fr. Bireley.

### **2. Research Committee Resolution – Dr. Anthony Castro, CBN & Anatomy, Chair of Research Committee**

Dr. Castro passed out the resolution regarding Policy and Procedures for Allocation of Research Space and Resources. The resolution was forwarded to the UCC which should then pass it on to the Research UPC. It was noted that current plans call for moving all classrooms out of Lewis Towers, which would thereafter be devoted strictly for administrative purposes. New classrooms are being constructed in the 25 East Pearson building. Space is being taken from the library for classrooms. The library building is the next priority after the Life Science Building is completed. Dr. Dell'Angela pointed out that the Space Committee was also dealing with this issue. She invited faculty to contact the Space Committee with all issues dealing with physical plant and classroom assignments.

## **VII. New Business**

### **A. *Holiday Reception***

Dr. Dell'Angela said that in the past administrators and deans were recognized at the December meeting with a reception following. There was discussion that since the reception would not start until after 5 p.m., this would be too late. Perhaps the recognition should not be done until after the holidays at the January meeting. The January meeting could have an all administration agenda.

## ***B. Examination Processing***

A memo from Jerry Sanders for re-establishing service to faculty for exam processing was emailed to Faculty Council members.

## **VIII. Adjournment**

- Motion:**           **that the meeting be adjourned.**
- Moved:**           Dr. Nicholas Lash, Finance
- Seconded:**       Dr. Allen Schoenberger, Law
- Action:**           **The meeting was adjourned at 5 p.m.**

Respectfully submitted,

Nicholas Lash  
Secretary to the Faculty Council

## **Members Present**

**Arts and Sciences:** Dr. Robert Birely (History), Dr. Richard Bowen (Psychology), Dr. Ian Boussy (Biology), Dr. Anthony Cardoza (History), Dr. Leslie Fung (Chemistry), Dr. Brian Lavelle (Classics), Dr. Gerry McDonald (Math/Computer Science), Dr. Prudence Moylan (History), Dr. Bren Murphy (Communications), Dr. David Schweickart (Philosophy), Dr. Judith Wittner (Sociology).

**Professional Schools:** Dr. Harvey Boller (Business), Dr. Kim Dell'Angela (Pediatrics), Dr. Anthony Castro (CBN and Anatomy), Dr. Karen Egenes (Nursing), Dr. Janis Fine (Education), Dr. Christian Johnson (Law), Dr. Nicholas Lash (Business), Dr. Marta Lundy (Social Work), Dr. Mary Malliaris (Business), Dr. Kenneth McClatchey (Pathology), Dr. William Schmidt (Institute of Pastoral Studies), Dr. Allen Shoenberger (Law), Dr. Luke Van de Kar (Pharmacology), Dr. Barbara Velsor-Fredrich (Nursing).

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

### **Resolution With Respect To Workload of Non-Tenured Tenure-Track Faculty**

In order to protect non-tenured tenure-track faculty, Faculty Council asks that policies be established to allow and encourage timely development of the full potential of such faculty members, especially in areas necessary to demonstrate abilities and accomplishments worthy of tenure. Key areas of concern are:

- 1) Teaching load (that it be equitable in a department or other unit);
- 2) Administrative duties (that committee and other administrative work not be excessive);
- 3) Resources (that equitable and appropriate departmental and university resources be made available);
- 4) Grants (that grant proposals furthering the faculty member's research be encouraged, but that involvement in administering non-research grants, e.g., training grants, be discouraged);
- 5) Leaves of absence (that non-tenured tenure-track faculty have appropriate access to leaves of absence to devote time to their research enterprise).

Item 4 has been supported by an administrative edict from the Provost. The Provost has recently directed the Associate Vice President for Research not to sign off on grant proposals for which non-tenured tenure track faculty were to be Principal Investigators or major Program Directors of non-research grants.

Item 5 is currently supported at Loyola by two programs:

- 1) Faculty Development Leaves (<http://www.luc.edu/depts/acadaff/policies/leaves/dvlpmntleaveprgm.html>), which are open to non-tenured tenure-track faculty as well as tenured faculty; and
- 2) Recently announced Probationary Faculty Professional Development Grants (<http://www.luc.edu/depts/acadaff/policies/MidProbReviewGuidelines.pdf>), specifically designed to aid the research efforts of non-tenured tenure-track faculty.

### *Resolution with Respect to 2003 Review of Faculty Salaries*

The annual faculty salaries review indicates a precipitous drop in salaries paid at Loyola University Chicago versus those paid in other Category I institutions as defined by AAUP (see Figure 1). There are multiple levels of problems, which are a result of this drop in salaries.

- The University has fallen so far behind the labor market for faculty salaries that it may directly affect our future ability to attract and retain quality students.
- It has become difficult, if not impossible, to attract capable new faculty at current salary levels, which affects our ability to provide quality instruction and conduct research contributing to our retention of Category I institution status.
- Data from Watson Wyatt and Hay Group indicate that cost of living in Chicago is 25 to 30% higher than overall national averages.
- The combination of overburdened faculty and too few new faculty affects our rankings in publications that rank the quality of universities and individual programs.

There is an underlying conflict between Jesuit Principles and failure to pay a "fair salary". Jesuit principles that comprise the mission of the University state clearly that "Loyola University Chicago is a Jesuit Catholic university dedicated to knowledge in the service of humanity\*. Respect for the human person characterizes Jesuit education...." ("Mission Statement", *Loyola Student Handbook*), p.2. Surely these commitments extend to the faculty of the University.

The attached Annual Review of Salaries 2002-03, compiled by the Faculty Status Committee, provides detailed evidence of the steep decline in faculty salaries and seriously questions the current value placed on employee benefits (i.e., 36%). Based on these data that demonstrate that faculty salaries have fallen substantially by peer institutions, we strongly recommend that Loyola University Chicago:

1. Position faculty pay at the 75 percentile of Category I Universities to provide a competitive and fair salary in a high cost of living area. Note that this implies a lower percentile position for salaries adjusted for the cost of living.
2. Reexamine how employee benefits costs are calculated and provide cost comparisons with other private universities since benefit cost structure is fundamentally different for public institutions.
3. Keep the Faculty Council apprised of the process of rectifying this situation and seek their input.

We encourage the university trustees to adopt a salary equity program to address these issues.

