

Meeting Minutes Archive**January 20 , 1999**

To: Members of the Corporate Faculty

From: Secretary, Faculty Council

Subject: Meeting of the Faculty Council held in the Presidents Room, Marquette Center, W.T.C.

**#40. Meeting called to order by Professor Shoenberger at 3:01 P.M.**

Professor Shoenberger called for a time of personal, quiet reflection.

**#41. Minutes of the December Meeting**

Chairperson asked for a motion to approve the December minutes.

Motion: That the December minutes be approved.

Moved: Dr. A. Cardoza, History

Seconded: Dr. R. Tatalovich, Political Science

Action: The motion passed unanimously.

**#42. Chairperson's Report**

A. Professor Shoenberger reported that there will be two dean evaluations this year. The Dean of the School of Social Work and the Dean of the Law School will be evaluated. Professor Shoenberger called for volunteers to serve on the committees. At least one individual must be from the Dean's school but that person may not chair the committee.

B. Professor Shoenberger reported that the Teleconferencing Subcommittee had met and performed the exercise. It was apparent that there are significant parts to the system still missing or not installed. It is believed that as the system develops it may be possible to try a teleconferencing meeting in March or April.

C. It was reported that the commitment to purchase Mallinckrodt has been completed. In addition to the original property, an additional parcel of land was included. There remains yet one other parcel of land behind the place where the Sisters live. According to real estate brokers, the value of the land is in the range of two to three times what we paid for it, were the land developed for other uses. However, if the property were to be sold at a profit within three years, the gain on the sale would have to be given to the Sisters of Christian Charity. Interesting discussion is taking place as to the use which Loyola will put to the property. Some discussion took place about the possibility of the development of the "back lot" which could be developed into faculty housing. This may or may not develop but we look forward to further developments.

**#43. Before progressing, a motion was offered from the floor**

Motion: It is moved that the order of the agenda for the meeting be suspended in order to take the matter of the issue of Loyola 2000 at this time.

Moved: Dr. Fred Morrison, Psychology

Seconded: Dr. Tim O'Connell

Discussion followed.

Action: There were 12 Aye; 12 Nay, 0 Abstentions. The motion failed.

**#44. Ad Hoc Governance Committee Report**

Professor Shoenberger indicated that Dr. Micael Clarke, Chairperson of the Committee, will be resigning as Chairperson of the Committee. He indicated her hard, continuous, disciplined work and commended her highly for all her efforts on behalf of the Council and this Committee. Faculty Council gave her a round of applause. Dr. Clarke thanked the Council members and introduced those members of the committee who were present. She indicated that a meeting had been held with the administration to determine reaction to the report. She indicated that the Committee had examined how governance works at Loyola, how it works at other school and developed some recommendations. Dr. Clarke in particular, thanked Dr. Timothy Austin, English, for his work on the principles of academic governance. She also thanked Dr. Carolyn Saari, School of Social Work, for her efforts at developing basic tools for study now as well as down the road. Dr. Clarke yielded the floor to Dr.

Saari, School of Social Work. Dr. Saari explained the internal survey which had been developed by Mr. Rick Hurst, Director, Institutional Research. The committee received a total of 335 responses from all schools and more are still coming in. The upshot of the evaluation was that the faculty feel that they are not included in the decision making processes in any significant way. 82.7% of the faculty agreed with that assessment and only 6 % felt otherwise. The conclusion is that faculty feel the need for a change of governance. The faculty survey served as the basis for the discussion. Governance by faculty needs to grow and mature. The Administration seems open at this time to a form of shared governance. In the past, a centralization in decision making hindered the process because the faculty were uninformed. As a result, decisions which were made lead to conflict. It now appears that the faculty are either passive or reactive when it comes to significant decisions. It was noted that Faculty Council's decisions and deliberations are only advisory. The Governance Committee came to the conclusion that given the present state of affairs, Loyola University needs a Faculty Senate or some other comparable body where decisions can be made. The various possibilities were discussed:

A) A Faculty Senate- where greater decision making power is present. This style of governance would have to be written into the statutes of the University as well as methods for the resolution of conflicts within the system;

B) A University Senate- where the President would explain the new initiatives to be undertaken and the issues discussed under the leadership of the Senior Vice President;

C) An Advisory Committee to the President consisting of faculty, staff and students. The make-up of the possibilities needs to be discussed in more depth before presentation to the faculty for decision. The point is that there needs to be a decentralization of the decision making authority with more consultation along the way. It was noted that the Medical Center all ready has a Faculty Senate functioning. The Committee recommends that differing points of view need to be discussed by the faculty. It is the faculty who need to be brought into the decision making process. Faculty, staff and students need to develop one body to clarify who will make the decisions at Loyola. It was stated that we must be careful to separate the two present issues, Governance and the problem of Loyola 2000. Governance is the issue which will transcend the two and must be pursued diligently by the faculty.

Discussion followed. Council felt that there needs to be access to the budget figures so that the faculty can decide what we see, what we want, and put it forward clearly. Faculty Council felt that the Committee had done an excellent job.

Motion: That the Committee present a preferred recommendation as to the next step in choosing a Faculty Senate, University Senate, or an Advisory Committee to the President and to present the policy issues involved.

Moved: Dr. T. O'Connell, Institute of Pastoral Studies

Seconded: Dr. R. Tatalovich, Political Science

Action: The motion was voted 19 aye, 0 nay, 3 abstain. The motion carried.

Input needs to be solicited from the faculty as well as the Academic Councils of the various schools. The full report can be found on the WWW at <http://www.luc.edu/resources/facadhoc/workingdoc.html#contents>. The Council thanked Dr. Clarke for her hard work and Professor Shoenberger called for a new volunteer for leadership as Chairperson of the Committee.

#### **#45. Loyola 2000**

Professor Shoenberger refreshed the memories of the Council and the approximately 50 guest faculty who were present at the meeting as to the origin of the concern. In December, the Executive Committee of Faculty Council met with Fr. John Piderit, S.J., President of the University, Dr. Ronald Walker, Executive Vice President, Dr. Larry Braskamp, Sr. Vice President and Dean of Faculties and some members of the Board of Trustees. The Executive Committee was informed that the Administrators would be discussing the parameters of Loyola 2000 with the Deans and they explained the necessity for some task forces to seek to work on the problems. The Administration also requested names of faculty to serve on these committees as approximately 18-20 faculty would serve on the 4 task forces. Unfortunately the names of faculty selected for the task forces were primarily not those who were nominated by the Executive Committee. It was thought that there might be the need for an emergency meeting of Faculty Council but since the vacation had already begun, absent any consensus in Faculty Council, it was decided to wait to see how the situation would develop. On January 15th, the agenda of the steering committee had gone sufficiently forward to announce the Early Transition Program (which appears to be roughly equivalent to a similar exercise a few years ago). We are at this stage of the development. Professor Shoenberger then stated that under the By-Laws of Faculty Council, only those faculty members not on council who have previously contacted the Chairperson for permission to speak will be allowed to do so.

Motion: We propose that an outside auditing firm shall be hired no later than January 31, 1999, to conduct a

confidential ballot of the faculty of Loyola University of Chicago regarding a vote of confidence/no confidence in the administration of John Piderit, S.J. This ballot is to be completed no later than February 28 and communicated to the membership of the Board of Trustees prior to their scheduled meeting in March 1999. In order to insure that the faculty will be full informed regarding the facts and the concerns facing the university, Faculty Council will convene a series of open sessions for all faculty at each of the campuses during February to discuss the relevant issues.

Moved: Dr. Fred Morrison, Psychology

Seconded: Dr. R. Tatalovich, Political Science

Discussion followed:

Dr. Deborah Holmes, Psychology, was granted the floor. Dr. Holmes discussed briefly the reasons found in the document which have led her to the request for a call for a **"vote of no confidence"** in the president. This is truly a difficult matter which calls for difficult action. The implementation of Loyola 2000 has reached a point where it is now necessary. She recognizes that the university has been troubled for a while and she has worked closely with Fr. Piderit, S.J. The evidence, in her mind, points to a "mismanagement." We need to act best for the university. The floor was turned over to Dr. David Schweickart, Philosophy. He indicated that he had been moved by Dr. Holmes' courage in presenting the issue to the faculty. Dr. Schweickart questioned how one can maintain their leadership and their credibility. He indicated that the Philosophy Department had at a faculty meeting voted 22-1 in favor of beginning the process of unionizing the faculty. This was submitted to Faculty Council to begin the process of authorizing the faculty at large to respond. He indicated he had received a short response. He continued his discussion with the question of what we do with Loyola 2000? This is a major question. We need to be involved in careful considered thought.

Discussion then followed. It was indicated that Faculty Council needs to take a leadership role in the matter. The implications of a no confidence vote were then discussed. If one is in fact voted, this will affect the University, the faculty, the staff and the students. The publicity could well affect the future of those who want a Catholic education in the Jesuit style. Some stated that the Administration is at fault. The Faculty now need to arise and decide the issue. As the faculty sometimes question the administration's decisions, they still have no vehicle for expressing their trust or dissatisfaction. The value of the motion is that it allows the faculty's opinion to be openly presented and discussed. Some council members felt that there is a systematic pattern of mismanagement and much points to the possibility of its continuing.

Professor Shoenberger indicated that he has had about 50 requests to call a faculty convocation to discuss the matter in order to make a presentation before the March meeting of the Board of Trustees. Dr. Shoenberger indicated that the Trustees had told Fr. Piderit, S.J., that he should accomplish the goals of the Loyola 2000 discussions utilizing only the upper administration. He indicated that Fr. Piderit indicated that there was a definite need to have faculty members and their ideas on these committees. Professor Shoenberger, read as requested a statement by Dr. L. Salchenberger, School of Business Administration, indicating her thoughts on the background and the issues involved.

Council members stated that we have some short term pain in the issues but we must pursue the best long term program for the university despite a minimal short term pain. Professor C. Murdock, Law, indicated that some serious charges were being made. He cautioned the Council to be sure what purports to be facts are indeed facts. Dr. R. Bucholz, History, asked if there is any hope under the present administration for movement forward. Professor Shoenberger indicated that details disclosed about finances have grown rapidly under Fr. Piderit's administration. Major steps have taken place under his administration. In the past Faculty Council had requested merit scholarships. They could not be handled with the artificially low tuition which had been used previously. Under Fr. Piderit, merit scholarships have grown and so have the ACT and SAT scores of the Freshmen classes. He has introduced the FACHEX exchange for all Faculty children. Professor Shoenberger feels that Faculty need to look at the full picture. A Council Member noted that the Board of Trustees empowers the President.

Dr. W. Cotter, Theology, indicated that one of the major frustrations was the financial reports. Are the figures correct? This situation leaves the Council, the faculty, staff and students in a condition whereby they have no opportunity for further understanding. We need individuals to lead in mature discussions so that we may receive reasonable answers. She also noted that Mr. David Meagher, Vice President, Finance and Treasurer, had presented to the Faculty Council at its December 4th meeting. Yet when he was present at the General Faculty meeting in the Crown Center on January 19, he did not take advantage of the special facilities in the Crown Center auditorium to make the same presentation to the faculty assembled. In Dr. Cotter's opinion, this would have provided a uniform set of figures from which the faculty could have drawn figures. Instead faculty offered various statistics that were not always agreed upon by the administrators affording the possibility for answers. Since questions of cause and amount of debt are of the essence at this time, it is mandatory that clear sets of figures be presented in a cogent manner, and in a report style to faculty assembled together so that those members who are expert at reading corporate financial statements may ask questions about the situation of the university in a way that represents faculty concerns.

Dr. Maria Connolly, Nursing, was concerned that we ought to be doing "What would Jesus do?" She expressed concern about the younger faculty who are not represented on the council. She noted that should the vote of confidence/no confidence be taken, the public will hear about it and whatever the ultimate decision is, it can be potentially damaging.

Dr. T. O'Connell, Institute of Pastoral Studies, spoke to the issue of trustworthiness. We need to see if Fr. Piderit is perceived as trustworthy and we need to see if we are perceived as trustworthy as elected representatives of the faculty. In the spirit of Jesuit Catholic University education, we must provide leadership for all and contact Fr. Piderit, and learn how to get all the data for correct interpretations.

Dr. A. Bugliani, Department of Modern Languages and Literatures, stated that with regard to the motion, we need to have both sides of the picture presented. Do we think that we would be better off with Fr. Piderit gone. Will the new leader be any better given the present situation. She indicated that we are in the time when shared governance is sorely needed. To remove the President might only make things worse.

Dr. M. Clarke, English, spoke to the issue of whether Faculty Council truly represents the faculty. The Council has been elected to use their judgement, to learn from the situations and then return something of value to the faculty. So often misinformation has been presented to the faculty and some people are forced to judge on the basis of rumors and false data. We need to listen to what the faculty say and reflect their concerns. At the present time, we do have a balanced budget going forward. We need to have an input into its movement. At the present time, we simply do not have all the data. We need to have all the finances brought forward for discussion.

Dr. B. Leonard, School of Business Administration volunteered to analyze the financial data for council.

The motion was restated by the mover and the seconder.

Motion: We propose that an outside auditing firm shall be hired no later than Jan 31, 1999 to conduct a confidential ballot of the faculty of Loyola University of Chicago regarding a vote of confidence/no confidence in the administration of John Piderit, S.J. This ballot is to be completed no later than February 28 and communicated to the membership of the Board of Trustees prior to their scheduled meeting in March 1999. In order to insure that the faculty will be fully informed regarding the facts and the concerns facing the university, Faculty Council will convene a series of open sessions for all faculty at each of the campuses during February to discuss the relevant issues.

Moved: Dr. Fred Morrison, Psychology

Secinded: Dr. Ray Tatalovich, Political Science

Action: The vote was 14 aye, 7 nay, 1 abstention. The motion carried.

#### **#46. Research Committee**

Dr. Leslie Fung, Chemistry, Chairperson of the Committee, reported that the committee has been encouraged by Dr. Larry Braskamp, Sr. V.P. and Dean of Faculties, by his request for a meeting to discuss the implementation of some or all of the committee's recommendations on research infrastructure at Loyola. The committee is also drafting a resolution on faculty's continuous commitment to do scholarly work/research and will present it to the Council at the next meeting.

#### **#47. Faculty Status Committee**

Dr. Barbara Leonard, School of Business Administration, indicated that the Faculty Status Committee has registered opposition to the closing of the Child Care Center at the Medical Center. The Committee requests a full explanation of the matter along with financial details.

Respectfully Submitted,  
Dr. Thomas E. Ranck, Theology  
Secretary, Faculty Council

#### **Members Present**

Professional Schools

Dr. L. Cain, School of Business Administration; Dr. Maria Connolly, School of Nursing; Dr. Janis Fine, School of Education; Dr. Allen Goldberg, School of Medicine-Clinical; Dr. Meg Gulanick, School of Nursing; Dr. Nick

Lash, School of Business Administration; Dr. Barbara Leonard, School of Business Administration; Dr. Tim O'Connell, Graduate Institutes; Dr. Carolyn Saari, School of Social Work; Dr. Allen Shoenberger, Law

#### Arts and Sciences

Dr. Ann Bugliani, Department of Modern Languages and Literatures; Dr. Anthony Cardoza, History; Dr. Micael Clarke, English; Dr. Wendy Cotter, CSJ, Theology; Dr. Leslie Fung, Chemistry; Dr. Sarah Gabel, Theatre; Dr. Fred Kniss, Sociology and Anthropology; Dr. Mary Lawton, Fine Arts; Dr. Gerard McDonald, Mathematic Sciences; Dr. Fred Morrison, Psychology; Dr. Thomas Ranck, Theology; Dr. David Struckhoff, Criminal Justice; Dr. Raymond Tatalovich, Political Science, Dr. Arnold vander Nat, Philosophy