

Meeting Minutes Archive**November 13, 2002?**

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

## I. Meeting called to order by Dr. Bren Murphy, Chair, at 3 p.m.

A prayer was offered by Dr. Christian Johnson, Law, with a quote from Joseph Smith which tied into the Jesuit tradition.

## II. Approval of October Minutes

Motion: That the October Minutes be approved

Moved: Lenora Berendt, Library

Discussion: Dr. Tom DeStefani, Pediatrics, requested a correction.? He did not agree to be the chair of the Dean's Evaluation Committee.

Motion: That the October Minutes be approved with the above correction

Moved: Leslie Fung, Chemistry

Seconded: Gloria Jacobson, Acute, Chronic and Long-term Nursing Care

Action: The motion with the correction passes unanimously.

## III. Chair/Executive Committee Report

## A. Strategic Agenda Update

Marjorie Beane, Vice President, Planning and Administration, forwarded the goals of the Strategic Agenda in three separate e-mails.

**Goals**

- Support undergraduate administration
- University of Delaware Study of Faculty Productivity
- Look at various academic units with our faculty to do now and how can we help.
- There will be maximum use of committees
- Initiate new programs at WTC to attract students to WTC
- Use of the WTC as a focal point to unify the Lakeside and Medical campuses

**Graduate School activities**

- Dr. Yost is "focusing and specifying" our graduate school programs.
- Dr Murphy asked Dr. Fred Kniss, Sociology, to bring back information from the Graduate Council on the status of tuition coverage for graduate school.

Fr. Michael Garanzini asked to attend our December meeting to discuss Shared Governance.? Faculty Council members asked if he will brief us on the Strategic Agenda and take input from the faculty.

Dr. Murphy said that more time is to be spent on goals (especially #9) directly related to "academic mission" either by Dr. Peter Facione or by Fr. Garanzini.

**Goal #9 - Next Steps**

- Faculty Constitution
- Faculty Handbook
- Upward evaluations not only of deans but associate deans and then chairs.
- University Committee Structure
- Elaborate on working relations with administration and Board of Trustees.?

- Work with Dr. Facione and deans in a constructive way.? They meet with Dr. Murphy every two weeks.?

### Faculty Morale

Some faculty have said they believe faculty morale is at an all time low.? Some believed that faculty are still not being involved in decision-making at the university level, feeling that administrative talk of collaboration is only a pretense.

Dr. Murphy stated that there is mutual frustration between faculty and administration.? Administration feels that they do not receive opinions from faculty.? The faculty, however, are reluctant to give opinions because they do not think it will make a difference

Others, however, pointed to evidence that the faculty have had influence in university policies this year (e.g., the calendar discussion did evolve with faculty input - move from Jan-plan to May-mester, retreat from shortening the MBA program to 8 weeks).? Some wonder how we can assure that faculty are being heard.?

Some Faculty Council members said they do not believe that morale is at an all time low. ?While faculty do want shared governance, how many faculty are interested in serving on more committees?? Where is it legitimate for the administration to make decisions?? Where is consultation with faculty necessary?? Does the faculty really want to "micro-manage" the university?? Faculty morale may be more related to the ongoing financial crisis, including more cuts, than the process of governance.

### ID Policy

Some Faculty Council members expressed concern that the new policy on ID Badges was put into place without faculty consultation.? While Faculty Council briefly discussed the ID issue at our September meeting, we deferred action until we had more information on the proposed policy.? Dr. Murphy said that Fr. Garanzini explained the rationale for the ID badges in a memo she had reviewed (Fr. Garanzini was scheduled to send the memo to the faculty the week of November 1<sup>st</sup>).? Faculty Council members raised concerns that the ID policy "gratuitously antagonized" the faculty, put women at heightened risk, sent a "hostile" message to the Rogers Park community, fit the "post-9/11 psychosis," and was likely to be "absurdly ineffective."? Faculty Council, however, did not pass a resolution at this time.? Faculty Council requests further input on this policy from the Administration.? Faculty Council was very negative about the ID at the September meeting.? There appeared to be little acknowledgement of this in the further development of the policy.

Dr. Murphy stated that she believes there is a problem of communication.? Some suggested that a biweekly update from Dr. Facione on active policy proposals would be helpful.? While some suggested that this communication should come from the Faculty Council Executive Committee, others thought that it should come directly from the provost.? Some concerns with e-mail communication were raised.? While the administration communicates through e-mail with the faculty, Faculty Council has been denied access to the full faculty e-mail lists to "limit the deluge of e-mail" faculty receive.

### B. Faculty Appeals Committee

The Faculty Council nominated nine people for the Faculty Appeals Committee.

Fr. Garanzini selected the following:

1. Anthony Cardoza, History, Chair
2. Steven Brown, Leadership, Foundation and Counseling Psychology

3. Carolyn Saari, School of Social Work
4. John New, Biology,
5. P. O'Keefe, Medicine

#### C. New PAC Representation and new EC Member

Dr. Fred Kniss, Sociology, served as the representative this week and is willing to serve in the future.? The new executive committee member is Lenora Berendt, Library.?

A vote was taken with all in favor and none opposed.

#### D. Dean evaluation process

Faculty Council will nominate four faculty members.? Dr. Facione will select two.

Dr. Facione will nominate four deans.? Faculty Council will select two.? Principles such as consistent timing and evaluation on stated goals (including shared governance) should be incorporated.? Dr. Facione believed that information should not be released to all.? Rather, faculty, do have a right to know that their input has been received and considered.

The Faculty Council nominates the following for the task force:

1. Tom DeStefani, Pediatrics
2. Allen Shoenberger, Law
3. Sarah Gabel, Theater
4. Jim Johnson, Psychology

The green forms have been eliminated for those who do not wish to use them.? The chairs would use this semester to tell how to evaluate faculty contributions.? Each department would have their own evaluation forms.? The three-year evaluation would help nurture faculty.

#### VI.??? New Business

##### A. Working with Student Government: Guest, Tucker Maki, USG President

Dr. Murphy introduced Tucker Maki, President of United Student.? Mr. Maki updated Faculty Council on the recent and future activities of the USG, including working to extend dining hours to 12 Midnight and the Library hours to 2 a.m.

Students are upset about the elimination of teacher evaluations and would like these reinstated.? They question why the course evaluations were eliminated.? (Some suggested that the evaluations have not been eliminated.? What has been eliminated is the old evaluation form.? The university does not want to use scarce resources to compile and analyze the problematic forms.)? Each department has been charged with developing its own evaluation form for this semester.? A new university-wide evaluation form should be in use by May.

Because the Library is a state library, it must be open at all times.? Therefore, it is open at 2 a.m. but security is in charge at that time.

Faculty Council members asked Mr. Maki what students want.? Students do not know what is going on with faculty.? They would like to have more communication between faculty and students.? Dr. Murphy suggested that a representative from student government come to the Faculty Council meeting on a regular basis.

##### B. Working with Staff Council: Guest, Mike Minnice, SC Chair

Mike Minnice, Staff Council member for about 15 years and under three presidents, addressed Faculty Council.? Staff Council appreciates the increased support from Faculty Council.? Staff Council does not have an official position on unions at this time.? They appreciate all opportunities for collaboration on the Budget Advisory Committee and on the Strategic Planning

Committee.? They are also advisory to Tom Kelly and support the Employee Emergency Fund which was begun by Fr. Baumhart.? They also support the proposal to adopt Combined Charities to direct Loyola University?s charitable giving through payroll deductions.

Staff Council has quarterly meetings at the Medical School.

Staff morale is low and it is driving some out.? This situation is hard to handle.? Fr. Garazini is looking at the results of low morale and looking into the budget.

Bren suggested that we abandon the remaining items on the agenda because of time constraints.? Committee reports will be heard in December.

## V. Old Business

Expanded Giving Opportunity: Guest, Fran Tobin, Combined Charities

Fran Tobin, Combined Charities, presented information on how their organization would operate and facilitate Loyola Employee?s charitable giving plan through payroll deductions.? Combined Charities Campaign offers an "easy-to-administer employee giving program that enables employees to designate to the charitable organizations they most want to support.? As the donors, employees have the ability to direct their charity dollars from an open menu of all the certified agencies and federations??. Overall, more than 400 non-profit organizations serving communities throughout Illinois and the world are part of the campaign."? Combined Charities is currently operating payroll deduction giving at: 1) Chicago Public Schools;? 2)? CTA;? 3) some federal government and some county offices.? Mr. Tobin distributed sample booklets describing the expanded choice options for one of their managed charitable giving plans.

## VI. Adjournment

Motion: That the meeting be adjourned.

Moved: Dr. Nicholas Lash, Finance

Seconded: Dr. Barbara Velsor-Friedrich, Health Promotion, Primary Care, Health Systems and Dietetics

Action: The meeting was adjourned at 4:48 p.m.

Respectfully submitted,

Kevin Henson  
Secretary to the Faculty Council

Members Present:

**Arts and Sciences**:? Dr. Robert Bireley, (History); Dr. Anthony L. Cardoza (History);? Dr. David Schweickart, (Philosophy); Dr. Ian Boussy, (Biology); Dr. Leslie Fung (Chemistry);? Dr. John New, (Biology);? Dr. Kevin Henson, (Sociology);? Dr. James Johnson, (Psychology); Dr. Fred Kniss, (Sociology)

**Professional Schools**: Dr. Nicholas Lash, (Finance); Dr. David Mirza, (Economics); Dr. Jennifer Haworth, (ELPS); Dr. Christian Johnson (Law);? Dr. Allen Shoenberger (Law); Dr. Kim Dell'Angela, (Pediatrics); Dr. Kenneth McClatchey (Pathology); Dr. Thomas DeStefani, (Pediatrics );? Dr. Gloria Jacobson (Acute, Chronic, and Long-Term Nursing Care); Dr. Barbara Velsor-Friedrich, (Health Promotion, Primary Care, Health Systems and Dietetics); Dr. Carolyn Saari (Social Work)

**Graduate Institutes and Professional Librarians**:? Kerry Cochrane (Libraries);? Lenora Berendt (Libraries)

*Revised December 2002 by Patricia Xia ([pxia@luc.edu](mailto:pxia@luc.edu)), University Libraries*  
<http://www.luc.edu/resources/faccouncil/minutes/november02.htm>