

Meeting Minutes Archive**October 7, 1997**

To: Members of the Corporate Faculty  
 From: Secretary, Faculty Council  
 Subject: Meeting held in the Room 30, Marquette Center, WTC

**#12. Meeting called to order by Professor Shoenberger at 3:08 P.M.**

Opening prayer offered by Dr. Prudence Moylan, History.

**#13. September Minutes.**

Motion: That the minutes of the September, 1997, meeting be approved with corrections.

Moved: Dr. R. Tatalovich, Political Science

Seconded: Dr. N. Lash, Business Administration

Action: The motion was passed unanimously.

**#14. Chairperson's Report.**

A. Professor Shoenberger reported that the Council is attempting to E-mail the faculty highlights of the meeting before the full hard copy is distributed. It was felt that a Web Page distribution system is still needed and is in the planning stages. Many faculty, approximately 90% of those surveyed, desired to continue to receive a hard copy of the minutes for reading and consideration.

B. Listing of the Chairpersons of the Committees of Faculty Council. Council invites all faculty to contact the chairpersons with issues related to the respective areas for consideration and response.

1. Faculty Status Committee- Dr. Carrol Gold, Nursing, Chair
2. Research- Dr. Leslie Wo-Mei Fung, Chemistry, Chair
3. Administrative Policies and Services- Dr. Nicholas Lash, Business Administration, Chair
4. Elections- Ms. Joanne Kouba, Food and Nutrition, Nursing, Chair
5. Education- Dr. Gerard McDonald, Mathematical Sciences, Chair
6. Elections- Dr. Mary Lawton, Fine Arts, Chair
7. Committees- Dr. Prudence Moylan, History, Chair
8. Physical Resources- Dr. Wendy Cotter, C.S.J., Theology, Chair

C. Due to the new and faster methods of distributing the minutes to the faculty, Professor Shoenberger requested that the longer committee reports which are to be received be submitted either on a disk or through E-mail to the Secretary for attachment to the minutes. The Council was in agreement.

D. Professor Shoenberger indicated that Dr. Sherri Coe Perkins, Vice President for Student Services, will be at the November meeting of Faculty Council. Dr. A. Gitelson, Chairman of the Library Board has also requested to speak at that meeting.

E. Professor Shoenberger reported on the meeting of the Executive Committee with Dr. Ronald Walker, Executive Vice President, and Dr. James Wiser, Sr. Vice President and Dean of Faculties, which dealt with the general topic of Faculty Governance.

It was generally agreed that the Administration and the Faculty need to develop skills and methods for assuring that each side listens to the other side. It is apparent that the Administration is welcoming the initiative on Governance.

Council members inquired whether the Committee on Administrative Policies should be the committee which will be responsible for determining the range of what is implied in the Governance issues. Another member queried whether the committee should also be mandated to look at the issue of a University Senate. It was noted that in 1994, Faculty Council had begun to discuss with the Administration Governance. (See Appendix A.)

Faculty Council noted that the Academic Council of the College of Arts and Sciences has set up an Ad hoc

Committee to examine the issues. That Ad hoc Committee is not scheduled to continue after their November report to Academic Council. It was suggested that Faculty Council needs to take the lead in the issue of Governance and establish an Ad hoc Committee to study the issues. Council was in agreement. An Ad hoc Committee will be formed, with representation offered to other interested faculty units such as Academic Council.

#### **#15. Discussion with Dr. Ronald Walker, Executive Vice President and Dr. James Wisner, Sr. Vice President and Dean of Faculties.**

Professor Shoenberger introduced the guests who had come to discuss the Consolidated Financial Statements of the University to see where we are budget wise by comparing last year and this year.

Dr. Ronald Walker offered an abbreviated review of the state of the University from fiscal year 1994- fiscal year 1997. (See Appendix B.) It was noted that we have aggressively increased tuition-9% this year, 11% last year and 13% the year before. It was noted that we have been atypical in the rate of increases. We have been adhering to a decreasing schedule for the increases.

The Trustees receive a request for possible tuition increases at their December meeting. Possible faculty salary raises are discussed and determined at the March meeting. It was felt that the Trustees may be either aggressive or receptive to movements in salaries and retirement benefits as well. They recognize the sacrifices which have been made over the last three years.

Consideration will certainly be given to a possible raise of more 3.5%.

Dr. Walker then passed out a sheet which illustrated the contributions of comparable schools to retirement plans like TIAA-CREF. (See Appendix C.) It was pointed out that Division 1 Schools average 10% or 9.9% for the Universities contributions.

(In Appendix C, EE represents Employee contributions and ER represents Employer contributions.) It was pointed out by a member of council that Loyola's contribution is lower because the university pays 8% up to the top of the Social Security base and then 9% thereafter towards the faculty retirement plan.

Several specific questions were then asked of the Executive Vice President which require answers from the Treasurer's Office. The Treasurer will be invited to a future meeting.

Dr. Wisner then presented an overview of the state of the University from the perspective of enrollment. The Freshman class this year is in very good condition. Despite the larger class, total enrollment in Arts and Sciences is down some 190 students. Part of this may be due to a decline in transfer students. A grand total of 10 undergraduate students below last year is the figure for the entire College of Arts and Sciences. Part of this is due to problems which are present at the Rome Center. This semester we have only 96 students enrolled. It does, however, appear that we should be at capacity for the Spring Semester. The Rome Summer Programs there have been at capacity for the last 3 years. Mundelein College is again down this year. However, the rate of decline has slowed due to some significant new changes in the College. Part-time scholarship aid and the growth of minority students are assisting in the turn around. The freezing of tuition for Mundelein College students is also assisting. The marketing of Mundelein College in the western suburbs has been doing well. He indicated that the increased programming at the Medical Center with the good utilization of classrooms and office space has aided the expansion of Mundelein. A marketing budget increase has brought Mundelein back into the attention of the Chicagoland area.

He indicated that the Graduate and Professional schools have shown some decline, particularly in the Day sections of the Law School. However these schools have met their targets this year.

The Law School should grow in other ways. The opportunity for law school students to transfer is one possibility. Even though the students may receive their degree from the initial institution, Loyola, Chicago is a very good place to locate a job after graduation.

The two service schools which are termed "Workplace Studies," H.R.I.R. and C.O.R.D., have had a decline in the last two years in enrollments. The University has undertaken an aggressive marketing and conferencing activities, and these areas should move forward.

Dollar figures were discussed once again. The Lakeside Campuses were \$700,000 in the red last year. By the end of fiscal 1998 year, we anticipate being modestly in the black.

The place of tuition benefit monies from the Medical Center were discussed. These tuition monies come to the Lakeside Budget in real Money. We are looking to a reasonable tuition to keep them coming to the Lakeside schools. If we lost all these funds, we would have a serious economic loss.

Dr. Wisner stated that the residence halls are reasonably filled. Despite this, we have a \$350,000 deficit from budget. This is due to the fact that slightly less than 70% of the new freshman live in the Residence Halls. To break even, we need 75% living in those quarters. Freshmen can live with family.

Dr. Wisner indicated that the real estate figures went up.

Some 25 million is invested in real estate around the L.S.C. This is much better than around the W.T.C. In several cases, the University is holding apartment buildings for students. One recently purchased building was decrepit and was torn down. It would be possible to build on that site. Loyola could build on Granville and Broadway at the appropriate time. Despite this over the past year, the market value of the holdings went down.

The University's property acquisitions near Lake Shore have also helped eliminate certain crime infested buildings.

A question was raised about the property of the old Niles Seminary. It was indicated that the Archdiocese owns that property. St. Joseph's Seminary now on the Lake Shore Campus is in good shape.

A question arose about the ownership of the strip of stores across the street from St. Joseph's. At the present time, Loyola owns some of the stores but not the entire strip. Another member questioned whether it might be possible to place a hotel in the Granada Center. The subject has been examined and is under discussion. No definitive plans have been drawn up at this time.

Dr. Walker then discussed the re-organization of the University which was designed to increase accountability in the non-academic area to assist in the effective utilization of time and personnel. He and Dr. Wisner have had some meetings with the Deans of the Schools to inform them of the progress in this area. The areas which report to the President's Office-Advancement, Development and Community Relations- meet monthly with Dr. Walker's areas to discuss budget expenses. This arrangement seems to be going well.

The speakers discussed faculty morale. The College of Arts and Sciences seemed to have felt the impact the most. Dr. Kathleen McCourt's, Dean of Arts and Sciences, departure compounds the problems. On the other hand, the Schools of Law, Business Administration, and Social Work seem to be upbeat. Law and Business both have new facilities and Social Work has increased enrollment. Nursing has had some marketing problems but has begun to show some real growth. The School of Education stands somewhere between A. & S. and the Law, Business, and Social Work Schools with respect to morale. Positively, the school's numbers have gone up since moving to Mallinckrodt, and the new "Cohort Programs" seem to be working for the Faculty. Negatively, the issue of assumed isolation still needs to be worked on.

Concerns about minority enrollment, particularly African-American enrollment also need to be addressed. These students seem to be doing well in Mundelein College. Other minority enrollments are up. With Admissions Counseling's move to national recruiting coupled with their work with the Chicago schools, the future looks better.

On the faculty level, Affirmative Action hiring policies have assisted in the bringing in of faculty of color. We plan to go beyond the present efforts to bring such individuals into tenure track positions. Formerly, a new minority faculty person could be hired for a tenure track line that would be vacant in 3-5 years. The line would be mortgaged. Now, a minority faculty person can be hired on a tenure-track even if there is no anticipated vacancy. The existing line is mortgaged.

Undergraduate Admissions, Financial Aids, and Registration and Records meet weekly with Dr. Walker to discuss methods to bring students, including those of color into Loyola. It is anticipated that within the next several weeks a task force on undergraduate minority enrollment and retention will be created. Also another group will be formed to study the issues of increasing the number of Foreign students.

Concern was raised about Mundelein College's admission standards. It was indicated that the College can choose their own standards. Generally, the standard applied is "Can the student finish the degree?" Occasionally a student will be "test marketed." Such students have not yet been admitted as degree students.

Dr. Wisner was asked about the assessment of faculty at the Medical Center. A concern yet exists because the

Medical School reporting goes to the Dean of the Medical School and then to Dr. Barbato in his academic "hat", and finally to Fr. Piderit, S.J., President. It was asked if the Committee on Faculty Appointments (CFA) still has authority in Medical School matters. The answer is that CFA remains the accountable body. Some members requested that Dr. Anthony Barbato be invited to Faculty Council to discuss areas of faculty concern.

It was asked if the University has made a contribution to the new Medical School Building. The answer is yes. As of the present time, the building is not paid for through contributions. Perhaps we need to pursue a large donor. Responding to a question about finances at the Medical Center, Dr. Walker indicated that the University expected to receive \$500,000-1,500,000 after LUHS had covered expenses at the hospital and the medical school.

The latter issue brought up the concern that the small donor seems to be being overlooked by Advancement. We need to look at the implications of this style of raising funds for the University. As the time was late, Professor Shoenberger thanked Dr. Walker and Dr. Wisner for their insight. Dr. Wisner thanked Faculty Council for the surprise presentation to him at the Convocations.

#### **#16. Report of the Faculty Status Committee.**

Dr. Carrol Gold, Chairperson of the Committee, made a report. The committee indicated that it is becoming increasingly difficult for some departments to attract and retain quality specialized, part-time faculty. The present salary structure is significantly below the prevailing local market and the demand for part-time faculty has increased throughout the Chicago area. Part-time salaries in many schools and/or departments have remained nearly stagnant for five years. Higher salaries will enable recruitment and retention of the best part-time faculty.

Certain programs cannot operate without part-time faculty. Thus, the quality and variety of the educational experience for students is dependent on maintenance of a quality part-time faculty. One past source of such faculty now refuses to post our notices of vacancies because the salaries are less than their graduate student can obtain elsewhere.

Moved: That the University reconsider the salary schedule for part-time salaries as soon as possible, preferably in time for the Spring Semester.

As the motion comes from a standing committee, no second is needed.

Action: The motion passed unanimously.

#### **#17. Research Committee.**

Dr. Leslie Fung, Chemistry, Chairperson of the Committee noted that two issues have been discussed by the committee: Services provided by Grants and Contracts and Leaves of absence for untenured tenure-track faculty. These subjects will again be discussed at the next meeting (November 12, 1997).

#### **#18. Correction to September Minutes**

It was noted that in the Election Committee's report in the October minutes, Lou Cain was nominated as Chair and withdrew his nomination.

#### **#19. As there was no further business, a standing motion to adjourn was accepted at 5:00 P.M.**

Respectfully Submitted,

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

#### **Members Present**

##### Professional Schools

Dr. Lou Cain, Business Administration; Dr. Tony Castro, Medicine-Basic Sciences; Dr. Janis Fine, School of

Education; Dr. Carrol

Gold, School of Nursing; Dr. Ed Gumz, School of Social Work;

Dr. Allen Goldberg, Medicine-Clinical; Dr. Helena Gunnerson, Medicine-Clinical; Dr. Stephen Jones, Medicine-Basic Sciences;

Ms. Joanne Kouba, Food and Nutrition, School of Nursing;

Dr. Nick Lash, Business Administration; Dr. Barbara Leonard,

Business Administration; Dr. John McNulty, Medicine-Basic Sciences; Dr. Tim O'Connell, Institute of Pastoral Studies; Dr. Allen Shoenberger, Law

#### Arts and Sciences

Dr. Ann Bugliani, Modern Languages and Literatures; Dr. Micael Clarke, English; Dr. Wendy Cotter, Theology; Dr. Leslie Fung,

Chemistry; Dr. Sarah Gabel, Theatre; Dr. Anne Grauer, Sociology-Anthropology; Dr. Fred Kniss, Sociology-Anthropology; Dr. Mary

Lawton, Fine Arts; Dr. Prudence Moylan, History; Dr. Gerard

McDonald, Mathematics and Computer Science; Dr. Joe Mayne,

Mathematics and Computer Science; Dr. Thomas Ranck, Theology,

Dr. Raymond Tatalovich, Political Science.

#### **FACULTY COUNCIL REACTION SHEET OCTOBER 1997**

This sheet is provided for you to respond to the various actions taken by Faculty Council.

Name: \_\_\_\_\_

Department: \_\_\_\_\_

School \_\_\_\_\_

Please return this sheet to

Dr. Thomas Ranck,  
CC327,  
Theology, LSC