

Edited Minutes (Alanah Fitch and Nick Lash)
December 6, 2006

Faculty Council attending: Robert Bireley, S. J., Harvey Boller, Ian Boussy, Richard Bowen, Kim Dell'Angela, Janis Fine, Alanah Fitch, Gloria Jacobson, Paul Jay, Patti Jung, Ayana Karanja, Nick Lash, Marta Lundy, Dawn Lynn, Gerry McDonald, David Mirza, Linda Paskiewicz, Gordon Ramsey, Bill Schmidt, Allen Shoenberger, Peter Schraeder, David Schweickart.

I. Invocation: Patti Jung

II. Approval of the minutes

- a) Nov. 1, 2006: approved 18:0
- b) Nov. 8, 2006: p. 3: Academic Freedom reference: already in but that it be separately placed as it is in the current handbook. (AS). "Be separately set out". P. 4: Faculty Affairs Committee (Allen not Nick). Approved 17:0:1

II. Chair's Report:

Gerry McDonald (GM) reported on the provost search. The Faculty Council group meeting for lunch with each of the candidates ranked them in order of Wiseman (1), Fennel (2) and Sterling a distant 3. GM had heard that an offer has been made to one of the two female candidates. GM indicated that Father Garanzini (Father G.) helped the medical school faculty get into the process of selecting the new medical center head. Kim Dell'Angela reported on the search for head of the Stritch medical campus. She indicated that one candidate is highly academically focused, a second appeared to have a highly business oriented model. This latter one might be inclined to break the position apart into 2 parts one academic and one business. The 3rd candidate is the apparent favorite. He is head of the Stritch burn unit and renowned as an academic clinical scientist.

III. Shared Governance reply

GM reported that the situation with respect to the Shared Governance (SG) Charter Draft has not changed greatly since Dec. 1. The proposed membership of the Faculty Affairs University Policy Committee (FAUPC) remains at seven faculty members. The Academic Affairs UPC membership has been refined with comments from Allen Gitelson and John Frendreis. The Provost and the Vice President of Health Sciences are designated ex officio members which makes them non-voting members which in turn reduces the total size of the committee, increasing faculty proportional voice. An additional faculty member is added for a total of 6/11 faculty voting members.

This was followed by a discussion of the mechanism by which a chair of the FAUPC and AAUPCs would be elected. On committees other than the AAUPC administrative designees are voting members, which Paul Jay said would theoretically allow the committees to be chaired by non-faculty members. Paul Jay's original document suggested that the chair be elected by non-administrator but that administrators could be elected to serve as chair of the committee.

GM reported that this draft version has restated a version in which chairs are elected by and among the UPC membership. His email requesting clarification was read as demanding that administrators be elected to the committees. The choices we have now are to ratify it today, ratify

it next month, don't ratify. The only choice we don't have is to talk about it a lot today. Paul Jay suggested delaying ratification to next meeting when the document could be fully read.

GM indicated that the second issue with respect to SG is the populating of the committees with faculty. The committee on committees (COC - Paul Jay, Linda Paskiewicz, GM) came up with a suggested roster of UPC committee membership. With 2 exceptions everyone who volunteered for a committee was placed on that committee. Membership of the Budget and Finance UPC is slightly different than the remainder UPCs as they were anxious to keep an active committee functioning during this reconstitution period. Alan Raphael who was a member of FC last year and has been a trustee for Oak Park Village where he is involved in budget and finance has been nominated for the BFUPC. In order to avoid massive turn over we populated with members whose terms are by lottery selected to end at different times. If there is anyone on the list certifiably incompetent please email GM. Bob Bireley, S. J., asked under what category director of program fell. Are they faculty or are they administrators. GM said we didn't want to "go there". However he recalled that at the Nov. 1 meeting we decided that it was only at the Dean and above level that we would (FC) consider an individual an administrator.

Criminal Background Checking

For some reason the issue of criminal background checking for all PT and FT faculty was raised. GM indicated that this new procedure has not advanced through any policy committee. GM indicated he would do some investigating on the origin of the policy and ask the University Coordinating Committee (UCC) if the issue has been tracked at that level. Paul Jay indicated that he would consider it a "procedure" and not a "policy"

IV. Letter in Response to Loyola World Opinion Piece

GM reported that last month Pamela Caughie brought up an article printed in the Loyola World by an article bashing tenure for fat cat faculty. GM sent an email to head of marketing who has agreed to run a faculty rebuttal. I will get in touch with Pamela Caughie about this. Allen Schoenberger asked if FC as a whole should endorse the response.

V. Committee Reports

A. Awards Committee (Rich Bowen, Chair)

The Faculty Member of the Year was awarded last year during the Christmas luncheon, which was a great venue for wide spread recognition, but problematic. Father G. feels that the luncheon should remain focused on the holiday. Current plans are to have a breakfast the morning of the luncheon in honor of the faculty of the year. Rich Bowen indicated that he will be recruiting for two new members of the committee and hopes to begin the nomination process earlier in 2007 (February).

The committee had been asked to nominate a candidate for an honorary degree. A candidate with extensive service to the university was proposed, but the committee was conflicted on endorsing the candidate. The committee deliberations focused on several topics. A. There is no current structure in place within the committee for evaluating candidates for honorary degrees. B. The committee wondered if academic credentials might be more important. C. The committee had

very short notice to turn the nomination around. As a consequence the committee declined to nominate a candidate for honorary degree this year.

Following this report there was some discussion about the overall process of nominating candidates for honorary degrees within the university. The discussion focused primarily on the goals pursued by the university in such nominations. From the discussion it appeared that such goals are not at all clear. A final comment was made by Patti Jung (PJ) who indicated that she hoped that scholarship could be defined in a way that did not just include publications, but in a way that facilitated academic growth within the institution.

VI. Report of the Ad Hoc Committee on Family Leave Policy (Marta Lundy)

Attached (Appendix 1) is a 1 page summary (overview) of the “talking points” contained within the report on Family Leave Policy. The goal is to help Loyola become a “leader” in the issue as opposed to merely meeting the minimum qualities associated with peer or aspiration institutions. This is looked at as competitive goal for recruiting of faculty. so we looked at it as competitive Summary of Family Friendly Guidelines recommended by Faculty Council, Center for Faculty Professional development, and Faculty Parent Group (Dec. 6, 2006).

The purpose of this report is to support the recommendations of the *Report of the Commission on the Status of Women*, but also recommend that the University not merely meet the ‘peer’ and aspiration peer’ universities in Family Friendly benefits, but rather become the leader among Jesuit universities in providing a competitive rationale for benefits. Following is a summary of each recommendation:

(1) provide disability coverage to currently disallowed staff. While this is important, it does not address the need of family benefits for men or families who are adopting.

(2) recommend paid parental leave. We recommend a policy that acknowledges the demands of child birth on women, while also valuing the importance of men in establish a family unit. We recommend at least 4 weeks paid leave for men.

(3) paid parental leave for one semester. We have specifically asked that paid parental leave cover an entire semester or equivalent period for staff, which would mean that classes would not be disrupted and planned workload could be equitably distributed among staff.

(4) provide breast feeding facilities as required by Illinois law.

(5) extend the current policy of only one tenure clock extension, to at least three

(6) Provide 12 weeks of paid leave for family illness and 1 week paid leave for bereavement

(7) fully explore all the needs for day care: Infant day care, elder care and summer programs are all very expensive bu other universities manage to offer this and we recommend that LUC explore how we can manage to do this, and further, that LUC become a leader in this arena among Jesuit universities. Further, we recommend including parental participation in providing day care, which might limit the expense but would surely encourage the utilization of such programs. NOTE: We would like to recommend that the three major universities in the area join together in providing comprehensive day care to all faculty, staff, and students. However, we are not sure of the viability of such a recommendation.

(8). Establish a standard procedure for handling a parental leave that limits the variability due to departmental/school staffing needs, and that fosters a climate where family leave is expected and embraced.

(9) provide better dissemination and clarification of family benefits. While we acknowledge that HR is currently investigating family friendly benefits across other universities, we think that some changes in information sharing could take place immediately. Policies regarding family matters should be listed not only under Disability Benefits, but with links from the usual terms that people use for family events, e.g., child birth, adoption, foster care, family illness, breast feeding, etc. The University should become proactive in making this information clearly available to all faculty and staff.

Discussion ensued on the following points.

(2) Parental Leave The recommendation of 4 weeks leave for men without some time line for women was discussed. Marta Lundy said the committee wanted to leave the leave for childbirth more open ended and distinguish it from adoption.

(5) Tenure Clock set back - Suggestion by faculty members to expand, reduce, and/or change the phrasing of the tenure clock set back were presented. Allen Shoenberger (AS) pointed out a) One issue that arose in the original policy was to have faculty member up for tenure ask for tenure set back for an occurrence much earlier during the tenure process. The intention is to have the issue faced when arises. 2) That the policy will have to go through at least to University Policy Committees (UPC) and the wording will be highly scrutinized within those committees.

(6) Paid leave AS wanted the wording looked at in this issue to clarify to what extend one can claim bereavement (Great Aunt, 3 times removed?)

GM asked that discussion be wrapped up the a final proposal brought back for consideration in the spring to then be forwarded to the UPCs.

VII. Faculty Handbook

Allen Shoenberger (AS) handed out a on the Draft Faculty Handbook prepared by the Faculty Council Faculty Status Committee (AS, Chair)

Of particular importance was the section on academic freedom and the apparent linking of “obligations”. This seems to imply that demands can be made on faculty work load beyond what has been traditional. Kim D. brought up a related by different issue in which Medical School faculty are not given access to time to serve on academic oriented committees. AS indicated that changes from the earlier handbook wording have made the situation worse. Paul Jay questioned the severity of the impact of the wording change. AS gave as an example a faculty member whose file contains a reprimand for failure to serve on a committee. Nick Lash brought up a related issued with respect to granting of leaves. His question was if a Dean grants leave can a Provost deny the leave. Paul Jay stated that as far as he knows there is no policy on this, but that he believes that the committee makes recommendations and the leaves still have to go through a “rank and tenure” committee. AS stated that they go through a research or separate committee, but that the Provost ultimately decides. Nick Lash asked, what about when a Dean makes no determination but just sits on the recommendations? Paul Jay indicated that the draft faculty handbook, section K.1.c, in referring to unpaid leave states that the Dean shall make their recommendation based on their evaluation -

which does not seem to leave wiggle room for sitting on a recommendation.

(Alanah Fitch had to leave, Nick Lash continued with the minutes.)

Allen S. stated that the Faculty Status Committee's report, with 26 comments regarding the Faculty Handbook (FH) were additional points in addition to those points made by Paul Jay's committee. After the report on FH is approved by the FC, it will then be sent to the Faculty Affairs UPC and finally to Fr. G. Gerry pointed out Fr. G cannot himself revise the draft of the FH but he can veto the current version and resubmit it back to the FAUPC.

Paul Jay believes that there is a need for a full-blown grievance and appeals procedure. The AAUP believes that the FH should not be approved without a grievance and appeals procedure. Allen S. disagreed stating that the grievance issue pales in importance to the discipline procedure. This procedure is a new addition to the FH and allows an improper revocation of tenure on numerous grounds. Paul J. disagreed stating that the grievance issue is indeed important. Nonetheless, he agreed with Allen S. that the new discipline procedures are very important, and therefore deserve additional work and modification. Apparently, the AAUP is also working on this issue.

Gerry stated that the handbook issue will again be discussed in the FC's January meeting. The FAUPC can be invited to the meeting to discuss the FH. Allen S. will transmit the Faculty Status Committee's report to the FAUPC.

Kim moved to close the meeting. Nick seconded the motion. The motion passed unanimously at 5:09 PM.