

**From:** [Martin, Chris](#)  
**To:** [fac-council](#)  
**Subject:** Fw: December/January Update from the LUC Faculty Council  
**Date:** Tuesday, February 09, 2021 4:33:43 PM

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Dear Faculty Colleagues:

Welcome back to the start of the semester! We hope that your upcoming spring break is safe and restful.

We write today to provide you with a brief update about the work that your elected Faculty Council has undertaken during the past several weeks. Please see below for our December/January message.

For more information about Faculty Council, please visit the following links for our [membership](#), past meeting [minutes](#), and a description of [standing committees and their charges](#). You can [send us an anonymous message](#) to voice your questions and concerns. Finally, you can also e-mail us directly at [FacultyCouncil@luc.edu](mailto:FacultyCouncil@luc.edu).

Sincerely (on behalf of the Council),

Tavis D. Jules (School of Education, Chair)

Michael P. Dentato (School of Social Work, Vice-Chair)

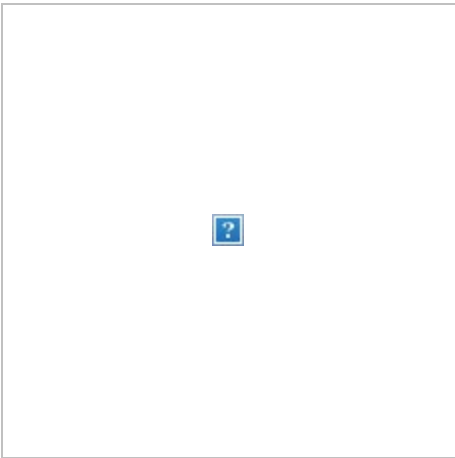
Benjamin Johnson (College of Arts and Sciences and School of Environmental Sustainability,  
Secretary)

Chris Martin (University Libraries, Representative)

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**From:** facultycouncil@luc.edu <facultycouncil@luc.edu>  
**Sent:** Tuesday, February 9, 2021 4:21 PM  
**To:** Martin, Chris <cmartin15@luc.edu>  
**Subject:** Mailchimp Template Test - "Monthly FC Newsletter"

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**FACULTY COUNCIL NEWSLETTER VOL. 1-3/4 (DECEMBER  
2020/JANUARY 2021)**



#### THE LATEST FROM FACULTY COUNCIL:

*Next meeting: Feb. 24, 3-5 pm*

*Full minutes: [luc.edu/faccouncil](http://luc.edu/faccouncil)*

*Contact us: [FacultyCouncil@luc.edu](mailto:FacultyCouncil@luc.edu) (or contact your FC representative)*

## **COVID-19 TENURE-TRACK EXTENSION**

On December 14, Provost Gryzwacz, Vice Provost Ahad, and Vice Provost Singh announced that all tenure-track faculty "will receive an automatic one-year extension of their tenure clock." Any faculty member who wishes to rescind their extension "should notify the Office of Faculty Affairs, their academic supervisor, and dean in advance of the academic year during which the review will take place" (before July 1). Faculty Affairs will also be looking at "ways to mitigate the effects of pandemics on faculty life," having recognized the gender-based disparities and inequities that that have stemmed from COVID-19.

## ADDITIONAL COVID-19-RELATED UPDATES

**Withdrawal deadline grade:** Faculty Council (FC) has communicated the following to Provost Gryzwacz: "Faculty Council is proposing 12 weeks for the 'W' grade and that it should occur before evaluations commence. We also wanted to bring to your attention that DePaul, Chicago, Northwestern, North Park, UIC, and Northeastern seem to have kept their old W deadlines." This proposal is still under consideration.

**Shorter Spring Breaks:** Fruitful discussions between the FC and Provost Gryzwacz contributed to the decision to have two shorter Spring Break periods this year (February 10-14 and March 6-10).

**Vaccines:** The FC inquired about whether Loyola University Medical Center in Maywood can serve as a vaccination center for faculty and staff. Provost Gryzwacz responded that we must follow state and city of Chicago guidelines (i.e., we cannot vaccinate outside of their prioritization decisions).

## RACIAL JUSTICE EXAMEN

As part of its strategy to "enhance diversity, equity, and inclusion in academic affairs," Loyola's Anti-Racism Initiative (ARI) Working Group is currently facilitating the campus's Racial Justice Examen. The FC strongly encourages faculty to participate in Examen activities to help support ARI efforts. For more information about the ARI, please see <https://www.luc.edu/academicaffairs/antiracisminitiative/>.

## GRIEVANCE HANDLING

On December 18, the FC's Executive Committee wrote a letter to Provost Gryzwacz and Vice President Williams "to raise concerns and pose questions about your all-campus letter of December 17 in regards to Marcus Mason's resignation and allegations of a hostile work environment in the Office of Admission." The letter highlighted a "lack of transparency" in how University Administration addressed the allegations, and requested that "the outside investigator's report to the Loyola community" become publicly available. Provost Gryzwacz replied on December 21, noting that "[t]he investigation was conducted in keeping with the protocols outlined in the Comprehensive Policy [and Equitable Resolution procedures for Discrimination, Sexual Misconduct, and Retaliation]...Though we understand some want to know more, please remember that this is a personnel issue, and due to issues of confidentiality and out of respect for the privacy rights of the parties, the investigation report will not be shared publicly." The current version of the Comprehensive Policy is available [here](#).

## DEAN EVALUATIONS

The FC's Service and Communications Committee, in cooperation with the Office of the Provost and in accordance with stipulations in the Faculty Handbook, conducts periodic evaluations of university deans (normally every three years). These evaluations generate important information regarding a dean's performance, especially as regards faculty under the dean's jurisdiction. In November, the Committee administered evaluations for Dean Kevin Stevens (Quinlan School of Business) and Dean Nancy Tuchman (school of Environmental Sustainability). Provost Gryzwacz is currently reviewing the results summaries of these evaluations. Quinlan and SES faculty will also receive summaries for

their respective deans.

## FACULTY COUNCIL RESOLUTION ON AETNA

The FC unanimously passed the following resolution during its meeting on December 9:

*Whereas the decision in 2019 to switch health insurance plans for university staff and faculty from Blue Cross Blue Shield to Aetna was made without faculty input; whereas the Benefits Advisory Committee that was reconstituted following the switch to Aetna did not meet prior to open enrollment in 2020, and so had no input on health insurance options for 2021; whereas decisions that affect health insurance have significant medical and financial implications for Loyola faculty, staff, and their families; therefore, be it resolved that Faculty Council Representatives who serve as members of the Benefits Committee meet regularly with that committee, and that negotiations concerning health insurance provided to faculty and staff be reviewed and commented upon by Faculty Council prior to any decision or action taken by the university.*

The FC is working on a survey about experiences with Aetna health insurance and out-of-pocket costs. For more information about the resolution, please see the [December meeting minutes](#).



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