

Faculty Council Meeting Minutes

Wednesday, September 28, 2022

Locations: LSC: Granada Center - West Conference Rm 291 (in-person); WTC: Law Corboy, Rm 1104 (in-person); HSC: Center for Translational Research and Education, Rm 304 (in-person); and Zoom Link: <https://luc.zoom.us/j/81066396848>

Members in Attendance: Artemchik; Binaku; Blackmond Larnell (Vice-Chair); Cavallo; Cornelius; Devery (Chair); DeFrancesco; Duffy; Ellis; Elsky; Farooq; Gawlinski; Goldstein; Haske; Heer; Holschen; Kaefer; Hang; Lee (Secretary); Moran; Ohsowski; Patel; Peterson; Pope; Rhodes; Singer Rosenblatt; Sanhueza; Silva; Todd; Callahan (Provost).

Guest: Jessica Brown (Faculty Council Nominee from School of Communication)

Absent: Cohen; davis; Dahari; Dong; Gupta-Mukherjee; Jules; Mirza; O'Rourke; Singer.

Quorum: A quorum for the Faculty Council was established and the meeting was called to order at 3:04 pm.

Chair asked if there were any objections to the Agenda. There being none, the Agenda was approved.

The Chair turned to the approval the April and May 2022 Minutes. A motion was moved and seconded. Including one minor change, there were no objections to the minutes. The minutes were approved.

The Chair then turned to the Officer Reports.

Chair Report:

- The Chair thanked the Communications Committee for the work that they accomplished on Faculty Member of the Year award during the summer. He reported that the winner of this award expressed appreciation for the recognition.
- Next, the Chair reported that staff are now coming back to work five (5) days a week. FC did not ask for this policy. The Chair reached out to University Senate and Staff Council as well as the AAUP Chapter about the new policy. After these communications, they co-signed a letter that was sent to President Rooney. The letter incorporated data collected this summer and included notes from Faculty Council Retreat. There is an upcoming meeting planned. Staff Academic Council asked for more support from faculty.
- The Chair attended the Board of Trustees meeting, which discussed changes to the graduate program; Reviews of Departments; Enrollment demographic updates--> large freshman class, but decreases in upper class student enrollment. In light of this information, there may be impacts on the budget due to lower tuition and room/board.

There was a question about a hiring freeze as a policy matter. Ohsowski asked if these demographic changes are a pattern at other institutions.

Provost Callahan stated that there were higher number of students dismissed for academic reasons between the sophomore and Junior year and between Junior and Senior year (CAS particularly), student preparation, and some upper class students couldn't continue the rigor. Tests had an optional impact. It was a different issue with respect to graduate students: Loyola is retaining the graduate students, but enrollments are lower.

- The Chair then turned to Faculty/Staff salaries: Are they competitive? The University is reviewing the numbers. Provost Callahan noted that the University is not far behind, but we are behind. The university will need higher benchmarks for faculty salaries, but it will take 2-3 cycles. The university is taking this issue very seriously. Gawlinski asked if this data related to just tenure track faculty. Provost Callahan noted that unionized NTT have different standards

Vice-Chair Report

- The Vice-Chair reported that the Microsoft Team's folder is up to date! Every subcommittee has its own folder; thread; and chats.
- Meeting documents will be posted online prior to the Faculty Council meeting.

Secretary Report

- The Secretary reported that the website changes in process. Going forward expect the agenda and minutes about seven days before the meetings. Faculty Council updates have been and will continue to be sent to the webmaster for updates.

At Large Executive Committee Members

- No report at this time

Action Items:

- **Approval of new Faculty Council Member**
To fill the vacancy within the School of Communications, Jessica Brown was nominated to serve on the Faculty Council. The Chair requested a motion to approve Brown's nomination. Blackmond Larnell moved for the approval of the nomination and Moran seconded the motion. The motion carried unanimously.
- **Nomination and Voting - Executive Committee Member**
As another Executive Committee member left the university, the Faculty Council has a vacancy. Blackmond Larnell nominated Lavar Pope. Pope's nomination was seconded by Silva. Pope declined the nomination. Moran then nominated Brian Ohsowski and Blackmond Larnell seconded. Ohsowski declined the nomination. Blackmond Larnell then nominated Julie Elsky and Moran seconded. Elsky stated her interest in serving on the Executive Committee and acceptance of the nomination. The

Chair called for a vote, and Elsky's nomination was approved, unanimously.

Committee Reports:

Chair, Faculty Affairs Committee

- **Action Item:** Motion to Approve Resolution to Adopt a Requirement that all Faculty Members Submit a Statement to Diversity and Equity to Be Considered for Tenure and Promotion

After a brief discussion, a motion was made and seconded to amend the Resolution as follows:

September 28, 2022

Faculty Council Resolution Regarding Diversity Statements in Tenure or Promotion Portfolios

Whereas Loyola University Chicago proclaims in its Strategic Plan (Cura Personalis Priority 1) that it will strive to "promote an environment of inclusive excellence where diversity, equity, and inclusion are further reinforced;"

Whereas Loyola University Chicago now requires candidates for tenure-track positions to include diversity statements in their application materials;

Whereas Loyola's new Office of Institutional Diversity, Equity, and Inclusion aspires to engage "all new Loyola students in anti-racist learning and development in recognition of the shared responsibility to promote racial justice on our campus" and bring together "the university community to address systematic inequities through Loyola's Anti-Racism Initiative" as well as through other related programs and policies to promote diversity, equity, and inclusion across all campuses;

Whereas other institutions of higher education, such as University of Illinois at Urbana-Champaign and Indiana University-Purdue University Indianapolis are now doing so;

Now therefore let it be resolved that the Faculty Council of Loyola University Chicago urges the Provost to direct departments across the University to initiate conversations in appropriate committees to adopt diversity, equity, and inclusion standards as part of tenure or promotion. The Faculty Council also urges departments to consult with Faculty Affairs and the IDEI Office, with the aim to produce revised tenure or promotion guidelines for review in accordance and as set forth in the Faculty Handbook.

A motion was made and seconded to approve the Resolution. The Resolution was adopted.

Chair, Benefits Advisory Committee Update

Moran and O'Rourke reported on the University decision to stay with AETNA

- Purposeful move designed to keep premiums lower, which the Benefits Advisory Committee believes is ultimately the right decision.

- Extended leave
- Tuition exchange program is operative
- Holschen asked the question, “Did the overall out of pocket maximum go up significantly? If so then those who are using this benefit are for the worse even though monthly was stable. The other huge issue was Aetna having a higher rate of rejecting claims and worse access to mental health care/ and out of network issues since most teaching hospitals in Chicago are in network”
- Rosenblatt recalled that Faculty Affairs last year’s resolution was requesting a different provider. It was a joint resolution with Staff Council and University Senate (November 2021)
- Gawlinsky asked if there was recourse to ask HR for more support (i.e. compile a list of mental health services provided by AETNA).
- Pope expressed a concern that AETNA pays claims very slowly and Blackmond Larnell mentioned that therapists refuse to accept the company because they are slow and reject many of the claims.

Chair, Academic Affairs Committee

Discussion: Vice-Chair discussed the Chart of Approvals

- The Faculty Council is transitioning to additional authority to review resolutions on the Chart of Approvals

Action Item: Motion to Approve a Proposal from the Provost’s Office

- First proposal: On the proposal, Blackmond Larnell called for a motion; Moran seconded. After some discussion, the motion carried.

Chair, Service and Communications Committee

The Chair reported on Newsletter Items and asked for submissions.

New Business

- Stress levels for students.
 - A reminder that FCIP offers a lot of resources
 - Newsletter can include some resources to help faculty help students.
- Hybrid Model:
 - Some strongly oppose the hybrid model (particularly in a lab setting) (Ohsowski)
 - Attendance rate is disastrous...small engaged discussion sections (Hay-Sun)
 - Hyper-flex creates a lot of stress on faculty (Silva)
 - Try to find some flexibility (Binaku)
 - Allow faculty to find an effective strategy for their class and provide some recommendations (Holschen)
 - Academic affairs: committee work-->blurb for newsletter
 - Partner with FCIP
 - Create a list of ideas and place on TEAMS
- Academic Continuity Working Groups (Rosenblatt)
 - Needs a replacement. There is a meeting once a month.

Adjournment (5:00pm)

Minutes approved at the October 26, 2022 Faculty Council meeting