

Faculty Council Meeting Minutes

Wednesday, January 25, 2023

Locations: LSC: Granada Center - West Conference Rm 291 (in-person); **WTC: Law Corboy**, Rooms 1104 and 1017 (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); Cohen; Cornelius; Dahari; DeFrancesco; Devery (Chair); Dong; Duffy; Elsky; Gawlinski; Goldstein; Haske; Holschen; Kaefer; Lee (Secretary); Moran; Ohsowski; Peterson; Pope; Rhodes; Sanhueza; Silva; Todd; davis; Ellis; Kang; Rosentblatt; Singer; Ahumada; Callahan (Provost); and Dr. Mark Reed (President).

Guest: Dr. Mark Reed, President of Loyola University Chicago

Absent: Brown; Cavallo; Farooq; Gupta-Mukherjee; Jules; Mirza; and Patel.

- 1. Quorum:** The chair called the meeting to order at 3:04 pm.
- 2.** Chair Devery started with a report from Provost Callahan on the Faculty Handbook. Provost Callahan reported that a draft of the Faculty Handbook has been reviewed by various constituencies including deans, general counsel's office and human resources. Dr. Ahad will send along a bulletin outlining the changes. Part of the delay there was quite a bit of CBA language; hoped to have the new Title IX language soon. Initial goal is to have the Handbook approved at the June Board of Trustees Meeting.
- 3.** Next, the Chair introduced the guest speaker, Dr. Mark Reed, President, Loyola University

President Reed opened the floor for any questions. He mentioned that he had been at Loyola for 90 days.

Chair: What are your priorities as President?

President Reed mentioned that the circumstances couldn't be more different than his other institution. The prior university had various immediate issues. Whereas, at Loyola he has not had to make the same kind of decisions like he did at the prior university. Starting in the middle of the academic year, on October 1st was a little bit different too. His priority is to be visible at our three campuses. He will be visiting the Rome Center in March of this year. He mentioned that he needed to meet as many people as possible and listen.

Among his most important priorities is stewardship of the Board of Trustees. They are not necessarily who we need going forward. He stated that he can't wait another year to make changes to the Board.

Then, the third thing is this is a new promise for him. Dr. Reed has been in Jesuit education before and has participated in five provinces and also the Jesuit Conference of the United States.

Chair's Second Question: We have had substantial turnover in the Provost Office; and recently, Chief Information Officer, Susan's leaving in IT Services. Please comment.

President Reed stated that V.P. Susan Malisch's leaving was a loss for us. As the new President, transitioning on IT wasn't on the short list, but we are preparing to launch two searches for: a Vice President of HR and Chief Officer of IT. These lines have reported to SVP Tom Kelley. There are questions about the organizational structure overall, but right now we won't change those reporting lines.

For the Provost position, specifically, he mentioned that Provost Callahan has served very well for two years. It was communicated that it would be a two-year appointment to allow for a new President to arrive.

The other two searches won't be easy searches. Not overly concerned about forcing success in those two searches. With respect to searches for a Provost, they are the hardest to fill. We need to go in as thoughtfully as possible. We don't want to rush. The point in all of this: These are hard searches. He has a meeting with the Deans of the colleges to consider important factors to consider on the hiring of our next Provost.

Additionally, we need to look at other senior officers, i.e., Chief Financial Officer, who will want to retire in the near future.

FC member Duffy from the School of Nursing, asked about the burden of newness. There are any key positions with new people coming in. Some things need to be worked on. How do we prevent inertia from happening?

President Reed said, "That's my challenge." Transition change happens all the time. Purpose...but change is constant. We can do multiple things at once. You don't want all your institutional knowledge walking out the door at the same time. It is not at the point where we will need to be conservative in our approach.

The heart is in the Faculty. Faculty can be engaged. If they embark on strategic positions, it can't be dreamed up at Lewis Towers. It's got to be tested, vetted and meaningful from input from faculty. Faculty Council is not the only way. If FC is the way, it won't be as rich as (i.e., meetings at Academic Departments, to allow them to tell about their needs; strategic issues)

FC Member Singer, from the School of Social Work stated that he enjoyed listening to the President discussing his role at other institutions. What are the ways that Faculty can help keep the President accountable? What are the things that Faculty do to help you keep accountable, in ways that are supportive?

President Reed mentioned that he has never been Mayor of a city, but it's the best example in response to the question. You have constituents; executive authority; some things you can't change and yet, the President can't be accountable to every one of these groups. He does not know the M.O. of the Prior presidents. Sometimes there is good reason for that. We need to be honest and transparent about this. He would have to give this more time and attention.

FC Member Dong, Health Sciences asked the question, "What is your Vision?"

President Reed: He stated that he knew someone would ask this question. Where do you think Loyola should be in the future? He learned that there is a lot of inconsistency in what people think Loyola should be in the future.

The President has been in discussion to aside the rankings, and learn who do you think we are like? People don't know. We are a national university, in the top 100 and we really should be in the top 75. We need to have a short-term vision and a long-term vision. He brought up the service of Father Garanzini, S.J. There have been prior statements about being a Research 1 institution. First, we need to be a better Research 2 institution.

We are in the quiet phase of a campaign. We don't have particular campaign priorities. Typically, they focus on strategic priorities, which is driven from a strategic plan.

Loyola went through a building phase. We don't have great systems. What are our core systems? Where are our data systems? Student data; Employee Data. We need to pay attention to these type of things. Loyola has the ability to be one of the leading Jesuit institutions in the world. Some may ask "aren't we already there yet?"

He stated that we are incredibly proud that Jesuits do their formation here. At our core, if we are a priority Jesuit institution.

FC Member Ohsowski, from Environmental and Sustainability asked a sustainability question: “What is your vision on what it means to be a sustainable institution and be placed on the world.”

The President mentioned that he is still learning. One of my goals. I am much more about what we are doing than what we are talking about. How are we connecting the dots? We are not a social service agency; We are a university. A meeting in Boston, Loyola was leading the way. I want to learn more about what Loyola is doing. We have to get better about the prioritization of what we do.

FC Member Pope, from Arrupe, asked a question about NTT’s in general. He mentioned that at Arrupe College, we have advising; hold additional office hours to serve our students. When will NTT status change?

President mentioned that the general view is that there needs to be consistency across the campus. We need to value all faculty the same and know what their contributions are. We shouldn’t convey differences of value. I am not suggesting that every system should be the same.

He mentioned that Arrupe is an innovative model. At the same time, others may say “I really would like some of this. Should we have a traditional tenure system at Arrupe? He mentioned that he did not know, but he and the Provost will look at it.

When it comes to decisions about faculty, there is a sense of powerlessness. Compensation has implications. It is a two-way street. The President completed his comments and received a round of applause.

The Chair then turned to the FC meeting.

Next, the October Agenda and Minutes were approved.

4. Officer Reports

Chair Report (Devery):

Chair Devery reported on activities since the last Faculty Council meeting.

Fall Semester Report

- Facilities – website has been posting updates about facilities issues.
- There is a security issue with respect to certain offices; Offices have been left open and unattended. We filed a police report. No one was notified that Facilities was doing this work. Similar thing happened in the Crown center.

All of their furniture was moved around and covered with dirt. Now facilities is tracking when these type of things are happening. If this was going to need Facilities people to be accompanied by someone in the department. Perhaps there are ways to staff it differently.

FC member Cohen stated that she and FC member Ellis have a concern from the school of Education. Colleagues who had offices at LakeShore campus, were told that they no longer had those offices. They wouldn't have the space. Don't know the amount of notice given. There's lots of distress. They can't use the copier on LakeShore Campus.

The Provost explained that CUNEO moved to Granada. It did impact a couple of faculty. The Provost spoke with the Dean and they are trying to find additional space. They believe that IT will downsize some space at Granada. Initially, the School of Education dean did not think it was going to be a problem. There may be some solutions, such as a common space that faculty can have to meet with a student. That would be helpful.

The Provost is working on it and hopes to have a response soon. First time she heard this specific concern.

The Provost discussed the Faculty Handbook again. When the revisions are sent back, Chair will be formulating a committee to review the comments in June. We do need to see what we are getting back. Hope to make movement on this. We will get a draft in the next couple of weeks. Dr. Ahad will send along a bulletin outlining the changes. Part of the delay there was quite a bit of CBA language; hoped to have the new Title IX language. After faculty council review, it will go to the union. Hopeful that the union will see it as beneficial. Then to Provost; Then to the Board; and then to the Executive Committee

The Faculty Handbook does not have to go back through Faculty Senate.

Chair Devery will coordinate with Dr. Ahad.

There are some placeholders for policies.

Vice-Chair Report (Blackmond Larnell):

The Vice-Chair Blackmond Larnell reported that she has been going to both the Academic Affairs and Faculty Affairs. Blackmond-Larnell attended a meeting about AI software for Sakai. She has been named the Chair of this new AI Software for Sakai committee. She has been meeting on evaluations with Dr. Ahad, Vice Provost on Academic Affairs.

AI Technology matters have been referred to FC member, Rosenblatt Academic Operations. Loyola has accessed the software to address AI like Turnitin.

Secretary (Lee): No update. Taking minutes.

5. Committee Reports:

Chair, Faculty Affairs Committee (FAC) O'Rourke provided an update on the Activities of the FAC:

The FAC had a conversation with Dr. Ahad and Chair O'Rourke regarding Compensation data.

Evaluations were discussed.

Research Funds Update

Chair, Academic Affairs Committee (AAC) Gawlinski provided an update.

Fall Semester Review. There was a lot of work in the Fall. The committee reviewed and approved proposals for a major policy change about the withdraw policy and a change in the exam schedule.

Things are going really well with Provost Callahan's office. Great working with Robyn. There is more to come on AI assisted plagiarism after we did a survey to see what does faculty wanted about that. There is now a Task Force and Chair Gawlinski will be the point person unless another member volunteers.

Chair, Service and Communications Committee (SCC) Silva presented a report:

Fall Semester Review – major project was working on the Dean's Evaluations. With the help of the OIE, they found a tool that was evaluated. By in large, added a "don't know" and a "not applicable," and they received this input from the committee.

SCC started working on the elections.

Keep up the content for the Newsletter!

Chair: You have been doing things!

6. New Business – Did other people get the climate survey? Tell your constituents that they should complete it. Not clear whether the Library faculty received it.

Cornelius reported on a meeting of a committee to re-evaluate titles of full-time non-tenure stream faculty. The committee is chaired by Dr. Badia Ahad and comprised principally of administrators of the various divisions of the university. Cornelius represents Faculty Council on the committee. The committee held its first meeting on 24 January, at which meeting members discussed the general system of full-time NTT faculty titles devised by the Faculty Council ad hoc Faculty Handbook Committee and submitted to the Provost's office one year ago. There was general support for Faculty Council's proposal to provide full-time NTT faculty with professorial titles. Questions and concerns were raised about particular details of the Faculty Council proposal, including terminal degree

requirements and minimum experience requirements for certain titles. Committee members observed that the responsibilities of "Professor of Practice" must be clarified and the proposal should give better guidance on the differences between "Professor of Practice" and "Clinical Professor." Lurigio, representing CAS, pointed to complications involving the collective bargaining agreement in CAS. A follow-up meeting is scheduled for February. (Note: titles for Library Faculty are not being evaluated by the committee chaired by Ahad; Library Faculty titles are being reviewed by a committee within the Libraries).

7. Adjournment – 4:58 pm

Minutes approved at the March 1, 2023 FC Meeting.