

FACULTY COUNCIL
Minutes
Wednesday, September 26, 2018
3:00-5:00 PM – CLC 206, WTC; IC 332, LSC; MNSN 1523C

Members Present: Battaglia, G.; Bobay, K.; Bowen, R.; Boykin, T.; Brown, J.; Classen, T.; Conley, J.; Dahari, H.; Holschen, J.; Johnson, B.; Jones, P.; Kang, H.; Lash, N.; Lundy, M.; Martin, C.; Miller, H.; Moses, S.; Pierre, D.; Pope, L.; Ridosh, M.; Shoenberger, A.

1. Meeting was called to order at 3:02pm by Chair.
2. Approval of the April minutes. Moved (Moses); second (Holschen). Motion passed (19-0-1).
3. HSD (Battaglia, Bobay, Boykin, Dahari, Holschen, Patel, Ridosh)
 - Dr. Jones is no longer chair of Pharmacology; we have an interim chair, Dr. Ken Byron. Everything else is still on hold. There has been no further discussion of the merger. We do not know whether we will be getting more faculty slots. There is some faculty concern about changes that have been made to retirement packages at SSOM, particularly for faculty between 50 and 65 years of age. We are unclear as to why the changes have been made and what the impact on our retirement finances will be. (Classen: we will return to this issue later in the meeting.)
 - Dean Goldstein has been more communicative since the April meeting; he has been sending out weekly newsletters, and has made an effort to attend meetings of each of the clinical departments at SSOM, along with other administrators, for Q&A.
 - We have a new CEO, Sean Vincent, who starts November 5th. Previously COO at Augusta University Health, has an MBA (but not MD); former military. Hopefully he will be fresh blood in administration.
 - It's been claimed that most of the operating deficit has been wiped out, thanks to early retirements and layoffs.
 - New Department of Cancer Biology. It is a bit unclear to us how the new department will be staffed — i.e., whether there will be new hires, or people moved over from other departments, or dual appointments, etc. (Some clinical departments are worried that some of their most productive researchers might get taken from them and moved to the new department.)
4. University Senate (Classen): Marta Lundy is stepping down from her seat in the Senate, so I will be the only Council member also on the Senate, and that by virtue of my *ex officio* status. Met on Sept. 7th; President Rooney attended.
 - For those new to Council, I refer you to the “rainbow chart,” which I included in my mailing of the agenda for this meeting. You will note that

“Faculty Council” is not included in any of the reviewing bodies on the chart. I think that Council needs to reestablish its decision-making role, especially since we have new senior administration and president. A number of issues before Senate seem much more appropriate for the Council.

- Discussion of the proposal presented to the Senate for approval of the new School of Health Sciences at SSOM. It was presented to us on the 7th, the Board of Trustees was meeting on the 13th, with a new interim dean to be named immediately and a permanent dean in place by July. There was little discussion, and it seemed to be an attempt just to have the Senate rubberstamp the proposal so that the president could say that it'd been approved when she went to the Board. (SSOM reps: there was actually a fair amount of faculty involvement involved in developing the school, at least from our perspective.)
- Discussion (in the Senate) of the possible elimination of the “Extraordinary Committee” of the Senate? Classen: probably a salutary change.

5. Previous Council initiatives

- Faculty Appeals Committee: we are presently up to 6 nominees; we need to get 8, hopefully by the end of the week. The term is for a nominal 2 years, but the committee works only when cases are before it. There are 2 cases presently needing to be reviewed by the committee; but that might be it for the next 2 years.
- Sesquicentennial celebration: this is coming up in 2020. I contacted John Buchholz several months ago with a list of volunteers to work on the committee to organize it; I haven't heard back. I'm concerned that the University may find itself scrambling at the last minute to organize something, and miss an extremely important alumni relations and fundraising possibility.
- IDEA task force: Dean David Slavsky has struck a task force to review the IDEA evaluation system. An RFP has gone out, and by the middle of 2019 we should have some changes made.
- Provost search: I (Classen) am a member of the search committee. We met last week, we had a conference with the search firm, discussion of procedures. Last night we were given access to the first pool of candidates. Our next major meeting is September 24th; at that point we need to have made decisions about who will be brought to airport interviews. We have all the materials of the applications; all that the search firm is done has been to point out about 20% of the applicants as the ones who seem to check all our boxes. By the 31st we should know which 8-10 we are bringing to campus for interviews. (There will be no closed interview processes.)
- Campus security procedures: a review of campus security procedures has been completed, in response to several incidents involving campus security

officers on Lakeshore campus last year. Pres. Rooney highlighted this in her faculty convocation speech.

6. New Issues for Council

- New lower-premium, higher-deductible health insurance plan and HSA account: a plan with a deductible of about \$1350 for an individual, or \$2700 for a family. “Flex” accounts expire every year but the HSA will roll over, and if you haven’t spent it by the age of 65 you can liquidated for whatever purpose you want (and it does pay interest). It’s been offered to Trinity employees for a while.
- Do go get your blood work done at the health screenings and save \$60 per month! (If your spouse is on your plan, they must go get blood work done as well. If your spouse is eligible for coverage at their work, loyal will charge you an extra hundred dollars a month.)
- Changes to retirement plan (Classen)
 - Eliminating contributions to 403b in first year of employment for faculty/staff. 50% vested in 2nd year, 100% vested after that. This could amount to a loss of up to 10% of annual income for first year hires.
 - Many of our peer schools offer waivers for new hires who have previously been at academic institutions. (Only 4 of our 19 peer institutions have a delay with no waiver available.) Can we not adopt this policy? (The Benefits Advisory Review Committee claimed that all of our peer institutions had a delay with no waiver—my research shows that this is clearly wrong.) Despite my repeated attempts to communicate with the administration on this, so far it’s been crickets. Perhaps this should be on the agenda for the October meeting, if it has not been resolved by then.
 - Eliminating contributions to HRA retirement health accounts for faculty age 60+: the old plan was Medicare as primary payer, with secondary payer a BCBS PPO-style plan. 2017 was the first year in which everyone was moved into either a “Medicare advantage” or a Medicare supplemental plan. Cost of these was less than a PPO. But now they are moving to eliminate the old HSA’s and move everyone to the new ones. In the new plans, once you turn 50, the University puts \$2750 in your HSA per year until you retire, at which point you get access to those funds, and can spend them for other purposes.
- Grad school enrollments: these are not trending well, in radical contrast to undergraduate enrollments. (National trend — not simply Loyola.)
- Our U.S. News & World Report ranking has improved to 97th (USNWR stopped looking at admissions acceptance percentages).

7. Updates on Council committees

- Service: James Conley, Nick Lash, Harel Dahari, Chris Martin, Lauren Langman
 - Working on changes to Dean evaluations. We've had some good feedback from Nancy Tuchman on the evaluation she'd received from the Provost's office that might be helpful. Some discussion of the kinds of questions about skill sets that are useful to both the Dean and the Provost.
 - Deans due for evaluation this year: Regan (CAS) in fall, Ryan (Libraries) in spring (due to later start date). (There are a lot of Dean searches under way, and are hanging fire until the new Provost is hired to give final approval: Communications, Education, Grad School, Nursing, SCPS & HSPH.)
- Faculty Affairs: Needs volunteers.
 - Issues involving Title IX training. We also need to continue to advocate for the Faculty Hearing Committee in the Handbook revision, and possibly develop language to eliminate the Extraordinary Affairs Committee of the Senate and restore its functions to Faculty Council. It would also be good to find out how the new budgetary process is going to affect faculty, their salaries, raises, and other benefits. FA is also supposed to interact with the Faculty Benefits Advisory Committee.
- Academic Affairs: Needs volunteers.
 - Work on changes to the IDEA and to the FAS.
 - Get an update on "Open Access." (Conley: we're in the process of hiring an associate Dean of Libraries, one of whose charges will be to work on this.)

8. New Business

- Concern expressed over security and lighting at WTC at night, when there are a large number of classes being taught. Security is shortstaffed, and faculty and staff should not have to take chances with their safety in order to get to their cars.
- Arrupe: concerns have been expressed by faculty members about our partnership with the daycare ("Kindercare"), mainly about the quality and reputation of the firm.

9. Next meeting October 24; to be chaired by vice chair James Conley. Motion to adjourn (4:40pm) (Miller); second (Lash).

Respectfully submitted by
Hugh Miller, PhD, Secretary