

# FACULTY COUNCIL

*The Monthly Newsletter of Loyola's Highest Elected Faculty Body*



## THE LATEST FROM FACULTY COUNCIL:

*Next Meeting: Dec. 9, 3-5 pm*  
*Full minutes: [luc.edu/faccouncil](https://luc.edu/faccouncil)*

## FACULTY HANDBOOK REVISIONS

The current version of the Faculty Handbook dates from 2015 (<https://bit.ly/3k6bm3y>) and is thus out of date in numerous important regards. A faculty committee spent last academic year drafting proposed revisions. The main revisions aim to: 1) incorporate LUC's move to a one-provost model, 2) center the commitment to university-wide shared governance, and 3) reflect new edits written by diverse faculty representation across LUC. The entire Council endorsed these revisions and authorized the formation of a committee for this academic year, which is working with the administration with the goal of having a new handbook in place by the start of academic year 2021-22.

New edits to language regarding shared governance are currently on-hold pending the report from President Rooney's task force examining shared governance institutions external to LUC. As of the NOV 18th meeting, the shared governance task force is in gestation and expects a report by December 2020.

# ACADEMIC CONTINUITY WORKING GROUP OF THE MANAGEMENT, POLICY, AND COMMAND (MPC)

The MPC recently announced the extension of the W deadline into December. During the last meeting, the FC raised concerns of shared governance regarding the role of the MPC.

The FC passed the following resolution (20 ayes, 1 nay, 1abstention): *Whereas the Academic Continuity Working Group of the Management, Policy, and Command (MPC) Structure recently announced the extension of the W deadline into December; whereas, this is an academic matter; whereas, the generally accepted principles of shared governance hold that academic matters are the purview of the faculty; whereas, Faculty Council was not consulted in this decision; therefore, be it resolved that the Faculty Council objects to making substantive academic decisions outside of the university's established shared governance bodies, and calls for removing authority to make academic decisions from the Academic Continuity Working Group of the MPC.*

Per Provost Grzywacz, the W decision was a continuation of a policy communicated at a previous meeting of the Faculty Council and the Faculty Advisory Group. As an update to this issue, President Rooney, Senior Vice President Tom Kelly, and Provost Grzywacz have decided that all academic decisions will be made in the Provost's Office, rather than in the MPC. Provost Grzywacz stated his continued consultation with the Faculty Council, Faculty Senate, and Council of Deans on all such academic matters. Nevertheless, Provost Grzywacz has stated that the MPC structures will still play an important role for coordination between university offices such as facilities, wellness, and academic affairs.

## LOYOLA'S ANTI-RACISM INITIATIVE

Robin Mallett, the Associate Provost for Academic Programs and Planning and Chair of Loyola's Anti-Racism Initiative, visited with the FC to share information about LUC's current initiatives. From the website: *"Loyola's Anti-Racism Initiatives bring students, staff, and faculty together to address issues raised by our community. These initiatives are organized to address structural racism, and work toward authentic change in our community, in the academy, and in our society."*

By the end of the fall term, the university will share a report to provide an overview of existing diversity, equity, and inclusion efforts across academic units. Academic units should have received Racial Justice Examen material in early November to engage faculty and staff in dialogue during Spring 2021. Mallet has encouraged faculty from each academic unit to become a committee steering examen member to drive change in your unit. The Council encourages our faculty at LUC to read these current initiatives and volunteer for these important initiatives.

**For more details, please visit the Academic Affairs webpage:**  
<https://www.luc.edu/academicaffairs/antiracisminitiative/>

## OFFICE OF EQUITY AND COMPLIANCE VISIT

Tim Love and Laura Buchs visited the FC meeting on October 28th to discuss information and changes regarding the Title IX compliance and comprehensive policy dictated by the Department of Education. This office informs and processes reports and complaints regarding experienced discrimination or sexual misconduct. Visit the LUC OEC website for comprehensive resources and reporting protocols: <https://www.luc.edu/equity/>

## SABBATICAL POLICY

Vice Provost Badia Ahad joined the FC to discuss LUC's paid research leave policy. The Vice Provost was tasked by Provost Norberto Grzywacz to develop an improved faculty sabbatical policy in-line with external research-focused university norms. FC members requested clarity on a number of topics from the circulated sabbatical proposal document. Topics of concern included non-sabbatical leave approval (i.e. external fellowships), differences in unit structure policy, and faculty compensation for half vs. full year leaves. The FC compiled and sent all comments to the Vice Provost, who subsequently accepted all FC recommendations. The Vice Provost will present the revised policy at Deans' Council in the forthcoming weeks.

Contact us at  
[FacultyCouncil@luc.edu](mailto:FacultyCouncil@luc.edu)  
or by contacting your  
unit's FC member.

## OMBUDSPERSON INITIATIVE

Vice Provost Badia Ahad has developed an Ombudsperson Initiative proposal to address faculty-centered issues in the Office of Faculty Affairs. The proposal reviewed and incorporated protocols from several US institutions to serve as the foundation of the model. The Faculty Ombudsperson will serve as a liaison to interpret, explain, and provide informal solutions regarding university policies and procedures. Furthermore, the Ombudsperson will facilitate mediation by making connections between faculty members with the appropriate LUC office. There will be more forthcoming details on this initiative.

## ELECTION DAY HOLIDAY

Several FC members made a strong plea for cancelling classes on election day. The FC members argued that holding classes on election day restricts our student's ability to exercise their obligations of citizenship in a democracy. Provost Gryzwacz indicated that accreditation regulations constrained LUC from making election day a formal holiday in 2020. During discussion, the Provost expressed agreement on the substance of the points. No official decision regarding an election day holiday has been stated to date. More to come on this issue.