

# Faculty Council Meeting Minutes

Wednesday, November 30, 2022

**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); Cavallo; Cornelius; Dahari; DeFrancesco; Devery (Chair); Dong; Duffy; Elsky; Gawlinski; Goldstein; Haske; Holschen; Kaefer; Lee (Secretary); Moran; O'Rourke; Ohsowski; Patel; Peterson; Pope; Rhodes; Sanhueza; Silva; Todd; Callahan (Provost)

**Guest:** Karen Paciero, Vice President Advancement

**Absent:** Brown; Cohen; davis; Ellis; Farooq; Friar; Gupta-Mukherjee; jules; Kang; Mirza; Rosentblatt; Singer;

**1. Quorum:** The chair called the meeting to order at 3:09 pm. Next, the October Agenda and Minutes were approved.

## **2. Officer Reports**

### **Chair Report (Devery):**

Chair Devery reported on activities since the last Faculty Council meeting. He attended the Town Hall meetings at HSC and at Lake Shore. The Lake Shore campus's town hall was very large.

The Chair thanked everyone who attended the Inauguration of President Mark Reed.

Next, the Chair presented numbers comparing Loyola Totals of staff, faculty, total students, undergrads, MS, Professional and PhD for the period of 2012 and 2022. Yes, Faculty numbers went up to the tune of 25%; students increased to the tune of 10%; total students increased 7.5%. The rates of increases are significantly different for these populations. However, the ratio of staff to Faculty has decreased down 12.17%; while undergrad to staff ratio is 10.75% increase.

There is a % Change of Stakeholder Ratios. Staff ratios have been trending in the correct direction, but it is still behind. It feels uncomfortable as if we are short of staff.

From the undergrad numbers it still is about 100 staff short. We would have approximately 1,850 Staff.

It does matter with respect to Student Academic Services. In 2017, they had 56 Staff members and in 2022, they still had 56 Staff members.

School Staff and faculty are being asked to do more 1<sup>st</sup> & 2<sup>nd</sup> year Advising as SAC numbers are currently down. Vice-Chair expressed a concern that faculty are listed as student advisors and they aren't told this information.

About the faculty members:

2012 – 2022. The professor population is taking a significant dive downward. There is a slight increase in associate professor. Full professors are being replaced with Assistant Professors (Lecturers, Instructors, and Clinicians) and there is a significant increase in this population. Around 2015, there was a huge increase, such as at Arrupe College.

There is a question as to why the numbers were much higher in 2015 than in 2016. Was this a function of tenure track professor retirements? What happened at other schools?

About those faculty numbers

The contraction is that tenured were replaced with non-tenured faculty. NTT's have an incredibly large teaching volume and their service roles are not particularly encouraged. It may explain why so few people are able to do Service? There is a decrease in the faculty with tenure lines. Faculty are doing more.

Faculty Appeals Committee (Faculty Handbook) only tenured faculty.

Other Typically Tenured Faculty Service Roles

- ✓ The incentives are not set up for service. This may explain why it feels uncomfortable.

Faculty Administrative Problem

- ✓ Management for Startups: Department chairs manage up to 42 Faculty members. This is very different from other institutions.
- ✓ Since 2012, we have had a number of Provosts and some did not last one year.

Vice-Chair mentioned that some schools are only getting two lines a year. Her school has had two every year. She mentioned that they have a very young department and there is not the same expectation of service as faculty grows more senior.

FC member comment: to talk with Dr. Reed

FC Member Pope mentioned that he is not sure what his classification is. However, he stated that 20% of his evaluation is Service.

Provost Callahan stated that there is no decision or approach to replace tenured faculty with non-tenured faculty. She explained that when the V-Tip hit, they had approved advanced hires. Some have refused in order to bring in junior folks. What happened: V-Tip hit; Covid hit: Hired NTT as they are easier to hire than Tenure Track faculty. We need to hire to address the increased loads. We are doing well with recruitment, but we are not successfully closing every search.

It is time to rebuild. One dean did not want to go out and hire.

Vice-Chair asked why deans would not want to hire more senior people.

Provost Callahan stated that they may want to bring in a more junior person who will grow up in the culture. Some schools also look at the financial considerations. That should not be the reason.

Comment from Lakeshore FC member: From the union, they are trying to push forward a course release for service. Hopefully that would be helpful.

Other comments were made about getting more data; being mindful of our current situation; reviewing procedures relating to how people are to be evaluated.

#### **Vice-Chair Report (Blackmond Larnell):**

The Vice-Chair reported that the Racial Justice Minor is moving along in the department.

**Secretary: No report**

### **3. Committee Reports:**

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

FAC invited VP Ahad to the last meeting to discuss: 1) Faculty Recruitment; 2) Retention; and 3) Overload. There is an LUC website on Faculty; and Ahad created a handbook for administrators on faculty hiring. Everyone should be trained in DEI.

O'Rourke mentioned trained faculty are to be brought on to be a Diversity Equity Advocate. VP Ahad is working hard to improve that initiative.

There was a longer conversation on retention. Ahad has been collecting information for about three years. Looking at retention across all campuses. She broke the info down by race, gender and ethnicity.

Full Time Faculty Three Year Trends for the past three academic years:

Faculty of Color and women numbers decreased.

FC Member Cornelius mentioned that people who left are moveable. That's a good thing showing that they are able to get offers at other universities. We need to balance the expectation that we need to compete in that market.

Greatest number was 69% that left were Faculty of Color. Other findings. Faculty of Color are over-represented in these losses. 21% left at HSC.

Ahad also provided initiatives on "How universities are recruiting & retaining diverse faculty."

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

AAC Chair Gawlinski presented the proposal.

- Vote: Proposal - Courses assigned to the Common Final Exam Time in the department of Chemistry Biochemistry

The Chair gave full disclosure that he has been involved with this proposal. After discussion, the Motion was unanimously approved.

Next, Gawlinski mentioned that faculty should turn exams to SAC on time.

Career fairs have been going very well. In the professional schools, business partners have been coming to career fairs.

There will be an ad hoc committee to follow-up with Ahad about the faculty evaluation processes, which would be a combination of Faculty Affairs and the Faculty Affairs Committee.

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

**SCC Chair Silva** reports that there will be upcoming evaluations for five deans. The committee will be using an evaluation tool.

They are reviewing feedback of relevance of evaluation questions for the respective deans. Are they applicable?

The Newsletter is out and it includes link for submissions.

Keep up the content for the Newsletter! Silva noted that the Provost has been great about getting info out to faculty.

#### **4. Guest Presentation: Karen Paciero, VP of Advancement, Loyola University**

VP Paciero provided a power point presentation and presented the information.

Our FY Total Gifts were pretty dismal. An example is St. Jude Children's Research Hospital, in Memphis, Tennessee. Last track, they had raised \$400 million and

now have raised \$800 million and it is not a comprehensive advancement program. Volunteer driven events. In 2003, we had over a million events, little mini events. St. Jude Radio fund; monthly donor direct response. In this example, it was a huge small request. However, many people who knew about St. James and gave.

There was a mega gift from the Schreiber family. You may have heard about programs at Northwestern, University of Chicago and Loyola is now building a very robust program.

Advancement is looking for schools similar in size; medical centers associated with them; university based programming; urban Jesuit programs; medical schools; aspirant peers, like Boston College and Notre Dame.

The Chair asked: How can we help?

- Paciero recommended that we should not hesitate to brag and send info along about what we are doing in our departments. She is a social worker and may be able to identify a donor who has an interest in X.
- Students - encourage them to participate with advancement and alumni engagement. They ask students to thank the donors and they become our best donors.
- Share Industry connections, as many are connected to alumni. It is so important to highlight and spotlight career issues of faculty.
- Coming up with ideas is very helpful. I cannot promise that you will be funded. You have more fundable ideas than those donations.
- Include your updates in the school newsletter.

**5. New Business - None**

**6. Adjournment – 5:00 pm**

Minutes approved at the January 25, 2023 FC Meeting.