

**College Assembly
November 15, 2001**

1. **CALL TO ORDER**
The regular meeting of the College Assembly was called to order at 12:45 p.m. on Thursday, November 15, 2001 in room 332 of Bobet Hall. Dean Frank Scully chaired the assembly, secretary was present. Father Leo Nicoll led the invocation.
2. **APPROVAL OF MINUTES** – Minutes of October 18, 2001 were approved as amended.
3. **ANNOUNCEMENTS** – Colby Nathanson apologized for the late invitations to Arts & Sciences Night. She had R.S.V.P. cards for “Much Ado About Nothing” on Friday, which would be the final performance that Father Ferlita would direct at Loyola. Dean Scully announced that the Evaluations Committee was looking at suggested revisions of the Student Evaluation Form that Father Nicoll’s committee was working on. Dean Scully stated that it would not be changed this semester; they would try to change it and print new forms for the spring.
4. **REPORTS** - Dean Scully stated that a part of faculty governance is information so he placed three reports on the agenda. He asked Mary Blue to give a report as a representative of the University Strategic Planning Committee and as the Chair of the University Faculty Senate which she did. The first report she gave was on the University Strategic Planning Committee in which they were doing a S.W.O.T. Analysis and that they had had two town meetings. She was in favor of the planning. The second report she gave was on the University Faculty Senate. She stated that they had a motion to look at either making the Administration follow the handbook or rewrite the handbook. She stated that faculty was concerned that if they had an economic contraction given the terrorist attack, we would need to come up with a list of faculty priorities. The last item was they had learned inadvertently that there was a purchase made of a voice recognition system for the University that had been purchased for \$24,000, unknown to the faculty. Jim Wee asked Mary Blue if she felt that the Dean of Law and the Dean of Business are in the Strategic Planning with an ulterior motive. She answered that in one part of the plan there would be five centers of excellence that would get a lots of money. She suspected that the Law and Business Deans think that they should be on that list of five. Conrad Raabe stated that they should look over the proposal because it was an elaborate PowerPoint presentation, extremely hierarchical and extremely well-organized and organization always has a purpose. David Estes asked Mary Blue if they needed to have a Town Meeting to discuss some of the threats that they might identify. Henry Folsie stated that on the matter of Senate updates, he thought that the A&S faculty would appreciate that one of the most interesting bits of information that inadvertently surfaced in the last Senate meeting was that of the \$360,000 which we were told on an e-mail had been allocated for an equity pool, \$135,000 had been earmarked for the Law School. On another topic, Mary Blue stated that she was a member of the Provost’s Search Committee. They had limited the search to seven candidates and they voted to ask the President to get a search firm to deepen the pool. Peggy McCormack stated that the Humanities faculty members had some concerns about the lack of operating budgets for departments and programs. Dean Scully stated that it needed to be looked at because in UBC meetings there is nothing other than faculty salaries and some cushion and

nothing ever trickles into Academic Affairs. Dean Scully added that it was important to get involved in the next Town Meeting which would be on December 6.

5. **OLD/NEW BUSINESS**

Dean Scully stated that he had looked at faculty salaries across the College, made an analysis of the salaries relative to National CUPA data, taken individual departments and broken them down into quartiles. He assumed that time in rank affected salary and that a person in rank 0-5 years should be in the first quartile, 6-10 years the second quartile, etc. This enabled him to compare faculty salaries and where they should fit into quartile data. If faculty salaries were below appropriate quartile data, he looked at CVs and examined faculty productivity. Dean Scully continued his explanation using overhead transparencies. He said he had given copies of all the department's evaluations to SORC, SORC evaluated them and gave suggestions to Dean Scully who addressed the suggestions and he listened to the arguments of the Chairs. He stated that he did not agree with every suggestion, but after several iterations he came up with a final set of numbers which he recommended to the Provost and the President had accepted. There were 57 faculty that got salary adjustments. The total amount of equity adjustment in the College of Arts and Sciences came to \$135,500. Father Knoth mentioned \$360,000 was going to be used for equity adjustments. Dean Scully stated that, out of the \$360,000, \$135,000 that is going to the Law School is coming out of only the Law School's budget. Kurt Birdwhistell asked how that was possible. Dean Scully stated that they have a Memorandum of Understanding. Just as we had an 8% increase here, they had an 8% increase in their tuition and they are allowed to put back into their faculty salaries. None of that money goes back to the university. Mary Blue stated that the money was not for salaries, but they made an exception this year; it could be used for anything. She added that the Memorandum of Understanding was going to be renegotiated at the end of this year. Dean Scully stated that the \$135,000 was the lion's share of the money allocated. Craig Hood stated that the proposal stated in two places that the Strategic Faculty Salary Committee recommended expecting to reach the 50th percentile within departments within four years which is a very bold goal. He stated he thought they all would be happy if they could do this on top of the annual increase. Dean Scully stated that he was confident that A&S had gotten a fair share. Lynn Koplitz passed out copies of a motion. Dean Scully asked the Parliamentarian for a ruling. Conrad Raabe, replied that Lynn Koplitz could make a motion to change the rule to put the motion on today's agenda with a 2/3 majority. Dean Scully stated that they would come back to it at the end of the announcements. Dean Scully asked for a brief report by Steve Scariano from the UBC proceedings. He reported a five percent tuition increase for returning students for the fall semester of 2002. New student tuition would be repositioned at \$18,700 a year, which is a 15% increase for freshmen. Salaries were up seven percent. Fringe benefits were up by 10.7%. Financial aid up about 10.7% increase. The justification for repositioning is that the value of the degree has increased as Loyola continues to improve the education and facilities provided. He submitted a copy of the recap as well as a copy of the report that went to the University Planning Team. Bill Walkenhorst stated that for the last few years freshmen had been most highly discounted and now freshmen tuition was being raised 18%. He asked if tuition would still be discounted on top of that. Steve Scariano answered in the affirmative. Mary Blue added that there was not a salary pool anymore. They had \$600,000 to address equity, \$1.6 million for merit, \$50,000 for promotion, \$250,000 for part-time salaries, \$150,000 for unfunded and under-funded chairs, \$350,000 extra dollars going into the retirement packages. Steve Scariano that there had been no budgetary planning for shrinkage.

Dean Scully asked if there was a motion to suspend the rules for Lynn Koplitz's motion. It was moved and seconded. Lynn Koplitz passed out copies of her motion. The motion stated: "The President and the Board of Trustees have made money available for equity increases to the salaries of the Arts & Sciences faculty. Dean Scully has put forward his recommendations for how this money is to be distributed. He has shared all of his recommendations and the raw CUPA data with SORC and he has shared recommendations specific to each department with each chair. His model uses quartile rankings of faculty based on years in rank and compares current A&S salary to CUPA data from our Reference Group for 2000-2001. This data set was also adjusted upward by 3.6% for inflation to make it comparable to our 2001-2002 salaries.

However, since this sort of salary adjustment opportunity comes so infrequently, and since the A&S faculty have already communicated their desire for openness in salary determinations by voting to make all of our salaries available for inspection each year, it is imperative that we ensure a fair, open process for the distribution of this special money. This process should include input from any and all faculty who wish to express an opinion through their chairperson or SORC. In order to form an opinion, all faculty need access to the complete data set and the complete model and they need a reasonable amount of time to review these materials.

Finally, in order to make sure it is done as appropriately as possible; the ultimate distribution of these funds should not be rushed. Although these adjustments are to be made retroactively, there seems to be no good reason for them to be required to begin immediately.

I move the following:

- (1) All A&S faculty will have the opportunity to see all the CUPA data and Dean Scully's model for recommended increases. This information will be distributed through department chairpersons. Faculty will have no less than one full week to examine this information after it is available.
- (2) After this review process, no action will be taken to finalize recommended salary adjustments until after the Dean has met with SORC and any chairperson who feels his or her faculty need further adjustment. Faculty will communicate their suggestions about the model and the adjustment recommendations to their chairperson or to SORC members.
- (3) Dean Scully will notify Provost Voigt and President Knoth that the College of Arts & Sciences needs additional time to study, discuss, and make fair recommendations for the distribution of these funds."

The motion to suspend the rules passed with 57 votes. Dean Scully asked Lynn Koplitz to introduce her motion. She further explained that she thought that more time should be taken to examine the equity adjustments. Mary Blue seconded the motion. Dean Scully responded by stating that he went through several iterations with SORC whose members were present and confirmed what Dean Scully was saying. He gave his model to SORC, explained the numbers, and made counter-recommendations. Dean Scully accepted some and not other

recommendations which were completed around November. Lynn Koplitz asked Dean Scully if SORC asked him to do anything with the proposal of recommendations. He responded that they asked him to look at a number of faculty that were not on the list. She asked him if SORC asked him to take the proposal to the Chairs. Dean Scully replied that he did take it to the Chairs. She asked him if he thought the understanding was that the Chairs were supposed to know about all of the changes or only the ones in their departments. She asked him what he thought that SORC meant when they asked him to do that. Dean Scully stated that the purpose of going to the Chairs and discussing it with each of them was specifically to get their recommendations. Dean Scully stated that he wanted feedback from the Chairs. Lynn Koplitz stated that the Chairs did not have the raw data. Steve Scariano stated that SORC had CUPA data. He stated that he checked numerically everything that Dean Scully did for one department, but that Lynn Koplitz said that she had found errors in the Chemistry Department. Dean Scully stated that she found errors only in averages. She confirmed that she had found errors in averages. She thought that more than one person should be looking at the information because everything was moving fast. Dean Scully stated that all of the Chairs had all of the information for every department. Lynn Koplitz stated that they should have some input while they were working on the project – not after the fact. Mary Blue stated that, because the College of Arts and Sciences was larger than any other college, it should get more time. David Myers was concerned if the CV's being used were accurate and up-to-date. He stated that Dean Scully should inform them of what the decision was based on. Dean Scully stated that he was making recommendations on equity adjustments for salaries for 2001-2002 and that he used the full vitas submitted last spring. Jim Wee asked what kind of changes would one make for equity adjustments prior to six months ago. Craig Hood stated that Dean Scully should have been interacting with Chairs that lasted over a longer period of time. What's important is, if the Dean and the President are saying that these adjustments are all there needs to be, then everyone is going to be very unhappy. On the other hand, if this is truly the first installment of more equity increases, then everyone is going to be very happy.

Dean Scully read the portion of the motion which stated, "All A&S faculty have the opportunity to see all the CUPA data and Dean Scully's model for recommended increases." He stated he assumed that once something is in his office and is shared with anyone outside his office, it is common information. Henry Folse stated that that was not necessarily true. Dean Scully stated the he assumed that more discussion would take place after he distributed to all of the salary to all of the Chairs. He was surprised that more hadn't. It wasn't his intent to keep anything secret.

Dean Scully read "After this full review, no action will be taken as finalized recommended salary adjustments until after the Dean has met with SORC and any Chairperson who feels his or her faculty need further adjustment." Dean Scully stated that he needs to understand the role of SORC and that it is an oversight committee to make sure that he was not feeding money to his friends. That was his understanding of the original intention of SORC in the first place. Dean's were giving extra money to their friends. The fact that he would distribute all of the numbers for all of the departments to all of the Chairs, doesn't suggest that he was trying to hold something back from any one in this College about who he was giving dollars to. Individual faculty should come see him rather than go through several iterations with the department Chairs. Any final adjustments could be validated by SORC.

Kurt Birdwhistell stated that Dean Scully's thinking about how open he was going to be about this process has changed over time because originally when they had had this discussion. He was supposed to see only his department's numbers and not all the numbers. But he could tell what Dean Scully was doing in the overall. He thought that was the only way to make any kind of argument against whatever Dean Scully was suggesting for Kurt Birdwhistell's department was to see the overall plan for the College. Kurt Birdwhistell told Dean Scully that he had opened up more than he was initially. Kurt Birdwhistell stated that he was also getting an adjustment and he did not care if it was put off for a month. He stated that he thought it was important that people believe that the process was as fair as possible.

Dean Scully stated that the reason that Kurt Birdwhistell made that statement was because a member of SORC shared information that Dean Scully gave to SORC with his Chair and this was not expected. Dean Scully stated that he had been instructed by SORC to get the input of the Chairs and he did that. Dean Scully stated that his fear in sharing all departments is that someone may say that they know "Joe" in that department and they are just as good as they are, and they have worked here so many years, and they should get just as much as "Joe". And then it comes down to personalities. Dean Scully told him that he had every intention of giving all of the Chairs all of the data. Dean Scully added that he was looking at SORC as the faculty representative. Francis Coolidge stated that he would like to speak in favor of the motion and as an individual faculty member, he felt like he did not have enough information. He and other faculty members should have access to the raw CUPA data which was shared only with SORC and not with the Chairs. Lynn Koplitz stated that she had gotten the data yesterday. All she had to do was ask for it, but she did not know that until yesterday. She thought she could not have it. Dean Scully stated that in previous years, people had gone to Steve Scariano and gotten the data. Steve Scariano stated that it could be gotten from John Sears at any time. Dean Scully stated that it could also be gotten from him at any time. Francis Coolidge stated that he thought that justice was more important than having the process for salary adjustments done quickly.

Conrad Raabe stated that due to the nature of the hour, the only alternative was to continue the debate or table it. The question was called and all were in favor. 47 were in favor of Lynn Koplitz's motion to take additional time to review data. 14 were opposed to the motion with 15 abstentions. The motion passed.

Dean Scully asked for a vote on the Strategic Plan for the College. All were in favor of the question. All except one person were in favor of accepting the Strategic Plan for the College of Arts and Sciences.

Dean Scully discussed the plus/minus grades. What is the value of a plus grade and what is the value of a minus grade? Dean Scully stated that in his experience a B- was 2.7 and a C+ was 2.3. We currently have a 2.5 as the value for C+. University of Tulsa was the only one surveyed that had a 3.5 as a B+, a 2.5 as a C+, a 1.5 as a D+ and then they had the 2.75 as a B-, and a 3.75 as an A- and a 1.75 as a C-. Tom Smith added that Tulane Law School had just adopted this exact same model. Dean Scully stated that he wanted to propose that we accept the 3.7, 3.3, 2.7, 2.3 as how we treat plus and minus grades. Dean Scully stated that he thought 3.5 was a heavy weighting for a B+. Tom Smith stated that one advantage of going with the University of Tulsa is that we would not have to modify existing plus values on the

system and would provide consistency with past transcripts. Don Hauber stated that it seemed like the majority used equal increments between each grade, whereas the University of Tulsa does not, which makes it more confusing. A motion was made to adopt 3.7 for the A-, and 3.3 for the B+ , etc. Motion was seconded. No other discussion. All were in favor, none were opposed.

A motion was made to adjourn. The meeting adjourned at 1:55 p.m.