

College Assembly
February 16, 2006

The meeting of the College Assembly was called to order at 12:30 p.m. on Thursday, February 16, 2006 in Bobet Hall, room 332. Dean Frank E. Scully, Jr. chaired the assembly.

Fr. Peter Rogers, S.J. offered the invocation

The minutes of the March 31, 2005 meeting were approved.

Announcements

Ms. Deborah Stieffel, Dean of Admissions reported on the new recruitment effort, Each One...Reach One. The faculty were asked to identify one high school senior who would qualify to apply for admission to Loyola. Application fee will be waived for referred students. A referral card will be completed on each student. The objectives are to increase the number of applicants, increase enrollment yield, enroll more than 700 students and increase awareness. The assembly was assured that no student will be admitted who can't meet admissions standards. Contact the Admissions Office, ext. 3240, for your ideas on how to generate applicants, questions or concerns. Anyone who recommends a student will be acknowledged with a note of appreciation and a fleur de lis pin. Dr. Robert Dewell, Chair of Modern Foreign Languages and Literature, commented that the university website is drab. He suggested hiring an external company.

Dr. John Cornwell, Assistant Provost and Ms. Donna Goforth, Web Information Officer, reported that his office offers to manage the college's on-line balloting and elections. The Elections Committee will create a ballot; the software Inquisite will allow faculty to vote.

Dr. Laurie Joyner, Associate Dean of the College of Arts and Sciences, reminded the assembly to submit nominations for the Faculty Excellence Teaching awards by the deadline date of March 24, 2006.

Dr. Davina McClain, Associate Professor, Classical and Modern Languages and Literature, requested submission of the college's best students for any of the scholarships available. They are all listed on the web. Three students were submitted for the Barry M. Goldwater Scholarship, one for the Udall and one for the Pickering. She announced an information session will be held on March 8. Please submit names of qualified students via e-mail to mcclain@loyno.edu. She said a visit to the web would give additional information.

Old Business

Under old business, Dr. Kate Adams, Associate Professor of English, reported on the recommendations of the College of Arts and Sciences Task Force on Academic Advising.

The task force recommends the creation of a new model of advising that will focus on the first year and to spread the advising load more evenly across the faculty, training should be established for advisers, the creation of an advising evaluation method for students to complete at the end of the semester and departments should designate an adviser who will support the development of quality advising of students within their major. Department protocols should be modified to make provisions for quality advising by adjusting service loads. Some other suggestions were to consider freshmen advising through the dean's office and consideration of advising as part of tenure/promotion.

New Business

Under new business, Dean Frank Scully proposed a motion that "All A&S faculty will post their syllabi and course materials on BlackBoard for their students in the event that the university loses class time due to a hurricane or other event." Dr. Sara Butler, Assistant Professor in History remarked that she has a 300 page World History textbook. Teri Henley, Chair of the Department of Communications mentioned that many don't have access to computers. Dr. Stephen Scariano some students are math phobic and unwilling to accept course syllabi, problems, readings, etc. Dr. Maria Calzada, Associate Professor in Math and Computer Sciences remarked that in the short-term this would be fine but one cannot push online courses. Dr. Eileen Doll, Associate Professor of Modern Foreign Languages expressed concern that although this motion is a reinforcement for ill students, it could likely allow well students to miss class. Dr. Calzada said Loyola should have an alternate website in case the city loses power. Dr. Elias Khalaf, Assistant Professor in Math and Computer Science, offered the solution to post only material that is missed in an emergency. Having access to the information during a temporary emergency evacuation is an advantage to students. Due to time constraints, Dean Scully recommended more discussion was needed.

During new business, Dr. Mary Blue, Associate Professor in the Department of Communications, introduced her motion: Faculty in the College of Arts and Sciences will be free to choose whether or not to teach classes during the so-called "Spring II" session with impunity.* Faculty who teach Spring II classes will be paid for their services since all course schedule options extend past May 18, 2006, when our contracts expire for the year. It was seconded by Dr. Scariano.

Dr. Blue stated that in the Faculty Senate, when asked if faculty would be required to teach in Spring II, the President and Provost replied that they would rely on the goodwill of the faculty. However, she had heard from her department chair that if a faculty member does not teach in Spring II they will have to teach more in the fall. If the dean requires those faculty members who choose not to teach in Spring II to teach four courses in the fall, it is retribution for not teaching in Spring II.

Dr. Blue said that she has taught overloads every semester and every year. And, she was not idle last fall either. She was working for the university, contacting and advising her students. Much of the concept of Spring II was developed with many assumptions. It

assumes 20% more cuts next year and the administration wants to put the burden of the shortfall on the backs of the faculty.

Dean Scully responded by stating that Dr. Blue's motion was drawing a line in the sand with the Administration on this issue. Her motion implies that the university has no crisis and that the need for Spring II is a manipulation of the faculty to do extra work. He said this made no sense. He recounted the history. He said the concept of Spring II was developed by the deans last October to address three concerns: 1) some students were not advised properly at the other schools they attended, 2) some students did not attend any school last semester, and 3) they estimated that the university would recover only about 1/3 of the budgeted tuition revenue for students who attended universities that allowed Loyola to keep their tuition. He estimated the deficit as follows. University budget was supposed to be \$110 M this year. This estimates about \$55 M revenue per semester. Actual tuition revenue from fall has been estimated to be 1/2 of that or \$28 M, leaving a \$27 M deficit. We saved \$5 M in cutbacks leaving a \$22 M deficit. Even if Loyola got all of the \$15 M business interruption insurance (actual amount to be received unknown as well as when we get it), there would still be a \$5 M- \$7 M deficit. That was just for this year. It does not even address future problems, he said. Projections for enrollments for the fall suggest we will need to trim \$20 M from the \$110 M budget that was set up for this year. Dean Scully said he believes the university is in a crisis. He said he believed he could count on the good graces of the faculty. He said that administrators have tried to avoid the "must" word, when discussing Spring II, and rely on faculty goodwill. However, goodwill wears thin when colleagues are discussing opting out. Administrators have been trying to avoid enforcing this, because they know most faculty are grateful for being paid for the fall and want to be part of keeping Loyola and their jobs stable. This motion spoils the relationship of trust that the president established with faculty in the fall. Dean Scully asked the faculty to take the university's future in their own hands.

Dean Scully said that, when he met with the chairs, they emphasized the need to make teaching assignments equal across department lines. That was why his policy was to assign four courses to anyone who does not teach in Spring II. He said he did not even want to get into an argument about contracts and the termination date of May 18. The fact is, he said, we don't have a normal situation. The expectations of the contract had to change and part of that was the choice of the university to pay faculty. Now it is time for faculty to do what they can do to honor the contract as best as they can.

Dr. Scariano said he accepted the line in the sand that Dr. Blue was drawing. Generosity is fine, but the faculty have contracts and these are rules. Despite that, the administration wants to put the burden of the deficit on the backs of the faculty. He said that, if faculty want to teach in Spring II, that is fine; teach. But he advised that, if faculty have to fix up their homes, they should just work on their homes.

Dr. Calzada suggested that those who teach in Spring II get a course release in the future, maybe not soon, but some day. Dean Scully stated that he could not in good faith agree

to this given that he had to return all of his part-time budget as part of the budget cuts and what will be available in the future is unclear.

Someone said that the faculty would have been much more willing to teach if the administration simply asked for their help instead of setting up Spring II without consultation. Things have changed since October when Spring II was conceived and the demand is not as great as what was initially anticipated. Plans were made without consultation with faculty.

Dean Scully responded by formally asking for the help of the faculty. He is asking the faculty to teach in Spring II to help offset the deficit. He said he knew that faculty were working very hard with four courses each and hoped teaching loads would be back to 3+3 next year.

Dr. Dupont said she has asked repeatedly for the administration to simply put that request in writing. Nothing is ever put in writing. She said she was asking Dean Scully personally.

Dr. Parr said she did not think it was too much for the administration to ask faculty to teach in Spring II. She said the university needs faculty support in extraordinary times. Quibbling about this does a disservice to our community.

Dr. Gregson said that at the last Faculty Senate meeting the provost said that faculty are not contractually bound to teach in Spring II. He suggested that the university mediate a salary such as a part-time salary versus the regular summer school compensation. He said that the provost has said something different from the dean.

Dean Scully said he was trying to make the workload fair and equitable the way the department chairs requested.

Someone said that the dean is paid for 12 months; therefore, we need to be paid for that time.

Someone else said that different departments are handling the loads differently. Some faculty get their courses out of the way in 5-6 weeks, while some departments, like Chemistry, need to stretch out courses over ten weeks.

Someone said that the president and provost have not indicated the same level of concern as the dean.

Dean Scully asked if Spring II was a manipulation of faculty by administration because faculty did not work in the fall. He said, absolutely not! He acknowledged that many faculty worked very hard to keep up with their advisees or the students in their classes. Many traveled to student information and advising sessions to show solidarity with the university, to see and advise students. He expressed his gratitude to those faculty and said that is why such a high percentage of students returned, not because of anything the

administration did. And he acknowledged that many faculty members who did this had lost their homes and were struggling with contractors and the loss of all their possessions. Dean Scully said that no one in any other college was objecting to teaching in Spring II – only a few A&S faculty.

Dr. Blue said that the Dean must be out of the loop; she knew of faculty in other colleges who were not happy about this. She said that the dean pleading with the faculty was not timely.

Dr. Hammel said that he had heard that not everyone in the college was teaching four courses.

Dean Scully acknowledged this. He said that one thing became apparent after the Spring I schedule was built with all faculty expected to teach 4 courses. Two departments did not have sufficient demand for their courses to have each faculty member teach 4 courses. This implied they had too many faculty. So he took one tenure-track faculty position from each department by not reappointing one faculty member in each department who was in the first two years of his appointment. In addition, the faculty in those departments proposed to teach 3 courses each in Spring I and Spring II. If they don't, they will need to teach additional courses next year so that all faculty will teach the same amount. This was the only fair way to do it. He pledged to make it fair and equitable for all faculty members.

Dean Scully announced that it was 2:00 p.m. and the discussion would need to continue at the next College Assembly.