

COLLEGE ASSEMBLY**March 16, 2006****I. CALL TO ORDER**

The meeting of the College Assembly was called to at 12:30 p.m. on Thursday, March 16, 2006 in Room 332 of Bobet Hall. Dean Frank Scully chaired the assembly. Attendance was not recorded.

II. INVOCATION

Rev. Peter S. Rogers, S.J. delivered the invocation.

III. ANNOUNCEMENTSa) SACS

Dean Scully opened the meeting with good news that the Chair of the SACS Committee had pronounced Loyola in compliance on all issues. Dean Scully thanked Laurie Joyner for overseeing the entire process of departments developing common curriculum plans, Mary McCay and David Moore for defending the compliance statements, and John Cromwell for putting together the compliance statements. He expressed pride in the departmental sites and the work that chairs and department members had put into them. He said that SACS was particularly impressed with the Quality Enhancement Plan, on which they spent most of their time, and they acknowledged the tremendous job Loyola had done dealing with Katrina in addition to the plan. Dean Scully thanked several teams for proposals which eventually were blended into the QEP: Mary Blue, Laurie Joyner, Mark Gossiaux, Stephen Rowntree, and Tom Smith. He said that SACS thought the QEP was a perfect blend of thinking critically and acting justly, and that in the context of Katrina, it had special significance. He said the team did think it might be too ambitious and recommended that money be put into the plan for assessment. He said that SACS met with eight self-selected students -- volunteers from an SGA meeting -- and were greatly impressed with each, particularly Quinn Dennehy, an articulate Sociology and Drama student who spoke to the idea that acting justly doesn't mean simply going out and doing service projects, rather, studying the structures behind the issues. He said they were pleased by how A&S integrated first year experience with the development of the PIES project and mentioned PIES on a regular basis, as though it were a University program.

b) "The Winter's Tale" Performed in Marquette Theater

Georgia Gersham announced the A&S Theater Night, March 17, reception at 7:00 p.m. and performance at 8:00 p.m., and a Sunday matinee to benefit the MAGIS Fund.

c) "Work, Wages, and Well-Being in 21st Century America"

Dean Scully noted that Dr. James D. Wright's presentation directly relates to the QEP, the first-year experience, and he urged attendance. Flyers were distributed for the March 22, 7:00 p.m. lecture in the Louis J. Roussel Performance Hall.

d) Faculty Awards: Excellence in Teaching, Advising, Research, Community Service

Dean Scully emphasized the March 24 deadline for nominations. Forms were distributed.

e) "Check-in" Activities to Lower Stress on Campus

Elizabeth Hammer distributed handouts from the Reflection and Education Subcommittee of NOAH: a March 16 letter to faculty and staff and two pages of suggestions for check-in activities.

IV. COMMITTEE REPORTS

SORC Report to the College Assembly

Dr. Tucci presented SORC committee recommendations as given in a report to the College Assembly:

- 2006 – collect vita updates and departmental evaluations for 2005,
- Spring 2007 – SORC will evaluate faculty in the spring for calendar year 2005 and spring 2006.
- Future – set aside a portion of “raise money” for equity compensations related to the Katrina year,
- November 1, 2006 – submit vita updates of the previous academic (not calendar) year and departmental evaluations of faculty to the Dean,
- 2006 vita updates – cover the 2005 calendar year, 2006 spring and summer semesters, and not 2006 fall.

Dr. Tucci said there was some dissention among committee members who felt Spring 2006 should be evaluated with 2005, rather than waiting for Fall 2006. The Dean mentioned concern with timing for his and SORC's recommendations ahead of March 15 faculty contracts. The Dean asked whether there were reservations regarding the suggested November 1 deadline. Comments and questions included: difficulties in having October 1 for updates to chairs, questions of access to salary postings in the library and making SORC rankings available to faculty, vita updates on an academic rather than calendar year. The Dean confirmed that vita updates from 2005 are archived for review. The Dean said he'll continue to distribute SORC rankings to the chairs. He said he will take the timing matters to the Council of Chairs. As this was a report rather than a motion, Vernon Gregson asked for a motion or a move onto other business. A faculty member called out that he was suggesting as a related new motion or idea that the entire A&S faculty yearly evaluate administration from the Provost through to the Board of Directors. There were no comments and the Dean continued the move to other business.

V. OLD BUSINESS

a) Recommendation of the A&S Task Force on Academic Advising

Dean Scully called for discussion of the recommendations distributed at the previous College Assembly. No discussion followed.

b) Post Syllabi on Blackboard

Motion: *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.* The Dean said this would be a gap measure. Discussion included comments on the existing on-line components and previously distributed hard copies, appropriate responses to interruptions of short vs. long duration, questions as to the feasibility of converting from a regular to an on-line course, and off-site Blackboard and LORA. The question was called and seconded. Voting on the motion was 12 in favor, 32 opposed, and 5 abstentions. The motion failed.

c) Choose Whether or Not to Teach Classes – Spring II Session

A substitute motion introduced by Mary Blue was accepted by the seconder of her previous motion, Dr. Scariano. Substitute 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.* The administration will acknowledge in writing that all course schedule options extend past May 18, 2006, when our contracts expire for the year and will ask the faculty to volunteer to teach in this session.*

** im'pūn'itē n exemption from punishment, harm, or recrimination*

Mary Blue asked Dean Scully's permission to speak. She said money is an issue, and that even if not viewed as an issue, contractual issues need to be understood. She related concerns expressed by AAUP in a telephone call they initiated: hold onto protections in contracts as a life raft; view contracts as a living thing, although on paper, if not followed, you don't have a contract. She related contacts from anxious faculty who said they truly cannot teach the session, and she said they should not be pushed past their limit. She said she would volunteer if asked, with acknowledgement she has a faculty contract. Mary McCay introduced a friendly amendment: that the motion apply to tenured faculty only, and exempt from voluntary teaching the extraordinary and non-tenured faculty so the young could continue work to be published. Elizabeth Hammer expressed concern that the Spring II schedule is already out and part of students' plans. She mentioned the call for volunteers and questioned why the Provost did not present contract revisions in writing. Vernon Gregson echoed the idea of a contract as living thing, with possible future precedent-setting legal consequences of acting in violation of the contract. He said he strongly supported the amendment and was not opposed to Mary McCay's friendly amendment. Lynn Koplitz emphasized that just because a faculty member is tenured, it does not follow that the person did not lose a house in the storm. She said it is not o.k. that non-tenured, extraordinary faculty be coerced into volunteering to teach. She questioned whether or not the university could pay adjunct A&S faculty in the manner law school faculty would be paid, without going heavily into the red. Dean Scully restated the goal of addressing the needs of students and said that as discussed in the Council of Chairs, teaching loads should be equitable, with faculty who didn't teach four courses in Spring I teaching in Spring II, if not Spring II then Fall 2006. Vernon Gregson raised a point of order, stating that the proposals were prior to assessment of the students' need for Spring II, and prior to knowing the numbers of returning student and faculty. Dean Scully repeated the Provost's statement that teaching is voluntary, not contractual, and his reliance upon faculty generosity. The Dean questioned whether the goal of the motion is to prevent

him from assigning more courses in the fall to faculty who didn't teach in the spring. Stephen Scariano observed that if fairness were of interest then pay those that teach, not those that don't; if relying on generosity, then generosity can't be compelled. Maria Calzada questioned the strong word "impunity" in the motion. Don Brady emphasized a concern brought to him by a younger faculty member: the missing element of trust. He recalled that when first learning that full salaries would be paid during the evacuation, he was struck by the generosity. He observed that when the teaching question was first raised, faculty agreed, and only later came the AAUP misgivings and the erosion of trust. He urged going forward to get some hard work done, if not teaching then doing something constructive such as Habitat for Humanity. Applause followed. Mark Grote said that his chair asked him to come today to speak on behalf of his entire department to express their willingness to do whatever necessary to keep students engaged, to state they did not consider it punitive but is just their way of contributing, and to communicate their gratitude for having been paid while not in session. He expressed his personal gratitude for the salary and opportunity to spend time on house repairs while not in session, and said that tonight, for the first time, he would be able to move with his family back into their New Orleans property. He said he also appreciates other people's concerns and has respect for them. Joe Harris identified himself as the younger faculty member referenced by Don Brady, and said if this motion were to pass, he's not clear what it would do, as each has an individual contract. He added that although not in favor of the motion, he would like to send an e-mail to the Provost requesting his contract be revised to reflect reality, that when paid during the closure, he assumed he would have to do something additional beyond just teaching this semester. He questioned why contracts hadn't been immediately amended to reflect what would be expected beyond this semester. He said a better move would be to have everyone in the college obtain an individual contract amended to reflect the reality. Francis Coolidge said that if the focus is too narrow on the contract, the larger issue is missed, that as faculty are asked to step up to be generous, they first need to assess the need for their services and whether they are in a position to offer the services, and consider that time commitments to teach over summer are like heavy committee or advising loads that show up in an indirect way on their records as service. He said it needs to be voluntary, with each free not to volunteer. Mark Fernandez faulted possible imprecise communications, talk in the October meeting of the dire straits of the University and possible faculty and staff layoffs, Dr. Harris' statement to the University Senate that he's relying on generosity, and his own assumption when he put down his course that he was volunteering. He said he wasn't worried that he'd be expected to teach 10 courses from now on. He said that if another hurricane hits, he assumes all will do the same thing: teach a spring II semester and trust. He said he supports Mary McCay's friendly amendment as useful to the University and the future good work they are expected to do. Marcus Smith observed that the University has reaffirmed year after year written contracts; these are pretty sound. He wasn't concerned there was a serious creep. He mentioned equity. He mentioned he will write to formally state he has an understanding of still having a written contract signed on (date), and the voluntary teaching. He asked the Dean about the status of current contracts and any changes therein. The Dean affirmed contracts are in the Provost's Office and without changes. Marcus said he would volunteer to teach and if he could pick up some slack for non-tenured faculty, he'd be happy to do so. The Dean mentioned that contracts

will not be sent in the mail, they will be distributed personally by department chairs. One faculty member asked the Dean if he planned to exempt non-tenured or any faculty; he replied that he didn't know. Georgia Gersham called the question to the floor. Marcus Smith asked to have it read. The Dean read the motion. The motion was seconded. Vote on the motion was 13 in favor, 32 opposed. The motion was defeated.

VI. NEW BUSINESS

Motion introduced by Vernon Gregson:

That for the Program review for the Strategic Blueprint for the next five years, mandated by the Board of Trustees and the President, and now in process, every dean and higher administrator is called upon by the A&S Faculty Assembly to make readily available to the faculty and students both the criteria and the data used, or to be used, for the administrator's recommendations, for evaluation, input, and constructive criticism.

This is in keeping with Fr. Wildes' memorandum of February 20, 2006:

"Then in the month of April we will circulate the draft of the Blueprint for comments and input from different organizations. The draft will be sent to SCAP, the University Senate, the Staff Senate, and the SGA for comment. We will also schedule a Town Hall meeting in April. This time frame will allow me to revise the Blueprint, in light of feedback, and take it to the Board at the May meeting. This process brings to fruition an on-going concern with strategic planning that has involved the entire Loyola community."

That because of the tight time schedule involved, and the importance of the issues, the possible termination of Programs and of tenured and tenure-track faculty, that this be done in the next two weeks, especially since the recommendations have already been sent to the Provost by the Deans.

And that any administrator who refuses to do this, or make substantial progress in doing this in the next two weeks, should resign, or be asked to resign their administrative position.

The question was called to the floor and seconded. Dean Scully offered points of information: the Provost distributed criteria to the Deans, shared by the Dean with the department chairs, and shared with the college planning team by the Dean, and these criteria are being refined. Vernon Gregson asked that the materials be made available to the students. The Dean said that SACS required that these materials be available on every department's website. The Dean said he had used annual reports, in-depth reviews and he believed that the materials are available to students. Faculty pointed out that the departments' materials are on the intranet; the Dean recommended making them available on the websites. One faculty member briefly introduced another issue, asking whether the Holy Name of Jesus pastor will become a VP of Loyola. Dean Scully said he would answer later as best he knows, but wanted to continue with comments on the question. Don Brady proposed the possibility of having the Provost bring his method to this body and expressed concerns about his methods. Dean Scully said he would ask department chairs to make annual reports available in department offices. Vernon Gregson mentioned having the departmental materials prepared for SACS on linked sites; Dean Scully said analyses and reports for SACS are on intranet sites and doesn't know how much work it would entail to

move them. Mary Blue asked whether ranking programs by criteria being revisited would result in programs being re-ranked; she commented that she isn't aware that the President's Task Force has seen anything yet, and wonders whether the bottom quintile would be wiped out. Dean Scully said he knows the Provost is bringing materials to SCAP, and that criteria have been refined from what they had been. Tim Cahill reported that he asked Elizabeth Kordahl for an electronic copy of criteria to share with his colleagues and was told they didn't have them. Dean Scully said he has an electronic version, but it might not be useful to distribute because criteria are being refined. He said for example there was a description of the potential quality of the faculty written for a research-oriented institution, and he had to apply it to a very different institution to the best of his ability. Dean Scully said that the A&S members of SCAP, Maria Calzada, Laurie Joyner and David Moore should ask for both sets of criteria. He said he thinks something is going to happen anyway and urged members to utilize their power in SCAP to present an alternate plan for program review rather than simply rejecting the plan; it would be a waste of an opportunity not to have an alternative process. Maria Calzada pointed out that the criteria are supposed to come from the University Senate, a fact she had made known to SCAP. Don Brady urged moving soon before the university acts in summer when faculty members are not around. Owing to the late hour, the Dean said discussion needed to be ending.

VII: OTHER BUSINESS

a) MOU

Francis Collidge asked whether the MOU, to expire this year, will be renewed. Dean Scully said he will find out.

b) VP for Mission Identity

Dean Scully said that as he understands it the pastor of the Holy Name of Jesus parish will be the VP for Mission Identity. Some faculty expressed reservations about the need for another administrator.

VIII: ADJOURNMENT

The meeting was adjourned at 1:50 p.m.