

COLLEGE ASSEMBLY

MARCH 31, 2005

I. CALL TO ORDER

The meeting of the College Assembly was called to order at 12:30 p.m. on Thursday, March 31, 2005 in Room 332 of Bobet Hall. Dean Frank Scully chaired the assembly and secretary Ms. Andrell Gautier was present. Rev. Leo Nicoll, S.J. led the invocation.

II. APPROVAL OF MINUTES

The motion to approve the minutes of February 17, 2005 was accepted.

III. ANNOUNCEMENT

Loyola's Sexual Violence Prevention Peer Education Program

The Dean was asked by Ms. Connie Briscoe, Staff Counselor of the Counseling and Career Services Center, to announce that Loyola is starting a sexual violence peer education program. This is a student based program, in which students will be trained to start small group discussion. Dr. Scully said this is a positive program and encouraged faculty to get students to apply. He agreed to email the announcement to faculty.

The Dean acknowledged that the College Assembly low turnout today is due to departmental meetings being held at this time of the month. The College Assembly was rescheduled from March 18, 2005 due to numerous calendar events and Easter break.

IV. REPORTS

A) Phased Retirement Policy – Dean Kvet

[Phased Retirement Plan \(Final\).doc](#) ..\..\Dean Kvet Phased Retirement Program Summary.doc

At the last Council of Chairs meeting, the Dean distributed a summary of the proposed early retirement program, which he asked the Chairs to share with faculty. The Dean asked Dean Kvet to come to the Assembly and give a brief overview. Dr. Scully announced that it has not been approved by the Board at this time. Dean Kvet distributed a *Phased Retirement Program Draft Summary* and *Draft of Loyola University New Orleans Phased Retirement Program for Tenured Faculty* to the Assembly. He said that a working group was convened to deal with this issue last semester. The group reviewed phased retirement programs at other Jesuit institutions as a base model. In reviewing these institutions, the two paramount issues concerning retirement were health care and creating a positive phase-in to retirement. The committee sent its recommendations to the Provost. A synopsis of eligibility, terms and conditions of the program is located in the documents previously distributed. Dean Kvet did caution that once the decision of this policy is made, it is irrevocable. He recommends that faculty consult legal counsel before making use of this policy to be sure it is the correct decision. Applications are between July 1- September 1 of the year before it is to take effect and notification will come by November 1, the year before it takes effect. Dr. Jane Chauvin questioned the teaching load. Dean Kvet said that is something individually negotiated with the Provost and Dean, since there is great difference between Colleges about what is a full-time load. The Dean thanked Dr. Kvet for coming. Dean Kvet mentioned that faculty can email him with any questions regarding this proposed policy.

V. OLD BUSINESS

A) Motion to Review the Salary process used by SORC and Dean

Dr. Mark Fernandez (a member of SORC) addressed the Assembly. He said that in the past there was an ad hoc salary committee that reviewed a lot of issues in regards to salary. The motion brought before the assembly is to review the process and either reconvene the previous committee or appoint a new one. Members of the previous committee include *Marc Fernandez, Maurice Brungardt, Frank Jordan, Mary Blue, Lynn Koplitz, Jane Chauvin and Dean Scully, ex officio*. The Dean recommended that we reconvene the previous committee because they did a lot of research and the College would be losing that expertise if we formed a new committee. After brief discussion, the Dean agreed to reconvene the committee to review the process and bring its recommendation to the Assembly.

B) Motion on New Strategic Planning Committee

The College of Arts and Sciences will create a new strategic planning committee charged with the task of reviewing and revising the A&S Strategic Plan and aligning it with the University Strategic Agenda. The Committee shall be composed of six representative (2 from each of the College's three divisions) elected by the faculty and six representatives (2 from each of the College's three divisions) appointed by the College Planning Team based on expertise of the people being appointed. The College Planning Team will have one of its members to represent the thirteenth (13th) person on the committee.

The Dean opened the floor for discussion. Dr. Mary Blue is concerned about the number of members and potential for a deadlock. Dr. Mark Fernandez inquired why this is not a charge to the College Planning Team and questioned whether a committee should be created to handle this issue. Dr. Scully said that it needs to be bigger than just the CPT. He added that currently the CPT has a schedule for the entire year and has a lot on its plate already. Professor Gresham suggested that the thirteenth person to serve be a member of CPT. The Dean accepted the friendly amendment and agreed to take the issue to the CPT for their approval. The question was called and the amended motion passed unanimously.

D) Motion on Recognition of Contractual Right of the Faculty to Participation in Shared Governance

The faculty of the College of Arts and Sciences requests recognition of the contractual right of the faculty to participation in shared governance by allowing us to determine the procedure for selecting our representatives at any level where faculty responsibility is present.

Dr. Mary Blue addressed the College. She said we have an enforceable contract and it can only be an enforceable contract if it is followed; she is asking that administration simply follow the contract. Dr. Scully said that what Dr. Blue's motion captures is the frustration faculty have with the current governance structure at Loyola because faculty are not empowered in the current committees. He advised the College that we can pass this motion but it is not going to prevent anyone from having an advisory committee or getting advice from anyone. He believes that we need to address the frustration of the faculty and focus on that sentiment. Dr. Nancy Dupont cautioned that when an administrator is allowed to appoint people and select outside of the ordinary faculty and call it faculty representation, it sets up a system that allows a questionable deal with administration bypassing the true opinions of the faculty altogether. Dr. Mark Fernandez suggested that the President and Provost be invited to a College Assembly to discuss the governance

issue with faculty. Dr. Fernandez stated that it does not have to be adversarial. Professor Gresham asked where the motion proceeds if it is passed. Dr. Dupont said that it will go to the President and the Provost in the Faculty Senate on April 14, 2005. The question was called and the motion passed unanimously.

The meeting was adjourned at 1:45 PM.