

Minutes
Tenured Faculty Meeting
January 13, 2006

Attending: Kate Adams, John Biguenet, Ted Cotton, Ron Foust, Tony Lala, Peggy McCormack, Melanie McKay, John Mosier.

Presiding: Mary McCay

Minutes of the January 4, 2006 Tenured Faculty Meeting were approved Unanimously.

Dean Frank Scully attended the meeting to discuss buyouts and to clarify what he can and cannot afford to do. His offer is One full year's salary distributed 1/3, 1/3, 1/3 over a three year period. Benefits would remain in force over that time, and retirees may elect to stay on the Loyola health plan after three years by making up the difference of what Loyola pays in to the plan. He also reported that the Council of Deans had discussed a plan to offer one and a half times a person's salary over three years (if a person earned 60K, he/she would get 90K over three years with benefits. Nothing would be required in return. However, if a person wanted to teach a course, he/she would be paid at the current department rate for that course. He said that anyone who wanted to discuss retirement with him was welcome to do so. What the department and Loyola need right now is flexibility. Retirements would help with that.

After the dean left, the department discussed his plan and, given the real necessity for planning for the future, people were asked if they had retirement dates in mind. Mary McCay said she planned to retire after her term as chair, spring 2009. Ron Foust said that he planned to retire after spring 2008. The members discussed the fact that seven tenured members of the department fall within the range of retirement over the next three years. That is half of the ordinary faculty in the department. In order to plan for the future, people must begin to plan for themselves and let the department know what those plans are. It is also quite likely that we will lose both our untenured faculty members within the next year or two.

Not only do we need to plan for retirements and new hires, but also we need to think of the structure of the department when we are hiring. It is quite possible that we will have not just specialties, but larger periods such as medieval and Renaissance or Victorian and Romantics, etc. The writing faculty will have to look closely at what they teach and what they need most in the future.

The members decided not to try to rush to hire a writing replacement for Paulette Richards' slot. We now have two vacant slots, Richards' and Frey's. It is quite possible that we will have two more by the fall, and possibly three (if we are allowed to fill David Estes' position since he has been out of the department for so long).

We will have to have an extraordinary writing faculty member next year, so we should begin to think about that, and discuss it at the next meeting.

The meeting adjourned at 4:30