Political Science
Philip Dynia

Psychology
Evan Zucker
Erin Dupuis

Religious Studies
Bob Gnuse
Denis Janz

Sociology
Marcus Kondkar

Theater Arts and Dance
Geoffrey Hall

Visual Arts
Nancy Bernardo
Bill Kitchens

Guests:
Ed Kvet, Provost
Judith Corro, Maroon
Maria Lopez, Dean of Law School
University Senate Meeting  
February 9, 2012

Call to order at 3:30pm

Invocation by Father Gerlich

**Attachments:**
Minutes, 19 January 2012
Merit Professor Proposal

January 2012 minutes approved
(Note: Teri Gallaway was not here-please take off as italic)

**REMARKS FROM CHAIR**

Dr. Ewell stated that the Provost search is underway. The Senate Executive Committee has been meeting with each candidate. If you have any questions or concerns, please let the Senate Executive Committee know.

Dr. Ewell made the following announcements:

- It was requested by senators to use clickers for voting. Susan Brower brought clickers for this meeting. If there are no objections, we will vote by clickers. No objections noted.
- If any senator needs a new nametag, please leave a note on the roll sheet.
- Dr. McKay’s office is in the process of developing an honor code. Send any comments to Judith Hunt. This will come before the senate at some point.
- Dr. McKay – Teaching Master’s Program being developed.
- Centennial – April 14th will be a week of activities.
- Enrollments – Applications are up 3% from last year - a good sign.
- Dr. Kvet will describe in more detail the process for reporting incomplete grades. As a reminder, please adhere to the exam schedule.
- Administrative Senate – in the next meeting, members will discuss considering non-exempt staff and time limits of representatives.
GUEST: Dean María Pabón López, Dean of Law School

Dean María Pabón López earned her J.D. from the University of Pennsylvania Law School and her B.A. from Princeton University. She is an expert in immigrants’ rights (including the education of immigrant children), immigration law and diversity/multicultural matters in the legal profession, focusing on issues concerning Latinos, race and the law, and the status of women lawyers. She has also published articles on Spain’s immigration law, as well as the impact of immigrant nurses on the nursing shortage in the U.S.

Dean María Pabón López thanked the University Senate for welcoming her. She stated that she has been Dean of the Law School for the past 7½ months and loves working with the faculty, staff and students. She stated that she practiced law for 10 years. Dean López is very supportive of faculty with research grants. The Law School recently hired a Career Services Director, who will be starting soon, and Career Services will be in a new building. She stated that a Clinical Faculty Position was created that will begin in May. Dean López expressed that she is a firm believer in the Jesuit Mission and focuses on social justice at all times.

In closing, Dean López expressed that she is very happy to be at Loyola. She asked that senators contact her at any time if they have any questions.

COMMITTEE REPORTS

• Faculty Handbook Revision Committee—Joe Berendzen

Dr. Berendzen presented a proposed policy for Merit Professor. This is presented for feedback from the senate. As a reminder, this is NOT being presented for a vote and the Faculty Handbook Committee has not voted on this yet.

Proposed Policy for Loyola University New Orleans Faculty Handbook
Merit Professor

Faculty members who have held the rank of Professor at Loyola University New Orleans, for five (5) or more years may apply for Merit Professor to receive an increment in base salary equal to the increment for promotion from Associate Professor to Professor. A full Professor may receive the salary adjustment no more frequently than once every five (5) years.

A full Professor who has rendered distinctive and outstanding service in an academic area and to a College may be considered for the rank of Merit Professor. Promotion to this rank is not recognition of seniority but of distinction in teaching, scholarship and service. Consideration for promotion to the rank of Merit Professor may be given to persons who possess the following qualifications:
• Faculty Handbook Revision Committee—Joe Berendzen (continued)

Merit Professor – continued:
 a. a minimum experience of five years in rank of full Professor at this University, or five years since last Merit Professor increment;
 b. distinguished fulfillment of the requirements of the rank of full Professor;
 c. significant and sustained contribution to the purposes of the University through outstanding success in teaching, continuing achievement in scholarly activities, and significant and sustained accomplishments in service.

Note: someone would be expected to produce MORE than they did for full professor. This money will come from a separate pot.

Dr. Kvet stated that if you become full professor at a young age, you would only qualify for increment raises. This is an institutional way to provide motivation for senior faculty to stay on the top of their field. This can be a very successful thing and faculty would be eligible to apply every five (5) years. This is not a rank; it’s a salary adjustment.

Suggestions from senators as follows:
- Remove the first sentence of the second paragraph.
- Helpful to somehow clarify what the expectations are.
- Rank and Tenure Committee determines this? YES.
- Does research or service mean more – this is a concern?
- Do you anticipate this creating too much work? Outside letters of recommendation?
- Is the benefit of this, worth the cost or work?
- Can you have a merit committee?

Feel free to contact Dr. Berenzen at jberendz@loyno.edu if you have other comments and/or suggestions.

• Ombudsman Policy – Janna Saslaw

Dr. Saslaw stated that she is looking into this as a request and trying to determine if an Ombudsman is helpful to faculty. Currently we have a person (Cecilia Bennett) that is available to assist staff members with conflicts – particularly conflicts with supervisors. The President appointed Ms. Bennett and she is a full time staff member. Dr. Saslaw stated that Ms. Bennett said faculty consulted her very little and the Faculty Handbook helps with settling faculty disputes.

Dr. Saslaw asked how people would like to proceed?

Dr. Ewell stated that this might be useful as first resort for process.

Dr. Saslaw stated that the advantage of having Ms. Bennett is that she has direct access to the president, deans and administrators.
Dr. Ewell stated that we could continue to look into this.

- Extraordinary Faculty--Robert Bell

Dr. Bell stated that the Extraordinary Faculty Committee is established and the first meeting would be held tomorrow. Will provide report at next meeting.

- Computer Science Minor—Ralph Tucci

The committee for the Computer Science Minor is in the process of being created.

REPORT FROM PROVOST – DR. KVET

-Faculty will be receiving a reminder of early warnings. It is VERY important to contact these students and intervene, because it really does help. Encourage your colleagues to contact students as well. We want to have our students succeed. Dr. Kvet stated that he would talk to Liz Rainey to assure that faculty are contacted afterwards to keep track of progress.

-University Budget Committee met and merit raises will be 1.5%. President approved 1% for equity. We will be running the model from the new Salary and Equity Committee. Please remember that merit and equity raises are two separate things. Prior to March 15th letters will reflect your merit increase and state if you’re eligible for promotion and/or equity. If so, you will receive another letter regarding the number for equity.

Instructional efficiency - make sure we are utilizing our salary dollars efficiently in regards to teaching.

Process for Incomplete grades. A new system is being created to assist with incomplete grades given by visiting or adjunct professors that are no longer teaching. This system will be online when completing grades and should be very helpful with changing grades.

Construction – redesigning some areas and 95% of the drawings are slated to come out in early June or July. Around the first week of August firm prices will come out and the president will take over from there. The process on Monroe is a design build. As a reminder, next year will have very little disruption, but Fall 2013 will have a lot of disruption.

UNFINISHED BUSINESS
None

NEW BUSINESS
None

ADJOURNMENT at 4:51pm