

Loyola Marymount University

Faculty Senate Minutes

October 18, 2007

Collins Center

3:00 p.m. – 5:00 p.m.

Present: Jeffery Davis, Sonny Espinoza, Paul Harris, Christina Hennessey, Amir Hussain, Lily Khadjavi, Yvette Lapayese, Blake Mellor, K. J. Peters, Damon Rago, Nina Reich, Jonathan Rothchild, Beth Serlin, Patrick Shanahan, and Seth Thompson.

Excused: Patricia Douglas, Charles Erven, Rudy Fleck, Vicki Graf, Jok Madut Jok, Chun Lee, Ellen Ensher, Gary Kuleck, James Roe, Susan Scheibler, Mel Mendelson, and Jennifer Offenberg.

### **Welcome**

President Peters called the meeting to order at 4:05 p.m. A moment of silence was observed remembering LMU student Jonathan Evans and his family.

Call for approval of the October 4, 2007 meeting minutes.

### **Approval of Minutes**

**Motion 1: Approval of minutes from the 10/4/07 Faculty Senate Meeting:**

**Motion passed: 15 for, 0 opposed, 0 abstain**

### **Announcements**

- Lori Husein has asked for volunteers to attend the bi-weekly budget manager meetings. The Controller uses these meetings for communicating policies and procedures, processes, timelines, etc.
- We now have control of an external web site:  
<http://www.lmu.edu/facultysenate>  
This site will be redesigned by the senate's administrative coordinator and the information will continue mirror the ManeGate site.
- Handbook revision committee has met and is commencing with triage.

Q. Where do we send questions and comments regarding the faculty handbook?

A. They can be sent to the Executive Board or the subcommittee on the faculty handbook revision.

- Lynne Scarboro has appointed Patrick Frontiera to step in as the Interim Vice President for Information Technology. Joseph Harbouk, Vice President for Administration Services, has decided to leave LMU at the end of this semester. Ray Hilyar has decided to move to a less demanding position in Public Safety at LMU. Searches have or will begin soon.

Comment: The Faculty needs to be consulted in the hiring of the new head of IT.

- President Peters shared some feedback from his meeting with Dr. Katharine Free Chair of the Committee on Rank and Tenure. Rank and Tenure members are not excluded from department discussions by the handbook and have always participated at the departmental level. This has never been a problem in the past until Ernie's appeal process where Rank and Tenure members get 3 votes overall.
- The box lunches and soups previously available at the Collins Center will no longer be offered. An idea has been proposed for Iggy's Diner to provide delivery to Collins.

### **Reports**

#### **1. Children's Center Update and Faculty Leave Policy**

- Vice President for Human Resources Rebecca Chandler announced the hire of Deidra Wilson as new Children's Center Director. Dr. Wilson received her Ph.D from Pepperdine University and has previous experience teaching in LAUSD. All parents have been supportive of the center's transition from Business and Finance to Human Resources.

- Human Resources received the last round of feedback from the College of Science and Engineering and believe they are now there. The goal is to work with this policy for one or two years and revisit it at that time. The policy includes one semester of leave for new mothers, new foster mothers, and mothers adopting. Faculty with 20 years of service are eligible for one year of leave in case of illness.

## Discussion

- Q. Maternity and Paternity leave is ten weeks which is really not convenient for individuals or departments. What about providing a course release instead?
- A. Yes, this is a good idea which can be tested in departments and discussed with chairs and deans. Human Resources will also discuss with the deans in November.
- Q. I'm confused what replaced the old sick leave? I was told faculty was consulted on this. I currently have a concern about the sick time of a department member who needs to be out.
- A. Faculty members Dr. Vicki Graf, Dr. Ed Mosteig, and Dr. Yvette Lapayese were consulted. In this particular case a full academic year will be provided for his sick leave.
- Q. Will there be a new policy?
- A. This policy will replace it.

Comment: The problem with sick leave was it was never tracked or accrued. It was decided it would be difficult to have faculty log-in to E-Time to track this.

- Q. On the subject of unpaid leave, can faculty teach one class and get a stipend?
- A. Good question, this should be investigated and worked out with each individual department.
- Q. Does this policy create a minimum?
- A. It sets a baseline standard, but can vary and be interpreted differently. Any unique situations can be worked out by department.

- Q. The verbiage states that faculty must provide notice of the need for leave. Can it state faculty should provide notice of the need for leave?
- A. Thirty days advance notice for FMLA is needed.

Comment: I'm concerned about the differences between men and women in this policy.

Comment: This is primarily due to the woman's physical recovery from childbirth.

- Q. Some areas reference domestic partners while others do not. For example the funeral leave section does not. Why is this?
- A. All areas should reflect this language. We will make this change.

Comment: On page three the language in item number seven only refers to females when addressing baby bonding. This is an example of gender inequity.

- Q. I understand comparisons were made to other universities. Which were looked at?
- A. Primarily private universities whose leave policies were accessible through the web were examined.

- Q. In regards to general leave, who is responsible for course replacement?
- A. We would like to discuss this topic with the deans.

Comment: I would like to thank you. After two pregnancies at LMU I think this policy is great.

**Motion 2: Move to take Motion 5 from 9/20/07 off the table.**

**Motion passed: 15 for, 0 opposed, 0 abstain**

Comment: How do we proceed, this is a huge improvement yet some concerns still remain.

Comment: I feel the questions were addressed well; however some language still needs to be added. Language issues such as domestic partners and the baby bonding section need revision.

**Motion 3: Move to extend time 5 minutes.**

**Motion passed: 15 for, 0 opposed, 0 abstain**

Comment: We should understand that the policy is in place regardless of the vote's outcome.

**Motion 4: The senate appreciates the report of the VP of HR and looks forward to the implementation and future consultations regarding issues raised including:**

- consistency throughout the document regarding domestic partnership,
- flexibility in course remission versus time off,
- addressing gender inequities in the document, and
- criteria for implementation.

**Motion passed: 15 for, 0 opposed, 0 abstain**

## **2. The Staff Senate Proposal for a joint Faculty/Staff Holiday Party**

- Staff Senate President Beatrice Henson O'Neal and Vice President Maria Corral thanked everyone for the invitation to speak. The Staff Senate would like to open the lines of communication and envision opportunities for cooperation between faculty and staff when appropriate.
- President Henson-O'Neal explained that staff is no longer able to host a party similar to past years due to the lack of funding and the inability to solicit donations and raffle prizes. The staff party will also no longer be allowed to offer alcoholic beverages.
- The Staff Senate is interested in exploring if there is interest from faculty in having a joint holiday party. A staff survey will be sent out shortly to gain feedback and determine interest. The results will be shared.

Q. Why are you no longer able to solicit donations?

A. Due to a potential conflict of interest with vendors.

Comment: The Faculty Senate will setup a small ad-hoc group to work with the Staff Senate on this issue.

## **3. Climate for Faculty to Thrive**

- Margaret Kasimatis, Jennifer Abe-Kim, and Cheryl Grills addressed the Senate regarding the *Creating A Climate Where LMU Faculty Can Thrive* report, asking the Faculty Senate to act as a catalyst for action and change.
- The report exhibits some powerful data on the coming and leaving of faculty, and the university climate. The campus climate survey and other good efforts were recognized, however frustration continues and there is a need for concrete steps. The current administrative environment is conducive for this issue to emerge.

### **Discussion**

Comment: The goal is to move the conversation faster. One strategy would be to vote to approve Resolution I, Table Resolution II until the CAO visits next meeting, and table Resolution III.

**Motion 5: It is Resolved, to recommend that the Faculty Senate accept for further consideration the recommendations of the report presented by CAO Rose, *Creating A Climate Where LMU Faculty Can Thrive*.**

**Motion passed: 15 for, 0 opposed, 0 abstain**

Comment: I suggest we table Resolution II as more discussion is needed.

Comment: I support approving since it is a recommendation to frame further discussion.

Comment: I do not agree that the committee should be appointed by CAO Rose.

Comment: Why not charge CAO Rose with creating the committee and hold him responsible.

Comment: Instead of a small committee, the Intercultural Faculty Committee and the Faculty Senate could be responsible to create the group.

Comment: I suggest stronger language at the end of the last sentence "progress made on the concrete steps."

Comment: We are past the point of return, lives have been damaged, and I do not want to lose another colleague. I feel the resolutions are watered down.

Comment: We should use the term "oversight committee." I'm interested in having a group actually driving this forward. A committee consisting of the Intercultural Faculty Committee, the Committee on the Status of Women, and the Faculty Senate could be formed and charged.

Q. Who do the Intercultural Faculty Committee and the Committee on the Status of Women report to?

A. The Intercultural Faculty Committee reports to CAO Rose, and the Committee on the Status of Women reports to Fr. Lawton.

Q. Is the Intercultural Faculty Committee and the Committee on the Status of Women list a minimum?

A. It does not close the possibility of including other groups.

Q. Despite all of the discussion is it already determined who will be on this committee?

A. No, we would like to see the Faculty Senate take leadership.

Comment: This requires a culture shift and the faculty must be engaged.

Comment: There is a typo in Resolution III that needs to be corrected prior to revisiting this at the November 1, 2007 meeting.

**Motion 6 as amended: Further it is resolved, to recommend to CAO Rose that an oversight committee be formed and charged with the task of tracking, coordinating, and reporting the actions taken on the recommendations of the report, by following up with relevant committees, groups, and individuals related to the recommended items. This committee would be appointed jointly by CAO Rose and the Faculty Senate in consultation with the Intercultural Faculty Committee and the Committee on the Status of Women and would report back to the University leadership and faculty at the May 2008 Academic Leadership Conference regarding the progress made on the enactments of the recommendations of the report.**

**Motion passed: 12 for, 2 opposed, 0 abstain**

#### **4. Shared Governance**

- Due to time restraints, deference was given to the final presenter in attendance.

#### **5. FACHEX**

- Dale Marini representing the FACHEX (Faculty and Staff Children Exchange Program) provided information on the program. Students eligible for tuition remission can also attend other participating Jesuit Universities.
- The participating student must apply and meet all application deadlines. If admitted, they may or may not be chosen to participate based on a set formula. They may have the option of attending their second school choice if the first choice does not work out.

Q. How many students are currently studying at other institutions?

A. It always depends on timing, but currently four students are studying at other universities.

Q. What percentage that apply are able to attend their first choice?

A. That again depends on timing, last year 0% were able to attend their first choice.

Q. Is the policy uniform at all Jesuit Universities?

A. Some have a uniform policy, but there are exceptions.

Comment: Two documents will be forwarded to provide additional information.

The meeting was adjourned at 5:02pm.

Submitted by: Patrick Shanahan

Prepared by: Robert Houghtaling