

Administrators follow up on questions from open forums

As a followup to the lakeside open forums held for employees in April, Loyola administrators provided answers to some top questions. Additional questions will be addressed in future issues.

We carry a greater workload because of workforce reduction; what can be done?

"We understand that staff position reductions place a burden on others to pick up some additional work," said John Kambanis, vice president for human resource management. "In many cases, certain functions can be reduced and unnecessary functions have been eliminated; in other situations, a redistribution of duties has helped balance the workload."

"After careful study and discussion with all appropriate people, some units have determined that certain functions being carried out were no longer necessary," added Ronald Walker, Ph.D., executive vice president. "Self-study has also resulted in some realignment, reassignment and consolidation."

"It's going to take constant adjustment and adaptation to focus on doing what is essential, and to recognize that we can no longer do some of the things we liked to do," Walker added. "People have shown a very good spirit and a lot of ingenuity" in adapting to change, he commented.

Kambanis and Stan Hewitson, director of LSC human resources, noted that human resources offers several work-

shops to help employees in transition cope with stress, manage time and set priorities. "The Employee Assistance Program continues to be available to employees, and a new program called 'Stayin' Alive During Transition' has received some positive feedback," Kambanis said, encouraging employees to contact the office of human resources training and development at 6-8729 for a list of programs, dates and locations.

Has an official university sexual harassment policy been established?

Loyola's original sexual harassment policy was issued in February 1985; a brochure was published and distributed shortly thereafter, according to Kambanis. In March 1994, the lakeside dean of students' office published an updated brochure, "Sexual Assault Policy."

"Currently, an ad hoc committee consisting of faculty and staff is drafting an update and revision to the policy and procedure," Kambanis said. "The revised version, which will be reviewed by the university's diversity and equity committee, is targeted for completion by the end of the fiscal year."

What is the official relation between the Stritch School of Medicine and the university?

"All of Loyola University Chicago's nine schools and colleges are under the jurisdiction of President John J. Piderit, S.J., but the reporting line is different for the medical school than for the

other eight schools," Walker said.

Deans of lakeside-based schools and colleges report to James Wisner, Ph.D., senior vice president and dean of faculties, who reports to Walker, who reports to Father Piderit, Walker explained. The medical school reports through its dean to Anthony Barbato, M.D., LUMC president and LUC senior vice president.

"There is a close linkage between our new corporation, the Loyola University Medical Center, and the medical school, as there always has been," Walker explained, adding that Barbato's dual role as LUMC president and LUC senior vice president for health sciences maintains a continuity between higher-education and health-care segments.

Will university employees at the medical center be able to attend the lakeside Christmas party?

The annual Christmas party held at Centennial Forum at the Lake Shore Campus generally is filled to capacity, so invitations have been limited to lakeside campus full-time staff, Kambanis noted.

"Our university employees at the medical school, as well as university shared-service personnel, are invited to the Medical Center Campus Christmas parties," he said. "Many of the shared-service employees work side-by-side with LUMC employees, so attendance at LUMC Christmas parties continues to be appropriate."