



University Senate
Loyola University Chicago
Resolution to Urge Transparency and Inclusivity in University
Decision-Making regarding Employee Benefits

Sponsor: Faculty Affairs and Staff Affairs Committee

Motion on the resolution presented on March 22, 2019

Vote: 21 in favor; 0 opposed; 2 abstentions.

Resolution PASSED.

Be It Resolved

Whereas Loyola University Chicago (LUC) administration committed to transparency and accountability in the formation of the Financial Planning Working Groups to advise the Budget Review Team (now known as Strategic Financial Planning Team);

Whereas LUC administration formed these Working Groups by appointment rather than election (see attachment 1);

Whereas in the past, two task forces, the Just Employment Task Force and the Graduate School Reorganization Task Force, were comprised of community members known to all (see attachments 2 and 3);

Whereas these two task forces held open forums in which community

members discussed possible courses of action; now, therefore, be it *Resolved*, that the University Senate:

1. expresses its disappointment with both the process by which the members of the Financial Planning Working Groups were selected and the secrecy with which the benefits review committee deliberated and made decisions despite a lengthy period between the dissolution of the groups and the announcements of changes;
2. urges that in order to achieve complete transparency, future reviews and changes to benefits be deliberated in open forums for questions and dialogue before any final decisions are made; and
3. Commends the administration for initiating a working group on shared governance and recommends that as part of that working group's agenda is the creation of a set of guidelines to ensure adequate representation of the University community on any other working groups that will make decisions that impact the entire University community.

Chair, University Senate