

University Senate
General Assembly Meeting Minutes
November 19, 2021

Senators Present: Minerva Ahumada, Francis Alonzo, Suzanne Bost, Laura Brentner, Anthony Deldin, William Duffy, Yvonne El Ashmawi, Sarita Heer, Lee Hood, Kristin Krueger, Patricia Lee, Joe Mitzenmacher, Wei Qui, Maria Wathen, Matthew Williams, Bill Adams, Karen Cornelius, Anne Divita Kopacz, Tobyn Friar, Kevin Newman, Erla Dervishi, Matt Lorentz, ,Mereya Riopedre, Elani Williams, Jonathan Okstad, Thomas Kelly, Teresa Krafcisin, Margaret Callahan (*ex. officio*), Justyna Canning (*ex. officio*), Tavis Jules (*ex. officio*)

Absent: Jenna Drenten, Eve Geroulis, Leo Irakliotis, Selam Kashay, Abby Abuya, Emily Barman

Quorum (27/33): Voting members present at start of meeting; quorum is **satisfied**.

Chair Heer called the meeting to order at 3:02 PM.

I. Welcome of New Senator

Sen. Canning welcomed Sen. Karen Cornelius who fills a vacant Staff Senator seat.

II. Review of preliminary agenda and call for motions to amend

Sen. Kelly moved to approve the agenda. Sen. Adams seconded. No motions to amend.

III. Listening Session: Members of the Presidential Search Committee and Spencer Stuart (Search Firm)

Chair Heer welcomed Susan Sher, chair of the Loyola Board of Trustees and chair of the Presidential Search Committee. Also in attendance were committee members Ellen Alberding, Julian Diaz, Mark Hoppe, Tavis Jules, Fr. Tim Kesicki, S.J., Sam Marzo, Sharon Okeefe, and Lauren Pagano. Spencer Stuart representatives were Shailaja Panjwani and Donald Sneed.

Panjwani reviewed the search process and timeline. The search committee is currently gathering feedback that will contribute to the development of the presidential leadership profile. The search is projected to end by April to May 2022. Panjwani feels that this is an ambitious but reasonable timeline. Spencer Stuart has already been conducting extensive research of potential candidates and collecting nominations.

Diaz led the listening session, asking first what makes Loyola distinctive. Feedback included:



- Commitment to social justice
- Transformative education
- Focus on whole-person learning
- Experiential learning opportunities
- Balancing cura personalis and cura apostolica
- Commitment to environmental sustainability
- Commitment to anti-racism and inclusive education
- Commitment to increasing inclusivity and the international student populace
- Being supported for doing community-based research
- Commitment to being part of the Chicago community
- Commitment to the importance of teaching and being innovative in teaching
- Being an R2 university. In general, Senators felt that the president should be supportive of research but that teaching should be the focus. There was concern about the needed infrastructure to become R1. Several Senators said that becoming R1 should be organic to the University.

For the second question, “What are the challenges and opportunities facing Loyola?,” feedback included:

- Rebuilding trust and relationships with the administration
- Rebuilding shared governance
- Supporting interdisciplinary programs and research
- Increasing diversity in administration
- Increasing research support for faculty, staff, and students
- Continuing diversity efforts at faculty, staff, and student levels
- Being innovative in how we teach and what new programs we offer
- Keeping tuition down while maintaining quality
- Supporting responsive teaching
- Supporting enrollment on both undergraduate and graduate levels
- Focusing on the recruitment, retention, and support of students of color, LGBTQIA students, and students from other marginalized communities
- Focusing on the recruitment, retention, and support of staff of color
- Promoting stability of leadership
- Prioritizing the mental health of students, increasing Wellness Center services, and considering tuition policies for withdrawals related to mental health. There has been an increase in anxiety and depression among graduate and undergraduate students.
- Being One Loyola while respecting the differences among the campuses.
- Identifying the future of Loyola. Do we want to be R1 or R2?
- Breaking down program silos and administrative silos so units and systems talk to each other



- Focusing on liberal arts education and Jesuit values while addressing student and workforce needs
- Distrust of the administration by students, especially students of color

For the third question, “What are the top priorities for the next president?” feedback included:

- Consistently applying our mission of social justice and care of the whole person to all the University operations, including by recognizing the Graduate Students Union and offering healthcare benefits for part-time faculty
- Focusing on implementing the strategic plan and its guidance for the future
- Supporting cutting-edge innovation while remaining true to our mission and values
- Being a dynamic leader who can inspire us
- Creating a strong vision for the University
- Fundraising
- Bringing stability and strong leadership to the University
- Being a collaborative leader who is accessible to faculty, staff, and students
- Supporting a truly sustainable Loyola with a commitment to ESG investments and the Anti-Racism Initiative
- Transparency
- Commitment to shared governance
- Considering what it looks like to succeed Loyola’s first lay, female leader
- Understanding the complexities of universities
- Balancing fiscal needs and mission
- Listening to various stakeholders

For the fourth question, “What are the desired skills, experience, and attributes of the next president,” feedback included:

- Academic experience and understanding the business of teaching, research, and service in a university
- Seeing the University as a nonprofit and running it that way
- Commitment to social justice and empowerment of marginalized communities at Loyola
- Track record of DEI ARI initiatives
- Someone who loves students and understands the roles of different faculty and staff
- Devotion to Jesuit education
- Leading with patience, cooperation, and compassion
- Open, honest communication
- Someone who enjoys the diversity of Loyola’s constituencies and values everyone



- Someone who draws attention and awareness from the broader Chicagoland and global community to Loyola's great works and its unique culture

Sher invited the Senate to submit nominations of candidates and thanked the Senate for the conversation.

IV. Discussion: LUHS as out-of-network provider

Chair Heer proposed a joint resolution with Faculty Council and Staff Council calling on the University to consider other insurance providers as Aetna may not keep Loyola Medicine/Trinity Health in network and Aetna has not supported mental health services. Faculty Council drafted the resolution.

Discussion:

- Sen. Kelly asked why the resolution is not addressed to the Benefits Advisory Committee. Sen. Jules says the benefits group is not functional. The membership should be re-evaluated, and Winifred Williams, head of human resources, does not attend the meetings to receive its advice. President Rooney has asked Senate and Faculty Council to consider if they will retain or replace their representatives on the committee.
- Chair Heer suggested amending the resolution to note the disfunction of the Benefits Advisory Committee. Guest Susan Uprichard suggests a resolution asking for specific actions, including Winifred Williams attending the committee meetings and calling meetings on a regular basis.
- Sen. Okstad said that graduate student health insurance is not great and asked how to address this. Sen. Kelly recommended sending student insurance concerns to Vice Provost for Graduate Education Emily Barman.
- Sen. Wathen stated that Blue Cross Blue Shield has the greatest number of medical service providers in the area.
- Uprichard pointed out that it is difficult to create a resolution when we do not know how the negotiations between Aetna and Loyola Medicine will end. Sen. Jules said that the process for selecting a new health insurance vendor must start in January, so timing is key. Faculty Council is asking that Loyola obtain fair bids for healthcare insurance this year.
- Sen. Newman said that it would be unacceptable for Loyola University Chicago to have health insurance that does not include Loyola Medicine. Sen. Kelly reminds the Senate that the University does not have any leverage over the insurance negotiations. Uprichard said that the resolution should go beyond the insurance negotiations and discuss how the benefits committee and Aetna are not working for faculty and staff. Sen. Wathen suggested that the language include that Loyola Medicine must be in-network for the healthcare insurance.
- Sen. Divita Kopacz asked that the resolution be edited based on the conversation. Sen. M. Williams also asked that the resolution be amended



and voted on electronically. Sen. Jules said that the resolution is urgently needed to move the conversation forward with the Office of the President.

- Sen. Wathen asked if the paragraph about Loyola Medicine not being in network is essential. Sen. Jules said that parts of it were essential and stressed the urgency of the situation.
- Chair Heer suggested collecting further comments by the following Monday for her to take to Faculty Council.
- Sen. Brentner said the resolution is complete with the exception of including the benefits committee, but language is included about outcomes. Sen. M. Williams suggested that each shared governance body could pass similar – but not identical – resolutions. Sen. Jules stated that voting on the same resolution as the other shared governance bodies would make it more powerful.
- Sen. Duffy said that we should not seek perfection, but instead focus on being a united front. He called for an immediate vote. Sen. Wathen seconded. The resolution was approved.

Vote: Do you approve the resolution on health insurance provider coverage?

Yes 15

No 8

Abstain 5

- Sen. Jules said that the Senate can write additional resolutions related to the Benefits Advisory Committee.

V. Update: Shared Governance Task Force (SGTF)

Chair Heer introduced the discussion about the rainbow chart of Academic Approvals. She explained that Faculty Council is not included on the rainbow chart currently and would like to have review/recommendation power over lines 34-36, 38, and 42. Senate would become informational.

Discussion:

- Sen. Kelly expressed his concern with adding additional steps in the process as many groups have already reviewed. Sen. Callahan said those lines were selected as Faculty Council is most concerned about closing and changing programs. The intent was to not slow down the process.
- Sen. Hood asked about the SGTF report that says Faculty Council would review and recommend matters after the matter was presented to Senate. Uprichard said that the report is out of date and does not reflect the current conversation.
- Sen. Adams suggested that Senate retain 34-36 as these lines impact his constituents.



- Chair Heer noted that the SGFT report also suggests reconstituting the Senate. She suggested 9 faculty, 9 staff, 9 students, 3 administrators, 3 ex officio. Of the 9 faculty and 9 staff, 3 would come from each campus. Of the 9 students, 5 would be undergraduates and 4 would be graduates.
- Sen. Jules stated that Faculty Council is willing to give up some lines in respect of the process and to move things forward.
- Sen. M. Williams asked for the philosophical or ethical rationale for assigning responsibility for the lines, particularly as many lines look like they are multiconstituency. Sen. Jules said that all academic issues should come to Faculty Council. Uprichard said that the group is looking at where faculty are needed and where multiconstituency is needed. For example, faculty-created programs can get input from staff and students at Senate. Closing programs is often done without faculty input, and their voice should be heard during the process.
- Sen. Okstad said that closing programs, schools, and units does not happen often but is a bigger multiconstituency concern.
- Sen. Lee said that we will need more time to process the changes that are being recommended. She suggested that a small group from Faculty Council and Senate meet to discuss the rainbow chart. Sen. Kelly said that the SGTF was supposed to make the recommendations. Uprichard said the SGTF did submit recommendations to the administration and now a small group is re-discussing the recommendations.
- Sen. Krafcisin wanted to know how we avoid conflicts of interests on making decisions on closing departments.
- Chair Heer calls for another meeting to discuss the rainbow chart. Sen. Jules said that the Senate needs to meet urgently to keep the Faculty Handbook process moving forward.

VI. Discussion: Use of Gender-Inclusive Language in University Documents

Chair Heer calls on Sen. Duffy to present his resolution. Sen. Duffy urged the University to focus on creating an inclusive environment for gender expression.

Discussion:

- Sen. Bost expressed her appreciation for the resolution. She said that in (e), the wording “differentiates the two human reproductive systems” doesn't take into account people who have had surgeries. For example, she had a male-identifying student who was pregnant.
- Sen. Okstad asked if the resolution should talk about gender neutral facilities. Chair Heer suggested that this would be a separate resolution.
- Sen. Hood pointed out that “course numbers” should be “course titles.”
- Chair Heer said that after the changes are made to the resolution, it will be sent out for an electronic vote.

VII. Resolution from Diversity Committee on President’s Search

Chair Heer announced that this resolution will be sent electronically for a vote.

VIII. Other

Chair Heer motioned for adjournment; Sen. Adams seconded.

General Assembly meeting adjourned at 5:08 PM.

Respectfully Submitted ADK 1/14/22

Senate Meeting Schedule for Academic Year 2021-22

General Assembly Meetings

| | | |
|---------------------------|------------------------|-----------------|
| • September 10 | 3:00-5:30PM | Zoom |
| • October 15 | 3:00-5:00PM | Zoom |
| • November 19 | 3:00-5:00PM | Zoom |
| • January 28 | 3:00-5:00PM | Zoom |
| • February 25 | 3:00-5:00PM | Zoom |
| • March 25 | 3:00-5:00PM | Zoom |
| • April 22 | 3:00-5:00PM | Zoom |

Executive Committee Meetings

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|-------------------------|------------------------|-----------------|
| • August 26 | 3:00-5:00PM | Zoom |
| • October 1 | 3:00-5:00PM | Zoom |
| • November 5 | 3:00-5:00PM | Zoom |
| • January 14 | 3:00-5:00PM | Zoom |
| • February 11 | 3:00-5:00PM | Zoom |
| • March 11 | 3:00-5:00PM | Zoom |
| • April 8 | 3:00-5:00PM | Zoom |