

Meeting Minutes
UNIVERSITY SENATE MEETING
Friday, October 28, 2022
3:00 PM- 5:00 PM
<https://luc.zoom.us/j/86363257414>

Senators Present: Bill Adams, Kristin Krueger, Cara Forster, Minerva Ahumada, Tobyn Friar, Jordan Ahlersmeyer-Huang, Anne Divita Kopacz, Jeremy Mixell, Lesley Haynes, Jessica Taylor, Jonathan Okstad, Hanan Abdillahi, Emily Barman, Mary Jurasas, Matthew Williams, Thomas Kelly, Teresa Krafcisin, Margaret Callahan (*ex officio*), Briana Allen (*ex officio*), Jim Devery (*ex officio*), Keith Champagne (*ex officio*)

Absent: Wei Qiu, Paige Warren, Jennifer Armstrong, Mark Torrez, Lauren Schwer, Rachel Leamon, Emilio Torres, Mereya Riopedre

Quorum (13 needed): 15 voting members present at start of the meeting; quorum is satisfied.

Chair Friar called the meeting to order at 3:05 PM.

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

No updates to the agenda.

II. Approval of Minutes from September 30, 2022

Sen. Divita Kopacz motioned to approve the minutes. Sen. Krafcisin seconded.

III. Shared Governance Updates

- Chair Friar introduced the topic as related to the number of changes that occurred during and since Spring 2022. Senate has not had a final recap of changes and wanted to take a moment to do so here.
- Provost Callahan shared the purposes of revisiting shared governance processes, specifically changes for Faculty Council and their responsibilities. One of the goals being to not slow down the existing processes involving other governance bodies. Chair Friar asked what steps would be taken if the process was, in fact, slowed down by the change in governance. Provost Callahan encouraged direct conversations with groups to come to a solution and that both groups were aware that changes may happen in the future if issues occur.
- Sen. Kelly added that the increase in responsibilities for Faculty Council was balanced with the restructure of University Senate.
- Sen. Divita Kopacz mentioned both Faculty and Staff councils sending communication to the campus communities. Senate should engage in similar practices. Sen. Mixell agreed and offered the website as an area of

improvement. Sen. Mixell also added the limitations of one or two individuals needing to be responsible for outreach to larger departments. Chair Friar shared that campus communication was being considered by the Executive Committee.

- Guest Langford offered the support of UMC in accomplishing the goal of increased communication.

IV. Topic: Policy on Workplace Strategies

- Sen. Kelly discussed the recent history of workplace modalities across a spectrum. A goal has been for student-facing departments and services returning in-person to meet needs of students. Multiple meetings occurred over the summer to discuss ways to bring institutional viewpoints and practices together. The new policy is a management-driven one with a focus on in-person maximization.
- Chair Friar asked for clarification about the description as the policy being “management driven” and who was included.
- Sen. Mixell asked for clarification on the policy seeming to indicate that the Sr. VP and the Provost or the President needing to approve changes.
- Sen. Adams asked if the new policy would have a webpage. Sen. Kelly confirmed the new policy is located on the HR webpage.
- Sen. Adams asked if the new policy would have an impact on recruitment, including processes in progress. Sen. Kelly believes this will likely have an impact on recruitment as well as retention.
- Sen. Divita Kopacz asked how we know when policies are additions vs. replacing existing policies.
- Chair Friar mentioned that the policy has large impact on faculty, staff, and students – why wasn’t Senate involved given the impact on constituencies? Sen. Kelly shared that there was significant conversation with Faculty and Staff Councils and reiterated this was primarily a management-driven response.
- Sen. Adams mentioned that Senate may not always be presented with new policies that impact all three constituencies due to the limits of the governing documents. Sen. Divita Kopacz mentioned that Faculty and Staff Councils were contacted because of the impact on those groups, and Senate might still be the most appropriate when discussions impact multiple groups of constituencies.
- Sen. Kelly shared that Faculty Council was included since some faculty do supervise, and there have been additional discussions regarding classroom instruction modalities in a related way.

V. Topic: Senate and Robert’s Rules of Order

- Chair Friar asked about the historical usage of these rules in the context of the bylaws.

- Sen. Kelly and Sen. Williams shared historical information on the use of these rules as a tool for the Senate.

VI. Guest: Dominique Jordan Turner, Vice President of Institutional DEI

- Guest Turner introduced herself as the inaugural Vice President for Institutional Diversity, Equity, and Inclusion and shared information on what has been accomplished and goals for the future.
- Sen. Williams asked if there would be DEI initiatives or policies that will be required to implement or would there be flexibility – how is policy set? Guest Turner shared that this is still work in progress and will depend.
- Sen. Williams asked about representation on the READI Advisory Board. Guest Turner confirmed a list will be shared.
- Sen. Jurasas mentioned a perception at the Health Sciences Campus around the READI acronym related to a regional organization with the same acronym. Guest Turner confirmed communication does include what the READI acronym means.
- Chair Friar mentioned the lack of support for staff in this area – how do we close this gap of support? Guest Turner shared that an employee group initiative was created as a direct response to staff feedback. Turner asked what perspectives exist on the call.
 - i. Chair Friar mentioned the importance of a fully-staff, well-funded Human Resources department that can help recruit and retain staff.
- Sen. Williams asked how departments can implement strong DEI policies if the perception is that some White faculty don't believe racism exists. Guest Turner shared the importance for strong leadership for each unit.
- Sen. Krafcisin asked a follow up regarding the READI Innovation Fund – has anyone submitted a proposal? What does the communication look like? Encouraging Senators to take this resource back to Faculty and Staff Councils and student groups. Guest Turner shared that the fund is new and operating in a pilot form. No submissions have been received thus far.

VII. Senate Committee Updates

- Academic Affairs and Research
 - i. Possible guest – Dr. Meharvan Singh, Vice Provost for Research
- Diversity
- Student Development and Success
 - i. Primary goal of building bridge for students moving from Arrupe College to Lake Shore Campus, focused on information gathering at present.
- Budget and Strategic Planning
 - i. Potential guests – Wayne Magdziarz, CFO and Maciek Nowak, Senior Associate Vice President for Strategic Planning and Implementation
- Faculty and Staff Affairs

- Bylaws and Elections
 - i. Preparing for elections procedures for the Spring semester.

VIII. Other Updates

- Wayne Magdziarz has been invited by the Senate and will be hosting Financial Town Hall events across Loyola University campuses.
- Guest Langford expressed appreciation for an event hosted by SGLC and Sen. Riopedre.
- Announcement of new Arrupe Senator Emilio Torres.
- Additional updates on changes to committees.

Sen. Kelly motioned to adjourn the meeting. Sen. Williams seconded.

Chair Friar adjourned the meeting at 4:45pm.

Respectfully submitted JBAH 11/22/2022

Senate Meeting Schedule for Academic Year 2022-23

General Assembly Meetings

| | | |
|---------------------------|------------------------|-----------------|
| • September 30 | 3:00-5:30PM | Zoom |
| • October 28 | 3:00-5:00PM | Zoom |
| • December 2 | 3:00-5:00PM | Zoom |
| • January 27 | 3:00-5:00PM | Zoom |
| • March 3 | 3:00-5:00PM | Zoom |
| • March 31 | 3:00-5:00PM | Zoom |
| • May 5 | 3:00-5:00PM | Zoom |

Executive Committee Meetings

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|--------------------------|------------------------|-----------------|
| • September 9 | 3:00-5:00PM | Zoom |
| • October 14 | 3:00-5:00PM | Zoom |
| • November 18 | 3:00-5:00PM | Zoom |
| • January 13 | 3:00-5:00PM | Zoom |
| • February 17 | 3:00-5:00PM | Zoom |
| • March 24 | 4:00-5:00PM | Zoom |
| • April 21 | 3:00-4:00PM | Zoom |