

University Senate
General Assembly Meeting
Minutes
May 20, 2022

Senators Present: Minerva Ahumada, Suzanne Bost, Anthony Deldin, Yvonne El Ashmawi, Sarita Heer, Lee Hood, Kristin Krueger, Joe Mitzenmacher, Wei Qui, Maria Wathen, Matthew Williams, Karen Cornelius, Anne Divita Kopacz, Kevin Newman, Mark Torrez, Erla Dervishi, Emily Barman, Thomas Kelly, Teresa Krafcisin, Margaret Callahan (*ex. officio*), Justyna Canning (*ex. officio*), Tavis Jules (*ex. officio*)

Absent: Francis Alonzo, Laura Brentner, Jenna Drenten, William Duffy, Eve Geroulis, Leo Irakliotis, Patricia Lee, Tobyn Friar, Selam Kashay, Matt Lorentz, Abby Abuya, Jonathan Okstad, Elani Williams

Quorum (19/33): Voting members present at start of meeting; quorum is **satisfied**.

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

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

Chair Heer motioned to amend the agenda to include an update on the Academic Affairs and Research Committee survey. Sen. M. Williams seconded.

II. Approval of Minutes from April 25

Sen. Wathen motioned to approve the minutes. Sen. Mitzenmacher seconded.

III. Benefits Advisory Committee Update

Chair Heer introduced Tisha Rajendra, Megan Helfgott, Eniko Racz, and Kevin Newman as members of the Benefits Advisory Committee. Tisha Rajendra presented the following:

- The committee is comprised of faculty and staff representatives who work in partnership with Human Resources. Shared governance helps appoint the members. The committee reviews, discusses, and advises on significant benefit plan design.
- The committee focuses on three initiatives that were surfaced through a faculty/staff satisfaction survey administered in Fall 2020. The initiatives are examining the undergraduate dependent tuition benefit options, examining the parental leave policies, and gathering information for informed insurance marketplace comparisons.
- For the dependent tuition benefit, the committee is exploring Loyola becoming a part of the national Tuition Exchange Program.



- For the parental leave policies, the committee is developing a proposal for an adoption and gender-neutral policy for faculty and staff.
- Regarding health insurance, a faculty/staff survey found that there was mixed satisfaction with the insurance among faculty and staff, that faculty and staff encouraged Loyola to expand specialty service providers, and that the majority preferred that premiums be kept low even if the University needed to change providers. The committee is inquiring into alternative health insurance options.

Discussion:

- Sen. M. Williams noted that nonbinary people and transgender people can give birth, and the language should reflect this. Chair Heer reminded the Senate about the previous Senate resolution about non-gendered language.
- Sen. Bost asked if it is possible to offer different health care options to faculty and staff as the survey suggested different needs between faculty and staff. Tisha Rajendra said that was explored, but it would not be cost effective.
- Sen. Kelly commended the committee for its work on these complex issues.
- Sen. Ahumada asked what salary increases mean in the context of inflation and other economic factors. Tisha Rajendra said that falls outside of the scope of the committee.
- Sen. Tavis asked if the time has passed for switching insurance carriers and if there will be a cost increase. Tisha Rajendra said that carrier proposals are in front of the committee, and at some point, the cost will go up. Megan Helfgott added that costs and benefits have to be balanced and that the committee is working through many questions and options.
- Sen. Divita Kopacz asked if the University can reconsider having new staff wait 90 days to be able to use vacation or sick leave as this penalizes new staff who catch COVID or have other life events that prevent them from working. Megan Helfgott said she would check into this. Sen. Krafcsin said that earlier in the COVID pandemic, there was a fund administered by Human Resources that addressed new staff who caught COVID.
- Tisha Rajendra said that she is happy to walk anyone through how to request in-network rates for out-of-network providers in some circumstances, particularly for behavioral health services and child mental health services. Employees have to establish network insufficiency and ask for a single provider exemption. Sen. Ahumada asked that such insights be collected and be more readily available.

IV. Vote: SGLC Paper-Limited Classroom Resolution

Chair Heer invited Sen. Dervishi to present the current version of the SGLC Paper-Limited Classroom Resolution that was approved by Faculty Council.

Discussion:

- Sen. M. Williams motioned to vote on the resolution. Sen. Bost seconded.

Vote: Do you approve the Paper-Limited Resolution?

Yes 18

No 0

Abstain 0

V. Discussion: Academic Affairs and Research Committee Survey Assessing Need for Statistics and Data Center for Faculty and PhD Students

Chair Heer invited Sen. Wathen to give the Senate an update on the survey.

Presentation:

- Sen. Wathen said there were 80 total responses, including 50 graduate students.
- Of the 80 respondents, 77 said a center would be helpful for their research. 79% of respondents said that they used quantitative data in their research, but only 8.75% said they had strong statistical knowledge and skills.
- Respondents wanted help with:
 - Conceptual analyses: Deciding what type of statistical analyses are appropriate
 - Statistical analyses software help (Stata, SPSS, R, etc.) post data collection
 - Power analyses and other help for grant preparation
 - Other responses: data transformation, dealing with missing values, non-linear analyses, complicated mediation/moderation designs, bootstrapping, data mining.

Discussion:

- Sen. Callahan stated that she asked Vice Provost Sonny Singh to help address identified issues as part of his work building Loyola's research infrastructure.
- Sen. Krueger asked if the committee talked to the Mathematics and Statistics department, as Prof. Greg Matthews and Sen. Krueger have discussed a statistics consulting center for several years. Sen. Wathen said that committee member Bill Adams is in touch with the department.
- Sen. Barman asked how this relates to the biostats center in the medical school that already exists. Sen. Wathen clarified that mostly medical school faculty access the biostats center, so the survey focused on the needs on the Lakeside Campuses.

VI. FYI: Senate Transition

Chair Heer stated that the final plans for the transition are still in development. She will meet with the Bylaws Committee soon regarding the Senate elections in the fall.

Discussion:

- Sen. Ahumada asked if the proposal for the new Senate composition was approved. Chair Heer said that the Senate was still waiting for President Rooney’s approval of the Senate bylaws. Sen. Callahan said that Faculty Council’s bylaws were also being approved now.
- Sen. Jules asked what happens if the bylaws are not approved and elections cannot be held. Chair Heer said that the Senate will consider its options if that happens. Sen. Divita Kopacz added that there needed to be an election this year, but the Senate could run the election against the old Senate composition, if the new composition was not approved.

VII. Other

Sen. Callahan and Sen. Wathen thanked Chair Heer for her leadership. Sen. M. Williams motioned for adjournment; Sen. Ahumada seconded.

General Assembly meeting adjourned at 4:15 PM.

Respectfully Submitted ADK 9/21/22

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
• May 20	3:00-5:00PM	Zoom

Executive Committee Meetings

• 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 15	4:00-5:00PM	Zoom
• April 8	3:00-4:00PM	Zoom
• May 6	3:00-4:00PM	Zoom