MAY 25TH, 2021

STAFF RECOGNITION AND EXCELLENCE CELEBRATION!
PRESENTATION HIGHLIGHTS

We are excited to share wonderful responses highlighting fantastic Staff contributions from across the University. The entries were plentiful, and in keeping with our spirit of recognition, throughout the presentation you will find emphasized acknowledgement. Additionally, the presentation will be made available on the Staff Council webpage for post-event reflection or sharing. We encourage you to review the great work completed by our colleagues throughout the academic year!
REFLECTION PROMPTS:

• WHAT SUCCESSES AND JOYS HAVE YOU AND/OR YOUR TEAM HAD THIS YEAR WHILE COLLABORATING WITH YOUR DEPARTMENTS ON LOYOLA INITIATIVES?

• WHAT CHALLENGES DID YOU AND/OR YOUR TEAM EXPERIENCE, AND HOW DID YOU OVERCOME THEM?

• WHAT ARE YOU AND/OR YOUR TEAM THANKFUL FOR THIS ACADEMIC YEAR?

• WHAT ARE YOU AND/OR YOUR TEAM LOOKING FORWARD TO IN THE NEXT ACADEMIC YEAR?
The Wellness Center completely reimagined how we provide mental/physical healthcare and health education to our students. With support of departments like Information Technology Services (ITS), we have been able to effectively provide telehealth and covid19 testing to students and support our campus in starting to re-open.

Our Health promotion team led us in developing and delivering creative digital content for our students. We engaged students who attended our programs in record numbers.
Our frontline medical workers and front desk staff worked on campus, serving students during the pandemic, even before vaccines were available. Our mental health staff have provided emotional support to students and supported the community in responding to the psychological stresses of the pandemic while also managing stressors in our own lives.
We are thankful for:
- the **grit, resilience, and creativity** of our staff to serve students and support our campus in re-opening.
- being on this team together.
- the sound financial planning of senior leadership that saved as many jobs as was possible during the past year.
UNIVERSITY LIBRARIES – FY2021

What are you proud of or thankful for this academic year?
Charles, Reference Assistant, helping students with questions

Avril, Fines & Reserves staff, working on Poetry Month display

David, Recall/Search Assistant, preparing books for Contactless Pickup

Terry, Reserves Coordinator, Back on WTC!

Online speaker program: Alumni Author Catalog

National Friends of Libraries Week
COMMUNITY SERVICE AND ACTION
The Community Service and Action team has stepped up to serve our students and the local community in new ways! We’re proud of our creativity, profound student learning, and our own growth! We’ve taken the challenges head-on and have found moments to laugh and celebrate successes along the way.
HIGHER EDUCATION EMERGENCY RELIEF (HEERF) FUND I & II GRANTS TEAM
HEERF was a significant initiative which distributed over $10 million of federal grant funds to LUC students. A cross-functional team including ITS, Financial Aid, Bursar, UMC, SPA, Student Development and General Counsel were instrumental in this initiative. The HEERF Student Share initiative started in the Spring 2020 and continued through various phases even through today as additional grant awards become available. We appreciate that there was a tremendous amount of information to absorb as new federal programs were being announced, questions about eligibility, award distributions, etc. The team focused on distributing these emergency funds to our students.
The HEERF Student Share team is a stellar example of the talents each of our staff members possess and **how together we can accomplish great things for our students**!

**ITS:** Dawn Fitzgerald, Rejoice Jebamalaidass, Jocelyn Ong, Chuck Roth, Ivan Siap, Marco Reynoso

**Financial Aid:** Tobyn Friar, Jessica Musial, Kelsey Gerber

**Bursar:** John Campbell, Tom Catania, and the entire Bursar’s Team!

**SPA:** Brian Slavinskas

**General Counsel:** Steve Holler

**Student Development:** Lester Manzano

**Treasurer:** Sue Bodin

**UMC:** Anna Shymanski Zach
STUDENT-ATHLETE ACADEMIC SERVICES
This year has been filled with uncertainty, challenges, and unprecedented events. Though we acknowledge the difficulty of this year, we also choose to focus and shed light on all the positive that was birthed throughout the academic year. During the 2020-2021 academic year the Student-Athlete Academic Services department was able to sustain and adapt our services/operations utilized by student-athletes for academic and personal support. This was made possible through campus and athletic office collaborations, dedicated student worker involvement, and a willingness to be flexible and creative. Every year, but this year especially, we are extremely grateful for constant and reliable communication with our campus partners and faculty/staff. In a year where we were unable to physically be present with students or colleagues, communication has been a key component for all of us.
CAMPUS MINISTRY – RETREAT TEAM
Among several joys and gratitude this year, we are particularly grateful so many students gave virtual retreats a chance! Thanks to our many amazing leaders and participants, we hosted 12 incredible virtual retreats that created spaces for our students to process how they were feeling, connect with each other, and have space to do the reflection and prayer so foundational to our Ignatian mission. The evaluations consistently named how students didn’t even feel like they were on Zoom at all, how the retreat allowed them to build meaningful relationships they had not otherwise had, and how cared for they felt by the program. That was what we were striving for!
We faced the challenge of creating virtual retreats (usually 12+ hours on Zoom over 3 days) that didn’t contribute to existing Zoom fatigue. We focused on making sessions as interactive as possible, such as regular small group breakout rooms to debrief themes, random breakouts to make new connections, including encouraging use of reactions when participants resonated with something shared. When possible, we also personalized the experience by mailing packets of supplies (Ex. A journal, pens and markers in the participants’ favorite color, and the participants’ choice of coffee or tea flavor. These small things encouraged a communal retreat atmosphere that you could feel in the Zoom sessions.
FIRST AND SECOND YEAR ADVISING (FSYA)
FSYA met the year and COVID-19 head on. We were able to successfully implement all our services to the online format with minimal to no interruption to our students. We completed over 6,600 appointments and express sessions. Over the summer months we had to pivot (shout out to the Amazing New Student Programs Team for adjusting all their plans with Orientation and UNIV 101!) and individually enrolled over 2200 students in their courses. This fall and spring brought the challenges of changing academic calendars, teaching UNIV courses online, and a general urgency from our students like never before.
We were there to support one another in those late nights, early mornings, and general moments of “what is happening right now”. We’ve prided ourselves with the fact that there is always a team member just a Teams message or zoom call away, ready to help with a solution or to just listen.
We are so grateful for the AMAZING teams we work so closely with such as New Student Programs, ACE, Student Athlete Advising, each area brought so much joy to our time together.
UNIVERSITY MARKETING AND COMMUNICATIONS (UMC)
As a key player in the University’s **response to the global pandemic**, UMC has been both a hub and driver in the institution’s communication and information sharing with the intention to keep as many members of our community as informed and as safe as possible. Whether it was **telling the stories of our community**, facilitating communication, building websites, producing design platforms for signage or participating in the **PIO Comms groups**, every member of the UMC team contributed in ways that went beyond their job description and normal working hours. It was a role that was appreciatively undertaken in full recognition of the important duty we have to make our community a safe and rewarding place to live, study, teach and work.
Additionally, UMC was driven to uphold those responsibilities that we accept in more traditional times. We were proud to drive the communication, brand and marketing efforts of the institution in support of our awesome colleagues in Advancement and Enrollment. While our approach in 2020 had to evolve in light of changing audience demographics and the challenge of new competitive landscapes brought on by the pandemic, **we are proud of the collaborative effort we brought forth and the work we produced.** We are particularly proud of our work on the **launch of the new School of Environmental Sustainability**, the Rambler’s March Madness run and the support of Summer Sessions and Fall Recruitment.
CONSTITUENCY ENGAGEMENT – STAFF DIVISION TEAM
The Constituency Engagement for Staff Work Group consists of 12 members representing:

- Human Resources
- University Staff Council
- Each Chicagoland Campus (Health Sciences, Lake Shore, and Water Tower)
- University Diversity and Inclusion
- Academic Staff Leadership from the College of Arts & Sciences
- Mission and Ministry
- University Marketing & Communications
- Information Technology Services
- Wellness Center
Designed and distributed (21) bi-weekly Staff Engagement Newsletters. Organized & Delivered 100+ professional and personal development engagement opportunities for Staff.

Hosted 3 fellowship/community building activities for Staff (Trivia, Scavenger Hunt, and Bingo).

Designed the first tele-work survey for Staff (included in University survey). Virtually distributed Fall '20 "Return-to-Campus" Amazon Gift Bags to 500+ Staff representing the Chicagoland campuses.
ARRUPE COLLEGE – RECRUITMENT
What successes and joys have you and/or your team had this year while collaborating with your departments on Loyola initiatives?

A huge success for Isabel, especially this year, is creatively and tirelessly recruiting students for cohort 2021/class of 2023. Isabel’s efforts have tripled in recruitment outreach and she is doing tremendous work for Arrupe College.

What challenges did you and/or your team experience, and how did you overcome them?

Isabel faced the challenge of limited visits and shadow days, as well as hosting only virtual interviews to recruit 200 students. She overcame the challenge by partnering with CampusAccess to coordinate weekly small visits, by creating a new focus group for recruitment with the Board of Directors, and by hosting 5 virtual interview days.

What are you and/or your team thankful for this academic year?

I am thankful for Isabel, who took a break from her day to help me, and I am thankful for the dean, Fr. Tom Neitzke, SJ, and the Arrupe community for keeping the hope alive, the support flowing, and the faith growing!

What are you and/or your team looking forward to in the next academic year?

I am looking forward to a summer of community-building as we plan to return to campus. We can do it! Si se puede! #arrupestrong
ACE – ACHIEVING COLLEGE EXCELLENCE
The ACE Team is thankful for...

- A team I am confident can handle their jobs and **unexpected challenges**, as we continue to inch toward the end of this incredibly unique year that we just lived. [Roy]
- **The ability to grow our team**, and therefore have the opportunity to effectively serve our students. I am also thankful for how we have overcome challenges that this year of virtual life brought us, and through it all we were **still able to connect and engage with our ACE Scholars.** [Giuliana]
- Having a coworker, Giuliana Scardina, who has been **patient, kind, and a great teacher** as I learn the ropes of Academic Advising in ACE. [Jennifer]
- The opportunity to be part of Loyola’s ACE Team – a **team dedicated to serving** the needs of an amazing group of students! [Michele]
Grounded in Loyola University Chicago's rich Ignatian heritage, the Marcella Niehoff School of Nursing takes an integrated approach to nursing education, practice, and research by uniquely shaping our students to serve humanity.

MNSON is thankful for:

Our Students
Our Faculty
Our Staff
Our Alumni

MNSON Celebrated

The International Year of the Nurse (The World Health Assembly has designated 2020 the International Year of the Nurse and the Midwife to honor of the 200th anniversary of Florence Nightingale's birth and to advance nurses' vital role in transforming health care around the world.)

National Nurses Week begins each year on May 6 and ends on May 12, Florence Nightingale's birthday. These permanent dates enhance planning and position National Nurses Week as an established recognition event. As of 1998, May 8 was designated as National Student Nurses Day, to be celebrated annually. And as of 2003, National School Nurse Day is celebrated on the Wednesday during the annual observation of National Nurses Week.
ITS is thankful for the power of teamwork. During this extraordinary time, collaboration proved more important than ever. Our division collectively demonstrated adaptability and resiliency. We were responsive and maintained high levels of productivity under challenging circumstances. Through cooperation and support, our group completed impactful work that we are very proud of! Teamwork is incredible because we see what can be accomplished when we work together, and it inspires us. ITS is grateful because not only has our team made it through this unique academic year, but we know when we're back on campus together we'll be even stronger because of this shared experience.
We are so very proud of our ITS Team!

Information Technology Services

- 13,474 Courses moved online
- 7,347 Devices checked out for home use
- 1,030 Webinars / 89,144 Attendees
- 46,900 Service desk requests for assistance
- 71 Hyflex classrooms outfitted and supported
- Loyola’s mobile health app
- DASHBOARDS & DATA VISUALIZATION
- Teaching, learning & remote work continuity
- Microsoft environment usage increased by 24%

Data from March 2020 – April 2021
HUMAN RESOURCES
What successes and joys have you and/or your team had this year while collaborating with your departments on Loyola initiatives?

- Provided **remote support** to faculty and staff to ensure continuity in pay, benefits, Human Resources support, **recruitment** for critical positions, and implementation of **new legislation** for the workplace.

- **Expanded HR technology** to support remote needs for faculty and staff (e.g. Benefits Open Enrollment outside of LUC’s firewall, introduced the new digital Benefit Highlights Open Enrollment Book, and **Virtual New Employee Onboarding and Orientation**).

- **Managed the COVID Pay Program** and led staff deployment exercises to provide employment and income continuity for staff unable to work from home.

- Facilitated completion of Harassment Prevention and Title IX compliance training programs to ensure workplace safety and culture for faculty and staff.

- Continued the work of the OEC and completed Title IX and Discrimination investigations remotely to ensure equity and compliance.
What successes and joys have you and/or your team had this year while collaborating with your departments on Loyola initiatives?

- **Expanded mental health resources** enabling immediate access to therapists by appointment and formation of community circles to help faculty and staff cope with COVID challenges.

- Facilitated community-wide and department level discussions on diversity, equity, inclusion, and race relations.

- **Hosted virtual MLK and Black History Month Celebrations**, resulting in even greater participation for some events. Welcomed a dynamic slate of speakers with the creative use of technology and resources, including an alumni panel and celebrity guest, Joy Reid from MSNBC.
What challenges did you and/or your team experience, and how did you overcome them?

• The inability to meet face-to-face with our business unit leaders, faculty/staff, students, and each other. We met this challenge by using technology such as Zoom and Teams on a daily basis.

• Although the possibility of easily becoming disconnected while working remotely was challenging, we consistently found ways to keep each other engaged and we became even more connected than we were on campus through daily huddle meetings.

• We were able to pull together as a team, adapt to change, and help guide faculty and staff toward increased utilization of our online and digital resources.
What are you and/or your team thankful for this academic year?

- We are thankful for the role we play in delivering competitive employee benefits to our faculty, staff, and their families; recruiting top talent during a pandemic to support Loyola; the ability to manage compensation programs and recognize service with awards to honorees during a time of economic downturn; and the ability to deliver professional and personal development training programs through EMERGE.

- Once we adapted to the initial struggle of working remotely, we really got into a nice workflow, without distractions, even using our time more efficiently than when on-site.

- Spending time with family and loved ones. The last year has forced us to slow down and appreciate all the love and life around us.

- We are looking forward to seeing faculty and staff back on campus and attending annual fellowship events such as the St. Ignatius Day Picnic, the University Christmas Reception, MLK Service Days, Benefits Open Enrollment and Health Fairs, and many more.
HR’s Newest Team Members!

Thankful for the health, safety, and well-being of the entire team and our families. We also were blessed with the addition of (4) new babies to our HR family. Sammy, Lucas, Leo, and Rosie.
Maintain positive emotional health was a challenge. Served as emotional support resources during HR Division Staff meetings to help each other. Celebrated successes and engaged in virtual team build activities.

Developed an HR Cook Book “Let’s Get Cooking” comprised of family favorites and shared cherished family Christmas photos.
ATHLETICS
AND FINALLY – WHAT WE ARE LOOKING FORWARD TO NEXT YEAR...
THANK YOU TO ALL OF OUR STAFF FOR THEIR EFFORTS THIS PAST YEAR.

THIS WAS ONLY A SAMPLE OF THE AMAZING WORK BEING DONE ACROSS OUR CAMPUSSES.