

UNIVERSITY SENATE
of
LOYOLA UNIVERSITY CHICAGO

MEASURE OF THE SENATE

**Resolution of Support and Renewed Creativity in Addressing the Financial Impact
of CoVID19 Pandemic**

*To acknowledge the efforts of our Deans to reduce Phase III furloughs/layoffs and encourage more
creative solutions to minimize the continuing direct impact on Loyola students, faculty and staff.*

Version 1

2020 - 002

Resolution Number: 2020-02

Presented: October 16, 2020; Voted on: electronically ending October 26, 2020

Motion Passes: 22 support; 2 against; 1 abstain

Presented to President Rooney by



Susan L. Uprichard
University Senate Chairperson

Resolution of Support and Renewed Creativity in Addressing the Financial Impact of CoVID19 Pandemic

To acknowledge the efforts of our Deans to reduce Phase III furloughs/layoffs and encourage more creative solutions to minimize the continuing direct impact on Loyola students, faculty and staff.

Whereas¹, Loyola University Chicago has experienced a \$87 million revenue shortfall due to the impacts of COVID-19 and has had to take painful actions to balance the budget (e.g., temporarily suspending all retirement contributions and future salary increases for all employees, reducing our PhD programs, and reducing the workforce while asking those that remain to do more); and

Whereas², we appear to have reached our capacity to continue making cuts that do not involve furlough/layoff of those in our community and must work expeditiously to reinstate the critical things that have been eliminated and/or cut, particularly those who have already been furloughed or laid off; and

Whereas³, we must do all this while striving to achieve the social justice and equity principles of our Jesuit foundation.

Be It Resolved¹, the University Senate applauds the efforts of our Deans to create a list of jobs that can be filled via redeployment before individuals are furloughed or laid off from Loyola

Be It Resolved², the University Senate encourages the University to amend the Human Resources policy on Workforce Reduction, section on Transfer and Re-employment Eligibility, subsection on Re-Employment Eligibility to allow those affected by COVID related reduction in force to be eligible beyond the one year policy maximum for re-employment to a two year period for re-employment.

Be It Resolved³, the University Senate thanks the Loyola administration for their efforts to solicit input and provide information to the Loyola community during this budget crisis, but also encourages the administration to continue to try and enhance early communications on issues prior to final decisions such as:

- University-wide financial town halls
- Additional surveys regarding which benefits should be brought back first
- Bringing ideas for discussion to Loyola's shared governance bodies prior to final decisions
- Proactively and specifically calling for ideas from the whole Loyola community on how to creatively and equitably address budget issues through the creation of new revenue generating programs that serve our Jesuit mission

Be It Resolved⁴, the University Senate encourages the University to even more aggressively and specifically invest in Advancement. While we recognize that fundraising can take time, this will help our recovery over the next several years and perhaps calls for more immediate support to specifically offset the financial strains of the pandemic (e.g., PhD fellowships that would enable us to restore these programs, undergraduate fellowships which would help struggling families now and in the future, and perhaps even testing funds to help keep everyone safe) and/or support our CoVID19 research could be successful on the shorter term.