

University Senate

Minutes of the Senate

March 21, 2014

Members Present: Badia Ahad, Lisa Burkhart, Emilie Burton, Timothy Classen, Shawna Cooper-Gibson, Leanne Cribbs, Alanah Fitch, Lisa Gillespie, Tyler Hough, Pamela Johnson, Aamir Kadri, Claudio Katz, Thomas Kelly, Vicki Keough, Teri Kilbane, Joyce Knight, Ronald Martin, Niamh McGuigan, Darcy Peters, Alice Perlin, Thomas Serena, Noah Sobe, Dian Squire, Anne Sutter, Mary Van Houten, David Yellen

Ex-Officio Members Present: John Pelissero

Members Absent: Cass Coughlin, Bren Murphy, Christopher Peterson, Sarkis Morales-Vidal,

Guests: Lucas Fleishen, Pedro Guerrero, Paul Kubicki, Ariana Lewis, Janelle Wade, Vincent Wilmes

The meeting was called to order at 3:04 pm by t C. Katz, Chair

Approval of minutes

MOTION to approve minutes as amended

C. Katz, seconded by A. Sutter

Vote: approved unanimously

University Senate as a Permanent Body-Progress Report

Dr. Katz sent the document recommending that we become a permanent body to the provost, who in turn sent it on to the president. The recommendation has been received and is currently under consideration. According to the provost, on April 15, the president will consult the Council of Deans and his cabinet about approving us as a permanent body, and report back to us shortly thereafter.

Report from the Election Committee.

Dr. Classen has been checking to find out which Senate members are current who plan to either stay on senate or plan to vacate their seat on the Senate. He also is working to see who from The Medical Campus may be nominated. Elections are planned for April. Ms. Corliss is working with Dr. Classen to set up the voting mechanics.

Voting for new Senate executive board will be held at our April meeting.

Dr. Classen is working on configuring rotation of members so that only a portion of members are new after elections. Staff who have offices on both campuses will be selected based on the campus where their home department is.

Report from the Faculty and Staff Affairs Committee

Dr. Sobe reported that the revised instrument has been reviewed by the provost and is ready for our final review and vote.

MOTION

N. Sobe

That the document as revised be approved as reviewed by the faculty and staff affairs committee.

Second- T. Serena

Motion passed unanimously.

The Document will be sent on to the Provost for final approval

Report from Governance Committee

Dr. Sutter opened her report with a motion.

MOTION

Dr. Sutter

That we accept bylaws as amended

Second- Tyler Hough

Motion passed with 2 abstentions

Dr. Sutter recommended that it would be helpful to have a task force on bylaws and continued with a second motion

MOTION

Dr. Sutter

That at the April meeting we form a committee to review the composition of the Senate to ensure representation of all constituencies.

Discussion ensued:

-Dr. Sobe stated that in the interest of diversity and other equity, the provost could appoint a member if needed. He added that perhaps the Senate executive committee could do this.

-Mr. Hough asked if it would increase membership

-Dr. Sobe responded that it might

Vote on the motion

Motion passed with 1 abstention

Student Development and Success Committee report

Dr. Ronald Martin discussed the proposal to create a dedicated office for veterans' affairs at Loyola University. He discussed the positive points of having this center, including services in a central location, having a place to serve veterans other needs and being a point of contact for those students.

Discussion ensued:

-Some questions were raised about the location, what the reporting lines would be and the cost of staffing the office.

-Dr. Martin agreed that these were valid questions. He added that some types of services for veterans extend beyond regular services.

MOTION

Dr. Martin

That the senate endorse the recommendation for an office for veteran affairs.

Second: Ms. Knight

Further discussion ensued.

-Dr. Burkhardt and Mr. Serena added their support.

-Dr. Burkhardt spoke about the other needs of veterans. It was the general consensus that such a center would attract more veterans.

-Mr. Wilmes, one of our student veterans, endorsed the center wholeheartedly.

-Ms. Lewis, staff council chair, asked if there are federal funds available for funding the center.

-Ms. Wade, veteran financial aid counselor, responded that we would be eligible for federal grant funds.

Vote:

Motion Passed Unanimously

Diversity Committee report

Dr. Ahad discussed Loyola's current efforts to diversify its communities and the recommendation on the proposal to create a dedicated Officer of Diversity.

She discussed some general observations of the task force:

1. The task force worked with department heads
2. The task force made significant entry into the process, while recognizing that diversity is a large term/topic that needs further consideration
3. The task force reflected on how to do a comprehensive report

Dr. Ahad went over the task force charges

Charge 1- assess current efforts.

Findings:

For Undergraduate Students:

Applications through University Partnership

Outreach initiatives

Partnerships with SDMA

Programs for targeted populations

For Graduate Students

Mailings

Conferences

Targeted effort

For Faculty & Staff

Unclear results at this time

Discussion ensued

-Dr. Pelissero stated that hiring officials for faculty must go through a workshop on hiring for diversity and hiring for mission. The Provost further stated that these have been going on since 2010 under his leadership.

-Dr. Keough mentioned that reviewers must consider the recruitment question.

-Dr. Fitch added her concern that there are no non-majority faculty in Chemistry and there are fewer women and underrepresented populations in science in general.

Her understanding that diversity includes diversity in research, not only the candidates.

-Mr. Hough asked if these policies apply to staff.

-Dr. Kelly stated that the HR manager sits down and discusses diversity with the hiring manager.

-Ms. Knight stated that this is of concern for her, since no such discussion has taken place during her recent hires of professional staff, and that it would be helpful to have this sort of training or workshop.

Charge 2-Action Plans

Findings:

For Faculty

Strategic plan includes goals for faculty diversity is in place. See

<http://www.luc.edu/strategicplanning/6strategies/>

(See page 5)

For Students & Staff

No formal policy

Recommendation: Extend strategic plan to students & staff

Discussion ensued.

-Dr. Burkhardt stated that there is no publicly stated university or policy plan towards diversity. She also stated that students of color had concerns about exposure to diversity during tours.

-Dr. Pelissero replied that tour groups from admissions are expected to include SDMA and other faculty/staff of color.

-Dr. Kilbane said that part of the issue is that there isn't a place that is highly visible demonstrating or highlighting the university's efforts toward diversity.

Charge 3- Annual report

Documents to date:

Annual report on Diversity, Office of Institutional report

Proposal for Chief Diversity Office, USGA

Diversity at the Forefront: Policy report authored by Dr. Diann Squire

Over 50 references/research articles

Dr. Ahad discussed growth or decline in overall diversity.

Findings:

Overall Diversity- steady increases

Faculty: minimal changes over the last 3 years, changes are less than peer institutions

Low in numbers of Asian & Hispanic/Latino faculty

Rise in female faculty, with no breakdown among academic units available

Staff: Highly diverse, but no breakdown from exempt/non-exempt

Discussion:

-Dr. Katz added that in reporting, faculty is broken down by rank but not tenure. Looking at report as is, it looks like the university diversity is growing among faculty. However, without looking at rank and retention, which is an issue for underrepresented faculty. Dr. Katz further stated that data on attrition or denied tenure for underrepresented faculty is currently unavailable.

-Dr. Pelissero stated that there has been progress in the last 6 years, even though numbers for full professors are not yet showing the increase.

-Dr. Kelly stated that staff data does not show the breakdown from exempt/non-exempt at this time

-Dr. Martin asked if the data is showing outsourced groups or Loyola staff only.

-Dr. Kelly stated that it show Loyola staff only

-Dr. Ahad stated that attrition is higher among African American and Asian American.

-Dr. Classen asked about the multiracial category.

-Dr. Burkhart stated that African Americans were mostly included in the 2 or more races/ethnicities category.

-Ms. Knight asked if the multiracial category is standard across universities.

-Dr. Pelissero responded that it is required for schools.

-Dr. Yellen stated that African American student recruitment and retention is the biggest diversity issue at Loyola, currently. He further stated that this is something that must be addressed.

-Dr. Pelissero stated that more CPS (Chicago public schools) students are now incoming students. There is a new group from Senn High School.

-Ms. Knight suggested that maybe we could recruit from selective enrollment schools as well.

-Dr. Ahad added that diversity among graduate students increased in small numbers in Master and Doctoral programs. Professional numbers are up due to Law school efforts. She also added that an important question for Loyola to ask itself is if comparison institutions' number reflect the goals of Loyola University regarding diversity

-Dr. Burkhart added that Loyola should be the one to set the standard for other universities to follow based on our mission in general.

Dr. Ahad continued her report with the following recommendations of the Diversity Committee:

1. Construct and make visible an institutional diversity policy statement
2. Hire a Chief Diversity officer at the Vice Provost level

MOTION C. Katz

That recommendation #1 as stated be approved.

Second- Dr. Sutter

Discussion ensued.

-Dr. van Houten mentioned that attracting more affluent students will conversely affect diversity.

-Dr. Pelissero stated that from 2008 to present, with the new vice provost, Dr. Paul Roberts, admission has been concerned with increasing our diversity.

-Dr. Sobe added his strong support for both of the recommendations.

-Dr. Katz reminded us that we focus on recommendation #1

Vote:

Motion passed unanimously

MOTION C. Katz

That recommendation #2 as stated be approved

Second-Dr. Burkhart

Discussion ensued.

-Dr. Burkhart added that the Medical school has a chief diversity officer (CDO)

-Dr. Katz asked Dr. Yellen, regarding the success of recruiting African American students at the Law school, if it was an all hands on deck approach for recruitment and if the individual recruiting staff members have diversity experience.

-Dr. Yellen said yes to both questions and added that it is more important on the University side to have this CDO.

-Dr. Katz asked if a CDO really is needed but if the need is that we focus on African American students, since this is where our numbers are very low. He added that he felt that the issue is recruiting African American students.

-Dr. Ahad stated that this is more serious than this and is beyond just students or this particular group of students.

-Dr. Katz suggested that institutions with a CDO may not be doing any better.

-Dr. Ahad stated that we don't know what our peer institutions have or how their CDO functions.

-Dr. Sobe added his support of Dr. Ahad's statement.

-Ms. Johnson discussed the success of ACE students due to the community that they have become.

She stated that Loyola needs a better community towards diversity. She added that a CDO would look at retention.

-Dr. Cribbs added that it would bring together the fragmented situation together.

-Dr. Keough added her agreement.

-T. Classen is concerned with resources.

-T. Hough stated that he changed his initial thoughts of being against such position and is now for it.

Vote:

Motion passed with 4 opposed.

Housekeeping and Notes

- Dr. Katz reminded members that the next meeting will be on 4-25
- Dr. Martin's proposal from USGA regarding syllabus posting to web will be covered.
- Elections will be held for executive positions
- Dr. Katz asked if the review of faculty course loads should that come before the senate next senate year. Members expressed concern that this is a College of Arts & Science issue, rather than a faculty issue covering all schools and colleges. Dr. Sutter explained that the increase to 3-2 or 5 per year will affect faculty. It was decided due to the lateness of this discussion that it be tabled at this time.

Motion to Adjourn

Mr. Hough

Seconded: Dr. Burkhart

Motion carried unanimously

Respectfully Submitted,

Joyce D. Knight

Secretary to the University Senate