

Loyola University Chicago University Senate

General Assembly

Meeting Minutes
January 25, 2019

Present: Francis Alonzo, Terence Boyle, Sarita Heer, Emily Chin, Ben Feilich, Margaret Heller (online), Zelda Harris, Diane Jokinen, Goutham Menon, Lorraine Ozar, Tisha Rajendra, Richelle Rogers, Susan Uprichard, Peter Kotowski, Tim Love (online), Adriana Caballero Mondragon, Tania Schusler, Mario Guerrero, Margaret Callahan (ex of.), Tim Classen (ex of.)

Delayed: None

Absent: Daniela Altamirano Crosby, Laura Goldstein, Phil Hale, Michael Kelly, Todd Malone, Kaitlin McMurry, Sergio Ortiz, Brittany Rebarchik, Gabrielle Robinson, Abraham Singer, Steven Todd, Nancy Tuchman, Jeremiah Martin (ex of.), Jo Ann Rooney (ex of.)

Quorum (18/31): 18 voting members present at start of meeting; quorum is **satisfied**.

Chairperson Zelda Harris called meeting to order at 3:09 PM.

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

Chair Harris asked if there were any motions to amend the agenda. Sen. Caballero moved to amend agenda item #5 to be a discussion item (not just information). Motion passed unanimously.

II. Review of minutes from November 2, 2018 meeting

Sen. Heer to be listed as present. Sen. Heer moved to approve. Sen. Boyle seconded. Minutes approved unanimously (1 abstention).

III. Discussion and vote: Resolution on Ensuring Equitable Practices within Campus Safety *Sen. Chin, Chair of the Student Development and Success Committee*

Sen. Chin introduced the resolution. Diversity Committee expressed an interest in co-sponsoring and recommended representatives. Suggestion also made in resolution 4 to suggest practices to be reviewed including "relative roles and response of student development staff, individual staff, etc."

Chairperson Harris clarified that VP Tom Kelly had been invited to this meeting, but declined to attend due to ongoing litigation. Similar for Chief Tom Murray. Senate was directed by VP Kelly to the www.luc.edu/safety website, which contains some new policies, including a new (fall 2018) policy on body cameras and a revised video surveillance policy for security cameras around campus. Additionally, a chair has been identified (Prof. Chris Donner, Criminal Justice) for the working group on Campus Safety. This group is open to the appointment of a senator to sit on the group, but no additional information at this time.

Dr. Classen suggested adding information referencing the specific dates of the two homicides occurring in September 2018.

Senators discussed feeling that the working group was vague in its scope, timeline, and goals, and questioned whether there would be a role for a U. Senate, Staff Council, or other reps on the group. Chairperson Harris offered to seek clarification from Prof. Donner. VC Uprichard suggested possibly clarifying #4 to be specific about whether #4 recommends more than the existing charge by President Rooney to the working group.

Several friendly amendments were offered and accepted through discussion, including:

- Dr. Classen suggested friendly amendment to modify clause 5 to say, “whereas the homicides on 9/30/18 and 10/1/18 in the Rogers Park neighborhood...”
- Chairperson Harris suggested amending the resolution to omit paragraph 1.
- Sen. Rogers suggested a change to the first clause for more precise language.
- Sen. Jokinen suggested adding “students reported...”
- Various Senators recommended amending to suggest that Senate encourages the inclusion of students, faculty, and staff.
- Sen. Rajendra suggested modification to the second resolution for better language to call for non-violent crowd control and de-escalation.

Sen. Caballero indicated that SGLC sent out a survey to students and the responses requested fewer safety notifications to lessen some of the fear it generated. Sen. Caballero is willing to provide the survey results (there were approximately 1,800 responses). Sen. Guerrero noted that students were quick to join a facebook group aimed at student safety and noted an increase in 8-Ride requests following the homicides. He suggested students experienced a spike in anxiety and concern and that the student response supports the language in the resolution.

Sen. Chin noted that the third resolution and its language came from Sen. Goldstein and Sen. Hale. Chairperson Harris provided context from the incident in February 2018 and shared that students felt they were being told not to film or involve themselves in the arrest. Sen. Menon asked for clarification about the meaning of individual staff and suggested simply saying university staff.

Chairperson Harris called for a vote on the resolution. **Resolution passed unanimously.**

IV. Discussion and vote: Resolution to Support Transparency and Inclusivity in University Decision-Making

Faculty Affairs and Staff Affairs Committee

Sen. Rajendra provided context for the resolution, stemming from VPHR/CDIO Winifred Williams’ recent presentation to Senate. Despite Dr. Williams’ assurances that the administration was committed to transparency, the subcommittee expressed concerns over the formation and behavior of the “working groups.” Specific concerns included that the groups had been staffed by appointment rather than election and that the language Dr. Williams employed did not reflect or uphold Jesuit values. Further concerns focused on the

anonymity of the working group. The resolution reflects a desire to see greater transparency as reflected in things like the “Just Employment Task Force.”

Sen. Ozar supports the call for open forums and discussions and the reminder of previous forums. Sen. Ozar expressed concerns that the University Senate appears to need to approve all working groups. Perhaps the resolution should simply call for more transparency, though clause three is problematic.

Chairperson Harris indicated the Executive Committee had been confused about the composition of the working group. Senators discussed whether the makeup of the working groups had been public or whether they had requested anonymity (which had been suggested by Dr. Williams in her presentation). [After some discussion on other matters, Dr. Classen later clarified that the email from Pres. Rooney in 2017 listed all members and Provost Callahan suggested that the committee did not request anonymity. Senators agreed that the line regarding anonymity should therefore be stricken.]

Sen. Rajendra clarified that the resolution merely calls for Senate consultation, and does not suggest that Senate needs to vote on or approve any measures.

Sen. Boyle suggested there should be some general guidelines for all working groups so that people feel they are involved in the process and can provide input. When that is not available it inhibits a sense of transparency and power sharing. Some guidelines should be provided so these processes are transparent and fair.

Dr. Classen suggested resolution 3 be made more precise in its language to refer to exclusively to financial planning. Sen. Ozar agreed.

Sen. Uprichard liked the idea of establishing guidelines for working group transparency. She questioned the need to keep this resolution specific to the HR working group rather than presenting a broader resolution. Sen. Rajendra acknowledged the high number of working groups and the applicability of Senate oversight. The HR changes affected all university employees, whereas to apply such oversight to all working groups may be untenable.

Chairperson Harris agreed that the Senate should have due consideration, though perhaps not consultation. Functionally consultation on so many matters would be difficult, and such a proposal is not likely to be supported. Chairperson Harris suggested focusing the scope to working groups that affect university-wide concerns, specifically because this is consistent with the Bylaws of the Senate.

Sen. Boyle expressed concern over the value judgements being expressed in the HR presentation. Sen. Boyle felt the changes should not have been entirely driven by financial priorities but should have reflected the values of the University.

Sen. Schusler had two suggestions: regarding the first resolution, “seen” should be stricken and replaced by “must be transparent”; and the language and title should read “resolution to provide transparency about decision-making about financial decision making”

Sen. Menon offered that there are now three groups (not “working groups”) from administrative structure working with employees and staff on individual units. Provost Callahan clarified that virtually all committees formed since 2017 have involved representatives provided through Senate and Faculty Council, but affirmed that such an expectation could be codified if Senate desires the practice to continue.

Sen. Rajendra feels that for an issue like benefits that the practices need to be more inclusive.

Dr. Classen shared that Faculty Council sent four emails sent to Dr. Williams in Sept 2018 that met no reply. Perhaps the resolution should highlight that these financial working groups were dissolved in March, but that nothing was announced until September. There was a long period where no information was disseminated. No information was released until Dr. Williams sent an email. Sen. Classen felt this process had been deeply flawed and the changes remain deeply concerning. There was a lack of comparison to peer institutions, and the process and application of benefits remains inequitable across all hires.

Sen. Rajendra offered that another approach could be making this a backward-looking resolution to express frustration and concern over the presentation, the language used, and the changes made to have it on record. Then a separate recommendation could be made to request that future changes to benefits be involve greater Senate input.

Sen. Rogers offered that the term “dehumanizing” may be problematic and that tone is important on this issue.

Chairperson Harris and Sen. Rogers suggested that a backward-looking resolution is not useful in this situation. This should push for something broader that calls for changes going forward.

Discussion followed as to whether the financial planning working groups could be used as an example to express why the University Senate asks to be included more intentionally going forward.

Dr. Classen revisited whether to focus on benefits and compensation. Chairperson Harris suggested that until the Bylaws have better structure, perhaps we should not continue narrowing the resolution too much.

Sen. Rajendra moved to table and re-work the resolution to meet the needs raised in discussion, to be presented again at February meeting; seconded by VC Uprichard. Motion passed unanimously. **Matter tabled until the next meeting.**

V. Discussion: Tobacco-Free Policy Committee Creation Resolution
Sen. Caballero Mondragon

Sen. Mondragon introduced Tobacco-Free Policy Committee Creation Resolution, beginning with the history of the topic being raised last year through the LIT (“Loyola It’s Time”) platform. The issue received 108 “up votes.” SGLC formed an ad hoc committee with 3 SGLC

members and 2 non-SGLC members, which subsequently conducted extensive research about tobacco-free policies at other schools and campuses, etc.

Resolution passed last year with about 64% of SGLC in favor (19 votes). SGLC still stands in support, but the matter has not been taken up by President Rooney. No committee has been formed as requested by the resolution, and SGLC feels that the students' work on this initiative has been to no avail.

Sen. Mondragon also clarified that SGLC is not moving for Loyola to necessarily become tobacco-free; rather, the resolution calls for the creation of a committee to explore the issue.

Chairperson Harris added that there is precedent for SGLC taking their resolutions to the University Senate, and affirmed that if University Senate elected to support such a measure and support the work of such a committee, that it would be appropriate in Chairperson Harris's opinion for Senate to do so.

Sen. Mondragon clarified that President Rooney has been engaged in the discussion, but has not taken a firm position or indicated a plan to move the initiative ahead. Sen. Mondragon also offered that to be fair to President Rooney, she had not been asked about this directly recently, and indicated that she would do so at the next opportunity.

Dr. Classen advocated for the constitution of a task force rather than a committee.

Discussion concluded.

VI. Discussion: Proposed changes to the University Senate Bylaws (first reading for all of the following)

- a. Bylaws Clarification Act;**
 - b. Act to Formalize the Procedures through which the Senate Enacts Legislation;**
 - c. Act to Eliminate the Senate Extraordinary Subcommittee;**
 - d. Act to Update University Senate Representatives; and**
 - e. Act to Impose an Attendance Requirement for Senators**
- VC Uprichard, on behalf of the Bylaws and Elections Committee*

Chairperson Harris commended the Bylaws and Elections Subcommittee on taking on the task of cleaning up and professionalizing the Bylaws. Per the Bylaws, this slate of proposed amendments cannot be voted on until a subsequent meeting, and any changes would need to be approved by President Rooney.

VC Uprichard introduced the slate of five "Acts." Uprichard first clarified that the the committee intended to provide versions of the Bylaws with "tracked changes" but due to an error this was not uploaded to meeting materials. It has since been provided via email from Sec. Love and these should be consulted/reviewed before next meeting.

First, the **Bylaws Clarification Act** clarifies and further professionalizes the Bylaws. These changes correct things like formatting, typos, grammar, ambiguity, etc., and eliminating mistakes and inconsistencies in the Bylaws.

The other Acts are more substantive in nature and are grouped intentionally.

The **Act to Eliminate the Senate Extraordinary Subcommittee** removes the duplicated shared governance efforts which have now been practically delegated to the Faculty Council. The Extraordinary Subcommittee had initially been concerned with faculty concerns, and this Act would eliminate the line in Bylaws calling for the creation of this subcommittee. Dr. Classen suggested that this change may require changes to the Faculty Handbook. The Extraordinary Subcommittee had mostly been convened only to make changes to the Faculty Handbook.

The **Act to Update University Senate Representatives** updates the constituency of the University Senate, which currently calls for representatives from each college/program respective to the relative size of the unit. Smaller schools and programs including SCPS, IPS, and IES are grouped together to have one representative. However, the “Centers for Excellence” also have representation in this group, despite the fact that these Centers also fall under a college with representation elsewhere. Meanwhile Arrupe College has no representative opportunity. This act will eliminate duplicate representation in the Centers for Excellence and replace it with a rep from Arrupe College.

Senators pointed out that this Act needs to be revised to clarify senate representatives throughout the Bylaws, as what is reflected in the Act only comes from the “Election” section and needs to include corresponding changes from the “Membership” section. This will be accepted as a friendly amendment and indicated at the next meeting.

The **Act to Impose Attendance Requirement for Senators** promotes accountability for senators requiring regular attendance to adequately represent constituent groups. This would modify the Bylaws so that if a senator misses three meetings without permission from Executive Committee then the seat would be considered vacated and a new senator would be chosen according to the existing procedures in the Bylaws.

Finally, the **Act to Formalize the Procedures through which the Senate Enacts Legislation** would ratify what the senate already does and how we do it. The Bylaws do not include specific language indicating that the senate will make resolutions or acts. This Act explicitly states this and provides guidelines on how to do it. This will standardize terminology and procedures to further professionalize the senate. The Act suggests the inclusion of language explicitly describing the procedures and includes a template for consistent presentation and recording of resolutions and acts.

Chairperson Harris inquired whether the B&E Committee discussed amending the mission/provision of the Bylaws causing most concern regarding shared governance versus being advisory to the president for the purpose of general university interest.

Sec. Love replied that the Committee had decided to first gauge appetite from the President before diving too thoroughly into that issue, given that she would need to approve such a “bootstrap” amendment. Provost Callahan then offered that she had recently spoken with President Rooney about shared governance overall, and suggested that FC Chairperson Classen and Chairperson Harris put together a task force or working group to explore best

practices with shared governance. This would provide clarification on roles and expectations of governance.

Further discussion suspended until next month's meeting.

VII. New Business and Announcements

None

VC Uprichard moved to adjourn. Seconded by Sen. Rajendra. **Meeting adjourned at 5:06 PM.**

*Respectfully submitted 2/8/2019, by Sec. Love and Sec. Pro Tem. Heller,
with special thanks to Sen. Kotowski for assisting with note taking during the meeting*

Senate Meeting Schedule for Academic Year 2018-2019:

- **University Senate Schedule:**

- September 7 3-6pm Institute of Environmental Sustainability, Room 123/124 (*combination first general meeting and closed orientation)
- October 5 3-5pm Information Commons, 4th Floor, LSC
- November 2 3-5pm IES Room 123/124, LSC
- **January 25 3-5pm IES 123/124, LSC**
- February 22 3-5pm IES 123/124, LSC
- March 22 3-5pm IES 123/124, LSC
- April 26 3-5pm IES 123/124, LSC

- **Executive Committee Schedule:**

- August 17 3-4pm CLC 1233, WTC
- September 21 3-4pm CLC 1233, WTC
- October 19 3-4pm CLC 1233, WTC
- January 11 3-4pm CLC 1233, WTC
- February 8 3-4pm CLC 1233, WTC
- March 8 3-4pm CLC 1233, WTC
- April 12 3-4pm CLC 1233, WTC