

University Senate
General Assembly
Meeting Minutes
March 23, 2018

Present: Diane Jokinen, Tisha Rajendra, Maria Udo, Steven Todd, Lisa Gillespie, Richelle Rogers, Lorraine Ozar, Zelda Harris, Ariana Lewis, Tim Love, Margaret Heller, Francis Alonzo, Susan Uprichard, Kim Oosterhouse, Peter Jones, Ginny McCarthy, Kathleen Mies, Ugochukwu Okere, Michael Simonet, Becky Ramsey, Phil Hale, and Tim Classen.

Delayed: Pamela Caughie

Absent: Marta Lundy, Sergio Ortiz, Becky Ramsey, Kathleen Meis, Shannon McDonell, Ginny McCarthy, Don Heider, Terry Boyle, Laura Baker, Max Mufsid, Nancy Tuchman, President Rooney, and John Pelissero.

Quorum (16/31): Satisfied (19 voting members present)

Guests: Provost Search Committee representatives (see below)

Chairperson Zelda Harris opened meeting at 3:03 PM.

I. Welcome Remarks (Chairperson Zelda Harris)

[No opening remarks.]

II. Information: Results on email vote on amendment to Section VII(E) of the University Senate Bylaws

Amendment to Bylaws has passed and is now in effect. Senator voting record provided in supplemental materials.

III. Review of preliminary agenda and calls for motion to amend the agenda

No calls to amend. We will proceed with the prepared agenda.

IV. Review draft minutes from February 23, 2018, and call for motions to amend

Sen. Ozar raised a question regarding the accuracy of the 83.6% retention rate. Confirmed it is accurate.

Result: Sen. Lewis moved to approve minutes, Sen. Love seconded; motion passed unanimously.

V. Information: Provost Search Committee open forum
Invited guests: Members of the Provost Search Committee

Chairperson Harris reminded the University Senate members present that a search committee has been formed to facilitate the hiring of a new provost.

Interim Provost Margaret Callahan reviewed the basic functions of the Provost, which is fundamentally to serve as the chief academic officer for the University. As such the provost's role includes all matters related to curriculum, accreditation, overall management of the academic functions of the university, and hiring and supervision of the various deans of the University's colleges and programs.

In addition, the Lakeside Provost is responsible for Centers and Schools (here and abroad). The HSD Provost manages the Health Sciences along with the School of Nursing and the School of Medicine.

Members of the Search Committee present for the discussion include the following:

- Amy Jordan (SCPS)
- Anne Grauer (Anthropology)
- Anusha Mannam (Senator - SGLC)
- Dimitri Morgan (SOE)
- Konstantin Laufer (Computer Science)
- Patrick Green (Experiential Learning)
- Richelle Rogers (Senator – School of Communication)
- Seth Green (Buamhart Center)
- Tim Classen (Ex Officio Senator – Faculty Council)
- Dennis Martin (Witt/Kieffer Search Firm)
- Elizabeth Bohan (Witt/Kieffer Search Firm)

Dennis and Elizabeth represented Witt/Kieffer (WK) as this search firm will assist Loyola in finding the next Lakeside Provost. Witt/Kieffer is the 7th largest search firm, and the largest firm working in the nonprofit sector. Higher education and health care are their two largest clients. Dennis and Elizabeth

have worked together for over 20 years, and they have conducted 80+ searches.

Dennis described that the search process begins with the due diligence process (which we are in now), whereby the search firm develops a "leadership profile" based on the unique needs and traits that are important in the hiring decision.

Three primary points of inquiry for today's discussion:

- 1) How does LUC feel about the program now?
- 2) What do we want the program to be (i.e. what must the Provost do in the first two to three years - including what challenges and barriers will they face?
- 3) How do we describe the ideal person to hold the position (i.e. talents, style, and approach)?

The information will be developed into a **Leadership Profile** draft:

- a. 2/3 will be background on the University (i.e. Mission, ideals - drafted by UMC)
- b. 1/3 will be made up of the answers to these questions
- c. The Provost Search Committee will review the document before it is approved. Once approved, the document will be used as initial marketing document for Loyola and two) it is the rubric the search committee will use to make decisions about candidates
 1. **Consensus around the document is made by the search committee - not those in the listening sessions**
- d. The search firm does not have a pocket of candidates ready for the Provost. They reach out to 600 - 800 sitting Provost's, Deans, and President's across the country from similar institutions. They create a funnel of nominations and outreach - to narrow down to folks submitting applications.
- e. Posts will be placed in the Chronicle
- f. They want ideas from all of us - thrive on nominations/referrals
- g. If prospects don't accept the nomination, they ask the person *who they think should be contacted*.

Question: (Sen. Harris) What is the strategy for reaching diverse candidates?

- It depends on who is giving names (so they make sure they call diverse candidates). They spend a lot of time cultivating trust in diverse communities of higher ed. Research teams are geared to ensure the initial markets are diverse = diverse referrals (personal point of pride for them). 100% success in producing diverse Provost's hires.

Question: Who can we contact with additional suggestions?

- We can reach out to any member of the Provost Search Committee to suggest nominations. Dean Keough is the Chair of the committee
- The Leadership Profile document will be revised and approved by the end of April - it will be in the marketplace by summer.
- Recruitment will take place through the summer and into the early fall. Around Labor Day - search committee will work with candidates in earnest (vaguely interviews through October/November). We will be finished by Thanksgiving.
- The next Provost will be in place by July 1, 2019.

Discussion:

- Diverse pool is important. WK affirmed this and invited any and all suggestions, nominations, etc. to aid in the robustness of the search.
- Why do searches fail? Often over misalignment of expectations and reality (including salary, etc.) and the treatment of the final candidate upon visit. Remember that is a 50/50 proposition with both University and candidates seeking mutual fit.
- Tell us about transparency and confidentiality. WK wants the process to be entirely transparent about the process. However, it is important for candidates' identities to be confidential.
- We do not want "an administrator's administrator" – would rather have a person who has demonstrated commitment to the craft of teaching.
- We would like candidates to demonstrate how they have embodied their commitment to Jesuit and institutional values.
- We want to ensure that the provost has experience reviewing and updating the curriculum – including an openness to change in order to ensure ongoing relevance.
- We want an openness and willingness to remain in meaningful communication with stakeholders (faculty, staff, and students).
- We want someone who can articulate and defend the value of the humanities.
- We want someone with a comprehensive vision for the continued development of the university.

- Regarding fiscal health, it is important that the candidates understand that while we are seeking to reduce budget, we are doing so from a position of relative strength. In an era where funding for higher ed is under attack, and the business enterprise of higher ed is changing, it is critical that candidates be familiar with the environment but also innovative and creative in how we can thrive in the changing environment.
- We want a provost who is committed to fair compensation for all teachers, including TT, NTT, and adjunct.
- The current environment includes that we are bursting at the seams regarding the large class sizes. Access to international opportunities is also challenging for students at times.
- We want a provost who is accessible and open to input from shared governance and other quasi-governance bodies.
- We want a provost who is experienced in improvement of technology resources and infrastructure to support academic operations.
- What metrics are there to empirically assess prior success of candidates? There are certain indicators, such as rates of retention of faculty, students, but there is no clear metric for “leadership.” What is *not* a metric is the absence of critics.
- We want the provost to be committed to a democratic and cooperative leadership style. We are transitioning from a previous model of leadership that was informed and colored by the Jesuit/Catholic leadership structure, so this is something to be aware of.
- A Provost who is experienced in employment law.

VI. Discussion: Campus Safety, policing policies and practices and interaction with the students of color

Chairperson Harris referenced the annotated agenda regarding the parameters of the discussion.

- Campus Safety Director Tom Murray and President Jo Ann Rooney were both invited to present today, but were unable due to scheduling conflicts.
Dr. Rooney provided the Statement she will share with the Loyola Phoenix, and a letter she wrote in response to student concerns.

Instead of a report from Chief Murray and President Rooney, Chairperson Harris opened the floor for an open discussion about what the Senate would like to know in future discussion with Tom Murray (who will be attending at the April Senate meeting, along with Tom Kelly).

Discussion

- From March 26-April 13, a task force will be working to conduct review of the incident on February 24.
- President Rooney had addressed this at “pizza with the president” as well.
- It is unknown when the task force will be finalized.
- SGLC is interested in learning more about the distinction between campus safety and campus police.
- Senate is interested in the training of officers, including overall training, re-orientation to the campus environment, racial and other sensitivities, de-escalation techniques
- What kind of assessment of police activity/contact with citizens is done to track equity in stops
- How are we supporting campus safety officers to help them perform at their best – time off, compensation, other support?
- Are Campus Safety staff members backgrounds looked into (i.e. did they have problems as a CPD officer)?
- The Cleary Act requires specific stats be kept re: campus violence. What stats are kept regarding race/gender of people who have been detained or stopped?
- We need data on the breath of interaction or the problem. How do we support LUC PD? Do they have an opportunity to decompress?
- Do our students know their responsibilities re: self-identification?
- From public: What kind of training is offered to faculty, counseling staff, etc. to help them be appropriately supportive of students as they process and make meaning of experiences?
- From public: Also interested in how students are being informed about their rights regarding police interactions
- From public: What officer interactions are documented, and when are they not documented?
- What is the threshold for reporting when having interactions with students?
- It would be helpful if Tom Kelly and Tom Murray can provide comparative data (i.e. best practices) at other colleges and universities in the Chicago area)?
- Senators are interested in comparative data, particularly from Chicagoland institutions
- Are there differences between the Water Tower, Lake Shore, and HSD campuses, in terms of safety protocols?
- Recommendation to enhance foot patrol versus officers in cars
- What are the needs/wishes of Campus Safety, in terms of what they need from the rest of us/the University?
- What community outreach initiatives they utilize? Or do they just show up when there is a problem?

- Would the information reported in the Arms database be available to the public?

VII. Discussion: Committee follow up on academic program review initiatives and student retention efforts

Chairperson Harris asked for any interest in picking up on any of the data and initiatives.

It was mentioned that Stacy Wenzel is working on a document to revise the Loyola Experience:

- Tim Classen reached out to faculty council to request a response - he was the only person to respond.
- Kimberly Moore - The Loyola Experience is an articulation of what make LUC unique and special. Derived from the previous strategic plan. How to be balance between curricula - co-curricular?
- No website yet - in development efforts. Get feedback from faculty, staff, and students. Lacking in the area of faculty response.
- Timeline - we hoped to try a soft launch with students during orientation and a comprehensive launch in the fall. Waiting on feedback from senior leadership re: next steps.

VIII. New business and announcements

- **Elections Update:** Senators are asked to review the form that will posted online to indicate either your own interest (if your term is ending) or nominations of others **no later than April 6.**
- Reminder, senators serve for 2 year terms, up to a maximum of 3 consecutive terms (6 years total).
- Open call for nominations is forthcoming. We cannot have empty ballots.

Motion to adjourn at 4:50 PM, Sen. Lewis; Sen. Hale seconded. No objection. Meeting adjourned.

Next meeting: **April 27, 2018, 3:00pm – 5:00pm**

- **University Senate Schedule:**

- ~~September 8~~ ~~3-6pm~~ ~~IC 4th Floor, LSC (?) *combination~~
~~Retreat / First General Meeting~~
- ~~October 6~~ ~~3-5pm~~ ~~IC 4th Floor, LSG~~
- ~~November 3~~ ~~3-5pm~~ ~~IC 4th Floor, LSC~~
- ~~January 26~~ ~~3-5pm~~ ~~IES 123/124~~
- ~~February 23~~ ~~3-5pm~~ ~~IC 4th Floor, LSC~~
- **March 23** **3-5pm** **IES 123/124 *current meeting**
- April 27 3-5pm IC 4th Floor, LSC

- **Executive Committee Schedule:**

- ~~August 18~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- ~~September 22~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- ~~October 20~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- ~~January 12~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- ~~February 9~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- ~~March 9~~ ~~3-4pm~~ ~~CLC 1233, WTC~~
- April 13 3-4pm CLC 1233, WTC

Respectfully submitted ____, AL and TL