

University Senate  
**General Assembly**  
Meeting Minutes  
September 6, 2019

**Active Senators Present:** Francis Alonzo, Mary Byrn, Eilene Edejer, Laura Goldstein, Zelda Harris, Sarita Heer, Ashley Howdeshell, Diane Jokinen, Michael Kelly, Kristin Krueger, Richelle Rogers, Tania Schusler, Abraham Singer, Steven Todd, Susan Uprichard, Ben Feilich, Tobyn Friar, Peter Kotowski, Todd Malone, Kathleen Steinfels, Mario Guerrero, Carlos Martinez, Anita Nasser, Niki Safakas, Thomas Sallese, Justin Sia, Thomas Kelly, Goutham Menon, Nancy Tuchman, Margaret Callahan (ex of.), Tavis Jules (ex of.)

**Absent:** Kelly Moore, Jo Ann Rooney (ex of.)

**Guests:** June Coyne (*pending GSAS appointment*)

**Quorum (29/31):** Voting members present at start of meeting; quorum is **satisfied**.

---

Chairperson Susan Uprichard called public meeting to order at 4:30 PM.

- I. Review of preliminary agenda and call for motions to amend**  
No calls to amend.
- II. Review of minutes from the April 26 meeting**  
No calls to amend. Sen. Sia moved to approve minutes. Sen. Singer seconded.  
Minutes approved.
- III. Election of Subcommittee Chairs**  
The following senators were all elected as subcommittee chairs by unanimous vote:
  - Academic Affairs and Research: Sen. Safakas
  - Budget and Strategic Planning: Sen. Alonzo
  - Diversity: Sen. Feilich
  - Faculty Affairs and Staff Affairs: Sen. Krueger
  - Student Development and Success: Sen. Guerrero
  - Bylaws and Elections: Sen. Singer
- IV. Information Item: Strategic Planning Update**  
Chair Uprichard introduced the topic and gave Provost Callahan the floor.

Provost Callahan: Loyola is beginning the development of a new five-year strategic plan. Best practices for developing a strategic plan include the following:

- Reflect: A website and dashboard are in development for individuals to review the success of Plan 2020.
- Honest: Review both the successes and shortcomings of Plan 2020.
- Inclusive: The new strategic plan must include the entire university community, and students, faculty, and staff will have opportunities for input.
- Bold and visionary: The next strategic plan must aim high and set aggressive goals.
- Measurable: Some Plan 2020 outcomes are easy to measure. For example, the \$75M goal for health disparities was not achieved. On the other hand, it is difficult to measure Loyola's success at affecting health disparities in key areas of Chicago. The new strategic plan needs to be measurable.

In order to prepare for the new strategic plan, Loyola will review ongoing trends in the American higher education landscape. This will also provide an opportunity to assess Loyola's readiness and leadership's commitment in words, actions, and resources. The strategic plan must incorporate the university's vision as part of its foundation. It will incorporate the Examen report led by Janet Sisler and the universal apostolic preferences such as caring for the common home and leading youth for a hope filled future. Additionally, Michael Kaufman has been collaborating with university deans to develop a draft academic vision for Loyola that will be presented to the different schools and colleges. This academic vision will help drive the new strategic plan. The new strategic plan will coincide with the 150<sup>th</sup> anniversary of Loyola and serve as a chance to launch a major fundraising campaign.

This quarter, the university is developing a marketing and communication plan, creating a website, and scheduling events. The events plan will be presented to the Board of Trustees at the September meeting. Over the next few semesters, Loyola will invite a number of speakers to discuss the status of higher education, its challenges, the declining population of college-board students, etc. Numerous events will be held across all three campuses for students, faculty, and staff to attend focus groups and provide feedback on different topics. This information will be shared with the Board of Trustees in December. In January and February, the plan will be collated and drafted and opportunities will be made available for the university community to provide feedback. The first draft of the strategic plan will be presented to the trustees in June.

Q. Will people be able to watch the speaker events remotely?

Provost Callahan: They will be broadcast live using Zoom and recorded for viewing afterwards. This will also afford students who take classes online remotely to participate in developing the strategic plan.

Q. Will undergraduates and students at Arrupe College be invited to participate in developing the strategic plan?

Provost Callahan: All students at Loyola and Arrupe are invited to participate in the focus groups, events, and other aspects of development. Transportation will be provided to help students, faculty, and staff attend events at different campuses.

Chair Uprichard suggested each campus host tours after events for those who do not visit different campuses regularly. Sen. Jules suggested the university cancel events during the focus groups to allow the highest number of faculty, students, and staff to attend.

Q. What is the best way to communicate ideas and feedback?

Provost Callahan: All feedback and suggestions should be emailed to the provost.

**V. Discussion and Vote: New Doctorate in Healthcare Mission Leadership**  
*(Invited guest: Mark Kuczewski, Professor of Medical Ethics)*

Chair Uprichard introduced the topic and gave Prof. Kuczewski the floor.

Prof. Kuczewski: Loyola currently has a series of successful online graduate programs in bioethics, including a master's degree, a professional doctorate and a professional doctorate. Individuals who already have professional degrees can also earn certificates through this program. This program is in response to a growing demand for training to help leadership at Catholic hospitals maintain their mission and identity as the number of priests and nuns in hospital leadership continues to decline.

There are currently 20 students enrolled in the 36-credit master's program. The demand for a doctoral degree has increased. The new program will offer integrated seminars for advanced training and two new classes.

Q. How will this new doctoral program affect those who previously earned their master's degree?

Prof. Kuczewski: Students who previously earned their master's degree will be able to enter into the doctoral program provided they cover all the required competencies and complete the capstone assignment.

Q. What other universities have this program and will the degree be recognizable by hiring committees?

Prof. Kuczewski: The only other university with a comparable program to the masters is St. Louis University. This degree and type of certification is widely recognizable for those in Catholic healthcare. It is a practical degree and will become more widely recognized over time.

Sen. Kelly moved to recommend the establishment of a new doctorate in healthcare mission leadership. Sen. Guerrero seconded.

**Motion passed unanimously.**

## **VI. Discussion item: Preferred Name Policy**

Chair introduced the item, which came from Jane Neufeld. The University is rolling out the new preferred name policy. There is a website, last updated in July, which provides information on the updated policy. Chair Uprichard encouraged the senate to view the website for all updated information and requests that the senate present any feedback via email to Chair Uprichard and Secretary Kotowski. The Executive Committee will collate the material and pass it to Jane Neufeld.

Provost Callahan clarified that the policy has already been implemented. The first phase included rolling the policy out for students. Sen. Krueger further clarified that any staff, faculty, or student with access to LOCUS can update their preferred name there. Further revisions will focus on staff who do not have access to their information in LOCUS.

Sen. Sia raised the issue of university transcripts, noting that it would be helpful if the transcripts included the preferred name and the legal name. Sen. Jokinen supported this idea as it applied to job applications, graduate school applications, etc.

## **VII. New Business and Announcements**

Chairperson Uprichard called for any new business or announcements.

Provost Callahan dispelled any rumors that the University had canceled its membership at the Art Institute of Chicago. The membership is renewed and current. Provost Callahan will investigate if this membership applies to faculty and staff or just students.

Vice Chair Heer moved to adjourn. Secretary Kotowski seconded. **Meeting adjourned at 5:30 PM.**

*Respectfully Submitted 9/20/19 by Sec. Kotowski and Sec. Pro Tem. Howdeshell*

---

## **Senate Meeting Schedule for Academic Year 2019-2020**

- **University Senate Schedule:**

- |                          |                        |                                    |
|--------------------------|------------------------|------------------------------------|
| <del>○ September 6</del> | <del>3:30-5:30pm</del> | <del>LSC - IES, Room 123/124</del> |
| ○ October 11             | 3:00-5:00pm            | LSC - IES, Room 123/124            |
| ○ November 22            | 3:00-5:00pm            | LSC - IC 4 <sup>th</sup> Floor     |
| ○ January 17             | 3:00-5:00pm            | LSC - IC 4 <sup>th</sup> Floor     |
| ○ February 14            | 3:00-5:00pm            | LSC - IC 4 <sup>th</sup> Floor     |
| ○ March 20               | 3:00-5:00pm            | LSC - IC 4 <sup>th</sup> Floor     |
| ○ April 24               | 3:00-5:00pm            | LSC - IC 4 <sup>th</sup> Floor     |

- **Executive Committee Schedule:**

- ~~August 26~~ ~~4:00-5:00pm~~ ~~Zoom~~
- **September 23** **3:30-4:30pm** **Zoom**
- **November 8** **3:00-4:00pm** **Zoom**
- **January 6** **3:00-4:00pm** **Zoom**
- **January 31** **3:00-4:00pm** **Zoom**
- **March 6** **3:00-4:00pm** **Zoom**
- **April 6** **3:00-4:00pm** **Zoom**