

University Senate
General Assembly
Meeting Minutes
October 5, 2018

Present: Francis Alonzo, Emily Chin, Zelda Harris, Margaret Heller, Diane Jokinen, Michael Kelly, Lorraine Ozar, Tisha Rajendra, Tania Schusler, Abraham Singer, Ben Feilich, Tim Love, Adriana Caballero Mondragon, Gabrielle Robinson, Phil Hale, and Nancy Tuchman; EX OFFICIO: Jeremiah Marin; GUEST: Karlee Hinrichsen (guest of GSAC)

Delayed: Richelle Rogers

Absent: Terence Boyle, Laura Goldstein, Sarita Heer, Steven Todd, Susan Uprichard, Peter Kotowski, Todd Malone, Sergio Ortiz, and Daniela Altamirano Crosby; EX OFFICIO: Jo Ann Rooney, Margaret Callahan, and Tim Classen

Quorum (16/31): 16 voting members present at start of meeting; quorum is **satisfied**.

Chairperson Zelda Harris opened meeting at 3:05 PM.

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

No calls to amend. Agenda is approved.

II. Review draft minutes from September 7, 2018, and call for motions to amend

No calls to amend. Sen. Singer moved to approve. Seconded Sen. Schusler. Voice vote, motion passed by majority. Minutes are approved.

III. Information Item: President's response to Senate resolutions from last term

Chairperson Harris presented overall feedback about resolutions presented to President Rooney. Pres. Rooney's overall response was to give general feedback and response, and not to proceed with formal line-by-line response. Pres. Rooney asked for more open dialogue with the University Senate moving forward.

Regarding Union resolution, no response, because contract has now been finalized.

Regarding SDMA staffing resolution, Pres. Rooney felt that this was an example of a resolution that was beyond the scope of the University Senate because it is a singular personnel issue.

Discussion proceeded with Senators raising various perspectives about what the role of the Senate is. Some argue that this resolution was still within the purview of the Senate's role, given that diversity is of interest to the University. Others raised questions about what Pres. Rooney is looking for and seeking as University Senate is an advisory body.

Sen. Tuchman suggested that the prescriptive nature of the resolution may have been at issue in this circumstance. Perhaps it would be more effective to approach resolutions from a broader, less directive approach. Also perhaps Chair Harris can work on having Pres. Rooney come more often.

Sen. Robinson suggested that Pres. Rooney's presence at University Senate would also help SGLC have a clear channel to communicate directly with Pres. Rooney.

As for SDMA, there remains concern among several senators that the support for and role of the SDMA and the overall diversity and inclusion needs of the University continue to be in question. SDMA has a mission to support students at all campuses, but is not equipped to serve beyond students (i.e. faculty and staff). However, SDMA has been presented in a different capacity by administration in some contexts/conversations from last year.

Regarding resolution about the protections from retaliation for Senators, Pres. Rooney felt that this is a given. Several senators felt strongly that this was not the case.

Overall, there was robust discussion about the role of the Senate as both a "shared governance" role and an "advisory" capacity. Several senators felt frustrated about Pres. Rooney's apparent lack of interest in hearing what the body has to say, and what the position of the University Senate truly is and whether our efforts are indeed helpful. Similar frustrations were shared regarding Staff Council by Jeremiah Martin, Chair of that body. Some faculty felt that the term "shared governance" was misleading and problematic.

Sec. Love moved to defer the matter to the Bylaws and Elections Committee, to explore the potential to evolve the role of the University Senate through amendment to the Bylaws. Sen. Tuchman seconded. Motion passed by voice vote. **Motion carried; matter deferred to committee.**

IV. Information Item: Overview of new changes to Loyola benefits

Chair Harris presented an issue raised by Faculty Council Chair Tim Classen regarding the impact of benefits changes (specifically for Chair Classen, the imposition of a waiting period before 403b eligibility) to the ability to recruit and attract quality faculty. Refer to document “Peer Universities with No Delay in 403b Employer Contributions Eligibility” for Chair Classen’s presented research on comparison institutions (based on peer institutions listed by Institutional Research on their website here:

<https://luc.edu/media/lucedu/institutionalresearch/peercomparisons/2017%20Update.pdf>).

A working group addressing HR benefits was chaired by Dr. Keogh. The names of the members was kept secret by request of the members. The University Senate was not asked to provide a representative. CDIO and VP of HR Winifred Williams was invited to address these concerns, but elected to do so with CFO Wayne Magdziarz also present to offer more financial context.

Senators raised questions about what motivated the changes other than the bottom line (i.e., Jesuit identity, impact on marginalized employees, social justice, etc.).

Chair Harris facilitated discussion line-by-line regarding the various benefits changes. Summary of discussion follows:

- **University Closure Days:** University Senate unanimously supports and appreciates this additional benefit.
- **Staff Paid Time Off Changes:**
 - *Staff Parental Leave* – University Senate appreciates the gender-inclusivity and inclusion of adoptive parents under this policy. It is unclear, however, how the math of this adds up, given the limits on vacation accrual.
 - *Vacation Accrual* – Some raised concerns about this being a 1x cap, rather than a more gradual reduction (from 2x to 1.5, 1.25, etc.). Under this policy it seems the 1x cap is overly restrictive.
- **New Day Care:** University Senate wonders how helpful this benefit will be, as there is not a KinderCare facility near the LSC (and it is an expensive care provider).
- **PPO 3 HSA:** University Senate recognizes the addition of this option, but it is unclear how pricing structure works and how this may affect other packages, as the additional option seems geared towards “healthy” employees. Open questions about whether the addition of this plan (and the resulting removal of “healthy” individuals from the other pools) would impact the cost of other plans.
- **Defined Contribution Retirement Plan:** Staff may be impacted as well, but Senators speculate that VPs may tell us that an impact cannot be proven.

- **Retiree Health Reimbursement Account:** Unclear if retiree health benefits will be maintained. This must have large savings, but it seems to impact some populations more than others.

V. Information Item: Campus Safety report recommendations

The Campus Safety report is available with specific recommendations for us to review. Chair Harris also provided a Loyola Phoenix article that shows that Campus Safety affects the neighboring area.

Sen. Ozar asked about the cross-stakeholder working group convening. We would like to know what the makeup of the group is. Sen. Chin said that the Student Development Committee would like the Senate to have a role on this committee.

Sen. Cabellero said that the report and the President's Report seemed to have an emphasis on "crowd management" for things like basketball games rather than other demonstrations and protests.

Sen. Love reported that the Office of the Dean of Students is putting together a new structure for reports of concerns (i.e. incidents of discrimination after the fact) and needs for advocacy. The goal of this initiative, which is not yet ready for public announcement, will be to demystify and uncomplicate the reporting mechanisms for such incidents, since there are currently multiple offices and vehicles to report issues. Sen. Chin asked if this would be a "one stop shop" for any type of reporting. Sen. Love replied that yes, it would be one place to go for any type of report, and it would be in place across the University at all campuses. This initiative is not yet ready for public dissemination but will come out in Summer 2019.

Sen. Robinson suggested that it may be appropriate to request a full comprehensive of report on Campus Safety, to expand on the working group's more narrow focus.

Chair Harris moved to defer the matter to Student Development and Success Committee for possible resolution. Sec. PT Heller seconded. Motion passed by voice vote. **Motion carried; matter deferred to committee.**

VI. Information Item: Committee reports

- Academic Affairs: (Sen. Ozar) No report, as committee has not yet met.
- Budget and Strategic Planning: (Sen. Alonzo) Reminder that CFO Magdziarz is hosting several budget town hall presentations. Also, open invitation to other committees and senators to consider connecting with BSP if relevant to your issue/initiative.
- Bylaws and Elections: (Sen. Singer) Working on Bylaws revision, and would like to complete the Bylaws work in December and January. Would like to focus on the Extraordinary Committee and see if there are redundancies or

other edits. Will also review mission and purpose in response to the discussion today. Sen. Harris asked for them to consider representation from Arrupe College as well.

- Faculty Affairs and Staff Affairs: (Sen. Rajendra) Working on three resolutions. (a) Issue of HR benefits—pass a resolution asking for transparency and accountability on decision-making and representation. (b) Staff morale with regard to hiring and retirement—reduction on staff and affects the university’s ability to meet obligations to students. (c) Amend Bylaws to include non-retaliation, including ex officio.
- Student Development and Success: (Sen. Chin) Looked at Campus Safety, and will create a resolution regarding this. Also, re: tobacco-free campus, needs additional information from SGLC. Also, increasing undergraduate enrollment may affect services, and feel a presentation from CFO would be helpful.
 - Sen. Rogers pointed out that there seems to be an increased load on mental health services for students, and we need to have a larger conversation about this. Sen. Love said that there was an administrative review of the University’s wellness services, both the Wellness Center and auxiliary services being done by Baker Tilley, which would likely result in a report to leadership to inform on this topic. Senators felt that Wellness Center does not have adequate resources. Sen. Harris noted a similar issue being faced at the Law School, where mental health needs appear to be increasing. Sen. Robinson reported that some members of SGLC had a meeting with the Wellness Center about the delay in appointments and not being able to access services in a timely manner. There is a concern that graduate students may not receiving enough or consistent Wellness Center resources, especially in other campuses such as HSD.
- Diversity Committee: (Sen. Caballero) Sen. Goldstein will be Chair of this committee. Committee will be meeting later in October. Plan to address diversity needs from a financial perspective and understanding the anchor institution role of Loyola in Rogers Park.
- Chair Harris asked committee chairs to review the Executive Committee meeting schedule and try to meet prior to the EC meeting. She encouraged everyone to use Zoom for meetings. She also encouraged committees to take some notes for historical purposes for the committee and to ensure that the committee is aware of the work.

VII. New Business and Announcements

- Sen. Love reported that this last week he updated the Senate’s website. He asked everyone to take a look at the website and make sure that everything is accurate and reflective of the body.
- Sen. Love announced that the Office of the Dean of Students and other related offices to have a “community circle” on October 12 at 2 PM in the Damen Den

to discuss the Van Dyke verdict. He encouraged everyone to share this information. Sen. Harris asked about one on Brett Kavanaugh. Sen Love said that there would be an additional community circle that would be a safe space exempt from mandatory reporting requirements (later held on October 16). These circles are modeled after good work the Law School has done. Sen. Hale asked that they consider having someone from the Dreamer committee as well, and Sen. Love will take that back to the planning group.

- Sen. Robinson mentioned the spike in violence in Rogers Park has put students on edge. Students do not feel enough has been done, and this is leading to some students taking it upon themselves to share safety information via social media. She requested that faculty and staff be cognizant of this and provide assistance to students. Sen. Love asked if there was a mechanism in place for the student Facebook page to not promulgate rumor. He gave an example of a recent situation. Sen. Robinson says she shares this concern. Students don't know where to find accurate information. Sen. Harris said this was a widespread concern across many constituencies. Some students got information, some didn't. Sen. Heller said that clarification on the Campus Safety communication with CPD would be helpful.
- Sen. Martin reported that on November 28 they are having the staff excellence awards. He encouraged everyone to nominate individuals. Some awards do have service requirements, some do not. Deadline is October 29. <https://www.luc.edu/staffcouncil/programs/annualrecognitionexcellenceawards/>

Chair Harris moved to adjourn. Seconded by Sen. Singer. **Meeting adjourned at 5:11 PM.**

Respectfully submitted 10/19/2018, TL and MH

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 (*N.B. Location Change)**
 - 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