

University Senate
General Assembly Meeting
Minutes
February 25, 2022

Senators Present: Minerva Ahumada, Suzanne Bost, Anthony Deldin, William Duffy, Yvonne El Ashmawi, Sarita Heer, Lee Hood, Leo Irakliotis, Kristin Krueger, Patricia Lee, Wei Qui, Maria Wathen, Matthew Williams, Karen Cornelius, Anne Divita Kopacz, Abby Abuya, Jonathan Okstad, Emily Barman, Teresa Krafcisin, Justyna Canning (*ex. officio*), Tavis Jules (*ex. officio*)

Absent: Francis Alonzo, Laura Brentner, Jenna Drenten, Eve Geroulis, Joe Mitzenmacher, Tobyn Friar, Kevin Newman, Mark Torrez, Erla Dervishi, Selam Kashay, Matt Lorentz, Elani Williams, Thomas Kelly, Margaret Callahan (*ex. officio*)

Quorum (19/33): Voting members present at start of meeting; quorum is **satisfied**.

Chair Heer called the meeting to order at 3:02 PM.

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

No motions to amend.

II. Approval of Minutes from January 28

Sen. Kelly motioned to approve the agenda. Sen. Mitzenmacher seconded.

III. Presentation: Advancement Update

Chair Heer introduced Laurence Bolotin, executive director of Alumni Relations. He oversees alumni engagement and special events for the University.

Presentation:

- Alumni Relations is focused on creating meaningful opportunities for alumni and becoming a one-stop shop for alumni involvement. Loyola has about 25 alumni boards across the University, and Alumni Relations wants to help create positive alumni experiences across the University and to build the alumni leadership pipeline.
- Alumni Relations is looking to partner with other departments that are working with alumni and to bring students back into Alumni Relations.
- Loyola's alumni base skews toward younger alumni; Alumni Relations is looking at ways to capture the interest of students and young alumni.
- The number of solicitable alumni (alumni we know how to contact) is close to 160,000. Last year, Loyola's engagement rate (alumni who give annually

or volunteer) was 6.3%; the goal is to move the engagement rate into the double digits to bring Loyola in line with peer universities.

- 100,000 Loyola alumni live in the Chicago area. Other major cities for alumni are Los Angeles, San Francisco, and Washington, DC. Alumni Relations is constantly looking at where alumni live and work.
- Alumni engagement includes annual events (such as Alumni Weekend and alumni receptions), events and outreach (such as affinity groups and advisory boards), and upcoming initiatives (such as the LoyolaLinked networking platform, student alumni connections, a volunteer leadership summit, and affinity groups).
- Alumni Relations is hosting in-person and digital screenings of the Loyola Project, a documentary about the 1963 Loyola men's basketball team and the role of race in the country then and now. The documentary is a call to action to ensure that we are creating inclusive and welcoming environments.
- Faculty, students, and staff are welcome to get involved in Alumni Relations including by attending events, helping identify alumni engagement opportunities, and partnering in regional outreach opportunities.

Chair Heer then introduced Jeff Neal, assistant vice president for digital engagement and annual giving.

Presentation:

- The team is divided into annual giving, digital giving and engagement, and philanthropic content strategy.
- Annual giving and fundraising events are still recovering from pandemic-levels of giving, but annual giving should shortly be back near the average level of giving to Loyola during the last five years.
- The newer focus is on digital giving and being more segmented and strategic with direct mail complemented by digital content.
- Rambler Rally is Loyola's day of giving on March 22. It supports current students and can increase Loyola's number of donors. Number of donors is important, as it plays into US News and World Report rankings, among other things.
- Advancement will be hosting an on-campus scavenger hunt. Students who find LU Wolf plushes around campus will be able to designate \$300 to a fund of their choice.

Discussion:

- Chair Heer asked which school has the highest level of alumni engagement. Jeff Neal answered that alumni support scholarships, with the heaviest support for the professional schools (business, the health sciences, etc.).

Laurence Bolotin added that Stritch, Law, Mundelein, and SCPS have the largest alumni engagement.

- Sen. Abuya asked what Alumni Relations is doing to engage international alumni. Laurence Bolotin said that Alumni Relations is not doing much now with international alumni but it should be paying closer attention to them.
- Sen. Deldin asked if gifts to the Rambler Rally have to be anonymous and if schools know who made the gift. Jeff Neal said that donors can choose to be anonymous and that schools can choose to help steward their donors, as long as the efforts are not redundant. Laurence Bolotin added that the Parkinson School has an alumni relations liaison on the central Alumni Relations team who would welcome partnering with the school. Jeff Neal said that Advancement tries to connect alumni to schools and programs that may not have existed when the individual alumni were in college.
- Sen. Dervishi asked how Advancement plans to engage with the classes that were impacted by COVID and who might be less favorable toward Loyola. Laurence Bolotin said that one initiative is an in-person reception for the Classes of 2020 and 2021 that did not have an in-person commencement date.
- Sen. Hood asked if the scavenger hunt will be on all three campuses. Jeff Neal said that this is the hope, but there are challenges on the Water Tower and Health Sciences campuses. The scavenger hunt may become digital to engage alumni and to avoid campus issues.

IV. Discussion: Make up of Senate based on Model 3

Chair Heer introduced the discussion of the new composition of the Senate. The discussion follows the vote at the previous Senate meeting to pursue an at-large model (model 3).

Discussion:

- Chair Heer asked if the University Board of Trustees or the president needs to approve Senate bylaw changes. Sen. Callahan indicated that it is the president.
- Sen. Lee presented the Bylaws Committee recommendation for the Senate composition:
 - **8 faculty** (4 LSC, 2 WTC, 2 HSC)
 - **8 staff** (4 LSC, 2 WTC, 2 HSC)
 - **8 students** (5 undergraduates appointed by SGLC and 3 graduates appointed by GPAC)
 - **3 administration** (appointed by the president)
 - **5 ex-officio by position** (provost, Faculty Council chair, Staff Council chair, vice president of human resources, and vice president of student development)



- The Bylaws Committee offers two options for faculty voting: (option 1) All faculty members vote on the entire slate of faculty candidates (or) (option 2) faculty members vote only for the slate of candidates from their campus. Sen. Kelly explained that each constituency's representatives are currently selected differently. In the current model, all staff vote for all staff senator positions (option 1), and faculty senators are elected by their own schools (a variation of option 2). Option 1 would be easier to administer if the Senate moves to the proposed composition.
- Sen. M. Williams expressed concern that in option 1, faculty may not know all the candidates and would only be voting on name recognition. It would be helpful to see a biography of each candidate to help create more informed voters.
- Chair Heer asked about the ex-officio positions. Sen. Kelly said the ex-officio positions are meant to foster collaboration among governing bodies and offices.
- Chair Heer noted that the proposed changes to the bylaws enable staff to serve as chair and vice chair. She asked how the University can compensate staff for their service similar to how faculty receive service credit. This will help incentivize staff service and recognize the time spent on the positions.
- Sen. Okstad appreciated graduate students being added to the Executive Council. He is concerned about GPAC appointing all graduate student senators. GPAC and GSAC agreed years ago to split selecting the two current graduate student senators. GSAC represents the Graduate School.
- Sen. Ahumada asked why Arrupe students did not get a representative. Sen. Divita Kopacz reported that the Bylaws Committee discussed asking SGLC to determine how Arrupe can best and most equitably be part of Senate. Sen. Callahan added that some Arrupe students are currently talking with SGLC about representation; she will follow up with SGLC leadership. Sen. Kelly added that the Bylaws Committee did not give seats to school-specific bodies but wanted to ask the overarching student bodies to determine representation. Sen. Ahumada is not comfortable voting on the measure until the Arrupe representation is finalized.
- Sen. Abuya noted that GPAC is wholly inclusive of all graduate, professional, and adult students and therefore has a diverse student body. She added that GSAC has a representative on GPAC.
- Sen. Krafcisin asked if the ex-officio and administrators will be voting members. Sen. Lee clarified that ex-officio senators will continue to be non-voting members, and administrator senators will continue to be voting members.
- Sen. Lee stated that there may need to be additional discussion about representation from GPAC and GSAC. The Senate could split the measure and vote on student representation separately or keep GSAC in the bylaws for now.



- Sen. Hood asked how many students are represented by GPAC and GSAC and if there was a compromise based on the relative sizes of their bodies.
- Sen. Callahan stated that the Shared Governance Task Force report included recommendations on GPAC and GSAC. In discussion with the task force and Dean Emily Barman, it was decided that GPAC should be recognized as the overarching group.
- Sen. Okstad stated that he personally is amenable to GPAC being the representative group, but the groups are different. He would like to have the leadership of GPAC and GSAC meet with Dean Barman to discuss. Sen. Callahan encouraged the graduate student groups to connect with Dean Barman.
- Sen. Ahumada cautioned the Senate to be more concerned with equity and needs than with balance based on numbers and how groups are distributed. She suggested that the Senate not vote on the selection of undergraduate students until there is a discussion of how Arrupe voices can be incorporated beyond being a liaison to the SGLC.
- Sen. M. Williams said that Senate cannot vote until the issues around GPAC/GSAC and SGLC/Arrupe are worked out among those groups. The role of the Senate is to make sure the voices of Arrupe students do not get lost in the process, but the Senate should not direct the outcome. Sen. Krieger asked if Senate decide that one undergraduate student representative comes the Arrupe student government. Sen. M. Williams agreed with this.
- Chair Heer pointed out that Sen. Wathen wrote in the chat that we need to ask who is being left out and what are the unintended consequences.
- Chair Heer said that we need to determine what is best for the University and recruit senators who are enthusiastic and have lots of ideas. She supports faculty voting at large with biographies included as part of the election process.
- Sen. Wathen suggested that Senate create expectations for senators in an at-large model, including that at-large faculty senators introduce themselves to other schools on their campus. Sen. Ahumada added that candidates should have a list of responsibilities as part of the at-large model and how their service helps bolster shared governance. Chair Heer pointed out that all senators are listed on the Senate website; faculty can find their representative there.
- Chair Heer read Sen. Jules's comment in the chat that the Senate should have two LSC faculty representatives in the at-large model. Sen. Kelly said the distribution of faculty among campuses is based on the number of faculty in each school.
- Sen. Deldin asked if there is a deadline for completing this conversation about the Senate composition. Sen. Callahan said that the Senate



composition changes are needed before the faculty handbook can be finalized.

- Sen. Callahan suggested building a review period into the shared governance documents, so there is a commitment to evaluating how the bodies are working on a regular basis. She suggests every 5 or 8 years.
- Sen. Lee favored not voting today and having a special meeting to discuss. Chair Heer suggested a meeting on March 4.
- Sen. Krafcsin asked if defining responsibilities would eventually move the Senate beyond the campus-based at-large model to a broader model. Chair Heer tabled the conversation due to time constraints.

V. Discussion: Having a May Meeting

Chair Heer recommends that the Senate add a May meeting to the Senate meeting calendar to mirror Faculty Council's meeting schedule. By both bodies having a May meeting, any issues that need to be reviewed by Faculty Council and University Senate, per the Rainbow Chart of Academic Review and Recommendation process, can continue to move forward.

Discussion:

- Sen. M. Williams put forward a motion to vote on this; Sen. Hood seconded.
- Sen. Hood noted that Senate needs to ensure that the May meeting does not interfere with commencement.
- Sen. Kelly said that this is a bylaws change that would have to be voted on at a future meeting or electronically.
- Chair Heer motioned to table the conversation so the vote can be held electronically or at the next meeting. Sen. Deldin seconded.

VI. Discussion: How is the Semester Thus Far

Chair Heer invited Sen. Canning to present a Staff Council resolution asking for greater attention to staff needs. The resolution asks for:

- A student survey on what services students prefer to receive online versus in person.
- Clear and consistent guidelines for managers and departments regarding work from home modalities.
- A comprehensive and proactive plan should the need arise to be fully remote again.
- Extension of grace, compassion and cura personalis to the Loyola staff community.

Discussion:

- Sen. Bost asked if staff will be able to ask students and others who enter their workspace to mask after Loyola's mask mandate is lifted.



- Sen. Ahumada said that staff and what they are doing for students are sometimes not considered in University decisions. Sen. M. Williams said this is a chronic problem with the administration treating some parts of the university as business rather than part of the social justice-focused mission.
- Sen. Mitzenmacher said that the University has been inconsistent with how policies are applied.
- Sen. Hood expressed her support for the resolution and suggested that capitalization and verb tense need to be consistent in the document.
- Sen. Krafcisin said that it is tough to have consistency of work modality due to different roles and to word the resolution to provide guidance to managers on how best to evaluate work mode. She added that it should be “remote work” rather than “work from home.”
- Chair Heer motioned to vote on this resolution; Sen. Hood seconded.

Do you support the Staff Council Resolution on clear and consistent guidelines for remote and hybrid work?

Yes 22

No 0

Abstain 2

VII. Other

Sen. Deldin asked if Senate will have a say on the University’s next masking guidelines. Chair Heer reported that the Senate Executive Committee reviewed the draft masking guidelines from the University and provided feedback.

Sen. Krueger noted that elections are on hold while the bylaws discussion continues. Chair Heer suggested a March 4 meeting to continue the discussion; she will send a poll on timing.

Sen. Hood motioned for adjournment; Sen. Abuya seconded.

General Assembly meeting adjourned at 5:03 PM.

Respectfully Submitted ADK 2/15/22

Senate Meeting Schedule for Academic Year 2021-22

General Assembly Meetings

- ~~September 10 3:00-5:30PM Zoom~~
- ~~October 15 3:00-5:00PM Zoom~~
- ~~November 19 3:00-5:00PM Zoom~~
- ~~January 28 3:00-5:00PM Zoom~~
- ~~February 25 3:00-5:00PM Zoom~~

- March 25 3:00-5:00PM Zoom
- April 22 3:00-5:00PM Zoom

Executive Committee Meetings

- ~~August 26 3:00-5:00PM Zoom~~
- ~~October 1 3:00-5:00PM Zoom~~
- ~~November 5 3:00-5:00PM Zoom~~
- ~~January 14 3:00-5:00PM Zoom~~
- ~~February 11 3:00-5:00PM Zoom~~
- March 15 4:00-5:00PM Zoom
- April 8 3:00-4:00PM Zoom