

University Senate
Follow-Up to Ad Hoc Emergency Meeting
Meeting Minutes
September 29, 2020

Senators Present: Minerva Ahumada, Francis Alonzo, Suzanne Bost, Laura Brentner, Anthony Deldin, Jenna Drenten, William Duffy, Eilene Edejer, Sarita Herr, Lee Hood, Ashley Howdeshell, Diane Jokinen, Kristin Krueger, Patricia Lee, Susan Uprichard, Maria Wathen, Bill Adams, Anne Divita Kopacz, Toby Friar, Kevin Newman, Kathleen Steinfelds, Ella Doyle, Teresa Fister, Martin Flores, Krislyn Zhorne, Thomas Kelly, Michael Kaufman, Nancy Tuchman, Norberto Grywacz (*ex. officio*), Tavis Jules (*ex. officio*)

Absent: Dan Killelea, Steven Todd, Selam Kahsay, Jacob Palmer

Guest:

Quorum (28/32): Voting members present at start of meeting; quorum is **satisfied**.

Chairperson Susan Uprichard called emergency public meeting to order at 12:00 PM.

I. Information/Discussion Item: Follow Up to Financial Impact: Phase III and Senate Response

Chair Uprichard introduced the topic and starts with the follow-up conversation she had with Wayne Magdziarz regarding the additional questions Senators sent in after the emergency meeting.

Wayne Magdziarz wanted to emphasize the Jesuit value of care for the institution when it comes to these budget decisions. Those who will be affected by the furloughs or reduction in force are those that do not have work to do at the university due to the pandemic operations. It is not fiscally responsible to pay those with no work. Families work hard to pay tuition for their children to attend Loyola and the university, in return, must make fiscally sound decisions. While not everyone will agree with the strategy put forth, it was given great thought and concern.

A question Magdziarz wanted to address that was submitted by the Senators was in regard to the Board of Trustees. The Board of Trustees are not paid a stipend and it is completely voluntary. When a person is appointed to the Board of Trustees the university is asking of their time and usually to make a donation to the university as well.



A question was submitted to Magdziarz about refinancing Loyola's debt. Refinancing the debt is something that is ongoing, and every chance is taken in regard to lowering the interest rates and terms of the debt. Refinancing would happen regardless of the pandemic, but now especially facing budget shortfalls.

A line of credit, \$100M, was sought out by the university. This was done as a backup plan in case the university could not meet payroll, but not as a plan to deal with the current budget shortfall. The line of credit was in case of catastrophe only and all other finance management tools would be utilized to deal with this temporary budget shortfall. That line of credit has not been accessed and Loyola is not making any interest or term payments.

The Deans are still actively looking into the budget situation and redeploying as many staff as possible to avoid furloughs. The Deans have created a list of jobs that that need to be done so it can be used to more effectively redeploy staff.

A question was submitted about campus housing and closure of the dorms for the fall semester. That decision was made based on the feasibility of robust testing protocols, the logistics and safety of quarantining sick and/or positive students, and keeping students, faculty and staff safe.

Chair Uprichard: Given the information that Wayne presented to us at the 9/23 meeting and the responses to the follow up questions, how should the Senate proceed? Opening the floor for discussion.

Sen. Divita Kopacz: It would be beneficial to have clearer communication. Having a town hall concerning the budget issues earlier would have been helpful. The university should communicate about these issues earlier and more frequently.

Sen Hood: Concern is raised about the adjunct faculty who are not eligible for the LEEF fund or other protections and how they will be impacted by these budget decisions.

Sen. Heer: The university will not fight adjunct faculty claims for unemployment as it has done in the past, so that support would now be available

Sen. Uprichard: Clarity is needed about faculty being asked to take on additional courses. With the \$1.5M shortfall, the Deans were given the freedom to make choices about their adjuncts and course loads. While tenured faculty were asked to volunteer to take on an additional course to create less need for part-time adjuncts, it might not have been clear from the email that it was voluntary.



Provost Norberto: To clarify, there is no coercion. Tenured faculty can only increase their course load voluntarily. The goal was to reduce the number of classes taught by part-time faculty. The Deans could make the decision to consolidate classes, ask tenured faculty to teach an extra class, or offer the course in a different semester. This way each unit could address their specific needs for teaching. Some schools rely on outside experts for certain teaching so a blanket mandate end all adjunct teaching would not have been suitable or sustainable.

Sen. Friar: Though Wayne has mentioned many times that those staff about to be furloughed do not have any work to perform, and it certainly might be the case for some, it should be noted that the staff remaining are taking on additional work and responsibilities with no additional compensation. The question is could some staff be saved if we stopped asking other staff to take on additional work? Better distribution of the work and the toll on the staff without extra compensation must be considered.

Provost Norberto: The Deans are working hard to prevent furloughs and have created a list of 59 jobs that would be available for those staff who are to be furloughed. There are two problems we have to tackle, one, can we close the budget gap and two, how to redeploy staff to other departments. We are not sure we have found a way to keep all the staff and make the budget gap, but this list of potential jobs is a good effort to prevent furloughs.

Sen. Uprichard: The comment about considerations to ensure that staff are not overworked will be forwarded to Dean Menon and to see if the additional work being covered by staff could be added to the list of work to be done by redeployed staff.

Sen. Steinfels: Can some details about these 59 jobs be shared?

Provost Norberto: The work is in a variety of areas, administrative tasks, website work, call center help to recruit students. Some of the positions require more training than others, but each unit has offered to train redeployed staff.

Sen. Wathen: Are these 59 positions already funded?

Provost Norberto: Not yet. We are looking at closing the budget shortfall and redeploying as many staff as possible.

Chair Uprichard: To provide some clarification, these are staff who are currently employed and are at risk of furlough or reduction in force. As such they are funded. Finding them alternative jobs instead of furloughing them means they will continue to get paid and the university will have to find an alternative way to save that money.



Provost Norberto: Also wanted to state that those tenured faculty who volunteer to take on an extra class will get a course release within the next (6-4 the number has not been decided) semesters to recoup their time.

Chair Uprichard: Thank you, Norberto. So, is there a message the Senate wants to deliver to the administration that could also be shared with the Board of Trustees? It could be a resolution or statement, but I would want it to be substantive and make sure the university is considering all options. What do the Senators think?

Sen. Heer: It is worth drafting something if people have strong language and ideas.

Sen. Friar: Should the resolution or statement focus on the future impacts or the current impacts of the staff? Because that would be two different conversations.

Sen. Uprichard: The resolution/statement can address both if we think both need to be addressed.

Sen. Kaufman: There are two issues, the shortfall of \$1.5M and the question of equity when it comes to furloughs. The Deans have the start of a good plan to redeploy staff, so perhaps a statement in support of the effort and then a separate statement/resolution to reduce the \$1.5M shortfall.

Chair Uprichard: No matter what we submit, we should voice support for the Deans' efforts to redeploy staff. On the issue of the shortfall, maybe we could think of examples and creative ideas to reduce the \$1.5M gap and not just say please work to reduce the number of furloughs/reductions in force. I think the Executive Committee could draft something, send it out for feedback, and then vote electronically on the final statement.

Sen. Krueger: If the Board of Trustees is expected to donate to the university, could we go to them for the \$1.5M? What about other donor funding?

Provost Norberto: It is not an unreasonable question, but the timeline we are working on does not allow for this solution. Fundraising is not a bad idea and the Board supports fundraising, but the timeline does limit that option.

Sen. Kelly: Another issue with fundraising is that it is difficult to pitch to a donor to fund operating costs; that does not inspire confidence that the institution knows how to handle its finances.

Sen. Uprichard: Advancement could be mentioned in the statement and the support to strong and active fundraising as a way to find revenue beyond tuition.



Sen. Ahumada: It was mentioned that students might return to campus in the spring semester. If they do, can we propose how to allocate those new funds? Or set priorities, like reinstatement of the retirement contributions?

Provost Norberto: The administration would like to what is important to the faculty and staff, priorities would be welcome.

Chair Uprichard: Perhaps there could be a survey of the faculty and staff about what are the priorities of reinstating cuts once some revenue becomes available.

Provost Norberto: It would be good to know what people think on this issue. I will bring it up and see if it is a possibility.

Sen. Doyle: For the statement, it is important to note the part Advancement could have played before the pandemic. If donating to Loyola was part of our culture, we would already have donor funds to lean on. Fundraising was a weak spot before the pandemic and we now seeing the real effects of that weak spot and how important it is to have Advancement be more robust in the future.

Sen. Uprichard: Hopefully the new Dean in Advancement will be successful and create a new direction for the department.

A draft of the statement/resolution will be sent out to the Senators for additional ideas and approval. We will probably vote electronically on the statement if we want to get it to the administration before our next general assembly.

Motion to close the meeting, Sen. Heer. Seconded by Sen. Kelly.

Meeting adjourned at 1:00 PM.

Respectfully Submitted AEH 10/1/20

Senate Meeting Schedule for Academic Year 2020-2021

• **University Senate Schedule:**

- ~~September 18~~ ~~3:00-5:30pm~~ ~~Zoom~~
- ~~September 23 (Emergency Ad-Hoc)~~ ~~9:30-11:30am~~ ~~Zoom~~
- ~~September 29 (Ad-Hoc Follow Up)~~ ~~12:00-1:00pm~~ ~~Zoom~~
- **October 16** **3:00-5:00pm** **Zoom**
- **November 20** **3:00-5:00pm** **Zoom**
- **January 15** **3:00-5:00pm** **TBD**
- **February 12** **3:00-5:00pm** **TBD**
- **March 19** **3:00-5:00pm** **TBD**

- April 23 3:00-5:00pm TBD

- Executive Committee Schedule:

- ~~September 8 3:00-5:00pm Zoom~~
- October 5 3:00-5:00pm Zoom
- November 6 3:00-5:00pm Zoom
- January 4 3:00-5:00pm TBD
- January 29 3:00-5:00pm TBD
- March 5 3:00-5:00pm TBD
- April 9 3:00-5:00pm TBD