

University Senate  
**General Assembly**  
Meeting Minutes  
November 22, 2019

**Senators Present:** Francis Alonzo, Mary Byrn, Eilene Edejer, Zelda Harris, Sarita Heer, Ashley Howdeshell, Diane Jokinen, Kristin Krueger, Kelly Moore, Richelle Rogers, Tania Schusler, Abraham Singer, Steven Todd, Susan Uprichard, Tobyn Friar, Peter Kotowski, Todd Malone, Kathleen Steinfelds, Mario Guerrero, Carlos Martinez, Anita Nasser, Niki Safakas, Thomas Sallese, Krislyn Zhorne, Justin Sia, Thomas Kelly, Goutham Menon, Nancy Tuchman

**Absent:** Laura Goldstein, Michael Kelly, Ben Feilich

**Guests:** Ben Johnson (For Laura Goldstein), Winifred Williams (Chief Diversity Officer), Dave Slavsky (Director, Office of Institutional Effectiveness), Robyn Mallet (Acting Assistant Provost for Academic Diversity), Paul Roberts (Vince President, Enrollment Management)

**Quorum (28/31):** Voting members present at start of meeting; quorum is **satisfied**.

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Chairperson Susan Uprichard called public meeting to order at 3:00 PM.

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

No calls to amend.

**II. Review of minutes from the October 11 meeting**

Secretary Kotowski motions to change the time for the call to order to 3:00pm.

Carlos Martinez motions to say he was present.

Minutes approved.

**III. Information/Discussion Item: Diversity**

Chair Uprichard introduced the topic and gave the floor to the invited guests.

Winifred Williams (VP for Human Resources and Chief Diversity Officer): The University uses a decentralized structure to manage diversity on campus. This emphasizes that diversity is the responsibility of the entire campus community. Loyola offers a number of support services, including the Office for Diversity and Inclusion, the core diversity curriculum, mentorship programs, the Office for Equity and Compliance, and more. There is a University diversity and inclusion website and UMC is working to help funnel the different websites that address diversity towards a central hub. The University wants to move the campus community towards Maxient as a centralized function to help with case management and capture information about students.



The Executive Council on Diversity and Inclusion represents key constituent groups across the University. Members embody a genuine and sincere commitment to moving diversity forward across the University. Representatives come from Faculty and Staff Council, the President's Cabinet, Health Sciences, undergraduate and graduate students, University Marketing and Communication, the Dean of Students, and more. They would like to add a representative from University Senate on this council. The goal is to be collaborative and supportive. Committee members focus on a number of issues through subcommittees ranging from mission integration to support services, faculty and staff development, research and assessment, events and activities, and representation and retention.

37.7% of the university body comes from minority groups. 40.2% of students come from minority groups. The University has a higher percentage of female representation than peer institutions. This includes female staff and faculty. The University also has a higher percentage of female minority staff members than peer institutions. Similarly, Loyola outpaces peers in terms of ethnic minority groups. The percentage of minority faculty increased 78.5% since 2009, with the number of minority faculty increasing from 191 to 341. The campus climate survey, which had approximately 4,600 respondents, saw a strong response indicating a favorable attitude towards diversity on campus. The qualitative input came through campus listening sessions. The recurring themes saw the community looking for opportunities to connect through affinity groups. They also advocated for more training and development, representation, and increased communication. Among the many year-end accomplishments, the Board of Trustees created a subcommittee for Diversity and Inclusion Integration into the Jesuit/Catholic Mission. There will be a closer alignment between diversity and inclusion and the University mission.

Key priorities going forward:

- Affinity Groups
- Supplier Diversity Initiative
- Diversity Lunch and Learns
- Diversity and Inclusion through Book of the Month, speaker series, and Newsletters
- Heritage Month Marketing campaign and celebrations
- Diversity Training
- Hiring for Mission Initiatives
- Equity Partners

Q. Is representation on the Board of Trustees a focus for the University?

Williams: Yes. The board is always recruiting with diversity and representation in mind. The board does have strong representation currently, though it remains a focus going forward.



Q. Are numbers available breaking down representation for faculty for TT, NTT, PT, etc.?

Williams: Yes, this is in the full diversity report.

Q. Are the training options online or required in person?

Williams: Both. There are online training opportunities through Skillsoft and Perspectives. Departments can get in-person training upon request. Questions about setting up training can be directed to the Office of Diversity and Inclusion and they can direct individuals to the appropriate person to set up training.

Q. In terms of upcoming diversity programs, how can students be involved in the process of creating these programs?

Williams: Students can contact Taylor Thomas, the student representative on the diversity council. She will report back regarding the council meetings to further solicit student support. Student involvement is encouraged.

Sen. Harris asked for clarification regarding Skillsoft training. It is unclear how often requests for training go out and whether or not these are required. How often is training sent out and who determines this training? Vice President Williams indicated that training like sexual harassment is a required training course sent out once a year.

Q. Is there a plan to retool the sexual harassment training to tailor it to the specific needs of the University and will there be required diversity training?

Williams: To make sure sexual harassment training is handled properly the University must use one of a number of specific vendors qualified to handle this training. They will reevaluate vendors who are better suited to specific training in a university setting. The council is also evaluating options for required diversity training.

Dave Slavsky: Every year, the Office of Institutional Effectiveness posts the annual report on diversity on their website. It also includes historic reports. Twenty schools were selected as peer/benchmark institutions. These institutions are consistent across the University for benchmarking: diversity, faculty salary, etc. There are a number of parameters; among them is the fact that they are private schools in large or fairly large cities. One parameter is the Bureau of Labor Statistics metropolitan-area consumer expenditure index. Loyola is slightly below the median of benchmark schools. Last year it was \$65K and Chicago is \$63K. Peer institutions have a similar student population and focus on research, similarities in terms of university complexity and



schools. The list was recently updated, removing John Carroll and Catholic University and adding Drexel, Dayton, and Rochester Institute of Technology.

There are over 60 graphs in the report detailing diversity statistics and raw numbers are available accompanying each graph. The University is moving as much data as possible into the Power BI format, available to anyone with a university email address. This allows for a more robust way of displaying data. The Diversity Report will continue to be available on the website, but the Office is encouraging individuals to view this material through Power BI. The office of Institutional Effectiveness feels this is a better tool to reflect the data and they are working with IT to make these interactive graphs available through BI to anyone with LUC address.

Paul Roberts: The number of Illinois high school graduates has been on a decline since 2009. In 2025, estimates predict a 16% decline from the 2009 peak and this is linked to the recession early in the century. The birth rate has declined and this is reflected in the lower high school enrollment. The same trends are occurring on the east coast. The make-up of high school graduates is also changing dramatically. The number of white high school graduates peaked in 2006. By 2028, there will be a 21% decrease in the number of white high school graduates. The number of African American high school graduates is also on a decline. Among Hispanic and Asian students, the number of high school graduates is growing. These demographic shifts have engendered a change in recruitment policy to make Loyola more welcoming to diverse students. The University has been trying to increase the academic profile of incoming students, bringing in male students, etc. This was the 3 M strategy: Merit, males, and Minorities.

From 2009 to 2019, the percentage of students of color has nearly doubled. Among transfers, the percentage has increased from approximately 40-48%. They did so through a credit program, where students in HS get both HS and college credit for specific courses. LUC targeted large and diverse schools to develop pipelines to those institutions. They added additional multicultural staff in the admissions office. They increased student worker dollars for multicultural student staff for peer-to-peer recruitment and networking via the Connect to Loyola program. They also developed differential financial aid packages.

Q. Chicago has one of the largest urban Native American populations. Any effort to connect?

Roberts: It is a small community. The Admissions Office focuses on the most diverse process possible. They try to ensure they get a broad number of students representing all areas. List purchases allow LUC to generate prospective student lists.



Q. Is the information on retention available for seniors?

Roberts: Graduation and retention rates are available in the Power BI reports. Loyola is above national averages for retention and graduation in terms of diversity.

Q. Does the total University enrollment include graduate students?

Roberts: Yes it does.

Robyn Mallet: This position has three objectives: develop education for faculty (workshops), build communities for women faculty, faculty of color, LGBTQ+ faculty, and create support through faculty mentoring for women and faculty of color. Also building out mentoring program more broadly for the community. National Center for Faculty Develop and Diversity – institutional membership offering training and courses. Also on campus brown bags for NCFDD topics.

Sen. Krueger emphasizes the Department of Anthropology stressing diversity among faculty and offers any assistance with the office.

Q. What efforts made to help encourage faculty and other employees to partake in these support groups and trainings that might not traditionally appeal to these groups beyond what's required.

Mallet: Trying to make opportunities as convenient as possible. If Academic units or departments want training, there is great flexibility for scheduling.

Q. What are we doing to recruit and maintain existing diverse faculty. Only four full professors who are black

Mallet: Numbers look very similar from 2009 to 2019. Faculty of color increase is relatively low. Retention piece is tied to the three pronged approach hopefully to change campus climate. Need participation to help shape content. Ideas should be sent to Robyn. All of this is by request – numerous workshops on hiring. Advocate for departments to do a workshop. Helps tailor job ads and weave in diverse search process.

Q. Is there assistance given to colleges who review policies and bylaws on awarding of tenure, promotion, etc.? There are the rules by which these units govern themselves. Is there assistance here such as a model for a more equitable tenure/promotion process?

Mallet: Currently no formal trainings or workshops developed. There are recommendations in best practices for hirings that include attention to diversity. Would be happy to work with whomever to develop rubrics to address this issue.

#### **IV. Information/Discussion Item: Review of new Tobacco Use Policy**

Chair Uprichard introduced the new tobacco use policy and introduced the topic. The student government came to Senate in 2018-19 to address this policy and Senate did submit a resolution in support. Requested a working group and the president's office assigned this to Jane Nuefeld and Winifred Williams for a new policy and the draft was sent to Senate for review. Shared with Cabinet, Council of Deans, Staff Council, and students.

Sen. Menon emphasized the importance of specificity with the Water Tower Campus. Sen. Kelly replied that the policy would not apply to city streets and the policy would follow city ordinances. The same would apply to the Lakeshore Campus in that it only applies to campus property.

Sen. Edejer asked what other institutions decided in terms of compliance issues, signage, etc. Chair Uprichard suggested a senate subcommittee look into peer institutions.

Sen. Guerrero also sought specificity about the enforcement process and corrective action. What repercussions will there be for violators, will there be an educational component, etc.

Sen. Singer expressed skepticism about including vaping in the tobacco ban. He acknowledges environmental concerns and second hand smoke, but this does not necessarily appeal to vaping. Is this the wrong approach? Sen. Moore asked if the University would be offering cessation programs to the community as part of this new policy. Sen. Heer echoed Sen. Singer's concerns about the effects of vaping and its inclusion in the policy.

The Senate is appreciative of the draft proposal put forth, but collectively agrees that a working group is required to provide greater depth in terms of implementation, corrective action, soliciting feedback, etc. Chair Uprichard will contact shared governance bodies to develop working group and solicits.

#### **V. Information/Discussion Item: New Benefits Change**

Chair Uprichard noted that Human Resources submitted a fact sheet regarding the benefits change. She will distribute the fact sheet following the Senate Meeting. Chair Uprichard yields to Sens. Schulser and Moore.

Sen, Moore: Concerns generally fall under three areas, two of which are directly related to the change of providers: first, the issue of shared governance. Many of the people consulted for this policy were individuals from 2017 who no longer work at Loyola. Second, the rollout and communication of



the plan shift. This includes the timing of the announcement during a particularly hectic time in the semester. This resulted in an enormous amount of work for many to ensure their providers were covered. There have been questions about the continuity of care. Specifically, there is some information about which providers will be covered, but some of the issues are that people with complex health issues have specialized providers who are not covered under Aetna. In particular, people who use mental health care providers have had trouble finding appropriate healthcare providers.

Sen. Moore also raised additional related concerns about the equity of this particular plan as those who make \$41K pay the same as those making \$100K and concerns about the high deductible program as she indicates that research has not indicated that these plans save money. Finally, she mentioned concerns about pressure into participating in the wellness program and relayed concerns regarding the HIPAA compliance.

Sen. Singer asked if VP Williams was invited and Chair Uprichard indicated that she declined the invitation due to a scheduling conflict.

Sen. Jules expressed that Faculty Council is less concerned with the change in vendors and more with the apparent lack of shared governance. The Faculty Council acknowledges the poor communication, but has larger concerns with the role of Faculty and Staff Council in this process. Attention was paid to the 2017 financial working group, but it has not met since then. The University is only saving \$1M through this change as provided by Wayne Magdziarz. Does this justify a change in plans? Moreover, at what point should the university begin implementing a tiered system. Is it equitable to ask entry-level staff to pay the same as tenured faculty.

Chair Uprichard notes that she and Sen. Jules met with Dr. Rooney, who acknowledged the suboptimal communication. Dr. Rooney agreed to reconstitute the benefits advisory committee, and that the shared governance bodies would be asked to staff the faculty and staff members. Importantly, the committee would not be formed to address a specific issue but to meet regularly. This will, ideally, provide better communication. There will be an additional meeting with Dr. Rooney to talk about the committee and its guidelines.

Sen. Harris asked to whom this benefits committee would be held responsible. What level of transparency will there be in terms of who serves and when they meet, etc. Strongly encourages senate to put something back to President's Office about guidelines.

Sen. Kotowski and Sen. Friar expressed challenges facing staff members and their ability to speak out in terms of dissatisfaction.





Sen. Kelly clarified facts for common understanding. There is a 3-tier premium structure.

A guest in the audience agrees that shared governance is at the root of this. Concerned as a staff member that the most recent response from Human resources noted the main driver as an inequity in the tiered premium system. Concerned the response was to switch providers rather than provide a more equitable solution. Another audience member drew attention to the fact that competing universities in the city have a five-tiered system. A third guest shared how they would be extremely adversely affected seeing payments increase from \$40 to \$120 for medication management.

Ben Johnson(guest): Concerned that the President's response came out of financial planning. Not just a matter of financial planning but an issue of Loyola as a community and its values. Decisions made driven by financial matters and primacy of financial planning rather than issues of curriculum, the nature of the institution, etc.

Sen, Harris raised the issue of an anonymous feedback source for Human Resources so that individuals, staff members in particular, can voice their concerns. This will help give a voice to individuals who may feel uncomfortable doing so in a public matter.

Sen. Byrn asked if the financial planning committee was elected or appointed. Chair Uprichard noted that as an older group this was likely appointed and mainly Administration and Human resources. Will now be a broader faculty and staff representation committee.

Prof. Tim Classen (guest) expressed frustration over the use of an outside benefits consulting company providing input and being paid by the University. Notes that competing Chicago universities have far more competitive and equitable health care plans. He wonders why HR did not handle this matter internally with a better understanding of both Loyola and the higher ed landscape in Chicago. It is unjust for a tenured faculty to pay less than a lower-paid staff member.

Sen. Singer notes that a more equitable plan would allow for LUC to say with BCBS. Asked Chair Uprichard and Sen. Jules if there was any justification for why this policy rollout was buried within a large email.

Sen. Jules: Dr. Rooney took some responsibility but leadership style devolves decision making to those individuals. As such, this would be a decision made by VP Williams for how the email would go out.

Cornelius (Guest: VP of AAUP) – Not convinced benefits advisory committee will solve the problem given how the committee was scrubbed from the LUC



website. Raises questions about what that committee will look like when it is reconstituted. Encourages Senate, Staff and Faculty Council to leverage power and form a genuine committee that answers to the needs of the committee. What is composition of committee? Who has power to give committee its charge? Should take direction from senate, faculty and staff council in terms of what issues raised etc. To whom does the committee make report? Not just the President or Administration.

Chair Uprichard asked for a robust email communication in an effort to put together some recommendation from Senate about the benefits committee to maximize its effectiveness.

Sen. More motioned to adjourn. Sen. Singer seconded. **Meeting adjourned at 5:16 PM.**

*Respectfully Submitted 1/13/2019 by PBK and AH*

### 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>
<del>○ October 11</del>	<del>3:00-5:00pm</del>	<del>LSC - IES, Room 123/124</del>
<del>○ November 22</del>	<del>3:00-5:00pm</del>	<del>LSC - IC 4<sup>th</sup> Floor</del>
○ 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:**

<del>○ August 26</del>	<del>4:00-5:00pm</del>	<del>Zoom</del>
<del>○ September 23</del>	<del>3:30-4:30pm</del>	<del>Zoom</del>
<del>○ November 8</del>	<del>3:00-4:00pm</del>	<del>Zoom</del>
<del>○ January 6</del>	<del>3:00-4:00pm</del>	<del>Zoom</del>
○ January 31	3:00-4:00pm	Zoom
○ March 6	3:00-4:00pm	Zoom
○ April 6	3:00-4:00pm	Zoom



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