

University Senate  
**General Assembly**  
Meeting Minutes  
February 14, 2020

**Senators Present:** Emily Chin, Eilene Edejer, Ashley Howdeshell, Diane Jokinen, Richelle Rogers, Tania Schusler, Abraham Singer, Steven Todd, Susan Uprichard, Maria Wathen, Peter Kotowski, Todd Malone, Mario Guerrero, Carlos Martinez, Anita Nasserri, Niki Safakas, Thomas Sallese, Krislyn Zhorne, Justin Sia, Thomas Kelly, Goutham Menon, Nancy Tuchman, Norberto Grywacz (*ex. officio*), Tavis Jules (*ex. officio*)

**Absent:** Francis Alonzo, Laura Goldstein, Zeldia Harris, Sarita Heer, Kristin Krueger, Kelly Moore, Tobyn Friar, Kathleen Steinfelds, Jo Ann Rooney (*ex. officio*)

**Guests:** Joan Holden (Wellness Center Director), Jane Neufeld (VP for Student Development), Wayne Magdziarz (CFO/CBO)

**Quorum (22/31):** Voting members present at start of meeting; quorum is **satisfied**.

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Chairperson Susan Uprichard called public meeting to order at 3:04 PM.

**I. Review of preliminary agenda and call for motions to amend**  
No calls to amend.

**II. Review of minutes from the November 22 meeting**  
Motion to approve by Sen. Eilen Edejer, seconded by Sen. Thomas Sallese.  
Minutes approved.

**III. Introduction: Provost Norberto Grzwacz**  
Chair Uprichard introduced Loyola's new provost, Norberto Grywacz, and gave him the floor for an introduction.

Provost Grywacz: Feels honored and privileged to serve as provost at Loyola after working at Georgetown, USC, and MIT. He acknowledges the challenges the University has faced without a permanent provost and feels that this is now a moment of opportunity for Loyola. Provost Grywacz believes in developing programs, particularly for research, that focus on the most complex and pressing problems for the world. While at Georgetown, Provost Grywacz developed interdisciplinary programs that drew on faculty expertise and addressed broader societal issues. He hopes to bring a similar approach to Loyola. His goal over the opening months is to work with as many members of the University community as possible to understand Loyola's strengths and its



most pressing challenges. These will be taken under consideration in developing the new strategic plan.

#### **IV. Update/Vote: New Tobacco-Free Campus Policy**

Chair Uprichard introduced the topic and provided a review of the timeline since the tobacco-free policy was introduced in April 2019 when students presented their proposal, their research, and the information collected. The Senate passed a resolution supporting further exploration of the policy, and University leadership responded by drafting an initial policy in October. The initial policy was discussed at the November 2019 Senate meeting. She then gave the floor to students to discuss the status of the proposal.

Raheyima Siddiqui: Emphasized that SGLC supported the policy as drafted by VPs Neufeld and Williams, and that it allows Loyola to follow in the footsteps of a number of peer institutions. SGLC, VPs Neufeld and Williams, and a number of other individuals can meet to clarify a number of aspects of the policy, but SGLC strongly believes a tobacco-free policy is desired by the majority of undergraduate students.

Chair Uprichard then introduced Joan Holden and gave her the floor to discuss vaping, one of the issues raised during the November Senate meeting.

Holden: There are chemicals in vaping products that are harmful to the health of users. However, because vaping is relatively new there are no long-term studies that examine the impact of vaping chemicals on a user's health or those in the immediate vicinity. Because of this, we cannot make any definitive statements about the risks on individuals or the environment.

Chair Uprichard introduced Professor Pamela Caughie to speak on behalf of faculty respondents.

Prof. Caughie: The draft policy was shared with smokers, occasional smokers, and non-smokers, and the response was overwhelmingly against the disciplinary tone of the policy. One main issue deals with the safety of students who would be forced to travel off-campus to smoke. The policy also disproportionately affects disabled students and individuals from cultures with different attitudes towards smoking. The language in the document emphasizing how individuals are expected to report violations would create a police state on campus and faculty question if this is the culture we want to create at Loyola.

VP Neufeld: This is a draft policy only. In developing the draft, 15 Jesuit campuses were consulted that have a tobacco-free policy. This specific draft is heavily modeled after the language in the other policies at Jesuit schools. Acknowledges that enforcement and compliance is an issue and further



research is underway to better understand how different universities handle this issue.

Q. What is the punishment for a first offence under the new policy?

VP Neufeld: That is not determined at this time. Further research is required.

Q. How does this policy apply to students at the Water Tower Campus? Were graduate and professional students consulted in the student survey?

A. The tobacco-free policy will have minimal impact on students at WTC. Graduate and professional students were not consulted in the student survey.

Sen. Sia: A significant portion of the student population is graduate and professional adult students. This demographic must be included in any future surveys regarding the tobacco-free policy because they will be significantly impacted by any new policy.

Sen. Martinez noted that Arrupe students were also excluded from the initial survey.

Sen. Schusler and Chair Uprichard both offered clarification regarding the Senate's stance on the policy. The April 2019 resolution did not support becoming a tobacco-free campus. Rather, it supported revisiting the proposed policy, forming a working group, and surveying members of the community not included in the initial SGLC survey.

Q. Was vaping included in the original SGLC policy?

A. No. The original policy focused on tobacco products.

Sen. Wathen questioned if this was an all-or-nothing policy. She questioned whether or not more options, such as designated smoking areas, could be incorporated into the policy. Sen. Jokinen emphasized the need to clarify what corrective action includes. She stressed that she would not support a policy that does not explicitly define corrective action. VP Neufeld referred to the language at other Jesuit universities, noting that most were similarly vague.

Sen. Tuchman motioned to form a committee that can solicit feedback from faculty, staff, graduate students, and Arrupe students. To create a policy without full input is premature. This committee would get additional feedback, clarify the language of the policy, and detail compliance and enforcement. The committee can then bring forward a new proposal. Sen. Sia seconds.

16 in favor, 2 opposed, 2 abstentions. Motion carries.



Sen. Zhorne and Sen. Sia voice their willingness to distribute survey materials and information to GSAC and GPAC and assist SGLC in whatever capacity necessary. Chair Uprichard will reach out to necessary constituencies to move forward with the motion.

**V. Information/Discussion: Finance Update**

Chair Uprichard introduces Wayne Magdziarz to speak on Loyola's finances.

SVP Magdziarz: Loyola uses a three-year planning cycle that uses a conservative approach towards enrollment targets to inform budgeting. Transparency in the budget process and University finances is very important. SVP Magdziarz has met with leadership from University Senate, Faculty Council, the President's Cabinet, and more. The FY21 budget was approved in December and incorporates ongoing investment in graduate enrollment advertising, Advancement operations, information technology, and more. Loyola remains committed to faculty and staff salary increases and avoiding involuntary reductions in faculty and staff through careful budgeting and monitoring the expected decline in student enrollment.

Loyola saw 44 staff accepted the VTIP and there were 56 total reductions in staff positions. 80 faculty accepted early retirement and \$5M in salary and benefit savings are targeted for FY21. The Provost and deans will assess faculty needs and the most effective way to meet instruction needs in the short-term while working to develop a long-term strategy for resource allocation. There are ongoing conversations about the feasibility of a VTIP for NTT faculty.

The Greater Good initiatives beginning in 2021 will see increased marketing and recruitment budgets for graduate programs. Since FY13, there has been an \$18.9M decline in net graduate and professional tuition revenue. There are ongoing discussions between the Provost and the Deans regarding market demands and realistic goals for enrollment, tuition, and long-term sustainability.

Q. Are tuition increases applied only to incoming students or are they applied across the board? Does Loyola intend to increase tuition every year.

A. There are no differential tuition increases. It would not be realistic to suggest there won't be an increase in tuition. The University recognizes that tuition increases can influence retention and the University regularly reviews affordability and student debt. Tuition levels are mapped against Loyola's competitive set to ensure we are in line with peer institutions.

The University is planning on building in expectations for increased philanthropy. \$3.5M is not planned above the line for unrestricted gifts and Advancement will place a renewed emphasis on major and principal gifts.



**VI. Discussion Item: Preferred Name Policy Follow-up**

Chair Uprichard introduced Sen. Sia and gave him the floor to discuss the Preferred Name Policy.

Sen. Sia: GPAC has been actively communicating with VP Neufeld regarding the policy. GPAC wants to amend the policy to allow unofficial transcripts to include preferred names. He is soliciting feedback from faculty, staff, and students on this issue.

Sen. Singer supports this revision and questioned what reservations individuals might have with preferred names on unofficial transcripts. Sen. Sia was unclear what reservations exist. He noted that the Government requires legal documents include legal names, but that the unofficial transcript is not a legal document.

Sen. Eilene Edejer motioned to adjourn. Sen. Peter Kotowski seconded. **Meeting adjourned at 4:58 PM.**

*Respectfully Submitted*

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

• **University Senate Schedule:**

- ~~September 6~~ 3:30-5:30pm LSC - IES, Room 123/124
- ~~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