

University Senate
General Assembly Meeting Minutes
October 15, 2021

Senators Present: Minerva Ahumada, Francis Alonzo, Laura Brentner, Anthony Deldin, Jenna Drenten, Eve Geroulis, Sarita Heer, Lee Hood, Leo Irakliotis, Kristin Krueger, Patricia Lee, Joe Mitzenmacher, Wei Qui, Maria Wathen, Matthew Williams, Bill Adams, Anne Divita Kopacz, Tobyn Friar, Kevin Newman, Erla Dervishi, Selam Kashay, Matt Lorentz, Elani Williams, Abby Abuya, Jon Okstad, Emily Barman, Thomas Kelly, Teresa Krafcisin, Margaret Callahan (*ex officio*), Justyna Canning (*ex officio*), Tavis Jules (*ex officio*)

Absent: Suzanne Bost, William Duffy, Yvonne El Ashmawi, Mereya Riopedre

Quorum (28/33): 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

Sen. Irakliotis motioned to amend the agenda by adding a discussion from the Faculty Affairs and Staff Affairs Committee. The discussion was added to the agenda under new business.

II. Announcement of Faculty Candidates for President Search Committee

Chair Heer reported that the Senate nominated three faculty members for the President Search Committee:

- Julian Diaz, Associate Professor
- Emma Feeney, Senior Lecturer
- Leo Irakliotis, Instructor

Julian Diaz was named to the search committee.

III. Master of Professional Studies Degree

Chair Heer introduced Interim Dean Jeanne Widen. Dean Widen presented a proposal for a new degree type – the Master of Professional Studies (MPS) – through the School of Continuing and Professional Studies (SCPS). University Senate is needed to approve new degree types per the Chart of Academic Approvals.



Presentation:

- An MPS in instructional design program was originally suggested by Provost Callahan as part of the strategic plan for SCPS to enter the graduate market with application-oriented and collaborative graduate degrees.
- A task force of University leaders helped define the vision for the MPS, and the Graduate Studies Coordinating Board (GSCB) has already approved the MPS in instructional design.
- The MPS in instructional design is an interdisciplinary program with the School of Education. Courses were developed with instructional designers and unit heads from the Office of Online Learning (OLL), Faculty Center for Ignatian Pedagogy (FCIP), and Information Technology and Research Services (ITRS). The program culminates in a capstone course.
- The MPS is suited for working adult learners who seek relevant workplace skills and knowledge, which fits well with SCPS's mission. Courses are taught by instructor-practitioners.
- SCPS conducted a study of the MPS degree with Hanover Research, which supports moving ahead with the degree.

Discussion:

- Sen. M. Williams asked if SCPS would likely offer additional MPS programs. Dean Widen replied that the hope is that the MPS in instructional design would be the first in a series of MPS degrees. Initial conversations are happening around degrees in IT governance, leadership, and strategy; health communications; educational leadership; and museum studies. She welcomes ideas for MPS degrees.
- Sen. Hood asked if the MPS would compete with or supplant master programs in other schools and colleges. Dean Widen stated that the MPS is a different degree focused on adult education and taught by instructor-practitioners. The MPS programs are meant to be highly collaborative with schools and colleges and not compete.
- Sen. Okstad asked why the instructional design program was not a MEd program. Dean Widen answered that the MPS fits the interdisciplinary SCPS model and that the School of Education is involved in the MPS. SCPS also created the degree to provide a general foundation in instructional design that is not geared toward only educational or only organizational settings. Sen. Okstad also asked where MPS students fit within graduate student government. Dean Widen said that Graduate, Professional, and Adult Council (GPAC) is a natural home for SCPS students.
- Sen. Irakliotis asks if SCPS will provide accelerated paths for MPS students including through transfer credit and credit for prior learning. Dean Widen said that accelerated paths are central to the SCPS mission. She will work on adapting SCPS policies for accelerated paths to this program.
- A vote was called on the MPS degree. The degree was approved.

Vote: Do you approve the MPS degree?

Yes: 23

No: 2

Abstain: 5

IV. Course Catalog and Curriculum Management Software

Chair Heer welcomed Associate Provost Robyn Mallett, Registrar Rita Vazquez, and Graduate School Associate Dean Heather Sevenser.

Presentation:

- Loyola would like to adopt new software for the academic catalog to consolidate critical academic information into one central location, provide an interactive website for students, act as an authoritative document in advising and degree conferral, and provide an archive of catalogs.
- The software would help curriculum management by building structure in the curriculum approval process, integrating across colleges and schools and facilitating interdisciplinary collaborations, allowing easy monitoring of proposals, and unifying records.
- The goal is to launch the catalog by August 2022 and the curriculum management system by Winter 2022/23.

Discussion:

- Sen. Hood gave her approval of the proposal. Sen. E. Williams stated that it would help her work as a peer advisor.
- Sen. Lee asked if there are any constraints on adoption. Registrar Vazquez mentioned that the vendor would help set up the catalog. Sen. Friar said that he is surprised that Loyola has not had a tool like this before. He asked how the system will be maintained. Registrar Vazquez said that many items input into the system by academic units would be automated into LOCUS, which would decrease manual entry. Academic units would control their own page of the catalog. Associate Dean Sevenser added that the system would help institute a regular review of content.
- Sen. Adams asked if Stritch would be included in the catalog. Registrar Vazquez said that Stritch is currently outside of LOCUS, so would be outside of this system. Associate Dean Sevenser added that it might be possible to create a redirect to Stritch's pages.

V. Update: Diversity, Equity, Inclusivity Initiatives

Chair Heer welcomed Provost Margaret Callahan and Vice Provost Badia Ahad.



Presentation:

- Of the 84 new full-time faculty hires since July 1, 2021, 47% identify as people of color, including African American and Latinx. The percentage of African American faculty increased by 23%, and Latinx faculty increased by 32%. Previously, Loyola's annual increase since 2009 has been approximately 2%. Half of the new hires are women. 40% of new faculty hires in STEM identify as women.
- Ongoing efforts include mandated training on inclusive hiring practices and the Faculty Diversity, Equity, and Inclusion liaisons who deliver these trainings and serve as equity advocates on faculty search committees. As retention is also a focus, there is a new Peer Mentoring Circles program.

Discussion:

- Sen. M. Williams asked what equity advocates do and if search committees are required to have them. Vice Provost Ahad says that they are not required because of capacity, but they are available to searches. The 10 current equity advocates help ensure best practices in inclusive hiring and equity are observed.
- Chair Heer asked if the equity advocates will be expanded. Vice Provost Ahad says the idea is to build capacity within the University over time. The 10 advocates serve for two years and then are replaced with another 10.
- Sen. Lee asked what the relationship is between the Diversity, Equity, and Inclusion initiatives and the Institute for Racial Justice. Vice Provost Ahad stated that both are under the University's broader anti-racism initiatives, but there is no direct linkage.
- Sen. Krueger asked if diversity can be broadened to include LGBTQIA+ individuals. Vice Provost Ahad agrees that this is a great point and will be taken under consideration. The mentorship program does have affinity groups that serve LGBTQIA+ faculty.
- Sen. M. Williams asked for more details on the mentoring programs. According to Vice Provost Ahad, in the Peer Mentoring Circles program, a senior faculty member mentors 3 to 4 new and early career faculty. She is also working on a mentoring website. The Magis Faculty Leadership Program is for senior faculty, and faculty writing groups have emerged as place for mentoring.

VI. Update: Shared Governance Task Force (SGTF)

Chair Heer asked the Senate to discuss the proposed changes to shared governance at Loyola and to the Senate in particular.

Discussion:

- Sen. Hood asked if Faculty Council renaming itself to Faculty Senate is part of this discussion. Chair Heer agreed.



- Sen. Kelly asked the group to consider the purpose of Senate and the purpose of Faculty Council before considering the composition of the Senate moving forward.
- Sen. Okstad stated that Senate should consider how to balance undergraduate and graduate student representation and consider adding a graduate student to the Senate Executive Committee.
- Sen. Jules said that Faculty Council would like to be the premier body for issues related to the faculty, including academic approvals. Faculty Council feels that it has been sidestepped in decision making. They suggest that Senate deals with University-wide issues. The Senate needs to discuss its raison d'être and purpose and reconsider its composition. Faculty Council feels that the large number of faculty on Senate has made it difficult for Faculty Council to recruit members.
- Sen. M. Williams agreed with Faculty Council handling faculty affairs and Senate dealing with multistakeholder issues. However, some academic changes will impact staff and students, too. Multistakeholder issues need to be defined. Chair Heer listed examples of multistakeholder issues: benefits, the smoke-free campus, and gender-neutral language.
- Sen. Hood asked how many issues would be multistakeholder and under the purview of Senate. Sen. Abuya asked what the yardstick would be to measure what is strictly a faculty issue.
- Sen. Canning stated that Staff Council would like additional staff representation on Senate and would like Senate to be the central shared governance body or hub.
- Guest Zelda Harris said task force report recommends that the Chart of Academic Approvals be updated so academic programs would come to Senate for information and to Faculty Council for review and recommend responsibilities. Faculty Council is not currently on the approval chart. Regarding the idea of a hub, the report suggested a super executive committee, but there is concern about delay and inefficiencies in the process.
- Sen. Lee asked about the proposal to change Faculty Council to Faculty Senate. Sen. Jules says that the history of Senate being created to undermine Faculty Council needs to be recognized. When the Senate disbanded its Extraordinary Committee, Faculty Council returned to its bylaws and constitution to reinvent itself and make itself more relevant. This includes potentially rebranding by changing its name, as well as having the president sign off on the Council bylaws and constitution. Faculty Council also does not like Senate describing itself as the "primary organization for University shared governance." The Council did not find many similar shared governance structures at peer universities.
- Sen. Adams asked if there is a proposed version of the Chart of Academic Approvals. Zelda Harris said that the changes are outlined in the task force



report. According to Provost Callahan, the full report was not shared with Senate as final editing is still underway.

- Chair Heer finds appealing the idea of Faculty Senate, Staff Senate, student governance, and a single committee with leaders. Provost Callahan stated that a body where all stakeholders can gather to discuss issues is beneficial. A consolidated university governance structure is not unusual.
- Sen. Jules said that Faculty Council is asking for a better faculty composition on Senate, so it is not one person per division for a total of 18 faculty members. The model could be five faculty, five staff, five students, and five administrators as each person represents more than just their own division. Faculty Council agrees that some issues may be discussed first at Council before going to Senate for additional consideration.
- Guest Tim Classen pointed out that Senate was originally intended to be a replacement for Faculty Council, which explains the large number of faculty on the Senate.
- Sen. Hood asks if the report outlines the composition of the Senate moving forward. Tim Classen said it is up to the Senate to determine its composition.
- Sen. Lee said that the Senate Bylaws Committee will meet the following Friday to discuss the impact of the report on the bylaws. She also hopes that the new proposal of roles, responsibilities, and jurisdiction is stated in aspirational terms and does not include hard feelings about the past.
- Sen. M. Williams thanked Sen. Jules for explaining the context. He suggested that issues of primary concern to faculty or staff start at Faculty Council or Staff Council respectively before coming to Senate.
- Sen. Newman stated that the Senate needs additional staff representation and encouraged Senate to not decrease staff or student voice. He also suggested having Faculty Council and Staff Council be subcommittees of Senate. Sen. Callahan said an academic program could go to Faculty Council and then come to Senate so staff and students could weigh in at that point.
- Sen. Abuya expressed concern about student representation and advocated for equitable representation of all stakeholders.
- Chair Heer agreed that the Senate's role needs to be defined and that there should be fewer faculty on the Senate.
- Sen. Dervishi pointed out that there is no Arrupe student representation on Senate and agrees that undergraduate and graduate student representation should be balanced. Sen. Abuya encouraged representation of the different student governments.
- Sen. M. Williams suggested starting the conversation with five from each constituency with discussion of whether the Senate should include five graduate students and five undergraduate students or five total students. Lumping all students together would not represent student diversity.



- Sen. Lee requested the number of undergraduate students, graduate students, faculty, and staff for the bylaws committee meeting on Friday. Sen. Kelly will provide the data.
- Sen. Kelly cautioned that the Senate will be a representative group, not a group that can represent every facet of the University. Sen. Kelly and Chair Heer agreed that the Senate should not become too big as that is unwieldy for decision making.

VII. Other

- New Business: Faculty Affairs and Staff Affairs Committee Resolution
 - Sen. Irakliotis introduced a proposal for a resolution from the Faculty Affairs and Staff Affairs Committee to ask the University to send a message affirming the University’s commitment to kindness and grace toward employees.
 - Provost Callahan thanked the committee for suggesting the resolution and emphasized the importance of kindness and the Senate’s support of the resolution.
- Sen. Lee motioned for adjournment; Sen. Adams seconded. Motion approved.

General Assembly meeting adjourned at 5:04 PM.

Respectfully Submitted ADK 11/5/21

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



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| • January 14 | 3:00-5:00PM | Zoom |
| • February 11 | 3:00-5:00PM | Zoom |
| • March 11 | 3:00-5:00PM | Zoom |
| • April 8 | 3:00-5:00PM | Zoom |