

**DRAFT Meeting Minutes**  
**UNIVERSITY SENATE MEETING**  
**Friday, March 1, 2024**  
**3:00 pm – 5:00 pm**

Link: <https://luc.zoom.us/j/85022699988>

**Senators Present:** Whelton Miller, Bill Adams, Noah Butler, Matt Williams, Alyson Paige Warren, Minerva Ahumada, Cara Foster, Lisa Gillespie, Matt Hejna, Mark Torrez, Stacey Jaksa, Teryn Robinson, Lauren Schwer, Rachel Leamon, Casey Welby, Abby Abuya, Bridie Hulsebosch, Evan Nave, Nery Pineda, Conner Scholze, Oliver Schramm, Sophie Buchman, Emily Barman, Teresa Krafcsin, Thomas Kelly, Margaret Callahan (*ex officio*), Jim Devery (*ex officio*), Josh Jarvi (*ex officio*), Keith Champagne (*ex officio*), Janice Parks (*ex officio*)

**Absent:** Ben Bryan, Lisa Marie Thomas

**Quorum (14 needed):** 25 present at the start of the meeting; quorum is satisfied.

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Chair Ahumada called the meeting to order at 3:05 pm.

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

- a) No motions were made to amend the agenda.

**II. Approval of minutes from February 2, 2024, meeting**

- a) Sen. Kelly motioned to approve the minutes, and Sen. Williams seconded the motion.
  - i. Minutes were approved by a vote of 16 yays, 0 nays, and 0 abstains.

**III. Executive committee report**

- a) Chair Report
  - i. Chair Ahumada attended the Board of Trustees Academic Affairs committee meeting. Presentations were made regarding Parkison School of Health Sciences and Public Health, Arrupe College, Hope Chicago Scholars, and FASFA.
  - ii. Attended Faculty Council meeting discussed hosting a town hall for Master Plan and Cudahy on March 12<sup>th</sup>, 3-4:30 pm. Asked Jim Devery to speak on the matter.
    - 1. The dean of the libraries met with various department chairs in CAS to discuss space in Cudahy. The conversations went well. It made clear that there is no plan regarding Cudahy and space yet except that the university plans to improve the libraries.
      - a. Sen. Butler asks if there will be space for offices that will remove space for collections. Mr. Devery explains that the goal is to improve student spaces so that students can be around books.
      - b. Sen. Forster explains that librarians have not been hearing much of these changes. Dr. Callahan says the discussions

have primarily been with the Dean of Libraries and Facilities.

- c. Sen. Buchman has asked if there will be changes to the mural in the Donovan reading room. Dr. Callahan explained that there was an agreement before COVID to address the mural, most likely with an educational opportunity like adding plaques and more information.

b) Vice Chair Report

- i. Sen. Jaska attended the Staff Council meeting. Discussed the master plan town hall similar to Faculty Council.
  1. Sen. Mustafa also mentions that nominations for Staff Council are occurring. Deadline is March 22.

**IV. Delegate Reports**

**(20 min)**

a) Townhall meetings

- i. Sen. Welby was at the Feb. 13<sup>th</sup> town hall, and there was good attendance. Not too many questions, but heard repeat questions about faculty and staff potentially taking up additional roles.
  1. Sen. Krafcisin was also there, but not sure how many people approached senators at the meeting.
- ii. Sen. Hejna was at the Feb. 15<sup>th</sup> meeting, and attendance was good, and good questions. People were mainly concerned about the financial meeting, not senators. Believes there should be more advertising for the University Senate.
  1. Sen. Leamon agrees with Sen. Hejna. Mentions that Wayne is very generous with his time and can give the presentation to specific departments if requested.

b) Dean searches

- i. Sen. Hejna was the Senate rep for the search for a new dean for the School of Communications. He explained that the new dean has not been announced yet. The search was a lot of work but was extremely rewarding. Suggests volunteering for these positions. The search was narrowed to 4 candidates from various regions of the country. As a committee, tasked with narrowing to 4 candidates to present to executive leadership and provide their feedback.
- ii. Sen. Forster was on the search committee for a new School of Social Work dean. They worked with the consultants, narrowed down candidates, and passed their feedback to executive leadership. Expecting to hear back soon.
- iii. Sen. Miller is on the search committee for a new School of Professional and Continuing Studies dean. He explained that they are currently down to 8 to 9 candidates and are meeting again soon to narrow the search and pass on their feedback to executive leadership.

**V. Presentation on Human Resources - Janice Parks, VP of Human Resources**

- a) Janice Parks was invited to present her first impressions of Human Resources and goals.

- i. For the past 90+ days, Ms. Parks has been assessing and listening to Loyola, including the culture, engagement, building relationships, and evaluating the current state of Human Resources.
- ii. Ms. Parks has observed many consistencies in the feedback from faculty and staff.
  - 1. Fostering stronger partnerships. Faculty enjoy working with HR and want a stronger relationship with HR. Focus on talent development and management for faculty.
  - 2. Staff would like to strengthen talent management and recruitment and retention of recruited talent. Greater engagement includes talent and work recognition and rewards. This is important in the retention of staff talent as well.
  - 3. Both faculty and staff identified technology opportunities for Loyola. Hopefully moving Loyola to the future and away from doing this by hand.
- iii. Ms. Parks has a vision of leveraging HR as a strategic partner, not just a policy maker and aligning the vision of HR around the president's vision. She has the goal of attracting and retaining more top talent with compensation. Ms. Parks will continue to promote diversity and inclusion, enhance existing staff development programs, and ensure student success through supportive environments. If faculty and staff are happy, this will trickle down to student success and experience. Create a culture of learning, innovation, and adapting HR practices toward new trends.
- iv. Discussion:
  - 1. Sen. Torrez liked how she discussed improving partnerships and would like to know how wellness will play a role in faculty and staff development.
    - a. Ms. Parks believes that wellness is essential for the climate and culture of the university. Some resources are available but will be further addressed as time goes on.
  - 2. Sen. Nave asked what kind of communications Ms. Parks has worked in during her career.
    - a. She has worked primarily in marketing and public relations.
  - 3. Sen. Williams asked what the biggest challenge of Loyola HR is right now. What's the most significant opportunity? And what is one new thing she is introducing to Loyola in HR terms?
    - a. Ms. Parks explains that Loyola is struggling to attract and retain talent. The biggest strength is in Loyola's name; people will stay for the name and brand. This is a big opportunity to maintain the name.

**VI. Presentation, NSF Faculty Climate Survey  
(30 min)**

- a) Robyn Mallet, Vice Provost, Academic Programs and Planning, Marilee Ludvik, Assoc Provost and Director of Institutional Effectiveness, and Markeda Newell, Interim Vice

Provost for Faculty Administration, were invited to present about the Faculty Climate Survey and research sent to faculty

- i. The Office of the Provost developed the faculty climate survey to determine the mindset of faculty. They initially proposed a grant to the NSF and received funding. Ms. Mallet explained that the study is entirely confidential, administrators and researchers do not have any access to complete raw data, except for two staff members, and there is an approved IRB.
- ii. Ranges of questions about bias and thoughts of leaving the university. Four main questions and goals.
- iii. Discussion:
  1. Sen. Kelly asked what the participation numbers were.
    - a. The numbers are varied and acceptable—about 25%.
  2. Sen. Leamon asked if there was any crossover between the data from the climate survey and HR and Ms. Parks.
    - a. There has been communication between the research team and HR, letting them know what they found and their strengths and weaknesses.

## **VII. Presentation on Enrollment**

- a) Paul Roberts, VP of Enrollment Management and Student Success, was invited to speak on the status of enrollment and FASFA.
  - i. From 2013 to 2019, applications have steadily increased over time. In 2020, there was a significant decline in new students due to COVID. Because of the loss of potential students from COVID, applications have changed, such as eliminating testing and using the common application. Record-high freshman classes have been hit again, but a smaller freshman class is being budgeted.
  - ii. As applications have increased, yield is decreasing. Yield is 10% lower than 10 years. More students have to be admitted to reach the enrollment goal. Transfer students are up, but enrollment in master's programs has been down over the years. Domestic applications for master's programs have increased; primarily, international applications are down. Law school applications have increased as well.
  - iii. FASFA simplification Act
    1. Passed a few years ago, but implementation was delayed until this enrollment cycle. According to the new law, FASFA has been streamlined. New indexes are being used to determine aid and access to the Pell Grant, which has expanded under the act.
    2. However, financial aid packages are delayed and won't be released until mid-March due to the implementation of a new calculation that was not included initially.
  - iv. Diversity recruitment and the Supreme Court decision do not impact LUC undergraduate admission.
    1. Using race in administration decisions was illegal before the ruling and is still illegal after the verdict. Some elite institutions are

- deciding who to admit for their few seats and have been using race to determine who to admit. This decision primarily affected these elite institutions with high demands for little space.
2. DOE had clear guidelines for these elite institutions to have a framework for these decisions so they could justify them and defend themselves in case they were sued. They were sued, and the Supreme Court confirmed this was illegal.
  3. Loyola does not have the problem of putting together diverse classes. Age, race, and gender can't be used in decisions.
- v. Loyola utilized a revamped admissions office to invest in diverse faculty, staff, and programs for students. This was used in recruitment, not acceptance. Loyola's diversity has improved greatly; 58% of the freshman class is from a diverse background.
1. Discussion:
    - a. Sen. Butler asks about the demographic cliff and that the statements of problems were overstated. What are they seeing at Loyola?
      - i. The impact of the decline of high school graduates is offset by the number of students applying to college. White student populations are declining, and POC students are increasing. Loyola has been preparing for the demographic cliff and changed strategies a while ago. Illinois has already seen a decrease in high school graduates moving on, and Illinois is a net student export. Students are leaving Illinois.
    - b. Sen. Ahumada asks if class and financial need can be used in admission decisions.
      - i. A high school, zip code, financial needs, and first-generation can be used in admission decisions. Supreme court rulings encourage using these metrics.
    - c. Sen. Ahumada knows that some universities are changing their acceptance deadline from May 1. Is Loyola changing this deadline as well?
      - i. They are waiting to see because they don't know when they'll receive financial information for FASFA, and something will have to change if they move the deadline. There is also no guarantee that the dates won't have to be changed again.

Sen. Williams motioned to adjourn. Sen. Kelly seconded the motion.

Chair Ahumada adjourned the meeting at 5:00 pm.

*Respectfully submitted, BMH 03/29/2024*

## Senate Meeting Schedule for Academic Year 2023-24

### General Assembly Meetings

- ~~September 29~~ ~~3:00–5:00 pm~~ ~~Zoom~~
- ~~October 27~~ ~~3:00–5:00 pm~~ ~~Zoom~~
- ~~December 1~~ ~~3:00–5:00 pm~~ ~~Zoom~~
- ~~February 2~~ ~~3:00–5:00 pm~~ ~~Zoom~~
- ~~March 1~~ ~~3:00–5:00 pm~~ ~~Zoom~~
- April 5 3:00–5:00 pm Zoom
- April 26 3:00–5:00 pm Zoom

### Executive Committee Meetings

- ~~September 15~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- ~~October 13~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- ~~November 17~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- ~~January 19~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- ~~February 16~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- ~~March 22~~ ~~4:00–5:00 pm~~ ~~Zoom~~
- April 12 4:00–5:00 pm Zoom