

DRAFT Meeting Minutes
UNIVERSITY SENATE MEETING
Friday, April 5, 2024
3:00 pm – 5:00 pm

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

Senators Present: Whelton Miller, Noah Butler, Matt Williams, Alyson Paige Warren, Minerva Ahumada, Cara Foster, Lisa Gillespie, Matt Hejna, Mark Torrez, Stacey Jakska, Teryn Robinson, Lauren Schwer, Rachel Leamon, Abby Abuya, Bridie Hulsebosch, Evan Nave, Nery Pineda, Conner Scholze, Oliver Schramm, Ben Bryan, Lisa Marie Thomas, 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: Bill Adams, Casey Welby

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

Chair Ahumada called the meeting to order at 3:02 pm.

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

- a) Sen. Kaska motioned to remove the last item from the agenda. The speaker cannot be present due to illness. Sen. Nave seconds.

II. Approval of minutes from March 1, 2024, meeting

- a) Sen. Williams motioned to approve the minutes, and Sen. Kelly seconded the motion.
 - i. The minutes were approved by a vote of 20 yays, 0 nays, and 1 abstain.

III. Executive committee report

- a) Chair Report
 - i. Chair Ahumada discussed the recording of the town hall on Cudahy Library and the master plan. It was suggested that since the Senate co-hosted the meeting, it should be posted on the Senate website for the public.
 1. Sen. Hejna motioned to post the town hall recording on the website. Sen. Williams seconded the motion.
 - a. Motion approved by a vote of 20 yays, 0 nays, and 0 abstains.
 - ii. Elections for new senators begin on April 11 and results will be available on April 19th. Nominations are still needed for HSC. New senators will attend the 4/26 Senate meeting.
 - iii. Changes will be made to the Faculty Handbook and the University Senate bylaws stating that the Faculty Committee of the Senate reviews the proposed changes and makes recommendations in consultation with

Senior Academic Officers. As of 2019, the Senate no longer has a Faculty Committee. An amendment was made to the bylaws where an *ad hoc* committee can be made via resolution by the Executive Committee as needed to review these changes to the Handbook. There is a deadline for reviewing the new changes, and the *ad hoc* committee met to discuss moving forward.

1. Ms. Newell commented that the changes in the Handbook represent the change in committees, the structure, and the union changes.
2. The committee is voting to approve the revisions of the Handbook.
3. Dr. Devery mentioned that updates to the Handbook will be done in stages since many of the Handbook needs revisions and many stakeholders are involved. This is the first revision.

IV. Proposal to move the Institute of Pastoral Studies to the College of Arts and Sciences (CAS).

- a) Presented by Peter Jones, Interim Dean and Clinical Associate Professor of IPS, and Peter J. Schraeder, Dean and Professor, CAS. This proposal requires review and recommendation.
 - i. There has been a discussion about what is the best future for IPS. The IPS was formed in the 1960s during the Second Vatican Council to offer a new graduate program for lay people as ministers in the Archdiocese of Chicago. The Institute has hit a ceiling of what it can accomplish and wants to decide where it should go for additional support to accomplish more things. With all the units in the CAS, IPS can form new partnerships and achieve more. There will be new opportunities for IPS. IPS will remain a separate Institute within CAS.
 - ii. Both Drs. Schrader and Jones believe that there will be a great deal of synergy within the CAS with IPS. There have been many discussions with faculty and associate deans where everyone feels very optimistic about the possibilities.
 - iii. Discussion:
 1. Sen. Williams asks what makes an institute different from a center within CAS.
 - a. Dr. Schraeder mentions that an institute is an autonomous body. For accreditation of the IPS programs, Dr. Jones mentions there needs to be a consistent and holistic organizational structure around it, and it will be maintained as an institute. There are some operational differences.
 2. Sen. Hejna asks if this move will result in any staffing changes, like eliminating staff positions.

- a. Dr. Jones says there will be no staffing changes within the first year. There is plenty of work for the staff, and with the move, the staff may be able to collaborate with other staff within CAS to relieve some pressure. However, if there is a duplication of a position where only one person is needed, it could be that one of the positions is eliminated. The curriculum may also change with this as well.
 - 3. Sen. Nave asks if there is any consideration in adding an undergraduate degree to IPS.
 - a. Dr. Jones said a minor is available to undergrads but is interested in adding a major to the Institute. IPS was initially founded for graduate and professional education. Being separated from undergrads has made it difficult for undergraduates to take the classes offered, but the move can help more undergraduates take the courses offered and become interested.
 - iv. Sen. Nave motioned to move to a vote to approve the proposal of IPS moving into CAS. Sen. Williams seconded the motion.
 - 1. The motion passes with a vote of 18 yays, 0 nays, and 1 abstains.

V. Proposal to update the Academic Grievance and Misconduct policy and add the Leave of Absence policy to the academic catalog

- a) Presented by Susan Ries, Associate Provost, Academic Records, and Processes, was invited to present on the addition of a leave of absence policy to the academic catalog and changes made to the Academic Misconduct Policy.
 - i. A committee has been reviewing policies and procedures regarding AI in the Misconduct policy. The processes and procedures did not reflect what occurred in the Dean of Students office. Sen. Jaska was a part of this committee and rewrote much of the language within the catalog. A lot of the language concerns changes in the hearing process when a student is accused of academic misconduct and wants to appeal the decision. There is also a change around the use of AI when a faculty member disapproves of its usage. The deans of the graduate and professional schools are looking at their handbooks to mirror the language in the academic catalog, which primarily applies to undergraduates.
 - ii. Regarding the addition of the Leave of Absence policy, before this, students were informally told that if they needed leave, they could leave for one semester and then return as long as they didn't attend another university. However, these students were not tracked. The new policy will provide a process to track these students officially and offer an official way for students to take a leave of absence.
 - iii. Discussion:

1. Sen. Gillespie asks if faculty will be asked to put something about the AI policy in their syllabi and if they will be provided with a couple of examples to work with.
 - a. There are recorded training sessions from SCIP available to faculty on how to work with AI that can be used. The Office will continue to release the same statement it has provided for 2 semesters, which states that the usage of generative AI is at the discretion of the faculty.
2. Sen. Barman asks what 'poor scholarship' is.
 - a. That phrase in the catalog for a while is a term used to describe academic misconduct or poor grades.
3. Sen. Barman asks why putting in a complaint about dismissal is called an appeal, but a complaint about a course grade is a grievance.
 - a. They are not believed to be different.
4. Sen. Krafcisin observes the language in the catalog about forfeiting tuition and fees and ensuring they are presented appropriately. The language can give the impression that tuition and fees are no longer due in a dismissal, which is not what was intended.
5. Chair Ahumada asks about sanctions determined by faculty in the course sections they teach and for clarification.
 - a. Before these, the faculty were allowed to fail a student or give them a 0 if there was misconduct. It was believed that there were missed opportunities to use these opportunities to educate younger students who may not have even been aware of plagiarism. The language has been changed to add other sanctions than those previously listed. The new language puts the first steps of the sanctions in the faculty and allows some sanctions not to be so severe.
6. Chair Ahumada asks about the Leave of Absence policy and how the readmission process may work.
 - a. Currently, there is a readmission application on Loyola's website. If they have attended somewhere else, the process is longer to determine transfer, but if they did not attend anywhere else, then the process is a formality to re-matriculate them.

VI. Presentation, Institutional Diversity, Equity, and Inclusion

- a) Presented by Dominique Jordan-Turner, Vice President of Institutional Diversity, Equity, and Inclusion.
 - i. Why is DEI important? It is morally and mission imperative, especially in a changing world. There is a demographic cliff with a significant decline in

enrollment, and the experiences of people at Loyola who hold marginalized identities vary greatly from those who don't. The Office of DEI aims to build the capacity of those supporting students so that they do not duplicate work at Loyola. There has been a thorough and inclusive process to build the strategy of the Office, including listening sessions, roundtables, and the creation of an advisory board that the president eventually approved. The work of DEI is about the people of Loyola, and the Office aims to equip everyone to support students' full potential. There are multiple priority areas developed to help people feel like they belong:

1. Learning and development: decrease in student, staff, and faculty incidence of discrimination and bias
 2. Climate and Culture: increase in feelings of belonging by race for students, faculty, and staff
 3. Institutional structures and systems change: increase in student, staff, and faculty perceptions that the university culture aligns with its mission.
 4. Recruitment and retention: Decrease in faculty and staff turnover by race, which will support an increase in 4-year graduation and program completion rate by race.
 5. Scholarship and teaching: increase in reports of identity-affirming learning spaces
- ii. Looking ahead: The Office wants to expand DEI liaisons to include staff to support units, establish a committee to identify and lead projects focused on repairing identity-based harm in the community, and ensure that all units have a strategic plan to include DEI efforts.
- iii. Discussion:
1. Sen. Williams asks if Ms. Jordan-Turner sees any pushback against DEI efforts on Loyola's campuses. If it is a problem, how might she strategically engage some pushback on campus.
 - a. Loyola is in a good position because we don't have to worry about leadership not pushing these efforts since it is a Catholic Jesuit institution, and it aligns with the mission and since Loyola doesn't need to worry about affirmative action decisions. She believes in working with the 'coalition of the willing' and works with what is working if there is pushback and there is progress.
 - b. Dr. Devery mentions that when there is pushback at Loyola, it is much more subtle, not extreme, and more about people not wanting to do something wrong. Ms. Jordan-Turner is good at helping people see themselves doing the work, which motivates them.

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

Chair Ahumada adjourned the meeting at 4:30 pm.

Respectfully submitted, BMH 04/22/2024

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