# University Senate

# ***General Assembly Meeting Minutes***

Special Session

# July 14, 2021

**Senators Present**: Minerva Ahumada, Francis Alonzo, Laura Brentner, Anthony Deldin, Jenna Drenten, William Duffy, Yvonne El Ashmawi, Sarita Heer, Lee Hood, Dan Killelea, Kristin Krueger, Patricia Lee, Joe Mitzenmacher, Wei Qui, Maria Wathen, Matthew Williams, Anne Divita Kopacz, Tobyn Friar, Kevin Newman, Kathleen Steinfels, Erla Dervishi, Jon Okstad, Krislyn Zhorne, Emily Barman, Thomas Kelly, Teresa Krafcisin, Margaret Callahan *(ex. officio)*, Justyna Canning *(ex. officio),* Tavis Jules *(ex. officio)*

**Absent**: Suzanne Bost, Eve Geroulis, Bill Adams

**Quorum (25/33)**: Voting members present at start of meeting; quorum is **satisfied**.

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Chair Heer called the public meeting to order at 9:05 AM.

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

No calls to amend.

1. **Presentation: Margaret Callahan**

Chair Heer introduced Margaret Callahan, who was recently named provost.

Sen. Callahan’s remarks:

* Sen. Callahan expressed how grateful she is to all the people who have welcomed her back to the provost role after her sabbatical.
* She shared her appreciation for the work of faculty and staff from moving remote in March 2020 to preparing for the full return to campus in fall 2021. She encourages the University to remember the lessons learned during the pandemic, including increased collaboration, new perspectives on teaching and working, and the importance of safety measures.
* She affirmed her commitment to shared governance and her long history of working with shared governance.
* Her two overarching priorities this year are a safe return to campus and implementing the University’s strategic plan in partnership with the Office of the President and the entire University community.
* She is committed to transparency and community discussion as part of her shared governance approach to the strategic plan and other initiatives. She encourages everyone to reach out if there are questions.
* Sen. Callahan then shared a revised organization chart for the Office of the Provost.

Discussion:

* Sen. Killelea asked how long the Emergency Response Structure will continue to operate. Sen. Kelly answered that it will be in place through the beginning of the fall semester to ensure that Loyola can respond quickly to any issues.
* Sen. Qui asked how the University would handle people who don’t want to receive the COVID-19 vaccine. Sen. Callahan responded that students can request a medical or religious exemption. Students with an exemption would need to continue to take part in the on-campus COVID-19 testing program while on campus.
* Sen. Hood asked how to follow up on initiatives that were being conducted with the previous provost. Sen. Callahan asks anyone who was working with former Provost Norberto Grzywacz or Executive Vice Provost Sheila McMullan to reach out to her directly.

1. **Discussion: Responses to the President’s Address on 15 June 2021**

Chair Heer started by asking everyone to be respectful during the discussion of President Jo Ann Rooney’s address to Senate following the departure of the provost.

Discussion:

* Sen. Hood asked if the Senate will support the letter circulated by Faculty Council or craft its own letter identifying concerns with the Office of the President.
* Sen. Jules said the president has not responded to the letter that Faculty Council submitted but has said she will address them at an August Faculty Council meeting. Faculty Council’s Executive Committee has asked to meet with the president before the general Faculty Council meeting.
* Chair Heer promised to circulate the public Faculty Council letter to all senators.
* Sen. Zhorne expressed frustration about communication with graduate students, particularly to those who are instructors and need information that is shared with faculty and staff.
* Sen. Williams is concerned that the president answered few of the questions that were submitted prior to her address. He wants more mechanisms that ensure that the president is clearly communicating with the University community and is more transparent.
* Likewise, Sen. Ahumada was disappointed that the president did not answer questions about provost stability, particularly as the University begins a search for a new provost.
* Sen. Killelea stated that the shared governance bodies haven’t been used by the administration. He also said that clearer communication is needed as programs are added or ended.
* Sen. Lee noted that at other universities, the president communicates with the Senate monthly and builds buy-in on the vision. She suggests that the president should be more involved with Senate.
* Guest Ben Johnson stated that during her address, the president did not engage with the topic of the conversation or offer any transparency to her constituents. He also said that the concerns raised by Faculty Council’s letter are not new and he sees a lack of leadership.
* Sen. Williams pointed out that the leadership turmoil may negatively impact the search for the Loyola’s new vice president of institutional diversity, equity, and inclusion and the University’s ability to increase DEI among students, faculty, and staff.
* Sen. Kelly cautioned that the University is limited in how much it can share about personnel matters as a protection for both the employee and the institution. Sen. Kelly also asks Senate to look at DEI data of Loyola compared to its peer institutions.
* Sen. Callahan suggested that the University present to the Senate its diversity data and progress over time, particularly around recruiting faculty of color. The University would be open to ideas and suggestions for retaining faculty of color.
* Sen. Jules stated that faculty are upset. They feel a lack of leadership in how the provost transition was communicated and want to see the president take responsibility and be responsive to faculty needs. Faculty want to understand and feel confident about leadership decisions.
* Sen. Ahumada asked for presidential communication to be clear. For example, there was confusion around what the provost “returning to faculty” meant. Sen. Ahumada also encouraged Loyola to look beyond the data to the lived experience of BIPOC faculty, staff, and students at Loyola. Sen. Callahan is committed to continuing to listen to faculty, staff, and students and hopes that the new vice president will lead a University-wide strategy for DEI.
* Sen. Hood asked for clarification on former Provost Grywacz’s academic appointments. According to Sen. Callahan, he is a tenured faculty member in pharmacology and psychology and is on sabbatical this year.
* Sen. Duffy feels that shared governance is not embraced by the administration. Administration informs rather than engages shared governance. Sen. Callahan thanked Sen. Duffy and shared that the Shared Governance Task Force report may help with some of these issues.
* Sen. Friar stated that leadership instability impacts students, as well as staff who are working with interim leaders or changing leadership. He is concerned by so much leadership transition and so many long-term interim leaders at Loyola.
* Guest Tim Classen stated that the Shared Governance Task Force report is nearly done. He identified two issues related to transparency and communication: members of the Board of Trustees should be listed on the Loyola website and the president’s cabinet minutes should once again be posted as they provide insights into leadership decisions. He is also concerned that Provost Grywacz’s actions might potentially violate faculty conduct procedures, but he still has tenure.
* Guest Ben Johnson sees the Shared Governance Task Force as part of a pattern of recruiting a committee or hiring an external resource when issues arise. He questioned the ability of external resources to report negative information to the organization that hires it. He stated that the administration has not followed the shared governance provisions in the faculty handbook around major decisions.
* Sen. Killelea said the short tenure of the provost after a long search brings into question the president’s judgment.
* Sen. Williams summarized the concerns: instability, lack of communication, lack of transparency and accountability, and concerns around DEI. He asked the Senate to identify concrete next steps. For example, he would like the president to regularly speak with Senate and take questions.
* Chair Heer echoed that there’s a lack of trust in the president due to lack of transparency.
* Sen. Krueger said that her constituents are interested in a vote of no confidence and asked if the Senate could go to the Board of Trustees for a review.
* Sen. Ahumada pointed out the original announcement of Provost Grywacz joining Loyola did not include tenure information. Sen. Callahan said that his tenure had not yet gone through the University Rank and Tenure Committee before the announcement was distributed, but it was included in later communications.
* Chair Heer would like to see a 360-degree evaluation of the president.
* Sen. Hood asked if the Senate can go into executive session to discuss next steps and fully share opinions.
* Chair Heer motioned for executive session. Sen. Hood seconded the motion. The motion passed by hand vote. Chair Heer asked non-senators to exit.

**General Assembly meeting adjourned at 10:20 AM.**

*Respectfully Submitted ADK 8/25/21*

**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
* 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