

Cabinet Meeting
December 8, 2015

Members present: Steve Bergfeld, Patrick Boyle, Margaret Callahan, Pam Costas, Donna Curin, Justin Daffron, S.J., Lorraine Fitzgerald, Kana Henning, Emilio Iodice, Tom Kelly, Wayne Magdziarz, Rob Munson, Jane Neufeld, John Pelissero, Kelly Shannon and Winifred Williams

Absent: Phil Hale and Susan Malisch

1. John Pelissero opened the meeting at 8:00 a.m. and Winifred Williams offered a prayer.
2. The minutes of the November 24, 2015 meeting were approved unanimously.
3. Donna Curin reviewed the Board of Trustees committee and full board meetings that took place last week on the Water Tower campus. We had a higher attendance than at past December meetings which were held on the Lake Shore campus, and the new Schreiber Center worked well as the venue for the board meeting. John Pelissero suggested inviting deans to the Christmas dinner with the Board of Trustees, and Kelly Shannon proposed assigning Cabinet members to tables in order to encourage mixing among the Cabinet and the trustees. It was decided that the February committee meetings and board dinner will take place on the Health Sciences Division campus, and the full board meeting will take place on the Water Tower campus in the Schreiber Center.
4. Tom Kelly gave an update on the presidential search. More than a dozen listening sessions were convened on our campuses last week so that search committee members could hear directly from faculty, staff and students regarding the qualities and experience that they believe are important for the next president of Loyola. There was an especially productive meeting between search committee members and students from the Student Government of Loyola University (SGLA). Based on the feedback that has been collected, Isaacson, Miller will finalize the job profile and distribute the announcement in order to solicit candidates for the position.
5. Pam Costas gave a brief update on unionization issues and highlighted the website which has been set up regarding the SEIU Faculty Union Petition at luc.edu/seiupetition.
6. Jane Neufeld briefed the Cabinet on the university's demonstration policy, which has been tabled until further review in February. John Pelissero indicated that Christopher Manning, associate professor of history, will join the Cabinet in January as a consultant to John on issues related to black student concerns and our diversity efforts on campus.
7. Winifred gave an overview of Benefits Open Enrollment which included over 20 vendors as well as benefit overview sessions, a new addition to this years program. 615 faculty and staff members made updates to their benefits, and long term care open enrollment will begin in January 2016.

8. Winifred also gave a report on Baker Tilly's findings regarding its audit of HR processes which was conducted last summer. Overall the report found that HR processes are effective and the HR team is knowledgeable and responsive to issues and concerns. Report recommendations include tracking more robust HR analytics; conducting a compensation study; and streamlining job application and placement steps. Winifred and her team are creating an action plan to move on these recommendations in January.
9. Winifred highlighted the targeted launch in February 2016 of a new Performance Management Tool that is being developed in-house by ITS. The new tool will include metrics specifically related to the timing of performance evaluations and the establishment of a cumulative score on performance evaluations.
10. Lastly, Winifred invited everyone to the university Christmas reception which will take place on Friday, December 18 in the Damen Student Center.
11. John Pelissero informed the Cabinet that he has asked Pat Boyle to serve as interim provost beginning January 1st.
12. Emilio Iodice shared that Pope Francis opened the jubilee Holy Year of Mercy this morning. The year will conclude on November 20, 2016, the feast of Christ the King.

The meeting was adjourned at 10:10 a.m.