### ATTENDANCE SHEET (Names in italics represent Senators present)

| Art and Design | Bill Kitchens (2014)  
| Daniela Marc (2015) |
| Biology | Rosalie Anderson (2016)  
| E. L. Beard (2015) |
| Business | Karen Arnold (2015)  
| Walter Block (2014)  
| Chris Seren (2014)  
| Leon Trevisan (2015)  
| Frankie Weinberg (2014)  
| Stuart Wood (2014) |
| Chemistry | Jai Shanata (2014)  
| C.J. Stephenson (2016)  
| Bill Walkenhorst (2016) proxy to Jai Shanata |
| Counseling | Thomas Foster (2016) |
| Criminal Justice | David Kley (2015) |
| English | Hillary Eklund (2014)  
| Barbara Ewell (2016)  
| Trimiko Melancon (2015) proxy to Barbara Ewell  
| Timothy Welsh (2016) |
| History | Maurice Brungardt (2015)  
| Behrooz Moazami (2014) |
| Institute for Ministry | Kathleen O’Gorman (2015) |
| Jesuit Social Research Institute |  
| Alex Mikulich (2016) |
| Languages and Cultures | Eileen Doll (2016)  
| Isabel Durrocher (2016)  
| Nathan Henne (2014)  
| Connie Rodriguez (2015) |
| Law | Chunlin Leonhard [alt. for J. Blevins (2014)]  
| Christine Brown (2016)  
| Mitchell Crusto (2016)  
| Isabel Medina (2016)  
| Lawrence Moore, S.J. (2016)  
| Bill Neilson (2014)  
| Craig Senn (2016) |
| Law Library | Brian Huddleston (2016) |
| Mass Communication | Cathy Rogers (2015)  
| Bob Thomas (2016) |
| Mathematical Sciences | Kasia Saxon (2015)  
| Ralph Tucci (2015) |
| Monroe Library | Teri Gallaway (2016) proxy to Connie Rodríguez  
| Mary Hines (2015) – proxy to Susan Brower |
| Music | Alice Clark (2015)  
| Meg Frazier (2016)  
| Ed McClellan (2015)  
| John Murphy (2014)  
| Janna Saslaw (2016)  
| Nicholas Volz (2015) |
| Music Industry Studies | Jeff Albert (2016)  
| John Snyder (2014) proxy to Nicholas Volz |
| Nursing | Kim Brannagan (2014)  
| Cindy Collins (2014)  
| Gwen George (2015)  
| Patricia Pearce (2016) |
| Philosophy | Jon Altshul (2016)  
| Joseph Berendzen (2015)  
| Jonathan Peterson (2016) |
| Physics | Patrick Garrity (2015)  
| Armin Kargol (2015) |
| Political Science | Peter Burns (2015) |
| Psychology | Charles Nichols (2016)  
| Glenn Hymel (2015) |
| Sociology | Marcus Kondkar (2015) |
| Theatre Arts and Dance | Geoffrey Hall (2016) |
| Guests: | Marc Manganaro, Provost  
| Elizabeth Kordahl, Exec. Asst. to the Provost  
| Melanie McKay, Vice Provost Faculty Devel.  
| Karen Rosenbocker, Parliamentarian |
CALL TO ORDER
The meeting was called to order at 3:35 p.m.

INVOCATION
Kim Brannagan offered an invocation.

APPROVAL OF MINUTES
The minutes from the March 13, 2014 meeting were unanimously approved with minor typographical corrections.
The minutes from the April 10, 2014 meeting were unanimously approved.

REPORT FROM CHAIR
The Report from the Chair was distributed via email (attached here as Appendix A). There was no discussion or questions about the report.

At the request of the Chair and by unanimous consent, the order of the agenda was changed to have the elections first.

NEW BUSINESS
Election of Senate Committee Representatives (attached here as Appendix A). The Chair then presided over the elections for new officers and representatives, with the following results:

University Senate Executive Committee
- Chair: Alice Clark (Music; incumbent). Senator Mitch Crusto moved to close the nominations for chair. Karen Rosenbecker, Parliamentarian, pointed out that if there is unanimous consent, it can be moved to approve the slate. Senator Cathy Rogers moved to create a slate. Mitch Crusto seconded. Jai Shanata noted that he has further nominations for the at-large positions. The vote to create the slate was not approved.
  Isabel Medina moved to create a slate made up of the chair, vice chair, and secretary positions. Cathy Rogers seconded. The vote to create a slate of the three positions was approved with 37 in favor; 4 opposed; 1 abstention. There being no other nominations, the slate was approved by unanimous consent.
- Vice Chair: Connie Rodriguez (Classics; incumbent)
- Secretary: Gwen George (Nursing; incumbent)

For the remainder of the Executive Committee elections, the Chair proposed that the votes happen in two stages, accepting the nomination with the most votes for each stage. David Khey seconded. Nominees are:

A. At-Large: Jon Altschul (Philosophy; incumbent)
B. At-Large: Teri Gallaway (Monroe Library; incumbent)
C. At-Large: Rosalie Anderson
D. At-Large: Daniella Marx
Stage one - A is Jon Altschul; B is Rosalie Anderson; C is Teri Gallaway; and D is Daniela Marx. The results are: A – 20; B – 9; C – 3; D – 11; E – 2. Jon Altschul was elected.

Stage two - A is Rosalie Anderson; B is Teri Gallaway; and C is Daniela Marx. The results are: A – 14; B – 13; C – 15; D – 2; E – 1. Daniela Marx was elected.

Dr. Clark noted that the by-laws do not give explicit guidelines for the conduct of elections, but that a strict interpretation of Robert’s Rules would require majorities for all elections and would prohibit runoffs. She proposed the Senate proceed today with two basic principles: (a) where multiple positions are elected for a single committee, a single ballot would be cast and the highest vote-getters would win, and (b) where a single position is elected, if no candidate wins a majority on the first ballot, a runoff be held among the top two. She emphasized that this issue would need to be addressed in a revision of the by-laws next year. There were no objections to this proposal, so the following elections were carried out on that basis.

**Academic Integrity Council (ad hoc committee, one-year term) (elect 6).** Nominees are:
Jon Altschul (Philosophy; incumbent)
Hillary Eklund (English)
Teri Gallaway (Monroe Library; incumbent)
Glenn Hymel (Psychology; incumbent)
Elizabeth Kelly (Monroe Library)
Leonard Kahn (Philosophy)
Carol Ann MacGregor (Sociology)
Kendra Reed (Business; incumbent)
Karen Rosenbecker (Classics; incumbent)
Jaita Talukdar (Sociology)

By paper ballot the results are: Jon Altschul, Hillary Eklund, Teri Gallaway, Glenn Hymel, Kendra Reed, and Karen Rosenbecker.

**Conflict of Interest Committee (three-year term) (elect 2).** Nominees are:
Laurie Anne Ferguson (Nursing)
Chuck Nichols (Psychological Sciences)

Senator Mitch Crusto moved to close nominations and elect by acclamation. The vote to elect by acclamation was unanimous.

**Fringe Benefits Committee (three-year term) (elect 2; Gwen George, Jim Hobbs, David Myers, and Josefa Salmon continue).** Nominees are:
A. Kate Adams (English)
B. Mary Oriol (Nursing; incumbent)
C. Chuck Nichols (Psychological Sciences)

Stage one results are A – 20; B – 14; C – 6; D – 2; E – 1. Kate Adams was elected.
Stage two results are B – 18; C – 20; A – 3; D – 5. Chuck Nichols was elected.

**Institutional Advancement Committee of the Board (three-year term) (elect 1)**
Cathy Rogers (Mass Communication; incumbent).
Senator Isabel Medina moved to close nominations and elect by acclamation. The vote to elect by acclamation was unanimous.

**Intellectual Property Policy and Rights Committee (three-year term) (elect 1; John Blevins and Susan Brower continue).** Nominees are:
A. Martin McHugh
B. Jonathan Peterson

Each candidate briefly spoke about their interest in serving on the committee.
Results are A – 25; B – 18; C – 4. Martin McHugh was elected.

**Mission and Identity Committee of the Board (three-year term) (elect 1; John Sebastian continues).**
Nominees are:
Sarah Allison (English)
Tish Beard (Biological Sciences)
Mark Gossiaux (Philosophy)
Artemis Preeshl (Theatre Arts and Dance)
Joelle Underwood (Chemistry)
Ed Vacek (Religious Studies)
Daniella Zsupan-Jerome (Loyola Institute for Ministry)

The paper ballot led to a runoff between A. Joelle Underwood and B. Ed Vacek.
Results are: A – 27; B – 15; C – 1. Joelle Underwood was elected.

**Student Affairs Policy and Student Handbook Advisory Committee (two-year term) (elect 2).** Nominees are:
A. Kate Adams (English)
B. Mary Hines (Monroe Library; incumbent)
C. Karen Rosenbecker (Classics; incumbent) (Mark Fernandez alternate in fall semester)

Stage one – A – 17; B – 13; C – 14; D – 3. Kate Adams was elected.
Stage two – B – 15; C – 26; D – 2; E – 1. Karen Rosenbecker was elected.

**University Board of Appeals (two-year term) (elect 2).** Nominees are:
Kim Brannagan (Nursing)
Adil Khan (Religious Studies)
Dave Khey (Criminal Justice)
Ed McClellan (Music)
Jonathan Peterson (Philosophy)
Karen Sokol (Law)
Nick Volz (Music)

By paper ballot, Jonathan Peterson and Karen Sokol were elected.

**University Board of Review (two-year term) (elect 5; Karen Rosenbecker and Marta Siuba continue).**
Nominees are:
Kate Adams (English)
Andrea Armstrong (Law; incumbent)
Dave Khey (Criminal Justice)
Lisa Linville (Nursing; incumbent)
Trish Nugent (Monroe Library; incumbent)
Nick Volz (Music)
Trimiko Melancon (English)

By paper ballot, Kate Adams, Andrea Armstrong, Dave Khey, Lisa Linville, and Trish Nugent were elected.

**University Budget Committee (two-year term) (elect 1 plus 1 alternate; Bill Walkenhorst continues, and Uriel Quesada as alternate).** Nominees are:
- A. Georgia Gresham (Theatre Arts and Dance)
- B. John Levendis (Business)
- C. Isabel Medina (Law; incumbent)
- D. Connie Rodriguez (Classics)

Results are: A – 5; B – 14; C – 20; D – 7; E – 1. There was a runoff between John Levendis and Isabel Medina. The runoff results are: A -15; B - 32. Isabel Medina was elected.

Alternates. Nominees are:
- A. Kim Brannagan (Nursing)
- B. Georgia Gresham
- C. John Levendis
- D. Artemis Preeshl (Theatre Arts and Dance)
- E. Connie Rodriguez

Results are: A – 6; B – 4; C – 21; D – 3; E – 10. There was a runoff between John Levendis and Connie Rodriguez. The results are: A – 29; B – 15. John Levendis was elected.

**University Faculty Handbook Revision Committee (three-year term) (elect 1; Alice Clark and Isabel Medina continue).** Nominees are:
- A. Joe Berendzen (Philosophy; incumbent)
- B. Artemis Preeshl (Theatre Arts and Dance)

Results are A – 25; B – 8; C – 1. Joe Berendzen was elected.

**University Parking Committee (two-year term) (elect 1; Robert Bell continues).** Nominee is:
Mary Brazier (Psychological Sciences; incumbent)
Senator Cathy Rogers moved to close nominations and elect by acclamation. The vote to elect by acclamation was unanimous.

**REPORTS**
Committee reports were distributed via email (attached here as Appendix C). There was no discussion or questions about the reports. A separate report from the University Budget Committee was distributed via email as a PDF attachment. There was no discussion or questions about the report.

Other reports – None.
REPORT FROM THE PROVOST
Provost Manganaro reported that Monroe Hall renovations have exceeded expectations. All interior work is expected to be completed by December 2014. Exterior work will be completed by summer 2015. Bret Jacobs added that work is proceeding on the third floor and the second half of the fourth floor. Part of the first floor was vacated and that work has begun. When exams are finished, the remainder of the first and second floors will be vacated to begin renovations. Provost Manganaro thanked faculty and staff for their patience and cooperation during the renovation period.

Faculty participation was encouraged at all commencement activities.

The Board of Trustees will meet May 8th and 9th. The first day will be the committee meetings of the board and the second day will be the regular Board meeting. The main agenda items will be the budget recommendations by President Wildes for 2014-15 and subsequent years; enrollment management; and strategic planning. As part of the strategic planning presentation, the four overarching strategies will be presented along with action plans dedicated to each of the strategies. The Board has been very supportive of the strategies presented to them thus far, and they have been providing a lot of feedback. The Strategic Planning Team will continue to work throughout the summer and early into the fall semester. The plan is to present the Board with a completed strategic plan at the October meeting for approval.

The comprehensive capital campaign is expected to be officially launched at the October board meeting.

The Senate Ad Hoc Committee on restructuring of colleges was thanked for their hard work thus far and willingness to work throughout the summer. The colleges that could possibly be most affected from a restructuring are the College of Social Sciences, Humanities and Natural Sciences, and Music and Fine Arts. The committee will continue to meet throughout the summer and bring recommendations to the Senate in August. After Senate discussion, a recommendation will be made to President Wildes and Provost Manganaro. They would like to present a proposal to the Board in October. Dr. Manganaro stressed that any model that might be proposed should cohere with the strategic plan.

Roberta Kaskel has noted that the May 1st hard deadline for families to make a college decision has now shifted to the middle of May. It is most likely that Loyola will enroll 615 incoming freshmen in fall 2014. Although that number is very close to the number of students brought in last year, there is hope that the financial aid model that was used in consultation with Scannell & Kurz will produce a somewhat higher academic profile in the student body, along with a modest increase in tuition revenue.

The UBC submitted proposed recommendations to President Wildes for 2014-15 and subsequent years. Dr. Manganaro thanked Bill Walkenhorst and Isabel Medina for serving as Senate representatives to the UBC. The budget projections were based on conservative enrollment numbers of 615 incoming freshmen as well as a 75% first-to-second-year retention rate. It also includes a total of 590 law students and 130 transfer students. There will be budget challenges over the next several years. Some additional cost-saving options that have been discussed include another voluntary severance package and a graduated reduction in the University’s contribution to the retirement plan.

UNFINISHED BUSINESS – None.

NEW BUSINESS
Dr. Clark raised the issue of access to the minutes on the web site. That access has traditionally been open, meaning that anyone was able to view them. Committees such as SCAP, the Strategic Planning Team, Staff Senate, and the Standing Committee on the Common Curriculum have some or all of their material as part of the campus intranet. Because of the sensitivity level of some of the Senate discussions and documents received, earlier this semester she decided, in consultation with the Executive Committee, to secure the minutes behind the intranet wall. Her intent was that they be limited to the Loyola community, but apparently the default setting limit access even further, to faculty and staff. Since that time, she has received a couple of requests from students for minutes. In further consultation with the Executive Committee, it was decided this is a matter for the Senate to decide. The motion being presented is to vote on one of the following:

A. make the minutes available only to faculty and staff
B. make the minutes available to the entire Loyola community
C. make the minutes completely open (as they were before)

Senator Gwen George moved to decide who has access to the Senate minutes and select from the list of options available. Dave Khey seconded. Senator Isabel Medina pointed out that this is an important issue and should not be rushed. Dr. Clark acknowledged her concerns and also pointed out that if a vote is not taken at this meeting, another vote cannot take place until September. If the motion to suspend the rules does not pass, action will be postponed to the September meeting. Senator Cathy Rogers asked who made the decision to change the access of the Senate minutes. Dr. Clark responded that she made the decision in consultation with the Executive Committee. Senator Eileen Doll asked what kind of sensitive information we are trying to protect; Dr. Clark responded that it is mainly budget information. Senator Gwen George added that reporters have open access to attend Senate meetings as a guest if they choose to. Senator Mitch Crusto added that a lot of committees hold budget and personnel matters for executive session. Dr. Clark responded that she is concerned that if the web access is not secured, in the future there could be either less information shared at regular meetings or more requests for executive sessions. Limiting access to the minutes allows for more open conversations during the meetings and more detailed minutes. Senator Jon Altschul proposed having a safe avenue throughout the summer until a further discussion can be held in the fall. Dr. Clark notified senators that the web team cannot change the access to the minutes from faculty and staff only to the entire Loyola community, which includes faculty, staff, and students, until the end of the summer. Senator Isabel Medina expressed her view that students should have access to the minutes. They have always been involved in governance and should not be shut out. She recommended that the Executive Committee reconsider their decision and go back to open access until the discussion can continue in the fall semester. Senators Jon Altschul agreed with Ms. Medina that it was advisable to return to open access for now. Dr. Clark agreed that the minutes will be returned to open status until September, when the discussion can continue.

Three motions from Walter Block (Business) (Attached hereto as Appendix D).
Motion 1: Tish Beard seconded.
Motion 2: Tish Beard seconded.
Motion 3: Brian Huddleston seconded.

All three motions will be on the agenda for the next meeting for discussion.

ADJOURNMENT
There being no more new business, the Senate was adjourned at 5:04 p.m.

Attachments to agenda:
Senate minutes March 2014
Senate minutes April 2014
Chair’s report (May 2014)
Senate committee reports (May 2014)
Nominations for Senate elections (May 2014)
Block motions (May 2014)
As usual, I’ll begin by reporting on the various committees where I represent you, though given the oddities of this year’s calendar there’s not much to report.

**Strategic Planning Team**
Because of break, the committee hasn’t met since the last Senate meeting and won’t meet again until 30 April, the day before the Senate meeting, so there’s not much to say. At the last meeting (and the four-hour meeting that preceded it), we came to a consensus on a few action plans to support each overarching strategy. That means we should begin to have something we can call a draft plan, and I hope we can distribute something to the community very soon. Indeed, I expect that next week, in advance of our meeting, either I will be able to send you something or Marc Managanaro will have made a public distribution to the Loyola community.

**Enrollment Management Steering Committee**
As Roberta has told us, everything is about yield...and it’s too early to report on deposits yet. Indeed, she feels we may again have to deal with another delay in making deposits, a week or more beyond the traditional deadline of 1 May. Keep your fingers crossed, and keep doing what you’re doing to help.

A report from the consultants is going to the Board for its May meeting, but it won’t be ready to distribute before that. I hope to be able to get it to you afterward, though.

**end-of-year thoughts**
Since this is the end of the year, a summary might be useful. During the past year, the Senate did the following (among other things):

- distributed reports from committees with Senate representation at least once per semester
- heard a report from Marcus Kondkar on the new faculty ombuds position (November 2013)
- approved a pilot program for on-line student evaluations (December 2013)
- gave awards at the spring President’s Convocation (January 2014)
- created and approved criteria for financial exigency, in keeping with a requirement outlined in the Faculty Handbook (approved January 2014)
- approved the proposed revision to the non-retaliation policy, to replace existing policy in the Human Resources Manual (March 2014)
- approved the following committee protocol additions or revisions for the Faculty Handbook:
  - University Faculty Handbook Revision Committee (November 2013)
  - Standing Committee on the Common Curriculum (January 2014)
  - University Campus Sustainability Committee (April 2014)
  - University Conciliation Committee (April 2014)

The following ad hoc committees worked under the auspices of the Senate:
- Academic Integrity Council: this is not a Senate committee, but it is operating in part under Senate approval. Its ad hoc status was approved for another year at the April Senate meeting; at the end of that time we hope that a protocol for a standing committee will have been approved by the Faculty Handbook Revision Committee, the University Senate, and the Board of Trustees
• Ad hoc committee to create criteria for financial exigency: this committee’s work was concluded with the approval of criteria discussed above
• Ad hoc committee on administrative structure and staffing: the end-of-year report for this committee appears with other committee reports.
• Ad hoc committee on Human Resources policies for faculty: the end-of-year report for this committee appears with other committee reports.
• Ad hoc committee on academic structures: this committee made a report to the Senate in April that included several models for discussion, and it called on the entire University Committee for input. This committee will continue its work into May, with an eye toward making a recommendation to the Senate at the beginning of the fall semester, so that the Senate can in turn make a recommendation to the Provost at the September meeting, and the Provost can make a recommendation to the Board of Trustees at its October meeting.

In addition to monthly reports from and discussions with the Provost (excepting the one month he had to be out of town), and once-per-semester reports from the President (December 2013 and March 2014), the following joined the Senate as guests:
• Kevin Poorman, Chair of the Board of Trustees (April 2014)
• Roberta Kaskel, Interim Vice President for Enrollment Management (August 2013, November 2013, December 2013, March 2014, April 2014)
• Jay Calamia, Vice President for Finance and Administration, and Leon Mathes, Associate Vice President for Financial Affairs (August 2013, October 2013, December 2013, March 2014, April 2014)

Other regular guests of the Senate included Melanie McKay, Vice Provost for Faculty Affairs, and Thom Spence, Vice Provost for Institutional Effectiveness, Assessment, and Student Success. We also continued the practice of reciprocal attendance between the chairs of the University Senate and the Staff Senate, as a means of both improving communication and enhancing solidarity between faculty and staff. Finally (though in fact it came first), we began the year with a special meeting where all of these (save the Chair of the Board) and more were available to respond to faculty questions about the enrollment shortfall, its budgetary implications, and other issues.

The Senate also discussed (but did not always pass) a number of other motions. Among the most important of these perhaps are several motions that have dealt directly or indirectly with budgetary issues, raising concerns about issues including the possible suspension of retirement contributions, budget cuts that were imposed in equal proportion across all units of the President’s Cabinet, etc.

Looking forward: the question of academic reorganization will not be settled this summer, but it will have to be settled very soon thereafter. As I mentioned above, the Provost is looking for a recommendation from the Senate by the September meeting, so that he can in turn make a recommendation to the Board of Trustees at its October meeting. That means the ad hoc committee will probably need to make a recommendation to the Senate by August at the very latest. This means that committee will be working through the summer, and they will need input from faculty through that time. In order to help facilitate that discussion process, I am strongly leaning toward having a special informal meeting of the Senate later in May, probably the week after graduation, as well as another special meeting in August. The Executive Committee will be meeting with Marc Manganaro through the summer as well, and I will probably report to you electronically now and then, as I did last summer.
The ongoing work of these and other committees and such necessitates continuing communication. I urge you to report to and consult with your constituents, and to participate in other discussions across campus. We all know that some units communicate very well, others less well. I hope we as the Senate can set the standard for transparency, collaboration, and shared governance.

Let me end on a note of gratitude. First, I’d like to thank all of you, and in particular the other members of the Executive Committee, including our honorary sixth member, Marc Manganaro. There’s never enough time to discuss, but I think we’ve been able to carve out as much time as possible, both in the Senate as a whole and in the Executive Committee, and that open conversation has, I believe, made a difference.

As we elect representatives to a number of Senate committees, I’d like to thank all who have served, all who will serve, and those who have agreed to be nominated, even if they are not in the end elected to positions. Shared governance only works if faculty do their part, and on behalf of the Senate, and by implication all faculty, I thank you.

Finally, I’d like to extend the Senate’s gratitude to those members whose terms are ending this May (apologies if I’ve missed anyone):

- Blanca Anderson (Languages and Cultures; retiring)
- Brian Barnes (Law Library)
- Erin Dupuis (Psychological Sciences)
- Hillary Eklund (English)
- Patrick Garrity (Physics; leaving Loyola)
- Nathan Henne (Languages and Cultures)
- Bill Kitchens (Art and Design)
- Chunlin Leonard (Law; alternate for John Blevins)
- John Murphy (Music; retiring)
- Bill Neilson (Law)
- Kasia Saxton (Math; alternate for Ana-Maria Matei)
- Jai Shanata (Chemistry; leaving Loyola)
- John Snyder (Music Industry Studies)
- Mark Yakich (English)
- Dave Zemmels (Mass Communication)

Please continue to come to me with thoughts or concerns.

Alice V. Clark
Professor of Music History
Chair, University Senate

25 April 2014
Appendix B: Nominations for Senate elections (May 2014)
University Committees with Senate Representation (2014 term ends)

University Senate Executive Committee
- Chair: Alice Clark (Music; incumbent)
- Vice Chair: Connie Rodriguez (Classics; incumbent)
- Secretary: Gwen George (Nursing; incumbent)
- At-Large: Jon Altschul (Philosophy; incumbent)
- At-Large: Teri Gallaway (Monroe Library; incumbent)

Academic Integrity Council (ad hoc committee, one-year term) (elect 6)
Jon Altschul (Philosophy; incumbent)
Hillary Eklund (English)
Teri Gallaway (Monroe Library; incumbent)
Glenn Hymel (Psychology; incumbent)
Elizabeth Kelly (Monroe Library)
Leonard Kahn (Philosophy)
Carol Ann MacGregor (Sociology)
Kendra Reed (Business; incumbent)
Karen Rosenbecker (Classics; incumbent)
Jaita Talukdar (Sociology)

Conflict of Interest Committee (three-year term) (elect 2)
Laurie Anne Ferguson (Nursing)
Chuck Nichols (Psychological Sciences)

Fringe Benefits Committee (three-year term) (elect 2; Gwen George, Jim Hobbs, David Myers, and Josefa Salmon continue)
Kate Adams (English)
Mary Oriol (Nursing; incumbent)
Chuck Nichols (Psychological Sciences)

Institutional Advancement Committee of the Board (three-year term) (elect 1)
Cathy Rogers (Mass Communication; incumbent)

Intellectual Property Policy and Rights Committee (three-year term) (elect 1; John Blevins and Susan Brower continue)
(TBA)

Mission and Identity Committee of the Board (three-year term) (elect 1; John Sebastian continues)
Sarah Allison (English)
Tish Beard (Biological Sciences)
Mark Gossiaux (Philosophy)
Artemis Preeshl (Theatre Arts and Dance)
Joelle Underwood (Chemistry)
Ed Vacek (Religious Studies)
Daniella Zsupan-Jerome (Loyola Institute for Ministry)
Student Affairs Policy and Student Handbook Advisory Committee (two-year term) (elect 2)
Kate Adams (English)
Mary Hines (Monroe Library; incumbent)
Karen Rosenbecker (Classics; incumbent) (Mark Fernandez)

University Board of Appeals (two-year term) (elect 2)
Kim Brannagan (Nursing)
Adil Khan (Religious Studies)
Dave Khey (Criminal Justice)
Ed McClellan (Music)
Jonathan Peterson (Philosophy)
Karen Sokol (Law)
Nick Volz (Music)

University Board of Review (two-year term) (elect 5; Karen Rosenbecker and Marta Siuba continue)
Kate Adams (English)
Andrea Armstrong (Law; incumbent)
Dave Khey (Criminal Justice)
Lisa Linville (Nursing; incumbent)
Trish Nugent (Monroe Library; incumbent)
Jonathan Peterson (Philosophy)
Karen Sokol (Law)
Nick Volz (Music)

University Budget Committee (two-year term) (elect 1 plus 1 alternate; Bill Walkenhorst continues, and Uriel Quesada as alternate)
Susan Brower (Monroe Library) (alternate)
Georgia Gresham (Theatre Arts and Dance)
John Levendis (Business)
Isabel Medina (Law; incumbent)
Connie Rodriguez (Classics)
Kim Brannagan (Nursing) (alternate only)
Artemis Preeshl (Theatre Arts and Dance) (alternate only)

University Faculty Handbook Revision Committee (three-year term) (elect 1; Alice Clark and Isabel Medina continue)
Joe Berendzen (Philosophy; incumbent)
Artemis Preeshl (Theatre Arts and Dance)

University Parking Committee (two-year term) (elect 1; Robert Bell continues)
Mary Brazier (Psychological Sciences; incumbent)
Appendix C: Senate Committee reports (May 2014)

Senate Ad Hoc Committee on Human Resources Policies for Faculty (Jon Altschul)
This committee is charged with the task of identifying any policies directed at faculty in the HR Manual that conflict with the Faculty Handbook. The committee met for the first time in April 2014 to assign sections of the HR Manual to review by each member of the committee. Over the summer the committee will continue to compare both the HR Manual and the Faculty Handbook. This committee will provide a full report of its findings in either the August or September 2014 Senate Meeting. The committee will communicate the current discrepancies that exist between the two documents, propose changes to eliminate the discrepancies, and suggest policies that will facilitate closer future communication between Human Resources and Loyola Faculty.

Senate Ad Hoc Committee to Study Administrative Structure and Staffing (Connie Rodriguez)
The Senate Ad Hoc Committee to Study Administrative Structure and Staffing to Ensure that our educational mission is prioritized and reflected in the University’s allocations of Resources and the Budgeting Process was formed in fall 2013 when the motion to establish a committee to study the administrative structure of Loyola, introduced to the Senate at its April 2013 meeting, was adopted by the Senate. The motion was introduced by one of the UBC faculty reps and was responsive to budget concerns raised in the UBC during the fall and early spring of academic year 2012-2013, that suggested that the Institution was facing budgetary shortfalls and needed to identify ways and areas in which to cut (original motion attached). The motion reflected the awareness that our administrative structure is relatively well developed, featuring a number of vice-presidents in charge of mid-level executives and other staff, and that such an administrative structure is itself relatively costly. This is a phenomenon that has been identified in the literature about the cost of higher education today. see Kate Zernike, Students Covering Bigger Share of Costs of College, NY Times, Jan. 16, 2009, A17, and it is something that other institutions were studying in determining how to respond to budget issues. See Ronald G. Ehrenberg, American Law Schools in a Time of Transition, available at http://www.ilr.cornell.edu/cheri/upload/cheri_wp145.pdf. The suggestion to do this kind of study was made to the UBC in March 2013 as well.

Subsequently, the University experienced a substantial budget shortfall that caused it to take a number of measures including a voluntary severance plan and reduction in force that affected the number of faculty, both ordinary and extraordinary, and staff employed by the University.

The Senate Executive Council appointed Connie Rodriguez, chair, Isabel Medina, Jai Shanata, Bill Walkenhorst to the committee. Alice Clark was asked to join the committee after its initial meeting. Thom Spence represented the Provost’s office. The committee began meeting in spring 2014 and initially looked to the administrative structures in place at peer institutions. Dr. Spence provided the committee with a number of models, including those at Mills College, Elon, Mercer, Loyola Marymount, Creighton, Rollins, Belmont, Bradley, Butler, Fairfield, John Carroll and Loyola Maryland. Doctor Spence provided as well a comparison of Loyola’s staff/faculty ratio to that of peer institutions, and the information suggested that that Loyola’s staff/faculty ratio is not above the average of our peer institutions. The committee was not working with actual numbers because we did not have information that reflected the Voluntary severance plan and reduction in force reductions.

Committee members agreed to solicit the participation of vice presidents to further develop information, possible alternative and less costly models of administration, that would continue to enable Loyola to carry out its mission of providing a strong undergraduate liberal arts education to students, as well as its other programs like the law school.
Committee members also discussed returning to a less well developed administrative model for Loyola, and possible alternatives to other new components added recently to Loyola like an in-house counsel.

The administrative structure of the institution depends to a large degree on the academic structure of the institution. The more complex the academic structure, the more likely the administrative structure will be complex as well. Some undergraduate colleges (liberal arts colleges) have what appears to be a more simplified academic structure, while Universities, particularly those that have a variety of professional schools like law schools, medical schools (which have to be accredited by professional bodies and thus will have to have some autonomy and independence from the undergraduate institution, in administration), schools of public health, a variety of graduate programs, etc, are likely to have much more complicated structures. For example, rather than have a large division of student affairs, some liberal arts colleges have a Dean of Students (responsible for student advising and other student related issues with many of those positions staffed by faculty), a Registrar and a Director of Residential Life. Some don’t have University Counsel offices. Loyola has a well-developed administrative structure in enrollment management; nevertheless, Loyola is considering the need to hire another consultant to do a pricing study after hiring two consultants to help with student recruitment practices this past year.

The work of this committee, thus, is tied somewhat to the work of the committee appointed this spring to work on academic restructuring. The more colleges we have (as opposed to the fewer colleges for undergraduate majors/minors) the more likely we are to have a more developed and costly administrative structure, which could leave fewer resources for Loyola to meet its core educational mission.

If the administration is not willing to collaborate, the committee is not able to do this work. An alternative would be to hire a consultant to do this.

In light of ongoing budgetary shortfalls, we recommend that this committee be reconstituted in Fall 2014 to continue gathering data and assessing the administrative structures of Loyola University. In order to do so, the committee needs accurate data and information about the institution to be able to make meaningful and well-reasoned recommendations. One possibility is to have each VP provide a detailed report about each new position created and eliminated over the last several years. The sense of the committee was that this may not achieve the ultimate goal of addressing resource allocation with respect to our mission and could be taken as confrontational by VPs. Since this is not at all the goal, a more targeted set of data gathering is proposed. To that end, we suggest the committee focus on aggregate data, specifically by considering the following:

1. Meet with representatives from the various administrative areas to see if we can get accurate numbers for executive administrative and staff personnel compared to faculty. Ask each representative to outline how their area has responded to recent departures and what their ideas for handling ongoing and future challenges are. Use this as an opportunity to build a working relationship between faculty and the VPs.
2. Request the ratios of staff to faculty from our comparison schools
3. Examine the percentage of increase in administrative salaries/costs over the past two decades and compare this to the salaries/costs for faculty over the same time period
4. Request the number of exempt versus non-exempt employees over past 20 years. Also ask for the total compensation of exempt versus non-exempt employees over the past years.
5. Answer the question: is the Office of General Counsel a net savings to Loyola? To that end, Jay Calamia’s March “Comparison of Legal Fees Over Time” report to the Senate is a much-appreciated starting point that should be augmented with the following:
Comparison data for pre-Katrina years—post Katrina was litigation intensive, which would have caused attorney costs to go up. Specifically: request 10 years of data reflecting legal fees before the General Counsel office was created.

- Verify that the cost of outside counsel since 2009, in addition to cost of in house counsel, is included.
- Add the cost, including fringe benefits, for all staff in the General Counsel’s office—including the Compliance Officer.
- Include all costs that would not have been incurred if outside Counsel was used. Include one-time costs such as the full cost of office renovations and opportunity cost of not using those offices for faculty displaced by Monroe renovation.

**Comprehensive Campaign Kickoff Planning Committee (Cathy Rogers)**
I attended one meeting of the Campaign kickoff committee when they were waiting on Fr. Wildes' decision about postponing the campaign. A few days later, I received the announcement that the public launch of the Faith in the Future campaign would be postponed until the fall. The Committee recently met; however, I was unable to attend.

**Centennial Campaign Council (Marcus Kondkar)**

**Conflict of Interest Committee (Gwen George, Tremiko Melancon)**
This committee hasn’t met since the last report.

**Enrollment Management Committee (Geoff Hall, Brian Sullivan)**
This committee hasn’t met. (As you may recall, Roberta Kaskel is committed to retooling this committee to create the kind of academic support she needs, but there has not been the opportunity to do that work this year. In part for that reason, I was asked to join the Enrollment Management Steering Committee during the interim.)

**Fringe Benefits Committee (Gwen George, Jim Hobbs, Mary McCay, David Myers, Mary Oriol, Josefa Salmon)**
This committee hasn’t met since August; it is scheduled to meet next 1 May.

**Intellectual Property Policy and Rights Committee (John Blevins, Susan Brower, Patrick Garrity)**
The Intellectual Property Policy and Rights Committee has continued to work on updating the university’s Intellectual Property Rights Policy. We also finalized a procedural flowchart for all university patent applications. Finally, we reviewed and made a recommendation to support a utility patent application for the project Enhanced Power Conversion Efficiency from Thermoelectric Metamaterials, on behalf of the university and Assistant Professor Patrick Garrity of the Physics Department.

**Intercollegiate Athletic Advisory Council (Sean Cain)**
The committee has not met this academic year.

**Smoke Free Campus Committee (Sandy Hinderlie)**
Due to a hospitalization and an MIS meeting, I have not been able to meet for any meetings for the Smoke-Free Campus Committee. Sorry for the inconvenience.

**Standing Committee on Academic Planning (Joe Berendzen)**
This year SCAP continued its regular schedule of program reviews. This year SCAP reviewed (some reviews are ongoing) the First Year Seminar Program, Center for Intercultural Understanding, Center for Faculty Innovation, Physics, Biological Sciences, School of Mass Communication, College of Business, and School of Music. SCAP also reviewed changes to the Common Curriculum (the reduction of the language requirement and suspension of the science lab requirement), Graphic Design program, and MBA program.

University Board of Appeals (Laurie Anne Ferguson, Nathan Henne, Laura Hope)

University Board of Review (Andrea Armstrong, Lisa Linville, Trish Nugent, Uriel Quesada, Karen Rosenbecker, Marta Siuba, Joelle Underwood)
We heard several cases this semester ranging from sexual misconduct to possession of narcotics.

University Budget Committee (Isabel Medina, Bill Walkenhorst; Uriel Quesada, alternate)
This committee met on Thursday 24 April; its report is therefore still in progress and will be sent separately early next week.

University Faculty Handbook Revision Committee (Joe Berendzen, Alice Clark, Isabel Medina)
The Faculty Handbook Revision Committee was comprised of the following members:
- Faculty
  - Joseph Berendzen, Philosophy (Chair)
  - Alice Clark, Music
  - Isabel Medina, Law
- Administrators
  - Thom Spence, Vice Provost for Institutional Effectiveness, Assessment, and Student Success
  - Maria Calzada, Dean, Humanities and Natural Sciences
  - Maria Lopez, Dean, Law

The committee began its work in the fall by receiving its charge from Provost Manganaro. Provost Manganaro presented the committee with two main tasks:
4. Transition to operating without administrative support from the Provost’s Office.
   - In previous years the FHRC was staffed by Diane Dooley, Specialist for Faculty Employment Processes in the Office of Academic Affairs. Ms. Dooley determined the meeting schedule, took minutes for all meetings, prepared the agendas, and collected and kept track of proposed revisions. Provost Manganaro determined that the FHRC deliberations should be kept separate from his office, so Ms. Dooley (and any other Academic Affairs staff) was removed from this position. From this year forward the committee chair, with help from the secretary, calls all meetings, sets and distributes agendas, and collects and keeps track of all proposed revisions. The committee also decided that formal minutes would no longer be taken and the meetings would no longer be recorded.
5. Clarify the role of University General Counsel in the Handbook Revision process.
   - In consultation with Provost Manganaro and General Counsel Bolt, the FHRC put together a new internal document that elaborates on the revision procedures described in ch. 14. Most importantly, it was determined that in cases where it is appropriate for the General Counsel to review proposed revisions, that review will take place after proposals are approved by the FHRC but before they come to the University Senate. The FHRC began implementing this new
procedure in the spring semester, and it will continue to be refined during the next academic year.

Apart from the Provost’s charge, the committee received a number of other items for consideration from other parties in the university.

6. Revision of the Faculty Handbook Revision Committee protocol (holdover from the previous year).
   - The committee revised this protocol to stipulate that faculty members must be tenured and to stipulate that the chair and secretary must be members from the faculty. These revisions passed the FHRC and Senate and have been sent to the Provost’s Office to come before the Board of Trustees.

7. Revision of the University Conciliation Committee protocol (holdover from the previous year).
   - These revisions contain fairly extensive changes to the "voting members” and “terms” section of the protocol. Primarily, they stipulate that all members should be tenured, allow for faculty from the College of Law and Library to serve on the UCC and their college’s rank and tenure committee at the same time, and add language regarding recusals. These revisions passed the FHRC and Senate and have been sent to the Provost’s Office to come before the Board of Trustees.

8. Revision of the Standing Committee on the Common Curriculum protocol
   - These revisions incorporate the Director of the Common Curriculum position, add a Library faculty representative to the voting membership, and stipulate that the faculty serving on the committee should have Ordinary status. These revisions passed the FHRC and Senate and have been sent to the Provost’s Office to come before the Board of Trustees.

9. University Campus Sustainability Committee protocol
   - This is a new protocol for a committee that has been operating on an ad hoc basis for a few years and will now be added to ch. 17 of the Handbook. It has passed the FHRC and Senate and has been sent to the Provost’s Office to come before the Board of Trustees.

10. Revision of the Affirmative Action and Diversity Committee protocol
    - The FHRC received various suggestions for changes to the membership of the AADC. To this date none of those suggested revisions have passed the FHRC, though some elements of the discussion are ongoing.

11. Revision of the language regarding the University Professor rank (4-5)
    - The FHRC received a proposal from the URTC that changes the language regarding University Professorships. The primary changes involve clarifying the process according to which new University Professorships are proposed and evaluated, and stipulating that the standards for promotion are the similar to, but exceed, those used for determining promotion to the rank of Professor. The discussion of these revisions in the FHRC are ongoing; we anticipate bringing something to the Senate during the Fall 14 semester.

12. Revision of Ch. 15
    - At the end of the 12-13 AY, the FHRC received a proposal from the Senate that significantly revises Ch. 15 (the chapter that defines and explains Extraordinary Faculty status). The FHRC gave significant attention to these revisions during the Fall 13 semester. During the Spring 14 semester, the FHRC decided to write up a new proposed revision for Ch. 15 that incorporates language from the Senate proposal and significantly expands it. The discussion of this proposal is ongoing, but the FHRC hopes to bring something to the Senate during the 14-15 AY.

Vendor Policy and Practices Committee (Larry Moore, Evan Zucker)
The committee met once during the spring semester (February 4). There was no meeting during the fall semester, as the previous chair of the committee (Josh Daly) had left the university. The spring meeting was called by Tommy Screen.

At the spring meeting, Tommy Screen was elected the new chair.

The committee's business at this meeting included:

1. Verification that the one-page summary of the policies was posted on the appropriate website for vendors to access: (http://finance.loyno.edu/sites/finance.loyno.edu/files/Vendor%20Contract%20Policy-Summary_0.pdf)

2. Verification that the summary was posted in places on campus where vendor employees (particularly Sodexo and Follett employees) could see the policy.

3. In a follow-up matter, it was verified that salaries of university employees (and not just employees of vendors) met or exceeded the “living wage” amount specified in the policy.
Appendix D: Three motions from Walter Block (Business)

1. Resolved, Fr. Wildes, S.J., accuses our colleague, Walter Block, with supporting slavery as it actually existed. Wildes has not called forth a single shred of evidence (in the form of any quote from Block's voluminous publications, or any statement of his, public or private, nor did he have the courtesy to ask Block about this before publishing his letter) to substantiate this unwarranted, malicious, libelous comment of his, which has already led to threats against Block's physical safety. This incitement must end with Wildes' apology to Block.

supporting material:
- Block’s response to him of 2/21/14 (Block, Walter E. 2014. “Wildes’ letter was based on a serious misunderstanding.” February 20; http://www.loyolamaroon.com/2.6713/letter-wildes-letter-was-based-on-a-serious-misunderstanding-1.2857243#.UwdlVE-x6M8)

2. Resolved, 18 members of the Loyola faculty accuse our colleague, Walter Block, with supporting slavery as it actually existed. These 18 members of the Loyola Faculty have not called forth a single shred of evidence (in the form of any quote from Block's voluminous publications, or any statement of his, public or private, nor did any of them have the courtesy to ask Block about this before publishing their letter) to substantiate this unwarranted, malicious, libelous comment of theirs, which has already led to threats against Block's physical safety. This incitement must end with the apology of these 18 members of the Loyola faculty to Block.

supporting material:
- letter in the Maroon of 2/7/14 (Murphy, Laura, Anthony E. Ladd, Barbara Ewell, Charles Corprew, Laura Hope, Kathleen Fitzgerald, Angel Parham, Ashley Howard, Trimiko Melancon, Alex Mukulich, Patricia Boyett, Julie Thibodaux, Nicole Eggers, Ted Quant, Susan Weishar, Alvaro Alcazar, Lisa Martin, Judith Hunt. 2014. “Letter: Faculty says Walter Block’s claims were, once again, untrue and offensive.” February 6; http://www.loyolamaroon.com/2.6713/letter-faculty-says-walter-block-s-claims-were-once-again-untrue-and-offensive-1.2854769#.UvaP6bex6M8)
- Block’s response to them of 2/21/14 (Block, Walter E. 2014. “The faculty’s letter was misinformed and lacks integrity.” February 20; http://www.loyolamaroon.com/2.6713/letter-the-faculty-s-letter-was-misinformed-and-lacks-integrity-1.2857245#.UwdxEE-x6M8)

3. Resolved, the Diversity Task Force of Loyola University found Block guilty of racism and sexism. They did this based on a speech Block gave at Loyola University, Maryland. None of the members of the Diversity Task Force of Loyola University attended that lecture, nor had the courtesy to ask Block for his side of the story before condemning him. This violation of procedural and substantive justice must end with their repudiation of their condemnation of Block and the apology of the members of the Diversity Task Force of Loyola University to Block.

supporting material: