

UNO Faculty Senate Minutes, 3-16-21 Meeting

Senate Roll Call Conducted using Zoom record of attendance

Senate Roster							
#		Representation	First	Last	Term	Board	
P	1	1	Administration	Mahyar	Amouzegar	(20-21)	
P	2	1	Staff Council	Kristy	Askam	(20-21)	
A	3	1	SG President	Julianne	Romero	(20-21)	
p	4	1	Alumni Assoc	Dinah	Payne	(20-21)	
p	5	1	Adjunct	David	Lambour	(20-21)	
P	6	1	COBA	Christy	Corey	(19-22)	Admin - chair
P	7	2	COBA	James	Logan	(18-21)	Budget
P	8	3	COBA	Dinah	Payne (SE)	(19-22)	Administrative
A	9	4	COBA	Gina	Rosa	(19-22)	Budget
P	10	5	COBA	Kabir	Hassan	(20-23)	Academic
A	11	1	COE	Martin	Guillot	(20-23)	Administrative
A	12	2	COE	Dimitrios	Charalampidis (SE)	(20-23)	Academic
A	13	3	COE	Guillermo	Rincon	(18-21)	Administrative
P	14	4	COE	Ting	Wang	(18-21)	Budget
A	15	1	COLAEHD	Brian	Beabout	(18-21)	Budget
P	16	2	COLAEHD	David	Beriss (SE)	(18-21)	Administrative
P	17	3	COLAEHD	Elaine	Brooks	(19-22)	Admin
P	18	4	COLAEHD	Diane	Baas	(19-22)	Admin
P	19	5	COLAEHD	Chris	Day	(20-23)	Academic - chair
P	20	6	COLAEHD	Robert	Dupont	(19-22)	Budget
A	21	7	COLAEHD	Chris	Surprenant	(20-23)	Administrative
P	22	8	COLAEHD	Juana	Ibanez	(18-21)	Administrative
P	23	9	COLAEHD	John	Kiefer	(20-23)	Academic
P	24	10	COLAEHD	James	Marchant	(18-21)	Budget - chair
P	25	11	COLAEHD	Chris	Broadhurst	(20-23)	Academic
P	26	12	COLAEHD	Steven	Mumford	(19-22)	Admin
P	27	13	COLAEHD	James	Roe (SE)	(20-23)	Academic
P	28	14	COLAEHD	Ryan	Gray	(20-23)	Budget
P	29	1	COS	Nicola	Anthony (SE)	(18-21)	Administrative
P	30	2	COS	Adlai	Depano	(18-21)	Budget
A	31	3	COS	Kraig	Derstler	(19-22)	Academic
P	32	4	COS	Sarah	Black	(20-23)	Academic
P	33	5	COS	Steve	Rick	(20-23)	Academic
P	34	6	COS	Simon	Lailvaux	(20-23)	Administrative
P	35	7	COS	Leszek	Malkinski	(20-23)	Administrative
A	36	8	COS	Rachel	Clostio	(20-23)	Academic
A	37	9	COS	Ralph	Saxton	(19-22)	Academic
P	38	1	Library	Connie	Phelps (SE)	(18-21)	Administrative
P	39	2	Library	Lindsey	Reno	(19-22)	Budget

P : Present

A : Absent

E : Excused

Approval of previous minutes:

- Approval of previous minutes: Dinah moved, Connie second, unanimous consent.
- Nicola Anthony:
 - Interested in running for offices in Senate? Contact NA.
 - Qualtrix. We have questions and are working through them, but are taking them up with administration. Will address some in new business
 - Elizabeth Hope will make a presentation under new business.
- Prez Nicklow
 - SACS 5 year report submitted. Thanks Caroline Noyes for leadership role on the report.
 - Enrollment is flat for spring, effectively. Considers this a win compared to 4.5% drop for public universities around the country.
 - Fall apps are up 8%, admits up 25%. Maybe a lot of students are looking to get out of the house.
 - Commencement will be on May 19 and 20, tentatively. Plan was to do 6 in person ceremonies, but city has limited attendance to 250 for grad ceremonies. Consulting with state fire marshal. Hoping to get to 33% of capacity.
 - Mental health days: students would like a day off with no tests, April 8.
 - NA: senate resolved to encourage days on 3/10 and 4/8. Note former has already passed.
 - JN: will work with student gov to get this organized.
 - COVID cases have been low. We have gone to phase C, allowing more gathering. We cannot easily change what we do in the middle of a semester. For vaccines, we are collaborating with Tulane, also hoping to get Ochsner to vaccinate here. Partnering with Juan LaFonta and someone for a mass vaccination day on March 27 (Inclusive Care .com)
 - Has created a task force to examine telework policy. In past there has been caution, but now looking to use it more and to revise it to be equitable.
 - Facilities: Bienville hall demolition contract awarded and will start. However, a lot of asbestos. Probably will be tented and will need to be taken down brick by brick.
 - In our buildings, floors shiny and garbage collected. ABM is working to clean up outdoors.
 - Budget: Gov exec budget released with full restoration of last year's cuts and makes increases, including faculty salaries. This is first step before legislation.
 - We have also received relief money and will be getting third installment. Some for students, some for current budget. We should get about \$17.5 in next installment, half to students. We can use this to reduce financial barriers to students. Tell students to contact to fi-aid.
 - Fi-aid is aimed at both undergrad and grad students. Also, use money to encourage students to get back in school, complete degree.

- Adlai DePano: are any fields targeted? JN: we will start with need, there are no specific fields. Starting with FAFSA, but also even without one students can plead case.
- Ting Wang: can money be used for student workers? JN: no, must be a grant, cannot be given in exchange for work. Note also, this is all one-time money.
- JN: for students entering next year, it will be as if they missed a year. But we hopefully can hold on to this money to be able to support students going forward. Many high school students are struggling.
- Jim Logan: will summer school be totally on line? MA: mostly online, limited number of face-to-face. Aiming for fall 2021 to be as normal as possible, summer transition.
- Updates from Academic Board, Chris Day
 - Hiring needs survey complete, working on report.
 - 173 responses, 63% response rate.
 - Report to come, CD provides some samples.
 - Thanks wonderful board.
 - Reports will be compiled by college, then distributed.
- Administrative Board, Christy Corey
 - Revising faculty grievances and faculty charges procedures.
 - Provides definitions.
 - In old system, complicated committee structure with separate committees for each of these.
 - We have trouble finding faculty to populate separate committees.
 - Aiming to have one committee, but there are questions of bias.
 - Committee's work is ongoing.
 - DP: notes that judges can hear two sides of complaints, so one committee to do this should not be an issue.
 - CP: current policy explained. She can provide or post current policy.
 - NA: perhaps consult with people currently on disciplinary committees to see if they will serve.
 - CP: committees have not been used recently, leaving process to administration.
- United Federation of College Teachers, Elizabeth Hope
 - flyer attached in chat.
 - union affiliate, she is union person at Delgado
 - provides liability insurance
 - works mostly at state level
 - managed to get use of leave for care of immediate family member.
 - protection of tenure
 - Working on faculty pay increases lobbying with state legislature.
 - Up to 250 members state wide.
 - We have reps on campus, apparently. Anonymous live board:
<https://ideaboardz.com/for/Faculty%20Issues%2FConcerns/3762657,ufctlocal1130@gmail.com>
- New Business: Qualtrix questions
 - NA: can buildings have a unique address? Apparently no. JN: postal service would not approve it for UNO

- Use of consulting service for master plan, why? JN: UNO did not hire consultant, Research and Technology foundation did this, which gives us a master plan for campus at no cost. 10 year plan for physical structure for campus.
- Bobby Dupont: will this include analysis of solar panels recently installed? JN, yes and we are looking at ways to expand that.
- Salary compression: UNO recognizes that this is a big problem. See NA's statement on addressing this.
- Chris Surprenant: wants to know specifics of questions.
- JN: encourages us to talk to legislators to deal with salary issues. Note that the k-12 union has made noise around their raises. We need to also make noise, this is a compression and equity issue. We are at bottom of SREB schools. We need about \$50 to overcome this in UL system.
- CS: raises question about grants and sch generated vis-a-vis salaries? JN: no such studies, MA concurs. Also, MA argues against going against that rabbit hole because it pits faculty against faculty. This is not the right way to assess these things. MA knows salaries, workloads, history, etc. Is trying to incrementally bring people up salaries. JN: we have data comparable to peer groups. Diane Baas: what data sets are there regarding faculty performing duties that in other institutions are performed by staff? She teaches and is also other kind of director, so she has additional full-time job. How do we record that? MA: not sure if that is accounted for outside of regular faculty measures, chairs assign duties. Chairs and deans would be in charge of this.
- Formation of schools and compensation of directors. What might this imply for future schools? Chris Day: what might this mean for a possible school of social sciences? Who will be responsible for what and how will they be compensated? MA: one idea in creating schools is to cut overhead, school is treated like a department, the director was to be like a chair. When MA arrived came up with formula to compensate director and associate director. Could be divvied up other way, perhaps with coordinators. If school of social sciences is created, similar model would be implemented. James Marchant: there is no department in the US that is a department of all the things in the arts. It seems messed up to treat all of this as one department. We would prefer to go back to being departments because it will impact our accreditation. Diane Baas: faculty in school of the arts did not understand this loss of representation. MA: but this has been communicated for years with Chuck. Perhaps have this discussion, if wanted. JM: This is also impacting school of education. New schools if they are created should be aware of this. This can be seen as a diminished influence of faculty. MA suggests that not all faculty agree. JN thinks this is benefit for a variety of reasons. John Kiefer: there may be advantages, but at rawest level, fear that loss of recognition, but still need to do same work, but without compensation. What used to be compensated duty becomes "service." NA: faculty senate should keep an eye on these issues.
- RD: senate board should assess experience of school of arts experience.
- Formula regarding APs. See NA statement. MA: compromise model is now in place. Welcomes discussion and revision. James Marchant will examine this with Budget Board.

- Announcements: Spanish Tall Ship arriving in the Philippines. Vaccine spoilage lists are available through New Orleans Vaccine Hunters. Elizabeth Hope presented the current goals of the United Federation of College Teachers which is the higher education arm of Louisiana Federation of Teachers and represents higher education interests across institutions. Focal interests include: liability issues, sick leave and faculty pay raises.