

UNO Faculty Senate Minutes 9/16/21

Meeting called to order 3:31

Welcome from Chris Day (CD), Faculty Senate President

Call from Chris for a Parliamentarian – they will get undying gratitude. No volunteers.

New senators will get a pin when we meet in person. Thanks to Mahyar Amouzegar.

Special welcome to SG president Amber Lemelle.

Thanks for navigating disasters.

Announcement about classroom safety: please have students reporting they have covid – please have them register their status and procedures are in place to let people know they might have been exposed.

Announcement about anonymous submissions and answers – see the FS Moodle site.

Announcement about looking for people to be on a task force to bring back the Driftwood. Let CD or Carolyn Golz know.

Announcement about portal with Covid case numbers.

Explanation on election of Faculty Senate Secretary.

Nomination of Brian Seeger as Secretary. Seconded. Brian is elected.

Thanks to Brian.

President John Nicklow (JN) Announcements

Greetings and thanks.

Update on damages on campus from Ida. Main damage is to arena.

Review of changes to academic calendar. If there are other closures, semester would need to be extended.

Please be flexible with individuals that have continuing issues.

Faculty support initiatives (see emails). Student support fund currently 20K, asking Entergy for another 200K.

Largest freshman class since Katrina. Enrollment down overall unfortunately. Transfer enrollment down. Graduate student enrollment down. Grad applications up 15% but enrollments down 20%. Retention rate down.

Covid dashboard has only self-reported data.

63% students vaccinated according to LDH. JK's thought is it might be higher actually. Students will not be registered in Winter and Spring without vaccine or opt out. Currently 88.3% of faculty vaccinated. 83% of staff. 83% of student workers/GA's.

Board of Regents reduced funding by \$1.2 million. State gave money for faculty raises of \$1.2 million. University found money for staff raises. Consequently budget is tight.

News: \$3 million for scholarships in marine engineering – largest of all time. 60% of capital campaign is now funded and it isn't even officially public yet.

UNO Research & Technology Park has been renamed as The Beach at UNO.

Mahyar Amouzegar (MA)

We are not doing regular testing, because the opinion is it will be ineffectual unless we can do it three times a week. We can't afford to do that kind of testing, especially because I am not sure it will make things better.

Feeling optimistic about how high our vaccination rates are, and moving forward with requirement for vaccinations or official requests for exemption.

Working on ventilation systems. Replacing filters more frequently and upgrading level of filter in accordance with CDC guidance.

We are not asking faculty to contact trace – but we are asking for seating charts to assist Administration in the contact tracing.

NOTE: Some of the above comments from JN and MA were in response to questions about classroom and campus safety submitted in advance of the meeting by some ENGL/FORL faculty members.

Question: why are we not online when the numbers are so much worse than they were last year when we went online? Answer from JK: we have the vaccine now and we know how the disease is mainly transmitted. MA says there were discussions about online vs not, and we are responding to requests for more face-to-face classes. Also, the feeling is that these decisions are better made at the chair level and the college level.

Question from Carolyn Hembree: Concerned about conditions in Liberal Arts Building, dirty, missing ceiling tiles, leaks being captured in buckets, windows filthy, lack of hot water, possibly elevator out of inspection, concerned about terrible ventilation. Surfaces are not being cleaned frequently enough. When will LA Building be brought up to standard. JK: ultimate solution is to build a new building. It is in the master plan to do so, or at least a major more-than renovation. Now: please report the issues because possibly they are being missed. Send issues to chair and then dean and then to Deborah Hadaway, Associate VP for Facility Services.

Response to technical question submitted to FS portal: JN: We are using MERV 7 or 9 filters. Determined price to get to MERV 13 filters is not a good ROI and might inhibit airflow.

Question: why are we not requiring vaccinations now?

JN: Law says it cannot happen until next enrollment period. Questions whether LSU is actually instituting this plan now, or whether that could be legal if they actually are.

Question: what will happen with students that do not comply with testing in lieu of a vaccination? JN: Testing will not be required, there will be no policing. Faculty will not know if an unvaccinated/untested person is in their class. MA: Goal will be to make a vaccination exemption as hard as possible while still being legal.

Doug Mittelstaedt, University Compliance and Employee Relations Officer (DM) on mandatory training. Shows and reads through written presentation. See APPENDIX 1 in minutes.

Question: John Kiefer – comment on is there actual data for efficacy of training. DM – knows of no specific study. Anecdotal observation is that as people are more aware of things, issues have been less.

Question: Brian Seeger – Who do you consult with when deciding a non-mandatory training? Not answered – doesn't ask faculty to the table on these decisions. DM said yearly mandatory training "sends a message." Would like to trim trainings for some people but can't do it. Even if the law says it is not yearly mandated, it is unwise from a litigation standpoint not to do it annually.

Shaye Hope, President of United Federation of College Teachers Local 1130; Marcus Fontenot, Chief of Staff for the Louisiana LFT-AFT; and Heather Cummings, LFT Communications Director, gave a brief presentation about the benefits of union membership, and how to join. Since time was short, CD invited them to return for another presentation later this year. SEE APPENDIX 2 for documents provided by AFCT Local 1130

No New business

No Old business

Move to adjourn, seconded, meeting ended at 5:07.

APPENDIX 1

**Report prepared and presented by Doug Mittelstaedt,
University Compliance and Employee Relations Officer**

**This report has been included without revision and all
assertions are those of the author's.**



Mandatory Annual Employee Training

- All of UNO's mandatory annual training is necessary to ensure compliance with state and federal laws. None of the mandatory annual training is extraneous. None of it is "fluff."
- All of UNO's mandatory annual training is either specifically required by law or is standard legal compliance practice throughout Louisiana and America.
- UNO's mandatory annual training is intentionally designed to minimize the time needed to complete it.
- The world has changed. The Louisiana Legislature, the Governor, the UL System, and the news media will no longer tolerate failure to achieve 100% compliance by public servants with mandatory annual training.

Louisiana colleges fail to meet harassment training mandate

By MELINDA DESLATTE March 3, 2021

BATON ROUGE, La. (AP) — Louisiana's public colleges are not meeting the requirements of a 2018 law aimed at combatting sexual harassment, with thousands of campus workers not taking a mandatory yearly anti-harassment course.

Only about two-thirds of the workers on Southern University System campuses in 2020 took the required one-hour training course on how to prevent sexual harassment, according to documents filed with the state Division of Administration. Across the Louisiana Community and Technical College System, two in 10 employees did not meet the requirement last year.

Though the law requires reports to be filed by mid-February, most campuses from the Louisiana State University System did not submit on time the documents outlining the number of sexual harassment allegations received over the last year and the employee training compliance. Several LSU campuses filed reports this week, though others remained missing Wednesday. Those filed showed some campuses fell far short on the training mandate.

Louisiana lawmakers passed the state's first government-wide policy against sexual harassment three years ago. Female legislators pushed the effort after the secretary of state and a top aide to Gov. John Bel Edwards resigned because of sexual misconduct allegations.

The law requires state and local government agencies to enact anti-sexual-harassment policies that include a process for handling complaints, a ban against retaliation when someone files a complaint and mandatory prevention training each year.

Agency heads have to compile annual reports documenting the number of employees who completed the training requirements, the number of sexual harassment complaints received over the last year and the number of complaints that resulted in disciplinary action. Reports from cabinet agencies, statewide elected officials' departments and higher education are submitted to the governor's Division of Administration.

Republican Sen. Sharon Hewitt, chair of the Senate and Governmental Affairs Committee, plans a hearing to review the reports covering the first two years of the new

requirements. She wants to look at agencies where training compliance is lower or harassment complaints are higher.

“The point of the statistics is to get a gauge of the level of incidences that are being reported, the compliance on training, how responsive agencies are,” Hewitt said.

Among the outliers are Louisiana’s higher education systems.

LSU has campuses in five cities. But only its main campus in Baton Rouge — which faces an outside review looking into claims university officials mishandled sexual misconduct allegations — submitted the required document by the law’s deadline, according to the Division of Administration.

Incomplete reports from the system filed after the deadline showed only about six in 10 workers completed the sexual harassment prevention training last year at LSU’s Shreveport and Alexandria campuses.

LSU spokesperson Ernie Ballard said Wednesday that campuses completed the required reports on time, but the documents were not properly forwarded. He said all reports were turned in by Tuesday night. The Division of Administration disagreed.

Louisiana’s three other colleges systems reported full information for their campuses on time, but those reports showed varying levels of compliance with the law’s training mandate.

Only 61% of employees on Southern University’s Shreveport campus and two-thirds of workers at the system’s main office and Baton Rouge campus completed the training.

Southern spokesperson Janene Tate said the system is working to improve campus participation in the anti-harassment training, but she noted campuses “have achieved an increase in participation when compared to the previous year.”

Some higher education officials described difficulties reaching graduate assistants and part-time faculty and raised questions about whether student workers were required to take the training course. Others talked about disruptions because of the coronavirus pandemic. Reporting was not uniform across college campuses or systems.

“I’ve spoken with all of our (campus) presidents. The expectation is 100% compliance,” University of Louisiana System President Jim Henderson said. “The expectation is that anybody who missed it last year will complete it by March of this year.”

Among the UL System’s nine campuses, Southeastern Louisiana University reported 89% of its staff had finished the sexual harassment prevention training, but only 69% of its graduate assistants and student workers. Louisiana Tech University said it had an 88% staff completion rate.

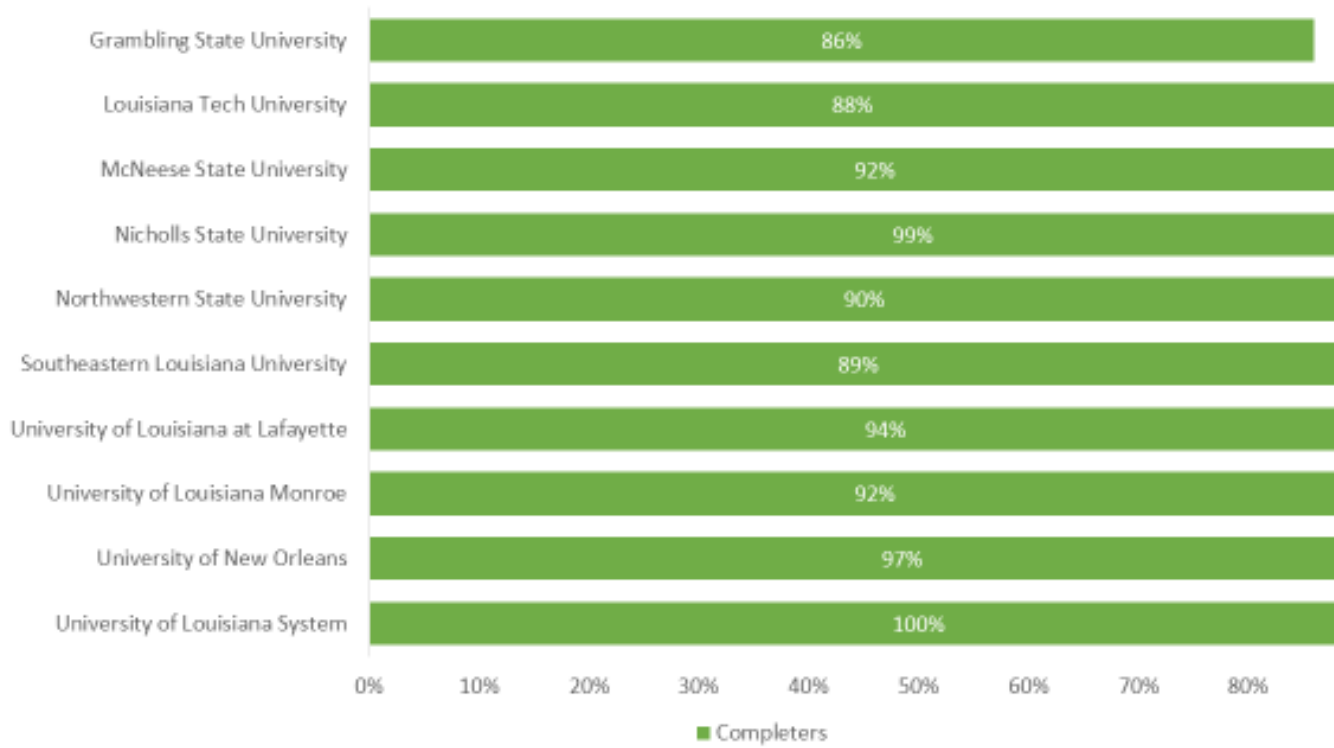
Henderson said system leadership will create a uniform reporting mechanism for campuses so they have common information about who should be trained and how to report that training.

The Louisiana Community and Technical College System said 80% of its 4,450 employees completed the mandated training. Spokesperson Quintin Taylor said the system may need to consider including the harassment prevention training in an employee's annual evaluation or some other method to further stress the requirement.

"Just like any law, we are all expected to follow it, and our people are no different," Taylor said. "It's something that we'll continue to prioritize and try to get to as close as 100% compliant as possible."

In February 2021, UL System President Dr. Jim Henderson was required by the Legislature to present to a joint meeting of the Senate and Governmental Affairs and House and Governmental Affairs committees on each university's compliance with Act 270 of 2018.

Sexual Harassment Employee Training Completion



Legal Necessity for Each Module of UNO's Mandatory Annual Employee Training

SEXUAL HARASSMENT TRAINING MODULE

Employees must watch a 60 minute video produced by the state and answer simple questions embedded in the video.
60 minutes to complete.

- Louisiana Act 270 of 2018 mandates:
 - One hour of sexual harassment training per calendar year for every public servant.
 - plus
 - Additional sexual harassment training every year for every supervisor.
- Act 270 also mandates that every university submit an annual report to the Division of Administration providing detailed data about our compliance with the law including the number of employees who completed the mandatory training.

ETHICS TRAINING FOR PUBLIC EMPLOYEES MODULE

Employees must watch a 70 minute video produced by the state and answer simple questions embedded in the video.
70 minutes to complete.

- Louisiana law mandates annual training. Website of Louisiana Ethics Administration states:
Public servants and elected officials are required to take one hour of training per calendar year on the Code of Governmental Ethics pursuant to LA R.S.42:1170A .

TITLE IX MANDATORY REPORTING REQUIREMENTS MODULE

Employees must watch an 11 minute video produced by UNO's Title IX Coordinator and answer a few simple questions.
15 minutes to complete.

- *Dept. of Education, Questions and Answers on Title IX and Sexual Violence (04/29/14), J-1 at p.38, and J-4 at p. 41 states:*
A school should provide sexual violence and Title IX training for:

- Students at regular intervals;
- Employees on a regular basis to ensure that: (1) responsible employees know they are required to report sexual violence to school officials; and (2) all employees understand how to respond to reports of sexual violence.
- *U.S. Department of Education Handbook for Campus Safety and Security Reporting* provides additional guidance:
 - Good faith effort to train all students and staff
 - Programs must be visible, sustained annually
- U.S. Department of Education Office of Civil Rights has the authority to audit UNO's compliance at any time.
- University of Louisiana System Policy Number: S-II.XXI - SEXUAL MISCONDUCT:
 - Page 13, item c. states that all employees are Mandatory Reporters for Title IX purposes with the exception of a handful of confidential advisors.
 - Page 15, item h. states:

Training: Each institution must ensure that Title IX Coordinators, investigators, decision-makers, confidential advisors, and mandatory reporters receive training for their respective roles in the Title IX process. Annual training should occur at new employee orientations and at the beginning of each academic year. Each institution is required to provide an annual training report to the University of Louisiana System on July 1 every year. The report shall include a (1) list of all university employees who received training, (2) the type of training provided; and (3) and the date the training was completed.

COMPUTER SECURITY MODULE

Employees must view a video produced by the state and answer simple questions embedded in the video.
35 minutes to complete.

- Louisiana Act 155 of 2020 mandates that every employee with any access to the agency's computer systems complete cybersecurity training.
- Act 155 does not specifically mandate annual training, but annual training is standard practice throughout Louisiana agencies and American universities

and companies. UNO's IT Department feels strongly that at least annual training is necessary because of constant actual cybersecurity threats.

CLERY ACT CAMPUS SECURITY AUTHORITIES MODULE

Employees must watch a 15 minute video produced by the Clery Center and answer a few simple questions.
20 minutes to complete.

- Violence Against Women Act Reauthorization Act of 2013, section 304 (Clery Act Amendments); 34 CFR § 668.46(j) states "All incoming students and new employees must be offered primary prevention and awareness training."
- Dept. of Education Handbook for Campus Safety and Security Reporting (2016 Edition), at pp. 1-6, 8-8 states "All current students and employees must be offered ongoing prevention and awareness campaigns."
- Dept. of Education Handbook for Campus Safety and Security Reporting (2016 Edition), at pp. 1-6, 8-8 states "Institutions must be able to document that they have met these regulatory requirements."

POLICY REVIEW MODULE

Employees must read three UNO policies and answer a few simple questions.
20 minutes to complete.

1. Equal Employment Opportunity Policy

- a. Title VII of Civil Rights Act of 1964 does not mandate annual training about equal employment opportunity. Title VII is not nearly as prescriptive as Title IX, nevertheless, universities and other employers across America routinely require some sort of annual training.
- b. U.S. Equal Employment Opportunity Commission expects all employers to ensure equal opportunity and routinely requests evidence of employee training when conducting investigations.

2. Outside Employment Policy

- a. The Outside Employment Policy is based on the Louisiana Code of Governmental Ethics' requirements that public servants disclose potential conflicts of interest.
- b. Louisiana Ethics Administration mandates annual ethics training for all public servants.
- c. Outside employment requirements are briefly mentioned in the annual Ethics Administration training, but the specific procedures for reporting outside employment are not mentioned. Therefore, it is logical to require specific annual training.
- d. UL System Policy FS-III.VII.-1 Outside Employment Procedures states:
IX. CODE OF ETHICS REQUIREMENT
Compliance with the provisions of this policy is required by the Louisiana Code of Governmental Ethics. Violation of this policy may result in a violation of the Ethics Code and penalties applicable thereto and/or appropriate sanctions by the University and/or the Board of Supervisors for the University of Louisiana System. All employees, both full-time and part-time, are reminded that they are subject to the Ethics Code.
- e. UL System Bylaws Chapter III Section 7 Outside Employment of College and University Employees requires annual reports of outside employment be compiled by the university.

3. FERPA Policy

- a. The FERPA law does not specifically state that annual training is required. However, we are required to comply with FERPA and penalties for lack of compliance can be significant.

MANDATED REPORTERS OF CHILD ABUSE AND NEGLECT MODULE

Employees must read a pamphlet from the Louisiana Department of Children and Family Services and answer a few simple questions.

15 minutes to complete.

- Louisiana law does not specifically mandate training for university employees. But university employees are mandated to report child abuse and the penalties for failure to report are severe including fines and imprisonment.

ACTIVE SHOOTER MODULE

Employees must view a six minute video and answer one simple question.
7 minutes to complete.

- U.S. Department of Labor, Occupational Safety and Health Administration's (OSHA) General Duty Clause Section 5(a)(1) requires employers to take steps to prevent workplace violence. OSHA's website states:
An employer that has experienced acts of workplace violence, or becomes aware of threats, intimidation, or other indicators showing that the potential for violence in the workplace exists, would be on notice of the risk of workplace violence and should implement a workplace violence prevention program combined with engineering controls, administrative controls, and training.

ADDITIONALLY:

Louisiana Office of Risk Management regulations mandate periodic training of all employees on certain policies. These policies are included in UNO's mandatory annual training only when necessary, not every year.

- ORM regulations state:
All agencies are required to have a documented review of written policies with employees and conduct documented awareness on the following topics:
Drug-Free Workplace (once every 5 years)
Return to Work (once every 5 years)
- ORM conducts audits every three years to monitor UNO's compliance.

TIMING OF ANNUAL MANDATORY TRAINING

Why did the annual mandatory training start this year at the beginning of the fall semester?

- University of Louisiana System Policy Number: S-II.XXI - SEXUAL MISCONDUCT:
 - Page 15, item h. states:

Training: Each institution must ensure that Title IX Coordinators, investigators, decision-makers, confidential advisors, and mandatory reporters receive training for their respective roles in the Title IX process. Annual training should occur at new employee orientations and at the beginning of each academic year. Each institution is required to provide an annual training report to the University of Louisiana System on July 1 every year. The report shall include a (1) list of all university employees who received training, (2) the type of training provided; and (3) and the date the training was completed.

The training is exactly the same every year. Why not let employees do it throughout the entire year?

- The annual mandatory training is not the same every year. It has been somewhat different every year for the past five years. This year, the training contains three entirely new topics (Clery Act, Title IX, and child abuse). Changes in laws, regulations, and UNO-specific situations require periodic changes in the annual mandatory training.
- As already explained, UL System policy requires that sexual misconduct training occur at the start of the fall semester.

In the past, the deadline to complete annual mandatory training was December 31. Why was the deadline moved to November 8?

- UNO and all universities in Louisiana are under intense scrutiny from the state Legislature and the Executive branch to achieve 100% compliance with annual mandatory training.
- The Legislature and Executive branch have made it mandatory that all state agencies take disciplinary action against employees who fail to comply with mandatory training. UNO has no option but to enforce this. We can no longer provide any leniency except for legitimate cases such as an employee who is on maternity leave or otherwise incapacitated.
- The state is forcing all universities to achieve 100% compliance. We have no choice in the matter.
- The news media will definitely continue to report training compliance rates of individual universities in the future and will convey outrage at universities that fall short.
- UNO’s own empirical data proves the December 31 deadline makes it essentially impossible to achieve 100% compliance.

2020 Mandatory Training Compliance Rate (excluding supervisor sexual harassment training):

Total employees	1,544
Number who completed training	1,489
Compliance Rate	96.4%

Failed or Refused to Complete 2020 Mandatory Training:

24	part-time Instructors
12	student workers

11	graduate assistants
3	staff employees who resigned
3	staff employees
2	tenured faculty
55	total

Findings based on actual mandatory training experience over the past five years:

- As the end of the semester approaches, UNO has less and less leverage to make Instructors, student workers, and graduate assistants do the training because some of them will never return to UNO due to graduation or moving on to other jobs.
- Multiple Instructors, student workers, and graduate assistants have literally refused to do the mandatory annual training once classes end for the semester.
- Therefore, a deadline well before the end of the semester is necessary to achieve the required 100% compliance rate.

Can UNO change the training deadline? Don't we have the legal right to a December 31 deadline?

Excerpt from Ethics for Public Servants training video stating that agencies may set training deadline before December 31:

Section 1: Ethics for Public Servants

LA. REVISED STATUTE 42:1170(A)

- Public Servants
1 hour
- Elected Officials
1 hour

The deadline for completing Ethics training each year is midnight, December 31st.
Your agency, however, may set an earlier deadline for its

1 hour per term
Campaign Disclosure

Doesn't UNO waste our time by requiring much more mandatory training than other universities?

- Absolutely not. The truth is that UNO's training is much shorter than many other universities. If you don't believe that, please contact people you know at other universities and ask them. Also, ask family members and friends who work at medium to large companies in other industries how much mandatory training they must do each year.

APPENDIX 2
Documents provided by United Federation of College
Teachers Local 1130

UNO FACULTY 2021-2022:

WELCOME TO YOUR UNION!

The United Federation of College Teachers (UFCT) – an affiliate of the Louisiana Federation of Teachers (LFT) and the American Federation of Teachers (AFT) – has deep roots at the University of New Orleans!

Who are we?

UFCT (Local 1130) is a federation of higher education professionals committed to supporting and raising the standard of living for college teachers. Our organization represents faculty from several colleges within the state of Louisiana. We are your colleagues and friends, working tirelessly to secure a better present and future for our profession.

What does the UFCT do?

- Works to secure safe, healthy and supportive campuses for the benefit of all in higher education*
- Advocates for a livable salary for all higher education faculty*
- Seeks to strengthen tenure and promotion systems*
- Builds solidarity throughout higher education at local, regional and national levels*
- Lobbies to protect our interests in the Louisiana State Legislature*
- Secures discounts at major retailers and provides insurance and other opportunities for its members*



How can I find out more and join?

Check out the UFCT website at: <http://ufct.la.aft.org>

Members pay monthly dues totaling \$500/year by signing and emailing a short membership form to UNO Human Resources: hr@uno.edu

For more information, email ufctlocal1130@gmail.com

UNO Faculty: Joining your union is easy! Please complete the top and bottom sections of this one-page form and return it to both:

UFCT President Elizabeth Hope at: UFCTlocal1130@gmail.com

UNO Assistant Payroll Manager Jeff Howell at: jmhowell@uno.edu

...and WELCOME!



**United Federation of College Teachers
P.O. Box 19402
New Orleans, LA
President Elizabeth Hope
Ufctlocal1130@gmail.com**

APPLICATION FOR MEMBERSHIP

UFCT, LOCAL 1130

I hereby apply for membership in the United Federal College Teachers, an affiliate of the American Federation of Teachers. I understand that my dues make possible the services and benefits of the UCFT on our campus and on the state level, as well as those of the AFT and other affiliated union organizations.

Name: _____ Office Location: _____

Residence (Number & Street): _____

Residence (City): _____ Zip Code: _____

Phone #: _____ Office Phone #: _____

Print Name: _____

PAYROLL DEDUCTION AUTHORIZATION

I hereby request and authorize human resources to deduct from my salary an amount equal to \$500.00 and forward same to the United Federation of College Teachers, Local 1130, as monthly dues to said organization.

This deduction is to become effective on the date: _____ and is to remain in effect until revoked by me by written notice.

Signature: _____

Social Security #: _____

APPENDIX 3

Attendees

	Representation	First	Last	Term	Committee
P	Administration	N. Tina	Johnson	(21-22)	
P	Staff Council	Randall	Menard	(21-22)	
A	SG President	Amber	Lemelle	(21-22)	
P	Alumni Assoc	Dinah	Payne	(21-22)	
P	Adjunct	David	Lambour	(21-22)	
P	COBA	Christy	Corey	(19-22)	Administrative - chair
A	COBA	James	Logan	(21-24)	Budget
P	COBA	Dinah	Payne (SE)	(19-22)	Administrative
A	COBA	Gina	Rosa	(19-22)	Budget
P	COBA	Kabir	Hassan	(20-23)	Academic
P	COE	Martin	Guillot	(20-23)	Administrative
P	COE	Dimitrios	Charalampidis (SE)	(20-23)	Academic
A	COE	Donald	Barbe	(21-24)	Budget
A	COE	Vincent	Yu	(21-24)	Budget
P	COLAEHD	Laszlo	Fulop	(21-24)	Administrative
P	COLAEHD	Andrea	Mosterman	(21-24)	Budget
P	COLAEHD	Elaine	Brooks	(19-22)	Administrative
P	COLAEHD	Diane	Baas	(19-22)	Administrative
P	COLAEHD	Chris	Day (SE)	(20-23)	Budget
P	COLAEHD	Robert	Stufflebeam	(21-24)	Budget
P	COLAEHD	Chris	Surprenant	(20-23)	Administrative
P	COLAEHD	Brian	Seeger (SE)	(21-24)	Budget
P	COLAEHD	John	Kiefer	(20-23)	Academic
P	COLAEHD	James	Marchant	(21-24)	Budget - chair
P	COLAEHD	Chris	Broadhurst	(20-23)	Academic - chair
P	COLAEHD	Steven	Mumford	(19-22)	Administrative
P	COLAEHD	James	Roe	(20-23)	Academic
P	COLAEHD	Ryan	Gray	(20-23)	Budget
P	COS	Nicola	Anthony (SE)	(21-24)	Administrative
P	COS	Adlai	Depano	(21-24)	Budget
A	COS	Kraig	Derstler	(19-22)	Academic

P	COS	Sarah	Black	(20-23)	Academic
P	COS	Steve	Rick	(20-23)	Academic
P	COS	Simon	Lailvaux	(20-23)	Administrative
A	COS	Leszek	Malkinski	(20-23)	Administrative
P	COS	Rachel	Clostio	(20-23)	Academic
A	COS	Linxiong	Li	(19-22)	Academic
P	Library	Connie	Phelps (SE)	(21-24)	Administrative
P	Library	Lindsey	Reno	(19-22)	Budget

Guests & Visitors

Doug Mittelstaedt

Carolyn Hembree

Heather Cushman LFT Communications Director

Kim Martin

Long

Mahyar Amouzegar

Marcus Fontenot

Steven Rick

John Nicklow

Caroline Noyes

Eileen Dooley

Gloria J Walker

Martha Blanchard

Carolyn Golz

Enjilee Bailey

Elizabeth Hope

Ray Wang

15045125512

Amy Murphy

Pam Kennett-Hensel

Steven Johnson

David Beriss

Scott Pentzer

Nancy Biggio

JPM

jmokhibe@uno.edu

P - Present

A - Absent

E - Excused