



# THE UNIVERSITY *of* NEW ORLEANS

## STAFF COUNCIL

Staff Council Minutes 02.24.2022

### Executive Committee Reports

**Randall/President:** Shout out to Krewe of Uno for excellent ride  
United way campaign is still going – find the details in emails from HR or  
President Nicklow

**Joy/Vice President:** No reports from Joy other than a big “Thank you!”

**Willis/Treasurer:** Budget \$2750. We’ve issued \$500 for food but the transaction hasn’t gone through yet.

**Recording Secretary/Coleen:** No notes!

**Corresponding Secretary/ Julie:** We continue to update the website. Check it out!

### Committee Reports

**Parking Committee:** Nothing this month

**Membership & Election Committee:** Nothing this month

**Events committee:** Kassie led the charge on the basketball event.  
Social later this semester planned by the committee

**Award committee:** Bringing back Service with Jazz employee of the month award  
Hoping to award something in March!

**Wellness committee:** in the process of bringing back the president’s walking club. More soon!

**Staff Concerns & Opportunities Committee** Thanks to Greta and Lisa for handling the two concerns that came in this month.

- 1) COVID and indoor mask requirement: Can this requirement be clarified? Previous guidance was that the mask requirement was for indoor shared spaced, the current communication just says indoor mask requirement. If I am on campus, indoors, even though in a "private" office, am I required to wear a mask? Think of many offices where there are multiple private offices within a suite. That is shared space--especially when we are considering the airborne nature of the f the Omicron variant of this virus. I have seen people in individual offices within a suite, with office door open, not wearing masks. When are masks required and not required indoors on campus?

- a. **From Dr. Nicklow:** The University is following current CDC guidance, understanding that the CDC currently categorizes our region as having a “high” level of transmission. That guidance recommends that individuals “wear a mask indoors in public if you are in an area of substantial or high transmission.” While agreeably somewhat vague, the Governor’s previous proclamation helped clarify this for the University and other state entities:
- A. All individuals in the State of Louisiana shall be required to wear a face covering over the nose and mouth when indoors in any place outside of a private residence except in the circumstances provided for in Subsection (C) below.
  - B. In accordance with the order issued by the Centers for Disease Control and Prevention (CDC) on January 29, 2021, all individuals shall wear a face covering over the nose and mouth while passengers and operators of public conveyances, including airplanes, ships, ferries, trains, buses, taxis, ride-shares, and the corresponding transportation hubs. The CDC order is found at <https://www.cdc.gov/guamtine/pdf/Mask-Order-CDC-GMfF-01-29-21-p.pdf>.

The requirements in Subsection (A) do not apply to the following:

Any individual who will not come in contact with any other individual (outside of their immediate household members) or who will be able to maintain strict social distancing of six feet apart from any other individual (outside of their immediate household members);

any child under the age of five not enrolled in a kindergarten program, however all children between the ages of two and five years old are strongly encouraged to wear a face covering in accordance with Subsection (A) of this Section;

- any individual with a medical condition that prevents the wearing of a face covering;
- any individual who is consuming food or drinks;
- any individual seeking to communicate with someone who has or is suspected of having a communication disorder;
- any individual giving a speech for broadcast or to an audience;
- any individual temporarily removing his or her face covering for identification purposes; or
- any athlete participating in organized athletic activities.

The University’s indoor mask mandate follows this guidance.

2) Notifications after staff passing: I was wondering if there's a policy about who the university sends campus emails about when they pass? I was very sad when I found out Jeanne passed and was upset that I found out so late after her passing and through the grapevine.

- a. **From Adam Norris:** The University has no written policy concerning notifications about deceased employees. Generally, when we are notified about the passing of an active faculty or staff member, the President's Office makes an announcement by email or via Campus News, and HR includes the information in its monthly newsletter. Unfortunately, there is a chance we may miss people, particularly if the President's Office is not notified.

### Special announcement from Tim Duncan

Thank Kassie and Randall for the faculty staff appreciation at the basketball game I think we had 81 staff/faculty members attend. They all received a tshirt and food, and enjoyed a wonderful game!

### 2022 athletics strategic plan:

#### **Fall Successes:**

- 127 student athletics out of 205 make GPAs of 3.0+
- DNA (LGBTQ group)
- Esports café has great reception
- Renovating the tennis court to include beach volleyball courts
- Adult leagues and camps to come!
- Southland conference - remains strong, we had the opportunities to change conferences but decided to stay in southland for proximity to opponents
- Ms. Gale Benson will be speaker at EmpowHer
- We've almost met our fundraising goal! 6 weeks out

### Sports sponsorships:

With private dollars, we've done a feasibility study (the first in a decade!) to see what it would take to add a football team, marching band, and women's golf & soccer teams.

Key Benefit: enrollment growth

Additional Benefits: improve campus life, retention, alumni and community engagement/interest

Southland conference would help us fund this.

The study found that the addition of sports teams moved schools from FCS (schools like McNeese, etc) to FBS (LSU, Texas, Alabama)

It took something dramatic to go from where we were to where we are (Katrina, Financial Crisis, Loss of Tops) - it's going to take something dramatic to make good enrollment gains.

For each student athletic or marching band member, we gain 1.92 students, so 250 brings 700 additional students

The state of Louisiana limits funding to 4.5% (which is where we are right now) so this would have to be funded by student fees and donations. We're talking to students about those fees.

We're going to do focus groups with students to see what would be doable. This study answers some questions and opens up new questions.

We're going through this process to understand if our campus wants to have football, women's soccer and golf, and marching band (as a package deal)

We will be asking questions, and then we'll have an education campaign for students so they'll understand what the costs and benefits are. I've already had a conversation with Amber Lamelle, the SGA president. Vote will happen in November.

**Question:** A school is leaving southland (8 to 7). Will this impact our status as conference?

**Answer:** We have to have 6 to have a conference so we'll be okay to stay NCAA

Plus, there's a 2 year waiver for the 5 teams, and we're looking to rapidly add teams to meet the minimum

**Question:** Whats the range for the fee? What can students expect?

**Answer:** Yes but the range of colleges from the study are pretty broad so it's hard to draw direct comparisons.

**Question:** What are the target fees?

**Answer:** We're still working on the ranges, and we're bringing those to Dr. Walker. Not comfortable saying it just yet until they're vetted by Dr. Walker.

**Question:** Do we know how these schools faired during COVID? Did sports teams helped with enrollment during 2020/2021?

**Answer:** No, we don't have these numbers.

**Guest Speaker: Dr. Nicklow:**

Thank you to each of you. It's been a tough couple years. Individually and collectively. It's your determination and diligence that has allowed us to keep going. You all make today possible. My hope is that as COVID continues to recede we can go forward with tentative plans to get together and celebrate. Staff BBQ. Crawfish mambo, etc

**Legislature updates:**

**Salary adjustments / state budget**

Right now the legislature is focused on re-districting. The governor might veto and that's where the focus would be for a while. But there is a 2m surplus in the legislature. The challenge is what will they do with it? Some people want to make a rainy day fund, some want to spend it all on infrastructure. Some people want k-12 and higher ed funding.

I've heard the proposal is for raises for unclassified staff for 3-5% We're in a good spot but the devil's in the details, how things will be divided up

**Anti-Vax Bills:**

I may call on faculty/staff to speak up - there are a number of anti-vax bills (3 in the senate, 5 in the house) that would remove our ability to track immunizations for students, and would even remove the ability to give vaccines on campus.

### **CRT bills:**

There are a number of bills in other states aiming at CRT, Critical Race Theory, and limiting the ability to teach them on campuses. In Texas – the bills propose to abolish tenure for faculty or anyone who teaches anything like CRT

We're going to push back hard on this. We might expect this to happen in a year or so as legislatures jump on board with Florida and Texas

Some people don't know what CRT stands for, and don't even know what it is, they're just jumping on the bandwagon. I might ask for support as we face this.

### **Campus Updates**

**Enrollment** for spring down and I will give a review of that at state of the university

### **Spring enrollment / retention**

Retention was down to 80 or 81% (was 86%). You can see these numbers at anytime on [Data Krewe dashboard on institution research site](#). (link)

Enrollment today is about 6313, 5000 undergrad, 1200 grad,

It's down the same percentage that Fall was down - about 5%

This is a trend everywhere: Nobody was up, everyone was down

Hopefully we will see some rebounds.

Retention was the biggest impact. Our retention dropped to 58%. Pre-pandemic our retention was at 71 or 72%

We saw a lot of students pause due to the pandemic, we're hoping they will come back. This is not unique to us. Retention rate has tanked everywhere due to the pandemic.

**#s for Fall look fantastic** - would like to thank admissions and enrollment team.

As of today, freshmen applications are up 34%, admitted freshmen up 35%

There is something going on that we can't put our finger on it. Sometimes we don't need to know, just celebrate

Graduate applications are up 36%

Increased enrollment helps us support and hire! Tuition generates 75% of our income. Without it we can't do what we want or need to do.

**Mandatory Training:** Thank you for 100% compliance for mandatory training (and I know some of you chuckle about that)

The reason this is so important: last year the legislature highlighted university completion rate due to major issues at other campuses

Our completion rates made the news. Only 5 institutions had 100%.(and LSU wasn't one of them...)

**Student Deaths:** We have lost 3 students this semester. It's one of the hardest things We had 2 students who passed due to gun violence. These cases are being investigated and we have to be careful about what we s, but please don't hesitate to tell students about counseling services

**3rd party - louisiana energy partners.**

LSU has done this - Tulane announced 3-4 weks ago that they also signed a deal The objectives are to create a more sustainable campus, reduce carbon footprint, create a better work environment for us, and a financial win for the institution.

The university will lease some facilities to this company, like our chillers, and in return they give us pre-paid rent for 30 years. We can use this money anyway we want endowment, etc. 10-15 million dollars. Put it in the bank and let it generate dividends, then use the dividends, The agreement is we don't pay anymore in energy costs than we are currently paying. That does not increase, and they take over the operation, updates, and maintenance of the facilities. It's a capital investment firm, backed by billions of dollars. What they do is once they lease the facilities they'll upgrade everything (lighthing, chillers, thermostats) such that they generate savings. They keep the savings, and it's a more sustainable campus.

We are the first UL school to go down this path. Partnership will go live July 1. Nicholls, Monero Lafayette will also join. The state has a contract with energy partners so we did not have to bid it out.

Another bonus is there's less risk to us: if they're renting the chiller and the chiller breaks, they have to fix it.

**Campus repairs** - they continue incrementally. The baseball field just got fixed. We continue to make progress. The frustrating part is that we had to wait for the adjusters to quote, and now the contractors are not being paid by the state, so they've stopped repairs until they get paid. It's all due to red tape.

**Question about faculty doing online classes** – Students reporting instructors are moving classes online or just doing cut and paste.

**Answer:** Spring 2020 was ...rough with online teaching. We used the following summer to do training for faculty. A lot of folks did do better on how they offer courses. We (President and Provost) would like to hear these things from students. We do intend to be fully in-pesron by the Fall.

We've learned a lot about access through the pandemic. We want to be in-person with student engagement because it's good for retention, but how do you not cut off the access to students who benefited from the online technology? Yes we want an in-person class, but if someone cannot attend in person how can we still serve students who benefit from hybrid structures?

**Tina Johnson** - prior to 2020 lots of faculty had never taught online. We're looking for faculty to do Summer - online teaching certification for faculty. Quality Matters which is one of the best trainings for online teaching.

**Question:** Is course evaluation the only place students can provide feedback?

**Answer:** My hope is that students feel comfortable going to faculty or the dean with comments.

I hope we can do more activities and get together. We had the state of the university scheduled, but that week is a busy week and only 45 people accept in-person, our team could be travelling, so to allow flexibility around that NCAA tournament which is a great time to fundraise, **State of the university address will be online**

**Fundraising** (which still in the quiet phase) 60% to our 50 million dollar goal - mostly for for scholarships

## Zoom Chat:

10:08:44 From Bates to Everyone:

Great Game! Wonderful Fellowship and Fun! Thanks!

10:24:02 From Kristy Askam to Everyone:

What are those targets?

10:25:01 From Bates to Everyone:

We are proud of the student athletes. Thanks for sharing the updates.

10:25:45 From Kim Gallow - UNO Athletics to Everyone:

I love that!!!

10:28:29 From Tim Duncan to Everyone:

Thanks for giving me the opportunity to speak today. I welcome additional questions so don't be shy about sending those to Joy or directly to me!

10:40:56 From Coleen Maidlow to Everyone:

energy landlords 😊

10:41:12 From Kristy Askam to Everyone:

Thank you for the fall application and acceptance information. What is the spring enrollment? How was our retention from fall to spring?

10:41:40 From Shannon Williamson to Everyone:

what is the status of campus repairs post hurricane Ida?

10:45:25 From Elaine Ramond to Everyone:

I've heard complaints from students about the faculty that continue remote classes. The students I've spoken with have said that those classes are basically cut & paste with no input from faculty. Do you think that can affect retention?

10:47:38 From Mia Gonzales Washington (she/her/ella) to Everyone:

Is the course evaluation the only official place for a student to articulate such feedback?

10:49:11 From Elaine Ramond to Everyone:

I have heard that this is going on this semester. I have also suggested that the students I've spoken to go talk to you or the Provost. I don't know if they will or not. I suspect some students keep silent and just leave.

10:49:46 From Mia Gonzales Washington (she/her/ella) to Everyone:

^^

10:50:15 From Bates to Everyone:

Awesome!

10:52:46 From Shannon Williamson to Everyone:

Colby is preparing a student satisfaction survey. Perhaps online learning feedback can be included. Also, student feedback on services like advising and tutoring as well as our

campus social events thru SIL. We are all learning and the feedback is so needed. Students like convenience of online but the effectiveness may not always be there.

10:53:42 From Bates to Everyone:

Dr. Nicklow, thanks for sharing the updates and providing answers to the inquiries. UNO Proud!

10:54:02 From Mia Gonzales Washington (she/her/ella) to Everyone:

FYI ... For the two College Beyond students lost to gun violence in December, we are planning a tree planting for late March or early April, complete with plaques to forever memorialize them on campus. Their parents will be invited as well. I will send details to Joy if anyone wants to attend.

10:54:13 From Bates to Everyone:

Joy, thanks for facilitating today's meeting. Great job.

10:54:23 From Willis to Everyone:

great job Joy

10:54:29 From Tim Duncan to Everyone:

Thanks Joy!

10:54:36 From Coleen Maidlow to Everyone:

Thanks Mia! Keep us posted

10:54:36 From Marketa Janousova (she/her/hers) to Everyone:

Thank you Joy!

10:54:39 From Kim Gallow - UNO Athletics to Everyone:

Thanks! Happy Mardi Gras!

10:54:40 From Tiffany C. (she/her/hers) to Everyone:

Amazing job, Joy! Thank you!

10:54:42 From Jennifer Grant to Everyone:

thank you!

10:54:47 From Braylin Artigues to Everyone:

Happy Mardi Gras!

10:54:51 From Tresa Banks-Lewis to Everyone:

Thanks!

## Participant List:

Julie Landry

Joy Ballard

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Bates



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The UNO Staff Council is dedicated to providing the best possible representation for the staff of the University. Our goal is to identify ways to support and enhance the lives of our valued fellow staff. Staff Council welcomes input from the entire university community in order to make the University of New Orleans the best place to work and prosper in the City of New Orleans and the State of Louisiana.