

Faculty Senate Minutes, April 6, 2022

Attendance

COS	Nicola	Anthony (SE)	Present
COLAEHD	Diane	Baas	Absent
COE	Donald	Barbe	Absent
COS	Sarah	Black	Present
COLAEHD	Chris	Broadhurst	Present
COLAEHD	Elaine	Brooks	Present
COE	Dimitrios	Charalampidis (SE)	Present
COS	Rachel	Clostio	Absent
COBA	Christy	Corey	Present
COLAEHD	Chris	Day (SE)	Present
COS	Adlai	Depano	Absent
COS	Kraig	Derstler	Absent
COLAEHD	Laszlo	Fulop	Present
COLAEHD	Ryan	Gray	Present
COE	Martin	Guillot	Present
COBA	Kabir	Hassan	Present
Administration	N. Tina	Johnson	Present
COLAEHD	John	Kiefer	Present
COS	Simon	Lailvaux	Present
Adjunct	David	Lambour	Present
SG President	Amber	Lemelle	Absent
COS	Linxiang	Li	Present
COBA	James	Logan	Present
COS	Leszek	Malkinski	Present
COLAEHD	James	Marchant	Present
Staff Council	Randall	Menard	Present
COLAEHD	Andrea	Mosterman	Present
COLAEHD	Steven	Mumford	Present
Alumni Assoc	Dinah	Payne	Present
COBA	Dinah	Payne (SE)	Present
Library	Connie	Phelps (SE)	Present
Library	Lindsey	Reno	Absent
COS	Steve	Rick	Present
COLAEHD	James	Roe	Absent
COBA	Gina	Rosa	Absent
COLAEHD	Brian	Seeger (SE)	Present
COLAEHD	Robert	Stufflebeam	Present

COLAEHD	Chris	Surprenant	Present
COE	Vincent	Yu	Present

Guests & Visitors

Brandon Adler
Mahyar Amouzegar
David Beriss
Kristy Askam
Caroline Noyes
Eileen Dooley
David G
Martha Blanchard
Carolyn Golz
Juana Ibanez
Ray Wang
Enjilee Bailey
Pam Kennett-Hensel
Scott Pentzer
Nancy Biggio
Marc Landry
Kim McDonald
Lora Amsberryaugler
Ray Rodriguez

Meeting called to order at 3:30pm

Motion to accept minutes from March 8, seconded
Vote – minutes approved without dissent.

- Comments from Chirs Day, Faculty Senate President:
Updates: Next meeting will be hybrid. It will be the last one of the year: May 12.
We will meet in Innsbruck Room in the UC. Next year's meeting will be in person.

May meeting we will have elected new senators, and we will elect new Senate officers then.

2 concerns from people:

- Accounts Payable backlogged on paying invoices and not responding well to emails. The Administration is acutely aware of this, Office of Business Affairs is acutely aware of this. They have taken steps to overcome the backlog and they are working hard to get caught up. That should be getting better.
- Testing Services: since centralized testing processing has closed, SCANTRON processing has moved to the Privateer Enrollment Center. There have been delays. The Administration realizes that there have been hiccups in the transition and they are working to fix it. The Office of Enrollment Services assures us that everything will be rolling smoothly by exam time. SCANTRON processing will be decentralized to the Colleges. They will be installed soon. Enrollment Services is working to make this transition as smooth as possible.

President Nicklow has a conflict today. In response to Mahyar Amouzegar's announcement that he is stepping away as Provost, Chris Day would like to thank him for his years of service, his advocacy and his hard work on our behalf, and for steering us in these unusual times.

Comments from Mahyar Amouzegar, Provost:

Thank you. It has been my pleasure. I am not going away – I am still here until December and then I will join the Department of Economics and Finance and maybe join the Senate and complain to the next Provost about all of the issues we have.

Announcements from John (Nicklow, President)

- There is still time to purchase tickets for Empowher, Privateer's Brunch. April 8. Fundraising initiative for woman's leaders in Athletics.
- Many search committees are happening: Provost, CFO, Vice President for Enrollment Services, and two Dean searches. John is reaching out to parties across campus to fill out the search committees. The committees will be large so as to touch everybody. Work should start quickly, my hope is that there will be a new Provost in place before December.
- Faculty and Staff Picnic Wednesday, April 20. Everyone is invited. Excited to do this after a multi-year lapse. For John and I to say thank you and to eat some good food.
- Commencement Speaker for May 21 is Michelle Miller, CBS news journalist and alum. James Carter will be awarded an honorary Doctorate. John Carter will speak at the Graduate Ceremony in the morning and Michelle Miller will speak to the Undergraduates in the afternoon ceremony. We would love it if all of you would join us.

Chris Day: Thank you Mahyar.

Academic Committee – chair Chris Broadhurst:

Update on Graduate Student success survey. We have finished the report and sent it to the Executive Committee for any revisions. After that the report will be distributed to the faculty senate, and senior administrators, and all other faculty. We hope to have this done in two weeks. You will have a chance to review the report and we will discuss at the final meeting any recommendations. Thank you to the team for the great research.

New grading policy for first time and first semester freshman. Caroline Noyes is here and can help explain. These students will be put on a special grading basis of A, B, C, and No Grade. No Grade will be counted as attempted credits but will not be counted towards GPA. The data shows that this should positively impact student retention. The entire Academic Committee unanimously supports this. The next steps, since it affects changes in the catalog, it will go through Courses and Curriculum. We wanted to make sure the entire faculty heard about this.

Chris Day: Thank you Chris for that report. The graduate support report is really excellent, with concrete suggestions.

Budget Committee – chair James Marchant:

We submitted questions to the President that we received from faculty, and will get a report from the President and then share it with the full Faculty Senate. The highlights:

- People would like to know about faculty salaries across the institution – the information should be published in the library, but it was not last year. President Nicklow does not know why it was not posted. 2021 will be posted shortly. 21-22 will happen after the close of the fiscal year.
- People want to know what happened to the savings from infrastructure being closed during Covid. There were not savings, because revenue shrank so much. There was \$21 million less revenue.
- People want to know how CARES money was spent. Dr. Nicklow reported that we have been granted \$34 million. \$14.3 million has been spent. Of the \$14.3 million, \$7.8 million was directed to student aid. Of the \$34 million, \$14.4 million has to be specifically for student aid. We still \$20.2 million to spend between now and June of 2023. \$6.6 million must be student aid. One of the problems is that different CARES act packages had different restrictions on how the money was spent, and most of it we will be able to use for “lost revenue.” The hope is that the drop in revenues will decrease, but that by June ’23 we need to “up and running.”

Chris Day: Thank you very much James. Those responses will be attached to the minutes.

Administrative Committee – chair Christy Corey:

This year's work: looking at the end stages of the faculty grievances document and the faculty conduct policy which contains information and procedures on faculty charges. We need to make sure those two documents are in agreement with each other and not in conflict. We plan to push those out of our committee, and maybe to Tina Johnson for more feedback. The other thing we are doing is revising the bylaws to incorporate the Gen Ed committee and the UCCC, and bring them back under the umbrella of the Faculty Senate as standalone committees. We hope that once these committees are under the umbrella of the Faculty Senate that we will receive reports from them once or twice a semester or year.

As a follow up to our survey about the Senate, we would like to have a poll now about voting rights/senate membership for a student representative, an alumni representative, an administrative representative and a staff representative.

Question from Elaine Brooks: Can you clarify the discussions about the membership of the Gen Ed Committee and the Courses and Curriculum Committee. Christy Corey: it is not finalized, but we envision a mix of Senators and non-Senators.

This poll is not a formal vote, but will inform the committee as they rewrite the bylaws.

Administration of Poll

Results:

The largest sentiment is to keep the membership, but remove the voting rights for these representatives. A double digit percentage of people also voted to entirely remove these positions: the majority of opinions was that only faculty members should have voting rights in the Faculty Senate. Here is how the vote broke down:

1. Student non-faculty senate member

Retains membership on the Senate with voting rights 34%

Retains membership on the Senate without voting rights 48%

Does not retain membership on the Senate 17%

2. Staff non-faculty senate member

Retains membership on the Senate with voting rights 38%

Retains membership on the Senate without voting rights 48%

Does not retain membership on the Senate 14%

3. Administration non-faculty senate member

Retains membership on the Senate with voting rights 31%

Retains membership on the Senate without voting rights 59%

Does not retain membership on the Senate 10%

4. Alumni non-faculty senate member

Retains membership on the Senate with voting rights 28%

Retains membership on the Senate without voting rights 48%

Does not retain membership on the Senate 24%

Christy Corey: Thank you for your feedback.

Chris Day: Thank you everybody.

Chris Day: Association of Louisiana Faculty Senates has issued a call to reaffirm academic freedom and tenure in reaction to legislation being introduced in the Louisiana Legislature.

Please see the attached Resolution 02A-2022.

Connie Phelps – I don't know when the Legislature is voting on this, but I have seen that other Faculty Senates have already voted on it. Maybe it will be too late if we postpone voting on this until May.

Chris Day: Thank you Connie. I do not know when the Legislature is acting.

Motion to discuss. Seconded.

Elaine Brooks: can someone explain what the Legislature is trying to do

Jim Logan: I have not seen the bill yet

Chris Broadhurst: the Legislature is working to create a committee to look at Tenure in September.

Jim Logan: It is important that we support keep the system as it is.

Chris Day quoting from the proposed bill: "Be it Resolved that the Legislature of Louisiana does hereby establish and provide for the Task Force on Tenure in Public Post-Secondary Education to perform an in depth review of the merits of and need for tenure, to study Post-Secondary policies and to propose any recommendations regarding the tenure policies including any specific proposals for legislation by written report to the legislature."

Jim Logan: Count the members of the task force

Chris Broadhurst: there's only two faculty members

Jim Logan: You know where this is going

Chris Day: It seems quite clear that the intention is to weaken tenure protection

Elaine Brooks: that would help with creating new programs and firing people so the budget would be smaller

Sarah Black: the alternative would not to have a task force?

Chris Day: that seems right

Chris Broadhurst: supporting this resolution would show a united front of opposition.

Jim Logan: I agree. Things happen at the Capital sometimes because no one says anything to stop it. So a little bit of push back might modify or stop this. I think it is important that we do something like this.

James Marchant: I agree with Jim. It is dangerous to establish committees without looking at the makeup of them. When you don't involve Universities and faculty in the makeup of this, it is obvious that it is going the same direction as Georgia.

Although there might be problems with tenure, I don't think this is the way to change. I think like Jim said, it is good to have pushback. I don't think this is going away.

Nicola Anthony: has there been a taskforce before, and if not, what has happened now.

Jim Logan: a Republican controlled legislature if you want to be honest about it.

Further speculative conversation...

Conversations about that we should go visit the legislature...

Motion to close discussion. Seconded. Passed
Motion to suspend the rules on waiting to vote. Seconded.
Vote to suspend the rules passes.
Motion to vote on the resolution. Seconded.
Vote on the Resolution passes: 27 For. 0 Against.

Request that when we report to the Association of Louisiana Faculty Senates that we suggest that we try to get together one day.

No Old Business.

New Business.

Brian Seeger: I have two Resolutions that I would like introduce.
Please see attached Resolutions 03a-2022 and 04a-2022.

The first resolution deals with issues surrounding salary compression and inversion. Although the Administration has recognized and acknowledged multiple times over the last five years that this is an issue, they have never shared a specific plan to address this. This resolution asks the Administration to come up with, within a relatively short timeframe, a specific plan to address this issue, and shares it with us. This is necessary because without a specific plan it appears that no real action will take place.

The second resolution seeks to address what happens when units contract, and questions the current policy that all lines are reabsorbed by the administration to reallocate as they see fit. It addresses the increased workload on fulltime faculty left behind and that adjunct faculty cannot adequately replace some of the functions that fulltime faculty are needed for. Furthermore academic programs are negatively affected by the loss of fulltime faculty.

Motion to discuss Resolution 03a-2022 Salary Compression and Inversion.
Seconded.

Andrea Mosterman: Thank you for putting this forward. This is a really big issue, and I am happy to see this effort to try to have something put forward by the administration. It is something that has to be done. As long as I have been at UNO it never has been addressed, other than acknowledgement. I would also like to say something about the second one. This is also a very important issue. When Universities shrink in numbers, we may not need as many faculty. On the other

hand, our Department, History, has lost half of our faculty, but our numbers have not declined. The current policy is not a strategic downsizing. There is no control over what do we really need and how do we address that. I think that is why this resolution is so important. These non-strategic decisions also affect our students. If we want to grow, we need to be able to offer certain classes, have faculty that can work closely with students, which impacts retention. We are struggling to get by and manage because of so many service obligations. We need diverse classes, the time to work with students, we need to be strategic. All of those things are not addressed by the way that this has been handled up until now.

Chris Broadhurst: Some of these issues were addressed in the Academic Committee Hiring Report last year, and we haven't heard anything about that since then. We need an update, what progress has been made. One of the recommendations is let's apply the same logic to when administrative positions are vacated. If there is to be different standards, then we should address them. We should get a progress report on the report that we submitted.

Motion to suspend the rules to vote on Resolution 03-2022 Salary Compression and Inversion. Seconded. Motion passes to suspend the rules
Vote: 23-In Favor 1-Opposed 2-Abstentions Motion Passes

Motion to discuss Resolution 04a-2022 Loss of Faculty Lines. Seconded.

Leszek Malkinski: I would like to say that our situation in the Department of Physics is similar to what Brian described. After Katrina we shrank to five professors and one instructor and we are still keeping three programs, BS, MS and PhD. This will no longer be possible if we lose a faculty member and will be a decision to close programs. We have tried to replace 4 faculty that have passed away, retired, or found better paid positions and nothing happens. Our loads increase, it effects our research, we cannot offer elective courses that might attract students. So this also effects the number of students. Programs become less and less attractive. It creates a downward spiral. The administration should invest in faculty to help Departments and the number of students grow. I agree completely with this resolution.

Sarah Black: I also agree with this resolution. I am also concerned with the over-reliance of adjuncts to fill these spaces. We have adjuncts in our Department teaching our fundamental research methods classes for lack of full-time faculty. I would suggest that adjunct replacements be time-limited and plan for a full-time

position to be recreated. I would not like the language in the resolution to be used as a justification for full-time faculty to be replaced with adjuncts.

Brian Seeger: I tried to keep the language of the resolution as broad as possible because I am not an administrator, I don't know the hard things that tie their hands. I think Chris' point earlier, that reducing the size of Departments just based on chance seems like a terrible way to go about things. I can understand that looking at the numbers might be a justification for less faculty, but that if administration would meet with the Departments, they might come to a better understanding of why the numbers are smaller and we could make more logical choices about how to move forward. As much as I would like to say "No, you can't have faculty lines just expire," I am trying to be as reasonable as possible about this forcefully saying that these discussions need to take place in a robust fashion with the affected units and faculty.

Motion to suspend the rules to vote on Resolution 04-2022 Loss of Faculty Lines.
Seconded. Motion passes to suspend the rules
Vote: 22-In Favor 0-Opposed 3-Abstentions Motion Passes

Meeting adjourned at 4:47pm

Attachment:

UNO President John Nicklow's responses to Faculty Senators' questions about the budget – See next page.

Questions about the Budget, Submitted by Members of the Faculty Senate (Spring 2022)

1. I would love to know everyone's salary - since it's a public institution, I guess we have the right to see it. The most current printed budget in the library with individual salaries listed is 2019-2020. It's available by asking at the Circulation Desk. I asked someone about 2020-2021 and was told that we don't have it (yet?). But I believe this information should be available by law. Can something be done about it? [Several people wrote in to ask about this.]

Response: Thank you for bringing this to my attention. The budget books, including salary tables, are to be posted in the library annually. I do not have a good answer as to why Business Affairs did not have them posted. I addressed this with that group as soon as I received your question, and all books should be at the circulation desk now.

2. I know people have wondered how all the CARES money was used.

Response: Below is a tally of funds received by category. All direct student aid was required to be sent to students; we served only as a pass through. The same is true for the MSI funds. The campus funds were those dollars available for the campus to use. Auditors have been over our shoulder the entire time to ensure these funds were used to overcome lost revenues and address pandemic impact. I wanted to provide you with this data now, and I've asked Joanne Terranova, Interim VP, to provide me with a full accounting of funds and balances by category next week. When I receive that information, I'm happy to forward it to you.

UNO	Campus	Minority-Serving Institution Funds	Direct Student Aid	Total
CARES	\$2,790,944	\$274,114	\$2,790,944	\$5,856,002
CRSSA	\$7,181,430	\$422,843	\$2,790,944	\$10,395,217
ARP	\$8,851,613	\$771,452	\$8,753,758	\$18,376,823
Total	\$18,823,987	\$1,468,409	\$14,335,646	\$34,628,042

(See more details below, on the last page.)

3. Ask about the savings that we should have had during COVID due to classes being online and people working remotely, surely there should have been electrical and water savings. If not, what is the University going to do if this happens again.

Response: There were little to no savings during the pandemic as a result of classes being held remotely or in a hybrid fashion. In fact, lost revenues and expenses to the campus through May 2021 alone skyrocketed and totaled more than \$21M, yet we continued to pay all faculty and staff, and this is exactly why the federal relief funds were vital to our financial viability. That \$21M is comprised of many items, including refunded student housing, lost revenue on rooms held for quarantine, cancelled concerts and events, expenses for laptops, Wi-Fi hotspots, and upgraded classroom technology, personal protective equipment and safety protocols, and so much more. I'm more than happy to

share water and utility bills if you like, but the impact of the pandemic and working remotely was minimal. In fact, because of rate increases, water bills have generally increased and power costs have remained stable. I have attached a record of bills for one of our water meters. Note that we have several meters, and this meter does not include the residence halls. Additionally, because some people continued to work on campus over the last two years, it was not possible to take buildings offline or to stop heating/cooling portions of campus. Doing so would also create significant mold issues given our levels of humidity. Again, please let me know if you would like to see monthly bills, and I can make them available.

Question: I know people have wondered how all the CARES money was used.

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University of New Orleans							
CARES/HEERF Grant Funds as of March 25, 2022							
Budget / Actuals	UNO CARES ACT-Student Portion	GRT000193 HEERF-Student Portion	Total Student Funds	GR101429 HEERF-Institutional Portion	HEERF-Strengthening Institutional Programs-MSI	Total Institutional Funds	Total
Beginning Budget	1,284,950	13,148,551	14,433,501	18,696,283	1,476,800	20,173,083	34,606,584
Expenditure Categories							
Scholarships	1,284,950	6,527,069	7,812,019				7,812,019
General Acquisitions (equipment)				8,300		8,300	8,300
Operating Services				3,048	170,171	173,219	173,219
Loss revenue- International Ed.				884,007		884,007	884,007
Loss revenue-RIS				451,593		451,593	451,593
Salaries				1,835,860		1,835,860	1,835,860
Related Benefits				807,778		807,778	807,778
Supplies				135,957	158,054	294,011	294,011
Professional Services					9,987	9,987	9,987
F&A Recovery				1,894,392	155,577	2,049,969	2,049,969
Total Expended thru 03/25/2022	1,284,950	6,527,069	7,812,019	6,020,935	493,789	6,514,723	14,326,742
Ending Budget Balance	-	6,621,482	6,621,482	12,675,348	983,011	13,658,360	20,279,842

A few key points:

- To date, \$14.3M of the \$34M total has been spent. Apart from direct student aid, much of these funds have been used to support operations during the pandemic and offset lost revenues and ensuring individuals were not laid off.
- Of that \$14.3M, \$7.8M was direct student aid, and of the budgeted \$34M total, \$14.4 M must be spent on direct student aid.
- There are significant constraints on what expenditures can be covered with these federal dollars, and all expenditures must be related (and documented as such) to the pandemic. Each relief package has had slightly different constraints.
- There is a remaining balance of \$20.2M to be expended by June 2023. Of that \$20.2M, \$6.6M must be spent on direct student aid. A significant portion of remaining funds will be used to offset lost revenues for the current fiscal year and next fiscal year, with the expectation that losses diminish over that period.

Joanne Terranova, Interim VP, or I can certainly be available to discuss additional questions you may have about these funds.