

UNO Faculty Senate Meeting Minutes

August 25, 2022

Attendance

Present: Nicola Anthony, Sarah Black, Chris Broadhurst, Dimitrios Charalampidis, Angelo Charles, Christy Corey, Laszlo Fulop, Ryan Gray, N. Tina Johnson, John Kiefer, Simon Lailvaux, David Lambour, Linxiong Li, Leszek Malkinski, James Marchant, Ariya Martin, Randall Menard, Andrea Mosterman, Dinah Payne, Connie Phelps, Lindsey Reno, Steve Rick, Ray Rodriguez, James Roe, Brian Seeger, Lisa Verner, Michelle Wade, Vincent Yu

Excused: James Logan

Absent: Donald Barbe, Rachel Clostio, Adlai Depano, Martin Guillot, Kabir Hassan, Robert Stufflebeam

The minutes from the 5/12/22 faculty senate meeting were approved.

Updates from Faculty Senate President

During the summer the Senate President and Vice President worked with University administration to address salary compression.

Chris wants to work more with staff council and has met with president Randal Menard. to increase faculty/staff recognition, Every college with create staff and faculty of the year awards, senate and staff council will create criteria for the awards

There was a call for two senators to serve on the committee. Michelle Wade volunteered and there was still one volunteer needed.

The four new faculty senators were asked to introduce themselves.

The legislative taskforce on tenure has been fully formed. There are representatives from all universities in the University of Louisiana System. Nearly all of the legislators on the taskforce have spoken in favor of tenure in the past. There is reason to be optimistic.

UL faculty senate presidents will meet once per semester to talk about issues. They have discussed having faculty representation on the University of Louisiana Board of Supervisors and the Louisiana Board of Regents.

A senator asked whether or not, after it was addressed this summer, salary compression was perceived by university administration to be an ongoing issue. Chris Broadhurst responded that it would be addressed as an ongoing issue and Provost Amouzegar confirmed that this was the case. CB went on to explain the general process for how decisions were made for how to distribute the compression-correcting raises. Ryan Gray announced that the senate budget committee would be working on this issue and explained what their next steps would be.

CB also announced that he was working on finding answers to queries that have been emailed directly to him, as well as to the anonymous questions form. Answers to the anonymous questions form would be posted to Moodle.

Updates from the Academic Committee

The senate academic committee has not met yet, but they plan to meet soon to set priorities. Issues that they plan to work on this year include: student mental health and barriers to accessing the counseling center, student re-engagement, and usability issues with faculty 180. There were several comments from senators who echoed the usability problems with faculty 180 and there was a general desire to see that this particular issue would be of high priority for the committee. One senator proposed that the committee solicit feedback from faculty in order to gather more information about usability issues. The committee might also be involved with the new faculty/staff awards.

Updates from the Budget Committee

The budget committee had had its first meeting of the year that morning and Ryan Gray was elected Chair. The committee plans to investigate strategies to address salary compression in the long term, regardless of the budget issues and cuts that will likely surface this year. There was a comment asking for additional transparency in how the extra raises were distributed. The budget committee will be asking for clarity about salary increases. There was a comment about how to find one's salary in Workday, for those who were not sure whether or not they received an extra raise. CB explained more about the process for decisions about salary increases and what input he and Dinah Payne (as President and Vice President of the senate) were able to provide.

Updates from the Administrative Committee

The administrative committee has not met yet this year. The committee will be bringing to a vote the bylaw changes that they made last year, including faculty grievance and conduct policies, the voting policy for non-faculty senate members, and the structure and oversight of the general education committee and the University courses and curricula committee. The changes will be presented to the senate as one bylaw.

Old Business

The UL Board of supervisors approved the promotions and tenure for UNO faculty for 2022. There was a general question about current enrollment numbers. PA responded that UNO had 6458 students enrolled, but dual enrollment hadn't been added in yet. Enrollment is down 1,000 students. The official census hasn't been done yet. Only faculty raises were funded by the legislature, and the Board of Regents reduced our budget because of the funding formula, meaning that UNO essentially had to fund all of the employee raises internally. A general discussion followed about enrollment and possible reasons for the reduction. Provost Amouzegar commented that college and university enrollment is down 10-12% across the state. Possible reasons for this include COVID, the aftermath of Hurricane Ida, financial concerns among potential students, and the fact that LSU dropped their ACT requirement for admission. There was a comment about the ongoing issue of retention, its impact on

enrollment, and a suggestion that the senate should develop strategies that faculty can use to retain students.

There was a question posed to Provost Amouzegar, asking whether or not feedback was still sought by other public Louisiana universities seeking to start programs already in place in the State, specifically citing the Public Administration program recently started by LSU. PA was not aware of LSU asking for any feedback from UNO on this initiative.

There were comments and discussion about issues affecting faculty that the senate should look into: 1. Adjunct professors lose access to their email in between appointments and it causes communication problems with students. 2. Sometimes faculty are not consulted when changes are made that will affect students, such as those to the academic calendar. Discussion followed.

New Business

Dinah Payne mentioned that updated enrollment counts are available at registrationcounts/uno.edu

There was a reminder that faculty and staff convocation would take place the following day.