



THE UNIVERSITY *of* NEW ORLEANS

STAFF COUNCIL

Staff Council Minutes 08/24/2023

Approval of Minutes – Posted on Website

Guest Speaker: Dr. Stoever, Institutional Effectiveness

Institutional Effectiveness Plans – what it does and how we’ve changed it. We’re going to change our accreditation report.

SACs is requiring us to prove that we are trying to meet our mission, and engage in continuous improvement

This happens at many different levels

Top level: UNO strategic plan, first annual report done first time in 10 years

Lower levels: VP level and other levels – where we list ways we want to improve and goals

We’re redesigning the process of how units go in and build their own strategic plans and goals and evaluate themselves. Before, many plans weren’t able to meet deadlines, the process was foreign and software wasn’t intuitive, often felt disconnected with overall UNO plan.

The institutional effectiveness committee’s answer:

1. We asked the VP and the president groups to create their plans first. A top down approach allows offices underneath to align themselves with the goals of their supervisors and chain of command.
2. We did a 4 hour working session to get the plans together as a group

Questions:

Q: With our interim president being the provost of UL system, has she been able to give input? Or give constructive suggestions?

A: Yes we’ve had private 1 on 1 and she’s been an active member of our task force.

Q: What do you recommend with WEAVE? You want those goals to measurable, but a concern I’ve seen with goals is that people don’t want to be overly ambitious, so what’s the important part when trying to set these goals?

A: It’s not so much a negative thing to not meet your target; the negative thing would be not evaluating your progress. We’re looking at what we did and seeing how we’ve improved, whether we’ve totally met the goal or not.

Q: Is there a delta file to see what changes have been made?

A: We have the UNO impact report: What we've set up as a baseline, what we've set up as target, and where we are. It's a 5 year plan.

Q: Sometimes it feels really intimidating to set goals without a budget. It would be nice if we could have those things aligned, so we don't have to think of goal setting in a budget neutral way.

A: Use last year's budget as a guide. The hope is to start using WEAVE plans as a way to promote budgets and embed them with the dollars.

Executive Committee Reports

President: Edgar Avila Jr

- i. **DEI Committee: thanks for attending faculty and staff convocation!**
- ii. **Weave:** Our 3 main goals: continue be the voice for the staff, connect staff, create a wellness initiative.

Vice-President: Debby Charrier – will be reaching out to anyone on a committee to get things rolling again. If you are interested in being on a committee please reach out to Debby

Treasurer: Willis Brewer

Recording Secretary: Coleen Maidlow

Corresponding Secretary: Julie Landry

Committee Reports

Staff Concerns & Opportunities

- **Condition of Roads:** Several years ago steps were taken to coat much but not all, of the campus pavement with a black substance. This was not repaving, but more like a spray on and physical repairs to roads especially were not made. In heavily used areas, this has worn off and frankly looks bad. What steps can be taken to improve the look of the campus roads and other paved areas?
 - maintenance on the roads is not feasible
- **Salary Compression:** I have worked at UNO long enough to have survived the Jindal years--the approximately 10 year period where there were no annual raises. But even with very good annual evaluations, employees hired or promoted to my level are making almost as much or more in salary than I am. I am struggling to pay my bills with inflation. Costs for everything have significantly increased, but my salary has not. I can't be the only person in this situation. Please update us on what HR and the administration are doing to address serious salary compression. Isn't pay equity part of the commitment to equity, diversity, and inclusion?
 - Please meet with your supervisor and follow the chain of command to see about salary increases
 - Recent cost of living increase
- **Telework policy:** no changes, with a new president things could change but there has been no talk about change at this time

[Service with Jazz](#) – July 2023 – Breanna Righteous (College of Sciences)

[Communication Committee](#) – Please reach out to Debby with interest in committees!

Old Business

President Search:

- Edgar will moderate, Coleen will handle submitted questions and take notes
- Not having staff council rep is part of the bylaws, we've been in discussion with admin about not having this representation
- We encourage everyone who can come to come and to send us questions

Miscellaneous

UNO Founders Club: September 7th

- Alumni ballroom, 11:30, unveiling a plaque of the original founders of the university
- The plaque will be moved to the university center upstairs
- Coffee and pastries
- [Founder club webpage](#)

Chat

10:08:58 From Julie Landry To Everyone:

Feel free to enter them in the chat!

10:15:53 From Shannon Williamson To Everyone:

and none of us have budgets loaded!

10:16:09 From Christie Thomas To Everyone:

Reacted to "and none of us have ..." with 👍

10:18:36 From UNO April G Bartholomew (She/her/hers) To Everyone:

Reacted to "and none of us have ..." with ❤️

10:20:55 From Shannon Williamson To Everyone:

I'd like those notes Coleen. mswilli4@uno.edu

10:21:50 From Edgar Avila Jr. To Everyone:

October Meeting*

10:23:31 From Julie Landry To Everyone:

<https://www.uno.edu/service-with-jazz>

10:23:32 From UNO April G Bartholomew (She/her/hers) To Everyone:

Yay Bri! Congrats!

10:23:35 From Shannon Williamson To Everyone:

Nominations are open! <https://www.uno.edu/service-with-jazz/about>

10:25:19 From Julie Landry To Everyone:

Share your feedback on the search with us: <https://forms.office.com/r/xZgfrLTqUb>

10:25:21 From Nancy Biggio To Everyone:

Reacted to "Share your feedback ..." with 👍

10:25:26 From Julie Landry To Everyone:

Schedule: <https://www.ulsystem.edu/uno-presidential-search/uno-semifinalists-interview-schedule/>

10:25:28 From Lisa Grass To Everyone:

Are staff concerns presented to Administration?

10:26:10 From dbauer To Everyone:

will the meeting be on Zoom

10:27:22 From dbauer To Everyone:

Can I ask why the meeting or not on Zoom

10:28:54 From dbauer To Everyone:

thanks

10:29:14 From Edgar Avila Jr. To Everyone:

https://forms.office.com/pages/responsepage.aspx?id=9dvUMQRAaUS_7t8pSp3hUGaLpdBQnopDlZT-mn5LmdxUMERQUEo4UzhKREo3OEprV1g0S0pWRjRCRC4u

10:29:48 From Edgar Avila Jr. To Everyone:

mbonis@uno.edu

10:30:03 From stacey balkun To Everyone:

I know it doesn't have tuition costs, but are there any fees assessed for the course?

10:30:21 From Willis To Everyone:

no there is not a cost

10:30:29 From Julie Landry To Everyone:

<https://www.uno.edu/media/30276>

10:30:36 From Edgar Avila Jr. To Everyone:

I believe it is fee excluded a well, so no cost

10:30:42 From Julie Landry To Everyone:

<https://www.uno.edu/founders-club>

10:34:04 From stacey balkun To Everyone:

Reacted to "I believe it is fee ..." with 👍

10:34:40 From stacey balkun To Everyone:

Replying to "I believe it is fee ..."

Thanks for clarifying. I know a colleague had signed up for something else at some point and got hit with a bunch of fees so I wanted to be sure!

Participants

Robert EKL Library stacey balkun Julie Landry hilangela webb Coleen Nerolie Rayson Dan Harper SoIS (Dan Harper U of New Orleans) Erin Sutherland Brittany Garrison Debby Charrier Linda Houston Willis sfvarble Cheryl Forschler# UNO# Events/Protocol Edgar Avila Jr. Colby Stoever Jody Kassie wayoung Carol Mitton Aaronlyn Breaux nmukherj bmcdonal Pierre's iPad LaTasha Gonzales Eliza Britney Butler Karen iocalix Amanda Robbins Silvia Hayes	Aneta Komendarczyk Nancy Biggio Cliff Golz Julienne Ricchiazzi Sarah Kopkin Kendy Martinez wayoung Samartha Mudigere Girish Adham Bryan Hussain Lisa Grass Ken D'Aquin bbarras Christie Thomas stacey balkun Maggie Sunseri Aundrea Kloor kazuakimai Savannah Bilbo Toni Slessinger Shannon Williamson Donna Tara Tolford Kate F. Eileen Dooley Jaime McSkimming Liz Sigler she/her/hers UNO April G Bartholomew (She/her/hers) dbauer Kiera W. - Therapist (Kiera W.) vgranito Silvia Hayes Mariana Z. Martinez Marketa Janousova (she/her/hers)	Tiffany Soublet LeeAnne S. (she/her/hers) Kent G Burt Neal Lynette Denise Bates sganuche 19853203122 Tamar Starck Phil Pinkston Joy B. (she/her/hers) Alana Coleman Erik Wahl Kenny Merrick UNO Samuel Gladden/University of New Orleans Donna Dr. Sergio Cuevas bdukes vgranito vgranito Joanne Terranova Silvia Hayes vgranito rcamaill scalamar mhayden Suad Nora Lora Amsberryaugier - UNO Mark Slessinger Ayana Morales (she/her) Silvia Hayes Karen Bradley
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Next Meeting – September 21st 10am (In-Person), October 19, 2023 10am (Zoom)

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.