



# THE UNIVERSITY *of* NEW ORLEANS

## STAFF COUNCIL

**Thursday, June 20, 2024. Zoom.**

### Approval of Minutes

### Guest Speaker: Randall Langston, Vice President for Enrollment Management

- Excited to be here
- Been here 6 weeks now
- Had the opportunity to meet so many people and still learning the ropes and the institution
- It's a learning process for me
- Came from Southern Miss, working 25 years in higher education, mostly in regional comprehensive institutions

#### **Approach and vision:**

I'm a data guy, I hope to make that approachable

- I'm about being transparent and sharing data and information
- If you all have questions, or need data, please invite me or reach out

Big proponent on communication. If you don't have communication at the top, you don't get things done down below

- It's not just words, but actions. We need to talk, but we also need to take actions to deal with some of our challenges

Enrollment is obviously key. We have some headwinds – some within our control some without

- Birth rates are down, population demographics, inflow-outflow, debt, a media that isn't always friendly to higher education – a lot of challenges

Some things we can control: how we promote the institution, how do we work together as an institution, how do we collaborate, Happy to meet and hear ideas.

People can take a deficit approach, but I like to take an opportunity approach

We're working right now on an enrollment management mission and goals

The enrollment plan is not the Randall plan, it's an everyone plan.

#### **Financial aid:**

We're working to restructure that office right now. It's complicated to say the least. When you bring someone new into financial aid, it takes a full year to get people trained (depending on their prior experience)

We're dealing with people's tax forms, etc.

We typically use alumni for recruitment

**Question:** Dual enrollment has been castigated recently. How can dual enrollment be reformatted so it can be a more positive and long lasting asset of our university?

Dual enrollment brings a lot to the institution, they are not full time students though. They take a class or two. It brings revenue to the university and benefits students for their continuing education.

We had a major program at southern miss, where we had 1000 students. I am a proponent of dual enrollment, we can then recruit those students back to the institution. These programs are very popular with students. We have an opportunity in that area. For the budget, we need to differentiate between full time students and dual enrollment. We need to show them as a separate category.

**Question:** some of the data I was exposed to while on the task force is that 1/3 of our students are Latinx, but only 3% of our staff are. How do we expand representation in this area?

I am a strident proponent of diversity and inclusion, and that also includes our representation. Our hiring practices need to be equitable. When we have admission staff going out to recruit students, we need to show that we're representing the area well. I used to work at a Texas women's university. We were the 6th most diverse university in the states, we recruited a lot of Latinx students, we used to talk about how we were recruiting the whole "familia" – we need to be culturally sensitive and make sure we're genuine and authentic.

This all needs to be integrated into our strategic plan. And again, it's not just words on paper, but our actions and implementation of those programs.

**Question:** What are we doing for veteran recruitment, not only as a representation but also guaranteed funding.

We cannot just recruit first time students, we need to be looking at transfer students, online students, etc. Veterans are absolutely among that population. We went out and talked to the military, asked what they needed, worked on MOUs with the military in collaboration with our academic affairs. We're just not doing that right now. We have 200+ veterans and dependents right now. We have national guard bases and military bases nearby, so we need to be promoting ourselves over there.

**Tuition assistance program** – done through the military, where the military provides a certain amount of money per credit hour. It's not enough to cover tuition, but there are opportunities to do something like a "tap gap" scholarship (done at my last institution)

## Executive Committee Reports

**President: Debby Charrier—**

- Telework policy: new policy will be distributed sometime next week, be on the lookout for that
- Monthly workday town hall – every 4<sup>th</sup> Thursday (virtual and hybrid)
- Workday Wednesdays, LA 236 – come if you have questions about workday
- 2030 strategic plan – We asked people to submit comments on the strategic plan. We received two suggestions for additions which we will make, but otherwise are giving Staff Council's approval for the plan

**Vice President: Maggie Sunseri – n/a**

**Recording Secretary: Coleen Maidlow – Website is updated, minutes posted**

**Corresponding Secretary: Vacant.**

**Treasurer: Vacant.**

## Committee Reports

### Concerns & Opportunities:

1. Due to our current budget troubles, I'm sure faculty and non-classified staff will not receive raises this year. My question is will classified staff receive their market adjustments this year?
  - a. Please check in with HR if you are classified staff curious about market adjustments.

### Miscellaneous:

Question: Are there any updates on the budget?

Mamie:

- Budget due aug 1
- Waiting on data from legislature
- House bill 940 went through
- Working towards a budget reduction that is as painless as possible
- The long game is not to keep cutting the budget

Question from chat about MH:

- We will be closing MH. Future buildings: we're holding off on anything else, moving forward with MH and hopefully the funding from HB940 will help stabilize other locations.
- 2.1 million dollars from deferred maintenance, major issues in LA and Science building (basements flood, reducing the mold and musty smells) with the intention of keeping them

Question about timeline:

- Timeline is the end of the year: we need to assess available spaces to move people too.
- We don't have an answer for who will move furniture yet. It's being discussed on the space committee though

## Participants

Coleen Maidlow Maggie Sunseri tharvey1 Brian McDponald Christie Thomas, UNO scalamar Aimee Johnson David Armstrong	Liz Sigler she/her/hers rkern Adham Bryan Hussain Dharris2 Eileen Dooley Jaime McSkimming Rachel Alexander JaLisa Lee	Samartha Mudigere Girish dswanson Pam Kennett-Hensel Stephanie Brooks Robyn G Jenise	Darrell Kruger Natalie Matthews Brittany Garrison gb Enjilee Bailey Dr. Sergio Cuevas (he/him/his) Cliff Golz
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Ken D'Aquin sjstaley Dennis Baker Debby Charrier Cheryl Forschler sperez3 Kerri Beth Tanksley Randall Langston AYANNA NEVILLE Kent G Tiffany (2) Sheila Judge Shana Owens Robert Yates EKL Library akloor Gertraud Griessner Mark Pyle Lisa Grass Matthew Field Ayana Morales	Julie Landry Carol Mitton Nerolie Rayson Bob Danton LeeAnne Sipe Kate Faubert Kyle Norris - PPMO Business Analyst III Karlissea Smith PPMO PM Supervisor Joanne Terranova Edgar Avila Jr. Aneta Komendarczyk/UNO Lisa Earles Erica Rami Popich Britney Deon Bergeron Natalie Scott-Advisor kbell1	Katherine Walker Savannah Bilbo Jennifer Grant 15042806747 Jena McCullin (they/she) Pierre's iPad Linda Houston Juan Smith Clayton O'Callaghan Donald Harbison Michael Esordi Colby Stoever Glenda Druilhet N.C. (chapolisfamily) Tiffany Soublet Mariana Z. Martinez Mamie Sterkx Gasperecz trousse Kenny Merrick UNO	Caitlyn LeFrere Nicole LeMaire mhayden Anna Osgood Lanae' iocalix Joe Bisceglie UNO He/Him Gretchen Jeff Chung Elizabeth's iPhone Wendy Young SOTA hilangela webb Sean Edgley mmdaunoy 1225xxx026 LaTasha Gonzales Shannon Williamson Karen Durall-Bradle Dede
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## Chat

09:58:42 From Coleen Maidlow to Everyone:

<https://www.uno.edu/media/37461>

09:59:00 From Coleen Maidlow to Everyone:

^^ the agenda!

10:37:23 From Gertraud Griessner to Everyone:

A general question, please: when will we know about UNO's budgetary decisions for the new academic year? We heard about MH, can we expect any more information?

10:41:04 From Bob Danton to Everyone:

The residents of Milneburg still have not received any timeline about moving or information about where we will be moved. The timeline seems unreasonable. Can you speak to this?

10:42:50 From dswanson to Everyone:

Who will be moving the offices/furniture etc