

UNO Faculty Senate Meeting Minutes**Date/Time: Thursday, November 29, 2018, 3:30pm****Location: University Center, Innsbruck Room, UC 211 A&B**

1. Roll Call

Faculty Senate Roster 2018-19 – Roll Call

		Senate Roster		2017-2018			
#		Representation	First	Last	Term	Board	
X	1	1	Administration	Mahyar	Amouzegar	(18-19)	
	2	1	Staff Council	Alexis	Askam	(18-19)	
X	3	1	SG President	Kenady	Hills	(18-19)	
X	4	1	Alumni Assoc	Dinah	Paine	(18-19)	
X	5	1	Adjunct	David	Lambour	(18-19)	
X	6	1	Business	Joe	Beams	(16-19)	Budget
X	7	2	Business	Christy	Corey (SP)	(16-19)	
	8	3	Business	James	Logan	(18-21)	Budget
X	9	4	Business	Dinah	Payne (SE)	(16-19)	Administrative
E	10	5	Business	Duygu	Zirek	(18-21)	Academic
	11	1	Engineering	Donald	Barbe	(17-20)	Administrative
X	23	2	Engineering	Dimitrios	Charalampidis (SE)	(17-20)	Academic
X	13	3	Engineering	Guillermo	Rincon	(18-21)	Administrative
L	14	4	Engineering	Ting	Wang	(18-21)	Budget
X	15	1	Liberal Arts & Education	Brian	Beabout	(18-21)	Budget
X	16	2	Liberal Arts & Education	David	Beriss	(18-21)	Administrative
E	17	3	Liberal Arts & Education	Chris	Day	(17-20)	Academic
E	18	4	Liberal Arts & Education	Kenneth	Farizo	(16-19)	Academic
E	19	5	Liberal Arts & Education	Ivan	Gill	(17-20)	Administrative
X	20	6	Liberal Arts & Education	D. Ryan	Gray	(16-19)	Academic
E	21	7	Liberal Arts & Education	Juana	Ibanez (SS, SE)	(18-21)	Administrative
	22	8	Liberal Arts & Education		TBD	(18-21)	Budget
X	23	9	Liberal Arts & Education	John	Kiefer (SVP, SE)	(17-20)	Academic
X	24	10	Liberal Arts & Education	James	Mokhiber	(17-20)	Academic
X	25	11	Liberal Arts & Education	Peter	Schock	(17-20)	Budget
	26	12	Liberal Arts & Education	Robert	Stufflebeam	(17-20)	Academic
	27	13	Liberal Arts & Education	Zarus	Watson	(17-20)	Budget
X	28	1	Sciences	Nicola	Anthony (SE)	(18-21)	Administrative
X	29	2	Sciences	Adlai	Depano	(18-21)	Budget
X	30	3	Sciences	Ken	Holladay	(18-21)	Administrative
	31	4	Sciences	Gerald	LaHoste	(17-20)	Academic
	32	5	Sciences	Steve	Rick	(17-20)	Academic
	33	6	Sciences	Wendy	Schluchter	(17-20)	Administrative
	34	7	Sciences	Greg	Seab	(17-20)	Administrative
	35	8	Sciences	Joel Andrew	Webb	(17-20)	Academic
X	36	1	Library	Connie	Phelps (SE)	(18-21)	Administrative
X	37	2	Library	Lindsey	Reno	(16-19)	Budget

X : Present

E : Excused

L : Late

1. Approval of the minutes from 9/25/18 meeting and the 10/29/18 meeting

Brian moved to approve Sept. 25 minutes, John K. seconded the motion; motion passed.

Peter moved to approve Oct. 29 minutes, Ryan Gray seconded the motion; motion passed.

2. Update from Faculty Senate President

- Faculty joining UNO Staff Council Luncheon

Had meeting about having the luncheon on behalf of faculty and staff - trying to create a second event in spring – coupled with state of the university address and after SOU they'll recess for dessert and coffee. Any thoughts? No.

2. Update from Office of the President

- Hynes UNO campus; BoR budget request for FY20; Academic Advisement; Improvements in hiring practices; Commencement

There has been conversation around Hynes partnership – what has developed? A year ago, there began talks about Hynes replicating their school pk-8, in-demand school. OPSB is supportive of this replication. UNO signed a LOI (non-binding) and Hynes is now part of OneApp and they want to start a K next fall. Hynes needed the LOI and language from us, so their plan is next fall to open a pk or k at old Jean Gordon site (on Leon C. Simon, next to Lakeview Tire and Auto) as a temporary site. The ultimate goal is to have a building on our campus. This is no cost to us – we may even benefit from this. It will also bring possible collaboration. In addition, the LOI, all full time employees would have a 15% added weight when they apply through OneApp. We are having a tour next Tuesday 12/4 in the morning, if anyone is interested, let Dr. Nicklow know. We don't know the location of where the school will be built. Dr. Nicklow is trying to get Bienville hall down – waiting on FEMA arbitration hearing in late Feb. If we tear it down, Hynes is interested in building a school there. We also have other places on campus where the replicated school could go. This is at cost to Hynes

BoR is requesting for FY20, an additional \$168 million dollar investment in higher ed. There are some concerns about what the money is intended for. Some will go to need based aid, some to text books and codes, some re-invested in outcomes (performance-based), some set-aside for research and innovation (Pennington and LSU only – Dr. Nicklow has raised concerns), allocated \$60 million to 10% tuition buy down program that Dr. Nicklow will oppose because he doesn't believe you buy down tuition across the board for everyone, \$12 million put in there for faculty raises (concern is that it is across the board \$1k per faculty member per year across the board).

Academic advisement – we have done a lot to coordinate building a prof advising model, changing policy, implementing predictive analytics, there will be further evolution of this model – an advisement center in the library. This is consistent with NACADA best practices. We are trying to co-locate offices, COS would be in their office in the college part of the time and in the central location part of the time.

Chairs are meeting for leadership summit and will be talking about changes over the next year we will implement in hiring practices. HR is tasked with improving efficiency and recruitment – building

adequate, qualified pools of candidates. It is not a centralization - what we want to do is take some work off faculty members' plate and make sure ad titles are reflective of the position. We need to sell the university when we are recruiting so we want to make sure we are doing that.

Commencement 12/14 – please come. Food provided. Speaker – Governor Edwards.

Mention to students in class about registering before they leave for the holidays. The rate of return is much higher if they register before the holidays. They can register now and pay later.

Holiday coffee on 12/13.

3. Office of Communications – Progress on Webpage Changes

Sarah Bergess speaking: in process of redesigning website. Update on timeline; making progress. Dec 21 is date by which all academic units will be migrated. COS & COE complete, COLAEHD in progress, met with COS about migration.

All other significant pages be completed by January 31. March 31 – all other pages cleaned up. Hopefully well catch all those little pages 18 clicks down, etc will be caught that haven't been touched. Will start the library sometime between Jan. 31 and March 31, the library is still on the old system. January 31-March 31, start on special projects that have been backlogged (ex events and UNO calendar). April 1 start turning omni off (current site) in phases. We will not lose the documents/pages, they won't be live. This will give us opportunity to see if there are any bookmarked links – so we can find error messages and address it. This shouldn't really effect academic units. May 15 – hoping we can stop talking about website as redesign – will be back to business as usual. Team will then be dedicated to enhancing site as opposed to migrating.

Comment: faculty member had lunch with student, she said it was very pointed to future students, and it's problematic as a current student. Other thought: chairperson in MKT asked them to update things, and she did the form. Things were done by the deadline and that process was great.

Sarah Bergess: They want everyone in academic units to look over their pages to make sure the content is accurate and up to date. COB is on a tighter timeline so their pages won't have all the feedback, but it's basically the same thing that's there right now, just nicer looking.

Dr. Nicklow: it is meant to heavily target future students – this is aligned with our focus on growth and things we need to be doing. If you go to upper left corner, there is a section for current students (and section by constituency). We've found very few current students and staff/faculty don't go to uno.edu – those using it are external parties.

Sarah Bergess: Current student page – we want this page to be a similar look/feel to current students. We make to make sure all upcoming events, etc are rotating at the top for current students. The search bar – working on it, omni system was google powered, within drupal, it will only pull from UNO pages. The team knows this is an issue and will be working on it on the back end. Webteam is also working on making sure keywords are appropriately placed on webpages.

Question asked: are you under IT? Dependent. No, they are university marketing. Does phone (telecommunications) have to do with you? No. Webmaster does roll through their office. Hamburger is small, can you make it bigger?

Question asked: once you go live with COLAEHD, when will we have access to fix them? As they go live, we are training people in the office to work on them. Will do a big training in early spring, but doing colleges as they go live. If there is an urgent change, you can submit the form.

4. Report from Academic Board - Study of Summer Compensation Practices

Results of the study – the report is on moodle.

Board concludes – student costs have changed very little. Having said this, the modifier is academic affairs is granted a degree of flexibility to departments to shift excess revenue from one course to another to cover classes that do not reach full enrollment. Less of this as AA increases overhead. If you are concerned with findings, supporting data is on moodle. If you have concerns, email John or Christine. Any discussions should start with department or college.

Questions? Phrase – tuition is down? Where did that come from? UL system controls tuition, we have say in fees and that varies by dept and college.

What's the break even number? Differs by college, grad vs undergrad, etc.

5. Report from Administrative Board - UNO Tenure and Promotion Guidelines Document

- File available on Senate Moodle page

By December 15th, submit confidential comments and feedback at:

<https://goo.gl/forms/HJtFDk39W0IDkE8I2>

Nikki put together a few things, process we went through, all worked together in spring 2018, each member assigned part of document, and reconvened every month to review what we've written. Sections looked at: definitions, promotion and tenure policy, criteria for evaluation (teaching, research and service). Met with provost at beginning of spring to review goals (see PowerPoint for goals).

Question raised – last goal – how many levels are considered? Provost says at least two

Question: burden of proof of teaching evaluations placed on faculty and how does teaching evaluations effect it?

Document says now that a full review should be done every single year. Want to clarify this. Also, we currently require candidates provide their own teaching evaluations for the time they're at UNO. Thinks this is bad since UNO has been inconsistent with collections. OIER should collect them and be responsible for them. Having an additional form for an evaluation, a third one, seems like overkill. If we do annual forms through faculty 180 and such, that should be enough. Overall document seems good, just these concerns.

Christy – you all will find link to google form where anyone can submit confidential comments. Deadline is Dec. 15. Please, take time to review document.

Hope to reconvene board following receipt of comments, toward beginning of semester so they have a revised document to put forward at the first senate meeting of spring 2019 semester.

Why there are so many levels – problems have come to Academic Affairs, where faculty members have been given decent evaluations by chair and then when they are up for promo and tenure, other things come about. Trying to get a full picture and have multiple levels of evaluation.

Comment: we want to tenure people and promote them and we want them to know how to make this happen. It was supposed to be proactive in terms of what you are doing. Wanted to establish ground rules so candidate would understand what needs to be done and move forward in a positive way.

Comment - annual review is inconsistent about month. Can this be clarified for departments? CV – update resume, usually this is only a one year cv not an accumulated CV. Make it clear whether it's one year or cumulative.

Dr. Nicklow – evaluation period has changed campus wide, put everything on same time period this year so there is no question or confusion. This year it was Aug. 31, it runs on an academic year with August as cutoff. Wanted to move it to an academic year since this is what faculty think of, so the period is August to August.

Goal: include comments and suggestions in another revision for our Jan meeting. Vote on it in Feb meeting – goal. Don't have to stick to it, but this is the plan for now.

6. Old Business

One clarification from John Kiefer – in report, it does NOT plan increase in 2019. 2019 is same as 2018. Error - you retain 100% of profit.

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7. New Business

John Kiefer – saw the food pantry. As it approaches Christmas, their pantry is low. There is an amazon shopping list. Need is most critical over the holidays when dining facilities are shut down.

Dr. Nicklow – thanks to everyone who came out to the game last night. Faculty and student engagement on campus is a positive thing. Feels a shift on campus, it was a different atmosphere in our arena last night and Lafayette folks were surprised. Coach Slessinger called about 30 minutes before this meeting to convey his thanks.

8. Adjournment

Brian Beabout moved to adjourn, Bonnie seconded the motion, motion passed.