

Note regarding the UNO Faculty Council (November 21, 2016)

A joint meeting of the Faculty Council and Faculty Senate having been announced at the last meeting, UNO Faculty Council President Connie Phelps took the podium before the convening of the UNO Faculty Senate. Phelps noted that 68 faculty are necessary for a quorum of the Faculty Council. Phelps observed that approximately 31 faculty were in attendance, and thus no such quorum was present. As a result, she stated, the Faculty Council was unable to proceed with its business, including approval of minutes from its last meeting and the election of new officers. Moreover, the Faculty Council cannot approve the proposed revisions of its bylaws that will allow the Faculty Senate to formalize its own bylaws changes and structural reorganization. Phelps expressed the hope that it might be possible to hold a brief Faculty Council meeting in the weeks ahead, when an extraordinary, open meeting of the Faculty Senate and Staff Council on the UNO budget might be warranted. She asked faculty to consider running for Faculty Council office, and to be sure to review the proposed bylaw changes, which are meant to bring the body into sync with changes to the Faculty Senate's structure initiated in April 2016. Any comments or questions regarding the Faculty Council should be addressed to her at cphelps@uno.edu

UNO Faculty Senate Meeting Minutes

November 21, 2016, University Center Innsbruck Room

President Cherie Trumbach called the monthly meeting of the Faculty Senate to order. Trumbach asked Secretary James Mokhiber to call the roll.

Roster of Faculty Senate Members, 2016-1017					
Roll/Attendance November 21, 2016 Meeting					
ATT#	#	Representation	First	Last	Term
Y	1	1 Administration Rep.	Norm	Whitley	(16-17)
Y	2	1 Staff Council Pres.	LeeAnne	Sipe	(16-17)
	3	1 SG President	Antonio	Torres	(16-17)
	4	1 Alumni Assoc. Rep.		TBD	(16-17)
	5	1 Adjunct Rep.		TBD	(16-17)
Y	6	1 Business	Dinah	Payne (SE)	(13-16)
Y	7	2 Business	Joe	Beams	(16-19)
Y	8	3 Business	Christy	Corey	(16-19)
Y	9	4 Business	Cherie	Trumbach (Pres., SE)	(14-17)
Y	10	5 Business	James	Logan	(15-18)
Y	11	6 Business	Tarun	Mukherjee	(15-18)
	12	1 Education	Matt	Lyons (SE)	(14-17)
Y	13	3 Education	Ivan	Gill	(14-17)
	14	4 Education	Kenneth	Farizo	(16-19)
Y	15	1 Engineering	Edit	Bourgeois (SE)	(14-17)
	16	2 Engineering	Dimitrios	Charalampidis	(16-19)
Y	17	3 Engineering	Ting	Wang	(15-18)
Y	18	4 Engineering	Guillermo	Rincon	(16-18)
	19	1 Liberal Arts	Nancy	Easterlin (SE)	(14-17)
	20	2 Liberal Arts	D. Ryan	Gray	(16-19)
Y	21	3 Liberal Arts	Chris	Day	(14-17)
	22	4 Liberal Arts	David	Beriss	(14-17)
Y	23	5 Liberal Arts	James	Mokhiber (Sec'y, SE)	(14-17)
Y	24	6 Liberal Arts	Peter	Schock	(14-17)
	25	7 Liberal Arts	Elizabeth	Stoeby	(16-17)
Y	26	8 Liberal Arts	John	Kieffer	(15-17)
Y	27	9 Liberal Arts	Ed	Chervenak	(16-18)
Y	28	10 Liberal Arts	John	Hazlett	(16-18)
Y	29	11 Liberal Arts	Robert	Dupont	(15-18)
Y	30	12 Liberal Arts	Juliana	Starr	(15-18)
	31	13 Liberal Arts	Cheryl	Hayes	F 2016
Y	32	1 Sciences	Nicola	Anthony (SE)	(15-18)
	33	2 Sciences	Melanie	Stiegler	(15-18)
Y	34	3 Sciences	Kenneth	Holladay	(15-18)
Y	35	4 Sciences	Wendy	Schluchter	(14-17)
	36	5 Sciences	Greg	Scab	(14-17)
Y	37	6 Sciences	Elliott	Beaton	(14-17)
	38	7 Sciences	Joel Andrew	Webb	(14-17)
Y	39	8 Sciences	Vassil	Roussev (VP, SE)	(15-18)
Y	40	1 Library	Connie	Phelps (SE)	(15-18)
	41	2 Library	Lindsey	Reno	(16-19)
			20 for quorum		SE= Senate Executive Board Member

Approval of the October 2016 Minutes

Trumbach then opened the floor for consideration of the minutes from the October meeting. A motion to approve the minutes was heard, seconded and approved.

Senate Announcements: UNO Athletics, Staff Council Diversity Statement, Graduation Speaker Darrell Mitchell, Committees Website

Trumbach invited Matt Zingoni to make two announcements regarding UNO Athletics. Zingoni apprised the Senate of a signature athletic event, a men's basketball game scheduled for the following day at 7:00 pm. He also noted that UNO athletics have a goal of 5000 hours of community service every year, and already this year over 1500 hours have been logged. One event that is part of this community service initiative is the upcoming gift "wrap-a-thon" for the "Son of a Saint" charity, founded by UNO alumni. The event will take place in the Human Performance Center from 4:00-8:00 on December 14, 2016 and all student athletes, coaches and athletic staff members will be in attendance. UNO faculty are invited to attend as well. Trumbach thanked Zingoni and noted that athletes are ambassadors to the community.

Trumbach then invited Lee Anne Sipe, Staff Council President, to address the Senate regarding a statement on diversity that had begun to circulate electronically. Sipe noted that the Staff Council had been contacted by a few faculty and staff who had expressed some concerns and wanted to reaffirm UNO's commitment to diversity, with a goal of allaying any fears students might have. At its meeting last week some members of the Staff Council indicated their desire to lead the way in this regard and to issue a statement in support of our students. The authors of the statement are open to suggestions and editing changes to the statement, which Sipe then read to the Faculty Senate.

UNO Faculty and Staff Commitment to Diversity and Inclusion

We, the undersigned, are UNO faculty and staff who stand in support of acts of unity and understanding with our students and fellow employees. Diversity and inclusion are qualities that enhance our mission as a metropolitan research university committed to the betterment of our global society through teaching, learning and the development and dissemination of new knowledge. Being a community does not mean that we agree or share the same beliefs. However, being able to live with disagreement, and analyze it critically, is essential to our learning mission. As employees of the university we offer to support and care for all members of the University of New Orleans community without exception. We have seen firsthand the anxiety and fear generated in the months leading up to and after this election, and we pledge to continue prioritizing respect for people of all identities. We affirm UNO's commitment to fostering an environment that is inclusive and respectful of diversity in all its forms in our classrooms, our offices, on campus and beyond. Please add your name to this statement and we will share with the UNO community.

Sipe indicated that the intention was to allow some time for people to sign the statement, which will then be posted on the Staff Council website. Trumbach said that a link to the statement would be sent out to the faculty, and referred any questions to Lee Anne Sipe.

Trumbach then welcomed the selection of Darrell Mitchell of "NCIS New Orleans" as the upcoming graduation speaker. Mitchell, who uses a wheelchair, plays a computer expert on the show, and he is someone who has been very active as an advocate for people with disabilities.

Senate Bylaw Changes Postponed

Trumbach noted that, because the Faculty Council was unable to achieve a quorum and pass its bylaw changes, the Faculty Senate could not vote on its own corresponding bylaw revisions. She expressed the hope that the Senate will call a meeting before graduation to discuss the UNO budget in more detail. She hopes that we will be able to approve the Faculty Senate bylaws in January.

Update from the Administrative Board on Faculty Review

Juliana Starr, Chair of the Administrative Board, noted the tasking of a group within the Administrative board tasked with revisiting Section 3.15 of the Employee Handbook regarding the review of faculty. This group includes David Beriss, Edit Bourgeois, Connie Phelps, Guillermo Rincon and Wendy Schluchter. We need to align this section of the Handbook, a leftover of the old LSU System, with the new Faculty Evaluation Form. Dr. Whitley wanted us to rewrite this page-and-a-half Section entirely, seeing it as unnecessarily punitive in its current form. Whitley urged us to write a more encouraging, even uplifting document, and sent us several samples from other universities. In our draft we are seeking to stress the need for clear and precise goal-setting -- in conjunction with the department chair -- for both the short- and long-term, or up to five years. We hope to write a document that ensures that every full-time new hire selects a mentor, someone who can advise them about best practices in the profession. This would also apply to faculty who receive an overall deficient evaluation. We also want to encourage faculty to use of the Center for Teaching Innovation. We assembled a rough draft at our last meeting, and will show our present the next draft to the full Administrative Board and Dr. Whitley, for eventual presentation early next semester to the full Senate.

New UNO Committees Webpage

Trumbach announced that the Senate GA has completed a rough draft of a new "one stop shop" UNO committees web page, produced by the Committee on Committees. This website will link to a PDF document that will now indicate where each committee is housed, what each committee's composition is, its charge, show it operates, and so on. A link will take you to that committee's web page. We are still filling in some of the links, and are struggling to align it with web policies at UNO.

Update on the Budget Reallocation Formula/Plan

Trumbach invited Jim Logan, Chair of the Senate Budget and Fiscal Affairs Board, to give an update on the budget reallocation formula process. Logan indicated that the Board has not met since his last report, due to the fact that it has not yet been given budget allocation numbers to talk about. There have been some "hang-ups" about this data, he noted, and "the reality is, though, we don't have it." Logan noted though that the Board would meet on Monday and will address briefly the version of the budget policy it already possesses, but stated that, since it is

"not correct we are going to have to work on some things a bit more." Logan also noted that a final version of a stipend policy has been developed, and he expressed his gratitude for faculty comments on this issue. The policy has gotten shorter and easier to use, and he described this as a positive development.

Returning to the issue of the budget allocation process, Logan said the Board was "working on trying to get this information out, but there simply has been any accurate information to give you." We are going to meet with the other members of the Board on Monday, but do not have anything yet. The Board been working on historical data numbers so far, though it has discovered issues with this data as well.

Trumbach then took the podium, noted she has been frustrated with regard to data. Whitley, Deborah Carr and Trumbach have worked out some of the budgeting mysteries – she compared them to the "mysteries of Stonehenge" -- together. We think we better understand how the various data are calculated, especially with regard to how Instructional SCHs are determined, and why different groups on campus have different understandings of how these are calculated. We have figured it out now, and are working through what that means, as well as "some of the trickier numbers." We now have to have a script for sorting out crosslisted classes, as well as separating out MA and PhD students. We think we can have accurate numbers and an explanation for how all data are captured. Senators may be thinking to themselves that it is ridiculous that we have needed to do this, and she agrees. Nobody has been hiding numbers though; we just don't know what these numbers are going to look like. We want to be sure we are comparing last year to this year, and what is included so we can make clear distinctions and what the full impact will be. We need a clear statement from the Budget and Fiscal Affairs Committee regarding how to collect this data.

Trumbach noted that all deans have been told to hold back 5%, and we expect that no college in any reasonable scenario will have to go beyond that 5% next semester. I have been told that cuts at the state level will generally not come from the colleges, unless something extreme and unexpected is handed down to us from the state. Some colleges may get some additional money next semester that they hadn't expected. We want to make sure we are doing this correctly, and how it is going to affect different constituencies.

A Senator asked for a clarification about the algorithm. Trumbach said no, we are actually asking for definitions about basic student enrollment numbers. For example, a music class at the 4000-level might be taken by an English MA student. That English student would count as a Music student at a graduate level. We want "student/student" and "course/course" number and that is not how it was done. There is no way for anybody to verify what precisely is happening by course. The weighting is another issue we need to resolve. We need to look at the weights and determine what is appropriate for us. This is another reason we don't want to go beyond the 5% for anybody this year. There can be no transparency, no oversight if a department chair can't compare their numbers to what they know is in their courses and validate those numbers.

A Senator asked if this means UNO will use weighting for formula funding then? Trumbach noted that 50% of the model is based on instructional SCHs, and that is why this is so crucial. The Senator then asked if this is what the Board of Regents requested? Trumbach said this

current system is how they ask for the data, but it does not help us with regard to transparency.

A Senator asked for clarification and a real model regarding how to weight an MA student's participation in a 5000-level class. Trumbach noted that this was under discussion today, and that there are a lot of details that still need to be decided, and potentially tweaked in the future.

A Senator said it is clear we are not going to have the model anytime soon, much less the correct data. Trumbach disagreed, and said we will have the data sorted by the end of the semester.

A Senator asked if we know the amount of UNO's portion of the first midyear budget cut yet? The Senator believes the total is 18 million total for higher education. Trumbach said we don't know what it is for individual universities yet. But that amount is within the range of what will not affect the individual colleges.

Senator Bobby Dupont of the Budget and Fiscal Affairs Committee stated that we want to get the numbers right, but we have to acknowledge that this does not necessarily translate to what is a just policy.

Trumbach said the formula is posted on the Moodle site already, and comment is welcome, but we do want to be speaking the same language.

Dupont continued, saying that once we have "accurate" data we will then be able to see the dollar impact of the imposing of the model. But that does not imply that we have arrived at the right model or theory. Trumbach agreed, and encouraged Budget and Fiscal Affairs to have the discussion about this theory aspect now. Trumbach noted that the implementation of the model by the president, though, will be in line with his position that we will remain strong across the board. Dupont said it is difficult to understand the significance of the formula hard to understand given the poor data and the confusion engendered by the time constraints under which we are working.

Trumbach sought to reassure the Senators that she is doing her best so that for the long term we have a process in place based on numbers that give us confidence. She is pushing to make sure that this is fair going into the future, and that there is clarity.

A Senator wanted a direct statement as to whether all colleges expect a 5% cut, retroactive to July 2016? No, Trumbach said, she didn't think so. Though they have already been asked to hold back 5%. She sought to confirm this with Norm Whitley, who indicated he would have more to say in his own presentation.

Five Minutes with the Provost

Norm Whitley said that we have not gotten straight information from the UL System. We actually have to think of two different budget cuts. We are in deficit for last fiscal year, and have another problem this fiscal year. We are waiting for definitive information still. Can the colleges expect a 5% cut? Yes, but we don't know, we have to be careful, we don't know what they will tell us.

A Senator asked how many TOPS students UNO has. Senators responded saying 1000, Whitley noting he was entirely unsure.

Whitley continued to say that the BOR wants to embolden us, and the provost at the UL meeting wasn't clear about "bold" meant, though we hope to know more before the end of the calendar year. One positive development is that the BOR has hired an outside consultant on redundancy of academic programs across the state of Louisiana and this consultant reported that we had almost no significant redundancy at the state level. This apparently satisfy the Board of Regents. Another finding is that people in places like Thibodaux are very "place bound," and are unlikely to go elsewhere if you close a program there. That may be true of several places in the state.

A Senator asked if we could get the consultant's report, since it was created with public money? Whitley wasn't sure, noted he hasn't received it, but would try to get it.

A Senator asked Whitley to comment about the tuition increase referendum. The impact is negative, Whitley indicated, noting that Moody's downgraded us. Finance officials are now fanning out, asking how are you going to deal with the fact that you can't control your own tuition? They will visit everywhere over the next six weeks, he expected. Credit ratings may well go down. Many believed the polls that the amendment would pass. Those who voted against it thought we were careless businesses, and that we would yank up tuition right away. Those I spoke to agreed with me that we are unlikely to price ourselves out of the market however.

A Senator asked about the prospects for TOPS for next fall. Whitley said that the state legislature was never clear about how TOPS would operate and develop. They did not expect it would top \$300 million. It got corrupted somewhere along the way. Barriers like ACT scores actually began to work against people who were supposed to have access. Also, in the original legislation you were supposed to file federal financial aid forms so we could determine your need, but that got pushed aside. TOPS got to be \$380m because of this. It will probably come back in the fall, but it will be very different; it will not be a \$300m program.

Trumbach thanked Dr. Whitley for his update.

New Business

No new business was raised.

Trumbach entertained a motion to adjourn. It was seconded and voted unanimously.

[END]

