

UNO Faculty Senate Meeting, January 15, 2015

Homer Hitt Alumni Center Ballroom

1. Call to Order and Welcome

The meeting was called to order at 3:05 PM by Faculty Senate President Dr. Pamela Jenkins, who said that the meeting is public and open to everyone. She welcomed everyone.

2. Roll Call

Current roster of Faculty Senators:

Administration	Merrill	Johnson	(14-15)	Present
Staff Council	Brian	McDonald	(14-15)	Present
SG President	David	Teagle	(14-15)	Absent
Alumni Assoc.	Dinah	Payne	(14-15)	Present
Adjunct			(14-15)	
Business	Dinah	Payne (SE)	(13-16)	Present
Business	James	Logan	(12-15)	Present
Business	Matt	Zingoni	(12-15)	Absent
Business	Cherie	Trumbach	(14-17)	Present
Business	Mark	Reid	(13-16)	Absent
Business	Christy	Corey	(13-16)	Present
Business			(13-16)	
Education	Richard	Speaker (SE)	(13-16)	Present
Education	Zarus	Watson	(12-15)	Present
Education	Lena	Nuccio-Lee	(13-16)	Present
Education	Ivan	Gill	(14-17)	Present
Education	Matt	Lyons	(14-17)	Present
Engineering	Edit	Bourgeois (SE)	(14-17)	Present
Engineering	Malay Ghose	Hajra	(12-15)	Excused
Engineering	Nikolaos	Xiros	(12-15)	Present
Engineering	Dimitrios	Charalampidis	(13-16)	Absent
Liberal Arts	Nancy	Easterlin (SE)	(14-17)	Present
Liberal Arts	David	Beriss	(14-17)	Excused
Liberal Arts	James	Mokhiber	(14-17)	Present
Liberal Arts	Chris	Day	(14-17)	Present
Liberal Arts	Elaine	Brooks	(12-15)	Present
Liberal Arts	Peter	Yaukey	(12-15)	Present
Liberal Arts	James	Lowry	(12-15)	Present
Liberal Arts	Marla	Nelson	(12-15)	Present
Liberal Arts	Vern	Baxter	(12-15)	Excused
Liberal Arts	Beth	Blankenship	(12-15)	Present

Liberal Arts	Peter	Schock	(14-17)	Present
Liberal Arts	Steve	Striffler	(14-17)	Present
Liberal Arts	Pam	Jenkins	(14-17)	Present
Liberal Arts	Renia	Ehrenfeucht	(13-16)	Present
Liberal Arts	Laszlo	Fulop	(13-16)	Present
Sciences	Jairo	Santanilla (SE)	(12-15)	Present
Sciences	Elliott	Beaton	(14-17)	Present
Sciences	Greg	Seab	(14-17)	Present
Sciences	Wendy	Schluchter	(14-17)	Present
Sciences	Joel Andrew	Webb	(14-17)	Present
Sciences	Leonard	Spinu	(12-15)	Present
Sciences	Vassil	Roussev	(12-15)	Excused
Sciences	Nicola	Anthony	(13-16)	Present
Sciences	Steve	Rick	(13-16)	Present
Sciences	Shengru	Tu	(13-16)	Excused
Library	Connie	Phelps (SE)	(12-15)	Present
Library	Marie	Morgan	(13-16)	Present

3. Approval of the Minutes from the 11/20/14 Meeting

Ms. Morgan noted a typing glitch in the roll call. Ms. Phelps moved and Dr. Schock seconded to approve the minutes of the 11/20/14 meeting as amended. The motion passed unanimously.

4. UNO Alumni Association 2013-14 Excellence in Teaching Awards (see text of presentation in Appendix 1)

Pam Meyer, Director of Alumni Affairs, introduced Dr. Fred Rodriguez (BS Bio '72), Immediate Past President of the UNO Alumni Association, Emma Moss Professor of Pathology, LSU School of Medicine, to present the awards, which recognize faculty for their instructional excellence. Dr. Rodriguez said that Alumni Affairs exists to promote student excellence. The awardees are chosen by a select committee composed of one faculty member and one student from each college. All eight nominees were impressive, so it was not a slam dunk, and Dr. Rodriguez recognized the six nominees not here today. The two individuals receiving the awards are Professors Harsha Chacko from HRT and Leslie White from English, who both have 31 years of service at UNO. After the presentations, Dr. Rodriguez concluded by saying that he shares our pain and that our efforts do make a difference.

5. Announcements from Faculty Senate President (Dr. Jenkins)

- a. Referring to the State budget situation and the [nola article](#), Dr. Jenkins noted that higher education is actually facing a \$380M shortfall.
- b. Dr. Jenkins announced that Faculty Senate and Faculty Council Executive Committees all met with President Fos and Bill Sharpton on the first day of school. Even though they meet all the time, what they meet about does not always get communicated, so they have

formed a small committee, not yet named, of members from both Executive Committees. She asked Dr. Payne to talk about two other initiatives.

- c. Dr. Payne said that it was a productive meeting. She referred to the time when Gerald Bodet was the ombudsman; it was suggested that we have this again. Also, we used to do “Questions for Administrators,” but we got rid of it. It seemed like a really effective way for the Policy Committee at that time to vet questions, and no one was identified as the source of the questions to protect them. We think that we are going to reinstitute that again. These are things that we are doing to make things better.
- d. Referring to the dire budget cuts that we may have to face, Dr. Jenkins said that presidents of senates across the area are beginning to talk to each other, and rallies have been proposed. She asked Dr. Striffler to talk about Save UNO.
- e. Dr. Striffler asked if people remembered the Save UNO effort of faculty and staff, a series of rallies on campus and others in Baton Rouge. He asked if there were any lessons from that: (1) it emerged out of concerns that budget cuts were going to be made, and it emerged out of concern that University leaders were not in a position to lobby; (2) it can be done. A relatively minor response/opposition can sometimes push back some things; people who make noise do not often get hit, and people who do not make noise get hit; (3) faculty are overworked, etc. It is much more difficult to dismiss students; we need to work with students. Dr. Jenkins asked if Faculty Senate in 2008/9 played a role in that. Dr. Striffler replied that they did not; he was central in starting it. He called the first meeting. It was his first semester on campus, so he did not know what the Senate was. He also thought that it needed to involve students. In general, upper administration was kind of nervous, but there was also a quiet support. Dr. Jenkins said that we did not have to do that today. When we meet next time, we will know more; the Budget Committee will have met and will have a clearer idea of what the hole is. But it needs to involve students.
- f. **Resolution for Consideration at Regular January Meeting:**
Dr. Jenkins presented a resolution, stating that she would like to work on it a little more and send it out to everyone for a vote at the next Senate meeting in two weeks. A few suggestions for changes were made by Drs. Striffler, Lowry, and Trumbach. The final version at the meeting:

In light of the predicted budget state-wide cuts to the University of New Orleans and other institutions, we request that the university administration conduct on-going discussions and consultation with the Faculty Senate prior to any decisions about budget cuts including academic and non-academic issues.

6. Senate Committee Reports

Academic Procedures and Standards Committee (Dr. Corey, Chair; see report in [presentation slides](#)):

Dr. Corey said that they were asked by Dr. Sharpton to address seven issues: (1) Designate responsibilities of APSC; (2) Define characteristics of course levels; (3) Clarify in-major coursework degree requirements; (4) Clarify course level requirements for grad students; (5) Define role of Academic Program Coordinators; (6) Review/approve academic calendars through 17-18; and (7) Quantify contact hrs. for Distance Ed and TBA courses. Many of these are related to SACS. Task 1: they are trying to differentiate themselves from Courses and Curricula.

Task 3: this is still a work in progress. It is more than likely that we will have these minimum standards, but they do not have to be the same across campus. Dr. Bourgeois asked if SACS really mandates our policy about specific hours in the major. Dr. Corey replied that they are looking at the degrees. When she did her undergraduate degree, they were allowed no transfer credits for the major; they had to do it all on the campus. Dr. Easterlin commented that if the Obama initiative goes through, that could really work against us. Dr. Logan referred to the formal agreement with Delgado and the College of Business that students could bring over 60 hours (50%). Dr. Payne said to keep in mind that this is in the major, not all courses. Dr. Bourgeois noted that we have articulation matrices with much more than community colleges; we have them with SUNO, etc. Dr. Corey said that once you hit the 50% mark, it does not matter. Dr. Trumbach said that in some cases you could have the minimum in schools that you have an agreement with, and that could be the exception if it is written in a certain way. Dr. Schluchter thinks that the 50% is the least; we are getting more transfer students, and she does not want to do anything that slows that down. Dr. Corey thinks that 50/50 is an acceptable split.

Dr. Jenkins asked if the Senate needs to do a recommendation. Dr. Corey responded that they are still working on this; they are trying to get their approval in place by the end of January and bring it to Senate and Faculty Senate Executive Committee for approval. Dr. Rick asked a question about what we currently do. Dr. Corey replied that different colleges have standards in place.

Task 6: The UL System has definite steps for us to do two to three years in advance. The semester length of 50 hours per class added 150 hours per semester, so that is why we have an additional week added to the semester. Regarding the dead hour, Dr. Corey said that Ms. Blankenship tried very hard to get it back, but Dr. Corey does not think that we are getting it back. There seems to be a big demand for class at that time. Dr. Lowry noted that this semester, mid-semester exams are in week seven of 16 on the calendar. Dr. Corey stated that we have to work on that for 2017/18, but the next two years are done. Dr. Lowry does not think that we can schedule mid-terms on what is determined to be the last day of withdrawals. Ms. Blankenship wants to be able to meet with students before not after. Dr. Corey noted that this semester, mid-term grades are due March 3 and withdrawals are due March 11. She also asked what happened to the 4:30pm evening time slot; many of our teacher/students cannot get here any earlier. Several people said that they still have the 4:30pm slot, but Dr. Lowry said that the grid did not catch them all this time. Dr. Payne said that for the mini schedule this spring, there is a recognized schedule for class from 4:00-6:45pm.

Someone from the gallery asked why the day that grades are due was moved from Tuesday morning to Monday morning. Dr. Schluchter replied that it was because graduation is on Thursday. Dr. Seab asked why graduation was moved. Dr. Schluchter replied so that we could have it on Thursday afternoon instead of Friday night. Dr. Easterlin's understanding is that 10-12 years ago, the Senate fought hard to get that extra day in there; it is not enough time. Ms. Blankenship said that we bring these things up but do not get any changes. We ask the same question and do not always get the same answer. Dr. Sharpton thinks that it has to do with international students and their record processing. Dr. Trumbach stated that, basically, faculty has to work until midnight on Monday night so that other people do not have to do so. Dr. Lowry asked if Gen Ed is included. He thinks that the latest Gen Ed changes completely bypassed the Senate.

Dr. Jenkins said that this is going to turn out to be a lot of work, but Dr. Corey responded that it has not seemed to be that terrible. She added that Ms. Blankenship has been working on putting stats together for distance education and some other courses.

Academic Freedom, Tenure, and Professional Ethics Committee (Dr. Logan; see text of report and resolution in Appendix 2):

Dr. Logan noted that they have a Committee report and a resolution on a couple of serious issues that we need to deal with as it was brought to their attention that some procedures were not followed in the recent terminations/restructuring. They want to present to the Senate a resolution of what they think should happen to vote on at the next meeting. In a sense, it is a moral issue, but it is also a legal issue. Neither of the options cited were followed up front. The resolution is just saying to follow the rules.

Dr. Day asked if there is a procedure for voting by proxy if a class prohibits us from attending. Dr. Seab, Parliamentarian, replied no, that we must be present to vote. When we did the by-laws, if there is no specific process for voting by proxy, then you cannot vote. Dr. Day asked if the vote could be moved to the end of the meeting, but others had a conflict with that also.

7. Faculty Governance Committee (FGC) Update (Dr. Jenkins for Dr. Matt Tarr)

Dr. Jenkins stated that FGC met twice since the last Faculty Senate. The first meeting was in response to the President's report. There is a draft of a response, but the last meeting was spent almost all of the time on budget cuts. They will have a response in two weeks. They are also working on tasks going forward into the spring.

8. University Budget Committee Update (Dr. Schluchter; see outline of report in Appendix 3)

Dr. Schluchter reported that the University Budget Committee consists of about 28 people and is being co-chaired by Dr. Sharpton, Mr. McDonald, and herself. They met two or three times and assigned subcommittees. The last part of their charge just got added. They just had a meeting yesterday and will be meeting every week from now on.

Resolution for Consideration at Regular January Meeting:

At this point, Dr. Jenkins introduced a simple resolution from FGC for the next meeting. She also noted that all of this may change. She thanked Dr. Schluchter and Mr. McDonald for carrying the burden of the Budget Committee. The resolution:

As the university is now in the process of evaluating the entire university budget, we recommend that no more academic program cuts be proposed until the analysis of the university budget is complete.

9. Update on University Positions (Dr. Sharpton)

Dr. Sharpton talked briefly on updates in University positions and changes, noting two things that they have agreed will take effect on March 1, 2015: Enrollment Management and University Computing and Communications will move to Academic Affairs. Most of the functions of the Privateer Enrollment Center will be under Academic Affairs. We do have budget issues, and it is

critical that we manage our scholarship funds very carefully. Also under PEC are two functions that better align with Academic Affairs: UNIV courses and first-year advising. Dr. Sharpton feels that it is important to align all activities where students get consulted from the time that they get here. He also noted that we just got an audit on our Grad Act.

The Liberal Arts Dean search was basically not successful; they were not able to agree on terms, and Dr. Graves will continue as Interim Dean. The new Provost is expected by July 1, and Dr. Sharpton has been working with him. They are trying to decide what to do about positions. Ms. Blankenship asked Dr. Sharpton to talk about UCC moving from Business Affairs to Academic Affairs. Dr. Sharpton responded that he can say that they are moving, but they have not had a meeting yet.

Ms. Phelps remarked that somebody pointed out to her the other day that the University has never gotten a list of people on the Budget Committee. Dr. Schluchter replied that they need to determine a few things first, and then they will send that out. Dr. Sharpton added that if we are facing a difficult budget year and will have to offer different scenarios to deal with that, these two committees [Budget and FGC] are already established. Dr. Day said that on behalf of the programs in Category 3, they know that they need to come up with restructuring in conjunction with other programs, but who else? After Dr. Jenkins replied that it is with FGC, Dr. Day asked if they should attend the meetings, and Dr. Jenkins said yes. Dr. Trumbach added that there is actually a subcommittee for that, and they were supposed to talk about it at the last meeting but did not because of the budget issues.

Dr. Jenkins asked others from the Faculty Senate Executive Committee if there was anything that was missed; no one had anything else.

10. Old Business.

Dr. Mokhiber said that he would like to return to the issue of INTO; at one point we devised a committee to talk to Administration, but that committee has never met. He asked if we could renew that resolution. Dr. Jenkins said that she will bring that to the next meeting.

11. New Business.

Dr. Jenkins said that one of the things that she wants everyone to do is to think about what we want our response to be to the proposed cuts. Secondly, maybe we want to meet more than once a month? We do not have to decide today, but she will put it on the agenda for the next meeting, so we should think about it.

12. Adjournment

A motion to adjourn was moved by Ms. Blankenship and seconded by Dr. Schluchter. The meeting adjourned at 4:22 PM.

Respectfully submitted,
Marie Morgan
Faculty Senate Secretary, 2014/15
January 22, 2015

APPENDIX 1:

2013-2014 Excellence in Teaching Awards Presentation 3:00 pm, January 15, 2015 - UNO Senate Faculty Meeting - Alumni Center Ballroom

Pam Meyer

- Greetings
- Each year, one of the proudest moments in the Alumni Association calendar is when we get to confer up to two (2) awards to honor excellence in teaching at the University of New Orleans. Recipients receive a plaque(s) and a financial award(s) as a token of our appreciation and recognition for their hard work and dedication – specifically as instructors - and for the impact they have on our students and our community.
- Introduce President Rodriguez

Fred Rodriguez

- Awardee(s) are chosen by a selection committee made up of one (1) student and one faculty (1) member per college, each appointed by their respective deans. In addition, a representative of the UNO International Alumni Association serves on the committee.

Recognize the Committee:

- Faculty Members:
 - Penny Speaker, College of Ed & Human Development
 - Paul Herrington, College of Engineering
 - Christine Day, College of Liberal Arts
 - Gilda Reed, College of Sciences
- Students Members
 - Vincent Prior
 - Rachel Ann Hoffman
 - Gabrielle Riviere
- Alumni Member
 - Fred Rodriguez, President, University of New Orleans International Alumni Association

Eight (8) nominations were received and included three (30 years of student ratings for all sections, student comments and support letters from deans, peers and students. They were all impressive. **Recognize all of our deserving Candidates** :

1. Associate Professor/ Scenic Design Kevin Griffith, Film and Theatre
2. Instructor Juana Ibanez, Geography
3. Associate Professor Mark Kulp, Earth and Environmental Sciences
4. Professor and Director Bernard Rees, Biological Sciences
5. Professor and Chair Paul Schilling, Mechanical Engineering
6. Association Professor and Chair Robert Stufflebeam, Philosophy

Two candidates especially stuck out to the Committee and I'd now like to present them with their awards. **Announce the 2013-2014 Awardees**

- **Professor Harsha Chacko, College of Business Administration, Hotel, Restaurant & Tourism, 31 years**
 - Specializes in hospitality and tourism marketing and management.
 - Nominations noted his quality mentoring, his passion for teaching, his commitment and his industry experience
 - "Harsha Chacko's quality instruction and genuine concern for his students are acknowledged by his peers and demonstrated by the strength of our alumni and his students' success," wrote David Pearlman, associate professor of hotel, restaurant and tourism administration, in a nomination letter.

Comes up and receives plaque
- **Professor Leslie White, College of Liberal Arts, English, 31 years**
 - Specializes in Victorian literature.
 - Nominations noted his exceptional enthusiasm, knowledge and preparation, responsiveness to students, and fairness in grading.
 - "For decades, Les White has intellectually nurtured our students in roughly 180 classes at all levels," wrote Peter Schock, professor and chair of English, in a nomination letter. "Outside of the classroom, he has been tirelessly devoted to them as well."

Comes up and receives plaque

On behalf of the Alumni Association, I want to thank each of you for the hard work you do as teachers at this University. Despite the challenges public higher education continues to face, you make a difference, your efforts matter and your impact is felt by tens of thousands of former students every day. Thank you.

APPENDIX 2:

Faculty Senate Resolution

Re: Termination for cause policies at UNO.

It appears that the university has failed to follow policies put in place by President Fos that were designed to guide the termination of tenured faculty. UNO Policy AP-AA-18.2, effective April 11, 2014 and signed by President Fos outlines the procedures that must be followed. This policy, put in place to bring UNO into compliance with University of Louisiana System rules and regulations (Bylaws and Rules Part Two, Chapter III, Section XV), indicates that tenured faculty may be terminated for cause, including program discontinuation. The policy provides that in the event of termination for cause, the President will activate a standing University committee of tenured faculty members charged with hearing the case for termination and determining whether or not cause exists. The policy outlines the time frame within which the committee must meet, how concerned faculty are to be notified, the kind of report the committee must produce and other procedures that must be followed. The policy requires that this procedure be followed in a "manner consistent with fairness, equity, and commonly accepted notions of due process." In addition, UL System policy number FS-III.XV.B-1a, which outlines policy on academic program discontinuance, stipulates that efforts will be made to find positions for tenured faculty from terminated programs within the university or within another institution in the state.

Neither of these policies has been followed in the present case.

Whereas [UNO Policy AP-AA-18.2](#) outlines procedures that must be followed for the termination of tenured faculty and

Whereas [University of Louisiana System Policy FS-III.XV.B-1a](#) provides that efforts must be made to relocate tenured faculty from terminated programs,

The Faculty Senate resolves that:

- 1) The current termination of faculty in the Department of Geography must be rescinded.
- 2) If tenured faculty are to be terminated for cause, then UNO Policy regarding termination for cause must be followed as outlined in UNO Policy AP-AA-18.2.
- 3) The President, Provost and UL System must demonstrate an exhaustive effort to find positions for tenured faculty elsewhere at UNO or in other institutions in the state, as outlined in the UL System policy.

APPENDIX 3:

University Budget Committee Update:

Co-chaired by William Sharpton, Interim Provost
Wendy Schluchter, VP of Faculty Senate and Brian McDonald, staff Council President

Voted on our charge:

The basic goal is to identify the minimum necessary expenditure to support those activities necessary to the organization to fulfill its organizational mission and keep revenue at the maximum benefit/cost ratio. Strategies will involve: 1) analysis of specific units over the last three years; 2) development of a budget process going forward and 3) recommendations to the President to adjust the budget to changes in state FY16 funding.

We have the following subcommittees

- Business Process: Mike Dauenhauer, Chair
- Budget Process: Warren Davis, Chair
- Guiding Documents: Darrell Kruger, Chair
- Benchmarking: Brett Kemker, Chair
- Cost and Revenue: Steve Johnson, Chair
- Assessment: Edit Bourgeois, Chair