

## UNO FACULTY SENATE MEETING MINUTES

March 23, 2017, University Center Innsbruck Room, 3:00pm

President Cherie Trumbach opened the meeting and asked Secretary Jim Mokhiber to call the roll.

<b>Roster of Faculty Senate Members, 2016-1017</b>						
<b>Roster March 23, 2017</b>						
<b>ATT?</b>	<b>#</b>	<b>Representation</b>	<b>First</b>	<b>Last</b>	<b>Term</b>	
Y	1	1 Administration Rep.	Mahyar	Amouzegar	(16-17)	
	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)	Faculty Senate President appt.
	5	1 Adjunct Rep.		TBD	(16-17)	Faculty Senate President appt.
Y	6	1 Business	Dinah	Payne (SE)	(13-16)	
Y	7	2 Business	Joe	Beams	(16-19)	
	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)	
	11	6 Business	Tarun	Mukherjee	(15-18)	
Y	12	1 Education	Matt	Lyons (SE)	(14-17)	
Y	13	3 Education	Ivan	Gill	(14-17)	
Y	14	4 Education	Kenneth	Farizo	(16-19)	
	15	1 Engineering	Edit	Bourgeois (SE)	(14-17)	
Y	16	2 Engineering	Dimitrios	Charalampidis	(16-19)	
Y*	17	3 Engineering	Ting	Wang	(15-18)	
	18	4 Engineering	Guillermo	Rincon	(16-18)	replacing Christy Ikeda (16-18)
	19	1 Liberal Arts	Nancy	Easterlin (SE)	(14-17)	
Y	20	2 Liberal Arts	D. Ryan	Gray	(16-19)	
Y	21	3 Liberal Arts	Chris	Day	(14-17)	
Y*	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	Steeby	(16-17)	replacing Steve Striffler (14-17), on leave
Y	26	8 Liberal Arts	John	Kiefer	(15-17)	replacing Pam Jenkins (15-17), retired
Y	27	9 Liberal Arts	Ed	Chervenak	(16-18)	replacing Vern Baxter (15-18), retired
	28	10 Liberal Arts	John	Hazlett	(16-18)	replacing Beth Blankenship (15-18), now admin.
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	replacing Jeffrey Ehrenreich (15-18), on leave
	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	Seab	(14-17)	
	37	6 Sciences	Elliott	Beaton	(14-17)	
Y	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)	
Y	41	2 Library	Lindsey	Reno	(16-19)	
			20 for quorum	*Arrived after roll called		SE= Senate Executive Board Member

### Minutes Approved

Trumbach then opened the floor to discussion of the Minutes from the February meeting. No discussion was heard, a motion to approve was made, seconded and approved.

### Announcements and Updates from Senate President

Trumbach recognized Carol Lunn from the Office of Research and Sponsored Programs. Lunn made two announcements regarding the Office's work. First, if Senators missed the workshop yesterday for internal grant programs, there will be another one held next week. Yesterday's meeting was popular, and twenty-six people were in attendance. Details regarding next week's meeting will be posted on the website. Second, there is a Research and Scholarly Activity Day – defined as all such activity, and not just that which is funded by grants -- coming up as well. UNO authors and art to be featured. Graduate Doctoral Fellowship recipients will defend their applications, and all Board of Regents Centers and Institutes will participate. Email [clunn1@uno.edu](mailto:clunn1@uno.edu) or [research@uno.edu](mailto:research@uno.edu) with any questions.

In a similar vein, Trumbach noted that the Faculty Senate Executive Board (FSEB) had met with two administrators this month. Matt Tarr, the new Vice President for Research and Economic Development visited. Tarr discussed strategies for emphasizing a wide range of research and scholarly activities at UNO, and stressed the importance of interdisciplinary work. A one-page summary of that meeting will be distributed.

Today Registrar Rajni Soharu also visited the FSEB. She detailed the initiative aimed at ensuring students enroll in "Fifteen [credits] to Finish" their undergraduate degrees in a timely manner. The FSEB asked for data to verify that the initiative is working, and Soharu agreed. Soharu noted that the Board of Regents is doing a "Think Thirty" program at the statewide level.

Regarding the upcoming Crawfish Mambo, Dinah Payne asked for people to still consider assembling boil teams and any possible sponsorships.

## Administration Update

Provost Mahyar Amouzegar then addressed the Senate. Amouzegar noted that the budget has now been set, and expressed the hope that chairs will like the budget model better this year. The model has been approved by the deans, involves all the Colleges and departments and has been integrated into the appropriate Excel sheets. It is very transparent. Amouzegar noted that, regarding the Extended Campus, there are some resources for entrepreneurial faculty. Dan Gonzales is looking to make these investments, and has already been working on some Smart Classrooms. Amouzegar particularly noted the willingness to support new work focused on the granting of certificates.

President John Nicklow then briefly presented an enrollment update. UNO is 21% ahead of last year in undergraduate enrollments, he indicated. We need to focus more on graduate enrollments even more now. Overall, as of yesterday, we have experienced roughly a 13% increase in admits. Please remember that he sees this as a three to four year problem. He repeated that we need a 25% increase in applications to reach our enrollment goal in five years. So things are looking positive but we cannot get too excited yet.

We have rescheduled the State of the University address for March 31<sup>st</sup>, and we will have the hard launch of our new brand at that time. Over 2000 people have provided input on this. It is part of the intake process, he noted.

## Senate Resolution in support of the Men's Basketball Team

Trumbach then welcomed some visitors to the Senate. She noted that major news outlets, including the Chicago Tribune, NPR, ESPN, AP and others, had provided tremendous coverage of our recent basketball success. She noted that NOLA.com featured a front-page story on UNO. The exposure was enormous, and many alumni have expressed pride. Derek Morel has many times that he sees athletics as an extension of enrollment services, and this is very important. Coach Slessinger also went out of his way to thank faculty and staff for their support.

Trumbach then introduced a resolution celebrating the team's achievements:

"The University of New Orleans Faculty Senate wishes to congratulate the University of New Orleans Men's Basketball Team for its successful season, Southland Conference championship, and NCAA tournament appearance. Go-o-o-o-o-o-o Privateers!"

Trumbach then yielded the floor for discussion by Coach Mark Slessinger. [Applause.] Three student athletes were also in attendance: AJ Cheeseman (freshman), Matthew Jiles (junior), Tevin Broyles (graduating senior). Slessinger also recognized the efforts of a host of others, including among others Corey Schmidt, Kirsten Elleby, and Derek Morel.

Slessinger then stated that Men's Basketball won a championship that reflected on all of us at UNO. He expressed the hope that the team will succeed in all aspects in the future. He noted that the University "has been punched in the gut a lot these past six years." But he noted that we persevere. We look forward to continuing to advance in the athletics realm as well. Our success is a compliment to the faculty, proof that we are a tough, world-class school. A fair school, you get what you earn. Slessinger credited the faculty, staff and others at UNO for the achievement. Slessinger noted that UNO only had one student not graduate in six years – and all seniors will walk in the spring commencement.

Slessinger recognized Broyles, Jiles and Cheeseman. The students thanked the faculty for their encouragement and support in an out of the classroom, and resolved to continue to achieve at a high level. Cheeseman noted that members of the team had been recognized by the wider public since their return to the city.

President Nicklow noted that there will be an April 4<sup>th</sup> Championship Rally to recognize the team. He noted that New Orleans City Council and the State Legislature will too. The Senate motion was seconded, voted and approved unanimously.

### Academic Program Review

[Some technical issues disrupted the display of some documents to the Senate.]

Trumbach noted that the Academic Board's Christy Corey could not attend today, however Corey wanted the Senate to know that a schedule is now in place for program evaluations. Trumbach recognized Academic Affairs' Caroline Noyes, who explained that the initiative has been recast as an "Academic Program Innovation and Experimentation Review." The plan is in rough draft form, Noyes noted. Noyes indicated that some programs with outside accrediting bodies will serve as pilot projects, beginning the process with expedited reviews, leveraging the work that external reviews have carried out. The emphasis is on being developmental, for the benefit of programs, and not on being punitive. Questions will focus on what kinds of challenges programs foresee over the next few years, what programs need to succeed and so on. Eventually UNO programs without external accrediting bodies will do a full review, mimicking the external review process, bringing in two people from the UL system to consult. These consultants would be our peers, from peer institutions, and ideally be low cost. They will offer their appraisal and programs will meet with Academic Affairs and program heads afterward. The schedule is very preliminary, she noted. This spring is only the "pilot" project. The "first round" of full reviews will come next year, involving maybe one or, at most, two programs, like math or political science. The choice of programs has not been finalized, however. Programs will have to generate some data but will also receive a kind of "data packet" that will be standardized for all programs, regarding applications, retention and similar data.

A Senator asked about the timelines for such reviews, and Noyes indicated that they would take place over the course of a year, with a self-study report due early on, etc. Programs will receive

a manual guiding them through the process. The faculty picks a list of possible outside consultants, and the administration will select from that list. The Department will have some say in the selection.

Trumbach then invited Julianna Starr, the Administrative Board Chair, to the podium to discuss the Faculty Evaluation Policy and revisions to the Handbook. The Administrative Board has made these revisions and requires a vote.

Starr reminded the Senate that the Handbook's discussion of Section 3.15 on Continuing Faculty Review did not gibe with the new process, and was a leftover from the LSU System. Dr. Whitley instructed the Administrative Board to revise the relevant language. Starr projected the document's language changes, and the change from a more punitive to a more developmental tone, stressing mentoring. Dr. Whitley provided several examples to follow. The new document coordinates with the new evaluation form.

Starr then read the proposed change:

"Employee Handbook Section 3.15 Draft, proposed by the Administrative Board, February 16, 2017. The annual faculty evaluation serves a university-wide instrument applicable to all faculty, and is used to inform decisions regarding teaching assignments, workload adjustments and annual merit. Its two purposes are to: 1) assess performance of each faculty member in the areas of creative and scholarly work, teaching and service and 2) ensure continuous improvement in each area. At the end of each academic year, immediately after the review is completed, each faculty member shall set his or her goals for the next academic year together with the department chair. Goals must be specific, qualitative and quantitative, address each of the three areas of performance, and apply to the upcoming academic year. However setting long-term goals, up to five years, is also encouraged. Individual goals may be different as not all areas -- teaching, creative and scholarly work and service -- are equally emphasized for each faculty member, and thereby reflected in their assigned workload. Mentors for all new hires at the rank of instructors, or assistant professors or equivalent shall be selected and will facilitate adjustment to the university environment and will advise the new hires on academic best practices. In addition, any faculty member who received an assessment of "needs improvement" or worse shall be assigned a mentor in order to address weaknesses as defined in the evaluation. Ideally the mentor shall be from the home department or a similar department at UNO. If a second consecutive evaluation of "does not meet expectations" or worse is received, a formal process shall be enacted. This process should include reviews conducted each semester by the department chair and the assigned mentor, with documentation submitted by the mentor and the faculty member being reviewed. This review process will continue until an evaluation of "meets expectations" or better is achieved. If a faculty member wants to appeal the second consecutive evaluation of "does not meet expectations," he or she may ask his or her respective dean to assemble a committee to review the process to determine if it was robust and fair. Upon the advice of that committee, the dean may require the chair to improve the process and complete the evaluation again."

A motion for discussion was heard and seconded. Trumbach acknowledged a question from the audience, asking if the evaluation “does not meet expectations” should be construed as “overall expectations.” Starr confirmed that it should mean “overall expectations” and agreed with Trumbach that this should be added as a friendly amendment.

A vote was then called. Twenty senators voted in favor, with one opposed and no abstentions. The motion passed.

Additional Old Business

None

New Business

Trumbach noted that colleges should be deciding on their next set of Senators. The next meeting will be the transition from the old Senate to the new Senate. At that meeting we will also have the officer elections. Any nominations for officers should be sent to Matt Lyons. Colleges should have their new senators decided by that time.

A move to adjourn was heard and seconded, and voted by voice vote. Adjourned.

[END]