



THE UNIVERSITY *of* NEW ORLEANS

STAFF COUNCIL

Thursday, February 29. 10am. In-person.

Approval of Minutes

Announcement: Dr. Kathy Johnson, President

Was asked to speak about leadership philosophy, would love for this to be a dialogue with staff council. Thank you for inviting me to this meeting and all that you do, we could not do it without out you.

Who I am as a leader: my disciplinary training as a psych has shaped me as a person and a leader. Maybe this is a self-selection process - I became a psych because I gravitate towards these things

I am fascinated by people and how they make decisions, I also feel like my training helps me understand the data and evidence and how it informs how we do our work - Both qualitative and quantitative (Thanks to Colby and his team! Both for sharing data and putting it in a digestible form)

I love to collaborate and work with other people
Co-discover with others

I am a white woman from the north - talk fast, walk fast, and I am pretty direct
Can be a little jarring when talking with people in the south
Sorry if I can be blunt! I just want to get to the heart of things and talk about it

Organizational leadership: "happy warrior" - balance being self-confident with being warm and compassionate, align people with tasks who can get things done. Can face challenges without flinching. I can look hard at a problem and treat it as a puzzle to think through

We can motivate to other people to share a vision and bring their best selves to work

Institutional priorities for the remainder of the year: 3 "buckets"

- 1. Learning:** I wanted to start in Nov because I knew that I needed to learn the culture, how we organize, how people do their work, how the city and state work. I spent Nov to the end of the semester listening, reading peoples thoughts via the questionnaire, and what was most dear to them as UNO. I was not expecting the long party!
- 2. Community:** I am now focusing more on outward facing groups: community, washington mardi gras, etc. How do people outside perceive us? Lots of people asking me how they can help. Everyone has been so gracious at explaining our strengths and weaknesses and giving advice

3. **Planning:** We are getting the data we need to plan. Over the holidays I made a list of priorities, acknowledging that some of the long term ones are based on nothing and may well be thrown out – but it's a place to start. Planning can take up as much time as you give it (just like air)
 - a. We should have a rubric next week so we can start to share it, expand on it, and finalize it by the end of the semester. Website for this in progress
 - b. This will be a living document, and reported on every year
 - c. Sometimes when we don't make progress it's because the goal doesn't make sense

Right sizing the budget

Big part of this understanding the budget

Louisiana requires to submit a balanced budget. It's dangerous because it can cause you to create a budget that is not based in reality. We have often created a budget based on fiction of enrollment growth. Right now we have expenditures that far exceed our income

Do we have to continue to do work in this way? Is there a different way to organize ourselves? We don't have much time to figure this out, there is an urgency. Coming in in January to try and effect change for Fall is daunting

I need everyone in the room to be working on this; especially retention. My job is to communicate that we do have a plan, and we have the self-discipline to spend within our means.

When you are frustrated with the fact that someone is saying no, these are the reasons why. It is not intended to further dampen morale, and I am sorry for the immediate hardship this might create. But I want to infuse you with the optimism that I feel when I come to work because I think we can fix this.

It's going to happen also with partnerships. I've met with other education leaders at Delgado and Nunez and k-12 and business communities; I think with partnering in new ways there are going to be new opportunities to grow UNO

Example: Tremendous opportunities to partner with the Vietnamese community who are our neighbors!

Questions: What data was used to inform the removal of the current telework policy? What issues does the removal of this policy hope to solve and how will this be measured?

Colby's team did connection between more days away and retention: that relationship did not bear out. Out students have chosen to come to UNO because they want to be on campus, they did not apply to online campus, beginning students need people and to be in community. When people are not here, there is a sense of desolation, especially on Fridays and Mondays. And I hate the idea of students going on a tour and experiencing a dead building

Question: What is going to happen if employees leave UNO because of the No Telework policy? Will these employees be replaced?

It depends - on department, position, etc. how can we use emerging technologies to reduce the burden of jobs?

There was a futurist who talked about the future of work at the conference last week. We're going to have to change. Telework was not based on job function, there should be roles that need to be in person. We will hold off until the next fiscal year for exceptions

Question: Indianapolis is 880,000 people with a 29% black population. New Orleans population is 370,000 w/ 57% black. As someone who has spent your entire career at urban-serving universities, but only a couple of months in NOLA, please tell us in your own words who are students are?

Because of the region, I see the population like a salad (because the ingredients retain their uniqueness). We're not necessarily reflecting this diversity right now. We've not always built the culture of belonging. There is work that we need to do in this space. I think we can draw from other parts of the country and world to help bolster our diversity

Question: Do faculty have to come back full time too? On-campus office hours. Staff is always here but faculty aren't.

Personally, I think that is a problem. I think informal interaction is so important.

I think we have to mandate office hours for new students. Maybe zoom could be an option.

Discussion with provost office

Question: Will we bring back staff service awards?

Yes – wasn't aware of this! We will work to get them back for next semester.

New Business

Task Force Updates: Julie & Coleen gave updates on the Research & Employee focused task forces. Those drafts are now available on the Strategic Plan website and ready for community feedback

Guest Speaker 2: Gay Parvazi, UNO Federal Credit Union

Interest rates are coming down - June & July we should see some stability

UNO federal credit union has two rates that are the lowest in the area - auto loan rates 4.99 (also refinancing)

Feb 15 - May 15: UNOFCU credit card balance transfers for 9 months 3.99%