



# THE UNIVERSITY *of* NEW ORLEANS

## STAFF COUNCIL

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Approval of Minutes - [posted on website](#)

Guest Speaker: Michaela Godfrey (M. S. Applied Psychology), Counseling Services

### **How to Combat Job/Holiday Stress & Burnout**

#### **Overview of Counseling Services:**

- open 8-4:30 for anyone enrolled
  - Only for students, we can help faculty and staff find resources outside of campus
  - We have counseling available for employees through Employee Assistance Program through HR (<https://www.uno.edu/hrm/employee-assistance>)
- We have someone available for crisis during the day
- Career assessments
- Refer out for psychiatric care
- Michaela can do check-in's on students who are struggling

#### **What We're Seeing:**

- Mental health is one of the biggest issues right now on campus
- Faculty and staff are sending more students
- Much higher satisfaction rate in the last year

Michaela is the biggest point of contact – if you want schedule a training or workshop for students

#### **Burn out**

Three components – exhaustion, cynicism, and inefficiency

1. Exhaustion: not able to concentrate, not able to enjoy things that are usually enjoyable
2. Cynicism: depersonalization, erosion of engagement, psychological disengagement/detachment
3. Inefficiency: decline in feelings of competency and productivity

## How to Combat Burnout

Prioritizing self care – sleep habits, nutrition, friends, mindfulness

Take a week to assess how we're spending our time – be intentional with your time

Shifting your perspective – you need to take a close look at your mindset

Set boundaries

Find cultures, mentors, and groups to help you feel engaged.

Don't forget to put away perfectionism in the holidays.

Contact information: migodfr1@uno.edu (504)280-6683

## Executive Committee Reports

1. **President:** Randall Menard
  - i. **DEI Committee** –
  - ii. **Institutional Effectiveness** –
  - iii. **Weave** – staff council WEAVE is completed and sent through for approval. Will share at Jan meeting.
  - iv. **Budget Committee** –
  - v. **Faculty Senate and Student Council** – still looking into awards, made a lot of progress and deans are reviewing it now.
2. **Vice-President:** Edgar Avila Jr.
3. **Treasurer:** Willis Brewer – Our Budget this year is \$2750 and we have not had any expenses yet
4. **Recording Secretary:** Coleen Maidlow
5. **Corresponding Secretary:** Julie Landry

## Committee Reports

1. **Membership & Election Committee:** Goal is to promote staff council. Please email Randall. We need to start thinking about elections coming up in April – we want people coming to the meetings, knowing about the meetings, and joining in!
2. **Events Committee:** N/A
3. **Awards Committee Service with Jazz:** October Service with Jazz was Dr Sam Min
4. **Wellness Committee:** N/A
5. **Weave Committee:** N/A
6. **Staff Concerns & Opportunities Committee:**

**Suggestion/Concern 1: What are the possibilities for new employees and forced closures? What are the options they have to work them or other alternatives?**

Comp time by working for other places on campus that might be open for comp time.

Follow-up question: Do other universities in the UL system do this, too? UNO does it the least. Other systems have 10, we have 7

University closure form lets you avoid it. If you are denied, you can email HR and CC staff council and we'll figure it out .

<https://sharepoint.uno.edu/hrm/Holiday%20Schedules/Forms/AllItems.aspx>

Follow-up Question: What is the purpose? Like, what does the university lose by just giving us the day off?

## Old Business

1. Football vote did not pass 69 against, 31 for vote.

## New Business

1. Registration began October 31st
2. Norma: communication committee – one of the goals in WEAVE. We don't want to send students to 12 different places to find an answer. We don't want students to wonder if we know what we're doing
  - a. Email Norma at [nmukherj@uno.edu](mailto:nmukherj@uno.edu)
3. Farmers market is today
4. Food drive – see flier below
5. **Solar energy project** – Mark Pyle – one of the things we're looking at to improve the efficiency of the university. We reached out to contractors about bringing in a million watts of solar. Need 4 acres of land. We've identified the parking lot near the Cove
  - a. Still in the concept stage
  - b. Are charging stations included in the plans? – they're not included in the scope, it would be a separate project but I'm interested!
6. **Heat issues on campus:** we have two boilers in the central plant. One started leaking on Friday. We're looking for a contractor to come look tomorrow or Saturday to come and fix it.
  - a. We have a lot of infrastructure issues on campus, and we don't have enough redundancy in the system and issues are popping up whenever we turn things on. This isn't an ABM problem – the systems have just not been maintained.
  - b. Contact ABM's helpdesk first if you have a problem. Kendra Butler. x4948 For the central plan x6675
7. Reagan Laiche, Privateer Pantry. We started the privateer pantry for currently enrolled students in 2017. It started as a popup for the breaks in service when chartwells is not open. It has grown since then. Just this last year, we have allowed students a grab and go function (like soup, granola, etc), to provide nutrition for students who may or may not have access to the funds need to supplement their food needs.
  - a. The fundraiser is to always keep our pantry shelves stocked. We exist on donations from community and campus partners. Our numbers this fall have increased, and year over year, we have seen 100 more visits this year. I'm asking the UNO to buy a crawfish tray, you can also just donate.
8. Late night breakfast is coming up – more info coming soon!
9. AI Chat Box to help answer questions

10. Debby – Accounts Payable – working with Randall and Gretchen for the past couple weeks for a new travel training. We have some dates set up to be booked in workday. Informative meeting, about 30 minutes, then 30 minutes of questions, nov 29th 9am and 2pm. Nov 30th and 11 and 3pm.
11. Gay Parvazi – Federal Credit Union: Offering 2 saints tickets for the game – drawing from our participant list today
12. Get to Know UNO in the rec center this weekend, Saturday Nov 19th

**Next Meeting:** In-Person, January 26<sup>th</sup>, Panel discussion with Dr. Krueger, Dr. Nicklow, and Colman Joyce

#### Chat:

10:03:01 From Rami LeBlanc Popich To Everyone:

y'all are cute :)

10:07:14 From John Nicklow, U. of New Orleans To Everyone:

I believe we have counseling available for employees through our Employee Assistance Program through HR

10:07:52 From Cliff Golz To Everyone:

<https://www.uno.edu/hrm/employee-assistance>

10:08:08 From bdukes To Everyone:

Thank you

10:20:53 From migodfr1@uno.edu To Everyone:

migodfr1@uno.edu (504)280-6683

10:25:01 From Joshua Burns To Everyone:

are we talking about Quidditch?

10:25:15 From Gertraud Griessner To Everyone:

great idea about the pickleball efforts

10:25:22 From Joshua Burns To Everyone:

oh pickleball

10:27:08 From Randall Menard To Everyone:

Holiday Schedules - All Documents (uno.edu)

University Closure Day Requirement

10:27:27 From Coleen Maidlow To Everyone:

the link didn't come through

10:28:09 From Joshua Burns To Everyone:

call the help desk

10:28:35 From Randall Menard To Everyone:

uno.edu, faculty staff, SharePoint forms, HRM, holiday schedules, university closure day requirement

10:28:49 From Kristy Askam To Everyone:

I wonder if there can be a waiver for employees employed less than 1 year. This policy is a barrier to recruitment.

10:29:14 From Julie Landry To Everyone:

Here is the actual link: <https://sharepoint.uno.edu/hrm/Holiday%20Schedules/Forms/AllItems.aspx>

10:33:13 From mhayden To Everyone:

Do you have to be a member of the Rec center to attend the Pickle Ball workshops?

10:33:57 From Edgar Avila Jr To Everyone:

You do, or a guest. I believe the Faculty/Staff Guest Pass is \$5 for the day.

10:37:11 From nmukherj To Everyone:  
Norma Mukherjee - nmukherj@uno.edu

10:38:46 From Kristy Askam To Everyone:  
Is there a book drive this year again?

10:40:14 From Joshua Burns To Everyone:  
shaded parking spaces for the win!

10:40:24 From Kristy Askam To Everyone:  
Yes!

10:40:46 From Kristy Askam To Everyone:  
Did the university contract with the shared energy company?

10:40:57 From Joshua Burns To Everyone:  
are charging stations included in the plans?

10:45:55 From Mariana Z. Martinez To Everyone:  
Privateer Pantry:  
<https://www.uno.edu/privateerpantry>

10:47:13 From Mark Pyle To Everyone:  
Kristy - Not yet. We are working on it. The economics are not quite there yet but soon we think.

10:48:04 From Reagan Laiche To Everyone:  
text UNOPANTRY to 41444

10:48:06 From Reagan Laiche To Everyone:  
<https://fundraise.givesmart.com/e/kaZVrA?vid=vongt>

10:48:41 From mhayden To Everyone:  
Do you accept clothing and footwear at the pantry?

10:49:14 From Reagan Laiche To Everyone:  
Our Career Services office collects clothing for our students through their Career Closet

10:49:30 From mhayden To Everyone:  
Thanks!

10:50:41 From Coleen Maidlow To Everyone:  
what was that first date?

10:51:02 From Randall Menard To Everyone:  
Nov 29th Nov 30

10:51:04 From Debby Charrier To Everyone:  
Debby Charrier

10:51:07 From Coleen Maidlow To Everyone:  
thanks!

10:51:24 From Debby Charrier To Everyone:  
504-280-5431, dcharrie@uno.edu

10:51:33 From Lisa Grass To Everyone:  
Are the current job aids up-to-date?

10:52:21 From Debby Charrier To Everyone:  
Nov. 29th 9am and 2pm

10:52:39 From Debby Charrier To Everyone:  
Nov 30th 11am and 3pm

10:55:20 From Joshua Burns To Everyone:  
campus tours

10:55:41 From Randall Menard To Everyone:  
Yes, no changes to job aid

10:55:46 From Erin Sutherland To Everyone:  
Table set-up: "You will be able to set up your table on Friday, November 18 starting at 2pm until 6pm.  
You can also set up your table the morning of as well."

## Participants

<p>Julie Landry  hwebb1  smcutrer@uno.edu  Randall Menard  smcutrer@uno.edu  Willis  Erin Sutherland  Rachael Lindstrom  David Muscarello  Reagan Laiche  Tiffany Soublet  Kassie  Kenny Merrick UNO  Donald Harbison  Lisa Grass  Allyce Sears  Jody  Liz Sigler she/her/hers  Jennifer Grant  Jaime McSkimming  Edgar Avila Jr  Brooke Duncan  kmai1  Sam West  kmai1  Gretchen  Karen Bradley</p>	<p>Tracy Franklin  Debby Charrier  Nerolie Rayson  Coleen Maidlow  Christie Thomas  Eileen Dooley  migodfr1@uno.edu  Amanda Robbins# she/her/hers  gatemple  Rami LeBlanc Popich  Colm Joyce  Dennis Baker  Colby Stoever- University of New Orleans  Ayana Morales  Cara Traczek (ctraczek@uno.edu)  dbauer  sfvarble  Kristy Askam  Adham Bryan Hussain  bbarras  UNO April Gremillion (She/her)  Cliff Golz  xiang chen  Colt Stubbs  John Nicklow  nmukherj</p>	<p>bdukes  bbutler2  Gertraud Griessner  Gay Parvazi  kmai1  LaKita  Toni Slessinger (she/hers)  Billy Martinez  Fangfang Hao  Mariana Z. Martinez  Joshua Burns  mhayden  Mark Pyle  Matthew Thompson  Julienne Ricchiazzi  rkern  Erik Wahl  Francie Davenport  (alumni@uno.edu)  Carol Lunn  Joanne Terranova# University of New Orleans  Dr. Sergio Cuevas  Addrianne  pclark1@uno.edu  Amelie Reeves  Joe Hebert  Ame Flynn</p>
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The UNO Staff Council is dedicated to providing the best possible representation for the staff of the University. Our goal is to identify ways to support and enhance the lives of our valued fellow staff. Staff Council welcomes input from the entire university community in order to make the University of New Orleans the best place to work and prosper in the City of New Orleans and the State of Louisiana.