



# THE UNIVERSITY of NEW ORLEANS

## STAFF COUNCIL

### Staff Council Minutes 07/20/2023

#### Approval of Minutes – Posted on Website

#### Guest Speaker: Dr. Kedrick Nicholas – President Search Transition Leader

**A little about myself:** New Orleans born and raised, saints season ticket holder

As a college student, I had a unique experience. I experienced the university in many different ways. Scholarship football player, 5 years on scholarships. I wasn't one of the athletes that dedicated all my time to athletics – was involved on campus, was connected to faculty and staff. I had the opportunity to hold leadership opportunities in grad school. I had a full collegiate experience from many angles that influenced my career path. I've been a student affairs professional for 17 years.

I am a person of service.

Deep connection with the UL system – one of the reasons for this role – UL System working to create leaders within the system (leadership class)

Several task forces for the UL System – cofounder of the UL system black male initiative, black male summit, etc. working to advance the needs of this under represented population

**Dr. Henderson & the Board approached me to do this work in May. Working to provide insights and perspective from an outsider of UNO.**

**Phase 1:** institutional background knowledge: touring the campus, meeting with different directors and examining UNO holistically to define elements requiring further exploration

**Phase 2:** deeper exploration into certain aspects of the campus. Talking to students and staff. What has their experience been? What are they proud of? Etc.

**Phase 3:** synthesize the information gained in phase 1 and 2 (not a plan – that is for the future president). Used to adopt and implement a plan by future leadership

**Phase 4:** implementation: observe implementation and provide insights

**Phase 5:** Analyze implementation

This will be a year long effort. I will be on and off campus through may 2024. This will be a revolving process.

**How can you be a part of the transition?**

There is a form on the website (<https://www.uno.edu/transition>) – please submit any input that you think is relevant! It is anonymous if you need it to be.

**Dr. Henderson is primarily interested in the student experience: What is the perspective of the students?**

What have I seen so far is that **UNO is an institution with a lot of promise, and a lot untapped pride.**

**Q&A: Will your tenure include viewing the buildings and the physical state of campus?**

Yes! I have actually had a chance to tour many buildings on campus, either by myself or with the head of facilities. This is absolutely something we're taking into account.

## Executive Committee Reports

**President:** Edgar Avila Jr

**i. DEI Committee**

**ii. Weave:** Met with Dr. Stover and will be going over Staff Council WEAVE with him soon

**Vice-President:** Debbie Charrier – will be reaching out to anyone on a committee to get things rolling again. If you are interested in being on a committee please reach out to Debby

**Treasurer:** Willis Brewer

**Recording Secretary:** Coleen Maidlow

**Corresponding Secretary:** Julie Landry

## Committee Reports

### Staff Concerns & Opportunities

- **Service Day for UNO:**
  - i. a day of service for August 29<sup>th</sup>, trying to create a committee and creating a proposal for 2024 to get administration support
- **Payroll Correction Concern:** what are the steps to correct and communicate about overpayments?
  - i. In situations where we are aware of salary overpayments (especially ones that require our attention) that will drastically affect the employee's net pay, we will reach out to the supervisor to ensure that the transaction (Job Change, Compensation Change, etc.) causing the overpayment is correct, and that the employee is aware of the impact to their paycheck. If requested, we will work with the employee to setup a repayment plan when warranted and feasible, on a case-by-case basis.
- **Voter Registration on Campus:** We had an inquiry about doing voter registration drives on campus, but more importantly doing the follow up work to get students to the polls.
  - i. Edgar reached out to Student Government on 7/4 to see if they wanted to take the lead on this.
- **Medicaid Employee Communication/Correspondence:** How can we better advertise and communicate with workers in other parts of the state so they can participate in events and be involved?
  - i. We've requested the email list with their contacts so we can include them on staff council events / notifications

Events Committee – Alumni Association – White Linen Night

Service with Jazz – June winner Sabrina Dupree (June) and Jody Duvernay (May)

[Wellness Committee](#) – Pickleball mixer/ date in september, New employee tours at REC, please email Edgar so we can get you set up with a tour

[Communication Committee](#) – Debby will check in with this committee to get it restarted

## Old Business

### [Student Employment Policy Updates](#)

- Over the last couple of months, we've had issues with federal work study and budget employees. The admin policy for that has been set (<https://www.uno.edu/media/1801>). It lays out how to have an equitable situation for students in different payment tiers

[President Search](#) (see above from Dr. Nicholas)

## New Business

### [Flexible Workhour Policy:](#)

- Policy updates to flexible workhour policy there are guidelines for non-routine flex hours. If a 4 day 10 hr day works best for your department, there is a way <https://www.uno.edu/media/1306>

Staff council account with the UNO Foundation: Do those accounts still account? One was a typical account, and the other was an endowed account being used for scholarships. \$10,043 \$1243 without restrictions. Still available for donations. Mamie will inquire about this when she meets with the foundation. The scholarship page is v confusing and we'r eunsure if the scholarships are supposed to go to current employees or the children of employees? Those amounts are on the treasury reports.

## Chat

10:13:50 From Julie Landry to Everyone:

<https://www.uno.edu/transition>

10:16:49 From Gertraud Griessner to Everyone:

is Dr Nicklas able to assess the physical state of the campus buildings?

10:17:44 From stacey balkun to Everyone:

Reacted to "is Dr Nicklas able t..." with 🙌

10:18:40 From Kim Gallow to Everyone:

Thanks, Dr. Nicholas!

10:18:58 From Julie Landry to Everyone:

[staffcouncil@uno.edu](mailto:staffcouncil@uno.edu)

10:20:45 From Julie Landry to Everyone:

[dcharrie@uno.edu](mailto:dcharrie@uno.edu)

10:28:02 From Edgar Avila Jr. to Everyone:

i. <https://www.uno.edu/about-uno/office-of-the-president/resources/administrative-policies>

10:30:53 From LeeAnne S. (she/her/hers) to Everyone:

It was meant to go to current employees!

10:31:24 From LeeAnne S. (she/her/hers) to Everyone:

Tiffany Soublet was the last chair of the scholarship committee, I think

## Participants

Julie Landry	Eileen Dooley	Colt Stubbs
Coleen	Dennis Baker	Marketa Janousova
Robert	Joy B. (she/her/hers)	hilangela webb
stacey balkun	Jena McCullin	mgaspere@uno.edu
Debby Charrier	Alana Coleman	Christie Thomas
Maggie Sunseri	Erik Wahl	vgranito
sstewar5	Tiffany Soublet	Burt Neal
Pierre's iPad	Joanne Terranova#	Nancy Biggio
Edgar Avila Jr.	University of New Orleans	Kate F.
Kassie	bbarras1@uno.edu	Rami Popich
sganuche	Mike Esordi	scalamar
Cheryl Forschler	Kristy Askam	N. Tina Johnson
Britney Butler	Sarah Bergez	Lynette D. Bates
Rachel Massey	Darrell Kruger	sfvarble
Cliff Golz	Caitlyn LeFrere	Adham Bryan Hussain
Kendy Martinez	Janet Fleming	tlchevis
Jody	Ayana Morales (she/her)	Karen
Dr. Kedrick Nicholas	Michael Lott	Diamond Nicole Perez
Francie Davenport	Aaronlyn Breaux	Tajuanda Montreuil
Savannah Bilbo	Samartha Mudigere	dwendolynbrown
Mark Pyle	Girish	Karen Bradley
Ken D'Aquin	Donald Harbison	Gertraud Griessner
Dennis Baker	Nora Chapuis - SSS (chapolisfamily)	Lisa Grass
Eliza	Jaime McSkimming	Suad
Dr. Sergio Cuevas	Svetlana Pizzati	LaTasha Gonzales
Amy King	tabacino	Marco A. Perez
Amanda Robbins# she/her/hers	Joe Hebert	Kim Gallow
Chris Ndiritu	Willis	Enjilee Bailey
Ronald P. Joullian	Liz Sigler she/her/hers	Mariana Z. Martinez
RG	David R	LeeAnne S. (she/her/hers)
	Elaine Ramond	Trelanne M. Powell
	Amber Johnson	

**Next Meeting – Thursday, August 24<sup>th</sup> 10am (Zoom); September 21<sup>st</sup> 10am (In-Person)**

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.