

## 25 Feb 2025 Senate Meeting

1:39 minutes from previous meeting approved

### Update on account to assist furloughed staff

Cherie Trumbach (CT) - UNO Faculty Senate Fund Update, support for furloughed colleagues

- our faculty advisor for the Fund – Walter Lane
- Officers of FSEC – Pres, VP, SEC -- 2 signatures required to release checks
- rest of FSEC will assess applications and make determinations on who and when to release funds
- Credit Union is issuing the checks
- account opened with \$500 donation from UNOFCU
- grants prioritized with support towards lowest band for specific emergencies; higher band allowed to apply, too
- how much is distributed and to whom depends on how much is contributed
- form is still being created
- UNO Faculty Senate Fund call for funds
- grants of \$200 to start with
- suggestions? if you are aware of other schools with this in place, please send Senate Pres an email (cphelps@uno.edu)
- Question from Joel Atallah: “How to donate?”
- Response: can go to Credit Union to deposit; or use Go Fund Me once it is set up; or give it to someone in FSEC but please email entire FSEC so we can track your check
- if attempt to deposit straight into CU and have a problem, let FSEC know

### President's Report

Connie Phelps (CP) -- 3 statements were sent to President Johnson (see attachments to minutes for actual statements) – 1. regarding furlough statement (summary: faculty did not offer to self- furlough), 2. University College (summary: faculty need to be part of this), and Follett issues (summary: Follett does not give us book format choice if a digital book is available in Brytewave). Senate is still waiting for a copy of the current contract with Follett to see if we have the right to request printed copies in lieu of digital. According to President Johnson, we owe Follett lots of money so we are not in a good negotiating position to address this issue, yet.

FSEC talked with President Johnson at meeting on Feb 18 about the 3 statements

University College. There are great written resources to help us set up University College. University College is all about integration of career planning with enrollment with incoming students. Faculty in UC will be tenured in their home college but working in UC.

Faculty Buyouts. Ting Wang has suggested that UL Board or State provide buyout money to allow faculty to retire. President Johnson does not anticipate money from Board of Regents or UL Board. Perhaps Foundation can provide buyout money?



Points of Pride. Please send to any (old and especially new) bright points from your departments to the FSEC before Mardi Gras, if possible. These points are to help provide discussion points for us to demonstrate how UNO is important to the region and our New Orleans culture. Faculty need talking points with all the good history of doing things for the community. If you are serving on a board in the Community, let us know. What are your unique program highlights? Do you have a new research grant that we do not know about? Student engagement with the community with UNO coursework. We represent our constituency. Faculty want to know what's going on. CP is encouraging you to share with your co-workers what we (UNO Faculty) are doing.

Zoom Updates. A request was made by the Senators to provide zoom sessions to share information quicker than once a month. The first one will be this Friday. 2 pm. CP will send out the info for the Zoom once it is finalized. Invitation will be out soon.

Foundation Issues. Fourth Statement sent to President regarding Foundation issues (see attached statement). It is possible there is money in the endowments to do buyouts. We asked what was being planned with endowment funds. Tony Gregorio will not let anything illegal happen with the endowments. Statement read into the minutes by Chris Summa and is attached.

At the President's Executive Cabinet meeting was an item on the agenda. President Johnson is keeping track of responses that we have requested.

## **New Business**

Follet Program: Ting Wang (TW) – background on Follett program. Students can find free e-book pdfs but they need a hard copy. Originally Follet contract was for hard copy books but now Follett insists on digital copies. Charging \$81/course for access to the book (which can be found in digital format for free in most cases).

Buyout : TW - LSU system has a \$274 million profit last FY. FSEC suggested that President Johnson ask for \$2 mil to do a one-time buy out to reduce our budget. It is anticipated that \$1 million can buy out 10 individuals. \$1 in buyout = \$3 in savings due to benefits not needing to be paid. Foundation money is our money to grow into the future so let us get it from outside UNO.

International Studies: Jim Mokhiber (JM) and Marc Landry (ML) are dealing with closing of the Japan program and Intensive English Program. Reassignment of space in International Center is a concern. They are meeting with Scott Penzer to develop a vision moving forward. March 10-12 ad hoc committee will meet. Anyone can join in. Send email to JM if you want to participate in the ad hoc committee (jmokhiber@uno.edu).

Summer School: Max Krochmal (MK) 2 updates on summer course scheduling. Salaries for summer will be dropped. Senate had no chance to respond. \$5000 per course no matter who is teaching. Senate should take this up. All courses need 10 students or more to make. Chairs are worried because grad courses will not make. Prorated pay will not allow for faculty to teach those classes. Remember that last summer there was a pay cut to save \$400000 for the university

Professorships and Chair endowments. Darrell Kruger (DK) has proposed changes regarding endowments for next fiscal year. Some endowed chairs holders were invited to meeting with DK. Draft



proposes capping the amount of money for compensation. 5-10% should support library resources. 25% maximum salary including fringe cap. UL System recommends 50% cap. General feedback was in opposition to proposed system. Lots of variation in how endowments are used. critical gaps in programs, violation of contracts, redirecting to the library contravenes Board of Regents rules. Feedback provided but not known how this will impact final version.

Greg Price (GP)– how much \$ would this generate to support general fund items?

MK- impacts cash flow.

CT - things that used to paid from general fund will come out of endowment money.

GP – how much will this save?

ML – DK presented plan as a way to strengthen research endeavors. ML suggests that the best way to strengthen research endeavors is to hire a leader for the office of research. There is currently no movement forward on that hire.

Vassil Rousev -endowed professorship is used to pay for instructors for class. Possibly triggered due to furloughs using endowment money. Why is faculty compensation bad?

MK -- should rank of Dean or above be allowed to hold endowed chairs? No. Faculty should be able to hold multiple endowments because spending varies widely.

Summer Class Tuition. Brian Beabout (BB) – is tuition still lower this summer?

CP – push to get classes lined up for summer schedule so they can start advertising. Push among high school students for a couple thousand will bring up enrollment. Students at other universities wanting to take reduced tuition classes may also be interested.

CT – getting them on fees

CS – as many intro levels as possible to attract high schoolers. President KJ wants this summer to be a money maker for the university

Held Up Foundation Money Issues. Simon Lailvaux – endowed chair expenses are not being approved so already limited funding to get things done over the summer

MK – travel not allowed

CT -- what benefit is it for funding to sit on desk? If transferred from foundation into differential account, helps with cash flow problem

CP – purchase of specific items for library from Zemurray Chair, so release of funds from Foundation has happened.

JM – one off expense to library is not issue.

MK – salary issues in COLAEHD so flexibility works

CT – people are being picked multiple times for budget cuts. do we need a survey to see how much people are being impacted? Are same people getting hit repeatedly with budget limits?



CP – request examples anonymously?

CT – is it necessary to be anonymous?

CP- productive?

Bridget Bordelon – randomized cuts likely but feedback might be useful.

JM – find a few illustrative cases of severe affects

CT – check all the things you were affected by survey so we have information

BB – ask via email

MK – FSEC can send statement to Pres

CP- if you have stories and want to send them please send to anyone on FSEC

Canvas has an anonymous portal

Steve Rick – President Johnson wanted to change things last summer

CT – wants to enroll lots of students so payroll can be made. Compile a list of endowed chairs and outstanding bills is needed to put feet to the fire about who is waiting for payments to be sent. Payments are at a standstill.

CP - Feb 14 payrolls + Follett payment left us with \$200,000 in the bank.

## **Committee Reports**

Academic Committee report, Feb 18 – what is current structure of Academic Affairs?

Nancy Biggio does what Caroline Noyes was doing

Tina Johnson still in place

4-4 workload? Already have that in place but with research 3-3. Documentation can potentially drop it to 2-2.

No decisions taken on increasing workload. Want to reduce budgets with faculty retirement

218 full time Instructors. Voluntarily teach more would lesson our dependency on adjuncts.

Untenured faculty if teaching more would pause tenure process.

University College tied to Gardner. Working with Shannon Williamson and Nancy Biggio. Once structure is in place will reach out to all faculty. Documents were shared and will be disseminated to all faculty.

Low completer discussion. Retention of students costs less than recruiting student. Trying to increase enrollment in low completer programs. New Programs when there is a high need program. We need to know more about how University College is going to work.



Administrative Committee report – Friday 9 am zoom meeting to catch people up. evaluation of president task. Grievance policy issues are front burner issues to deal with; by-laws need to be revised since we have been restructured. faculty handbook to be designed.

Budget Committee report – 2 meetings since last Senate meeting. (see attached report). CT did athletic revenue gathering. Review of memo sent to faculty. Once students are housed in our dorms then an additional 1.2 million saved so athletics will end up costing .4 from general fund. Discussing how many sports we might reduce temporarily.

Discussed arena with President Johnson. Attempting to use it more during the summers. Booking more into arena. No offloading options. Very underutilized.

CP – Maime stopped some of the programs because it was costing more than it made.

MK -- these are budgeted athletics numbers.

CT – Athletics is on target for meeting their budget this year. In the past, athletics did whatever they wanted and had no incentives to stay close to budget. On budget spreadsheet some items went up because they were real expenditures last year.

Courses and Curriculum Committee report -- Feb 10 to discuss proposals. (see attached report)

CP – General Education (Gen Ed) course options may be increased. Such a request has not made it to committee.

JM- Curriculog readable? Should be able to see status of Liberal Arts items.

Lindsey Reno (LR) – Gen Ed course status is limited to specific courses.

ML – Gen Ed. First meeting Feb 21. Asking about how changes to academic affairs will change Gen Ed. Nancy Biggio will be contact person. Gen Ed assessments for Institutional Assessment and SACS are needed. Talking to Nancy about how to advocate for an assessment as easy as possible. Emails to appropriate faculty to alert about Gen Ed assessment.

Meeting in March and April. Expanding menu. currently 80 courses. Underlying principles need to be established for making courses Gen Ed.

Any other business?

SR – Responding to TW -- Dr. Johnson – Governor and Board not willing to help us. Resizing with buyouts will prevent exigency.

GP – Endowments are rainy day funds. We should be able to use the endowment funds for short term issues. Why not encourage administration to pull down endowment to pay bills and then move forward.

MK – after all cuts still in \$5 mil short. Keep hinting that staff will be furloughed at 100% in June.

Colleen Maidlow (CM) - Programming is already in place for June. Bursar office will be shut ...

CP – lots of things being discussed by admin that they cannot discuss with faculty at this point



Joel Atallah – some of the things being done will make future more difficult. every week get good stories. What are we doing with Points of Pride to get out there.

CM – Adam presents good things but media prefers bad news

JM – legitimate crisis that press will cover it and we're not always putting best foot forward when dealing with press. desire not to have no negative votes. but we need more people talking positive about UNO.

GP - \$10 mil in unencumbered funds. Can pay our bills.

JM – but bad systemic issues that need to be addressed. We don't want to solve the problems so that the UL board will do something.

TW – endowment funds have rules.

CS move to adjourn. CP seconded. Meeting adjourned.



**FACULTY SENATE ROSTER / SIGN IN**

		Representatio n	First	Last	Term	Committee	Sign In
1	1	Administration	N. Tina	Johnson	24-25	✓	
2	1	Staff Council	Coleen	Maidlow	24-25		CM
3	1	SG President	Joshua	Trochez	24-25		
4	1	Alumni Assoc	Dinah	Payne	24-25		
5	1	Adjunct	David	Lambour	24-25		DB
6	1	COBA	DJ	Min	24-25	D	
7	2	COBA	Cherie	Trumbach	24-27	SE, B	CCS
8	3	COBA	Greg	Price	23-26	C	AB
9	4	COBA	Bridget	Bordelon	22-25	A	
10	5	COBA	Kabir	Hassan	23-26	D	
11	1	COE	Ting	Wang	23-26	SE, D	
12	2	COE	Damon	Smith	24-27	B	DB
13	3	COE	Satish	Bastola	24-27	C	
14	1	COLAEHD	Juana	Ibáñez (Sec)	24-27	SE, B	HA
15	2	COLAEHD	Lisa	Verner	25-28	C	DB
16	3	COLAEHD	Ariya	Martin	22-25	A	AM
17	4	COLAEHD	Dan	Rule	22-25	B	
18	5	COLAEHD	Max	Krochmal	24-27	B	7/2
19	6	COLAEHD	Brian	Beabout	23-26	A	
20	7	COLAEHD	David	Beriss	24-27	B	
21	8	COLAEHD	Marla	Nelson	25-28	A	MM
22	9	COLAEHD				D	
23	10	COLAEHD	Marc	Landry	23-26	Gen Ed.	MA
24	11	COLAEHD	James	Mokhiber	24-27	SE, D	Wick
25	12	COLAEHD	Michelle	Wade	23-26	A	mmh
26	1	COS	Joel	Atallah	25-28	C	Joel Atallah
27	2	COS	Phoebe	Zito	23-26	Gen Ed.	PF
28	3	COS	Steve	Rick	23-26	SE, B	CR
29	4	COS	Simon	Lailvaux	23-26	D	SR
30	5	COS	Chris	Summa (VP)	23-26	SE, A	C.S.
31	6	COS	Rachel	Clostio	23-26	A	
32	1	Library	Connie	Phelps (Pres)	24-27	SE, D	Clap
33	2	Library	Lindsey	Reno	22-25	B	DB

**KEY: Bold : Elected Senate Governance**

Blue : Senate Executive Committee

Committees: A – Academic

C – University Curriculum Committee (UCC)

B – Budget

D – Administrative



February 13, 2025

Dear President Johnson,

At its weekly meeting, the Senate Executive Committee (SEC) discussed and issued the following three statements:

*Statement regarding Edwin Litolff's February 3, 2025 letter*

At recent meetings of the UNO Staff Council and Faculty Senate Executive Committee (FSEC) individual members discussed the possibility of demonstrating support for staff affected by the recent furloughs. This issue arose again in a subsequent meeting of members of the Senate Executive Committee with Kathy Johnson, Edwin Litolff, and Darrell Kruger. Senators asked how individual faculty might offer financial support for staff. Concerns were also raised regarding how any funds gathered by the university might be utilized. In response to the meeting, Dr. Litolff wrote a letter to the FSEC that we believe misconstrues the FSEC's position. To clarify, neither the FSEC nor the Senate advocates for voluntary faculty furloughs. The FSEC is in the process of establishing a mechanism, separate from both the University and the Foundation, appropriate for the donation and distribution of funds toward staff who have been furloughed.

*University College statement*

In yesterday's State of the University message to the UNO Community, President Kathy Johnson reiterated her desire for a new University College that will play a key role in fostering successful student careers. The Senate Executive Committee again expresses its belief that the faculty should be fully integrated into any University College initiative, understanding that this new unit will have important effects upon curriculum, General Education requirements, majors and our overall academic mission. We call for the Administration to collaborate fully and constructively with the Senate's Academic Committee and communicate regularly with its Chair, Dr. Christopher Summa.

*Bookstore/Follett Statement*

As the primary point of contact for our students, UNO faculty have expressed widespread concern regarding the textbook crisis this Spring 2025 semester. Faculty are concerned that the bookstore and Follett are unable to meet the requirements of instructors and students. The Senate Executive Committee calls for the Administration to provide a full and detailed update regarding the status of our relationship with the bookstore, Follett and Follett Access. We are particularly concerned that, given the current confusion regarding financial aid and student payments, restricting access to online textbooks mid-semester is counter-productive, threatening our academic mission and student success.

We look forward to your response and further information on both issues.

Collegially,

The Senate Executive Committee



## FSEC Faculty Endowments Statement to President Johnson:

February 20, 2025

Dear President Johnson,

The Faculty Senate Executive Committee (FSEC) met today and authored the following statement:

In meetings with the Faculty Senate and Faculty Senate Executive Committee (FSEC), the Administration has indicated that it may turn to the UNO Foundation and its monies to address the budget shortfall and financial crisis. The Faculty Senate is deeply concerned that such initiatives may contravene existing donor agreements and other restrictions on these funds, as well as undermine future fundraising efforts and drive away faculty. The UNO Faculty Senate Executive Committee calls for the Administration to explain in writing any plans under consideration to draw on, redirect or limit the spending of UNO Foundation account monies endowed for the purpose of supporting faculty and/or their research.

Collegially,

*The Faculty Senate Executive Committee*



## Budget Committee Report, February 2025

We have almost reached a goal of cutting \$10 M from the budget. We still have a structural deficit of \$3M and are \$2M in debt.

President Johnson has been meeting with the state legislature and other state leaders. Her feeling is that the governor will not help with our structural deficit, but the state may be willing to help with our debt. There is also the possibility of getting deferred maintenance money from the state.

### Athletics

\$6.6 M total budget

\$3.0 M in revenue<sup>1</sup>

\$0.3 M from auxiliary profit<sup>2</sup>

\$3.3 M from general fund

70 out of 180 athletes are on scholarships.

Of the \$3.3 M from the general fund \$1 M is offset by tuition paid from non-scholarship student athletes plus \$0.7 M from the state (180x\$4000, the money the state sends us per student.)

By this estimate, athletics costs the university \$1.6 M. Estimating how much could be saved by cutting athletics requires making some assumptions, primary how many tuition paying student athletes would withdraw some UNO if athletics were eliminated.

The administration is looking into various cost-cutting measures, including requiring athletes to live in Pontchartrain Hall rather than Privateer Place, switching from NCAA division 1 to NAIA, and reducing the number of sports.

1. Ticket sales, game guarantees, private gifts, student fees, NCAA revenue distribution, cooperate sponsorships.
2. Money from non-scholarship students for room and board.

Other budget areas.

Arena. Working on bringing in more programs in the summer and possibly use the arena while the Smoothie King Center is being renovated. We pay \$80,000 a month during the winter to keep the outdoor pool heated but only bring in \$11,000, so working on a fix for that

Housing. Just like athletes, require TOPS students to live in our dorms, rather than Privateer Place.

Staffing. President Johnson is interested in using technology to increase the efficiency of staff, perhaps the state might help financing some technological innovations, that would make help our overworked staff meet the needs of the students.

Public relations is now under the Admissions Office, which may lead to better coordination between the two offices.



## University Courses and Curricula Committee Report

February 25, 2025

The UCCC met on February 10 and made decisions about the following proposals:

### Approved

#### Course changes

EDUC - 6310 - Residency I: Student Teaching

EDUC - 6311 - Residency I: Internship

EDUC - 6320 - Residency II: Student Teaching

EDUC - 6321 - Residency II: Internship

#### Program Changes

Elementary Education and Mild Moderate Disabilities (Integrated to Merged Approach), Certification in Grades 1-5, B.S.

Elementary Education, Certification in Grades 1-5, B.S.

#### New Courses

FA - 6101 - Teaching Practicum

FTA 6001 – Practicum in Production

### New Courses--Returned to department for revision

FTA - 2800 - Production Practicum

FTA - 3800 - Advanced Production Practicum

FTA - 6100 - Visual Design for Stage, Screen, and Television

### Committee Membership

Due to recent restructuring, the committee has several new members.

Members	Ex Officio Members (Non-voting)
Uttam Chakravarty (COE), Chair	Nancy Biggio
Lindsey Reno (Library), Vice Chair	Darrell Kruger—New
Satish Bastola (COE)—New	Randall Langston—New
Yaojie Le (COBA)	Robert Mitchell Jr.—New
Steven Mumford (COLAED)	
Gregory Price (COBA)	
Steven Rick (COS)	
Regina Rosa (COBA)—New	
Vincent Xiaochuan Yu (COE)	