

15 July 2025 Faculty Senate Emergency Meeting via Teams

University of New Orleans Faculty Senate Meeting Roster, July 15, 2025*

		Representation	First	Last	Term	Committee	Attendance
1	1	Administration	N. Tina	Johnson	25-26		x
2	1	Staff Council	Coleen	Maidlow	25-26		x
3	1	SG President	Joshua	Trochez	25-26		x
4	1	Alumni Assoc	Nerolie	Rayson	25-25		
5	1	Adjunct	David	Lambour	25-26		x
6	1	COBA	DJ	Min	25-28	D	x
7	2	COBA	Cherie	Trumbach	24-27	SE, B	x
8	3	COBA	Greg	Price	23-26	C	x
9	4	COBA	Bridget	Bordelon	25-28	D	x
10	5	COBA	Kabir	Hassan	23-26	A	x
11	1	COE	Nicholas	Xiros	25-29	D	x (Ting Wang)
12	2	COE	Damon	Smith	24-27	B	
13	3	COE	Satish	Bastola	24-27	C	x
14	1	COLAEHD	Juana	Ibáñez (S)	24-27	SE, B	x
15	2	COLAEHD	Lisa	Verner	24-27	A	
16	3	COLAEHD	Grace	Reinke	25-28	C	x
17	4	COLAEHD	Max	Krochmal	24-27	B	x
18	5	COLAEHD	Brian	Beabout	23-26	A	x
19	6	COLAEHD	David	Beriss	24-27	B	x
20	7	COLAEHD	Marla	Nelson	23-26	A	x
21	8	COLAEHD	Andrea	Mosterman	24-27	D	x
22	9	COLAEHD	Marc	Landry	23-26	Gen Ed.	x
23	10	COLAEHD	James	Mokhiber	24-27	SE, D	x
24	11	COLAEHD	Michelle	Wade	23-26	A	x
25	1	COS	Joel	Atallah	24-27	C	x
26	2	COS	Phoebe	Zito	23-26	Gen Ed.	x
27	3	COS	Steven	Rick	23-26	SE, B	x
28	4	COS	Simon	Lailvaux	23-26	D	
29	5	COS	Christopher	Summa (Pres)	23-26	SE, A	x
30	6	COS	Rachel	Clostio	23-26	A	x
31	7	COS	Corey	Dumesnil	25-28	A	x
32	8	COS	Ben	Samuel	25-28	A	
33	1	Library	Connie	Phelps (VP)	24-27	SE, D	x
34	2	Library	Abram	Himelstein	25-28	C	x

* Emergency Meeting held on Teams

Key: Blue: Senate Executive Committee

Bold Blue: Elected Senate Governance

Committees:

A - Academic

C - University Curriculum Committee (UCC)

B - Budget

D - Administrative

Gen Ed. - General Education

12:00 Start Time.

President's Report (Chris Summa)

Disbursement of Faculty Senate Fund

The Biological Sciences Department, and Marketing and Management Department tie for first place in donations.

The Economics and Finance Department are the third place donation gatherers. Thrivent is providing prize money and the prizes include, paper, or printer ink or snacks and lunch

31 staff were supported in total. Thank you to all in the faculty for supporting our staff.

Question: Is account going to keep going? Answer: No but the bank account is open for the next year if it is needed.

Foundation Grant Allowing Students to Matriculate

Students with outstanding balance of \$700+ will not be able to register for classes. If an amount of money up to \$1000 will get them to below that \$700 debt level, this up to \$1000 grant is for them. The UNO Foundation is donating the money and Randall Langston (Vice-President for Enrollment Management) rlangsto@uno.edu is to be approached to grant the award.

Debt by student can be found in Power BI in MyApps. All faculty have access to Power BI now. It also lists students in your department that are not yet registered for the fall but were registered in the spring.

Pierre Champagne informed us that Power BI is downloadable as an excel file if you contact Dr. Kazuaki Mai (Director, Institutional Research Information Technology) kmai1@uno.edu.

Power BI posts the enrollment numbers.

UCW Statement of Solidarity with Adjuncts (VOTE)

This statement had been previously sent to President Johnson by the UCW. It is presented to the Faculty Senate at this time.

Dear UCW Members and Supporters,

As far as we can tell, the planned budget for next year will cause chaos for ALL students across UNO. For example, the proposed allocation for the College of Liberal Arts and Education for Fall includes a \$250,000 deficit that will result in **last-minute cancellations** of general education classes and other changes to the schedule, the **firing of part-time professors**, and the reassignment of course sections to full-time faculty that will permanently **undermine the research mission** of our urban-serving institution.

Many of the **part-time professors** whom the administration plans to fire have worked at UNO for years and possess critical institutional knowledge. Often they teach specialized courses in understaffed departments. **They keep UNO running**, and their value to the university cannot be overstated. Meanwhile, many full-time faculty perform research serving the New Orleans community that cannot be put on hold to teach additional classes.

UNO is now poised to rejoin the LSU system, and the State of Louisiana is expected to provide vital funding for the transition. But the proposed cut to instruction in Liberal Arts and Education, which represents **just 1/320th of the overall budget**, **would have devastating and long-lasting effects** on our ability to serve our current students and rebuild the university in the future. Similar cuts may affect other colleges.

We members of the **United Campus Workers** call on UNO's President Kathy Johnson to **reallocate non-academic portions of the budget** to Academic Affairs so that the College of

Liberal Arts and Education and other impacted academic units can **retain ALL of their part-time faculty** and proceed with the current Fall course schedule **without cancelling classes** and **without reassigning teaching duties** just weeks before classes start in Fall 2025.

Comments:

The loss of adjuncts affects English and Languages hard.

Students are put into pathways class to help them learn to write. It takes a specific teaching ability to do them. We are being asked to increase caps to 28 and possibly as high as 60. English 1157 is writing intensive. A cap of 28 is impossible to sustain.

Other steps should have been taken if there are new budget shortfalls in place. Why were they not addressed before now?

Be careful in how this is addressed. If the workload cap is raised to 4-4, what is the plan? It would cost them more to hire an assistant professor in English than what adjuncts are paid. What is plan?

The administration keeps asking us to help get us out of the budgetary hole. There might not be a bomb dropped where they are getting rid of eliminating majority of adjunct budget and taking all faculty that are not research active, so has external funding, to a 4-4 teaching load. This past week is the possible finalized budget and this is the direction that it is going. The FSEC requested a meeting last Friday with President Johnson. We explained that the plan to eliminate adjuncts by requesting a 4-4 teaching load from everyone was not going to go over well and cause chaos. The administration has a \$1.5 (or \$1.2) million budgetary hole to fill. What are your ideas?

If we were going to workshop this then we need to assume there is no other money in the budget elsewhere that can be reallocated to Academic Affairs. We are trying to work with the parameters we have been given. Let's talk about possible solutions and responses to the administration and possible asks to the administration to come with consensus. We all agree that these changes are all terrible but what can our responses be?

Is the Administration trying to force retirements? Is that the plan? Are they trying to get people to retire? If so, no one will be able to teach the classes.

Based on the current climate I would believe that they are trying to have staff quit. It is a tactic that is common in corporate.

The CFO has used term "right sized" and feels that faculty are paid too much. It has not been said that that retirements are the goal. We have told them repeatedly it won't be cheap to get rid of senior faculty.

Untenured faculty are leaving. Everything being done is creating a downward spiral. We are seeing lots of loss of amazing people so UNO seems to be aiming for lower and lower targets. We need a vision beyond the downward spiral. Students continue to have issues that are leading to all the negative press.

Thank you to the senators for their service. This is a problem of enrollment. Failure on behalf of leadership in those areas to turn it around. The faculty workload policy dictates how teaching assignments are allocated. Unfortunately, not all policies are adhered to. Commentor knows many doing more than a full-time effort and but also knows many that are making less than a full time effort. Administrators have not applied strategic use of funds for many years. This University and its mission are to educate and create new knowledge. Athletics is not part of our mission. There is no evidence of parallel cuts in athletics. Cutting mission critical budgets to make ends meet but they are not cutting noncritical missions.

Please note that the FSEC has asked repeatedly whether or not there are other areas that can be cut instead of Academic Affairs. Juana Ibanez stated that they still haven't shared the entire budget with FSEC. That's not shared governance.

\$6-8 million to athletics.

Athletics costs more than 0 from the general fund.

Actual cost to university is around 1 million after revenues received from athletics are deducted from allocations.

We need a statement from the Senate that general fund money should not be used for athletics.

We don't know what the full budget is.

We should recommend that chairs, deans and provost get together in same room to make a decision on how to fit within those budgets. The administrators throw out broad ideas without understanding how Academics work. Emergency conference with all the academic leaders to make those decisions.

We are 4 weeks out. We have this crisis and there is no process in place to fix it. Having stakeholders in the room is a requirement and decisions can't be top down. The Deans negotiated for their budgets with the Provost but something happened and now things aren't okay.

Someone needs to confirm that everyone is doing their fair workload in academics. That has been talked about for a while but still not done.

Athletics should be revenue neutral.

\$1.2 million over budget is for both fall and spring. Perhaps budgeting it out unequally, 40% fall reduction and 60% spring reduction?

Athletics is not part of the UNO mission. The \$1.2 - \$1.5 million deficit should be shared and include Athletics. We need to look at their current budget ASAP.

A general statement in support of adjuncts is needed asap.

The idea of reassignment of courses falsely assumes that current faculty can teach the requisite courses that the adjuncts are teaching. A large part of the reason we rely on adjuncts is because UNO has not replaced the retired or departed faculty in key areas. A mathematician doesn't suddenly become a biologist because there are no biologists in the building.

Agreed. As a math teacher who doesn't know biology, I can verify this claim.

We really need bargaining rights. They keep doing unilateral actions without faculty consent.

President Johnson also said in an email to us that they first added maintenance and other operations to the budget, before academics. For example, Mark Pyle got more money for facilities vs last year. Why not defer it another year instead of cutting faculty and adding to workload?

Motion is made to vote on the UCW statement.

Why do we have a budget shortfall? We have a workload policy so there is no way to change course load policies as they see fit.

This is the worst moment to increase workload across the board because we are heading into LSU. An increased workload demonstrates that we are not an R2. Students enroll late so it is likely our numbers will go up. If anything the past has taught us, the numbers 4-5 weeks out do not really tell us anything. Last Fall semester the numbers increased by over 2000 students in the last couple of weeks.

It's especially important that we demonstrate that we're serious about being an actual R2 institution that takes both research and teaching seriously.

The crisis right now is that Academic Affairs needs more money than they gave us. That's it.

Agree with the late enrollment profile for our students. However, the negative media attention, furloughs, deficit and uncertainty might cause a sharp decline in anticipated enrollment for fall.

Budget Shortfall in Academic Affairs

The budget was built with salaries and then units were allocated some amount for discretionary spending. Initially that discretionary spending number was very small. There was no money for the normal level of TAs, GAs, or adjuncts.

Comments:

The budget shortfall is being caused from requests over what Academic Affairs was allocated. In June everyone got their budget from Academic Affairs. The Administration used flat enrollment estimation to get \$85 million budget. It was spread across all areas. Academic Affairs had their slice. The Administration assured us that every area was reduced.

Deans project what their colleges needed. We know that what is needed is higher than what is allocated. We cannot fill the shortfall. The administration is trying to be cautious about enrollment numbers because lots of changes happened last year (ex. furloughs) that are not supposed to happen this year.

More drama and bad publicity will make it harder for students to enroll in classes that they need.

Losing adjuncts is a significant layoff event. It is just as traumatic as furloughs and firings.

The administration has been told that this will cause chaos.

There are some common themes, lack of transparency, accountability, strategy. Where is the plan for enrollment management? Lots of hard-working people on campus and no one is answering.

The problem won't be solved until they focus on enrollment instead of cuts. What can we all do to increase enrollment? But they are always looking at cuts instead of increasing enrollment. Statement amendment to refer to all Academic Affairs

Library has been moved to IT from Academic Affairs. The Library has sustained a reduction of 1 faculty and 3 staff so far. There is no information coming to us. The Library should be a part of Academic Affairs so not part of that IT budget anymore.

The 4/4 needs to be addressed today.

The 4/4 was just supposed to be part of this year.

Both Provost and President want a 4/4 for a year until LSU takes over to get us through the 2025-2026 academic year. Kicking adjuncts to the curb if you do it that way and how do you come back from that?

It is not 4/4 across the board. Assistant levels were not going to be affected.

Is there no longer a hiring freeze? Athletics just hired a new coach and has 3 other jobs posted in the last 2 weeks. We have critical student-facing offices that are staffed on a shoestring right now.

This is abusive behavior from administration. They take more and more from us as they threaten us with something horrible. If we don't stand strong with faculty and tell them this is unacceptable it will continue. I am actively looking for a job. They are treating staff and students horribly. I do not trust that this administration is being honest.

What happens if we stay within the assigned budget?

TAs will not stay if they don't have their funding. If we cut all these things, how will this affect our university?

It is not appropriate to ask us to figure out where to cut. University College – who is funding it and how much is it getting?

A statement in solidarity of our teaching/research mission and asking for a reasonable budget is the first step.

If I had the whole budget we could make better decisions. The administration is acting in bad faith. A month ago there were no issues with our workload. A year ago we were told that the budget would be stable, but it isn't. If you don't fully fund Academic Affairs there is no university. We are enduring multiple painful cuts. We are fighting for our community to provide options. Fully fund Academic Affairs at the levels that the Deans say we need. Library needs to be fully funded no matter what unit they are currently in. We are being lied to again. There are other parts of the budget. Why is facilities budget a priority over teaching and research? Find the cuts elsewhere and fully fund our academic mission.

I've been a long serving adjunct since 1983.

Looking at timelines – everyone was thinking that everything was alright but it isn't alright. We should be supporting what the Deans and Provost have determined was needed.

Do they want a fall semester?

We can't just let adjuncts go because there are no people to take those specialized classes. if we want to serve our students we need a strong statement that this budget reduction is unacceptable.

We have a plan. The deans, provost, and chairs have set up a schedule that meets our academic priorities. It needs to be funded as is.

Resolution 1.

Meeting in Emergency Session today, the UNO Faculty Senate calls upon the University of New Orleans administration to fully fund Academic Affairs, the Library and the teaching and research missions of the university. Proposals to fire adjuncts and significantly increase faculty workload will result in massive disruption and negative publicity. In the absence of budget transparency, we are unable to determine other areas more susceptible to cuts.

Passed unanimously.

Resolution 2.

The Faculty Senate requests access to the entire UNO budget.

Passed unanimously.

We need a statement in support of the UCW statement. Question: do we modify the UCW statement to make it more inclusive? Answer: UCW statement has already been sent to President Johnson. It cannot be amended.

Resolution 3.

The Faculty Senate supports the June 18, 2025 United Campus Workers (UCW) statement regarding Academic Affairs, the 2025-2026 Budget, and solidarity with Adjunct Faculty.

Passed unanimously.

Old business –

Follett – Dr. Ting Wang contacted Follett and the UNO Bookstore and the original contract where faculty can request either hard copies or eBooks is going to be supported instead of forcing everyone to use eBooks. The Opt-Out date will be advertised in the Follett communications as well. Thank you, Dr. Wang.

New business

Enrollment should be main focus right now, not the budget fight. proposes that every effort be made to increase enrollment in the fall. A lot of students are completely lost. The Senate needs to send a statement to the administration that they do everything in their power to contact every student that has not already enrolled and then report back to us. Motion proposed for a more visible enrollment strategy.

Dr. Langston has already been emailing students.

Unless we are more focused on getting enrollment numbers up, our university may not survive.

Low enrollment is a symptom of administrative failure. Yes, we can help enrollment by not messing with classes.

I agree that we need to organize chairs and faculty to reach out to students who have not enrolled.
Happy to help with that.

Adjournment

2:30 pm