

20 August 2025 Senate Meeting, 12:32 start

1. New Senators Welcome (Chris Summa, CS President)
2. Roll Call (Juana Ibáñez, JI Secretary) Quorum was established.

University of New Orleans Faculty Senate Meeting Roster, August 20, 2025

		Representation	First	Last	Term	Committee	Attendance
1	1	Administration	N. Tina	Johnson	25-26		<i>JA</i>
2	1	Staff Council	Coleen	Maidlow	25-26		<i>Attended G.S.</i>
3	1	SG President	Joshua	Trochez	25-26		<i>J.T.</i>
4	1	Alumni Assoc	Nerolie	Rayson	25-25		<i>Attended G.S.</i>
5	1	Adjunct	David	Lambour	25-26		<i>DL</i>
6	1	COBA	Bridget	Bordelon	25-28	D	<i>Attended G.S.</i>
7	2	COBA	Kabir	Hassan	23-26	A	<i>Attended G.S.</i>
8	3	COBA	DJ	Min	25-28	D	<i>DM</i>
9	4	COBA	Greg	Price	23-26	C	
10	5	COBA	Cherie	Trumbach	24-27	SE, B	<i>CT</i>
11	1	COE	Satish	Bastola	24-27	C	<i>SB</i>
12	2	COE	Damon	Smith	24-27	B	
13	3	COE	Nicholas	Xiros	23-26	SE, D	
14	1	COLAEHD	Brian	Beabout	23-26	A	<i>BB</i>
15	2	COLAEHD	David	Beriss	24-27	B	<i>DB</i>
16	3	COLAEHD	Juana	Ibáñez (S)	24-27	SE, B	<i>Attended G.S.</i>
17	4	COLAEHD	Max	Krochmal	24-27	B	<i>MK</i>
18	5	COLAEHD	Marc	Landry	23-26	Gen Ed.	<i>MOL</i>
19	6	COLAEHD	James	Mokhiber	24-27	SE, D	<i>JM</i>
20	7	COLAEHD	Andrea	Mosterman	24-27	D	<i>AM</i>
21	8	COLAEHD	Marla	Nelson	23-26	A	<i>WN</i>
22	9	COLAEHD	Grace	Reinke	25-28	C	<i>GR</i>
23	10	COLAEHD	Lisa	Verner	24-27	A	<i>LV</i>
24	11	COLAEHD	Michelle	Wade	23-26	A	<i>MWade</i>
25	1	COS	Joel	Atallah	24-27	C	
26	2	COS	Rachel	Clostio	23-26	A	<i>RC</i>
27	3	COS	Corey	Dumesnil	25-28	A	<i>CD</i>
28	4	COS	Simon	Lailvaux	23-26	D	
29	5	COS	Steve	Rick	23-26	SE, B	<i>SR</i>
30	6	COS	Ben	Samuel	25-28	A	<i>BS</i>
31	7	COS	Chris	Summa (Pres)	23-26	SE, A	<i>CS</i>
32	8	COS	Phoebe	Zito	23-26	Gen Ed.	<i>PZ</i>
33	1	Library	Abram	Himelstein	25-28	C	<i>AH</i>
34	2	Library	Connie	Phelps (VP)	24-27	SE, D	

Key: Bold: Elected Senate Governance

Blue: Senate Executive Committee

Committees:

A - Academic

C - University Curriculum Committee (UCC)

B - Budget

D - Administrative

Gen Ed. - General Education

3. Approval of the minutes (JI)

July 15, 2025 Senate Meeting minutes. David Lambour (DL) Moved to accept, Brian Beabout (BB) seconded, Unanimously Accepted.

April 24, 2025 Senate Meeting minutes. DL Moved to accept, DJ Min (DJM) seconded, Unanimously Accepted.

CS asked Max Krochmal (MK) to be parliamentarian again and he accepted.

New Senators introduced

4. Nerolie Rayson (NR) (new Alumni Association Representative) & Founders Club news

- NR is the Director Alumni Affairs
- 1 year
- faculty has impact on students
- alumni remember the faculty and staff who helped them with degree
- alum are willing to give talks to students in engagement pursuit
- alum are here to help Faculty and Staff at UNO.

Founder's Club founded with founders of UNO. Membership for faculty and staff and individuals with advocacy for faculty and staff. Looking for new members. \$25 per individual or \$35 per Family. Tax deductible dues. Pays for lectures. 17% of faculty and staff graduated from UNO. affinity group to connect to past students and broader community. Annual lunch is Sept 4 from noon – 2. You do not have to be a member to come to lunch. Come and enjoy. If interested in joining as a member. All information is on website: www.uno.edu/founders club

5. President Kathy Johnson (KJ)

Thank you for in-person not an emergency meeting. So much happening. Contrast to last year. Infused with hope and optimism for the future. Great having students back on campus. Thank you to the faculty who have stepped up to teach a first year class or teaching extra classes this fall. Review of academic programs about to happen but don't know who or when it was happening. KJ discovered this week that we are having issues with how bills are coded (Alchemy) when students are changing classes. We are communicating with the students and colleagues about it. Thanks to Coleen and Shannon – an emergency meeting this morning.

LSU transition – hosting 12 people from LSU board and interim cabinet on Friday Aug 22 to start conversations on highest priorities. Unsettling due to interims at LSU but hopeful because our reentry is successful and will be part of new president charge. New people, and yet we also are seeing a new president told to make this transition a success. Want to make it work because good for New Orleans. We are not coming in as a ball and chain into the LSU system. Most debt has been paid except the long standing contracts and those debts are built into the current budget so will never be in that budget spot again.

KJ shout out to our communications team. Having great success with government relations. Shipbuilding and part of federal investments secured on paper in Computer Science, Chemistry, Naval Architecture and Marine Technology. Meeting constantly with state and federal delegations. We will be designating the east section of Beach will be dedicated to Bob Livingston. His advocacy for UNO allowed for those 8 buildings to be built so we will continue to tell the story of the importance of the work of UNO. Dedication Monday will bring lots of folks onto campus. Meeting with government official that wants to teach in Political Science, Senator John Breaux. Perhaps in pre-law or legal studies.

Shout out to many students spending many hours on campus pressure washing buildings, weeding flower beds, worked really hard. KJ credits Edwin Litolff for fixing work study usage and bringing students in. Richard Foran (K'sJ husband) is carrying on. He gets no pay. Regarding the west side of campus, the Cove is clean but hasn't passed health inspection yet. Soft open next week. In touch with Josh (SGA) to make sure students will use it. Trying to activate that space again as it is a good destination for the community. Music, student groups, Cove and Beach.

Arlean Wehle is our new CFO. Feels good to not be at the top of the bad list because Edwin Litolff has moved on to others who needed him more.

I know there is a lot of discontent and hopefully not animosity and stress and strain and bad feelings... I'm doing this because I love this university and I see what it has been and what it will be in the future. I know a lot of people have left, and I thank those who have stayed with me. I'm grateful for you staying on and thank you. Can start doing some searching for the many positions that have been vacated. Thank you all for shaping the new chapter.

Floor opened for questions.

Brian Beabout (BB) Purge Friday?

KJ Soft purge. Aid had been dispersed but was not yet in the system. 20 students found with extensive debt so they will be purged Friday. Next Friday is a harder purge, Aug 29. But our goal is to get students on a payment plan. I hate the word "purge" – actually done for the positive purpose of getting students to get back to school and to afford it. Trying to keep people from accruing more debt. Need to set up payment plan to avoid purging. Speaking with Arlean – one huge focus, 400-1000 need to still make a payment plan so going to work on getting them set up. Want to go through this process weeks in advance of the semester beginning.

Coleen Mailow (CM) – positive part. It is your responsibility to unenroll but they owe money and so it must be paid. That limits our ability to recruit those students. Dropping them keeps the debt from preventing them from registering. We want to catch the students so they can come back next semester.

KJ: I will try to pass along what I told new VP. The Workday teams having to do with money, did not understand the depth of higher ed knowledge. Money people who didn't know universities in a way that they could mitigate these problems were not put in place. Person doing implementation was not in community with LaTech and Hammond. This should never have been issues in the first place. Huge thanks to Coleen and Pierre on working to get us back on track. Bursar's office. Financial Aid is in better shape than last year. Pierre goes into Reddit and sees cacophony and gets fixes in place.

CS: Late Registration fees?

KJ: No late fees if already registered. No schedule adjustment fees if already enrolled.

CM: Registration ends on Thursday.

KJ: Academic consequences if we extend registration. It is hard to get people caught up if they start late. Unless there are good pedagogical reasons to allow for the late registration in particular classes.

Cherie Trumbach (CT): Where are we on Dual Enrollment?

KJ: Enrollment side – expecting 600 dual enrollment more. Helps with head count. We budgeted conservatively. Expect revenues to align with last year. Assumed 80% payment rate in built into budget this year. Programs not expecting to hire this year. Glimpse of positives LSU online leaders coming onto campus in Sept to shift programs from RisePoint (ended July) to LSU Online system and take advantage of the online brand. Online courses for international students.

6. Provost Darrell Kruger

LSU online, have gotten names from the Deans about who is going to be in on the meeting. Please reach out to deans or DK if you want to be part of that LSU Online programs meeting. Lots of people to work with. They provide faculty support and do all the marketing.

Thank you to the faculty teaching extra classes because that will get everyone through the year. Thank you to department and faculty leaders who have identified nongeneral revenue sources so don't go too far over budget on academic side. In last 2 weeks I was doing weekly call with the deans, want to shout out to folks who have identified non general fund sources. I made a final push for 20 courses to try to pay for them – said no way can we cancel them – we managed to identify other resources. I told KJ that we would be a little bit more over, but not willing to cancel any. Thank you for the gratis courses as well. 20 courses identified as potential cancellations and only 2 -3 truly cancelled. Not willing to cancel courses right at the end.

Recognition of faculty for specific gratis courses. Appreciated. Circles back in mid-Sept to deal with workload information that gets reported. Will give a high level summary at that point. Will share with Faculty Senate and all faculty to see what contributions are being made and where.

Promotion and tenure. Several are going up. Message last week, will be at board meeting if there are questions. 14 total. (3 associate to full; 1 assistant to associate; 10 Emeritus)

Recommendation made to president and go to the board next week for approval

When folks are close to retirement, there are Emeritus faculty considerations. 10 earned that distinction: 4 COE; 2 COBA; 3 COLAEHD; 1 COS

On sabbatical, spoke with Andrea Mosterman. Delighted we could grant it. Working with Tina Johnson we did hold off on accepting applications. But we are optimistic that in the future we can entertain future sabbatical applications based on merit.

Last week discussed information on low completer programs. Over the summer worked with FSEC on this. Board of Regents (BoR) dictates the timeline. Sometime this fall the BoR will share with campuses all the programs that are low completers. They asked us in the last year to come up with program improvement plans; we had to come up with those in January of this year, and then status updates in June of this year. We had 10 low completer programs. We worked with program leadership to submit them, the BOR accepted them, asked for a status update in June. They accepted those. Now every 6 months you have to provide a status update until you get off the list. In this and other settings, I can share additional detail regarding the general timeline. August 1 this year we engage in academic program planning, 1 we added, 1 we will add. On Low Completer, one of our programs should fall off; a second program that was Low Completer that was part of Academic Partnerships is doing a teach out.

Lastly, want to recognize staff in Academic Affairs, specifically Dr. Tina Johnson. Tina is going to retire and spend time with family. She put a process in place to enable faculty to be successful. She and I are African, I certainly appreciate the work she has done. Especially with P&T during this time of great angst.

Campus has to come up with programming improvement plans by Jan. Status update in June. We had 10 low completer programs. worked with program leadership for the improvement plans and were accepted. Status update provided and accepted. Every 6 months provide status update until off low completer list. in a number of setting to share additional details to keep up with general timeline for BoR. July academic planning planning. One we have added, one that will be added in message last week.

On low completer, one of the programs, 3 year average is off the list once. sEcond completer was an academic partnership and that program was sunsetted.

Recognize a number of staff in academic affairs, Tina Johnson. Retiring. Tribute to Dr. Johnson. Put a process in place to enable faculty to be successful. Both of us are African so share similar world view.

Personnel Moves:

Nancy Biggio now at ULL

Shannon Williamson to Nunez Community College

Taryn Chevis from Academic Affairs, leaving but staying in New Orleans

Celyn Boykin in Career Services leaving

Holes are being left so we are looking to identify how to fill those holes. Program improvement to accreditation to sabbatical. We will have to fill some of these positions but can't fill all.

Floor opened for questions

CS: How many faculty have been asked to teach more than they did in the spring?

DK: Don't know yet. After census day (Sept 14) will start compiling the lists. Speaking with Deans on specific programs. Research active professors were not asked to teach more. World renown center leaders not asked to take on more.

CS: How many adjuncts were not renewed this semester?

DK: 2 colleges. 18 courses cancelled in one College but they were not necessarily all adjuncts. Needs to get numbers.

DK: 77 courses cancelled in the summer. Deans cancelled a number of courses before request got to DK.

CS: What is the adjunct budget?

DK: It is very stretched. There was no way to cancel another 15 courses being taught by adjuncts. Hope is that the balanced budget this year will allow a combination of program delivery and adjunct budget reduction. There is no way that the 98 programs can function without the adjuncts. Adjuncts are not second class citizens. Lots used across the colleges and programs because those individuals have industry and real world experience that benefits our students. Not just because they are more affordable.

CT: Frequent concern is "research active faculty", some faculty have come to me asking for clarification about this.. Some disciplines that don't lend themselves to research get penalized more. Address that in the messaging going forward. Faculty are very active in publishing but not sponsored research. "research, scholarship, creative expression". A small proportion of externally funded research. As the deans are looking at the dept by dept level, they have the discretion to allow for good work rewarding.

DK: In all my communications I've tried to account for the diversity of things that are done. In the grand scheme of things, we have very little in the way of sponsored research. At the ground level people have good perspective on that.

AM: Still curious about that. "No one who was actively doing research was getting extra course," but that isn't true. Is it that you don't have the numbers? I know many faculty who got an extra course. There are people who are publishing but are teaching more. Needs clarification. WE all coming in under the same contract where 3 hrs are for research. Yearly evaluations confirm that we are meeting obligations. It feels like certain people have been singled out. We need clarity from DK.

DK: Some faculty in one college, a handful of faculty, teach 4/4 but across the board not all are teaching 3/3. Wanting faculty to pick up some additional teaching for the year. Once the census information is in then we can confirm teaching load. Mid-Sept is census date. Many teaching less than 3/3, though often for good reasons. Those were the targeted faculty.

Q: Is the graduate coordinator stipend coming back?

DK: Not this year. Next year if enrollment goes up stipend will be back. On the service part of the evaluation it would be weighted heavily.

JM: What is the official status of the workload policy? Is it suspended right now?

DK: Given budgetary situation, changes were made out of necessity. Deans provided input into revised workload policy. Not adopted because there wasn't time. Needs to go to Academic Affairs committee for review. Will share it with the FSEC and then it goes to appropriate senate subcommittees. All are welcome to weigh in.

AM: Tell us about the timing of the announcements. The announcements were made public with short notice. Like how summer compensation dropped down. There was a reception to celebrate balancing of budget but while faculty were gone more problems came up. I would think that some of this could have been foreseen. Why did all of a sudden we get notice that adjuncts had to be released? It is inconsiderate to send out mass email rather than personal level with chairs contacting adjuncts. There has been a lot of frustration from these announcements. Why did it go down the way it did?

DK: I take ownership of that. Teams meetings this past summer. Met with FSEC once we tracked enrollment was looking soft in June, that is when we said we would look at it in July. I got questions on workload and work assignments. Status of enrollment dictated all. In July it still looked soft so had to assess in early part of July to cancel courses sooner than later. This is what drove the timeline. I can assure you the intent was not to slip the communication out while faculty were away for the summer. In hindsight, what we should have done and what we still do in the in spring, meet with Senate Pres and Deans and concerned with enrollment. Raising caps, cancelling courses; we will signal ahead of time if there is an issue of concern. The last thing I will say, is that this is awful. Really. You open your calendar and oftentimes there are no solutions. My commitment to you is to communicate earlier rather than later. To strike that balance between authentically calming people and not causing alarm. I regret.

MK – appreciate you saying this. Everyone here has best interests of university and students. We are here to help you make better decisions. It will cause less angst. One issue I have trouble with right now is the variation in workload across the university in how it was implemented. It is not clear with whether changes were equitably distributed or not. In trying to make do with my 18 faculty, I wasn't "offered," I was told to assign new classes. There was no offer. I was told to assign 4/4. Then jigsaw puzzle to get adjuncts paid and private funding I think we found 5 different funding sources. We still have research active faculty told to teach an extra course. They were told to and not offered an option to teach extra. I look forward to seeing at the granular level who is teaching more. How many people who are teaching 3/3 are more than last year? To Andrea's point, we have documents and an evaluation system in place for how we evaluate research productivity. In addition to the effects on tenured and adjuncts, what percentage of our tenured faculty were deemed to not meet their research obligation?

AM – It should be easy to figure out who has not reached their research obligation based on individual departmental evaluations. Academic Affairs has to understand that "does not meet expectations" is adjusted to the specifics of various fields.

MK: Come to us more and earlier and we will try to help you.

Marc Landry (ML) – Regarding workload issues and when the report comes out... Is teaching graduate students different from teaching undergraduates?

DK – most universities undergrad subsidizes graduate education. At UNO we've got 39 undergrad, 39 graduate programs. We make provision for the attention to teach graduate students including lower thresholds for the courses. Overarching theme is given the budget situation, asking deans to teach more course more I regret that it is taken as an indictment of lack of productivity. Not in favor of exigency but it was one of the things that was a possibility. Didn't want to strike out programs. It is pretty miserable

when you don't have money and trying to balance the budget and not let faculty do the research. I'm not complaining, trying to answer with some form of empathy and understanding.

AM – On the record, is this is a one year situation? Asking people to teach another course, seen in faculty 180, they will not be asked to teach an extra course after this academic year.

DK – I wish I could guarantee,; in the Spring we will communicate that. But, the intent is not to continue this, and the LSU system is intent on keeping our research mission. We make the transition to LSU in the spring. Information will be communicated earlier than later. Don't want to continue this longer.

AM – Is it for sure not for a year?

DK – The intent is to ensure that only for one year but don't know what it is going to look like 8-9 months down the year. We want to minimize the impact of course extensions. Last year's goal was to balance budget and meet payroll.

AM: Workload changes all our jobs. Has LSU indicated if we are to stay R2 yet?

DK: Legislation has transition team language. Transition teams associated with specific areas. There are two levels of transition teams. One group has not convened, high level political officials et al. The work of the transition that will be steered on the ground – a 25 page prospectus that will be put in place, approved by SACS, will be pulling people in. No conversations have been held where they have spoken regarding our R2 status. Our commitment is to continue R2 mission into the future.

CS: Who are on transition teams?

DK: 1st level on legislation. President KJ is on it. They steer process. Work done on the ground. Current document smaller teams. SACs approved effort. People across campus to help with transition document. Nothing determined with the on the ground teams. Hoping for clarity on Friday.

CT – A couple asks, not official. I'm not teaching more than 3 courses this fall and I was asked to teach a class over the summer. Throws a wrench into all plans. You are our voice in this process. Please advocate for us in a strong way that this policy does not get extended and more funding put into budget for the adjuncts. Advocate for our faculty to do the research we are supposed to do. Tough to jump back into it. Lack of research is setting people back a whole year is a lot, like happened with Katrina. You lose a lot. Suddenly you are no longer an expert. We asked you to be a stronger advocate for the faculty in whatever way going forward.

Second ask. Benchmarks needed. If enrollments drop we might be in a bad place. Have a contingency plan. What are the benchmarks to let us know what to go back to normal? If Workload Policies require people to teach more, we need to have that worked through the departments. We need have all of that done in a way so that people don't feel they are being punished for the extra work that they do.

Communication piece. Target for us as workers to meet that allow us to do the work we really want to and teach at the level we want to teach. Attention to classes hard when pick up extra classes.

DK – Revised workload policy. Not much specificity in them. I look forward to seeing more specificity of that. Second part, welcome the input of the AA for those kinds of benchmarks suggestions. Regarding advocacy, we had an insurmountable task to try to deliver on the academic mission, that's why I've gone

back to the President twice, saying I can't approve canceling these courses. DK has gone to President to advocate to ensure our mission as R2. Will meet and give you all the options. Including exigency so everyone stays informed.

Lisa Verner: Class sizes have to be kept in mind. Industry standard size for comp is 15, now it is 28 people in those classes. They are troopers, but we are going to lose people. Not retaining people. We need that number back down

DK: True of Math too.

Rachel Clostio: We also have a problem with classrooms because not enough classrooms of sufficient size.

DK: We are working with Registrar to determine that

Abram Himmelstein: We would like to be in the rooms more as the LSU transition occurs. After students we are among the most important stakeholders, and when important decisions are made it feels important that people from the faculty are in those meetings.

DK: Certainly, and CS attends Executive Cabinet meetings.

JPM: Can we get that 25 page prospectus if SACS has approved?

DK: Yes just email me to remind me

Brian Seeger (BS): Conceptually, it may be that some faculty not research engaged. But there is a service component that should be part of the equations in this. There was some insinuation that staff was affected while faculty not, but faculty have been working so much in terms of service, taking on additional tasks, even if we are phenomenally creative, we have taken on a lot of service without all this staff.

DK: I appreciate the comments, and am always ready to meet with folks. Nelson Mandela didn't run from things, happy to do it.

DK: If you look at our current workload document, service should be identified with a specific percentage. We need to recognize that, if it is put in there and valued, then it will get its due reward, even though service may seem to run counter to teaching and research. Appreciate your comments.

CS: Now almost 2:00 pm. We have a whole lot to continue talking about. Any appetite for meeting twice per semester?

Ben Samuels: I move to meet twice per semester. Abram Himmelstein seconded.

David Beriss (DB) moved to suspended for vote. Steve Rick seconded. 13 for, no nays, no abstentions.

Discussion on the Main point.

DB: Not thrilled by prospect of more meetings, but given the circumstances I think you are right. I will support the idea of meeting more.

BS: I would suggest one be public, one be more about committees.

No further discussion heard. CS called vote. The ayes have it. 16 for, 0 against, 1 abstention.

Motion to hold biweekly meetings passes.

Agenda items 7-10 postponed until next meeting.

11. Motion to adjourn, adjournment.

[END]