

2 Sept 2025 UNO Faculty Senate Meeting Minutes

1. Roll Call (Juana Ibáñez, JI, Secretary)

University of New Orleans Faculty Senate Meeting Roster, 2 Sept 2025

		Representation	First	Last	Term	Committee	Attendance
1	1	Administration			25-26		
2	1	Staff Council	Coleen	Maidlow	25-26		am
3	1	SG President	Joshua	Trochez	25-26		
4	1	Alumni Assoc	Nerolie	Rayson	25-25		MR
5	1	Adjunct	David	Lambour	25-26		DL
6	1	COBA	Bridget	Bordelon	25-28	C	Do P
7	2	COBA	Kabir	Hassan	23-26	A	nk h
8	3	COBA	DJ	Min	25-28	D	wa
9	4	COBA			23-26	B	
10	5	COBA	Cherie	Trumbach	24-27	SE, B	CCT
11	1	COE	Satish	Bastola	24-27	C	DL
12	2	COE	Damon	Smith	24-27	A, B	DL
13	3	COE	Nicholas	Xiros	23-26	SE, D	DL
14	1	COLAEHD	Brian	Beabout	23-26	A	EA
15	2	COLAEHD	David	Beriss	24-27	B	DL
16	3	COLAEHD	Juana	Ibáñez (S)	24-27	SE, B	DL
17	4	COLAEHD	Max	Krochmal	24-27	D	MR
18	5	COLAEHD	Marc	Landry	23-26	Gen Ed.	MDL
19	6	COLAEHD	James	Mokhiber	24-27	SE, D	DL
20	7	COLAEHD	Andrea	Mosterman	24-27	D	DL
21	8	COLAEHD	Marla	Nelson	23-26	A	DL
22	9	COLAEHD	Grace	Reinke	25-28	C	
23	10	COLAEHD	Lisa	Verner	24-27	A	DL
24	11	COLAEHD	Michelle	Wade	23-26	A	DL
25	1	COS	Joel	Atallah	24-27	C	
26	2	COS	Rachel	Clostio	23-26	A	
27	3	COS	Corey	Dumesnil	25-28	A	C.D.
28	4	COS	Simon	Lailvaux	23-26	D	DL
29	5	COS	Steve	Rick	23-26	SE, B	DL
30	6	COS	Ben	Samuel	25-28	A	B5
31	7	COS	Chris	Summa (Pres)	23-26	SE, A	C.S.
32	8	COS	Phoebe	Zito	23-26	Gen Ed.	
33	1	Library	Abram	Himelstein	25-28	B	DL
34	2	Library	Connie	Phelps (VP)	24-27	SE, D	DL

Key: Bold: Elected Senate Governance

Blue: Senate Executive Committee

Committees:

A - Academic

B - Budget

C - University Curriculum Committee (UCC)

D - Administrative

Gen Ed. - General Education

2. Approval of the minutes (JI)

no minutes to approve from 20 Aug 2025 meeting, yet

3. Michael Esordi (ME)- UNO IT – Accessibility requirements

- new accessibility laws. UNO must be compliant by April 2026
- everyone on campus has to change how we format digital communications from this point forward
- training will be available
- there are tools to make transition easier
- pdfs must be compliant, too. All digital elements, such as Website and information in Canvas, must be compliant as well.
- Teams account open called “Digital Counsel”, Louisiana PPM-74

Here’s what’s been done so far:

- ME has met with UL System to discuss changes
- ME has met with Board of Regents
- ME has met with State and is in direct contact with the State for compliance documents
- UL System is working on trainings with how LMS is going to be affected
- Accessibility tools are already built into Canvas
- The June 30, 2025 deadline was met by appointing ME as coordinator for this compliance
- UNO property list for what we do digitally, including student work to departments and administration documents
- Sept 30, 2025 is the next deadline. A testing on systems is needed and the need to submit an action plan for dealing with the results of the test
- There is an action plan that deals with the UNO website which sets us up for April 2026 deadline
- ME designed the system and the UL System is implementing it
- The system itemizes all the things a university does
- It has 10 areas of focus including website, LMS, digital documents, communication, web apps, governance and policy, social media, etc.
- If all universities submit the Sept 30 testing of systems on this plan then the State is likely to accept progress towards compliance. Each group has a main point person assigned. If you hear from any groups there will be individual people available to train you on those topics.
- The action plan has a Template design – flexibility to reduce duplication, strength in numbers

What’s next?

- Training with Meredith King (mid-Sept for system), testing one product with websites and apps, and one with LMS to help producers fix on their own. YuJa is providing the software platform to facilitate compliance. Justin McKensie (VP for IT) is working closely with this project and led the team to the software. Once we are done with the Sept deadline testing and action plan, then the April 2026 deadline is the next big deadline.
- All faculty have to make their LMS and Documents accessible.

4. Updates from the Faculty Senate President (Chris Summa)

There was no time in the last meeting so some of these updates were scheduled to be delivered at the Aug 20, meeting

A. General Updates

CS took the summer off to take vacation with wife but the summer was filled with meetings. We have been very worried about faculty treatment with workload policies as low enrollment progressed during the summer

B. Committee Assignments

- Committee assignments for Senators were carried through from last year unless there was a request to change committees from individual senators. Those who have asked to change to a new committee have been accommodated.
- The sign-in roll sheet has your assignment.
- All committees should have a Teams meeting before the next Sept 11 Senate meeting. Please pick your chairs and share that information with Chris Summa.
- CS would like to give up Chair position with Academic Committee.
- Steve Rick (SR) inherited Budget Committee.
- Simon Lailvaux is new Administrative Committee chair (instead of DJM).
- UCCC committee person is designated so expect to hear from Provost Darrell Kruger (DK) soon.

C. Administration Representative

- Dr. Tina Johnson, last year's Administration Representative, has retired.
- CS has asked DK for suggestion of someone to fill that position. Scott Pentzer was offered.
- As per bylaws, the Senate has to nominate the Administrative Representative
- Discussion
 - Andrea Mosterman (AM) What is the role that person has to be clarified before we determine who to nominate.
 - CS - They don't vote, we can ask them questions if needed from them.
 - Coleen Maidlow (CM) Should we revamp role possibly?
 - Max Krochmal (MK) Position is in the Senate bylaws. It is soft regarding what the role is.
 - Jim Mokhiber (JM) – position is an old remnant of when the administration had more influence in the Faculty Senate. Nonvoting member.
 - Connie Phelps (CP) – concern that administration representative may not be true to Senate needs.
 - AM – We need a list of who are the administrators are that could be assigned as the positions are continually changing. Perhaps an Interim administrator is a possibility? Should we leave this position open?

CS Do we want to table Agenda item 5 (where we nominate an Administrative Representative) or do we vote today? Tabled for next meeting.

D. Faculty Senate Meeting Schedule

Invitations sent. Apologies for all the meeting notifications but needed to be added into Calendars.

E. LSU System Transition

President of LSU and others were on campus a week ago (Aug 22). It was brought up that they would like to meet with the Faculty Senate (this was mentioned at the President's Executive Council).

Discussion:

CS - How about an open meeting day with students, faculty, staff, followed by more intimate Faculty Senate meeting.

CM - townhall?

CS - Ballroom for first meeting and then afterwards meeting in LIB 407 or equivalent.

MK - composition of transition team?

CS - Kathy Johnson does not know composition because it hasn't been finalized. She is on the transition team. It is within our purview to insist on Faculty Senate and Staff to be on the team. Broader representation from students, faculty, staff to be on the transition team. Someone from justice studies program. Aug 22, following Tuesday is when KJ asked CS for nominations. Assuming faculty will be asked for that.

MK - we should insist on nominating people to be on the transition team. The Justice Studies rep is a student.

Abram Himmelstein (AH), let's pick folks now to nominate.

Connie Phelps (CP) - Don't know what they are going to be doing. Different people have different strengths. Pick 4 now and let CS decide who is on team.

AM - make a motion to create list.

Cherie Trumbach (CT) - who is interested?

nominations:

Andrea Mosterman
Max Krochmal
Chris Summa
David Beriss
Marla Nelson
Connie Phelps

Steve Danib

Bridget Bordelon

DJ Min

Kabir Hassan

David Beriss (DB) – careful everyone. remember what happened when Provost Paine requested information from the faculty.

CS - President KJ says LSU is not trying to close programs but how to invest in the programs that are important to local economy and have student interest and leverage that interest to prop up the programs that are cultural tied into the region

JM - two levels in transition teams 1) important politicians and 2) tactical team
Worry if tactical team is ignored and Team 1 makes the decisions.

CM – don't know that it is clear on who is on executive board. LSU has interim people. Originally transition team was business leaders and politicians but now has internal people, like KJ on the team.

Nicholas Xiros (NX) – are we going to be a part of LSU or are we changing to LSU system? Will be independent in LSU system or just a satellite?

CS – we not lead to believe that we are going to be a satellite.

DJM– we will not be as independent as in ULL. Will be under a board. We are likely to maintain R2 status with a Chancellor answerable to the board but keeping our status as who we are as urban public research institution. Not a satellite campus identity. The transition group we are meeting are just the LSU members coming to meet with us. The government has its transition team with a more mixed composition. Not a lot of clarity on what they want us to do. Need clarity on what transition team is tasked to do and what we need to do to facilitate the process.

MK – can express that we are ready to put people on the transition team and Team 1.

DB – throughout our history, LSU has tried to take from UNO. We are going to have to make sure that we stay consistent in the process that we want independence.

JM – SACSCOC substantive change document form submitted has been received by UNO. Form received must be submitted to SACSCOC in March.

CS – will forward to all in faculty senate and then come up with wording for a resolution for how FS should be represented on all the teams. Can suspend rules and vote on it next time.

Damon Smith (DS) - does LSU want a name change?

CM - LSU New Orleans is current rumor. Idea of our identity is stronger so don't

know.

NX - LSU at New Orleans, LSU New Orleans

F. Library Hours

Students complaining about hours. Trying to hire two new part-time staff people to get library hours extended. CP has heard of no hires, yet.

G. Anonymous Question

Anonymous Questions – two received. Posted on screen for all to read.

Anonymous question 1:

I would like to submit the following for discussion at an upcoming Senate Executive Board Meeting:

I have a ground breaking idea... Stop bashing UNO publicly in the papers. You bash UNO and then wonder why enrollment decreases. It's a self fulfilling prophecy. People that claim to care about UNO are the one's sabotaging it. Moreover, the FS/union statements are disingenuous. The president is requiring everyone to contribute 100% FTE because that's what we are paid to do. The message by the FS/union was comical because it said something like faculty will be taken away from X, Y, Z (research for example) when most of the people aren't doing X, Y, Z now.

Response to anonymous question 1:

- 1) The FSEC (and FS) and I can only speak for the Faculty Senate
- 2) I don't believe the statement I sent to the press on behalf of the FSEC in any way bashed UNO – in fact we took great care to explain that we disagreed with the seemingly rushed decision to dispense with a large number of Adjuncts right before the start of the semester and perhaps increase the teaching loads of faculty using a very narrow definition of “research active” – while attempting to convey that we remained committed to providing an excellent educational experience for our students
- 3) Early in the summer we were given the impression that any workload modification decisions for individual faculty would be made at the Chair and Dean levels – what we were responding to was what seemed to us a change in that policy. The FSEC repeatedly fought this change all summer.

Anonymous Question 2:

I would like to submit the following for discussion at an upcoming Senate Executive Board Meeting:

I am curious why, among the four colleges, COLAED has the most faculty and the largest share of the budget, despite not having the largest number of students. (COS has the most students.) This is not a call for specific budget cuts to any college but some clarification may be useful as we defend against cuts. Is it that COLAED teaches more students from other colleges than other colleges do? Or class sizes

need to be smaller? Or for some historical reason, maybe other colleges have lost more faculty?

Reponse to anonymous question 2:

- 1) Louisiana requires humanity courses, social science courses as well as science courses to be taken by every student.
- 2) Liberal Arts services all the other colleges on campus extensively
- 3) The range of programs represents has already been dramatically reduced since Katrina, and while a few low completer programs exist so I don't think the Administration is seeking to close undergraduate programs at this time, but they are going to be looking closely at low-completer MS programs
- 4) Class sizes do tend to be smaller (it's impossible to effectively teach a composition course with 50 students in it).
- 5) I can ask the Provost for more statistics at the FS's request

Discussion:

AM – important that the question came directly from how the Provost presented information to the university. It is problematic that DK and KJ sent out an email that fosters these kinds of questions and pits the colleges against one another. As a Senate we need to push back against that.

DB – it is not correct that the programs are still in place from Katrina. No college of Education. Robust sociology program with 14 faculty now has only 3. Geography department is gone.

MK – wants more statistics on this. Email was number of majors, not SCH. Misleading if you look only at majors.

Steve Rick (SR) – math classes need small classes, too.

MK – moment of austerity is impacting all programs.

CM – hunger games mentality with people we have to work with. Not recognizing weight being pulled.

JM – low completer programs still a problem to deal with

DJM – Reddit has threads saying they are faculty or staff and exaggerate what is happening. Perhaps the regular faculty are not getting explanations for what is going on on campus? As dept chair I may not have explained it well enough. Chairs are responsible for sending out the metrics. How they are getting the metrics in faculty workload forms is how many each faculty member is teaching. There is a new column with how many classes teaching. Are you weighing the courses differently for the level they are? Freshman, Sophomore, etc. Administration is requesting head counts for individuals in an effort to find data to show inefficiency for faculty. Push back with weights. Need a study to justify weights to be added to course-levels. Need to correct data that you are using.

CM – Administration needs to focus on retention. We are bottom heavy because we are not retaining students.

Bridget Bordelon (BB) – We are being penalized because overall population is down. We cannot control those metrics.

CT – What is the workload policy and why is it not enforced? Various colleges that have done different things to help mitigate impact of changes but there has been no discussion on helping one another to implement changes. We aren't the only 6000 - person University in the country with budget issues and lots of majors. Debt. Always been a response, get no buy in from faculty, and deal with response. Best practices between colleges for efficiency and effectiveness. Are there things out there that will help both within UNO or outside UNO?

5. Call for nominations for Administrative Representative and vote-- Tabled until next week

6. Committee Reports

Budget and Fiscal Affairs Committee

SR – email sent this am to set up meeting by next Senate Meeting

Academic Committee, CS

- We'll try to meet next week
- **We need a new Chair** – I would like to step down if possible
- **We've made a recommendation that the "final drop date" for courses no longer be the last day of classes** – 3 or so weeks after midterm grades seems reasonable and akin to pre-COVID policy
- **We've been asked to weigh in on the following questions and provide recommendations:**
 - **What would constitute an equitable policy for on-campus faculty presence, and availability to students (i.e. office hours)**
 - 6 hours of office hours is a LOT
 - Faculty should probably spend at least SOME time on campus each week
 - This was asked in Fall 2024, and we answered it – but do we want to revisit it?

From: Andrea Catharina Mosterman <amosterm@uno.edu>

Sent: Friday, October 25, 2024 11:32 AM

To: N. Tina Johnson <najohns3@uno.edu>

Cc: Darrell Kruger <dkruger@uno.edu>; Kathy Elizabeth Johnson <Kathy.Johnson@uno.edu>; Connie L. Phelps <cphelps@uno.edu>; Christopher M Summa <csumma@uno.edu>; James P Mokhiber <jmokhibe@uno.edu>; David Christopher Podgorski <dcpodgor@uno.edu>; Cherie C Trumbach <ctrumbac@uno.edu>; Ting Wang <TWang@uno.edu>

Subject: Re: Faculty On-Campus Presence Statement

Dear Tina,

Thank you for engaging the UNO Faculty Senate Executive Committee (SEC) regarding a statement concerning Faculty On-Campus Presence. The SEC agrees that faculty availability, both on- and off-campus, is crucial to building university community, scholarly collaboration, and rich learning environments.

After careful consideration, the SEC has come to the conclusion that there is no need to add a Faculty On-Campus Presence statement to the current faculty workload policy (AP-AA-22.5). This policy already requires that faculty be available to students by holding (outside of teaching and other meeting times) a total of six office hours over three separate days of the week. The current policy also details that, as part of their service requirements, faculty members are expected “to have a significant presence on campus, including involvement in departmental activities and interactions with students.” Rather than add to or complicate current policy provisions, deans and chairs should regularly and fully remind faculty of the existing workload policy and consider these requirements in yearly faculty evaluations.

Warmly,

Andrea

Discussion:

DJM. policy is not being enforced. Enforcement of the policy is needed. Departments requiring participation in graduation, Get to Know UNO, etc., but staff tend to do it the most. The chairs need to enforce the policy. Find way to enforce or get faculty to buy into it.

BB – reflection of evaluation of service.

DJM. Even without these activities, services are maxed out. Hard to enforce and check on.

MN – not having all your course taught asynchronously and office hour are online so why should they be there in person?

DJM – nonoffice hour service side is what needs to be worked with on workload policy.

CS - part is handled in the new version of workload policy making a finer point on fully online courseloads and how many office hours should be in person or online.

- **What should UNO policy be (going forward) for Endowed Professorships**
 - Endowed Chairs have a ULS policy that, at most, 50% of the endowment's disbursement can be used as faculty extra compensation, but no such policy exists for Endowed Professorships
 - Should we have a policy?
 - How does LSU, UL, etc. handle this?

Faculty and Administrative Affairs Committee (CP)

- **Review of administrators, including the President** - Dr. Johnson requested this near the beginning of her presidency. The members have sought examples from other universities, both in-state and out of state. We have found that reviews of the President/Chancellor are generally triggered by the governing board/regents of the university or system. We do have a draft document that the committee has yet to discuss.
- **Faculty grievance process** – We had a process, which we revised to slim down the number of committees involved, because of the smaller number of faculty members at UNO. The FS passed that version. The UL Systems was never asked to review the new document until a grievance was filed. The UL System indicated that they did not like the new process and that we should not use it. They also indicated that they didn't like the old one (which had come out of the LSU System days). They indicated that they liked the Louisiana Tech policy, but that covers grievances for both faculty and staff. We have a draft and will be discussing this item.
- **Faculty conduct policy** – this addresses situations where a faculty member has been charged with misconduct. It goes hand-in-hand with the Grievance process, because the new version of it shares a committee with the new Grievance process. It will need to be finalized when the new grievance process is finalized.
- **Revising the Faculty Senate Bylaws** - several changes have been made, but a more thorough review and revision are necessary
- **Standardizing Faculty Senate elections** – at the moment, the colleges handle elections differently, which has cause issues recently. This actually is a subset of the Bylaws revision.

- **Faculty Senate Handbook** – this has been suggested for many years and is still on the agenda

7. Adjournment

DB motion adjournment, MN seconded. Senate Meeting adjourned at 1:45pm