

# University of New Orleans Faculty Senate Meeting Minutes: 1 October 2025

## University of New Orleans Faculty Senate Meeting Roster, 1 Oct 2025

		Representation	First	Last	Term	Committee	Attendance
1	1	Administration	Scott	Pentzer	25-26		<i>SP</i>
2	1	Staff Council	Coleen	Maidlow	25-26		<i>CR</i>
3	1	SG President	Joshua	Trochez	25-26		
4	1	Alumni Assoc	Nerolie	Rayson	25-25		
5	1	Adjunct	David	Lambour	25-26		
6	1	COBA	Bridget	Bordelon	25-28	C	<i>BB</i>
7	2	COBA	Kabir	Hassan	23-26	A	<i>PH</i>
8	3	COBA	DJ	Min	25-28	D	<i>DM</i>
9	4	COBA			23-26	B	
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	A, B	
13	3	COE	Nicholas	Xiros	23-26	SE, D	<i>ND</i>
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>JIB</i>
17	4	COLAEHD	Max	Krochmal	24-27	D	<i>MK</i>
18	5	COLAEHD	Marc	Landry	23-26	Gen Ed.	<i>MUL</i>
19	6	COLAEHD	James	Mokhiber	24-27	SE, D	<i>JM</i>
20	7	COLAEHD	Andrea	Mosterman	24-27	D	
21	8	COLAEHD	Marla	Nelson	23-26	A	
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>MW</i>
25	1	COS	Joel	Atallah	24-27	C	<i>JA</i>
26	2	COS	Rachel	Clostio	23-26	A	<i>RC</i>
27	3	COS	Corey	Dumesnil	25-28	A	
28	4	COS	Simon	Lailvaux	23-26	D	<i>SL</i>
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	B	<i>AH</i>
34	2	Library	Connie	Phelps (VP)	24-27	SE, D	<i>CP</i>

Key: Bold: Elected Senate Governance

Blue: Senate Executive Committee

Committees:

A - Academic

C - University Curriculum Committee (UCC)

B - Biennial

D - Administrative

Gen Ed - General Education

1. Roll Call (Juana Ibáñez, JI Secretary). Quorum was established.

2. Approval of the minutes (JI)

Edits needed on 11 Sept 2025 minutes. Approval suspended until next meeting. More paraphrasing is needed instead of transcription style.

3. Welcome to Scott Pentzer (SP)

SP is the new Administrative Representative to Faculty Senate. He arrived in 2019 at UNO and teaches IDS and Latin America courses.

#### 4. Faculty and Staff Service Awards - Coleen Maidlow

It has been a couple years since awarded. Getting back up and running. Willing to meet with volunteers for committee. HR. Will give updates. What do you want awards to look like and what should they be or not be.

#### 5. Randall Langston – VP for Enrollment Management (10 min + 15 min Q&A)

A brief introduction. He has been here for 1.5 years. Student Affairs is also part of responsibility in addition to enrollment management. Arrived pre-layoffs. 26<sup>th</sup> year in higher ed and this is the most challenging year he has gone through. UNO has been hammered in the media, too. Enrollment declined for a lot of different factors. Looking to the future. Slides provided with numbers. Wants to return in 2 months because right now it is too soon in semester for some of the numbers we are provided. The slides cover questions asked by the FSEC committee for Dr. Langston to address.

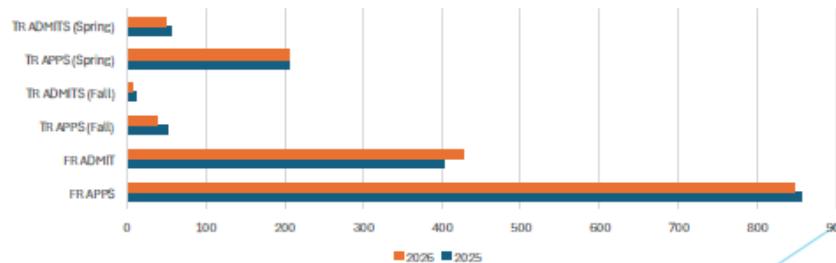
Slides presented at FS meeting are included below.



## Admissions Data Fall/Spring 2026 Point in Time

Category	2025	2026	# Change	% Change
FR APPS (Fall)	856	849	-7	-0.81%
FR ADMIT (Fall)	403	428	25	6.20%
TR APPS (Fall)	51	39	-12	-23.52%
TR ADMITS (Fall)	10	8	-2	-20.00%
TR APPS (Spring)	207	206	-1	-0.48%
TR ADMITS (Spring)	57	50	-7	-12.28%

Admissions Data Fall/Spring 2026 Point in Time



Additional comments: Small transfer admits

Freshman admits upward

Transfer numbers are not as bad as for first time students

Range of initiatives to implement

Need spring transfers to update

## Most broken/challenging when you first got here

- ▶ Financial Aid and Workforce ERP integration
  - ▶ Loans were not on the system
  - ▶ Pell was not on the system
  - ▶ Grants were not on the system
  - ▶ Scholarships were not on the system
- ▶ Admissions
  - ▶ Little urgency
  - ▶ Processing unit mainly with outreach

Additional comments: Financial Aid currently all in the system.

Students have received refunds with a few needing one-on-one adjustments due to software problems.

Admissions – we are in compliance. We go to college fairs, answer phones, and visit counselors but that is not enough.

Working with admissions to instill more urgency

We need to personalize experiences, individual students, professional communication plan needed.

## Top Agenda items

- ▶ Create a more data informed data driven culture
- ▶ Leverage the use of data to more accurately inform the work we do in EM
- ▶ Integrate data into strategic planning for stronger outcomes
- ▶ Deliver a more personalized experience for prospective students
- ▶ Strengthen prospective student connections with faculty and staff (task force to drive this process)
- ▶ Create more collaboration with community stakeholders to build trust in UNO
- ▶ Leverage marketing to “tell our story” more effectively both internally and externally

### Additional comments:

Create a more data informed data driven culture (IR down to one person; willing to share data with everyone but don't share it with other schools)

Deliver a more personalized experience for prospective students (if students are missing parts of their application reach out to them individually, not through the counselors. Ideally admissions folks will be building those relationships; experienced in doing this in Texas and Denver. Need to develop rapport with students. Personalize relationship with students)

Strengthen prospective student connections with faculty and staff (task force to drive this process) (faculty recruiting list fell through the cracks and too many other problems and get faculty participating in recruiting. Faculty expertise out there needed)

Create more collaboration with community stakeholders to build trust in UNO (community influencers. we need to build our brand in community more than what we do already. Toya exemplifies community outreach work and that level of excitement needed with admissions office to build trust in our area for our brand)

Leverage marketing to “tell our story” more effectively both internally and externally. (working with marketing for strategic discussions in recruiting.)

## What are your plans (in general terms) this year to increase first year enrollment?

- ▶ Implement Territory Management (Redeploy admissions staff to local region)
- ▶ Personalize the experience for prospective students (more personalized outreach by counselors)
- ▶ Development of a formal recruitment plan with clear strategies, tactics, and territory management approaches.
- ▶ Expansion of student recruitment efforts and integration of alumni through the Admissions Recruitment Krewe (ARK)
- ▶ Principal's breakfast
- ▶ Building on the success of Application Day/Fast Track by adding one or two events this spring and two in the summer.

Additional comments:

Expansion of student recruitment efforts and integration of alumni through the Admissions Recruitment Krewe (ARK) (we used to have alumni doing lots of recruitment. It is a missed opportunity and we are going to be restarting this)

Principal's breakfast (Edwin Litolff, former CFO, did one in Spring. RL is going to do one with counselors)

Building on success of Application Day/Fast Track by adding one or two events this spring and two in the summer. Over 100 came over in the summer and want to do it again in the spring and summer.

## What are your plans (in general terms) this year to increase first year enrollment?

- ▶ Re-prioritizing faculty involvement in recruitment efforts by reestablishing a formal outreach plan. We are planning to aggressively “lean-into” this and stand up a strong recruitment (internally) and outreach to prospective students (college fairs, calling students disaggregated by college/department)
- ▶ Engaging staff and community partners to build a more impactful outreach plan for UNO and Admissions.
- ▶ Increasing the frequency and intentionality of recruiter visits to high schools, with stronger emphasis on building trust with guidance counselors.
- ▶ Launching quarterly guidance counselor communications (e.g., electronic newsletters) to keep them informed and connected to UNO.

## What are your plans (in general terms) this year to increase first year enrollment?

- ▶ Increasing the frequency and intentionality of recruiter visits to high schools, with stronger emphasis on building trust with guidance counselors.
- ▶ Launching quarterly guidance counselor communications (e.g., electronic newsletters) to keep them informed and connected to UNO
- ▶ Randall personally visiting our top 10 feeder schools in November, following counselor visits, to strengthen trust and reinforce relationships.
- ▶ Reestablishing *College Goal Sunday* events, in collaboration with FA.
- ▶ “Tagging” prospective students met at fairs or school visits so they are formally entered into our inquiry pool and consistently followed up by admissions counselors.

## What are your plans (in general terms) this year to increase first year enrollment?

- ▶ Partnering with Athletics to create new strategies for inviting local high school students to UNO athletic events, with the goal of turning these into stronger recruitment touchpoints
- ▶ Expanding CRM-driven communications to ensure we are leveraging all channels effectively and providing prospective students with a more robust, personalized experience.
- ▶ Creation of a comprehensive Strategic Enrollment Management Plan

## Long Term Planning

- ▶ Enhanced Data Visualization (Power BI Dashboards)
  - ▶ Develop interactive dashboards that provide real-time insights into key enrollment metrics, allowing leadership and staff to make faster, more informed decisions while improving transparency across departments.
- ▶ Advanced Predictive Modeling (Regression & Trend Analysis)
  - ▶ Implement multiple linear regression and longitudinal trend analysis to forecast enrollment behavior, identify at-risk populations, and anticipate shifts in application, admit, and yield rates for more precise planning.
- ▶ Strategic Financial Aid Leveraging (Econometrics of Demand)
  - ▶ Use data-driven econometric models to optimize the distribution of need-based aid, aligning financial aid awards with student demand and institutional goals to maximize enrollment, retention, and net tuition revenue.

## Dual Enrollment

- ▶ Dual enrollment declined 631 to 365 this Fall
- ▶ Institution remains committed to DE/ECA
- ▶ Dual enrollment not equivalent to 1 FTE (perhaps .25 FTE) at a significantly reduced rate at \$150 a course
- ▶ Decline due to credentialing/Accreditation findings
- ▶ We expect numbers to rebound in the Spring

### Discussion:

**Q:** The high school counselors' breakfast is a good initiative because can circulate and talk to everyone. A National College Fair was held recently. Why wasn't UNO there? **A:** RL we were there but we had no money to add our name to the publication of the document. We were added into the electronic publication but not the printed publication.

CS: You are welcome to come and talk to us again. Please send CS a note when milestones are reached.

RL: Ongoing communication is welcome.

**Q:** What hurdles via technology are in near future? **A:** RL - significant improvements made in the last year but continued work on Workday is needed. In constant contact with designers and others using it in the area. Communication is the biggest challenge now. Can't overcommunicate. We want to communicate with students better.

**Q:** Thank you for all you are doing. Demographic data concerns me the most. Birth rates are going down. Things are harder in 2027 with fewer students available. More international students can be used to make up the difference. How are we going to market the university here and all across the world? **A:** There are lots of obstacles right now with our federal administration. We have to look at different populations and continue to be as aggressive as we can and build these relationships locally to make our university the university of choice.

**Comments:** One of the things that got us here is that people saw the cliff and decided to focus attention on non-local places and ignored our local parishes in favor of spending money to recruit from far away, but yields were not there. We were not a first-time freshman school ever, but administrators made that

our focus and now we have an enrollment situation. We need to reestablish our reputation locally before we reach out wide.

**Q:** Realize where we are right now. We lack lots of resources. Don't spread ourselves too thin. What are we prioritizing? Build ourselves from here first. Then others will want to come here. We are not too attractive to the others right now. question – what have we achieved with fall enrollments? specific examples of initiatives from this fall and whether or not they were affective. It would be great if the initiatives can get some timelines to see how they move forward. Haven't seen much forward momentum. Instead of 20 initiatives, pick the 3 or 4 and move forward. We have had faculty willing to help but haven't heard anything. It would be good to have traction. **A:** Will send timeline and 2025 success metrics.

**Q:** Have heard lots of initiatives but none for recruiting. You have a long list of good ideas, but what are we implementing and what is the timeline? What is impact of LSU online on your work? **A:** Optimistic that they have some good programs and will help us move forward. Seeing what they can do to help us is positive. Centralized administration work is anticipated. It may be more effective to have the provost come in and talk about it. The LSU Online meeting went well. It was an initial meeting only. Defer to academic affairs for their assessment.

**Comment:** Regarding the communication focus, we have no student publication. the Driftwood. It would be good if you would make a case to get at least an online newspaper going again; that would be good. RL is willing.

**Q:** When is the critical period to reach out to people for spring enrollment? **A:** Admissions counselors need to focus on spring more than just fall. Will announce interval for volunteers to help.

## 6. Arlean Wehle – Interim VP for Finance and Administration (10 min + 15 min Q&A)

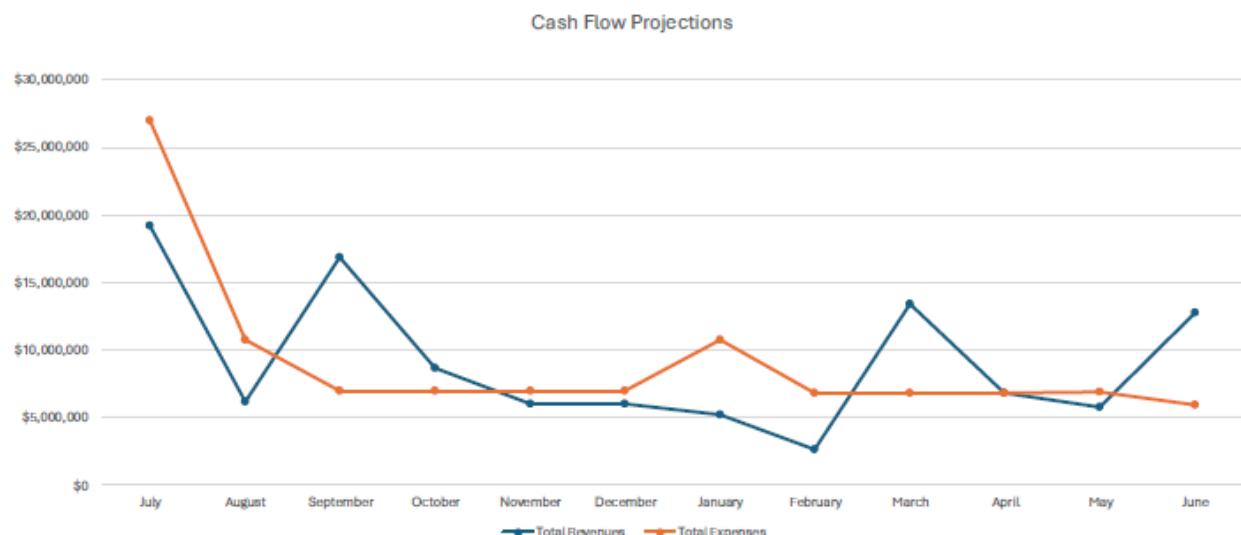
Slides presented at FS meeting are attached below.

Arlean Wehle is introduced. She has been at UNO for one month.

# Fall 2025

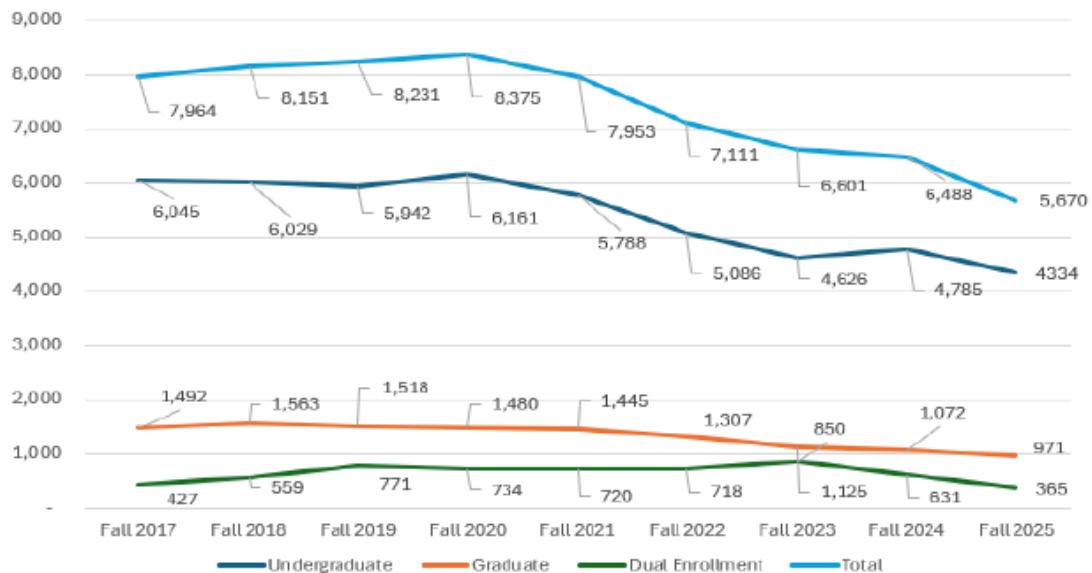
Cash Flow Projections & Census Date Snapshot

## Cash Flow Projections FY2026



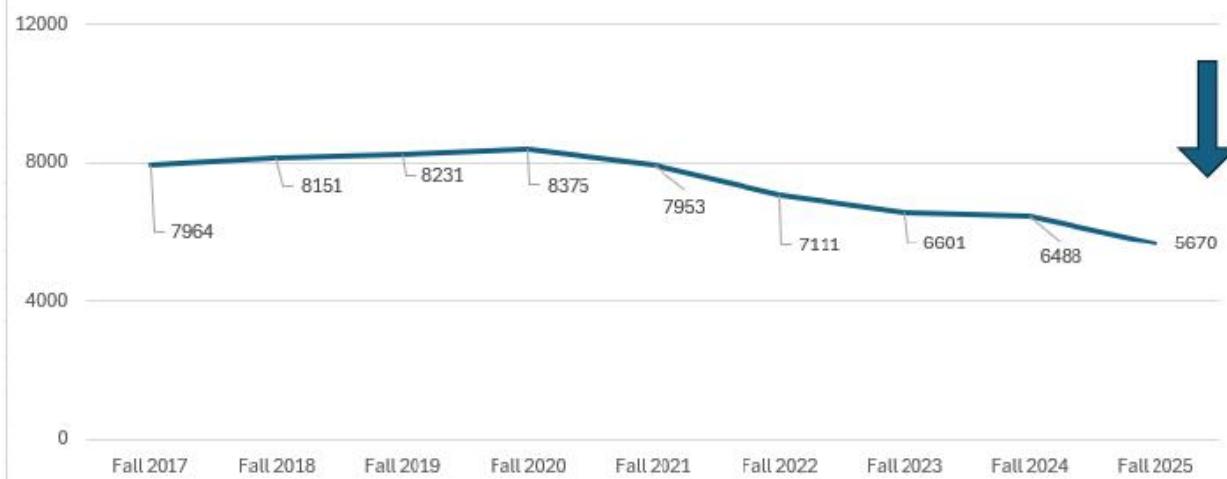
Additional information: Currently paying invoices. Slide shows cash flow for fiscal year 2026. Much of the money arrives in Sept because that is when loans are received to apply to accounts.

## Headcount Overall

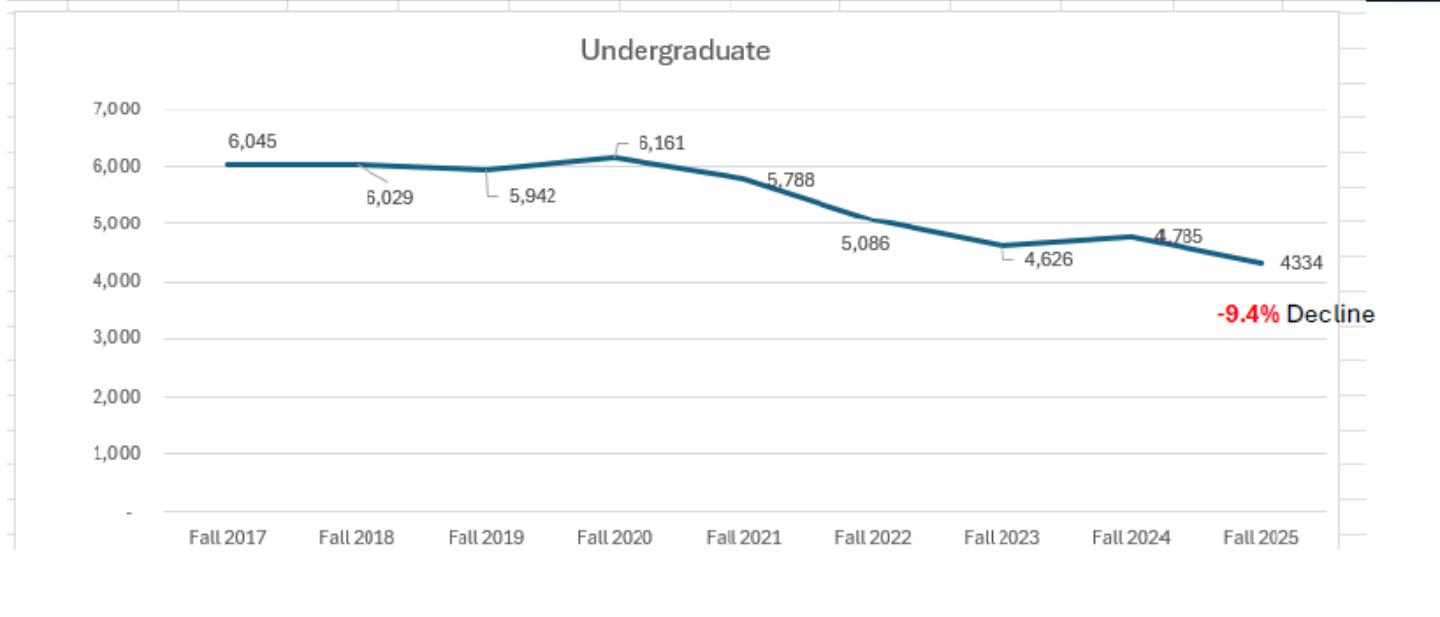


Additional comments: Headcount slide. CFO is working with RL. UNO did not hit 6000 headcount projected for this year's budget.

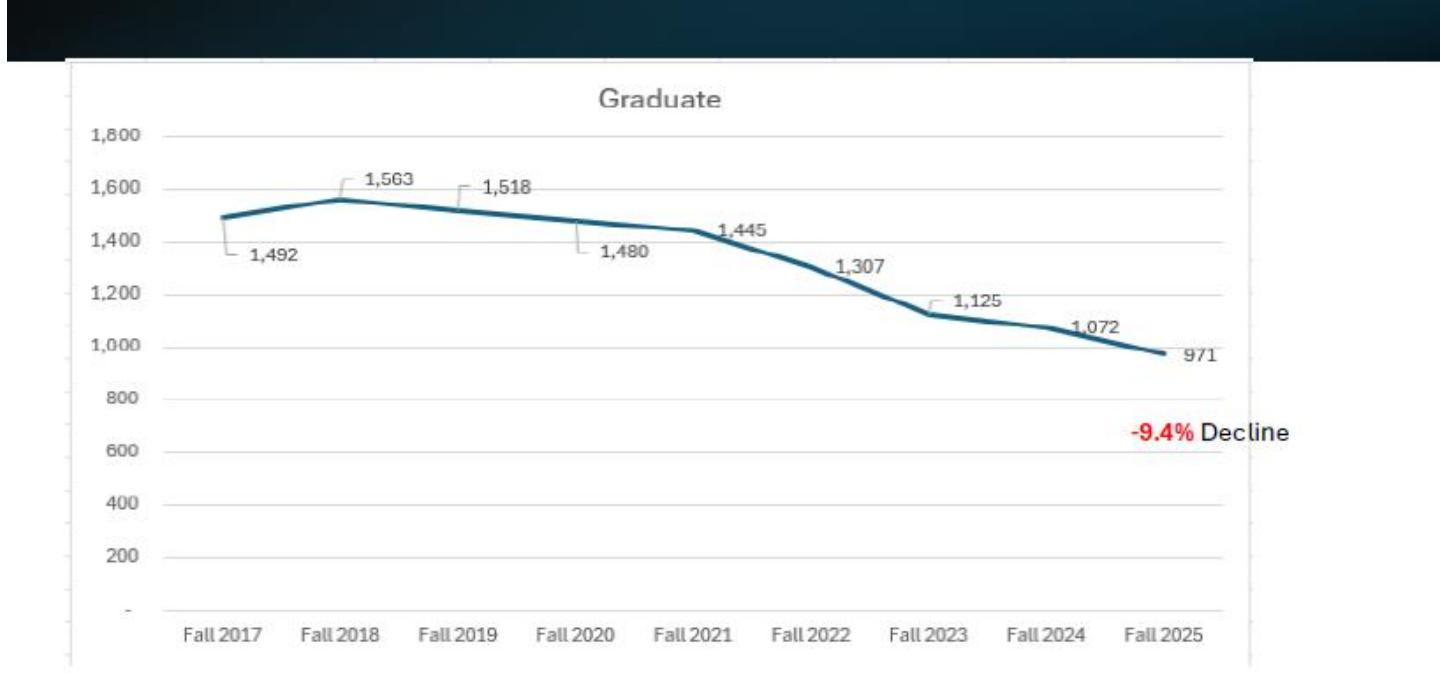
## Headcount Overall



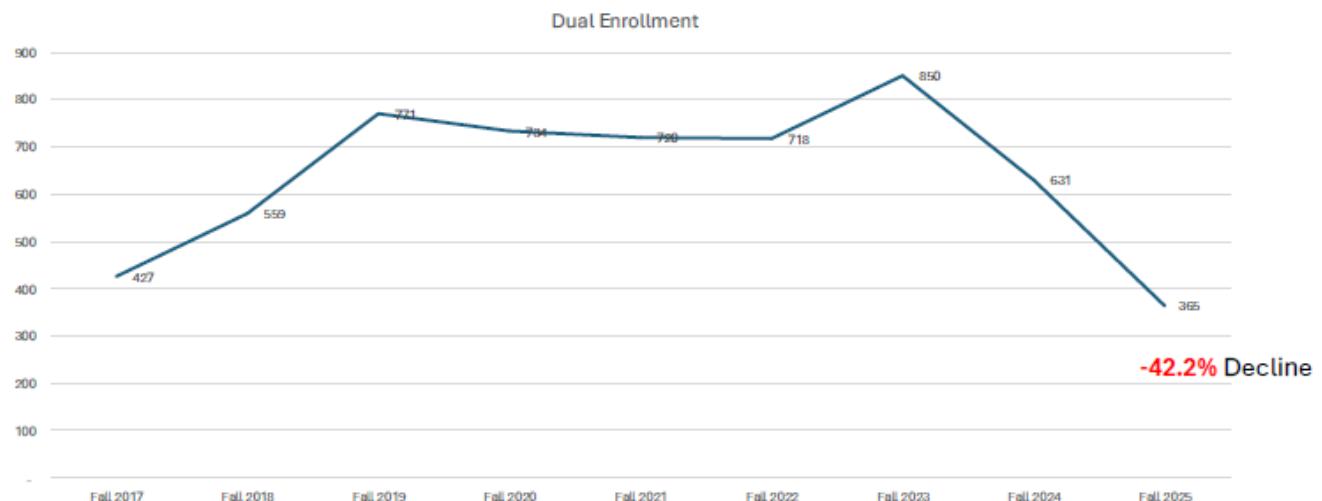
## Headcount Overall



## Headcount Overall- Graduate



## Headcount Overall- Dual Enrollment



## From Headcount Compared to Fall 2024

Overall- Decrease (-818)

Undergraduate - Decrease in  
Undergraduate Students (451)

Graduate -Decrease (-101)

Dual enrollment – Decreased  
(-266)

## How does this affect UNO's Budget?

Head Count Goal	6000
Actual	5670
Decline	-5.5%

## How does this affect UNO's Budget?

Tuition & Fees	Budget	Actual 9/9/25	Variance	% VAR
Fall 2025	\$28,368,104.4	\$ 27,219,311	\$ (1,148,793)	-4.05%
Spring 2026	\$18,912,069.6			
	<b>\$47,280,174</b>	\$ 27,219,311	\$ 20,060,863	

Additional comments: Overall, 5.5% student decline so now we must reduce our expenses by \$1,148,793 = 4.05%

Some vacant positions in July and August so half of that has been taken care of. Don't know what needs to be cut or if cuts will be needed.

This was the first time in a while with a purge of students who did not pay their fees.

Student payment plans are in place so about \$5 mil still outstanding.

Discussion:

**Q:** I have a college student here and at other schools. I get the payment notices for the other kids. But UNO isn't clear on how much students owe and when. Workday issues. Due now is zero but past due is \$2000 and that changes repeatedly. That is a mess. How can students figure out how to pay their bill? **A:** We have found problems and have done a reassessment of fees.

**Q:** Is the user interface being rethought? **A:** Coleen Maidlow is on the team and is helping with workday glitches and having regular meetings with IT to make it better.

**Q:** I have no college age kids but see questions online and hear my students. Do we have a FAQ screen to help students interpret Workday fee bills? **A:** LeeAnn Sipes sent information out at the beginning of the semester. **Q:** Is there a better way to get the information to them? **A:** These are problems to be discussed at our next meeting.

Comments: Make language more basic. There is a lack of understanding. Workday language is not intuitive, and it takes lots of digging to do to give clients a quick understanding of the process in the tool. And yet there are still glitches. Yesterday's workday message had people panicking.

**Q:** Is there a possibility of a focus group creation to include students, workday, to discuss the problems? **A:** Yes.

**Q:** Regarding the cash flow problem, is there a reason for what is held back or paid for immediately? **A:** The payroll cycle, benefits, and taxes are priorities. Sometimes emails arrive saying bills have not been paid since last year and those need immediate attention.

**Q:** What explains the priority payment schedule? Are there written policies on when things are going to get paid? **A:** We every Tues to make sure there is \$ in the bank, ORM insurance, Bernhardt, \$8 million to be paid for the rest of the year. We are still waiting for some of the funds to arrive.

**Q:** There is no clue as to when things would be paid for department needs. Some predictability would be useful for lead time and prioritizations. **A:** Sometimes bring \$ from foundation but then it stops. I am learning how to invoice the foundation. Done once a month.

**Q:** In the past we went to foundation first. Do we go to you first? How much money was transferred to UNO as a result of the move to LSU. How much debt was paid off? How much is still pending? **A:** The money came from the State, not LSU. It was \$20 million. **Q:** Do we still have back debt? **A:** \$1.5 mil is being contested, and more invoices are trickling in.

**Q:** It is good having you here at the beginning of your employment with us. You have mentioned things that are a concern for us. There is friction with Faculty Senate from money coming in for fees, but it is not aligned with where it is supposed to go. Lab fees that are not going to labs, for instance. One of the things we ask for a lot is the alignments. This money is being collected for a specific fee, but it isn't going there. We want to make sure that the money goes where it is designated to go to run the programs, for example the International Summer programs and the EMBA. Our place of accountability is making sure the money goes there. We don't want to see last year happen again. Can you help with this? **A:** We are

monitoring cash and posting expenses where they go. How can we increase revenues? How can we advertise and rent out more?

Comment: Differential fees are a sensitive issue for faculty. They are used for lab enhancement, etc. Now there is zero flow. One thing to restore faculty faith is restoration of those differential fees to their destinations.

## 7. President (CS) Updates (taken from slides presented at FS meeting)

### a. Fall 2025 Session B Start Date

- Session B Start Date is October 13th, which is the first day of Fall Break
- Moving the start date a week earlier would conflict with Session A Finals
- Only 10 courses offered are not thesis/independent study – MOST of which are Online / Asynchronous
- Proposal (which I agreed could be reasonable one I've spoken to the faculty members involved) – keep the October 13th start date, but reach out ASAP to faculty delivering these courses notifying them of the situation, asking them to bring the courses up prior to break (not asking them to work during break) – minimize disruption to faculty and confusion for students

Discussion:

Changing the date isn't a big deal.

DK is worried that faculty might not want compressed schedule and don't want to teach on break.

Note that Oct 6 is also advertised as start date.

Q: (CS) Does anyone want to hear from someone about this mix up at the next meeting? A: No response from Senate.

### b. Anonymous questions portal answer.

- A question about whether the faculty workloads (i.e. faculty with increased teaching workload more this semester) has been received.
- Response from Provost: "As per my previous communication\*\* I plan to have those summaries completed in early October. Dean workload reports were due to me on September 19th. I will have time to review 200-plus individual faculty workload reports with notes in the next week or so that were submitted and will then summarize. Once I have done so I will address your question." (CS: so we will have this possibly by our next meeting)
- \*\* He is correct – we HAD discussed this timeline but I'd forgotten – my (Summa's) fault entirely

### c. LSU Transition Updates

- Transition Committees are being negotiated/finalized very soon (President had a meeting about this yesterday)
- First meeting of Transition Team will be on November 5th
- Meeting with LSU Faculty Senate President and President Lee
- We'd discussed the idea of an "open meeting" followed by a meeting with FS

- Both sides are working on setting this up now
- LSU Online – fully online programs will be transitioned to LSU Online
- Tenure/Promotion “Black Hole”
- Faculty applying for tenure/promotion this year will submit materials before transition
- BUT: UL System doesn’t meet to approve until AFTER transition – how to deal with this?
- I’ve discussed this with the Provost and President KJ so they are aware that this is a high-priority issue that needs to be worked out VERY early in the process so that faculty can be informed of the protocol

Q: CS - Is there anyone we would like to invite to a future FS meeting? A: Athletics director.

Abram Himelstien **Motion** to adjourn. David Lambour seconded. Meeting adjourned at 1:50 pm

Slides: