

UNO Faculty Senate Meeting Minutes 15 January 2026

University of New Orleans Faculty Senate Meeting Roster, 15 Jan 2026

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

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

1) Roll Call (Juana Ibanez, JI) – Quorum Reached. No minutes to approve from Nov 24 and Dec 4 meetings, yet.

2) Updates from the Faculty Senate President (Chris Summa, CS)

Slides (italics = additional information rendered while presenting slides)

Slide 1: General Updates

1. Fall Commencement (*There was a credible threat during commencement and messages were going back and forth on phones. R. Langston had to leave stage to deal with the issue. President Kathy Johnson (Pres KJ) was making presentations. CS was on stage receiving info.*)

Pres KJ – Group Me chain available but couldn't do anything while on stage. We learned that there was poor communication with all the tenants on campus (schools and beach) and are tightening protocols)

2. Current Enrollment – down 10.5% (tuition revenue) (*Current Enrollment down 20% (not sure of baseline for this statement) – Pres KJ – headcount in terms of what was budgeted or spring 10.5 and 15% down overall for the year. Tuition revenue is what is down. Only counting those paid tuition amounts.*)

3. Arlean Wehle – we may run into cashflow issues in April / May (*due to being down by 15% overall for the year.*)

4. Summer Teaching – no news as of this time. (*Knowing what we know about the current budget, deficit is likely to help summer salaries.*)

Discussion:

- DJ Min (DJM) - Dept chairs have received instructions to get schedule in place for summer or fall by mid-Feb. Chairs have not received instructions for summer or fall. Chairs have been asking for information but information has not been received.
- CS Will bring up information request with Darrel Kruger (DK) the next time he speaks with him.

Slide 2 - LSU Transition.

Clarity on Tenure and Promotion decisions across the transition date

The Provost and President are asking that the UL System Board make their final decisions on tenure and promotion for UNO faculty at the meeting before their traditional August decision date. (presumably June?) We are advocating for the LSU System will honor these decisions. We hope that this will be decided soon.

Discussion:

- UL has been asked to make tenure decisions before LSU takes over. Jeanette Weeland (JW) is getting clarity on the LSU side about this soon.
- Tenure meetings are being moved forward for tenure at UNO to get this set up for that June meeting. It has been reported that DK says everything seems to be on track for that according.

Slide 3: LSU Transition (continued)

Next Transition Team Public Meeting

Wednesday, February 4th 9AM in the University Center Ballroom

CS - This is a public meeting. Encouraging all to attend. Meeting will discuss what was put together in the comprehensive report and then discuss next steps. It is hoped to turn the comprehensive report into items that can be implemented.

Slide 4: LSU Transition (continued)

- a. Comprehensive Report from Work Groups and Faculty Senate Response

All faculty have received the Comprehensive Report from Jeanette Weiland. The FSEC wrote and transmitted a response (attached to today's agenda).

Discussion of Report and FSEC Response to the Report:

- Is there something that needs to be discussed? This Comprehensive Report and response happened 4 weeks ago and most of a long email to the administrators has been addressed in the comprehensive report.
- Have all sections of the report now been completed?
- CS – Athletics section has not been submitted yet as far as I know.
- Pres KJ – James Williams from LSU Board is in charge of it and nothing has yet been submitted. Our athletics folks submitted requests for meetings and our suggestions but there is no news on whether or not it was accepted for consideration.
- Thanks to the FSEC for the work and accurately represents our worries. Do you have a sense of how it has been received?
- CS – no knowledge. Have we missed anything that needs to be discussed?
- In email that came out by my dean, concern for those program areas not addressed in original plan is only concern now.
- CS – Within context of big ideas workgroups, there were 4 ideas identified that made our campus unique among LSU campuses and placed us geographically in New Orleans. We want to keep hammering point home regarding our uniquenesses. Rico Almandria and Jeanette Weiland our LSU liaison and Troy Blanchard, provost from A&M campus were the LSU folks in attendance at the meeting.

Slide 5: LSU Transition (continued)

b. Meetings of FSEC with Transition Principals (Alvendia, Weiland)

First meeting (12/17/2025):

The FSEC has had two meetings with Rico Alvendia and Jeannette Weiland (also in attendance: President Johnson and Provost Kruger, and at the second meeting, Provost Blanchard (LSU).

At the first meeting (near the end) I handed out the Supervisor Alvendia the University's current mission statement and asked if there any reason to believe that it would change post-transition.

At this first meeting, we were a bit taken aback by his focus on the words "urban research university" in the first sentence. We assured him that we are a Carnegie R2 research University which seemed to surprise him.

Slide 6: LSU Transition (continued)

b. Meetings of FSEC with Transition Principals (Alvendia, Weiland)

Second meeting (1/9/2026):

At this meeting Provost Troy Blanchard (LSU A&M) was also in attendance. At this point the Comprehensive Report had been shared, and our response was send to JR Weiland the day prior to the meeting (it was a very busy week). We have not yet gotten a written response to our letter.

In that meeting we had hoped to get some answers to the following questions – I had drawn up a tentative agenda the day prior also with what we'd hoped to cover.

They were very gracious with their time – we spoke for nearly 2 hours.

Here's what we were looking for (and I'd ask the other members of the FSEC to help fill in blanks here and chime in as to their responses and their impressions....)

Slide 7: LSU Transition (continued)

b. Meetings of FSEC with Transition Principals (Alvandia, Weiland)

Second meeting (1/9/2026): (continued)

1. The end of The University of New Orleans – meaning?
2. Next Steps
 - a. Future of Workgroups?
 - b. What happens next?
 - c. How will priorities be determined?
3. Broader Engagement
 - a. Where and how will Faculty be involved?
4. Research
 - a. Meaning of LSU's consolidation of research?
 - b. Implications at the University level?
5. Human Resources
 - a. University->Employees: Benefits Changes?
 - b. Employees->University: Retention and Hiring?

Slide 8: LSU Transition (continued)

b. Meetings of FSEC with Transition Principals (Alvandia, Weiland)

Next meeting (1/22/2026):

We'd like some input on what we should talk about ...

My initial thoughts:

How, specifically, will UNO faculty be involved in determination of goals?

Discussion:

- This second meeting had no agenda preprepared and we just wanted to open a line of communication. At the end of the meeting CS passed out a copy of the mission statement and asked if there was a reason to think our mission would change. Alvandia read it and saw “urban research university”
- It was the first time he had heard that term.

- In the legislature, the wrong mission statement had been sent to them so we needed to make sure that the transition team got the actual mission statement.
- The mission statement that was used was on Board of Regent's page but was an older statement. They didn't have the newest version posted. In June 2024 the Board of Supervisors approved it but it was not adopted on the website.
- Has it been corrected since? Was this the first time the actual statement was introduced? Does BoR still have older version posted?
- No one knows.
- CS inquired if the Senate wanted him to try to fix it but the Senate agreed that is beyond his scope of duty.
- Is there anything else from the meeting?
- We are finding a way into the conversation more and we want to see more faculty input into the transition decisions. More faculty representation needed. The transition has moved beyond the Working Group level as there are no more meetings planned.
- What was made clear is that the working groups were to get the external voices in as fast as possible. Reviews of programs are underway and the responses to that review will be providing additional information. All the information will be included in how they consider all the academic areas. Working groups are just one piece of the puzzle. It is upon us to make sure our voices continue to be heard.
- If the working groups are no longer meeting, are the executive committee meetings happening and are there UNO folks on the executive committee?
- CS - There are no UNO representatives on the Executive Committee.
- The Staff working group is still meeting
- Individual areas may be moving forward but there is no formal process. There is no mechanism for additional process in place. The Faculty Senate can potentially provide the format.
- Between now and April 4.
- There were questions we tried to discuss. What does it mean if UNO "ceases" to be? Does it mean that UNO doesn't exist and we are a separate entity? name change? or substantive change in governance? Their response muddled the water more than clarified. The Transition has come up as a lawyer subset to disassociate us from terrible contacts previous administrators associated us with. It is a Pandora's box. We wanted to understand what was going to happen and how it was going to happen. It doesn't appear that they know and we have to leave it that way.
- Not all contracts will be abrogated so we have something to build upon. Troy Blanchard said as a former dean and current provost tenure is an important topic. President KJ has had experience with this. The Senate position should be stated so we have some way to make sure that clarity is available before July 1.
- Proposing that someone propose a motion. Will create a proposal regarding tenure for next meeting.
- If we "cease to exist," do student degrees go away?

- Alvendia walked back that phrase and to be replaced with “transitioning to LSU”. It was originally used when discussing how deal with contracts. Nonacademic contracts. We need to be clear on our understanding of the legislation is because the legislation is the driving force of the transition.
- Team is giving us language for contracts.
- Not likely that they know themselves. Feeling is that there is no sinister plan in the background that we are not being told about.
- What I am hearing from the Senate is that we are concerned about things that we do not have any control over at this point.
- The general counsel of LSU system is in charge of contracts.
- Please frame a question for us to ask regarding contract concerns at the next meeting.
- We had to go through the SACS substantive change process. We can’t make SACS upset. Trust that accreditation process more.
- Utah going through it now. Regarding the debranding question, we need to ask for decision points and how they are made. When you get taken over by another brand those decision points are useful to plan.
- At this point we are clear that we will be purple and gold. We don’t know if there are plans to nullify tenure contracts.
- FYI - constitution of completed agreement, once it is forged can’t be nullified. Taking over a contract.
- President KJ –Our research area has confirmed that nothing will change there. Seamless transition. With regards to tenure, it has to be finalized and letters issued to confirm status.
- The working groups are over and at the next meeting the discussion will be on what is in the comprehensive report and turn it into actionable things. Things that can be done now, things to be done in the near future that will allow growth, and things farther into the future – things that can’t be implemented within 1.5 years.
- How is faculty going to be involved. We thought workgroups would continue and gave names to the committee and thought they would be invited to the next meeting. No Work groups now. The ones put forward will be involved with the next phase with actionable items.
- Has anyone that was added by the FS for these committees been contacted?
- No involvement requested yet. This week for the first time had LSU Online curriculum mapping for the Executive MA at UNO.
- CS will remind the administration that those listed need to be contacted to let them know that they need to be included in future meetings.
- Research and meaning of consolidation of research. medical school and health sciences in Shreveport are predominantly graduate institutions they are a tightly coupled to A&M campus but the other campuses will have their own research office, too. Consolidation part is to say we are a united university with a bunch of schools and when counted on research spending lists and want to show that is the a big pie place. PA do it that way. Our research stuff will not be done out of LSU. Stays here. Troy Blanchard has no interest in subsuming our research into his office.
- Changes in benefits on July 1. But no information was given. We asked for that information to be made ASAP.

- Change in benefits may likely mean a new open enrollment period.
- Next meeting is Thursday. We need input on what to talk about. Contract law. How will faculty be involved in goals and action items. If you have
- Financial assessment done. Academic assessment by EAB
- Financial audit and we will get access to it
- Facilities assessment for use of space and offices with the east campus not being assessed in that (athletics).
- It was brought up that there is a \$13-17 million dollar deficit this year. \$3-4 or \$5-6 million was related to athletics. We don't know the details. We don't know if it is accurate or not.
- Pres KJ – has seen the draft. The audit folks used the audit to approach the legislature for more money. Auxillaries, dorms, athletics. make up some of the shortages and the rest of it from low enrollments this year.
- CS – The programs assessment isn't done. The space audit is almost complete and the architectural firm pointed out times of day use and the take away is we are under-utilizing our classroom spaces. Since current enrollment is not large, that is not surprising. The LSU folks are trying to determine if we need to make our footprint smaller by consolidating and renting buildings to someone else.
- It is not just enrollment. We can't offer a lot of sections so we have had to transition to online. Students have to take particular classes and the only way to meet that need if only one section is available is it has to be online. It reduces the number of classrooms that can be used. It is suggested that they should look at online portion for classroom use, too. 40% of my classes are online.
- CS Is another problem is the lack of personnel to offer sections?
- Yes. We were asked to eliminate adjuncts so fewer adjuncts, so fewer sections, so less classroom use across the board.
- Another issue is that the freshman comp book is only available in digital form so classes have to be held in a particular room so it tends to be under-enrolled if taught at a time that students don't want to take the class.
- There are also fewer slots to schedule classes since we are no longer doing MWF classes.
- Compressed schedule.
- Are there projections on what to expect with student counts? Don't shrink footprint until we know what will happen with enrollments.
- CS – haven't heard it discussed specifically. They want to grow enrollment but haven't started sending out mailers for the fall yet because so much is not yet decided. They have identified a pool of 6000 students that they don't have space for in Baton Rouge and are trying to convince them to come here instead of the A&M campus (what they call themselves now). The students meet our admissions criteria. A 100% capture is not expected but a 25% capture would be great.
- With regards to the EAP audits, can the public meeting Feb 4 share the results of the audits? Those are expensive consulting reports.
- The FSEC should be able to share the financial report.
- Pres KJ – The Jan 30 space report release is a public presentation.

Slide 9: LSU Transition

c. LSU Online Revenue Sharing (External):

LSU Online generally takes 35% of revenues, in order to pay for marketing, delivery, infrastructure, etc.

They can, after taking another 2%, handle Financial Aid, Advising, etc.

This was discussed at Executive Cabinet, and the general consensus was to offload this work to LSU Online and allow them to take the extra 2%. The decision has been made to go this route.

Slide 10: LSU Transition

d. LSU Online Proposed Revenue Sharing Policy Draft (internal)

1. It's important that we weigh in on how revenues should be disbursed internally.
2. Brian B., D.J. Max and I have put together a draft document which I've distributed to you all today, and which I'd like to discuss.
3. "... looking at the LSU Online policy, what recourse will we have when (I should say "if," but ever since I've been here it has been "when") the stated policy is violated or ignored? As we saw when Nicklow was here, filing grievances isn't enough, because the ultimate decider in the grievance procedure is the president, and, when he was here, he was the one who was making the decision to violate the various policies. We can talk all we want about university policies, and spend time thinking about what kind of policies would best incentivize productivity, but unless there's a way to make sure that those policies aren't violated, it's not clear what the point of the policy is." -- Chris Suprenant

Discussion:

- 35% money taken by LSU Online. Can take another 2% can do advising and financial aid. leaves 63% for UNO. Important for decisions on how money is dispersed internally and a policy needs to be set.
- A draft policy document was created with DJM, and BB.
- What if policy is ignored?
- Let's discuss what has been proposed in the draft and hopefully get a motion.
- DJM – The first part of the proposal ensures that the revenue is to be shared at a College and Dept level in addition to administrative levels. What we hear from LSU colleagues is we will collect the revenue and then pay them. After that LSU has no say in what is done with the revenue. Second part is that for areas that are doing well, they can grow quickly. We emulated the policy from another LSU satellite. For every class that goes over 60 people, there is a formula for extra compensation. Up to \$8500 compensation per class. We get a Grading assistant assigned to the class if there are over 60 students. These are not grad assistant. They use of a company that

provides graders and the other LSU schools are happy with them. Protects the adjuncts hired to teach in the online programs.

- Finances at LSU and administered here at UNO?
- The revenues come to UNO and we pay LSU Online what their fee is.
- They have enrollment coaches and success coaches and then we take over.
- Pres KJ – LSU Online program will disperse the financial aid. They will be meeting with Bursar to figure out how to integrate that.
- DJM – they did not differentiate between grad and undergrad courses. If you have a different number that you want to use, let's add it here.
- CS – if no more discussion, is there a motion to approve the draft proposal?

Marc Landry moved to approve. JI seconded. There was a voice vote yielding majority ayes, 0 nays, 1 abstention. The motion passes. The proposed LSU Online Revenue and Profit Allocation document (see attached) will be submitted to our UNO administrators.

- We need to Identify which fees are not appropriate for a fully online program. With RisePoint programs there was an adjusted fee structure. It has to be determined which fees can be eliminated with LSU Online.
- If only one online course is taken, there are extra fees in regular schedules.
- Chairs, please don't list thesis hours as online courses, list them as – in person to avoid the automatic fees generated if online.
- Remember that blended and hybrid courses get assigned fees.
- Chairs can't affect the designation so Workday has to be fixed to make it in-person.
- Bursar's office didn't know that chairs couldn't change designations. Will discuss with the registrar's office.
- There are still lots of technical issues with catalog that need to be addressed.

3. Committee Reports

Slide 10: Academic Committee Updates (carryover from December meeting)

- Comments on Workload Policy completed
Planning on sending them to Provost at the end of the week (of last meeting)
- Met with Meredith King (prior to last meeting) to discuss use of AI by students
Work with her to come up with statements that faculty can add to their syllabi
Work with Amanda Robbins to create an AI policy statement for UNO

END OF SLIDES

Budget Committee – Steve Rick, no news. Will be calling a meeting.

Academic Committee – Rachel Clostio, sending provost comments on the workload policy and met with Meredith King about AI.

No other Committee reports given.

Ray Rodriguez motions to adjourn. Seconded by JI. Adjournment at 1:53 pm.

Draft UNO/LSU-New Orleans LSU Online Workload, Compensation, and Revenue Sharing Policy

Introduction

The following policy document describes UNO/LSU-New Orleans' internal policy vis-à-vis courses developed and run in collaboration with LSU Online. UNO/LSU-New Orleans is committed to ensuring a fair and equitable compensation plan. Any departures from this policy requires written approval from the Provost and Senior Vice President for Academic Affairs.

Course Development and Faculty Workload/Reimbursement

Development of a fully online, asynchronous course is a time- and labor-intensive endeavor. Recognizing this, therefore:

A Full-time Faculty member or Instructor shall be afforded either:

A course release in the semester in which the course development occurs, or

Extra compensation commensurate with teaching an extra course (overload pay at the rate of one course of adjunct pay) in the semester in which the course development occurs

An Adjunct Faculty member shall be afforded:

Compensation equal to that of teaching an in-person course section in the semester in which the course development occurs

Course Delivery and Faculty Workload/Reimbursement

Running of a fully online, asynchronous course, while not as time and labor intensive as course development, still requires the input of Instructor of Record (in Office Hours, Grading, Discussions, etc.). Recognizing this, therefore:

A Full-time Faculty member or Instructor shall be afforded either:

Credit for teaching a three-credit course in the semester in which the LSU Online course is offered, or

Additional compensation commensurate with teaching an overload course in the semester in which the course is offered

An Adjunct Faculty member shall be afforded:

Standard adjunct compensation equal to that of teaching a three-credit in-person course section in the semester in which the course is offered

Courses with large class size:

A large class is defined as any course with enrollment exceeding 60 students at the undergraduate level or 40 students at the graduate level across the University. Additional compensation for large classes will be calculated using census day enrollment numbers for the semester.

The compensation per additional student for courses classified as a large class will be \$50 per additional student. For example, if the census day enrollment for an undergraduate level course is 75, the added additional compensation for an overload course is calculated as \$750 ($75 - 60 = 15$ additional students; $15 * \$50 = \750). This is in addition to the initial base compensation rate, and total compensation for any single course is not to exceed \$8,500.

Course Grading Assistants

As online courses can sometimes accommodate very large enrollments, grading assistants shall be made available for large courses. Full-time faculty may not accept more than \$2000 grading assistant funds as extra compensation. Part-time faculty may accept grading assistant funds as extra compensation up to the full course enrollment.

Course Enrollment	Grading Assistant Budget
0-30	\$0
31-59	\$2000
60-89	\$4000
90+	\$6000 (plus \$2000 for each ad's 30)

Revenue and Profit Allocation

Per LSU Online policy, the University shall receive 63% of the revenue earned for LSU Online courses. The following policy will be applied to any revenues retained by the University once the faculty member's salary and fringe have been paid. These remaining returns shall be distributed as follows:

Academic Affairs	10%
College	10%
Department	40%
General Fund	40%

Any additional fees (differential fees, graduate enhancement, etc.) shall be routed to the Department that is the intended destination of such fees and shall not be appropriated into the General Fund for other purposes.

Academic Affairs

The Office of Academic Affairs shall receive no less than 10% of the post-expense returns from a course offered asynchronously on LSU Online. The amount of this return may be negotiated upward with University Administration, and these funds may be used as the Provost sees fit.

College

The College / Institute that is the home of the Department offering the LSU Online course shall receive no less than 10% of the post-expense returns from a course offered asynchronously via this mechanism. The amount of this return may be negotiated upward with University Administration, and these funds may be used as the Dean of the College sees fit.

Department

The Academic Department that is the home of the Department offering the LSU Online course shall receive no less than 40% of the post-expense returns from a course offered asynchronously via this mechanism. The amount of this return may be negotiated upward with the Dean and University Administration, and these funds may be used as the Department Head sees fit.

General Fund

The remaining percentage of the returns from LSU Online course offering (up to a maximum of 40%) shall be provided to the General Fund and allocated as the University Administration sees fit.