

# UNO Faculty Senate Meeting 24 November 2025

## 1. Roll Call (Juana Ibanez, JI) 12:30 pm

**University of New Orleans Faculty Senate Meeting Roster, 24 Nov 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		
3	1	SG President	Joshua	Trochez	25-26		<i>JT</i>
4	1	Alumni Assoc	Nerolie	Rayson	25-25		
5	1	Adjunct	David	Lambour	25-26		<i>J. Lambour</i>
6	1	COBA	Bridget	Bordelon	25-28	B	<i>Bordelon</i>
7	2	COBA	Kabir	Hassan	23-26	A	<i>mkh</i>
8	3	COBA	DJ	Min	25-28	D	
9	4	COBA	Ray	Rodriguez	23-26	B	<i>Ray</i>
10	5	COBA	Cherie	Trumbach	24-27	SE, C	
11	1	COE	Satish	Bastola	24-27	C	<i>Satish</i>
12	2	COE	Damon	Smith	24-27	A, B	
13	3	COE	Nicholas	Xiros	23-26	SE, D	<i>Nicholas</i>
14	1	COLAEHD	Brian	Beabout	23-26	A	<i>Brian</i>
15	2	COLAEHD	David	Beriss	24-27	B	<i>Beriss</i>
16	3	COLAEHD	Juana	Ibanez (S)	24-27	SE, B	
17	4	COLAEHD	Max	Krochmal	24-27	D	<i>Max</i>
18	5	COLAEHD	Marc	Landry	23-26	Gen Ed.	<i>MOL</i>
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	<i>MW</i>
22	9	COLAEHD	Grace	Reinke	25-28	C	<i>Grace</i>
23	10	COLAEHD	Lisa	Verner	24-27	A	<i>Lisa</i>
24	11	COLAEHD	Michelle	Wade	23-26	A	<i>Michelle</i>
25	1	COS	Joel	Atallah	24-27	C	<i>Joel</i>
26	2	COS	Rachel	Clostio	23-26	A	<i>Rachel</i>
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	<i>Steve</i>
30	6	COS	Ben	Samuel	25-28	A	<i>Ben</i>
31	7	COS	Chris	Summa (Pres)	23-26	SE, A	
32	8	COS	Phoebe	Zito	23-26	Gen Ed.	
33	1	Library	Abram	Himmelstein	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 - Budget D - Administrative Gen Ed. - General Education

Quorum attained.

## 2. Approval of the Minutes (JI)

October 1, 2025 Minutes. **Motion** to approve (Abram Himmelstein, AH) and seconded (Marla Nelson) Motion passes by acclamation.

October 20, 2025 Minutes. **Motion** to approve (Max Krochmal, MK) and seconded (AH). Motion passes by acclamation.

November 3, 2025 Minutes. **Motion** to approve (AH) and seconded (Grace Reinke). Motion passes by acclamation.

Nov 11, 2025 Minutes. **Motion** to approve (Ben Samuel) and seconded (AH). Motion passes by acclamation.

### 3. AP-AA-18.4 - Dismissal of Tenured Faculty Policy and statement vis-à-vis impending system transition (Chris Summa, CS)

CS: Edits to the Dismissal of Tenured Faculty Policy occurred in committee and revisions were approved in the committee meeting. The updated policy results were attached to agenda that was distributed prior to this meeting.

The next step is for the LSU Supervisor policy to be compared to the LSU and UNO policy. LSU is purposefully vague and lets individual campuses make more detailed policies. The Provost will determine what needs to be modified, discarded or created anew in December.

#### Discussion:

- We should go with what's been decided and revise it later
- The report of the committee is a motion.
- Is there a motion to accept the revisions to policy change as recommended by committee?
- The policy is up for its 3-year review.
- It has been a long time since faculty were asked to weigh in.
- **Motion** to accept the work of the Administrative Committee was passed unanimously.
- Our review will be transmitted to the administration.

### 4. President CS Updates (Slides presented at meeting.)

#### Slide 1:

#### a. General Updates

##### 1. Current events

1. Border Patrol (I. C. E.) in other cities recently did not focus on universities (this is good news)
2. Putting out a statement as a public university could garner increased scrutiny
3. General Rules apply:
  1. FERPA Laws prevent us as Faculty from releasing student information
  2. If anyone comes to you asking about a student, call University Police and they will provide assistance
  3. You are under no obligation to allow someone to disrupt your class

4. Just as with weather events, if on a particular day you feel it will be an undue burden on your students' safety to have them come to campus for a particular class, you have the flexibility to provide that lecture online.

## Discussion:

- Border patrol doesn't have authority to be far from border but I. C. E. can. Retired military officer said those border patrol rules also apply to them but no one is paying attention to them.
- Classrooms are considered private spaces according to UNO policy. Online classes are, too. The parking lot is public space.
- It is unfortunate that our leadership is not speaking up to give out guidance to students who don't feel safe. If we want to increase enrollments we need to increase their security.
- CS – There is a concern that we might cause more harm than good if the leadership discusses this.
- So we need to send visitors to police instead of President's office?
- CS –The President says to send I. C. E. to UNO PD.
- We should communicate this information to our students as representatives of the Senate.
- Does anyone have resources to share?
- As a chair or teacher can we send emails to our students to suggest in writing how handle the immigration authorities?
- If there is no policy we can say what we want.
- Helena Moreno has provided a good guideline resource.
- While in a meeting with the Provost we observed 10 unmarked cars at Kirschman Hall Friday.
- Students can walk across stage in the spring if they feel commencement this fall is not safe.
- I. C. E. is sweeping streets in the warehouse district right now. They are not coordinating with UNO Police or local police as they do the sweep.
- Carry an id with you at all times.
- They are arresting people who are citizens and with proper papers.
- My dept is 90% international. I am telling my students to keep a copy of their I-9 with them. It is risky to present papers to people with malicious intent. We can be arrested for interfering with anything that happens in Louisiana. Governor Landry has passed a lot of laws recently to prevent interference with I. C. E. and Border Patrol. The main public response is blowing whistles to let people know I. C. E. is present. Consider getting professional insurance. It is the individual that is in trouble and the university will not protect you. It costs \$133/year to get criminal defense support.

## Slide 2:

# President CS Updates (*continued*)

## 2. Summer Salary

1. It seems that, despite having voiced my concerns about a third year of \$5K cap on summer teaching salary, that idea has become entrenched

2. There **must** be some compromise based on per-class enrollment. A \$5K to \$10K range based on enrollment seems a more reasonable.

### 3. Compensation Study

1. In the FSEC's first ever meeting with the Edwin Litolff he expressed that UNO's faculty "have a higher average salary than any other UL school"

2. This does not take into consideration the cost of living in New Orleans

3. It has been suggested that we request a Compensation Study to go along with the transition – in the 18 years I have been here we have gotten (I think) 3 raises at around 3-4% each, which **pales in comparison** to cost of living increases in the metro area.

### Discussion on Summer Salary:

- We want no downgrading of salary.
- I am not in favor of class enrollment as a way to determine summer salary so there needs to be a way to guarantee 1/9 of salary as usual.
- Is it up to the chair to determine compensation? No, salary is a top-down decision. If chairs could be in charge of salaries, there would be more flexibility. Accounting is not going to offer classes like was done last summer. The programs have to decide if it is offering A or B sessions
- This is a trend to force faculty out of summer teaching. This summer salary is a way of saying that we should only have adjuncts teaching over the summer. Prorating was one way to get adjuncts, too. We should go back to regular summer salaries.
- The Chairs Council is pushing back against this. That first summer when they went to \$5k some of the administrators took volunteer pay cuts. This summer administrators are not taking a pay cut. Some faculty have to teach even for the 5\$. Across the board, pay cuts are needed from the administration since folks well below standard of living are the ones that are covering the budgetary shortfall. Conversation continues. COLAEHD chairs sent a letter to their dean that the chairs could not send in the summer schedule because the salary was unacceptable. Dean cannot change Academic Affairs. The Deans have an understanding but no ability to do anything. There is lots of uncertainty. Perhaps it is time to hash out new formula? Lots of nuance in how summer pay happens that hasn't happened. The summer schedule doesn't need to be posted yet. 7 months ahead. Dec 1 is new deadline for schedules. None has talked about the 33% tuition reduction between regular semesters and summer sessions.
- CM – Arlean Wehlan (CFO) said that tuition can be lifted into the future. It needs to go before the board so no changes this summer.
- We need to go back to the old model. Don't stick with temporary model. We need a discussion for an acceptable alternative model.
- Can we invite the administrators to hash this out at our next meeting? If they are going to maintain the salary cap, let them give us a legitimate reason. Tuition needs to be increased in the summer so faculty can be paid.
- CS will extend an invitation to the administration to discuss this at our next meeting. Dec 4 is next meeting.

- What about adjunct salaries in the spring?
- Nothing in writing about summer salary. We could spend an entire meeting on this topic but is it worth the senate's time? We are likely to have to deal with an interim administration because we are switching systems, and we are bankrupt so there are likely to be changes in the administration. The administration is just trying to get to the end of the fiscal year to show that the budget is correct regardless of what the costs are for the academic mission. It is on the senate to show that other things matter as well.
- I support bringing in the administrators, but we need to be clear that we aren't asking. A tuition increase for the summer needs to be done. There is a UL meeting on Dec 11. It needs to be put before the board on Dec 11 to allow for tuition increase.
- We need a resolution .The Senate supports a summer salary increase and summer tuition increase to be approved by the Dec 4 Senate meeting so it can be presented to the UL board on Dec 11. Our only real power is to not submit grades at the end of the semester.
- If they are coming to the next meeting, they need to be asked ahead of time to come with data on summer teaching from the past as well as the most current summer.
- Increase the tuition, and salary can go up.
- Unless the tuition increase decreases summer enrollment.
- The Dec 11 UL Board of Supervisors meeting has a Nov 17 deadline for agenda items.
- A meeting is good but this is happening while there is a narrative that faculty have not sacrificed at all. The direct cuts we experienced while getting our salary include stipends cut for leadership positions like Chairs, and from teaching extra classes beyond workload expectations.
- Whatever we do, \$5K should be the floor of salaries for faculty. Adjunct pay for summer is \$4, Summer classes are self-funded.
- CS –We will invite the administrators to the next meeting. Should a resolution be issued today?
- If we push, they can push back.
- One of the deans says that they haven't seen financial records for their colleges in 6 months
- Where is this year's budget?
- President KJ – We will provide access to the budget. Will check with Tiffany.
- We know the library budget but don't know what the administration will let the library spend.
- Shall we issue a resolution?
- The chairs don't get a part of the summer revenue anymore, which has contributed to departmental budget problems. Faculty are depending on department \$ to go to conferences.
- Let's provide administration with bullet points asking them to respond to our summer salary concerns.
- We can write a resolution later and vote via email based on discussion right now.
- The resolution needs to be something specific. We want to revert to the original workload policy.
- If tuition needs to be lifted to pay a normal salary, then that must be done
- **Motion** (Marc Landry) to ask the FSEC to write a resolution. Seconded (Kabir Hassan). The motion passes unanimously.
- I am glad that we are being specific about money. If we invite everyone here to have a conversation and they voice their justification, and we find that we're at an impasse, what is our actual recourse? Not teaching students will potentially keep them from graduating? But is that what needs to happen?

- Fewer classes are being offered in the summer. This salary cap will limit summer offerings further because no one wants to work for \$5K. Computer science is not offering anything but basic contractual courses.
- If tuition goes up 33%, I will not take summer classes. I don't know how the students feel but they are not fans of the idea to lift salary by elevating tuition. We understand faculty salary need.
- There is no evidence that lower cost brings in more students.
- Can that observation be validated one way or another?
- We are trying to provide solutions but administration may not want them.
- When money went back to department they could use it to keep the department up and running like copy paper and conferences.
- Prorating internship hours is too much of a commitment for too little money

### Discussion on Compensation Study:

- He was comparing our salaries to those in Eunice.
- United Way came in and said anything lower than \$80k is below poverty line in New Orleans at another Senate meeting.
- CS We will ask for compensation study to go along with the transition.
- The Transition meetings have no faculty, just business people, so we have to keep fighting impression that we are not doing anything.
- A compensation study is a good idea.
- The compensation study should include staff also.

### Slide 3:

## b. LSU Transition

### 1. Legislation called for a physical audit and a Review of Academic Programs

1. EAB – Educational Advisor Board – is doing the review (Navigate is an EAB product)
2. Provost will be doing a call with EAB and LSU on that
3. He is creating program profiles – all of the vignettes, synopses, of programs that we are getting – Darrell will make sure they see those along with whatever numbers they collect

### 2. Executive Committee also wants a study of Faculty Workload at UNO (he was asked for this late last week)

1. LSU wants EAB to do it.
2. Provost spoke with LSU Provost and EAB late last week– they want to get that done by end of December

### Slide 4:

## LSU Transition (*continued*)

### 3. Big Picture View of my experience thus far:

1. Attended 4 meetings of the Academic Programs Subcommittee
  1. HRT
  2. Healthcare
  3. Marine, Engineering, and Defense
  4. Arts and Art Administration
2. The meetings we had focused on getting comments and ideas from members who were external stakeholders in the community (and often UNO Alums)
3. The tone of these meetings was very upbeat and forward thinking
4. Both Steve J. and I made the point that beefing up these programs would require Faculty hires and increased administrative support
5. I have been pushing for more Faculty involvement – that's beginning to happen

### Discussion:

- The arts meeting is very important. Volunteering Ryan Gray to be added to that committee
- CS – heartened to see that arts were included strongly
- History does lots with cultural history. If our departments are not in one of these buckets how do those depts give input?
- A charge was given in the legislation to look at UNO and its placement in New Orleans and to identify what can be made stronger in order to ask for extra funding from the State to prop us up and to define us as a New Orleans branded university so these 4 committees were created to address that.
- But those four are overlooking many big components for New Orleans such as. the School of Education, history, languages.
- Notice there is nothing climate related [in the 4 cohorts], so possibly saving those topics for LSU conference? Has there been anything said about moving research to LSU?
- CS – no. Carol Lunn isn't hearing that in her committee. Restructuring into the LSU system may allow LSU to be counting the research money under their umbrella but it stays here at UNO. I have not gotten any sense that they are trying to draw research from UNO into LSU. This campus may be more focused toward applied research instead of theoretical research, possibly, but don't know.
- We need to keep asking about our R2 status.

### Slide 5:

## LSU Transition (*continued*)

### 4. J.R. Weiland (wée-land) is the Lead Administrator for the Transition Team

1. She was working at Tulane but has resigned and we've given her a gratis position here – she's been given an office in Kathy's area in Admin Bldg.
2. She has two degrees from UNO
3. Going forward we should consider her the single point of "correct info" regarding the transition
4. We are trying to meet this week

### **End of Slides**

### Discussion:

CS: JR (Jeannette) Weiland will be the Lead Administrator for Transition Team. She sent out an email earlier today which I hope you all got. She'll be set up in an office in the President's area of Admin Building and I will be speaking to her this week.

**Motion** to Adjourn (Max Krochmal) and seconded (D. Beriss). Passed by acclamation. Adjournment at 2:02 pm.