



THE UNIVERSITY *of* NEW ORLEANS

STAFF COUNCIL

November 16, 2017

UC 208, 10:00AM

- I. Call to Order
10:05 am Meeting was called to order by LeeAnne Sipe.
- II. Approval of Minutes
Minutes from October meeting approved.
- III. Executive Committee Reports
 - a. President, LeeAnne Sipe—Please review the compensatory leave policy as there have been lots of questions from staff regarding forced closure days and possibility of earning compensatory leave.
 - b. Vice-President, Rajni Soharu- each committee will report today.
 - c. Treasurer, Taryn Chevis
All account information as of November 16, 2017
 - i. Credit Union Account: \$5.42
 - ii. Foundation-Activity/Spending: \$3009.87
 - iii. Foundation-Endowment Account: \$10,718.99
 - iv. General Fund- \$2750.00
 - d. Corresponding Secretary, Karen Paisant
 - i. Nina Stewart from Counseling Services will be here in December to help with stress and coping with the Holidays.
 - ii. New information as well as any initiatives are posted on the Staff Council website.
 - e. Recording Secretary, Reagan Laiche
 - i. Minutes available on website
- IV. Committee Reports:
 - a. Membership/Elections Committee: Elections, minutes, etc. All things are being looked at by the committee.
 - b. By-Laws Committee: no report

- c. **Staff Concerns Committee:** Presented by David Lambour due to the Chair's absence (David Richardson). See attached document.
- d. **Events Committee:** We can register for the 3rd annual Holiday Door Decorating Contest beginning today. The contest begins earlier this year due to feedback from participants wanting students to see what we created. LeeAnne will send out the registration link and Medicaid workers will be included this year. They can submit their door for consideration via photo or video.
- e. **Awards Committee:** Applications are being reviewed and a scholarship will be available in the fall 2018 semester.
- f. **Professional Development Committee (ad hoc)** Currently working on a print version in calendar format of all campus professional development opportunities.

V. **New Business**

- i. T-Shirt fundraiser will be launched. Targeting supervisors to purchase for their supervisees. All proceeds will directly benefit Staff Council's scholarships.
- ii. Holiday Door Decorating contest as described above.
- iii. Jody from Rec. Center: Faculty and Staff volleyball will be back in January! Flyers were distributed (attached). In the rec. center there will be a workplace wellness corner set up that will have information on campus initiatives. Walk-in Wednesdays (first Wednesday of every month) will allow faculty and staff to use the rec. center with no charge. Faculty and Staff annual membership fees will be reduced from \$350 to \$250. Campus walkers will move back outdoors next week.
- iv. Service with Jazz forms are available at the back of the room.

VI. **Old Business-None offered**

- VII. **Guest Speaker:** Dr. John Nicklow-President. Dr. Lassen made an announcement that the Galley was hosting Thanksgiving dinner today.

Dr. Nicklow: First I'd like to let you all know that I'm thankful to be a part of your team. I have some updates to share: 498 people attended the Gala at the WWII museum. We exceeded our goals. Promised \$80,000 in donations while the gala was occurring.

On Monday it was announced that DXC Technologies would be relocating to New Orleans. UNO has been part of the negotiations for the past nine months. We've worked hard to get them here. This is the world's largest IT consulting firm with 2000 direct jobs and 2000 indirect jobs promised. We promised them graduates. They will be hosting career fairs on UNO's campus. Louisiana has pledged 25 million dollars to this effort. UNO will get a small part of it to invest in strategic areas like Computer Science and IT.

Please attend commencement. Our honorary degree will be bestowed upon Joan Higginbotham. Please see her biography on our homepage.

Board: New student fees have been approved. UNO did not increase the fees over the summer without speaking with the students first. An open forum was held in the fall semester. This will be a general fee.

1% salary increase was approved. I understand that this is not a lot but I hope that it conveys that there is a commitment to invest in our people. We made 8500 the goal with the 5% salary increase because it is doable. There has been much optimism about this. If we think 8500 is unreasonable, then it will be. Every one of us plays a part in recruitment and retention. We are getting some traction and momentum around this.

Please get your parking permit, it's free! You still have to get it and put it on your car to avoid a ticket.

Budget: There is a lot left to happen with the budget at the state level. We will focus on increasing enrollment.

In December we will have a business and legislative round table on campus. Opportunity to show off what UNO is all about.

Workday Transition: PeopleSoft is unsupported. Transitioning to Workday will be painful and uncomfortable but we have entered into a joint agreement with 2 other UL institutions. Please be flexible. It will force some changes to our processes however by partnering with the other institutions we will see a savings of 13 million dollars. This is a cloud based technology. The Human Resources and Financial pieces will be in place by July 2019.

Hynes Charter School is interested in replicating a school on our campus. We may need to build a new building on campus but this will not be our money. A feasibility study was done. Hynes is in high demand and they cannot fill this demand. Ben Franklin has written a letter of support for this to happen.

Questions:

Will UNO employees' children have preference even if they don't reside in Orleans Parish. -Dr. Nicklow: Employee preference has been discussed but not sure if students can attend who do not reside in Orleans Parish.

Holiday/Vacation/Forced Closure days- UNO was the only university in the UL system that did not participate in forced closure days. Last year was 4, this year is 6. Dr. Nicklow put together a committee charged with reviewing the other institutions and recommending days for forced closure. Indicated that he is open to ideas and discussions but would encourage all concerns to be submitted to the committee to take under consideration.

Questions:

What is the point of forced closures? Dr. Nicklow: Employees voiced that they wished for more days off. I would again encourage you to bring your concerns to the committee. You may email me or Karen Paisant who is on the committee.

Questions:

Were there any discussions regarding international students with DXC?

Dr. Nicklow: They are interested in domestic, disabled and veterans to hire. Mostly looking for bachelor degrees with an emphasis in computer science.

Faculty Senate: Childcare facility has been brought up. We are not financially ready for this but have reached out to Delgado Community College. We are in the early stages of perhaps establishing a partnership with DCC and a third party for child care.

Wrap Up by Dr. Nicklow: I enjoy speaking with you. I try to be accessible so please feel free to seek me out. I want you to be informed. UNO does not work without you.

Updates: Martin Smith: Get to Know UNO has over 2000 people registered. It is this Saturday.

LeeAnne Sipe: Privateer Pantry is a new initiative by Student Affairs to address food insecurity of UNO students. Through surveys we have found that there is a need for a food pantry. We are accepting donations in the Office of Student Affairs.

Alumni Affairs expressed interest in helping contact alums.

- VIII. **Next Meeting** - 12/21/17 in UC 208 at 10:00 am. Nina Stewart, Counselor and Outreach Coordinator in UNO's Counseling Services will be the guest speaker.
- IX. **Adjournment** at 11:09 am.



UNIVERSITY of
NEW ORLEANS

Sign-in Sheet

Councilors

Staff Council

Date: 11/16/2017

Last	First	Members FY 17
Athey	Amanda	
Berry	Sarah	
Calamari	Susan	
Chevis	Taryn	<i>Taryn Chevis</i>
Foster	Alicia	<i>Alicia Foster</i>
Gibbs	Shelita	<i>Shelita Gibbs</i>
Laiche	Reagan	<i>Reagan Laiche</i>
Lambour	David	<i>David Lambour</i>
Lunn	Carol	
McDonald	Brian	
Mitton	Carol	<i>Carol Mitton</i>
Mukherjee	Norma	
Paige	LaJana	<i>LaJana Paige</i>
Paisant	Karen	<i>Karen M. Paisant</i>
Richardson	David	
Sipe	LeeAnne	<i>LeeAnne Sipe</i>
Soharu	Rajni	<i>Rajni Soharu</i>



UNIVERSITY of NEW ORLEANS

STAFF COUNCIL MEETING
Sign-in sheet for STAFF MEMBERS
Date: 11/16/2017

Jennie Albaugh

Michael Esordi

Mitzi Penton

Tyrone Shoemaker

Dwendlyn Harris

Emily Weidaw

Jess Linehan

Amelie Hattenberg

Tony Entercato

Cynthia Thang

Gretchen Smith

Jody Duvernay

Kassie Thibodeaux

Joanne Teramora

STEVEN DAY

TROY PACINO

David Dupree

Amelie

Anthony Cyr

Virgil Dony

Debra Fielder

Kenneth Luch

Rachel Massey

Jessica Day

Jossiah Hesser

Natalie Temple

Joy Ballard

Celyn Boykin

Sheri Garabran

Susan Khatham

Jeanne Arzubo

Elaine Raymond

Maria Kaposchyn

Christie Thomas

Christina Indiana

Coleen Maidlow

Eliza Nascarella

Rita Camaille

Kristy Askam

Braylin Artis

Donna Roark

~~Charlotte Do.~~

Doug Mittelstaedt

PATRICK STEWART

1) **Response Summary:**

Suggestion/Concern:

For the president - With the announcement of the new dean of the library, is their an intentional movement for non LA native to serve in the upper administration. Can you speak to that or is it just coincidence?

***Dr. Nicklow's reply to Rajni and David R:

From: John William Nicklow
Sent: Monday, November 6, 2017 4:19 PM
To: Rajni Ekta Soharu <rssoharu@uno.edu>
Cc: David A Richardson <DARichar@uno.edu>
Subject: RE: Suggestion Form

Hi, Rajni. I can respond here, and please feel free to share my response as needed.

As we are a national research university, key positions are filled through comprehensive national searches. From those searches, my strategy and intention is and will be to hire the best person for the job, whether or not they are a native of Louisiana. I am seeking to improve campus outcomes and reputation; we do that by hiring the best individuals and holding them responsible for succeeding.

John

2) **Response Summary:**

Suggestion/Concern:

If we're supposed to take out our own trash now, is Sodexo still providing can liners or do we have to buy our own?

***David's reply:

- A) I forwarded this email to Warren but he has not answered yet
- B) John Young just called me back and he said someone had already approached him with this question. He said that he spoke to David Knight and that the best they can do is to leave an extra bag in the bottom of the trash can when they empty it out. He said that we (Staff Council or someone in the Administration) should make a request to Warren Davis and David Knight to leave an extra bag inside of the trash cans, under the open bag. This way if someone wants to take out their trash there will be an extra bag to replace the used one.
- C) (received via email while we were in the meeting today, so it was not physically addressed in the meeting):

David Richardson

Begin forwarded message:

From: Warren Davis <wdavis4@uno.edu>
Date: November 16, 2017 at 9:59:24 AM CST
To: David A Richardson <DARichar@uno.edu>

Cc: David Knight <david.knight@sodexo.com>

Subject: Re: Suggestion Form

David R.,

Facility Services continues to provide trash can liners. Typically, an extra trash can liner is left in garbage cans.

Staff Concern:

Betsy DeVos Is currently making significant roll backs and changes to Title IX. I think this is really important information that needs to be shared with faculty, staff, and students. Is there a way to hold a university wide Q&A about the changes of Title IX that we should all be aware of?

Amy King's response:

There's no guidance provided and changes that could be effected will only take place after the Department of Education's a rulemaking process that responds to public comment, a lengthy process.

The guidance recently issued revoking 2014 is interim, and therefore we are not currently changing our practice based on a thorough review of other guidance documents and consultations.

Here are a few important takeaways from the notice as provided by the Clery Center.

The Department will still rely on its 2001 *Revised Sexual Harassment Guidance* which went through a notice-and-comment process:

The Q&A reinforces the function of interim measures.

The institution's process must be prompt and equitable and conducted by trained individuals; however, the letter notes that there is no fixed time frame under which a school must complete a Title IX investigation.

The Q&A allows for informal resolution of complaints. Mediation was not permitted in previous guidance, and despite the withdrawal of previous guidance, it's extremely important to note that, even in the updated Q&A, all parties must voluntarily agree to participate in an informal resolution in order to implement such a process.

The document specifies that the findings of fact and conclusions should be reached by applying either a preponderance of the evidence standard or a clear and convincing standard. The standard used in such cases must be the same as the standard used for all other student conduct cases. We'd encourage institutions to remember that about 70% of institutions were using the preponderance standard prior to the 2011 letter (including UNO). The White Paper "Title IX and the Preponderance of the Evidence Standard" provides the history of this standard in civil rights law and past enforcement of Title IX.

The document notes that if a school chooses to allow appeals from its decisions regarding responsibility and/or any disciplinary sanctions, the school may choose to allow appeal (i) solely by the responding party or (ii) by both parties, in which case any appeal procedures must be equally available to both parties.

Guidance is important, but it's also important that such guidance does not leave room for campus processes to be manipulated or abused to only benefit one party. As a result, the public comment process will play an important role in giving voice to all individuals impacted by sexual violence.

While the Clery Act and Title IX both speak to policies and procedures for campus response to sexual misconduct, they have separate and distinct purposes and functions (transparency and consistency across campuses for Clery and civil rights protections for Title IX). Both of these laws are needed to establish comprehensive processes on campus.

https://clerycenter.org/article/office-for-civil-rights-issues-dear-colleague-letter-on-title-ix/?utm_content=7ec0049c8d32a3d728e1f88db93654d5&utm_campaign=Office%20for%20Civil%20Rights%20Issues%20Dear%20Colleague%20Letter%20on%20Title%20IX&utm_source=Robly.com&utm_medium=email

University of New Orleans Faculty/Staff Intramural Volleyball

Come out and have fun while competing against your fellow co-workers and departments!

League Starts: Tuesday, January 16th

Captain's Meeting: Thursday, January 11th @4:45pm in RFC Conference room

League Days/Time: Tuesdays at 4:45pm & 5:45pm

Registration Deadline: Tuesday, January 9th at 4:30pm

Championship game: Tuesday, May 1st

- Teams will consist of at least 6 people.
- Games will be played at the Recreation and Fitness Center
- Register your team online at www.ris.uno.edu; click on the IMLeagues logo to register
- League is open to UNO Faculty and Staff.
- ***No games the week of Mardi-Gras.***

For more info on how to register please contact : Edgar Avila Jr. at egavila1@uno.edu

