

**UNO Faculty Senate Meeting Agenda**  
**Wednesday, August 29, 2018, 3:30pm**  
**University Center Innsbruck Room (UC 211 A and B)**

**Roll Call**

		<b>Senate Roster</b>		<b>2017-2018</b>		
#		<b>Representation</b>	<b>First</b>	<b>Last</b>	<b>Term</b>	<b>Board</b>
X	1	1 Administration	Mahyar	Amouzegar	(18-19)	
X	2	1 Staff Council	David	Lambour	(18-19)	
X	3	1 SG President	Kenady	Hills	(18-19)	
X	4	1 Alumni Assoc	Amelia	Hatheway	(18-19)	
	5	1 Adjunct		TBD	(18-19)	
	7	2 Business	Joe	Beams	(16-19)	Budget
X	8	3 Business	Christy	Corey (SP)	(16-19)	
	9	4 Business	James	Logan	(18-21)	Budget
X	6	1 Business	Dinah	Payne (SE)	(16-19)	Administrative
X	10	5 Business	Duygu	Zirek	(18-21)	Academic
X	11	1 Engineering	Donald	Barbe	(17-20)	Administrative
E	12	2 Engineering	Dimitrios	Charalampidis (SE)	(17-20)	Academic
	14	4 Engineering	Guillermo	Rincon	(18-21)	Administrative
X	13	3 Engineering	Ting	Wang	(18-21)	Budget
X	27	13 Liberal Arts & Education	Brian	Beabout	(18-21)	Budget
X	25	11 Liberal Arts & Education	David	Beriss	(18-21)	Administrative
E	20	6 Liberal Arts & Education	Chris	Day	(17-20)	Academic
	17	3 Liberal Arts & Education	Kenneth	Farizo	(16-19)	Academic
X	16	2 Liberal Arts & Education	Ivan	Gill	(17-20)	Administrative
X	19	5 Liberal Arts & Education	D. Ryan	Gray	(16-19)	Academic
X	24	10 Liberal Arts & Education	Juana	Ibanez (SS, SE)	(18-21)	Administrative
	26	12 Liberal Arts & Education	Brett	Kemker	(18-21)	Budget
X	23	9 Liberal Arts & Education	John	Kiefer (SVP, SE)	(17-20)	Academic
X	21	7 Liberal Arts & Education	James	Mokhiber	(17-20)	Academic

X	22	8	Liberal Arts & Education	Peter	Schock	(17-20)	Budget
	15	1	Liberal Arts & Education	Robert	Stufflebeam	(17-20)	Academic
	18	4	Liberal Arts & Education	Zarus	Watson	(17-20)	Budget
X	28	1	Sciences	Nicola	Anthony (SE)	(18-21)	Administrative
	30	3	Sciences	Adlai	Depano	(18-21)	Budget
	29	2	Sciences	Ken	Holladay	(18-21)	Administrative
	33	6	Sciences	Gerald	LaHoste	(17-20)	Academic
X	35	8	Sciences	Steve	Rick	(17-20)	Academic
X	31	4	Sciences	Wendy	Schluchter	(17-20)	Administrative
X	32	5	Sciences	Greg	Seab	(17-20)	Administrative
	34	7	Sciences	Joel Andrew	Webb	(17-20)	Academic
X	36	1	Library	Connie	Phelps (SE)	(18-21)	Administrative
X	37	2	Library	Lindsey	Reno	(16-19)	Budget
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X	: Present						
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E	: Excused						
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L	: Late						
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### Approval of the minutes from 5/2/18 meeting.

- Mokhiber moved to accept the minutes. Gill seconded the motion. Minutes approved by acclamation.

### Updates from Faculty Senate President

- Current paycheck information for the new payroll system is available in WebStar for review. Payne reminds us to adjust the paperwork for your additional retirement savings (not regular retirement savings). Only one paycheck now so only half what you previously allocated will be deducted in the new payroll system. Update your paperwork with the Benefits office in Human Resources.
- Faculty travel reimbursement update. Kiefer has reached out to Helen Choi to ask if there is anything the Faculty Senate can do to help with faculty travel reimbursement issues. Choi will be compiling a list of helpful information for the Faculty Senate to consider forwarding to the faculty to inform us of ways to facilitate the process. The Senate will do what they can with faculty travel issues. Remember that there has been a lot of personnel turnover that has slowed the reimbursement process.
- New nameplates for Senate meetings. If you have editing changes, (nickname preference, misspelling, etc.) write changes on nameplate and changes will be made.
- A Faculty Council vote is likely by the next meeting. We will be moving to an electronic voting method so vote will not be delayed due to lack of quorum.

## News from UNO Office of the President

- President Nicklow welcomed the Faculty Senate to the new semester. There was a very successful move-in and convocation during the first week of school. It was a great week of welcome. Lots of positive comments from parents and students were received. Thank you to all the faculty who participated.
- We have 15 new faculty members on campus this fall. Many have overlapping credentials so they will be a great for synergy and collaboration.
- We have a new Dean of Students, Carolyn Golds.
- Tina Chang, is our new leader for professional development in Continuing Education.
- Enrollment. The census date has not occurred yet so the enrollment figures are not formally finalized. Dual enrollment figures not ready, yet. We are at 8000 students. 24% increase in applications from last fall. We are increasing our freshman and graduate students. We have lots that have graduated. 1023 freshman (2011 was the last time we had that many), 2000 more credit hours taken this fall over last year, and we have more full time equivalency students than last year. We have a 0.2 increase in ACT average from last fall. Retention numbers are rallying. Last year our retention from Freshman to Sophomores was 62.4%. This year 71.2% have stayed with us into their Sophomore year. Those on retention committee and faculty are thanked.
- There were two additional special sessions since the last faculty meeting in May. UNO was there supporting stable funding for the University. It was a successful lobbying and funding was secured for higher education.
- The Board of Regents has applied a new formula that cut our budget. They are finding ways to handle the new shortfall for instance the CERM building floor has been rented to Fish and Wildlife as a way to generate revenue to handle reductions.
- Nicklow wants to discuss salaries soon. Tomorrow a new commissioner of higher education, Kim Hunter Reed, will be here on campus. She has lots of experience including in Louisiana. There will be a Q&A during breakfast tomorrow at 7:45 am. Please come and ask questions. Nicklow's top question is regarding the Board of Regent's new formula. Is this formula the right formula for what we're trying to do? We are only public research facility in New Orleans, we are the only urban research facility in state in the UL system but our funds are determined same way as the schools in Ruston, Hammond, and Lake Charles. The formula is punitive for our goals and mission. The Board of Regents is pushing access and equity considerations, too. Are the admission criteria for our University adequately focused on access and equity goals for the Board of Regents.
- Upcoming events of note. Hall of Distinction event coming. It is a black tie event. Nov 1 is the distinguished Alumni Gala in WWII Museum.
- Introduced Carolyn Golds, Dean of Students. In addition to her expected duties she is concerned with freedom of expression and hazing laws.
- Questions?
- Mokhiber: Regarding the issue of raises, since our numbers are below 8500 for student enrollment, how does that affect the possibility of raises and when will we know something?
- Nicklow: The decision regarding raises has been put off until census day. The decision is based on enrollment and costs and we will be setting a target for raises. There are some models being presented to the committees making these decisions on how to allocate raises. He hopes to announce news by end of September. If our financial picture is up, we will try to do something with raises. How we welcome students the first week of school impacts retention and our faculty are doing their job well so we should be up.

## UNO Gender Pay Gap Report

- The *Gender Gap Analysis Report for Full-time Instructional Staff* has been released. It discusses faculty gender gaps only. The Faculty Senate and Staff Council asked for a gender gap report to be generated for their respective members. The staff report has not been generated yet. The report came from the Office of Institutional Effectiveness and Research, is dated July 24, 2018, and is posted in the faculty Moodle venue. It has been emailed as an attachment via Moodle to all faculty. Colby Stoever from the Office of Institutional Effectiveness and Research was recognized and thanked for his work on the report.
- In summary, UNO is on a trend to close the gender gap. Our gender gap in salary is in line with national trends. The recommendations at the end of the report include: being mindful of the gap and not letting it grow, focus on recruiting and hiring practices. Diversity initiatives are useful but ultimately salary negotiations should be considered.
- Discussion of results. Some of higher salary departments tend to be male dominated so some of the disparity reflected in the gender gap may be that.
- No college specific data by department in this report. If College wants to examine at their level, the college can request that information.
- Tang noted that on p. 3 of figures, male associate professors are getting paid slightly less than females. Perhaps salary compression issues are reflected in that figure?
- Nicklow: we have a significant gender gap. Looking by college and departments we see more compression. The University is currently operating on the Runi rule – when hiring, departments have to have candidate diversity or the job search doesn't move forward. Hire the best candidate but the candidate pool must be diverse. Some departments are predominantly women and those departments need to be diversified.
- Barbe – diverse candidates pool is good. Since gap is closing might be from recent hires. What about the women that have been here. They are the ones that are furthest behind. Look at pay gap for the long time employed women. The pay gap is not closing for them. Colleges need to look at individual departments to check for gender gaps. If the gap is to be filled out of college budget lines then it is likely that they cannot look that closely at the problem. New hires are what is causing the gap to close.
- Rick: Some departments might need incentives for hiring. Closing a job search if the candidate pool not diversified might be a good incentive.
- Kiefer, close the gap. If equity pay raises can happen perhaps use the raise money to close the gap. Hiring practice helps to close it, too. Discuss different ways to reach equity goal. It is unfair to people who have been here if we only resolve the gap with new hires.
- Nicklow: Compression is a normal topic across USA. Multi-year increases to increase equity are possible but that means no hires as the equity is reached. Perhaps the Faculty Senate could put together some alternatives.
- Schluchter: meeting with women on campus about this report. In those departments with no female faculty, perhaps the department should reach out to women on faculty on campus to help in the recruitment process to help female candidates feel that they are in the right place. It is great to talk about gender equity but make it a priority so it does not go away. Want to see progress.
- Corey: Updates would be useful. Will schedule to make sure we discuss it in the fall again. Have discussions within your colleges.

## Update from Office of Research and Sponsored Projects

- Matt Tarr, Vice President for Research and Economic Development, provided an update from the Office of Research. The PowerPoint presentation will be loaded into the Faculty Senate Moodle venue.

- Innovate UNO coming Nov 7-8. Campus wide activity. Trying to add high school student and alumni involvement, too, in addition to faculty and staff submissions. Abstract deadline is Sept 14. Faculty can encourage classes to participate – homework assignment to go to presentations. Class projects can be a part of the projects submission.
- Internal grants.
  - Creative Endeavor Opportunity – \$10000 award maximum.
  - Stimulating Competitive Research
  - Interdisciplinary Grant Development
  - International Collaboration (France or Austria) – recently announced. Trying to grow research and scholarly research. Grant will pay for a 1-4 week visit to France or Austria develop the collaboration.
  - Enhancing Departmental Undergraduate Retention – new program. This program is strongly supported by President Nicklow. We are still losing juniors and seniors so what are retention initiatives that can stop that? \$80000 over 2 years. Ideally, there will be two departments collaborating with ideas on how to retain students. A pdf file will be loaded into Moodle for us about this program.
  - Tolmas Scholars – new. Undergraduate engagement programs. \$50000 donation from Tolmas Charitable Trust. Want 75 undergraduates. If student working with you now, Tolmas will pay for that student’s salary. Encourage applicants. \$15/hr for researchers. Student applications due by Sept 14.
  - more information at: <http://www.uno.edu/orsp/FundingOpportunities/InternalFunding.aspx>
- External grants.
  - Board of Regents Support Fund. Upcoming deadlines in Sept & Oct. Workshops for colleges ongoing. Trying to get everyone aware of the opportunities. More information available at: <http://www.uno.edu/orsp/FundingOpportunities/FundingStateAgencies.aspx>
- Achievements in Research, Creativity, and Scholarship – An annual celebration of scholarly accomplishments. Faculty Awards for research, creativity and scholarship. Internal grant awards, Tolmas scholars and other achievement highlights. Awards ceremony is Jan 23.
- Itemized list of what the Office of Research and Sponsored Programs does. Oversight and support of UNO research, scholarship, and creativity
  - Finding funding opportunities and supporting grant applications
  - Supporting scholarship
  - Managing grant and contract funds
  - Oversight of grant, contract, and research compliance
  - Promoting campus success
  - Fostering external partnerships
- Explanation of how the ORSP gets Revenue and what its expenditures are. ORSP manages all the monies:
  - Revenue from F&A: Facilities and Administrative Costs
  - 46% on campus, 26% off campus
  - Lower rates must be justified (e.g. agency cap)
  - Covers actual costs to support research, scholarship, and creativity
  - Expenditures
    - ORSP personnel and operating costs
    - University facility expenses
    - Investment in UNO
    - Startup, internal grants, faculty awards
    - Cost share
    - PI Enhancement Funds
- Bar Graph of UNO Grant and Contract Expenditures. 2013 – 2016 downward trend from \$25 million to about \$16 million. 2016-2017 marks a slight upward trend.

- Bar graph of the portion of Medicaid Grant and Contract Expenditures for Externally Sponsored Programs. Amount of Medicaid expenses is growing to more than half of the expenditures in FY 18.
- UNO Developing Cluster Areas have not changed. The five are: Advanced Manufacturing and Materials, Digital Media for Advanced Education, Training Water and Coastal Resilience; Social, Health, and Community; Transportation and International Trade.
- There are startup funds provided across all disciplines. Instituted last year by Tarr. How much startup capital is available varies across discipline because what is important to each discipline is different. FY 2019, ORSP provided about \$800,000 in startup funding to 9 professors. FY 2019 \$1 million in startup funding for 15 professors.
- New Faculty Institute. ORSP and Academic Affairs have collaborated to help new professors. Guides new professors through research and teaching issues. Aimed at improving success rates and retention of students. 3 New Faculty Institutes held in the Fall 2018 and three in Spring 2019. Proposal writing workshops to be offered as well under this initiative. There are three Institutes each run by a different person (one of whom is Tarr). Hoping to expand offerings to full faculty. 15 new faculty are happy to know one another. These are strong cohorts between this and last year's new faculty.
- Please contact Tarr if you have questions or concerns (research@uno.edu or 504-280-6836. The Faculty Senate Moodle venue will have the PowerPoint posted.

### Changes to Payroll Scheduling and Academic Appointments

- Payroll FAQ: <http://www.uno.edu/workday/workday-07-12-2018.aspx>
- Questions regarding the new payroll schedule: Biggest concern so far is pay periods vs work periods. Paid over 10 month period so paycheck will be lower than when paid over 9 months. Grants in summer and extension of academic appointment. Grants for 3 months over summer still possible.
- Check with your dean/chair/business manager to make sure that your 101 appointment form has 15 Aug – 15 May dates on the form. The academic year will stay the same. Research can go from May 16 – Aug 15. Original note saying May 31 was end of academic appointment was incorrect. If grants for 3 months, your salary will roll the amounts into your monthly pay periods.
- Academic GAs going monthly as well through their academic appointment but will be. Bi weekly paychecks after this year. Human Resources and Payroll can answer those questions.

### Changes in leadership, membership in Senate Boards

- On the Senate roster, everyone has board assignments Budget, Administrative or Academic Board. Emails to be sent out by group to the members of each Board.
- Juliana Star is no longer in the Senate so a new Chair will be needed for the Administrative Board. Nicola Anthony is willing to step in. The Administrative board will continue to work on finalizing the tenure and promotion packet. The Faculty Senate needs to vote on packet and get the document available for review ASAP. Provost would like it to be finalized by the end of the fall semester if possible. Meeting time to schedule meeting soon email.
- Budget and Fiscal Affairs Board does not have much on its docket yet.
- The Academic board will be meeting soon.
- Paine: Are these Board assignments flexible? Can we review what we want to work on? Corey: Yes. Contact Corey if you want to be shifted to a different Board.

## Old Business

- Beriss – Regarding the evaluations of faculty. Every department was told to develop their own criteria for faculty evaluations but Faculty 180 has its own rubric. The departmental form had to be uploaded to complete the Faculty 180 evaluations. Why were two evaluations needed? Why were the evaluations from the department not the only one needed to be done? Corey will ask the Administrative Board to look into this. There is no clear understanding why the Faculty 180 form had to be filled out, too, if departments were asked to develop their own form. Double duty for chairs.

## New Business

- Beriss – Committees for promotion and tenure at college level are no longer part of process. What happened to faculty governance? Are there faculty committees still in place? Amouzegar: building new system for promotion and tenure. College and University committees needed for promotion and tenure issues. He has given his feedback on this issue to the Administrative Board and is waiting for response to finalize process.

## Adjournment.

- Beriss motions for adjournment. Barbe seconds the motion. Meeting ends at 4:45 pm.