



THE UNIVERSITY *of*
NEW ORLEANS

STAFF COUNCIL

STAFF COUNCIL 01.26.2023

Introductions

Dr. Darrell Kruger: delighted to be back

- During my onboarding, the goal was to shorten my runway to better understand UNO
- I didn't want to assume I knew UNO because I was here previously
- I wanted to thank everyone for the work you do to make UNO an attractive place for students and staff
- That doesn't make everything a bed of roses, but much of life is determined by our frame of mind
- Based on my onboard and listening, the one priority I wanted to highlight is the importance I heard for the need for communication and better communication and community building
- Community building takes place best in-person, and can be supplemented remotely which can be done effectively
- My lived south-african experience is that I can only be a human being in relation to other human beings.
- Look forward to more interactions and thank you for the opportunity

Dr. Colman Joyce

I've worked in higher ed for more than 20 years. I grew up working-class between Ireland and England. No one went to university, only a certain class went to university. I was lucky enough to come to the US through a lottery. I was working in Boston in an Irish pub, and there was a career bartender who told me to go to college. I went to Bunker Hill Community College. I felt like I didn't belong. I think of myself as an educational social worker. I think a lot about the students who come on campus and how they feel about it. I think a lot of our students would come on to campus and not want to ask a question. It's my mission in life to serve these populations.

I was the coast guard to get the GI bill. I had met a lot of people there who had gone to college and was like "they're not smarter than me" and that was great validation. The military was a great equalizer in that way. I worked in advising, marketing, public and private

My early goals was to work with the enrollment process to remove barriers for those who, like me, felt like they didn't belong

I've been using strategic enrollment areas right now. Focused on small areas. Then I'll broaden out

Environmental scout - looking at competitors, time to complete, cost differential, workforce, etc.

Data driven approach to enrollment. 1 2 3 years ongoing plan. It's constantly in flux and changing as trends are changing.

Dr. Nicklow: I'm thrilled to have these two on board.

One story from meeting Colman: We're all building an ERP for students, he had to tear one down. He told the story about when leaving Afghanistan, he had to destroy records of young women so that the Taliban wouldn't find them. If he knows how to tear one down, he can build one from the ground up.

Question & Answers

Question: Heard that there's a new facility services company. Can you tell us about that?

Answer: There's a lot of frustration with our current company. Started looking a long time ago. Bernhard - regional, better at maintenance and not just custodian. They're local and they have a lot of connections and resources. They're taking advantage of tax incentives.

- We haven't closed yet, but we're close.
- Over 2 year period they're going to replace 27 million assets
- More comfort, more reliability, less energy, less gas consumption, less water consumption. WE shouldn't actually see the impacts of this because of modernization. Predictability of utilities.
- Sustainability and energy bill we've talked about.
- They're making their money back through tax loopholes, etc.
- We're the first UL system in line for this
- Million watt solar array. 4 acres. Improve our electric bills. It's not going to be a toggle switch
- We have a lot of investments to make. Our systems are REALLY bad.
- It's going to be a two year build time.
- ABM will be custodian and grounds.
- Why not capital outlay? — that suggestion is just laughable

We get a lot of complaints from students about facilities. This would improve their learning environment.

Question: We work with students everyday, and there used to be a dashboard where we could see data, enrollment, and analytics, but we can't see the dashboard??

Answer:

Colby: Fall enrollment counts - we prioritized spring websites for helping people get enrolled.

The order of creating the data lists is:

Spring admit list which is a device that is used for advisors

Spring Admissions

Enrollment counts is the next piece to come online

Improvements: this will be go all the way down to majors

You can see the dashboard and request access to data here: <https://www.uno.edu/oier/data-resources>

You can always submit a data request for something that's not available here:
<https://www.uno.edu/oier/data-requests>

Nicklow: Colman and I meet pretty often, we were down 1000 students in the fall, we've been focusing on dual enrollment because we don't get a lot of students in spring.

Our applications were up so we didn't anticipate this drop.

Our goal is to make this a temp glitch

Technically should be 1000 in fall, 1000 in spring but we're only down 250.

We're focused on fall, changes in process to make it easier

Start smart, to get us back on track

Colman: Sarah and Myself have been looking at the summer period as a priority. We do communicate a lot with these applicants. A lot of it is transactional. We're trying to make more positive and engaging messaging

- We're working the academic side of the house, have them give information sessions at the colleges
- Have them come in during the summer to have a face to face, keep them connected
- Add a human touch
- The next steps stuff is very important, but you've really got to keep them engaged over the summer

Question: Can we ensure there is room in privateer place for our students? Since the pandemic they have been renting out to other local colleges like xavier and delgado.

Answer: Privateer Place isn't owned by UNO and they have other contracts with other schools, and it's become a really popular spot. UNO students have priority,

We work a lot with a lot of vendors and they need to make money too.

Follow-up Q: Are there going to be more student housing options in the future?

Answer: I assigned an MOU through the foundation to investigate a development on the east campus that would involve retail and housing. Feasibility study.

There is still interest in building a stadium - HS still don't have a place to play

We're not building a stadium, a developer is building a stadium

Question: this question might be selective hearing but it's not. I only picked up on Berhardt 27 million and something happening on campus. Will the rec center be included? We have panels that can't be turned off and our electricity is through the roof

Answer: yes it's the whole campus

Question: Can staff/faculty use the gym for free?

Answer: free usage would be a determination made by upper administration; the building exists because the students passed a referendum. The students pay a fee. We did just have a rate increase, with that rate increase staff still only pay 1.03 per day.

Staff wellness class was very popular and we'll be running both semesters now instead of just fall

Follow-up Q: Can everything be a payroll deduct? Yes, we have payroll deduction for the Rec Center. We're making it more continuous so you don't have to renew it every year. You can cancel your plan anytime. We're working on automatic bank/card deduction, too.

Question: you always see commercials for phoenix, etc, is there any plan where people can fast track other master's degrees

Answer: We do have some programs

Non traditional is now the main-stay. People want flexibility to be able to balance work, life, etc

Academic partnerships are happening

Question: I'm a graduate of LSU: over 50% of my peers were from the New Orleans area. Has there been any exploration into sports management, sports related, degrees for UNO?

Answer: We want programs where we have strengths, but also serve the region.

Question: Before college football, it's high school football. And alumni connections are really big in New Orleans. I'm working with my alumni Warren Easton. We used to go to our local high schools to help recruit students from alumni institutions. Is UNO planning to do more of this?

Answer: absolutely, one of the things i've experienced since i came here, one of the things i noticed was people are REALLY into their high school

Follow-up: piggybacking - legacy, when I was on the board at the alumni I tried to get them to notice this; we don't tap into that local culture of legacy. Every high school does that, but universities don't. We need to go after children of alumni.

Planting seeds as early as elementary, junior high, help build that legacy and excitement

Answer: We have a lot of New Orleans' residents who have some college but haven't finished, a lot of people in the service industry, etc.

We're looking into credit for prior learning, and do it in an authentic way, we'll really grow our adult population.

Elementary schools, chateau state is partnered with UNO.

Question: We've had multiple concerns and opportunities about UNO closure days. Lots of people love it and lots of people are struggling with it.

Answer: When we moved from LSU to UL system. All of our sister schools in the UL system do this. Anywhere from 5.5 to 10 closure days per year. I reached out to the HR offices there and they don't get complaints, even new employees. The only difference is that we have an anonymous email. If you have a concern about HR, please come talk to me, so we can talk about c

The comp hour plan go hand-in-hand with closure days. We can't have one without the other.

We give you options. You don't have to have leave on those days. You can work that day by filling out a form. You can earn compensatory time the day you start working and it can be accrued in small chunks, even an extra 15 mins a day or if you work an extra hour. There's so much work to do because we're short staffed.

We introduce comp hours to new hires now. We need to educate current staff and managers about what all qualifies for comp time.

The policy can be found here: <https://www.uno.edu/media/1861>

Announcements:

Vince - staff and faculty basketball game, we're going to have a reception,

UNO privateers . com / tickets

On the concourse right inside the door 3-4

Joy: I need volunteers for the Service with Jazz awards! We meet 3 times and one of them is a party!
Super easy! Join us!

Due to our exciting panel, here is additional information not covered:

Executive Committee Reports – February will be a business meeting and we will go over all committee updates.

Committee Reports –

- a. Staff Concerns and Opportunities
 - i. Police Department name change – The change came in June 2020 in response to a Student Government resolution that advocated for changes to the UNOPD, including areas of emphasis, need for de-escalation training, and modification to policy language. With regard to this specific question :The June 2020 change in unit title to the Department of Public Safety was made to emphasize that the department’s primary objective is safety for the campus community and to be consistent with nomenclature used by many peer institutions.
- b. Events Committee -
 - ii. Door Decorating Contest winners – please visit our website.
- c. Awards Committee –
 - iii. Service with Jazz

November – Emily Laan

December – Christopher Ndiritu

- d. Norma is heading communication committee and looking for volunteers.

Old Business –

- e. Farmer’s Market – February 16th

Next meeting is February 23rd via zoom!

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