



# THE UNIVERSITY *of* NEW ORLEANS

## STAFF COUNCIL

Staff Council: 11-18-2021

### Reports:

- I. **Treasury:** No changes to accounts.
- II. **Committees:** We've received a couple volunteers for committees. Joy will set up some introduction meetings. Bring a friend or new co-worker! 30 minutes, painless, but it's time to get rolling. Link: [Form Here](#)
- III. **Opportunities and Concerns:** We had one suggestion/concern come in. The one downside to the anonymous function is that if we have follow up questions, it can be hard to know if we're answering your question. If this was your question and the answer from HR does not fully address your concern, Please let us know and we can discuss it confidentially to get some clarity for you. Or you can submit a follow up question through the anonymous form.

**Question:** I would like to know if UNO would ever consider UNO experience in lieu of a degree for some positions.

**Answer from Human Resources:** When developing a job description, the duties and level of responsibility will drive the final title, salary range and qualifications. There are many positions at UNO where we allow degree substitutions for professional work experience, including time worked at UNO. There is no blanket rule that says we require degrees for all jobs.

### New Business:

- I. **DECK THE DOORS IS BACK!**
  - a. **The details:** Holiday door decorating is back. Individual and team competitions. One (1) prize for each category.
    - i. Dates: **December 13<sup>th</sup> to December 17<sup>th</sup>** – door must be finished by the 13<sup>th</sup>.
    - ii. Can start decorating on **November 29<sup>th</sup>**.
  - b. **Some basic rules:**
    - i. Don't mess up the paint
    - ii. No sticky stuff
    - iii. Door must still be functional.
    - iv. Other than that, have fun!
- II. **Student Involvement Updates & Book Sales**
  - a. **NPHC book sale:** LeeAnne - We've received over 50 books already. Black greek letter organization is doing a book drive for kiddos in town. [They have an amazon book list](#) focused on

books by black authors and about the black experience. Books will ship to LeeAnn on campus. Drive closes on November 29<sup>th</sup>.

- b. **Holiday Cheer for Student Workers!** LeeAnn's office is doing a fundraiser – if you supervise student workers [we're fundraising for mugs](#) that say "My boss thinks I'm awesome!" funds go to SIL and to support students.
- c. Library is having a book sale at the library, **Thursday, Friday, Saturday, Fourth floor.**

III. **Public service loan forgiveness program:** The Biden administration has made some amendments to the Public Service Loan Forgiveness program and employment at UNO qualifies. If you have not done so already, [please check out the program](#)

- a. if you have 10 years of public service, you can submit your information and you may be able to have your loans forgiven.
- b. Qualifying payments have changed to a broader scope – now they accept all the plans.
- c. If your payments didn't qualify before you can go to the website, fill out the form, go to HR, and get it all submitted.
- d. If you were in the program during covid and didn't make payments during the pandemic, you still qualify.

#### Old Business:

- I. Bylaws: We voted on the amendments made to the bylaws. The motion past. We can continue to make amendments! It's a living document.

#### Miscellaneous Business:

- I. We're looking for a speaker on the issue that Jody brought up about student workers struggling to balance studies, pandemic life, and work on campus. We can start a committee; Randall is happy to head that up. Maybe we can have some students on the committee so they can help us understand what they're going through.
  - a. International students are always looking for jobs – delays with social security
  - b. Nancy is happy to advertise positions for graduate students. Having a non-resident waiver fee is super helpful for international graduate PA
- II. **Question:** Food drives? Food donations through the cafeteria for second harvest. Plus the food pantry on campus.

#### III. **Telework Policy**

**Question:** Have we heard anything about student workers being able to have WFH options? It might make the on-campus positions more appealing. And what about professional assistants?

**Answer from Karen Paisant:** Student worker policy: we don't allow outside students to telework with the exception of the Medicaid contract. The telework policy specifically excludes student workers and graduate assistants. We can bring it back up with the president.

- a. New employees must work in-person for 6 months.
- b. President doesn't want full 100% telework. It has to be medical need

- c. There was some confusion about a changes to the telework policy and an email sent by the Provost. President Nicklow thinks the telework policy has been effective and wants to keep it in place. The only change to the policy is that you will need to say exactly what days of the week and times you will WFH. You must be available by phone or email during these times. A lot of the implementation of the policy is left up to the department.
- d. The link to the new form is in the telework policy.

Randall is thankful for everyone 😊

### Addendum: Zoom Chat & Participant List

10:02:54 From Joy B. (she/her/hers) to Everyone:

Sign up for a staff council committee:

[https://forms.office.com/Pages/ResponsePage.aspx?id=9dvUMQRAaUS\\_7t8pSp3hUDcxBbjD8VhCil1PPYZlyF1UQ0wyNVRyUEU5QjEzRVJJTDdNU1pDVERFQS4u](https://forms.office.com/Pages/ResponsePage.aspx?id=9dvUMQRAaUS_7t8pSp3hUDcxBbjD8VhCil1PPYZlyF1UQ0wyNVRyUEU5QjEzRVJJTDdNU1pDVERFQS4u)

10:05:55 From Rami LeBlanc to Everyone:

yayyyyyyy\

10:07:05 From Joy B. (she/her/hers) to Everyone:

Sign up for the door decorating competition: <https://forms.office.com/r/hpUAryHUHL>

10:07:58 From Amanda Robbins she/her/hers to Everyone:

Awesome!

10:08:08 From LeeAnne S. (she/her/hers) to Everyone:

[https://www.amazon.com/hz/wishlist/ls/3D350JLZBYEWO?leftNavSection=Shopping&ref\\_=abls\\_Inv\\_sl](https://www.amazon.com/hz/wishlist/ls/3D350JLZBYEWO?leftNavSection=Shopping&ref_=abls_Inv_sl)

10:09:47 From Sam Hoyt to Everyone:

This is awesome! Thank you!

10:10:02 From LeeAnne S. (she/her/hers) to Everyone:

[https://www.customink.com/fundraising/unosil?pc=TXN-167786&utm\\_campaign=fr\\_sup\\_confirmation\\_purchase&utm\\_source=fr\\_supporter\\_txn&utm\\_medium=email&utm\\_content=campaign](https://www.customink.com/fundraising/unosil?pc=TXN-167786&utm_campaign=fr_sup_confirmation_purchase&utm_source=fr_supporter_txn&utm_medium=email&utm_content=campaign)

10:10:04 From Leslie Lindsey (UNO) to Everyone:

Great idea!

10:11:24 From LeeAnne S. (she/her/hers) to Everyone:

I love the book sale!

10:11:26 From Gay Parvazi to Everyone:

My favorite time of the year! Book Sale!!!!

10:11:42 From Julie Landry to Everyone:

<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

10:14:45 From Gay Parvazi to Julie Landry(Direct Message):

Hi, Julie. Could you add me to the list for the Staff Council meeting calendar invite?

Thank you!

10:15:16 From Julie Landry to Gay Parvazi(Direct Message):

I do not make the list, unfortunately! I send it out to the "All Active Staff" auto-list. You might need to contact IT to get added to it!

10:15:32 From Gay Parvazi to Julie Landry(Direct Message):

Gotcha! Thank you!

10:16:17 From Julie Landry to Everyone:

<https://www.uno.edu/staff-council/bylaws>

10:18:11 From LeeAnne S. (she/her/hers) to Everyone:

Ross = the average voter hahaha

10:23:45 From LeeAnne S. (she/her/hers) to Everyone:

I think it's easier to find good-paying jobs off campus-- and if students are taking more online classes, the perks of working on campus may be less enticing for them

10:23:58 From LeeAnne S. (she/her/hers) to Everyone:

\*Easier than it used to be!

10:24:26 From Eileen Dooley to Everyone:

Having the same issue finding a Graduate Assistant...

10:25:15 From Julie Landry to Randall Menard(Direct Message):

Ross then Nancy Biggio have both raised their hands (when you have time!)

10:26:23 From Coleen Maidlow to Everyone:

I'm in a national group for international student advisors, and the issue of delays at the social security office came up recently. If you've had issues with this recently, please let me know and I can get with Christie Thomas cause there might be some options if they've applied but haven't received the card yet.

10:26:40 From Eileen Dooley to Everyone:

I'll definitely send your ours Nancy :)

10:28:52 From Coleen Maidlow to Julie Landry(Direct Message):

As a former international graduate assistant on campus, I just want to say that we really really appreciate work opportunities on campus :)

10:29:22 From Coleen Maidlow to Everyone:

As a former international graduate assistant on campus, I just want to say that we really really appreciate work opportunities on campus :)

10:29:42 From Karen Paisant to Everyone:

I do not believe the student employment policy allows the hiring of student workers outside of the University with the exception of Medicaid.

10:33:10 From Sam Hoyt to Everyone:

I heard there was also going to be a reduction in the number of hours we're going to be able to work remotely starting in December. Is this accurate?

10:33:26 From Coleen Maidlow to Everyone:

I heard that too

10:33:36 From LeeAnne S. (she/her/hers) to Everyone:

I heard that, too

10:33:53 From Ishubert to Everyone:

The Provost sent an email out yesterday stating that only 8 hours of teleworking is allowed unless you get higher approval. Personally, I think it should be all or none. Some people cannot telework because they are the only administrative staff in the department/office.

10:36:09 From Ayana Olatunji (she/her) to Everyone:

I'd like to ask why the policy couldn't be amended to simply require employees to work in person on the same day(s) per week and the same days remotely in order to potentially reduce that confusion instead of lowering the amount entirely?

10:38:43 From Kristy Askam to Everyone:

That is a great idea. It is impossible to find that form.

10:39:00 From Eileen Dooley to Everyone:

The Provost said that 8 hours is what would automatically be approved. More than that would require justification by the employee and supervisor approval, but could still be approved.

10:40:11 From Kristy Askam to Everyone:

How are policy updates and changes communicated to campus? If we don't review the policy pages, there is no way we know when policies are updated or changed.

10:41:38 From Amanda Robbins she/her/hers to Everyone:

:) Happy Thanksgiving!

10:42:07 From Kristy Askam to Everyone:

Thank you!

10:42:16 From Monique Nolan Legendre to Everyone:

Thank you!!

10:42:18 From Tiffany C. (she/her/hers) to Everyone:

Happy Thanksgiving!!!!

10:42:48 From Julie Landry to Everyone:

Shameless plug! We are having the InnovateUNO Awards Ceremony live-streamed on YouTube at 12:30 PM! Come join us if you can! <https://youtu.be/moll9Yyuytc>

10:42:59 From Joy B. (she/her/hers) to Everyone:

Sign up for the door decorating competition: <https://forms.office.com/r/hpUAryHUHL>

10:43:34 From Gay Parvazi to Everyone:

Happy Thanksgiving from UNO Federal Credit Union!

The UNO Staff Council is dedicated to providing the best possible representation for the staff of the University. Our goal is to identify ways to support and enhance the lives of our valued fellow staff. Staff Council welcomes input from the entire university community in order to make the University of New Orleans the best place to work and prosper in the City of New Orleans and the State of Louisiana.