



TULANE UNIVERSITY
Staff Advisory Council

Tulane Staff Advisory Council Minutes

January 22, 2026

Yulman Stadium – Glazer Family Club

Present: Lesley Bertrand, Shantrella Baptiste, Trina Beck, Bethany Branson, Julia Broussard, Rosalind Butler, Robert Carter III, Leisha Deriso, Tara Desko, Vanessa Durbin, Dale Hall, Nadejda France Jenkins, Bobbie Garner-Coffie, Jason Fujinaga, Christine Fisher, Theresa Glissman, Harrison Giese, Samantha Grabert, Katherine Gruber, Brenton Guerin, Cara Guilbeau, Katherine Hague, Dale Hall, Michelle Illidge, Korey Lane, Heather Marinaro, Analene McCullough, Jason McFarland, Carrie Moulder, Dyaisha Orgah, Alundis Pledge (proxy), Amelia Prados, Angelique Smith, Stacey Stanson, Wendy Stark, Alexa Sturtz, Tyrus Stewart, Carl Thomas Jr., Elizabeth Tierney, Tyler Tran and Austen Williams

Excused: Will Ferbos and Marie Maywalt

Absent: Auranyd Alvarado, Kellie DeBroeck, Leisha Deriso, Sarah Entress, Crystal Guillemet-Williams, Kellie Jordan, Michelle Illidge, Amanda LaBella, Mary Letsch, Virginia Romero, Jonathan Small, Alexa Sturtz, and Phillip Williams

Call to Order and Introductions

The meeting was called to order at 3:06 PM by chair Rosalind Butler.

Roll Call

Roll Call was conducted by SAC secretary Harrison Giese

Agenda Items

1. Approval of Meeting Minutes

- It was motioned that the November meeting minutes be recorded and approved by chair Rosalind Butler and seconded by SAC rep Jason McFarland. No official meeting was held in December.
- Chair, Rosalind Butler, stated that President Mike Fitts was the guest speaker and he would share university updates.

2. Updates from Human Resources

- Stacey Stanson reported that WaveWorks was on track to launch in March. Everyone should have received an email that came out about the new job performance review competencies for 2026. Currently, we have four competency requirements. This will be expanded to six or seven. Managers will also have an additional competency metric. There will be additional sessions coming up to go over the competencies. Throughout the year, there will be sessions on each specific competency that provide more detail and explain how it applies to your position. General information can be found on the Job Development website, including performance reviews, competencies, waivers, and other related materials.

3. Officers' Reports

- University Senate Committee report by Heather Marinaro – no updates
- Board of Tulane University by Rosalind Butler – no updates

4. University Committee Reports

- Budget reported by Nadejda France
 - FY'27 fiscal assumption was approved
 - FY '25 budget was met and produced a clean audit; the university had 1.7% operating margin (\$26,578M of \$1,594B budget)
 - Q1 FY 26 results are on budget, balance sheet is growing. Graduate enrollment is not where it needs to be
 - The budget needs to be more sustainable, rating agencies' concerns, our controls are working; financial trajectory on Tulane financial statements; operating margin reflects investments that Tulane is making vs. growing endowment; average endowment spend is 5%, same regardless of economy
 - **Revenue:** Undergraduate tuition will be \$70,296, a 4% increase; Fall UG class target is 1,850; an average full-time undergraduate enrollment target of 7,850 students; room rate for student housing will increase by 4.0%, meal plan by 4.25%; The average occupancy rate for the year is projected to be at 97%; target for Unrestricted Private Gifts will be \$15 million; The Medical Practice Related operations will be budgeted at breakeven or better; Athletics subsidy is planned not to exceed \$26.5 million

- **Expenditures:** 3.0% salary pool; a .25% faculty and staff salary pool is allocated for compensation adjustments - 3.25% salary increase pool; non-salary expenses are targeted at FY 26 budget
- Committee on Committees by Rosalind Butler – no updates
- Equal Opportunity & Institutional Equity by Juilia Broussard – no updates
- Faculty and Staff Benefits by Rosalind Butler

An overview of the meeting topics was provided:

- Understanding the current relationship with Willow Schools regarding preferential placement for children of Tulane staff and faculty
- Tulane Tuition exchange program – gather data on how many Tulane students apply and are accepted through the program
- Delta Dental benefits – concerns raised regarding limited provider options
- Sick time for faculty and short-term disability - committee discussed the need for clearer communication and more effective dissemination of information related to sick time, FMLA, and disability policies
- Information Technology by Dyaisha Orgah – no updates
- Physical Facilities by Nadejda France – the committee discussed the ban on electric bicycles, scooters, and motorized personal vehicles on campus. The concerns included battery fires from e-bikes, pedestrian safety, commuting options for staff/faculty becoming limited, restrictions going against university environmental policies, and policy overreach in that ban exceeds peer institution approaches
- Social Issues by Analene McCullough – no updates

(The agenda was moved to the guest presentation. An introduction of President Fitts was given by the chair.)

5. Guest Speaker President Mike Fitts – highlights from the presentation covered:

- WaveWorks will be launched in March
- Uptown campus transformation; The Village in Richardson Memorial, School of Architecture expansion, and Bayou and Fogelman Residence Halls completed
- Louisiana Promise – provides grants and scholarships to make up the difference between what Louisiana families earning less than \$100,000 per year can pay
- Established the Committee on Institutional Neutrality and Academic Excellence

- Launch of the Tulane Energy Forum
 - Dedication of new indoor practice facility and the Alexander Community Sailing Center
 - Utilizing Charity Hospital as its hub, the Downtown campus expansion will leverage its academic enterprise to attract companies, philanthropists, entrepreneurs, and other institutions.
 - Upon completion, the downtown campus will consist of 25 buildings, 4.5 million sq ft. space, 5,000 employees, 4,000 students, \$400 mm in research, and span more than 2 city blocks
 - Research is on the rise, Tulane's federal funding has nearly doubled, and it is now among the highest growth rates of any university nationwide. The economic impact is assessed at 5.2 billion, creating 30,300 jobs statewide.
 - Tulane Innovation Institute has a 10-year goal of producing 204 startups and spinouts
6. Due to time constraints, the chair moved that the remaining agenda items be tabled until the next SAC meeting. The motion was seconded by vice chair Heather Mariano.
7. The next SAC meeting is scheduled for February 22 via Zoom