



TULANE UNIVERSITY
Staff Advisory Council

The Tulane Staff Advisory Council Meeting Minutes
Zoom Meeting
November 20, 2025

Attendees: Trina Beck, Lesley Bertrand, Bethany Branson, Rosalind, Butler, Rob Carter III, Kellie DeBroeck, Leisha DeRiso, Tara Desko, Vanessa Durbin, Sarah Entress, Nadejda France Jenkins, Jason Fujinaga, Bobbie Garner-Coffie, Harrison Geise, Theresa Glissman, Samantha Grabert, Katy Gruber, Brenton Guerin, Cara Guibeau, Crystal Guillemet-Williams, Dale Hall, Bennetta Horne, Michelle Illidge, Kellie Jordan, Amanda LaBella, Korey Lane, Heather Marinaro, Marie Maywalt, Analene McCullough, Jason McFarland, Carrie Moulder, Dyaisha Orgah, Alundis Pledge, Shawn Potter, Angelique Smith, Stacey Stanson, Wendy Stark, Tyrus Stewart, Carl Thomas Jr., Elizabeth Tierney, Tyler Tran, Austen Williams, and Phillip Williams

Excused Absences: Will Ferbos, Jonathan Small, Katherine Hague

Absent: Aurand Alvarado, Shantrell Baptiste, Juila Broussard, Christine Fisher, Mary Letsch, Amelia Prados, Virginia Romero

Chair Rosalind Butler called the meeting to order at 3:02 PM. Announcement of guest speaker Brian Johnson, VP of Facilities and Auxiliary Services.

1. A virtual roll call was done by SAC secretary Harrison Giese
2. Reading and approval of meeting minutes were done by SAC vice-chair Heather Marinaro. Nadja French noted that the October minutes had an incorrect date for the Physical Facilities Committee meeting. The date should read November 17, not January 17.
3. Human Resources Update – Stacey Stanson
Stacey provided updates on WaveWorks, stating that it's in testing and expected to be ready for launch in the Spring. She encouraged folks to utilize the kudos cards available through the Talent Development website. It's a great way to acknowledge colleagues for the stellar work that they're doing.

4. Officer Reports

- The University Senate Committee was presented by Heather Marinaro. During the November 3 meeting, an updated list of committees was provided, and the minutes were approved.

President Fitts' remarks included:

- Recognition of Anita Raj, Exec Dir of Newcomb Institute, was elected to the National Academy of Medicine
- Classical studies professor Susann Lusnia received national press for assisting Daniella Santoro with identifying the ancient Roman tombstone found in an uptown backyard.
- Student Morgan Bennett was named the Newman Civic Fellow by Campus Compact
- Primate Center was renamed the Tulane National Bio-Medical Research Center, to reflect its broader scope and impact
- The bowling, football, men's and women's cross-country teams were all nationally ranked this year
- Fitts has established the Committee on Institutional Neutrality. Professor Doug Harris serves as chair. SAC officers Roz Butler and Heather Marinaro have been asked to join. A full list of other committee members, along with the charge of the committee, can be found on Tulane's website.

5. Committees on Committees – Rosalind Butler reported there were no new updates.

6. Senate Committee Reports

a. Budget Committee by Nadejda France

The budget committee met on November 17th to review fiscal year 2025 results and discuss budget assumptions for fiscal year 2026. Last year's budget was certified by Deloitte and Touche, with an operational margin of 1.7%, which is below the sustainable range of 6%. The committee approved the budget assumptions, which will be presented to the Senate. Other reporting includes:

- Last year's budget was met
- The University has positive operational margins
- Strong endowment policy and spending remain at 5%
- Undergraduate tuition will increase by 4% and meal plans by 4.25%
- Unrestricted gifts are anticipated to be \$50 mil

- b. Equal Opportunities & Institutional Equity Committee – no updates
 - c. Faculty and Staff Benefits Committee – no updates per Marie Maywalt
7. Information Technology Committee presented by Dyaisha Orgah

The IT Senate Committee meeting was held on November 18. The committee discussed concerns about the university's personal device policy implemented on October 6th, particularly regarding monitoring and remote wiping of personal devices. The committee was asked to review the policy and its implications, which were overly broad. The implications surrounding university access to data through dual authentication. Landlines are being phased out, so reliance on personal phones is increasing. IT leadership clarified that no enforcement would occur before the new year and assured that no personal communication would be monitored. The new policy aligns with industry-standard security for access to Box and Outlook. There are plans to provide clearer policy language. IT leadership will be in future meetings to:

- Clarify what actually is being monitored
- Describe what data can be wiped
- Explain how remote wipe works
- Review policy language so that it is less alarming
- Discuss updates for Degree Works to eliminate confusion around what's required for degrees
- Share classroom technology upgrades for in-person and remote teaching
- Establish a sub-committee for AI integration

8. Physical Facilities was presented by Nadejda France

The committee met on October 29. Ron Scalise shared that the Physical Facilities annual report was presented at the faculty senate meeting. The meeting covered ongoing construction projects, with a focus on the Charity Hospital redevelopment. There are (2) completed projects and (9) active projects, with a \$234 million budget. The total cost for the Charity Hospital development is \$400 million, but Tulane does not assume the entire cost. Parking was also discussed at the meeting. Juniors will no longer be allowed to park on campus to offset the imbalance of parking availability. There was a motion to ban e-scooters that will be brought before the Senate with recommendations on Dec 1. The reason was due to emissions and batteries catching fire.

A question was asked whether the inflatable practice facility on S. Claiborne Ave. is permanent. The response was yes, but the decision was made outside of the Physical Facilities committee, which is not a common practice.

9. Social Issues Committee presented by Analene McCullough

The Social Issues Committee met to discuss the committee's charge and two student petitions regarding changes in the federal administration and the relocation of the Q Spot over the summer. Students were not made aware of its relocation from the Carolyn Barber Pierre Center. The committee explored how to handle student petitions that were originally sent to the President's office and are now redirected to the Office of Academic Excellence and Opportunity. The goal is to have the Social Issues Committee serve as a conduit for resolving pressing student issues. The committee will also develop a process for sharing information between committees.

10. SAC Committee Reports

- a. Toy Drive - The group then considered the future of the toy drive, with suggestions to adopt a specific organization like the foster care system for targeted donations, and discussed past experiences with CASA donations and the need for better feedback on donation impact.
- b. Social Media – Roz Butler reached out to the University Communications and Marketing team for guidance on setting up a SAC social media campaign

11. Old Business - Return to Work policy

Trina Beck shared updates on HR's plans for flexible work arrangements, including training sessions for managers and updates to the HR website to clarify flexible work arrangement options, anticipated to start in January 2026. Roz and Phillip discussed the need for further review and potential follow-up meetings to address any unresolved questions.

12. Guest presenter – Brian Johnson, VP of Auxiliary Services and Real Estate.

- a. Brian explained that the university lost 312 parking spaces when Claiborne lot was taken offline for the new practice facility, resulting in the Diboll Garage becoming a full-time parking site. Also, the parking problem was compounded by the university selling 600 slots to juniors. A policy shift was made that disallowed juniors from parking on campus. This shift created 265 daily open slots in Diboll between 10 am and 3 pm that remain unfilled.

Brian noted that Engineering Road, which reopened in the fall after being closed for 3 years, has 89 spaces designated for faculty parking, though some are underutilized because faculty now park at Loyola University.

Rosaline questioned the availability of faculty parking for staff, while Analene McCullogh highlighted issues faced by mobility-impaired staff members, including difficulties with parking and shuttle services, prompting a discussion about improving transportation options and parking accessibility. The on-demand option requires a 24-hour notice.

Brian explained that on-demand transportation services have been a challenge in meeting the needs of all the constituents across campus. The discussion also addressed parking enforcement concerns, with Brian noting that they have a low tolerance for permit violations and are actively pursuing frequent offenders who park illegally.

Amanda Labella asked about downtown parking at 1515 Poydras and other possible parking options. Current parking is going up from \$50 to \$125.

Brian requested time to review all the parking concerns and respond to SAC.

The chair announced the Dec 17 social and the Jan 22nd meeting with President Fitts.

Meeting was adjourned