



**LSU Faculty Senate Meeting**  
**3:00 P.M., Thursday, May 1st, 2008**  
**Atchafalaya Room, LSU Union**

Attendance

*Faculty Senate Executive Committee members present:*

- |                                     |                                       |
|-------------------------------------|---------------------------------------|
| 1. Kevin L. Cope (Senate President) | 4. Pratul K. Ajmera (Member-at-Large) |
| 2. Andrew Christie (Vice-President) | 5. George Stanley (Member-at-Large)   |
| 3. James R. Stoner Jr. (Secretary)  | 6. William H. Daly (Past President)   |

Parliamentarian: Charles N Delzell (present)

*Senators present:*

- |                          |                       |                         |                         |
|--------------------------|-----------------------|-------------------------|-------------------------|
| 1. Pratul K. Ajmera      | 12. Emily Elliott     | 23. Vincent J. Licata   | 34. Kevin Smith         |
| 2. Priscilla D. Allen    | 13. Jeffrey Gillespie | 24. Katia Madsen        | 35. Edward Song         |
| 3. Nicholas G. Apostolou | 14. Robert K. Goidel  | 25. Alison McFarland    | 36. James R. Stoner Jr. |
| 4. William W. Armstrong  | 15. Scott W. Harris   | 26. Patrick McGee       | 37. George Stanley      |
| 5. Sue G Bartlett        | 16. Paul L. Hrycaj    | 27. Douglas McMillin    | 38. Jeffrey Tiger       |
| 6. Henry D. Bellamy      | 17. Lisa Johnson      | 28. Kenneth W. McMillin | 39. Beth N. Tope        |
| 7. Kevin L. Cope         | 18. P. Lynn Kennedy   | 29. Jorge F. Morales    | 40. Dottie Vaughn       |
| 8. Hollis Utah Cox       | 19. Jeremy King       | 30. Bruce Mark Olcott   | 41. Richard Warga       |
| 9. Charles N Delzell     | 20. Joan M. King      | 31. Su-Seng Pang        | 42. Paul Wilson         |
| 10. Dennis W. Duffield   | 21. Jeff S. Kuehny    | 32. Erwin D. Poliakoff  |                         |
| 11. Bruce E Eilts        | 22. Richard L. Kurtz  | 33. Adelaide Russo      |                         |

*Proxies for absent Senators:*

Jorge F. Morales for Boryung Ju  
Andrew Christie for Paul A. Larock  
James R. Stoner Jr. for Suzanne Marchand  
Kevin L. Cope for Heather McKillop, Carol E. O'Neil, Steve Ross, Dan B. Rinks  
John Fletcher for James L. Murphy  
Frederick Sheldon for Dorothy Prowell  
George Stanley for Kelly Rusch  
Scott W. Harris for Patsy Scates  
Su-Seng Pang for Muhammad Wahab  
Jeff S. Kuehny for Maud Maureen Walsh  
Charles N Delzell for Michael Wascom

*Senators absent without proxies + (# of absences without proxies):*

- |                          |                             |                           |
|--------------------------|-----------------------------|---------------------------|
| 1. Fred Aghazadeh (4)    | 7. Steve Hand (2)           | 13. Dan B. Rinks (5)      |
| 2. Linda Allen (2)       | 8. Wanda Hargroder (2)      | 14. Keith Robinson (9)    |
| 3. Jacqueline Bach (3)   | 9. Jennifer L. Jolly (4)    | 15. Frederick Sheldon (2) |
| 4. Brittan A. Barker (6) | 10. Ronald F. Malone (6)    | 16. James Sullivan (18)   |
| 5. D. Larry Crumbley (3) | 11. Cathy S. Marshall (26)  | 17. Richard White (3)     |
| 6. Juhan Frank (2)       | 12. Frederick G. Ortner (9) |                           |

### **Introduction of Guests**

Guests were introduced and urged to sign in on the attendance sheet. Guests attending the May meeting included:

Astrid Merget, Vice Chancellor and Provost  
 Robert Doolos, University Registrar  
 Don Howard, Career Services – Staff Senate  
 Sudhir Trivedi, Southern University Faculty Senate  
 Rita Culross, LSU College of Education (ETTP)

### **Consideration of the Minutes for the meeting of April 16, 2008**

Senator Paul Wilson moved and Senator Chip Delzell seconded that the minutes for the meeting of April 16, 2008, be approved, and so they were by the Senate.

### **President's Report**

President Kevin Cope began his report by noting that the Ad hoc Committee on Interdisciplinary and Interdepartmental Programs had asked for more time before submitting their report. He reported that H.B. 179, which concerned the proposed conversion of sick leave to “paid time off” was still pending before the legislature; he noted that the Senate had discussed the matter at its last meeting, that Marian Caillier of Human Resource Management had posted relevant documents on the HRM website, and that faculty with a strong opinion ought to present that opinion to their state legislators. He promised to upgrade the Benefits Committee of the Faculty Senate to address such issues in a more disciplined manner and to communicate with the provost about them. At the LSU System level, he mentioned that there had been a beginning of dialogue on exigency procedures, and he had questioned System President John V. Lombardi about faculty governance. President Cope also announced plans to visit with faculty at LSU-Alexandria to describe how our faculty senate works, and he drew attention to Faculty Senate Resolution 06-05, which called for faculty representation on the LSU Board of Supervisors. Finally, he discussed a new organization of SEC Faculty Senates, which, tracking the SECAC, an organization of SEC provosts, aimed to find ways collaborate rather than compete for scarce resources; he noted in particular that the SEC schools measured as attaining the highest quality in academics also had the strongest faculty senates, for example, Florida, Georgia, and LSU, and he concluded that faculty governance looks to be an asset.

### **Informal Question from the Secretary-Elect Concerning the Technology Appropriate for Recording Senate Transactions**

Secretary-Elect George Stanley, who had in his possession a small digital high-tech camera, asked whether any members thought that recording Senate proceedings would inhibit or encourage our deliberations. No general objections were raised, one member noting that one could always request that the camera be turned off if controversial opinions might be at play, though another noted that Faculty Senate meetings were open as a matter of state law and that minutes would still be taken.

### **Presentation by Provost Astrid Merget**

Provost Astrid Merget addressed the Senate at length as her first academic year in the office was coming to a close. She concentrated on the Flagship Agenda, which she described as one of the magnets that had drawn her to LSU, and she drew in her remarks on a progress report concerning that Agenda that she had delivered to the LSU Board of Supervisors the previous week. She began by noting the signal accomplishment of the consensus that has formed around the Agenda as a plan for the University, adding that a committee of deans under the leadership of Dean David Cronrath of the College of Art and Design had been charged to formulate an LSU imprint upon the generic aspects of the Agenda. She reviewed a number of figures concerning the number and quality of undergraduates, which by most measures show improvement; still needed are efforts to improve the racial and cultural mix of students, to attract students with credentials just below our average who are deflected from attending, and to further shorten the time to graduation. Graduate student numbers and quality are also up, though there is a need to increase their proportion among the student body to 20%, to better fund them, and to increase the proportion of African Americans and Hispanics. Concerning faculty, she noted that overall numbers were up, so were caliber and salaries, although the University has felt the pressure of the market in competing to retain excellent faculty and has sometime

risked becoming a “farm team” for other universities; here, too, diversity was a concern. Facilities and funding were matters of greater worry; she gave an example of the length of time it now takes to renovate a single building, and she pointed out that the Forever LSU campaign, for all its notable success, was no substitute for continued state funding. Brief discussion followed, mostly about questions concerning capital outlay projects.

## **Old Business**

### **1) Second and Final Reading of Faculty Senate Resolution 08-04, “Mentoring Resolution from the University Commission on the Status of Women”**

Senator Adelaide Russo rose to present the second reading of Senate Resolution 08-04, which had initially been introduced at the Faculty Senate meeting of April 16<sup>th</sup> and can be found in the minutes for that meeting. She presented a revised version to the Senate for its consideration, taking into account the discussion that had ensued upon the first reading. Minor changes were made with general consent to the wording of the final two paragraphs. Senator Andrew Christie again spoke against the resolution, addressing what he saw as the fundamentally flawed notion of mentoring and advised units to continue to think about this, but Senator Russo thought there should be uniformity across units. The amended resolution was adopted by a vote of 33 to 12.

#### **Faculty Senate Resoution 08-04, “Mentoring Resolution [from the University] Commission on the Status of Women 2006-2007”**

WHEREAS it is in the interest of Louisiana State University and in keeping with the Flagship Agenda to recruit and retain highly qualified Faculty Members

WHEREAS the charge of the Commission on the Status of Women is to report, recommend and initiate policy changes to the Provost on matters pertaining to assuring the optimal conditions for women Faculty, Students and Staff to fulfill their designated roles and contribute effectively to the university

WHEREAS Faculty, Students and Staff should be given every possibility to acquire knowledge of the administrative regulations and professional expectations in their respective disciplines and occupations

WHEREAS the Commission on the Status of Women has examined the structures for mentoring in departments, colleges and units throughout the Baton Rouge campus

WHEREAS in undertaking this study the Commission on the Status of Women has discovered a wide-range of variance in mentoring programs from their total absence to effective well-structured documents on procedures and practices

WHEREAS the Commission on the Status of Women has gathered and evaluated documents and materials on mentoring practices throughout the Baton Rouge campus

WHEREAS Mentoring Reports are not part of the Promotion and Tenure materials as stipulated by PS-36

THEREFORE BE IT RESOLVED that the following recommendation by the Commission on the Status of Women for establishing mentoring procedures be presented to the Provost, Chancellor and Faculty Senate of Louisiana State University and be adapted by all units within the Louisiana State University.

Although, given the nature of mentoring, it is not possible to require that mentoring be mandatory, each department or unit in the university should establish a structure for mentoring which corresponds best to the requirements of the discipline and the particular needs of the individual probationary Faculty Member.

A Mentoring Committee should be established in the first semester of the new Faculty member's employment. In general and especially in cases of Faculty with joint appointments or interdisciplinary research interests, one member of the Mentoring Committee should be selected from the secondary department or unit that most closely corresponds to that interdisciplinary interest. The Faculty Member may recommend a committee member outside his or her department. The Faculty Member should be consulted about the composition of the committee, and may request a change in its composition at any time.

The Mentoring Committee's charges should include where appropriate, but not be limited to the following: Advising the Probationary Faculty Member about the University's and the Department's requirements for professional advancement, especially informing the candidate about the requirements set forth in PS36 and other pertinent policy statements; Advising the candidate about internal and external grant opportunities and reading grant applications; Advising the Faculty Member about technical support for teaching and helping the new Faculty Member by observing classes; Advising the probationary Faculty Member on the aspects of their profession that will assure their success in professional advancement.

## **2) Second and Final Reading of Faculty Senate Resolution 08-10, "Flagship Library Status Improvements," sponsored by Senator Adelaide Russo**

Senator Russo rose again to present the second reading of Senate Resolution 08-10, "Flagship Library Status Improvements," which had been introduced at the meeting of April 16. Two small changes were made in the resolution by general consent, and after some discussion by Library faculty of how information resources at LSU had been stretched to the limit, the resolution passed unanimously as follows:

### **Faculty Senate Resolution 08-10 Flagship Library Status Improvements Including One Appendix [omitted from minutes but available on the website] Sponsored by Adelaide M. Russo**

#### **Whereas**

A Library is a pivotal facility in higher education, by virtue of its instructional, educational, and research support for campus, academic colleagues and public;

#### **Whereas**

The useful library is not a static entity, but adapts to changing needs and new developments while preserving for access the accumulated intellectual wealth of society;

#### **Whereas**

The LSU Flagship Agenda identifies the Rank of the LSU library as a performance indicator of achievable success using "the Rank of libraries (according to the Association of Research Libraries)" (ARL)

#### **Whereas**

The LSU Flagship Agenda includes the goal "to increase annual library collections and access to scholarly material by 50 percent"

#### **Whereas**

The LSU ARL rank has been, for many years, at the bottom ten percent of the 113 ARL institutions in terms of expenditures and recognized sub-categories of holdings, resource use, and student and faculty support (see appendices); and LSU expenditures were ranked 107 of 113 in 2006;

#### **Whereas**

The LSU campus seeks to increase enrollment, which will put further demands on the Library;

***Therefore Be it Resolved,***

The Faculty Senate requests the LSU administration to develop a Plan for implementing improvements in the LSU library sufficient to raise it to a rank commensurate with the goals of the Flagship Agenda status. The rank shall be identified using metrics comparable to the Association of Research Libraries and a timetable identified. For example, the goal might be stated to be the 30th ranked library in terms of expenditures within 10 years. A plan shall be developed to implement this goal with annual milestones that include financial commitments, and this plan will be reported to the Faculty Senate, perhaps with the involvement of the Faculty Senate Library Committee.

**3) Second and Final Reading of Faculty Senate Resolution 08-03, “Timing of the LSU Spring Break,” sponsored by Senator Vince LiCata**

Senator Vince LiCata brought forth his proposed resolution 08-03, which had been introduced at the meeting of February 19, 2008, in the minutes to which the initial version of the resolution might be found. He explained that a committee of faculty senators and students had met and agreed that if the spring break is moved to the week after Easter, Good Friday ought to remain a holiday, and to compensate, the Wednesday after Mardi Gras would revert to its old status, with classes beginning at 12:30 p.m. Since the student senate has passed a resolution supporting this change, Senator LiCata proposed that the resolution be amended in several of its “whereas” clauses to reflect student and staff support and that language be added to the resolution reflecting the consensus about Good Friday and the day after Mardi Gras. The proposed amendment and then the resolution passed by voice votes in the following form:

**Faculty Senate Resolution 08–03  
“Timing of LSU Spring Break”  
Sponsored by Vince LiCata**

WHEREAS LSU for several years in a row has scheduled its annual Spring Break for the week before Easter; and

WHEREAS the East Baton Rouge Parish School District and the East Baton Rouge Catholic Schools have for many years scheduled their annual Spring Break for the week following Easter; and

WHEREAS this has created an annually repeating two-week period where LSU faculty with school-aged children cannot take a break, and often become less productive due to the necessary ad hoc child care issues; and

WHEREAS the LSU Student and Staff Senates have also expressed their support for moving Spring Break to the week after Easter; and

WHEREAS LSU is actively seeking innovative ways to provide useful benefits to its faculty and subpopulations of its faculty, and to staff and students; and

WHEREAS changing the timing of the LSU Spring Break would be a zero cost policy change that could significantly benefit the productivity and well-being of LSU faculty with school-aged children;

THEREFORE BE IT RESOLVED that the LSU Faculty Senate recommends synchronizing the LSU Spring Break week with the East Baton Rouge Parish School District Spring Break by moving the LSU Spring Break to the week after Easter. Although such timing of the East Baton Rouge Parish School System Spring Break has been stable for many years, if it should change in the future, the Senate recommends that the LSU Spring Break again be changed to maintain synchrony of the two. In conjunction with this calendar change, Good Friday will also be an official LSU holiday whereas the Wednesday after Mardi Gras will no longer be a full-day holiday, but will revert to a half-day holiday, with classes resuming after 12:30.

**4) Second and Final Reading of Faculty Senate Resolution 08-06, “The Thanksgiving Holiday Break,” sponsored by Senator Vince LiCata**

Senator LiCata returned to discuss resolution 08-06, which had been introduced at the meeting of March 14. After an extended discussion in which some faculty noted that they cancelled classes already on the day before Thanksgiving and others countered that they never cancelled class – and in which one member urged that the faculty reconsider the fall break, which he described as “capricious at best” – the resolution was adopted by a vote of 35 to 12, as follows:

**Faculty Senate Resolution 08–06  
“The Thanksgiving Holiday Break”  
Sponsored by Vincent LiCata**

WHEREAS the LSU Thanksgiving Holiday Break currently includes Thanksgiving Thursday and Friday; and  
 WHEREAS LSU students have expressed frustration with having to travel on Thanksgiving, since the day before is not an LSU class holiday; and  
 WHEREAS the precedent exists at LSU of suspending classes before or after 12:30 pm on up to one day in a semester, while still counting that day as part of the required total class days in a semester; and  
 WHEREAS the Student Senate has requested such a change for the Wednesday preceding Thanksgiving;  
 THEREFORE BE IT RESOLVED that the LSU Faculty Senate, in support of student requests, recommends suspension of classes after 12:30 pm on the Wednesday preceding Thanksgiving, coupled with no other changes in the University calendar.

**5) Second and Final Reading of Faculty Senate Resolution 08-07, “Parking During the Evening,” sponsored by Senator Patrick McGee**

Senator Patrick McGee took the floor as his resolution, introduced at the meeting of April 16, returned for its second reading. After amending the second “whereas” clause to eliminate wording that was thought confusing and unnecessary, the resolution passed unanimously as follows:

**Faculty Senate Resolution 08 07  
“Parking during the Evening”  
Sponsored by Patrick McGee**

WHEREAS, those faculty with C Lot passes who teach evening courses have experienced difficulties with parking for decades;

WHEREAS, many evening courses begin at 6 pm, and those faculty usually have office hours from 5 to 6 pm, while other courses begin at 4:30 pm;

WHEREAS, currently the gates open for student entry between 4:00 and 4:30 pm in a seemingly random manner that creates havoc in some C Lots during the time when many faculty are trying to reach their offices in order meet with students or their classrooms in order to teach;

WHEREAS, increased fees for parking at LSU, particularly in the C Lots, have been substantial in relation to overall compensation but have not led to any corresponding increase in services;

WHEREAS, the current solution of the Office of Parking, Traffic, and Transportation, which makes the C 9 Lot and ten spaces in the lot adjacent to Taylor Hall available to faculty with C Lot passes who teach in the evening, does not present a viable alternative to those faculty who teach at some distance from those lots;

WHEREAS, offering evening courses that represent all levels of the curriculum from lower division undergraduate courses to graduate seminars is crucial to the community that LSU serves, and departments frequently struggle to offer an appropriate number of courses during that time period;

WHEREAS, teaching in the evening is voluntary for some faculty and mandatory for others, and the problem with parking becomes a disincentive to those faculty who would volunteer and consequently enhances the burden of those faculty who have no choice in their teaching assignments;

BE IT RESOLVED, that the LSU Faculty Senate strongly recommends that the Office of Parking, Traffic, and Transportation keep all C Lots closed to students until 5 pm so that faculty who teach during the day and faculty who teach in the evening may exit and arrive without conflict with students in search of parking; and that the gates be scheduled to open simultaneously so that no single lot becomes the primary focus of student drivers. Furthermore, if it is feasible, the gates to the C Lots should be programmed to open for faculty with B passes after 4:00 pm.

At this point, the usual hour of adjournment of 5:00 was reached; President Cope suggested the meeting might be continued if no objection was raised, and none was.

**6) Second and Final Reading of Senate Resolution 08-09, “Appropriate Selection of LA Core 4 Curriculum as the TOPS Criteria,” sponsored by Past President William Daly**

Past president of the Senate William Daly rose to support his resolution, explaining in response to several questions that progress has been made encouraging the Regents to agree to the more rigorous criteria for TOPS endorsed by this motion, including encouragement of the study of physics. With the dropping of the word “preferably” from the last sentence in order to strengthen the encouragement of rigorous science, the motion passed unanimously as follows:

**Faculty Senate Resolution 08–09  
“Appropriate Selection of LA Core 4 Curriculum as the TOPS Criteria”  
Sponsored by William Daly**

WHEREAS the Louisiana Senate is considering making the TOPS core curriculum the same as the LA Core 4 curriculum as adopted by BESE on August 15, 2008. (Senate Bill 362 by Senator Nevers),

WHEREAS there are multiple options within the LA Core 4 curriculum,

WHEREAS TOPS is a merit based college tuition program,

WHEREAS to assure that high school graduates are eligible for TOPS awards, secondary schools are stimulated to offer rigorous high school core curricula,

WHEREAS TOPS provides financial incentives as a reward for excellent academic performance in a rigorous high school core curricula,

THEREFORE BE IT RESOLVED that the Faculty Senate encourage and support the adoption of the LA Core 4 Academic Endorsement Option as the criteria for the TOPS award. This option requires 19 units, which include 4 units of English, 4 units of Math including advanced math selections, four units of rigorous Science, 4 units of Social Studies, 2 units of Foreign Language and 1 unit of Art. The rigorous Science units would include Biology, Chemistry and Physics.

## New Business

### 1) Introduction of Senate Resolution 08-12, “Proposing an LSU Policy Statement on Comprehensive Whistleblower Protection, and Encouraging a University Ethics Office at LSU,” sponsored by Senator Charles Delzell for the Faculty Senate Ad hoc Committee on Whistleblower Protection Policy

Senator Delzell read the following resolution, which was formally moved by Senator George Stanley and seconded by Senator Pratul Ajmera. Time being short, discussion would be saved until the second reading.

**LSU Faculty Senate Resolution 08-12:  
Proposing an LSU Policy Statement on Comprehensive Whistleblower Protection,  
And Establishing a University Ethics Office at LSU  
Introduced by Charles Delzell, for the Faculty Senate Ad Hoc Committee on Whistleblower  
Protection Policy<sup>1</sup>**

*Whereas* on May 8, 2006, the Faculty Senate adopted Resolution 06-08, “Comprehensive Protection of Whistleblowers at LSU,” creating an ad hoc committee that was charged with: (1) reviewing all LSU policies on misconduct, and on retaliation against whistleblowers, and (2) recommending changes to such policies, and/or devising a new comprehensive policy, that (a) would prohibit retaliation against anyone at LSU (whether faculty, student, or staff) who makes a good faith allegation of any form of misconduct at LSU, and (b) would charge one or more appropriate University officials with providing such protection; and

*Whereas* in 2007 the above committee was appointed, and it eventually drafted a proposed policy, entitled: “PS-115: University Ethics Office, and Comprehensive Whistleblower Protection at LSU,”

*Therefore be it resolved* that the Faculty Senate, after making its own revisions to the above draft, endorses the draft, and proposes  
(a) that the LSU administration adopt it as a policy statement, and  
(b) that the administration create a University Ethics Office as described in the draft (Section VII).

#### **Summary of Proposed Policy Statement (PS)-115: University Ethics Office, and Comprehensive Whistleblower Protection at LSU**

*Purpose of the policy:*

Various other LSU policies prohibit retaliation against those who report certain forms of misconduct, or against those who exercise certain rights. The purpose of this policy is to provide comprehensive protection from retaliation to all whistleblowers at LSU, regardless of the kind of misconduct (as defined in the policy) that they may report.

*Main elements of the policy:*

1. It guarantees due process to students and employees at LSU who are accused of violations of law, violations of University policy, or other serious misconduct at LSU or involving LSU.
2. It guarantees, to those who make reports of such misconduct in good faith, protection from retaliation by the University or its personnel.
3. It establishes a University Ethics Office and a University Ethics Officer, charged with  
(a) receiving and, as necessary, coordinating and/or referring the investigation of allegations of misconduct (except in cases where other LSU policies designate a different office to handle the allegation); and (b) protecting whistleblowers from retaliation (except in cases where other LSU policies designate a different

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<sup>1</sup> Committee members: Charles Delzell (Math), Steven Hand (Biological Sciences), Lois Kuyper-Rushing (Library), Brenda Macon (Arts & Sciences), Joanne McMullen (Extended Learning), Jennifer Normand (Human Resource Management), Wayne Parent (Political Science), and Michael W. Wascom (Environmental Sciences; Committee Chair). April 27, 2008

office to protect the whistleblower).

4. It establishes a (standing) Whistleblower Protection Committee, charged with (a) evaluating a claim of retaliation, (b) deciding whether the claim is valid based on a preponderance of the evidence, and (c) in case the claim is valid, recommending remedies for the retaliation.

## **2) Introduction of Faculty Senate Resolution 08-11, “Transparency and Integrity in PS-36 Faculty Appeal Processes,” sponsored Senator Charles Delzell**

Senator Delzell then moved and Senator Ajmera seconded the following resolution, with extended discussion delayed until the next meeting.

**Faculty Senate Resolution 08-11:  
Transparency and Integrity in PS-36 Faculty Appeal Processes  
Introduced by Senator Charles Delzell,  
on behalf of the Committee for Academic Freedom and Professional Integrity,  
of the LSU Chapter of the American Association of University Professors (AAUP)<sup>2</sup>.**

**Whereas** the right of faculty members to appeal negative tenure, promotion and reappointment decisions by administrators is an integral part of the principle of shared governance in academia; and

**Whereas** the right of students to appeal grade decisions by faculty members is regulated by LSU’s General Catalog (Grade Appeals) and PS-44, which explicitly stipulate that decisions during the appeal process must be explained in writing; and

**Whereas** PS-36 [see VII. APPEAL PROCEDURES (for Nonreappointment, Promotion and Tenure)] grants faculty members the right to appeal negative tenure, promotion and reappointment decisions by administrators by submitting “a written petition of appeal, including specific issues of dispute and desired resolution”, it is silent about the obligation of administrators to explain their negative decisions (if any); and

**Whereas** LSU’s administrators commonly refer to the current wording of PS-36 to support their contention that they do not need to provide any explanation about the reasons for their decisions; and

**Whereas** the refusal by administrators to explain the basis of their decisions renders the appeal process a meaningless and empty exercise for faculty members, because they do not know “specific issues of dispute”; and

**Whereas** a transparent, fair and meaningful appeal process for faculty members is part of good university management practices in the same manner as it is for students;

**Therefore** be it resolved that the Faculty Senate recommend that LSU’s administrators follow the implicit intent of PS-36 and provide detailed, accurate and substantive explanations for their decisions in appeal processes, as well as respond to “specific issues of dispute” raised by faculty members in their appeals; and

**Therefore** be it further resolved that the Faculty Grievance Committee review any appeal by faculty members who have not been told the reasons for a negative employment decision by administrators; and

**Therefore** be it further resolved that the Faculty Senate recommend that PS-36 and PS-36-T be amended by inserting the following sentence:

“At each successive level of the appeal process up to and including that of the Provost, a negative

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<sup>2</sup> Committee members: Charles Delzell (Mathematics), Brooks Ellwood (Geology & Geophysics), & Dominique G. Homberger (Biological Sciences; Committee Chair)

decision by an administrator or an overruling of a recommendation of the Faculty Grievance Committee will be explained in writing and will address all of the issues raised by the appellant or the Faculty Grievance Committee at that level.”

In the current, 1997 version of PS-36, the above sentence will be inserted after the second sentence in section VII; and in the proposed new PS-36-T (the draft of March 8, 2006), the above sentence will be inserted after the second sentence in section X.

A motion was made to adjourn by Senator Joan King, and seconded by Senator Emily Elliott, but it failed.

### **3) Introduction of Senate Resolution 08-13, “Opposition to H.B. 179, the Sick/Alternative Leave Bill,” sponsored by Senator Charles Delzell**

Senator Delzell introduced a resolution to express opposition to H.B. 179, quickly seconded by Senator Ajmera. Noting that the haste in which H.B. 179 had been pressed was part of the problem, he admitted that his initial draft of the resolution was imperfect and invited editing and amendments, which were soon made with general consent. The house bill as proposed involved a decrease of benefits and lacked a clause to “grandfather” contractual leave already earned; he preferred a policy that would be flexible and allow employees to choose whether to accrue sick leave or opt for “paid time off.” Members of the Faculty Senate Executive Committee noted that they had been briefed about plans to formulate a “paid time off” policy in the fall, but it was not clear that this would be proposed as legislation so soon. A motion to suspend the rules to allow an immediate vote on the resolution, rather than follow the usual procedure of waiting to vote until the next meeting of the Senate, passed unanimously. The motion itself then passed unanimously as follows:

#### **LSU Faculty Senate Resolution 08-13: Opposition to HB 179, the Sick/Alternative Leave Bill Introduced by Senator Charles Delzell**

*Whereas* on April 16 and May 1, 2008, the LSU Faculty Senate discussed Louisiana House Bill 179 (“Sick/Alternative Leave”), which was originally pre-filed in the Legislature on March 14, 2008, and which was followed by an informal, newer version, incorporating several amendments proposed by the LSU administration, as posted April 28 at the website of the Faculty Senate, <http://www.lsu.edu/senate>; and

*Whereas* the Faculty Senate finds both versions of this bill to be premature, and flawed in content and in the procedure that has led to them;

*Therefore be it resolved* that the Faculty Senate opposes both versions of the bill.

*Therefore be it further resolved* that the Faculty Senate:

- (1) urges the LSU administration to withdraw its support of this bill;
- (2) urges the LSU administration in the future to follow the procedure of shared governance by formulating changes to sick and annual leave policy in consultation with faculty and staff before sending them to the Legislature; and
- (3) asks State Representative Stephen Carter to withdraw HB 179, in order to allow a more carefully reasoned bill concerning “Paid Time Off” to be formulated.

The business of the Senate, and perhaps the Senate itself, having been exhausted, the meeting adjourned at 5:30 p.m.

**Respectfully submitted,**

**James R. Stoner, Jr.**  
**Secretary**