



The Faculty Senate of Louisiana State University

HIGHLIGHTS FROM FACULTY SENATE MEETING

November 11, 1999

(Because of a recording malfunction, there is not a full transcript available for November)

Provost's Comments

- Proposed Dismissal for Cause Policy

Comments by Dr. Braymer, Vice-President of the LSU System

- PM-35, Review of Faculty Ranks

SR 00-02

- Third reading of resolution endorsing the proposed Dismissal for Cause Policy

SR 00-04 (Revised)

- Second reading of resolution endorsing changes to the PASS program; passed

SR 00-05

- First reading of resolution supporting tenure
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Faculty Senate Minutes

November 11, 1999

Meeting called to order at 3:05 pm. Invited guests included Executive Vice-Chancellor and Provost Dan Fogel, LSU System Vice-President Douglas Braymer, Associate Vice-Chancellor Forest Benedict (Human Resource Management), Rita Culross (Evening School), Janie Frickie (Academic Affairs/Human Resource Management), Joanne McMullen (Staff Senate), Sara Bongiorno (LSU University Relations), and Marlene Naanes (Reveille). Proxies were announced. October 6 minutes were approved as read.

Provost's Comments. The Provost indicated his hope that the Faculty Senate would act on the proposed Dismissal for Cause policy. He noted that there are many other issues to which the senate must turn its attention, including matters relating to admissions requirements and enrollment standards. He stated his belief that the proposed policy is far superior to the policy that is currently operative, in that the proposed policy provides for

due process (more due process than the current policy or civil law) and that the proposed policy ensures a faculty process. He noted that dismissal for cause proceedings are extremely rare and that there is no agenda to increase the frequency of such proceedings. He thanked everyone for the input that has steadily improved the proposed policy.

President's Report. President Cherry noted that senators had been given copies of the recommendations of the Faculty Senate Commission on Academic Ranks regarding ongoing academic review and research faculty. The recommendations will be discussed at future senate meetings. She reminded the senators that they would be hearing the second reading of Resolution 00-04 regarding changes to the PASS program. President Cherry announced that Forest Benedict, Vice-Chancellor of Human Resource Management, would discuss upcoming changes in the State Employee Group Benefits Program. She also announced that Dr. Douglas Braymer, Vice-President of the LSU System, would be discussing the system level permanent memorandum dealing with review of faculty ranks (PM-35) and would answer questions that senators might have about the document. Regarding the proposed Dismissal for Cause Policy, President Cherry indicated that the most recent revision had been sent to senators and would be discussed. A copy of the policy that is currently operative was also distributed to senators. She then explained the relationship among the several documents with which the senate has been and will be dealing. The recommendations for Ongoing Academic Review are the result of a Faculty Senate Commission. The proposed Dismissal for Cause Policy is an LSU policy into which the senate has had substantial input. PM-35 is a document at the level of the LSU System, into which the Chief Academic Officers have had input. Finally, PS-36 is currently being revised and will incorporate aspects of the previous documents.

Comments by Dr. Braymer. Dr. Braymer discussed PM-35, which is a system level document governing review of faculty ranks. He stressed that he feels it is important for the LSU system to create a policy on this matter, as opposed to allowing the Board of Supervisors or the legislature to draft such a policy. He explained that PM-35 will serve as an umbrella policy for all campuses in the system. He concluded by discussing his support for the tenure system and his belief that PM-35 will offer protection for that system.

SR 00-02, Endorsement of Proposed Dismissal for Cause Policy. Presented by James Garand. Senator Garand reviewed the changes made to the proposed policy and stated his belief that the proposed policy is fundamentally sound. Discussion followed. Senator Feldman made the point that the senate must feel very comfortable with the proposed policy before endorsement, and suggested that a vote be postponed to allow further discussion and revision. Senator Hammond suggested that, before a vote is taken, senators must distribute the proposed policy to faculty in their units and gather reactions. Several details of the proposed policy were then discussed. Senator Barry moved to vote on the resolution and Senator Stanley seconded, which opened the floor to debate and amendments. It was decided that this process would go more smoothly if suggested amendments were available to senators in a written format. It was moved that senators would send proposed amendments to the Faculty Senate Executive Committee; the

proposed amendments would be collated and sent to senators; and the amendments would then be discussed at the December meeting. The motion carried.

SR 00-04, Endorsement of New Admission Criteria for the PASS Program (revised, complete text attached). Presented by Neil Kestner, Chair of the Faculty Senate Admissions, Scholarship and Honors (ASH) Committee. Senator Kestner briefly explained the revisions that had been made to Resolution 00-04 and read the resolution. Rita Culross, Associate Dean/Director of the Evening School, answered questions about the resolution and the impact of the proposed changes on the PASS program. Senator Deis moved to pass the resolution. The motion was seconded by Senator Hammond, and the resolution passed by a voice vote.

Committee Reports. None.

Old Business. None.

New Business. Forest Benedict (Vice-Chancellor, Human Resource Management) discussed upcoming changes in the State Employee Group Benefits Program. His interpretation of the changes is that premiums will be increased, but service will be decreased. He stressed that the LSU System needs to be more active in decisions in this area, including lobbying the legislature for funding. Vice-Chancellor Benedict indicated that he will be running for a seat on the system board that deals with these issues and will attempt to influence decisions in a way positive to LSU employees.

SR 00-05, Policy Statement on Tenure (complete text attached). Presented by Charles Delzell. Senator Delzell read the resolution for the first time. Senator Delzell moved to pass the resolution and Senator Taylor seconded. The resolution will be discussed at the December meeting.

Meeting adjourned at 5:10 pm.

Respectfully submitted,
Carol Barry, Secretary

Faculty Senate Meeting minutes and transcripts are available at:
http://www.lsu.edu/guests/senate/public_html/index.htm

FACULTY SENATE MEETING ATTENDANCE

Date November 11, 1999

(P=Present,

*=Proxy)

*	Aghazadeh, Fereydoun	P	Hammond, Abner	P	Ritchie, T.L.
*	Ajmera, Pratul	P	Harrison, Douglas	P	Rodrigue, John
*	Anderson, Laurie	*	Hillman, Dan	*	Saunders, Rebecca
P	Barry, Carol	P	Imlay, Richard	P	Shane, Barbara
P	Benfield, Mark	P	Irvine, Stuart	P	Shaw, Rick
P	Bengtson, Richard	P	Jackson, Mary		Sherrell, Marcus
P	Biswas, Abe	P	Kestner, Neil	P	Shilling, Charles
P	Bowman, Ruth	P*	Kirshner, David	P	Smyth, Elaine
P	Crawford, Pat	P	Koptcho, Leslie	P	Stanley, George
	Cummins, Catherine	P	Kurtz, Richard	P	Stone, Greg
P	Cutrera, Mary Lou	P	Lawrence, Fran	*	Summers, Teresa
P	Deis, Don	P	Liggett, Sarah	P	Taylor, Diane
P	Delzell, Charles	*	Mathewson, Kent	P	Terrell, Dek
P*	Denny, Ken	P*	McGee, Patrick	P	Theis, Chris
P	Di Maio, Irene	P	McNeil, Roger	P	Thompson, William
P	Dixit, R. Prakash	P	Motsenbocker, Carl	*	Thune, Ronald
P	Dubois, Sylvie	P	Paccamonti, Dale	P	Turnbull, Geoffrey
P	Feldman, Martin	*	Perry, Jeff	P	Waters, Bill
P	Fletcher, Alan D.	*	Pike, Ralph		Watson, Stephen
P	Garand, James	*	Poliakoff, Erwin		Welsch, Michael
P	Gauthier, Wayne	P	Prestholdt, Perry	P	Wilson, Paul
P	Geaghan, James	P	Richardson, Jim	P	Wojkiewicz, Roger
P	Grenier, Charles			P	Wolenski, Peter

PROXIES:

Pat Crawford for Dan Hillmann
 Martin Feldman for Pratul Ajmera
 James Garand for Rebecca Saunders
 Douglas Harrison for Fereydoun Aghazadeh and Ralph Pike
 Mary Jackson for Ken Denny
 Fran Lawrence for Teresa Summers

Sarah Liggett for Patrick McGee
Dale Paccamonti for Ronald Thune
Elaine Smyth for Jeff Perry
Roger Stockbauer for Erwin Poliakoff
Greg Stone for Laurie Anderson and Kent Mathewson
Dianne Taylor for David Kirshner