



The Faculty Senate of Louisiana State University

HIGHLIGHTS FROM FACULTY SENATE MEETING

Novemeber 30,2000

Provost's Remarks

1. Defeat of Stelly amendments, status of higher education, and faculty/staff pay raise.
2. Freshman residency requirement.
3. Revision of PS 36.

President's Report

1. State Group Benefits update.
2. Listserv
3. Faculty forums on post-tenure review and related issues.
4. Steve Perry , Governor Foster's Chief of Staff, to address Faculty Senate on January 23.
5. Special Election for Grievance Committee
6. Report of General Education Committee by Faculty Senator and General Education Chair Carruth McGehee.
7. Update on Email and Mainframe Replacement by Ron Hay, Executive Director of Office of Computing Services

Old Business

1. Second reading of SR 01-03 to modify LSU 25+ credit hour limit by Faculty Senator Abe Biswas for Academic Standards and Honors (ASH)
2. Second reading of SR 01-04 to develop procedures to remove tenure from administrators by Ron Snider (proxy for Faculty Senator Dan Hillmann)

New Business

Faculty Senate Minutes

November 30, 2000

Meeting called to order at 3:06 p.m. Invited guests included Executive Vice-Chancellor and Provost Dan Fogel, Vice Provost F. Neil Mathews, Karen Denby (Dean of Enrollment Management, Office of Academic Affairs), Rita Culross (Associate Dean, Evening and Summer School), Ron Hay (Executive Director of Office of Computing Services), and Heidi Cenac (Reveille). Proxies were announced. November 3 minutes were approved as read. Senator Carol Barry moved that the meeting adjourn at 4:55 p.m. so senators could proceed to the Faculty Club for the Faculty and Staff Senate Holiday Reception, set to begin at 5:00 p.m. The motion passed.

Provost's Comments. The Provost stated that defeat of the Stelly amendments was expected but disappointing. Nevertheless, higher education is in a relatively good position given the current status of the state budget, and the governor's office is trying to cushion education during the current budget shortfall. The Chancellor is determined to raise salaries for faculty and professional staff, although cuts to other parts of the budget will likely be required. The Provost noted that energy-saving efforts are working and the campus is on course to save \$500,000 on utilities costs.

Provost Fogel reviewed the current status of the freshman residency requirement. The Student Government Association (SGA) passed a resolution not recommending freshman residency in view of poor residence hall conditions, residency hall capacity, and costs to students. Results of focus-group interviews with students, high school counselors, and parents generally agreed with the views of SGA. The Provost cited the need to go through a full investigation, and where feasible, to answer concerns raised before moving toward a residential campus.

The Provost also commented briefly on matters related to the revision of PS 36 and SR 01-04. The Provost promised to release a draft of the PS 36 revision when a full draft is complete.

President's Comments. President Kestner thanked Chancellor Emmert and Provost Fogel for their efforts to carve out a pay raise, although budget cuts elsewhere are probably necessary. He also thanked Mr. and Mrs. Emmert for recognizing faculty senators with the Holiday Reception.

President Kestner reviewed recent events related to the State Group Benefits Program. Currently the Program is running a \$3-4 million deficit per month and has \$35 million in loans it cannot pay. A task force appointed by the Governor is charged with solving the Program's problems. Some solutions include (1) requiring all employees to enroll but have the employer pay 100% of costs, or (2) privatization. Establishing a separate Program for the LSU System is also being discussed.

President Kestner attended a meeting of the Association of Louisiana Faculty Senates on November 11. Two resolutions were passed, one concerning State Group Benefits and the other on funding for higher education (full text provided).

President Kestner suggested that the Faculty Senate begin discussing post-tenure review next semester in preparation for the review of PS 36 revisions. The Faculty Senate could sponsor public forums that included guest experts with varying viewpoints. The forums could be held during senate meetings or separately

Steve Perry, Governor Foster's Chief of Staff, will discuss the Governor's views on higher education at the January 23 Faculty Senate meeting. President Kestner will solicit questions via the Faculty Senate listserv in advance to help frame issues for discussion.

Special Election for Grievance Committee. The Grievance Committee has two vacancies. The term of one member will be completed by the alternate elected in Spring 2000, and another member needs to be elected to serve out the other term. Ron Snider was elected and Roger McNeil will serve as alternate. Other nominees were Roger Seals, Joseph Suhayda, and John Fleeger.

Report of General Education Committee. Carruth McGehee described the process now used to review all general education courses. Courses are reviewed on a ten-year cycle. During the review process the General Education Committee works with a department, and both students in and faculty teaching a particular general education course are surveyed. Results are made available to both the department and the General Education Committee, with the department discussing and voting on renewal or removal for each of their courses on the general education list. Departments reviewed include Physics & Astronomy, Philosophy & Religious Studies, English, Geography & Anthropology, and Speech Communications. In response to questions, Senator McGehee stated that a committee that followed students through general education courses, especially examining the use of writing assignments, will soon issue a final report that will include recommended goals for General Education.

Update on Mainframe Replacement and Email . Ron Hay reviewed the status of the mainframe computer system. The old system was five years old, no more expansion of its hardware was possible, and the vendor was no longer upgrading the operating system. The purchase price of the new system, which came online on Nov. 26, was lower than the cost of maintaining the existing system.

Mr. Hay also summarized issues concerning email on campus. Since 1996, the number of email accounts has risen from 20,000 to 65,000. Email delivery has generally improved in the last two years although bandwidth out of LSU is still too small. In addition, student computing is growing and more tech fee funds are needed to maintain and replace equipment. More computing services personnel also are needed where staff turnover is high because LSU salaries are 40% off the market. In response to questions, Mr. Hay stated that IBM got the contract for the new mainframe because of the expense of converting to another platform.

Old Business. SR 01-03, resolution to modify LSU 25+ credit hour limit. The resolution was read (complete text attached) by Senator Abe Biswas and passed unanimously.

SR 01-04, resolution to develop procedures to remove tenure from administrators. Ron Snider (proxy for Faculty Senator Dan Hillmann) read the resolution. Dr. Snider stated that PM 35 does not include a process to evaluate tenured administrators and they are therefore immune from tenure removal. Dr. Snider also states that a system to remove administrators is needed and suggests doing so by eliminating their tenure. When asked whether the resolution's intent wording was to strip administrators of tenure or to develop a procedure to remove tenure from administrators if their performance was poor, Dr. Snider stated that its intent was the former. Dr. Snider also stated that department heads (equivalent to department chairs) were excluded from the SR because most remain active in teaching and research. When asked for the specific wording in PM 35 that excludes administrators, Dr. Snider replied that because a head or higher administrator initiates reviews, it is unlikely that an administrator would incriminate himself or a higher level administrator. A senator with a copy of PM 35 noted, however, there is no wording that a department head initiates actions.

Dr. Snider clarified that he is not now favoring post-tenure review for all faculty, but sees removal of tenure from administrators as a defensive measure to provide tenure to only those primarily involved in teaching and research. The question was raised whether the resolution was retroactive and currently serving administrators would lose tenure. The need for the resolution was questioned because administrators frequently lose these

positions, and these persons would be subject to PM 35 once they return to regular faculty duties.

As evidence that administrators are not accountable for their actions, Dr. Snider stated that dean evaluations are not revealed to the faculty, although one senator stated that a recent dean's review included much feedback to the faculty. It was noted that the Council of Policy Committee is currently reviewing policy for the evaluation of administrators (PS 35). The committee is examining whether evaluations are consistent, done on schedule, and are subsequently reported to faculty, the person evaluated, and higher administration.

One senator stated that removing tenure from administrators would cut the administration off further from faculty, and cause them to undervalue tenure even more. In addition many faculty rotate through administrative appointments and the loss of tenure would be a disincentive to serving. Dr. Snider stated that the resolution is a reaction against infringement on faculty rights. A senator also stated that the removing tenure from administrators might prevent bullying when bad relations develop between a faculty member and a supervisor. The suggestion also was made that unionizing would be a better way to articulate the faculty's voice.

A motion to table SR 01-04 passed. Meeting adjourned at 4:38 p.m.

Respectfully submitted,

Laurie Anderson, Secretary

Faculty Senate Meeting minutes and transcripts are available at:

http://www.lsu.edu/quests/senate/public_html/index.htm