



The Faculty Senate of Louisiana State University

HIGHLIGHTS FROM FACULTY SENATE MEETING

October 6, 1999

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[Provost's Comments](#)

- Proposed Dismissal for Cause Policy

[SR 00-02](#)

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

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- First reading of the resolution endorsing new admission criteria for the PASS Program
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Faculty Senate Minutes

October 6, 1999

Meeting called to order at 3:05 pm. Invited guests included Executive Vice-Chancellor and Provost Dan Fogel, Vice-Provost Neil Mathews, Joanne McMullen (Staff Senate), Jason El Koubi (Student Senate), Sara Bongiorno (LSU University Relations), Yvette Brooks (Human Resource Management) and Sarah Hunt (Reveille). Proxies were announced. September 7 minutes were approved as read.

Provost's Comments. The Provost announced that he would waive his report in the interest of moving quickly to the discussion of the proposed Dismissal for Cause Policy, but would entertain any questions. There were no questions from the floor. Later in the meeting, the Provost made a few brief comments about the proposed Dismissal for Cause

Policy. First, he explained that work on this policy began in 1995, and that the Faculty Senate has been involved in this process. He indicated that, in his opinion, the proposed policy is an improvement over the few paragraphs in PS-36 addressing dismissal for cause, which do not account for the due process procedure. It is appropriate, however, to take our time, be deliberate, and continue to improve the policy. There should not be a rush to judge something this important. He then commented on a letter to the editor that had appeared in the Reveille which implied that the administration is not open to faculty input regarding this policy. He said that, with all due respect to the integrity and conscience of the author, the letter bore no resemblance to discussions he has had with faculty. His strongest concern has always been that the policy keep the process in the hands of the university faculty, where it belongs. The objective of the policy is to create a procedure that protects the academic freedom and autonomy of the individual faculty member.

President's Report. President Cherry reported that the September 30 meeting with the research faculty regarding the recommendations of the Faculty Senate Commission on Academic Ranks was very productive and that a full report will be given to the senate at the November meeting. She announced that Forest Benedict (Associate Vice-Chancellor HRM) has convened a task force to examine concerns about upcoming changes in the State Employee Group Benefits Program, and that he will address the senate at the November meeting. Under New Business at this meeting, Yvette Brooks of HRM will discuss training programs dealing with sexual harassment issues. President Cherry announced that Resolution 00-03 had been withdrawn and that the senate would hear the first reading of Resolution 00-04 regarding the PASS program. She then discussed Resolution 00-02 regarding the proposed Dismissal for Cause Policy, which was introduced at the September meeting. She indicated that, given the concerns voiced during the September meeting, the Faculty Senate Executive Committee (FSEC) met in special session with concerned senators, the President and Vice-President of the LSU Chapter of the AAUP, and the past chair of the Faculty Senate Grievance Committee. These individuals met for four hours over a two-week period. Those meetings resulted in substantial revisions to the proposed policy. The copy of the policy distributed to senators at this meeting included those revisions. President Cherry then announced that she has recently become aware of a draft version of a permanent memorandum from the LSU System's office regarding cyclic review of faculty (draft PM-35). She is attempting to contact Doug Braymer (Vice-President of the LSU System) to discuss this issue and to invite Dr. Braymer to speak at the November Faculty Senate meeting. The Faculty Senate Commission on Academic Ranks has also made recommendations regarding ongoing academic review (OAR), and that report will be distributed to the senate at the November meeting.

SR 00-02, Endorsement of Proposed Dismissal for Cause Policy. Presented by James Garand. Senator Garand reminded the senate that the proposed policy had been briefly discussed last year and that the senate had directed the FSEC to take up the matter over the summer and make a recommendation. He indicated that the FSEC examined the policy in great detail during the summer, which led to numerous revisions. And, as President Cherry discussed, additional revisions have been made since the September

senate meeting. He read the resolution endorsing the proposed policy for the second time. He then summarized the substantive revisions to the policy. Questions and discussion followed. Senator Feldman thanked the FSEC for the opportunity to attend meetings and voice his concerns, and indicated that many of those concerns have been addressed in the revised policy. He suggested that the vote be tabled until the November meeting, given that the senate had just received the revised policy. Much of the discussion focused on situations that could lead to the initiation of dismissal for cause proceedings and concerns about the safeguards in place to protect faculty. In response to those concerns, Provost Fogel stressed that the intent of the policy is to afford safeguards to the faculty person who must answer charges, safeguards that are not part of the procedures currently in place. Questions were also raised about the reference in the revised policy to an ongoing academic review process. President Cherry clarified that the ongoing academic review process will be addressed in the revised version of PS-36, which is currently under way. This led to discussion of the appropriateness of approving the proposed Dismissal for Cause Policy before approving the procedures for ongoing academic review. Senator Geaghin then questioned the role of the proposed draft PM-35 and suggested that the senate should have an opportunity to see that document before voting on the proposed Dismissal for Cause Policy. President Cherry reiterated that she is attempting to provide the senate with information regarding draft PM-35, and that reactions to draft PM-35 will go to the LSU system through the Provost. Senator Harrison suggested that the vote on the proposed Dismissal for Cause Policy be postponed until the senate receives clarification of events at the system level. President Cherry pointed out that it is possible to postpone the vote definitely, from one meeting to the next, as opposed to postponing the vote indefinitely. Senator Garand moved to postpone definitely until the November 11 senate meeting. Senator Imlay seconded and the motion carried.

SR 00-04, Endorsement of New Admission Criteria for the PASS Program (complete text attached). Presented by Neil Kestner, Chair of the Faculty Senate Admissions, Scholarship and Honors (ASH) Committee. Senator Kestner explained that the PASS program was started 25 years ago to allow advanced adult students to take courses without going through the formal admissions process. However, with changes in admissions standards over the years, some students are using the program as a way to bypass the admissions process. The ASH committee is proposing changes that will return the PASS program to its original intent. The resolution was read for the first time.

Committee Reports. None.

Old Business. None.

New Business. Yvette Brooks (Training Manager, HRM) described a program offered by HRM which discusses the impact of sexual harassment issues on faculty and the university as a whole. The program is about two hours long, and is currently scheduled for November 4 and November 18. HRM is very flexible in scheduling dates, and will offer the program at times appropriate for various departments.

Meeting adjourned at 5:05 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