

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

The Faculty Senate of Louisiana State University

HIGHLIGHTS FROM FACULTY SENATE MEETING

September 7, 1999

Chancellor's Comments

- Enrollment Management; Research Productivity; Strategic Plan; Information Technology; Physical Plant; Faculty Salaries

Provost's Comments

- Status of University Commissions; Budget Highlights

Election of New Senator to the Faculty Senate Executive Committee

- Jim Richardson elected as at-large member

SR 00-01

- The resolution supporting the Board of Supervisors Faculty Advisory Council resolution was read, voted on and passed

SR 00-02

- First reading of the resolution endorsing the proposed Dismissal for Cause policy
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Faculty Senate Minutes

September 7, 1999

Meeting called to order at 3:05 pm. Invited guests included Chancellor Mark Emmert, Executive Vice-Chancellor and Provost Dan Fogel, Vice-Provost Neil Mathews, Jason El Koubi (Student Senate), Marlene Naanes (*Reveille*) and Sara Bongiorno (LSU University Relations). Proxies were announced. May 3 minutes were approved as read.

Chancellor's Comments. The Chancellor has spent the past eleven weeks familiarizing himself with the university and the state, which has given him a sense of opportunities and challenges. He discussed six situations requiring immediate attention, stressing that these are not his sole concerns and that the items are not in any particular order.

Enrollment management. We must make planned and informed decisions regarding optimum enrollment, admissions standards, the appropriate mix of undergraduate and graduate students, and the appropriate mix of enrollment within schools and colleges.

Research productivity. Federal research funding increased 82% last year and the number of research proposals leaving the university is at an all time high, thanks to the faculty, the Provost, and Vice-Chancellor Jelinski. We must continue this progress in research productivity.

Implement the strategic plan. A significant first step has been the identification of twelve programs targeted for investment. He stressed that the selection of these programs was not to exclude other programs, but to raise the quality of the entire institution.

Information technology. We must aggressively pursue funding to build the information infrastructure on campus. The Chancellor has recommended to the Board of Supervisors that \$19 million be allocated to this area over several years. We must have inclusive and thoughtful discussions regarding our plans for information technology.

Physical plant. The Chancellor commented on current situations which are unacceptable (i.e., the lack of cleanliness, damaged ceilings and windows, etc.) and said that solutions will be found. He then discussed the plans of the 75th Anniversary Jubilee to provide a legacy for the next 75 years in the form of a facilities master plan that would take advantage of the natural beauty of the campus.

Faculty salaries. Faculty salaries are currently next to last when compared to peer institutions. We should strive to reach the median. We must also eliminate the boom-and-bust cycle of faculty raises, which is demoralizing, dysfunctional, and ultimately more expensive than steady incremental raises.

Provost's Comments. The Provost reported that the University Commission on the Status of Women is now under way, and that Vice-Provost Greg Vincent is working with this group. Vice-Provost Vincent is also involved in implementing the Commission on Campus Diversity. A committee is working on the revision of PS-36 and the draft document created by this group will be submitted to the Faculty Senate for comments. The Provost then provided information regarding the budget situation. There has been a \$9.4 million increase in gross revenues in the operating budget. Approximately \$5.2 million was allocated to raises for all employee groups. Additional expenditures included: \$1.9 million in permanent upbudgets to the academic colleges; \$4 million in one-time funds to academic colleges and schools; approximately \$300,000 to the Web of Science; \$200,000 permanent and \$150,000 one-time to address pressing facilities issues; and almost \$4 million in Tech Fee expenditures. We are in our third year without cuts in the operating budget, although still \$50-60 million below where we need to be. During that three-year period, we have seen a 14% increase in the operating budget, and an increase of almost 70 faculty positions, including an increase of 43 FTE positions at the rank of assistant professor and higher.

President's Report. President Cherry noted that there are still vacancies on some Faculty Senate standing committees. She briefly discussed the two resolutions on the agenda. She noted that the report on Research Faculty, created by the Faculty Senate Commission on Academic Ranks, has been referred to two Faculty Senate standing committees for comments, and that a meeting of all affected research faculty will be held on September 30. The report on Ongoing Academic Review, created by the same commission, has been referred to the same standing committees for input and will be

discussed at the October meeting. Also at the October meeting, Forest Benedict (Vice-Chancellor HRM) will address concerns about upcoming changes in the State Employee Group Benefits Program.

Election of New Senator to the Faculty Senate Executive Committee. The two candidates (Jim Richardson and Charles Shilling) briefly introduced themselves. There were no nominations from the floor. Jim Richardson was elected by ballot vote.

SR 00-01, Support of Board of Supervisors Faculty Advisory Council (BOS FAC) Resolution (complete text attached). Presented by Alan Fletcher. Senator Fletcher described the background of the BOS FAC resolution; i.e., a resolution, which could be endorsed by faculty senates state-wide, expressing appreciation to the Governor and the legislature for efforts to improve education and urging consideration of higher education in the proposed special legislative session. The resolution was read for the first time. Given the timing of the special session, Senator Fletcher moved to suspend the rules so that the senate could vote on the resolution. Senator Lawrence seconded and the motion was carried. Questions and discussion followed. Several senators voiced concern about expressing gratitude prematurely and about whether approval of the resolution would seem to constitute endorsement of the Governor during an election year. A motion to amend the resolution was defeated. The question was called and the resolution passed as written, 32 to 16.

SR 00-02, Endorsement of Proposed Dismissal for Cause Policy (complete text attached). Presented by James Garand. Senator Garand reminded the senate that this policy had been discussed briefly at the May meeting, and that the senate had directed the Faculty Senate Executive Committee to take up the matter over the summer and make a recommendation. Senator Garand expressed the belief that the revised policy addresses most of the concerns that were expressed about the original policy. The resolution was read for the first time. Senator Garand then described the major changes that were made to the policy. Questions and discussion followed. In response to a question, Senator Garand stated that any part of the policy can still be amended. Ron Snider (proxy for Dale Paccamonti and President of the LSU Chapter of the AAUP) expressed his opinion that the committee did an excellent job revising the policy, but recommended that the standard for dismissal for cause be changed from "compelling evidence" to "clear and convincing evidence." There was additional discussion of this wording and the legal implications. Senator Waters moved to postpone discussion of the resolution until the October Faculty Senate meeting. Senator Saunders seconded and the motion carried.

Committee Reports. None.

Old Business. None.

New Business. Perry Prestholdt described the LSU Campus-Community Coalition for Change and its efforts to reduce high-risk drinking by fostering a healthier community. A survey concerning high-risk drinking will be distributed to faculty within the next two weeks. Two faculty incentive grants of \$1500 each will be awarded for pilot projects that will support teaching innovations relating to high-risk drinking, with the projects to be implemented during the Spring 2000 semester. The task force is working on concrete

suggestions for strategies to reduce high-risk drinking, which will be presented to the senate at a future meeting.

Meeting adjourned at 4:45 pm.

Respectfully submitted,

Carol Barry, Secretary

Senate Resolution 00-01

Whereas the Governor and legislature of Louisiana have provided improved financial support for higher education in the regular 1999 session; and

Whereas the legislature is tentatively scheduled to meet in special session in January and February, 2000, to propose additional support for education; and

Whereas the Board of Supervisors Faculty Advisory Council, consisting of representatives of each of the campuses of the LSU system, has proposed a means of expressing appreciation to the Governor and the legislature for their continued work in improving education for the people of Louisiana;

Therefore, be it resolved that the Faculty Senate of Louisiana State University and A&M College go on record as a signatory to the proposed statement of support (attached).

Faculty Senate Resolution 00-02

Whereas LSU does not have a clear, fully-developed policy governing dismissal for cause; and

Whereas major universities such as LSU should have such a policy in place to codify the procedures for dismissal for cause and to protect both the university and the due-process rights of individual faculty;

Therefore, be it resolved that the LSU Faculty Senate endorses the proposed Dismissal for Cause policy, as presented in the attached policy statement.

FACULTY SENATE MEETING ATTENDANCE

Date September 7, 1999 (✓=Present, *=Proxy)

✓_Aghazadeh, Fereydoun ✓_Grenier, Charles ✓_Ritchie, T.L.

✓_Ajmera, Pratul ✓_Hammond, Abner ✓_Rodrigue, John

*_Anderson, Laurie ✓_Harrison, Douglas ✓_Saunders, Rebecca

✓_Barry, Carol Hillmann, Dan ✓_Shaw, Rick
✓_Benfield, Mark ✓_Imlay, Richard ✓_Sherrell, Marcus
✓_Bengtson, Richard Irvine, Stuart ✓_Shilling, Charles
✓_Biswas, Abe ✓_Jackson, Mary ✓_Smyth, Elaine
✓_Bowman, Ruth ✓_Kestner, Neil Stone, Greg
✓_Caprio, John ✓_Koptcho, Leslie ✓_Summers, Teresa
Crawford, Pat *_Kurtz, Richard ✓_Taylor, Dianne
Cummins, Catherine ✓_Lawrence, Fran *_Terrell, Dek
✓_Cutrera, Mary Lou ✓_Liggett, Sarah ✓_Theis, Chris
✓_Deis, Don Mathewson, Kent ✓_Thompson, William
✓_Delzell, Charles ✓_McGee, Patrick Thune, Ronald
Denny, Ken ✓_McNeil, Roger *_Turnbull, Geoffrey
✓_Di Maio, Irene ✓_Motsenbocker, Carl ✓_Waters, Bill
✓_Dixit, R. Prakash *_Paccamonti, Dale Watson, Stephen
Dubois, Sylvie ✓_Perry, Jeff ✓_Welsch, Michael
✓_Feldman, Martin *_Pike, Ralph Wilkerson, Trena
✓_Fletcher, Alan Poliakoff, Erwin ✓_Wilson, Paul
✓_Garand, James ✓_Prestholdt, Perry ✓_Wojtkiewicz, Roger
✓_Gauthier, Wayne ✓_Richardson, Jim ✓_Wolenski, Peter
Geaghan, James

PROXIES:

Rebecca Saunders for Laurie Anderson
Neil Kestner for Richard Kurtz
Ron Snider for Dale Paccamonti
Douglas Harrison for Ralph Pike
Jim Richardson for Dek Terrell
Jim Richardson for Geoffrey Turnbull