HIGHLIGHTS FROM FACULTY SENATE MEETING, April 9, 2002

Comments from Chancellor Emmert: With respect to his tenure at LSU, Chancellor Emmert has had productive conversations with Systems Office administrators, the Board of Regents, and state leaders. He has stressed that the real issue is not who is Chancellor at LSU but whether the state’s flagship university is adequately supported. He is deeply convinced that LSU is in a position to move forward, to become an appropriately funded, appropriately respected, nationally competitive research university.

Comments from Executive Vice-Chancellor and Provost Fogel: In what may be his last report to the Faculty Senate, Provost Fogel expressed high regard for the work of faculty and staff at LSU. He updated the Senate on three dean searches and reported data comparing LSU faculty salaries to 26 southern universities which show that we have improved our rankings. He identified strengthening LSU’s graduate programs as a priority issue.

Comments from President Kestner: President Kestner expressed faculty concern about the investigation of possible academic violations by athletes. He also encouraged faculty to check the HRM website, “Benefits,” to compare offerings of various health benefits providers.

Election of Faculty Senate Officers and Executive Committee Members-at-Large:

The following Faculty Senate Officers for next year were elected by acclamation: Laurie Anderson, President; Carruth McGehee, Vice-President; and Paul Bell, Secretary. Executive Committee members-at-large will be Claire Advokat and Nicholas Apostolou.

Professor Joel Tohline reported on the Information Technology Initiative LSU CAPITAL (LSU Center for Applied Information Technology and Learning).

Old Business

1. The Senate unanimously passed Resolution 02-05, "Listing a Second Major on the Transcript of a Student Obtaining One Bachelor's Degree."
2. The Senate unanimously passed Resolution 02-06, "Concentrated Study Period Policy."

New Business

1. Resolution 02-07, "Inviting the American Association of University Professors to Send a National Representative to Address the Faculty Senate on the Issue of Collective Bargaining," was introduced by Patrick McGee.
2. Resolution 02-08, "Appointing an Ad Hoc Committee to Conduct a Poll/Questionnaire in Order to Determine the Opinions of the LSU Faculty on
Collective Bargaining and Shared Governance,” was introduced by Patrick McGee.

3. Report of the Ad Hoc Committee to Develop Recommendations for Review of Administrators was summarized by Paul Hoffman, chair of the committee.

4. The Committee to Revise PS-36, chaired by Karl Roider, has posted revisions of Chapters 1-3 at the web site devoted to the document. Discussion followed.

The next Faculty Senate meeting will be held Wednesday, May 8, 2002 at 3:00.

Faculty Senate Meeting Minutes

The meeting was called to order at 3:05 p.m. A quorum was present; proxies were announced. Minutes of the March 7, 2002 meeting were approved as distributed. They may be viewed at the Faculty Senate website, best accessed through the LSU A-Z Directory, under Faculty Senate.

Comments from Chancellor Emmert:

With respect to his tenure at LSU, Chancellor Emmert has had productive conversations with Systems Office administrators, the Board of Regents, and state leaders. He has stressed that the real issue is not who is Chancellor at LSU but whether the state’s flagship university is adequately supported. He has explained where LSU is positioned now and what we and our state partners must do to get to where we want to be. He is deeply convinced that LSU is in a position to move forward, to become an appropriately funded, appropriately respected, nationally competitive research university. He will ask faculty to help articulate that vision and to identify the physical, human, and financial resources needed to move forward. He believes that we now have the attention of the political leaders and the business community and should take advantage of the moment. He is convinced that the state can only be as strong and as successful as LSU. With this vision in mind, Chancellor Emmert has recommitted himself to the work at LSU and hopes all faculty will be partners in this process.

In the question and answer period following the Chancellor’s comments, Senate Giger asked about plans to set an enrollment cap. Chancellor Emmert hopes when we discuss how to reach our goals that the size of LSU will be part of that discussion. Currently, LSU does not have funding to support the students we have. We need to reduce either our student body to fit the physical plant and the faculty ratio (22 to 1 at LSU with a national average of 16 to 1), or we need about 250 more faculty to be consistent with the norm. Our physical plant is sufficient for about 18-20,000 students; our budget sustains 22,000 students. We must bring the budget, the student body, the faculty, and the physical plant in line with each other. Senator Richardson asked who would help establish the framework for future discussions with state leaders. The Chancellor plans to involve faculty in the process, undertaking the analytical work this summer in preparation for further work next fall.
Comments from Executive Vice-Chancellor and Provost Fogel:

In what may be his last report to the Faculty Senate, Provost Fogel expressed high regard for the work of faculty and staff at LSU. In his 25 years at LSU, he has seen much progress; he believes LSU is a much better university, one of which to be proud. Through shared governance, it can continue to be a wonderful university.

The Provost updated the Senate on three dean searches: in the School of Art and Design, three campus visits are underway; in the E. J. Ourso School of Business Administration, campus visits will take place yet this semester; and in the Honors College, the search committee is moving toward a “short list” with visits yet this semester. The Provost Search may result in campus visits this semester as well.

The Provost also reported data comparing LSU faculty salaries to 26 southern universities which show that we have improved our rankings. We are not yet where we want to be, but we are gaining ground. With an 11% increase during the past year, we are closing the gap between LSU’s faculty salaries and the average salaries of the ten peer institutions identified by the Board of Regents. (It is important, however, to look at data by department and by rank.) The Provost believes we will be in a position to make modest gains again this year.

The Provost identified strengthening LSU’s graduate programs as a priority issue. To attract well-qualified students, administrators are pushing hard for increased support for graduate students, including enhanced stipends across the campus. He expects that with the IT initiative and the bioscience initiative we will add as many as 25% of the needed faculty. As for undergraduate education, we must push for higher quality as well, and higher admission standards help us to do so. We must work to provide undergraduates with a better quality experience. Through innovative programs such as residential college, service learning, and teacher preparation programs, we challenge students. The Provost believes the Undergraduate Council can systematize efforts in various areas of undergraduate education where we need to improve.

Senator Benfield asked if consideration has been given to granting graduate students a tuition waiver. The Provost said that this proposal is often considered, but that it would require $4 to $4.5 million to enact. It is a matter of deciding whether tuition exemptions on resident tuition or higher stipends are the better way to attract students.

In a gesture of appreciation, Neil Kestner presented Provost Fogel with a certificate making him an honorary ex officio member of the Faculty Senate Executive Committee.

Comments from President Kestner:

With regard to the ongoing investigation of academic violations by athletes, the Faculty Senate Executive Committee has been concerned about the Athletic Department’s involvement in the investigation and about allegations of retaliation against faculty members. Academic Affairs is monitoring the investigation. Faculty should check the
HRM web site under “Benefits” for a page comparing features of the various health benefits providers--rates, deductibles, etc. Definity will hold several sessions at the end of April and in early May to outline its new program.

Two months ago, the Senate was given a draft of new Graduate Faculty policies recommended by the Graduate Council; the document is posted on the Faculty Senate web site. The FSEC has received no comments, so Kevin Smith, Vice-Chancellor of Research and Dean of the Graduate School, intends to make it official policy. In matters relating to changes in teacher certification, the Board of Regents has clarified that it never intended for faculty to bypass regular channels for curriculum revision when it set deadlines this spring for new policies to be in place.

The agenda for the May Faculty Senate meeting will include a resolution by ASH for new admission standards for Fall 2005. The resolution will be voted on in the fall. The Senate will also vote on membership for two committees: The slate for the Grievance Committee so far includes Michelle Masse, John Pizer, and Bob Justis. The new chair is Elaine Smith. The slate for the Budget Committee includes Fran Lawrence and Jim Richardson. The Senate will also be asked to approve faculty attendees to the Conference of Louisiana Colleges and Universities.

Election of Faculty Senate Officers and Executive Committee Members-at-Large:

The following Faculty Senate Officers were elected by acclamation: Laurie Anderson, President; Carruth McGehee, Vice-President; and Paul Bell, Secretary. Executive Committee members-at-large will be Claire Advokat and Nicholas Apostolou.

Report from Professor Joel Tohline on the Information Technology Initiative LSU CAPITAL (LSU Center for Applied Information Technology and Learning):

Professor Tohline summarized the activities of LSU CAPITAL. In 2001, the Governor’s office pitched an initiative for economic development through higher education to the Legislature which allocated $22 million in new recurring funding to five universities. LSU received $7 million. (It’s hoped that during the coming session the money will grow from $22 to $25 million with $9.5 million going to LSU.) Money is to be used to hire and retain faculty and to fund new degree programs to prepare a work force for new businesses in Louisiana and to bring new ideas to the market place. With these funds, LSU can hire between 36-48 new faculty. Through faculty input and advice from an external advisory panel, four areas were targeted for hiring– Biological Computing, Materials Science and Engineering, Information Systems, and Core IT. These new faculty will be appointed within existing departments. Four search committees are now seeking senior faculty with cluster hires to follow; funds will also be used for support personnel and start up costs. Money not used for new faculty lines this year has been used to address infrastructure issues on campus. The legislature has set formal reporting procedures by which the university will account for and justify how the monies are spent. For further information, see www.lsu.edu/lsucapital.
Old Business

1. The Senate unanimously passed Resolution 02-05, "Listing a Second Major on the Transcript of a Student Obtaining a One Bachelor's Degree," introduced by Carruth McGehee.
2. The Senate unanimously passed Resolution 02-06, "Concentrated Study Period Policy," in a revised version from the reading at the March meeting. Wording ("During this period") was added to clarify the first three conditions. The resolution was presented by Nicholas Apostolou.

New Business

1. Resolution 02-07, "Inviting the American Association of University Professors to Send a National Representative to Address the Faculty Senate on the Issue of Collective Bargaining," was introduced by Patrick McGee. Discussion and a vote will take place at the May meeting.
2. Resolution 02-08, "Appointing an Ad Hoc Committee to Conduct a Poll/Questionnaire in Order to Determine the Opinions of the LSU Faculty on Collective Bargaining and Shared Governance," was introduced by Patrick McGee. Discussion and a vote will take place at the May meeting.

Report of the Ad Hoc Committee to Develop Recommendations for Review of Administrators was summarized by Paul Hoffman, chair of the committee. The draft, posted at the Faculty Senate web site, specifies guidelines by which individual units will develop specific evaluation processes for reviewing administrators. The report calls for evaluation based on “progress toward agreed-upon objectives” as well as leadership performance. Senators are asked to study the report for further discussion and refinement at the May meeting.

The Committee to Revise PS-36, chaired by Karl Roider, has posted revisions of Chapters 1-3 at the web site devoted to the document. Chapter 4 should be ready within the week. In discussion of the first three chapters, Senator Liggett asked why annual reviews would now be performed in the fall semester rather than the spring when chairs tend to have more time and when the reviews would take place closer to the time when merit raises are decided. The possibility that units could decide for themselves when to conduct the review was also raised. Roider felt that the fall schedule better allowed faculty to report on activities for the whole academic year rather than a calendar year. Senator Brown voiced approval of the revision which stipulates how a faculty member in a small unit in which the chair is also the dean would be evaluated; the current draft says that the candidate may request another level of review from an outside department.

Senator McGehee pointed to what he considers a fundamental problem in the present PS-36, and said that in his view the draft of Chapter I fails to offer an improvement. His remarks went as follows. The present PS-36 says: "In evaluating the qualifications of faculty, judgments will be made as to whether the faculty member is engaging in a program of work that is notable in at least two of the areas [teaching, research and other
creative achievement, and service] and satisfactory in the third." The "2 out of 3" doctrine is a poor statement of criteria for promotion, and is mischievous to the extent that it has been followed. At least the present PS-36 contains many qualifying statements here and there. But the draft before us begins with "... faculty are expected to demonstrate notable performance in two of the three areas ... and to demonstrate satisfactory performance in the third" and those "whose assignments are primarily in one area only ... are expected to be notable in that area and satisfactory in one other." The draft before us lacks the several qualifying statements that occur in the present PS-36. Like the present PS-36 it fails to show an understanding of the interrelationships among teaching, research, and service; or of the difference between criteria for promoting assistant professors to tenure and those for promoting associate to full; or of all the variations that may be appropriate among disciplines. McGehee concluded that we shouldn't support a change in PS-36 unless we get rid of the "2 out of 3" formula and achieve a better statement about criteria for promotion.

Roider responded that the committee had discussed these issues at length and had decided to keep the present formula as the best one to cover most faculty. He pointed out that McGehee had failed to quote the next paragraph, which begins "As the university adapts to changing circumstances and emerging challenges ..." The committee recognizes that there may be circumstances in which service matters more than usual, as in the case of administrative assignments. This passage allows for exceptional conditions, those in which the faculty member may be satisfactory but not notable in research. PS-36 and the Guidelines for Reviewing Administrators are related. Faculty can be rewarded for service as administrators.

Senator Clayton drew attention to Chapter 2, lines 658-59, and asked if the fact that the Chancellor could decide to move to dismissal for cause means faculty no longer have tenure. He expressed concern that an administrator who did not like a particular faculty member’s research could create conditions leading to dismissal for cause. Roider reviewed the steps that would provide a safeguard: If a chair gives a faculty member two unsatisfactory reviews within three years, then faculty members in the department select a committee of peers to evaluate and decide whether the faculty member in question needs remediation. The dean can also decide to review a case. If the dean agrees that remediation is in order, then a group outside the department creates a remediation program. After two years, the faculty member is again evaluated by the chair and faculty committee. Senator Bell questioned whether we should include procedures in PS-36 that lead to dismissal for cause. Roider suggested that if the Senate did not like the revision, it could be voted down.

President Kestner was asked to clarify a resolution passed by Senators last year that requested the Board of Supervisors to reconsider PM-35. The Board chose not to do so, and it is still in place. Senator Bell asked if the Senate might reject PM-35 and reported that the Law School has chosen to ignore it. President Kestner says that it is not likely that we can choose to reject it since it is in effect at all campuses.
Discussion on the PS-36 draft will continue next time. Senators are urged to read the document before the May meeting and to bring a copy with them. Comments may also be sent to the Committee through the web site.

The meeting was adjourned at 5:30.

The next Faculty Senate meeting will be held Wednesday, May 8, 2002 at 3:00, to be continued if necessary on May 15, 2002 at 3:00.

Respectfully submitted,
Sarah Liggett, Secretary

FACULTY SENATE MEETING ATTENDANCE – April 9, 2002

U = Present, * = Proxy

College of Agriculture (8)

U __Paul Bell
__John Chandler
U __Abner Hammond
* __Stephen A. Harrison
* __Mark K. Johnson
* __Joan M. King
U __Fran Lawrence
__Charles L. Shilling

College of Arts & Sciences (17)

U __William Adkins
U __Claire Advokat
U __Jack Beggs
U __James Catano
U __Irene Di Maio
__Sylvie Dubois
U __Paul Farnsworth
U __Karola Gray
__James Honeycutt
U __Stuart Irvine
U __Christopher Kenny
U __Sarah Liggett
* __Mary Lou Cutrera
U __Carruth McGehee
U __Patrick McGee
* __Jill Suitor

College of Basic Sciences (7)

U __John Battista
* __Michael Cherry
U __Jeffrey Clayton
U __Don Kraft
College of Business Administration (5)

U__Andrew Maverick
__Mark Slovak
U__George Stanley

U__Nicholas Apostolou
U__Don Deis
__Ji-Chai Lin
U__William J Moore
U__Jim Richardson

College of Design (3)

__Frank Chaffin
__Cynthia Handel
__Caroll Mathews

College of Education (6)

U__Dennis Landen
U__Thomasine Mencer
U__Nancy Nelson
__Frank Rusciano
__Dianne Taylor
*__Michael Welsch

College of Engineering (5)

*__Aravamudhan Raman
U__Danny Reible
U__Bhaba Sarker
U__George Voyiadjis
*__Andrew Wojtanowicz

School of the Coast and Environment (3)

U__Mark Benfield
*__Margaret Reams
*__Richard Shaw

Library (2)

U__Kelly Blessinger
U__Marilyn Christianson

Library & Information Science (1)

U__Elizabeth Dow
Mass Communication (1)
__Susan Brown

Museum Complex (1)
__Jim McGuire

College of Music & Dramatic Arts (3)
__Lori Bade
__Louis Gagliano
__Andreas Giger

School of Social Work (1)
__Kristin Gansle

Veterinary Medicine (4)
__Pat Crawford
__Phillip Elzer
*__Marge Gill
__David Horohov

Parliamentarian
__Andy King

PROXIES:
Mark Benfield for Margaret Reams
Witoon Prinyawiwatkul for Joan M. King
Paul Bell for Mark Johnson
Danny Reible for Andrew Wojtanowicz
Paul Bell for Stephen Harrison
Jim Richardson for Jill Suitor
Pat Crawford for Marge Gill
Bhaba Sarker for Aravamudhan Raman
Don Kraft for Michael Cherry
Bill Wiseman for Richard Shaw
Dennis Landin for Michael Welsch
Pat McGee for Mary Lou Cutrera