FACULTY SENATE MEETING

Tuesday, December 8, 1987
3:00 p.m.
Atchafalaya Room, LSU Union

AGENDA

1. Approval of the Minutes of the meeting of November 4, 1987

2. President's Report

3. Report of the University Commission on General Education by Peter Soderbergh

4. Old Business
   a. Final action on Faculty Senate Resolution 87-3 (concerning the Library budget)
   b. Final action on Faculty Senate Resolution 87-5 (establish a Faculty Senate Standing Committee on Computing)

5. New Business
   a. Faculty Senate Resolution 87-6 (concerning 5 year vesting in the Retirement System—to be distributed at the meeting)
   b. Faculty Senate Resolution 87-7 (establish an Ombudsman position at the University—to be distributed at the meeting)
   c. Other New Business

If you are unable to attend this meeting of the Faculty Senate, please refer to Article VI, Appendix b, page 36 of the Faculty Handbook (1986 edition) for alternate representation.
MINUTES OF THE FACULTY SENATE MEETING DECEMBER 8, 1987

ATTENDANCE: (✓ present) (* proxy)

✓ Grace Amborski  ✓ Michael Grimes  ✓ Richard Lonman  ✓ Lelia Schroeder
✓ Bert Boyce  ✓ Robert Grodner  ✓ Ronald Malone  ✓ Barun SenGupta
✓ Jill Brody  ✓ Milton Hallman  ✓ Michelle Massé  ✓ Jonathon Shapiro
✓ Tasha Broughton  ✓ Abner Hammond  ✓ Teresa Monger  ✓ Ethelyn Stott
✓ John Caprio  ✓ Richard Haymaker  ✓ Gary Moore  ✓ George Strain
✓ Frank Cartledge  ✓ Thomas Hosie  ✓ Robert Newman  ✓ Teresa Summers
✓ Frank Chaffin  ✓ James Hotvedt  ✓ Richard Norem  ✓ Paul Templett
✓ Russell Chapman  ✓ Ben Jackson  ✓ Wayne Parent  ✓ Lonnie Vandeventer
✓ Robert Courier  ✓ Barbara Jamison  ✓ Anna Perrell  ✓ Julian White
✓ Adrian DelCario  ✓ David Johnson  ✓ Jack Poplin  ✓ Charles Wilson
✓ Irene DiMaio  ✓ Seth Johnson  ✓ Scott Powers  ✓ Vernon Wright
✓ Suzann Dorman  ✓ Lamar Jones  ✓ Virginia Purtle  ✓ Adnan Yücel
✓ Made Dorman  ✓ Ralph Kinney  ✓ Malcolm Richardson  ✓ Selma Zebouni
✓ Gesdna Doty  ✓ Bonnie Konopak  ✓ Roy Roberg  ✓ Edward Zganjar
✓ James Farr  ✓ Roger Lane  ✓ Edgar Roberts  ✓
✓ Carol Foll  ✓ William Lane  ✓ Douglas Rossman  ✓
✓ Gaines Foster  ✓ Patricia Lawrence  ✓ George Roundtree

PROXIES:

Senator DiMaio for Senator DelCario
Senator Broughton for Senator Jamison
Senator Hotvedt for Senator Jackson
William Archanbeaut for Senator Roberg
Charles Perry for Senator Haymaker

Senator Johnson for Senator Grodner
Senator Vandevver for Senator Wright
Senator Hammond for Senator Moore
Richard Shaw for Senator Wilson
Senator Newman for Senator Jones

President Purtle called the meeting to order at 3:00 p.m. and welcomed Wayne Hudnall, Carruth McGehee, Frank Truesdale, and press representative Carl Redman.

1. Approval of the Minutes of the meeting of November 4, 1987

There being no additions or corrections, the Minutes were approved as distributed.

2. President's Report

a. Benefits An insurance consultant has been hired to study the Benefits package for the LSU system. He is tentatively scheduled to be in Baton Rouge January 18, 1988, and is being sent information regarding the insurance packages.

The November 18, 1987, meeting of the Board of Trustees, State Employees Group Benefits Program was discouraging as far as employees health benefits are concerned. There will probably be a significant rate increase for health insurance in May, 1988. The Board is considering ways of cutting costs such as negotiating with primary care units to give state employees discounts.


A state constitutional amendment passed to fully fund the Louisiana retirement funds.

b. Black faculty concerns Representatives of the Black faculty and staff have met with President Purtle to voice their concerns about the recruitment and retention of Black faculty and staff. The Executive Committee will appoint an ad hoc committee to address those concerns. She asked that people interested in serving on the committee call her (8-5535).

c. PS-36 The recommendations of the ad hoc Committee on the Revision of PS-36 and related documents will be presented to the Senate at the January or February meeting. A special session of the Senate will be called for the exclusive purpose of discussing the document early in the spring semester.

d. "W" policy The Council of Deans voted to implement the policy in the fall of 1989 for all students.

3. Report of the University Commission on General Education by Peter Soderbergh (Chairman) The implementation of the GEP requirements is going smoothly. Dr. Soderbergh expressed his appreciation to faculty at large for making the program work so well. Since the last talk with the Senate, the Commission has reviewed 12 courses and approved 3 courses for a total of 168 courses accepted for the core curriculum since 1986. The Commission and Junior Division are working on revising the catalog material for 1988-89. An open forum is planned for the spring semester to allow all persons involved with general education courses to air their concerns, needs, and successes.
4. Old Business

a. Final action on Faculty Senate Resolution 87-3 (concerning the Libraries budget) Frank Truesdale offered an amendment proposed by the Faculty Senate Library Committee to change the last paragraph to read:

THEREFORE BE IT RESOLVED, that the Faculty Senate of Louisiana State University asks the University Administration to:

1. Make no further reductions in the Library budget;

2. Restore as a major priority, when monies become available, all library funds ($400,000) cut in 1987-88;

3. Make the utmost effort to find funds to cover the current deficit in the serials budget;

4. Increase appropriations to the acquisitions budget for the 1988-89 fiscal year;

5. Make increased funding of the library a high priority in the 1988-89 fiscal year.

A motion to amend Faculty Senate Resolution 87-3 (stated above) was made by Senator Hammond, seconded by Senator Kinney, and passed. A motion to accept Faculty Senate Resolution 87-3 was made by Senator Hammond, seconded, and passed.

b. Final action on Faculty Senate Resolution 87-5 (establish a Faculty Senate Standing Committee on Computing) A motion to accept Faculty Senate Resolution 87-5 was made by Senator Strain, seconded by Senator Johnson, and passed.

5. New Business

a. Faculty Senate Resolution 87-6 (concerning 5 year vesting in the Retirement System) The Resolution was presented by Wayne Hudnall, Chairman of the Faculty Senate Personnel Policies Committee.

FACULTY SENATE RESOLUTION 87-6

WHEREAS, the current vesting period of the retirement program that applies to faculty is 18 years, and

WHEREAS, a shorter vesting period, particularly a period that is competitive with other universities and industry, would be advantageous in the recruitment and retention of outstanding faculty, and

WHEREAS, long vesting periods are discriminatory towards those who may choose to limit their professional careers for personal reasons, and

WHEREAS, a 5 year vesting program is becoming the national norm due to the 1986 Tax Reform Act, and

WHEREAS, a 5 year vesting period would "permit mobility among institutions without loss of accrued retirement benefits with little or no gap in annuity and insurance plan participation" as suggested by a joint statement of Principles on Academic Retirement and Insurance Plans from the Association of American Colleges and the American Association of University Professors;

THEREFORE BE IT RESOLVED, that the Faculty Senate strongly recommends that the vesting period for the faculty retirement program be changed to 5 years at age 60.

There was a discussion concerning the unclear wording of the Resolution and whether it would have a detrimental effect on other Benefits. Senator Johnson offered an amendment to the last paragraph and it was accepted.

THEREFORE BE IT RESOLVED, that the Faculty Senate strongly recommends that the vesting period for the faculty retirement program be obtained after 5 years of service at LSU, and furthermore, at age 60 a person having 5 years of service would be eligible to receive retirement benefits.

A motion to accept Faculty Senate Resolution 87-6 for a final vote at the January Senate meeting was made by Senator Johnson, seconded by Senator Strain, and passed.
b. **Faculty Senate Resolution 87-7 (establish an Ombudsman position at the University)** The Resolution was presented by Michael Grimes, Chairman of the Faculty Senate ad hoc Committee on the "Ombudsman" Position Proposal. He noted that 200 universities in this country have an ombudsman who acts as a mediator and serves as an alternative to more formal procedures such as the Faculty Grievance Committee.

**FACULTY SENATE RESOLUTION 87-7**

WHEREAS, within any administrative structure there may be problems of understanding and communication, and

WHEREAS, there is no centralized office to assist faculty with diverse problems within the university, and

WHEREAS, the experiences of other universities demonstrate that some of these problems can be avoided and others resolved through the efforts of an Ombudsman;

THEREFORE BE IT RESOLVED, that the Faculty Senate recommends the establishment of a Faculty Ombudsman Office according to the attached guidelines.

**GUIDELINES FOR OFFICE OF OMBUDSMAN**

**PURPOSE OF THE OMBUDSMAN OFFICE**

The Office of the Ombudsman is designed to assist faculty with problems they may have within the University. The Ombudsman functions as a facilitator and communication link between individual faculty members and administrators or other faculty in the resolution of problems. The Ombudsman provides a more flexible and less adversarial alternative to the other forum for faculty complaints, the Faculty Senate Grievance Committee. The functions of the Ombudsman are based on the following three premises:

- **Independence**—The Ombudsman Office is independent of the usual administrative hierarchy. Problems may be addressed directly within any administrative unit of the university.

- **Impartiality**—The Ombudsman assumes a non-aligned role when hearing a complaint. The Ombudsman does not advocate nor decide the merits of a case, but is free to propose solutions appropriate to all involved in the problem.

- **Confidentiality**—A faculty member's permission must be obtained before his/her name is used in the investigation of a case. The records, contacts, and communications with the office are also confidential.
DUTIES OF THE OMBUDSMAN

The duties of the Ombudsman include the following:

1. Hearing concerns and complaints of faculty members regarding University policies, procedures, and decisions made by officers of the University which affect the constituent population;

2. Investigating such complaints; the Ombudsman must attempt to verify the information or facts when working with a complainant. One result of the fact verification process may be that the complainant may be urged to change the nature of or drop the complaint (as invalid). The fact verification process protects those against whom invalid or mistaken complaints are made;

3. Referring individuals to University officers and establishing policies or procedures when appropriate;

4. Mediating complaints if usual channels for resolution of the conflict have been exhausted or failed to work;

5. Preparing an annual report which includes a summary of the year's activities that shows the types of problems that were addressed by the Ombudsman. No individuals will be identified in the report, but areas within the university that need correction should be identified. The Ombudsman may make recommendations for change in procedures. The report will be submitted to the Chancellors and the Faculty Senate.

STRUCTURE OF THE OFFICE

The office shall consist minimally of the Ombudsman and secretarial assistance. The budget of the office shall be determined by the Chancellors upon the recommendation of the Faculty Senate Executive Committee.

The appointment term of the Ombudsman shall be three years. The Ombudsman may be reappointed by the Chancellors for additional terms contingent upon approval of the Faculty Senate Executive Committee. There should be an evaluation of the Ombudsman prior to reappointment.

SELECTION PROCESS

The Ombudsman shall be appointed by the Chancellors of LSU and A&M and the LSU Agricultural Center from a slate of candidates provided by the search committee. The search committee shall be composed of three faculty members (one of these is appointed as Chair of the Committee) appointed by the President of the Faculty Senate with the approval of the Faculty Senate Executive Committee and one administrator appointed by each Chancellor for a total of five members.

Notice of the position shall be advertised and publicized according to approved LSU regulations. Candidates may apply directly or may be nominated.

The search committee shall recommend up to three names in ranked order to the Chancellors. The Chancellors will jointly make the final decision and appointment.
MINIMUM QUALIFICATIONS OF THE OMBUDSMAN

1. The Ombudsman shall be a member of the faculty represented by the LSU Faculty Senate. Her/his academic load shall be reduced accordingly.

2. The Ombudsman should be acquainted with the structure and operation of the University.

3. The Ombudsman should have outstanding interpersonal and communication skills and should be respected by both the faculty and the administration.

There was a question concerning the independence of a faculty ombudsman member and it was suggested that a faculty member would perhaps know more about university policy and would be in a better position to mediate than someone from outside the University. Other discussion focused on the duties of the Ombudsman including investigation of faculty complaints, helping individual faculty members with the University bureaucracy and mediation of complaints. A motion to accept Faculty Senate Resolution 87-7 for a final vote at the January meeting was made by Senator Grimes, seconded by Senator Strain and passed.

c. Faculty Senate Resolution 87-8

The Resolution was presented by the Chairman of the Faculty Senate Personnel Policies Committee Wayne Hudnall.

FACULTY SENATE RESOLUTION 87-8

WHEREAS, the State of Louisiana Board of Trustees, for the State Employee Group Benefits Program has not responded to reasonable requests from state employees and the Faculty Senate concerning enrollment in HMO's, and

WHEREAS, the Board has operated without public input at its meetings, and

WHEREAS, the performance of the Board has heightened concerns regarding the Board's commitment to State Employee interests, and

WHEREAS, these actions by the Board are establishing an adversary relationship with the State Employees;

THEREFORE BE IT RESOLVED, that the Faculty Senate requests an immediate and conscientious effort on the part of the Board to address the interests and needs of State Employees.

There was a discussion. A motion to declare Faculty Senate Resolution 87-8 minor was made by Senator Strain, seconded by Senator Perrault, and passed. Senator Wade Dorman moved that the resolution be amended by changing the last paragraph to read

THEREFORE BE IT RESOLVED, that the Faculty Senate expresses its dissatisfaction with the lack of an immediate and conscientious effort on the part of the Board in addressing the interests and needs of State Employees.

The motion to amend was seconded by Senator S. Dorman, and passed.

A motion to accept Faculty Senate Resolution 87-8 was made by Senator Strain, seconded by Senator Johnson, and passed. The Senators asked President Purtle to read the Resolution to the members of the Board at their next meeting.

There being no further business, President Purtle adjourned the meeting at 4:16 p.m. The next Faculty Senate meeting will be held on January 28, 1988.

Respectfully submitted,

Abner Hammond