LSU Faculty Senate Meeting Minutes
3:00 P.M., Thursday, February 19, 2009
Atchafalaya Room, LSU Union

Attendance

Faculty Senate Executive Committee members present:
1. Kevin L. Cope (Senate President, English)
2. Andrew Christie (Vice-President, Accounting)
3. George G. Stanley (Secretary, Chemistry)
4. Renee M Casbergue (Member-at-Large, Education)
5. Pratul Ajmera (Member-at-Large, Electrical Eng)
6. William Daly (Past-President, Chemistry)

Parliamentarian: Charles N. Delzell (not present)

Senators present:
1. Jennifer Curry
2. Richard D White
3. Linda Allen
4. Paul W Wilson
5. Mary Catherine Aime
6. Bruce Olcho
7. Henry D. Bellamy
8. Michael S Bowman
9. Renee M Casbergue
10. Kresimir Rupnik
11. Muhammad A Wahab
12. James Sullivan
13. Michael F Russo
14. Bruce E Elts
15. John Fletcher
16. Frederick H Sheldon
17. Steve Ross
18. Jennifer L Jolly
19. Paul L Hrycaj
20. Boryung Ju
21. Jeff Kuehny
22. Richard Kurtz
23. Edward A Laws
24. Jorge Morales
25. Xu Yi-Jun
26. Lawrence Rouse
27. Alison McFarland
28. Heather I McKillop
29. John L Protevi
30. Su-Seng Pang
31. Brij Mohan
32. Larry Crumbley
33. Tim Slack

Proxies for absent Senators:
Kevin Cope for Joshua Detre
Kevin Cope for Both Tope
Kevin Cope for Kelly Rusch
Kevin Cope for Joan King
Kevin Cope for James Stoner
George Stanley for Wanda Hargroder
John Fletcher for Katia Madsen
Larry Crumbley for Ed Watson
Linda Allen for Sue Bartlett
Dominique Homberger for Charles Delzell
Tim Slack for Jeffrey Tiger
Andrew Christie for Andrea Houston

Brij Mohan for Priscilla Allen
Jeff Kuehny for Lynn Kennedy
Richard Kurtz for Erwin Poliakoff
Sue Weinstein for Jeremy King
John Fletcher for Alison McFarland
Larry Crumbley for Joey Legoria
Bruce Elts for Steven Gaunt
Tim Slack for Susan Dumais
Tim Slack for Dottie Vaughan
Pratul Ajmera for Fereydoun Aghazadeh
Hylen Afmann for Lisa Johnson

Senators absent without proxies + (# of absences without proxies):
1. Brittan A Barker (12)
2. Scott Harris (1)
3. Bruce Olcott (1)
4. Juhan Frank (7)
5. Joseph Francis (2)
6. Cristina Sabliov (2)
7. Edward Song (2)
8. Frederick G. Ortner (15)
9. Keith Robinson (15)

Guests Attending Meeting:
Astrid Merget (Executive Vice-Chancellor & Provost)
Robert Doolos (University Registrar)
Jorn Seemann (Geography & Anthropology)
Craig Winchell (Staff Senate)
Penny Ferguson (UFCT Local 1130 AFT/LFT)
Steve Monaghan (President, Louisiana Federation of Teachers)
Ravi Rau (Physics & Astronomy)
Renee Meyer (Chancellor’s Office)
Blaine Glimes (Campus Federal Credit Union)
Ron Moreau (Campus Federal Credit Union)
Marcel Dupre (Wealth Planners)
Dydia DeLyser (LSU Faculty Athletic Representative, Geography & Anthropology)
Jordan Blum (The Advocate)
LSU Faculty Senate Meeting Minutes: February 19, 2009

Consideration of Minutes from Previous Meeting (January, 2009):

Motion to accept minutes by Andrew Christie, seconded by Larry Rouse. Unanimous vote to accept/approve.

Presidents report (Kevin Cope):

- **LSU Campus**: SGA has approached FSEC with a new withdraw/drop policy. They want to re-arrange the distribution of “W’s” to allow more flexibility for students.
- Problem with Study Abroad Program and number of credits awarded for classwork. A committee has been created to study this an enable faculty to set the number of credits awarded for the course.
- Graduate Student Travel Funds – There was a change in how travel funds can be used. The FSEC will meet with Dean William Worger to discuss this further and to see if the current restrictions on what can be reimbursed can be changed.
- The Committee on Committee’s is seeking members for the various FS committees.
- Next Chancellor Forum on March 18 in Hill Memorial Library (updated after meeting to Bo Campbell Auditorium) to discuss Budget Issues. This will be right around the March revenue estimating meeting.
- Plans for the 150th Birthday Celebration are ongoing with Rusty Jabour (Public Relations) doing a very good job.
- There have been several Academic Affairs meetings concerning the CATS tracking system. The Faculty Senate ASH committee helped draft a new description to describe the workings of CATS.
- There will be Moodle survey coming out soon concerning the terminology used in Moodle and other interface issues.
- The upper administration has done a very good job of keeping the Faculty and Staff Senates involved in many meetings concerning the budget issues. Kevin has provided input that any faculty furloughs should impact the teaching and research missions approximately equally. The FSEC is meeting regularly with the Provost and Chancellor about budget and other related issues.
- **LSU System**: Faculty government does matter. There is a new committee to study the availability of voluntary retirement plans as set by the system level.
- The FSEC did visit LSU-Shreveport and LSUHSC and participated in joint faculty senate meetings. Pictures will be shown at the next meeting.
- The BOR has released a new Master Plan. Our opinion is that there is too much emphasis on job training and not enough on the general benefits of higher education. Good descriptions of the state universities with some clarity on their missions. One very good point was that LSU-BR was held up as a model for teaching, research, and service.

Q&A summary: no Q&A

Chancellor Mike Martin Presentation

- It has been a trying time over the last few weeks. There is still a lot that we do not know. The first uncertainly is exactly what the fed stimulus plan will provide and whether our governor will accept some or all of the federal funding.
- The revenue forecast is down about $100M. The governor must present a revised budget based on this. I was just downtown talking to some legislators and there is some sense of optimism despite the “bad” budget news.
- The excellence of LSU is well recognized and seen as a point of pride for the state. Economic development is also seen as being closely tied to the health of LSU.
- LSU is remarkably efficient at what we do and rate well in efficiency with respect to our peers. That is a strong argument for NOT cutting LSU. Any cuts will seriously impact and hurt LSU.
- We continue to make the case that the long-term solution to the State’s economic problems is a strong comprehensive land-sea-space research institution like LSU. We will do everything possible to defend LSU against these budget cuts and to minimize their impact. This is one of the most unusual situations that I have experienced.

Q&A summary:
Heather McKillop: Can you comment on the strategic plan submitted to cut up to 30% of the budget. Many of the personnel cuts are draconian. Are you planning to modify it?

Mike: It wasn’t so much a plan as a reaction to the request for these budget cuts. So that plan is constantly being reconsidered as more information becomes available. The proposed cuts were hypothetical so we responded with some very hypothetical cuts. We will protect the flagship agenda and jobs as much as possible. We should know a lot more at the
March Chancellor’s forum and can discuss a lot more there. I never thought that I would be rooting for higher gas prices.

Presentation by Ron Moreau (Campus Federal Credit Union)

- We are working on implementing SWIFT accounts for international funds transfers within the next several months, hopefully by the end of March. With regards to the financial education/literacy program, Blaine Brynes is in charge of that program. Marcel Dupre is also here and available for financial consulting.
- We are happy to work with you to help in any way possible, especially with potential budget cuts coming up. We are very frugal in how we operate, but we also try to be generous with the funding of programs on campus such as the Teaching Enhancement Fund.
- Our board election is coming up and ballots are being sent out. Please look over these and vote for the candidates that you think will serve Campus Federal Credit Union well.
- Our annual member meeting is on March 24 at noon at Lod Cook Alumni Center. We encourage you to attend.

Q&A summary: no Q&A

Presentation by Steven Monaghan, President - Louisiana Federation of Teachers: Common Concerns of All Louisiana Educators

- I want to thank Kevin for inviting me to speak and it is an honor to be here. The chancellor mentioned a number of items that I would have mentioned.
- A big question is “are we dealing with economic issues or political posturing.” Six governors last night were considering not accepting the federal stimulus funds. As of today, that is down to 5 governors. There is language in the stimulus package that governors cannot simply refuse the funding. The legislature certainly has a say.
- We are losing some of our best and brightest. My daughter is currently working in Boston. People are not leaving Louisiana because taxes are too high. It is, rather, quality of life and employment issues.
- We are in a fiscal crisis and have to recognize that some of the economic problems facing Louisiana are self-inflicted. $1.8B in tax cuts have occurred over the last few years. The roll-back of the Stelly plan is the most recent example. This increases our reliance on the oil market and limits our options. This, in turn, puts more pressure on higher education. There is, for example, a push to increase the homestead exemption to $160K. There are already 100K signatures on a petition for this.
- One plan is to open up the state budget to spread the pain. But government doesn’t always cut with the hand of a skilled surgeon. Cutting the Minimum Education Foundation could cause serious damage to K-12 education. It is not a good thing to have K-12 and higher education competing for state funding.
- If people are leaving the state, as the governor indicated in his campaigning, then we need to tackle the problems that the state is really facing. I have watched 10 legislative sessions since Katrina and I have seen hundreds of millions of dollars in tax cuts – almost any tax cut that was mentioned was implemented.

Q&A summary: 
Kevin Cope: Higher education is often painted as elitist. Do you have any advice on how we can improve our image.
Steve: There is a suspicion that, outside of athletics, there is a limited diversity of opinions in academics. You have to campaign in a way that does not come across as preachy. The more you interface with legislators the better off you will be. The smaller you are the more you are subject to legislative fait. This is one reason why we are in favor of collective bargaining (with no-strike provisions).
John Protevi: I wonder if we have overestimated the public’s concern for public education. There are many that don’t like government or government-funded activities such as public education.
Steve: I would generally agree with that, which is why we need to work even harder to demonstrate the importance of public education, that we can provide a good education, and that public education funds are being well spent.
Jeff Kuehny: Has our alumni that have moved out of state been encouraged to let the legislature know why they left to promote our case?
Steve: I don’t know if I can answer that? Kevin? Astrid? [affirmative replies]
Presentation by Dydia DeLyser – Faculty Perspective on LSU Athletics

- Athletic program and budget is totally self-sufficient – salaries, facilities are all self funded.
- Athletics gives money back to the university – one of only 6 schools that do that. $18.9 M have been returned to the academic side of the campus for fiscal year 2008.
- Dramatic changes in oversight of Athletics in 2008: there is a Faculty Athletics Representative (Dydia)
- Stacie Haynie (Vice-Provost) supervises athletics
- Chancellor also has oversight
- Joe Alleva, Athletics Director
- Kenneth Miles, Executive Director of CCACSA (Cox Communications Athletic Center for Student Athletes) – just hired.
- Joe Alleva has a high level of concern for student athletes, their well-being, and their academic training. Strong commitment to diversity and inclusion. Absolute dedication to NCAA compliance – appointed a new compliance staff person to make sure that there is sufficient attention to this important area. Strong commitment to welcoming back athletic alumni. The alumni basketball game celebration was one example of this.
- Weighing Policy concerns women’s athletic wellness. Triad program = disorder eating, amenorrhea, osteoporosis. Repeated physical weighing and body-composition assessments can promote these medical problems. So these things are only done for medical reasons.
- Kenneth Miles, Executive Director of CCACSA (Cox Communications Athletic Center for Student Athletes) – just hired. New class-check program to make sure that student athletes are attending class and doing the class work. He is a strong fiscal manager and is strongly in favor of increased communication between athletics and faculty.
- As part of Title IX compliance we prepare a Effective Accommodation Report (every 4 years). Year-long survey to assess athletes interests and abilities. Data suggests continued monitoring of women’s crew and the emerging sports of women’s equestrian and synchronized swimming.
- Academic Standing of Student Athletes: graduation success rate is stable, but should be higher. We are working towards that.
- Academic progress rate – students that finish school give good points to the program: the data suggests improvement in this area. No penalties are currently expected.
- Faculty Admissions Committee Admits of Student Athletes: students need to meet the NCAA minimum requirements, but those that don’t meet LSU’s minimum requirements go through a faculty committee (4 members). 40 committee admissions between 2003 and 2007. All have achieved good academic progress.

Q&A summary:

Michael Russo: Are the athletic budgets public?

Dydia: Yes they are. We are a public institution and everything is available. I have a copy right here. You can get a copy from the athletic department and there is a copy in the library.

Pratul: Is there a way for athletics and academics to work together to try and improve our budget situation? I have seen nothing from the athletics side about the seriousness of the budget situation.

Dydia: Joe and Mike work well together. The SEC-TV conference funding provided $1M to the university for academics (spread out over 4 years). Often for the general public athletics is the door for the university. So athletics could and should play a role in this. Joe will be here in April and that will be a great question for him.

Jennifer Curry: I have had several students come see me about post-graduate work. What kind of advising do student athletes get for this?

Dydia: There are a variety of advising events that they attend about this. Student-athletes can stay on if they have eligibility and enroll in our graduate program.

Paul Bell: Citizens can’t tell the difference between LSU Athletics and Academics. I was talking to a donor who gave $15M to LSU academics. He then sees someone else who donated considerably less to athletics and get their name on a facility. Renee in the Chancellors Office knows a lot more about this and coordinating the various foundation activities.

Renee: Yes, there is increased coordination from the Chancellors office on just such donations.
Presentation by Edward Laws about Staff Senate Consideration of Memorial Day Holiday Proposal/Resolution

I received an e-mail today from Patty Best, President of the Staff Senate, that says the staff senate would not support swapping out one of the existing holidays to add a new Memorial Day Holiday.

Kevin Cope: the resolution will, therefore, remain tabled.

Report of the Ad Hoc Committee on PS-111 – Administrator Evaluation & Review – presented by Ravi Rau

- Our charge was to evaluate how PS-111 was working since its adoption in 2005. Also to make recommendations to the Faculty Senate about PS-111. The committee consisted of: Jackie Stevens (Biological Sciences), Cornelia Yarbrough (Music), Adelaide Russo (Foreign Languages), Charles Delzell (Math), and myself.
- The focus of PS-111 was to have faculty input on the evaluation of administrators. Annual reports by administrators including goals and accomplishments.
- Sadly, PS-111 is not working. The administration was unresponsive to requests from the committee. Not a single Dean replied to the committee’s request for information. Although we do believe that while some Deans are complying to the requirements of PS-111, their lack of response to the committee’s survey did not allow us to collect any firm data.
- Our recommendation is that the Faculty Senate itself take over the enforcement of PS-111 and the evaluation of administrators. This could be done by the FSEC or a committee.
- We also have recommendations on how PS-111 can be improved and these are part of our report (which will be posted on the FS website).

Q&A summary:
Astrid Merget: I would like to clarify the record. There was a survey conducted by my office and a summary provided to Prof. Rau and his committee.
Ravi: Actually, that attachment is part of the report. We did not get any response to our survey from the Deans, although we did get the summary from the Provost’s office. But we do not view that as the proper amount of transparency from the administration. I didn’t want to read the entire report (which will be posted on the FS website).
Andrew Christie: With regards to Chairperson reviews, Accounting has been doing this every two years for our Chairperson. Our college by-laws require this.
Astrid: Faculty governance resides within the colleges. I might also remind you that the Deans report to the Provost.
Frederick Sheldon: Dean Carman did a careful review of all the Chairs in Basic Sciences. He then met with the faculties to give them the results of the reviews.
Ravi: Yes, I agree – I am in the College of Basic Sciences. But our charge was to see how well the overall administrator review was working. We know that some colleges are doing a good review of chairs. But in the absence of any response from the Deans, how can we report on how successful the administrator reviews are working.
Pratul: Part of PS-111 is for administrators (Deans, Chairs, etc) to communicate their goals for the upcoming year and report on the accomplishments from the previous year.
Ravi: College of Basic Sciences does this. But not all Dean’s do. Part of the purpose of the survey was to inquire into this and what the administration is doing.
Michael Bowman: Perhaps the report says something different than the impression of the oral report, which is that PS-111 is not working.
Ravi: Let me briefly read from the report: PS-111 is not working as desired. With perhaps some exceptions of some individual Deans, the spirit and specific requirements of PS-111 have not been adopted. The administration does not appear to take this seriously. The review committee was unanimous in this.
Faresh: Where is the report?
Ravi: It has been submitted to the Faculty Senate Executive Committee (FSEC).
Kevin: We usually don’t post a report until it has been discussed. Considering that it is a controversial report we will post it on the Faculty Senate web site and give it a month for people to view. We can then discuss it further at the March meeting. The Provost’s response and other attachments will be included.
Ed Laws: So PS-111 appears not to be working. But what data do you have that it isn’t working since the Dean’s didn’t respond.
Astrid: I requested that the Deans respond to the survey to me and not directly to the committee. I then provided a summary of the Dean’s comments.

Ravi: Those responses where then passed on to the FSEC and then to my committee.

Dominique Homberger: Is it possible for the information to be provided now? Why couldn’t the Dean’s respond to the committee and cc the Provost?

Astrid: The Dean’s don’t report to the Faculty Senate, they respond to the Provost.

Michael Russo: Why couldn’t the Dean’s respond to the committee?

Astrid: The Dean’s report to the Provost.

Ravi: All we asked the Deans were whether they were preparing these annual reports. There is a serious conflict in PS-111 and how the Provost sees it. PS-111 requires these reports.

Paul ?? (Question to Provost Merget): Can you comment on the mechanism on how the Provost shares this information with the faculty?

Astrid: It varies. Usually there is a college policy committee. Dean’s can go and visit faculty. But it does vary.

Paul: I am trying to understand the provisions of PS-111, faculty review, and how the Provost handles this.

Astrid: Sometimes they are written, sometimes they are oral reports.

Ravi: PS-111 requires written reports.

Larry Crumbly: Over 13 years our Dean of Business have been evaluated every two years but no reports have been presented to the faculty or the policy committee.

Ravi: This is one of the things that prompted PS-111.

Andrew Christie: I support the Provost’s view that the assessment of the Departmental Chairs is an internal college matter. My concern, and I agree with Larry, is about how we evaluate the Deans. We have not had any reports on the Business Dean in 13 years.

Pratul: PS-111 states that Chairs are included.

Kevin: We will come back to this next month.

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**Old Business**

**Faculty Senate Resolution 09–01** (second reading by Kevin Cope, Senator Aghazadeh absent):

“Scheduling Class Start Time on the Hour and Half Past the Hour"

*Sponsored by Senator Fereydoun Aghazadeh*

Whereas, classes at LSU start at either ten or forty minutes past the hour;

Whereas, most meetings at LSU are scheduled to start either on the hour or half past the hour;

Whereas, classes at Tulane, Southern University, BRCC, Louisiana Tech, and many other neighboring universities such as University of Houston, University of Texas, University of Mississippi, Rice University start either on the hour or half past the hour;

Whereas, this skewed class start time at LSU creates confusion and results in inefficient use of time due to frequent late start of meetings;

Therefore be it resolved that the LSU Faculty Senate hereby recommends to the Office of the Registrar to change the class times at LSU to start either on the hour or half past the hour.

**Q&A summary:**

Kevin Cope: We just got an e-mail from the Student Government who are opposed to this.

Senator: Do we know the reasons the students are against this?

Kevin: No, it came in on the Provost’s Blackberry as a PDF file and couldn’t be viewed.

Dominique Homberger: The students appear to be less flexible with this change than many faculty. I don’t understand why we are making a big deal about this when we could just start our meetings at 10 mins after the hour.

Astrid Merget: Robert (Doolos), are there scheduling or technical issues about this?
Robert Doolos: Not really. We would just need some time to implement this.
Andrew Christie: Do the students think that we are proposing that we want to increase the class time by 10 mins?
Kevin: No. I have communicated a number of times with the Student Government Association about this. The students basically just don’t want to come to class 10 mins earlier. The other concern, which I don’t understand, is that some students think that this will take “time” away from them.
Ed Laws: Are there practical issues for distance education classes and other school schedules?
Robert Doolos: I am not familiar with other schools schedules. I know that there has not been any concerted effort to make distance education classes fit in with our regular class schedule.
Steve: Would moving the FS meeting back to 3:10 PM cause problems?
Kevin: That would not be a problem for me. But some faculty need to leave to pick up children, etc.
Paul Wilson: Maybe you can alleviate some of the students concern by implementing this in a Fall semester and wait at least 2 years.
Kevin: I think Fred would accept that as a friendly amendment.
Senator: I would like to know more about the student complaints about this.
George Stanley: I read about this in the student newspaper and it really didn’t make much sense. They polled some students who were split on this, but then decided that this was a bad idea anyway.
Kevin: I have invited the students to present their arguments to us several times, but have only gotten Blackberry form correspondence.
Larry Crumbley: We don’t have a quorum – proxies don’t count towards a quorum.
Kevin: Then we will wait till the next meeting.
Andrew Christie: Can we get the SGA reasoning for opposing this posted on the FS web site?
Kevin: Yes

New Business

Senate Emergency Resolution 09-02:

“Funding for LSU and for Louisiana Higher Education”
Sponsored by the Faculty Senate Executive Committee

Whereas Louisiana State University has drawn international attention for the improvement of its programs and for its advancement in rankings for its educational and research programs;

Whereas Louisiana State University, as the designated Flagship University for the state of Louisiana and as a “Doctoral I” research institution of increasing renown, has brought and continues to bring immense social and economic benefit to all the people of Louisiana;

Whereas the building of a great University is a long-term process that is severely damaged even by short-term economic shortages;

Whereas the Governor of Louisiana has repeatedly stressed the centrality of higher education and especially Louisiana State University in the emergence of a “new Louisiana” ready for the intellectual and technological challenges of the twenty-first century;

Whereas the young people and the posterity of Louisiana deserve a university that not only provides them with an education but also projects them into leadership careers;

Whereas even the selective cutting of programs and services undoes the reputation of Louisiana State University and thereby the competitive advantage enjoyed by its graduates; and

Whereas the present difficulties in educational funding are produced in large measure by procedural and other artificial obstacles such as the inequitable constitutional dedication or protection of funds;

Therefore be it resolved that the Faculty Senate of Louisiana State University calls upon the Governor and the Legislature of the state of Louisiana to take all necessary measures to provide educational funding.
sufficient to insure the progress of higher education in Louisiana and in particular to advance the “Flagship Agenda” of Louisiana State University; and

Therefore be it further resolved that the Faculty Senate calls on state government to take effective and innovative action, whether by summoning a constitutional convention or using emergency monies, to support and sustain higher education, thereby insuring a better, happier, and more prosperous future for all Louisiana citizens.

Kevin Cope: Can we waive the quorum requirement?
No objections
Kevin: I won’t read the resolution to save time.
Paul Wilson moves to accept to debate, several seconds (George Stanley & others)
Kevin: Do we move to admit this resolution to a vote today with only one reading?
No opposition
Vote: passed unanimously

New Resolution 09-03 (Read by Dominique Homberger):

Faculty Senate Resolution “For a Rational Pay Scale at LSU”
Sponsored by Senators Dominique G. Homberger and Charles N. Delzell

Whereas our Nation and State are experiencing a severe contraction of the economy, and
Whereas Louisiana’s Governor is considering severe cuts in the budget of higher education and LSU, and
Whereas salaries for CEOs and public servants are being reviewed nationwide, and
Whereas the salaries for upper administrators in public universities have grown disproportionately relative to those of the faculty and staff, and
Whereas LSU was at the forefront among public universities five years ago in this drive towards extravagant remuneration for top administrators¹, and
Whereas other public servants, including the President, his Cabinet Secretaries, and four-star generals, manage far weightier responsibilities and budgets than university officials while earning far less, and
Whereas the public in these times of economic distress is acutely worried about rising costs placing university education out of reach for their children, and
Whereas such distress and anger is likely to tar the entire academic world as it has the corporate sector, and
Whereas, at a time when “this country’s culture of excess is over”, it is fitting for LSU as Louisiana’s Flagship University to again assume a leadership position among public universities in reversing the trend it initiated,

Therefore be it resolved that the current compensation of LSU’s upper administrators² be brought in line with other public salaries in the state and nation and be tied to a particular ratio of the salaries of the faculty and staff³, and

Therefore be it further resolved that the Faculty Senate appoint a task force that will work out a proposal for fair salaries at LSU by the end of this spring semester in order to expedite the process of instituting a rational pay scale at LSU.

¹ [http://www.bus.lsu.edu/accounting/faculty/krumbley/facsen_criticize.htm](http://www.bus.lsu.edu/accounting/faculty/krumbley/facsen_criticize.htm); [http://www.lsu.edu/senate/Resolutions/R03-03.pdf](http://www.lsu.edu/senate/Resolutions/R03-03.pdf)
² As exemplified by the President, Chancellor, and Provost
³ For example, no more than the highest paid full professor plus a supplement equaling the lowest staff salary on campus.
Motion to advance to debate: Moved by Ed Laws & Larry Crumbly, seconded by Brij Mohan.
Discussion postponed till next meeting due to 5:30 PM time.

**Adjournment @ 5:31 PM**

George Stanley moves to adjourn, seconded by another senator. Approved!!