HIGHLIGHTS FROM FACULTY SENATE MEETING

January 24, 2002

Comments from Kevin Smith, Vice-Chancellor for Research and Dean of the Graduate School: Vice-Chancellor Smith summarized action to date on FS Resolution 01-13, "Development of policies on graduate faculty." He explained that the Board of Supervisors requires LSU to have a Graduate Faculty. Upon reviewing its policies related to Graduate Faculty status, the Graduate Council has decided to end its practice of cyclical reviews. A written version of the new policy will be forwarded to the Faculty Senate this spring.

Comments from Forest Benedict, LSU System Vice President for HRM: Vice President Benedict outlined a new consumer-driven health care plan being proposed for the LSU System to address very serious problems with the current options. In early February, Benedict will consider proposals for coverage by national networks; in March, he will seek approval of the plan from the Board of Supervisor and the Division of Administration; if the plan is approved, it will be offered as an option to faculty and staff during open enrollment this spring. Benedict hopes for a participation rate of at least 10-15% of eligible members.

Report from Faculty Senate President Neil Kestner:

$The Ad Hoc Committee on Policies for Reviewing Administrators has been waiting for student membership, but Provost Fogel says it should get underway with its work very soon.

$The Student Government Association is examining ways to solve students' problems with excused absences related to illness.

$The Board of Supervisors passed a revision of Chapter 7, section 7, of its bylaws which deals with LSU intellectual property; it is much more favorable to the faculty than previous drafts. The revision is based on a new PM 15 that was greatly revised in response to comments by President Kestner, Vice-Chancellor Kevin Smith, and the Provost.

$Staff in Records and Registration are piloting a program in the Department of Physics to check prerequisites automatically when students register on REGGIE.

$The Committee to Revise PS-36 will begin meeting weekly on Thursday, January 31.

Old Business: none
New Business:

$Resolution 02-03: "Concerning Job Dossier Management for Doctoral Students at Career Service," was introduced by Senator Patrick McGee.

$Resolution 02-04: "Contracts for Instructors and General Librarians,@ was introduced by Senator McGehee.

The next Faculty Senate Meeting is Friday, February 15, 2002.

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 December 3, 2001 meeting were approved as corrected. They may be viewed at the Faculty Senate website, best accessed through Faculty Senate under the LSU A-Z Directory.

Comments from Kevin Smith, Vice-Chancellor for Research and Dean of the Graduate School:

Vice-Chancellor Smith summarized action to date on FS Resolution 01-13, "Development of policies on graduate faculty," which asks the "Dean of the Graduate School and Graduate Council to develop and present to the Faculty Senate and the university community a detailed set of policies about graduate faculty status modeled on PS-36 regarding (but not limited to) its committee charge, composition, procedures, meeting schedule, reporting deadlines, evaluation criteria, and appeal process." Vice-Chancellor Smith explained that the Board of Supervisors requires LSU to have a Graduate Faculty. Upon reviewing its policies related to Graduate Faculty status, the Graduate Council has decided to end its practice of cyclical reviews. Instead, Vice-Chancellor Smith and the Graduate Council believe that qualifications for Graduate Faculty membership should be assessed at the college and/or departmental level, where the faculty member's work is best known.

A written version of the new policy will be forwarded to the Faculty Senate this spring. Most likely it will stipulate that newly appointed assistant professors will be given associate membership on the Graduate Faculty; upon promotion to associate professor, they will be awarded full membership. Faculty members who progress to the rank of full professor will retain full membership on the Graduate Faculty. Then after seven years as full professors, the faculty members will be reviewed by the Graduate Council. However, if a revised PS-36 includes ongoing academic review, then a seventh-year review would be redundant and unnecessary.

In discussion that followed, senators were concerned about how a faculty member who has been dropped from full Graduate Faculty membership might be...
reinstated (the department would recommend such action through the dean) and how eligibility of faculty from other universities to serve on dissertation committees would be determined and how the appointment processes might work for clinical faculty (the Graduate Council has yet to address the latter two issues). Concern was also expressed about the relationship between a faculty member=s teaching assignment and Graduate Faculty status. Vice-Chancellor Smith stressed that chairs and deans determine teaching assignments, not the Graduate Council, although chairs and deans may consider the factors that now determine Graduate Faculty status when assigning teaching loads.

Comments from Forest Benedict, LSU System Vice President for HRM

Vice President Benedict outlined a new health care plan being proposed for the LSU System to address very serious problems with the current options, including a lack of critical participation and steep increases in premiums. Benedict believes that the concerns of faculty and staff at LSU (retention and hiring issues, for example) differ from other state employees. LSU has permission from the Board of Supervisors to design and pilot a new plan for 3-5 years. The time table is as follows: In early February, Benedict will consider proposals for coverage by national networks; in March, he will seek approval of the plan from the Board of Supervisor and the Division of Administration; if the plan is approved, it will be offered as an option to faculty and staff during open enrollment this spring. Benedict hopes for a participation rate of at least 10-15% of those eligible.

In brief, the new plan is built on the model of consumer-driven health care. In this model, a participant has a personal care account with a fixed amount of money for health care. If that amount is spent, then the participant pays in full for health care until a deductible is met, after which time the participant becomes part of a nationwide managed care plan for which the participant would pay a premium. Other features of the plan include a "carve out" for wellness care, which would not be deducted from one=s personal care account; the ability for a participant to choose physicians or hospitals; and an extensive on-line medical library system that would enable a participant to ask health-related questions, research health issues and drug costs and interactions, and follow account activity.

It is estimated that 75% of the participants would not exhaust their personal care accounts each year in which case the remainder would roll over to their accounts the following year. Companies using consumer-driven health care often reduce their costs by about 10%. The University of Minnesota has just begun using a similar model.

During discussion, Benedict clarified that faculty and staff who opt for the new program would not be disadvantaged in relation to health care upon retirement. (Currently state employees must be enrolled in a state program to get
a percentage of coverage upon retirement.) For now, the contributions of the state to the pilot program would be the same as they are to other options. Furthermore, most local providers including all major hospitals would be available through national networks. The plan would cover preexisting conditions since the participant manages his or her health care resources; it would also cover expenses for coverage out of the country.

Most senators expressed support of Benedict’s attempt to find an innovative alternative to current health care benefits.

**Report from Faculty Senate President Neil Kestner:**

$The Ad Hoc Committee on Policies for Reviewing Administrators has been waiting for student membership, but Provost Fogel says it should get underway with its work very soon.

$The Student Government Association is examining ways to solve students’ problems with excused absences related to illness. As dictated by PS-22, the Student Health Center no longer issues excuses for medical visits. Faculty may soon receive a memo from Neil Matthews, Vice-Chancellor of Student Life & Academic Services, asking faculty to inform students of their policies regarding excused absences and make up work. These concerns may lead to a PS on guidelines for content of syllabi.

$The Board of Supervisors passed a revision of Chapter 7, section 7, of its bylaws which deals with LSU intellectual property, emphasizing faculty ownership more than in previous drafts. This change is based on a new PM 15 that was greatly revised (and shortened) in response to comments by President Kestner, Vice-Chancellor Kevin Smith, and the Provost, who are pleased with the new version. PM-15 (Intellectual Property Guidelines Regarding Electronic Learning Ownership) will be approved at a subsequent Board meeting.

$Staff in Records and Registration are piloting a program in the Department of Physics to check prerequisites automatically when students register on REGGIE.

$The Committee to Revise PS-36, (Karl Roider, chair; Carol Barry, Katie Cherry, Ralph Kinney, William Grimes, Russell Chapman, and Janie Frickie) will begin meeting weekly on Thursday, January 31. They will consider comments made in committee meetings, Faculty Senate meetings, and on-line. Senators and other faculty members may continue to post comments on the web even though the Committee is at work. Senators can expect comments from non-tenured professorial faculty next time. Faculty members are also encouraged to read the extensive study of post tenure review conducted at the University of Illinois (posted on the PS-36 website). After studying its advantages and disadvantage, U of I created a system of enhanced annual reviews that leads to a triggered post-tenure review only after a series of negative reviews.
Old Business: none

New Business:

$Resolution 02-03: "Concerning Job Dossier Management for Doctoral Students at Career Service," was introduced by Senator Patrick McGee. He explained that graduate students in English had experienced serious problems with ReferenceNow, the firm which LSU contracted to manage dossiers for LSU students. For example, the firm "failed to include new material in dossiers, update materials appropriately, scan material correctly, and reproduce it accurately." In part, these problems occurred because of mail delays associated with the anthrax problem in Washington, D.C. where ReferenceNow is located. Mary Feduccia, Director of Career Services, explained that ReferenceNow has merged with Interfolio, a company better suited to handling the dossier materials of graduate students. She also explained that Career Services is willing to manage dossier and credential files for students. The charge for using ReferenceNow, Interfolio, or Career Services is $3-5 per mailing. Although Senator Michael Cherry questioned whether we need a resolution if the problem is fixed, Senator McGee asked that it be voted on at the next meeting so that the record reflects that a serious problem arose with the outsourcing of the service and that there needs to remain an option for service on campus.

$Resolution 02-04: "Contracts for Instructors and General Librarians" was introduced by Senator McGehee. The intent of the resolution is to offer the Senate an alternative to revising Chapter 3 in the draft of PS-36. His resolution would mandate a rigorous review in the sixth year of full-time service, after which a continued appointment would entail a University-recognized promotion and a four-year rolling contract. Also, the resolution asks that the Provost and the Faculty Senate Executive Committee jointly appoint a Special Committee on the Ranks of Instructor and General Librarian to build a central policy related to the ranks; the resolution includes guidelines for the Special Committee guidelines.

During discussion, Senator McGehee pointed out that his resolution establishes an Aup or out@ decision point and thereby mandates multiyear contracts in a definite way, which the PS-36 draft does not. He also explained that the Special Committee would advise the Provost as to how current instructors are grandfathered in under new policies. Senator Mary Lou Cutrera, chair of the Ad Hoc Committee of Instructors on PS-36, agreed that we need a document more flexible than the current draft so that individual departments can determine how best to conduct reviews, especially when they may result in the contract termination. Senator Irene Di Maio urged any who would work on such a policy to be mindful of the ratio between the number of instructors and number of tenured faculty. She cautioned that in order to save money, administrators might choose to appoint instructors rather than tenure-track professors.
$Both pending resolutions may be viewed at the Faculty Senate website, easily accessed under Faculty Senate in the LSU A-Z Directory at www.LSU.edu.

With no other new business, the meeting adjourned at 5:00. The next Faculty Senate Meeting is Friday, February 15, 2002.

Respectfully submitted,

Sarah Liggett

*If you wish to be represented by another faculty member from your college or division, or if you wish to give a proxy vote to another member of the Senate, please give written notice to the Senate President prior to the meeting. Please refer to ABylaws of the Faculty Senate, Article VI, in the LSU Faculty Handbook.


Listserv: FACSEN-L@listserv.lsu.edu

FACULTY SENATE MEETING ATTENDANCE
DATE: January 24, 2002

T=Present, * =Proxy

**College of Agriculture (8)**

T__Paul Bell
T__John Chandler
*__Abner Hammond
 __Stephen A. Harrison
 __Mark K. Johnson
T__Joan M. King
T__Fran Lawrence
 __Charles L. Shilling

**College of Arts & Sciences (17)**

T__Jack Beggs
T__Karola Gray
Mary Lou Cutrera
Irene Di Maio
Claire Advokat
Sylvie Dubois
Paul Farnsworth
James Honeycutt
Stuart Irvine
Christopher Kenny
Sarah Liggett
Patrick McGee
Carruth McGehee
James Catano
John Rodrigue
Jill Suitor
William Adkins

College of Basic Sciences (7)

John Battista
Andrew Maverick
Michael Cherry
Jeffrey Clayton
Don Kraft
Mark Slovak
George Stanley
College of Business Administration (5)

* Don Deis

College of Art and Design (3)

* Nancy Nelson

College of Education (6)

* Nancy Nelson

College of Engineering (5)

* Danny Reible
School of the Coast and Environment (3)
*__Mark Benfield
T__Margaret Reams
T__Richard Shaw

Library (2)
T__Marilyn Christianson
T__Kelly Blessinger

Library & Information Science (1)
r__Elizabeth Dow

Mass Communication (1)
T__Susan Brown

Museum Complex (1)
T__Jim McGuire

College of Music & Dramatic Arts (3)
T__Andreas Giger
T__Lori Bade
T__Louis Gagliano

School of Social Work (1)
*__Kristin Gansle

Veterinary Medicine (4)
T__Pat Crawford
r__Phillip Elzer
T__Marge Gill
___David Horohov
Parliamentarian

___Andy King

**PROXIES:**

Nick Apostolou for Don Deis Richard Shaw for Mark Benfield

Jack Beggs for Christopher Kenny Andrew Wojtanowicz for Danny Reible

Marge Gill for Phil Elzer

Don Kraft for Elizabeth Dow

Fran Lawrence for Abner Hammond

Patrick McGee for James Catano

Thomasine Mencer for Nancy Nelson

Rene Pogue for Kristin Gansle