LSU Faculty Senate Meeting
3:00 P.M., March 15, 2005, Atchafalaya Room, LSU Union Building

Attendance

Faculty Senate Executive Committee members all present:
1. Claire Advokat (Senate President)    4. Andrew Christie (Member-at-Large)
2. Pratul Ajmera (Member-at-Large)    5. Charles Delzell (Secretary)
3. John Chandler (Member-at-Large)    6. Carruth McGehee (Ex Officio, Immed. Past Pres.)
7. Sarah Pierce (Vice-President)

Senators present:

Senators represented by proxies:

Senators absent without proxies + (# of consecutive absences without proxies):
8. Grover Waldrop 1

Parliamentarian: Professor O. Carruth McGehee.

Guests who addressed the Senate: Risa Palm, Executive Vice Chancellor and Provost.
Richard Vlosky, Director and Professor, Louisiana Forest Products Development Center.

Highlights
1. No quorum appeared at this meeting. The Senate Bylaws require Budget and Planning Advisory Committee and Educational Policy Committee elections, and Faculty Senate Executive Committee nominations, in March. Due to lack of a quorum, the above required actions could not be done today. And no other business could be conducted today (e.g., no consideration of minutes or resolutions). However, the two guests invited for today could still make their presentations for the benefit of those who were here:

2. Executive Vice Chancellor and Provost Risa Palm distributed a six-page handout to the senators, entitled “Advancing the Flagship Agenda: Some thoughts, March 15, 2005” (see http://senate01.lib.lsu.edu/facsen, and click on “Other Reports”). This report reviewed the advances made in the past year or so toward achieving the goals of the National Flagship Agenda:
   - Increased number of non-resident students.
   - Large number of National Merit Scholars (in 2004).
   - Freshman Summer Reading Program.
   - Tiger Bus Tour.

The report then listed some immediate goals of the National Flagship Agenda:
   - Faculty size needs to be increased.
   - Faculty quality needs continuous improvement.
   - The faculty should have an “esprit of excellence.”
   - Diversity.
   - Resources that enable our aspirations.
   - Revision of the 12 “pillars.”
   - Need to improve the undergraduate experience.

3. LSU Faculty Issues Study Results: Richard Vlosky, Director and Professor, Louisiana Forest Products Development Center, presented his analysis of the results of the LSU Faculty Issues Study (see http://senate01.lib.lsu.edu/facsen; click on “Collective Bargaining”).
   - Most important issue for LSU Faculty Senate to address: post-tenure review.
   - “Would you entertain the thought of joining a union?” 44% yes, 35% no, and 21% not sure.
   - “There should be a mechanism to dismiss non-performing faculty from their employment; agree or disagree?” Senator Delzell pointed out that LSU has had such a mechanism at least since 1945; he called the question “propaganda” and “push-polling.”

4. Announcement of current slate of nominees for the FSEC:
   - President: Paul Wilson.
   - Vice President: Larry Crumbley.
   - Secretary: Witoon Prinyawiwatkul.
   - Members-at-Large: Randall Hall, Steven Hall, Irvin Peckham, John Pizer, Judith Schiebout.

Minutes
1. **Call to order:**

*No quorum:* After waiting until 3:15 P.M, Senate President Advokat announced that a quorum was still not present; only 29 elected senators (less than 50% of the 69 members) were physically present (Senators represented by proxies don’t count for a quorum).\(^1\)

**Bylaws require BPAC and EPC elections, and FSEC nominations, in March:** The Faculty Senate Bylaws ([http://senate01.lib.lsu.edu/facsen](http://senate01.lib.lsu.edu/facsen)) provide that the Nominating Committee’s initial slate of nominees for next year’s Faculty Senate Executive Committee will be published in the Agenda for the March meeting of the Senate, where further nominations may be made from the floor. The Bylaws further provide that each year at its March meeting, the Senate will elect persons to fill vacancies on the Budget and Planning Advisory Committee and on the Educational Policy Committee. Due to lack of a quorum, the above required actions could not be done today. Likewise, President Advokat announced that no other business could be conducted today (e.g., no consideration of minutes or resolutions).

*The two scheduled presentations are the only business that can be conducted today:* However, she said that the two guests she had invited for today could still make their presentations for the benefit of those who were present.

2. **Executive Vice Chancellor and Provost Risa Palm: Advancing the Flagship Agenda:**

*Six-page handout:* Provost Palm distributed a 6-page handout to the senators, entitled “Advancing the Flagship Agenda: Some thoughts, March 15, 2005.” It can be found at [http://senate01.lib.lsu.edu/facsen](http://senate01.lib.lsu.edu/facsen) (click on “Other Reports”).

**Prefatory remarks:** She said that this presentation would be a “biased” view, i.e., it will be from the point of view of the Office of Academic Affairs. [The account below follows the outline in her handout.]

I. **The name “The Flagship Agenda”:** She understood that the Flagship Agenda was originally not even supposed to be called “The Flagship Agenda”; that it was a working title, but like the film company, where a working title became the name of the company, “The Flagship Agenda” became the name of the Flagship Agenda. It is not supposed to be a strategic plan, but we certainly treat it like a strategic plan, she said. She views it as a working document, as something that’s going to be modified.

**Goal: to make LSU better:** The goal, basically, is to make us one of the better public universities. And therefore, as we keep our eyes on what direction we’re moving in, we want to keep taking actions that will make us better.

II. **Advances made in the past year or so:**

II.A. **Increased number of non-resident students:** In the years 2000, 2002, 2003, and 2004, the percentages of non-resident students were 9.1%, 11.9%, 11.4%, and 18.0%, respectively. She said that this is an indicator not only of the success of the football team, but also of the active recruiting by the Office of Admissions, and the fact that LSU has an increasingly good reputation. As an extreme comparison, she mentioned that the corresponding percentages for CU Boulder, the Univ. of Oregon, and the Univ. of Vermont are 45%, 35%, and 80%, respectively. She does not think that a public university should try to recruit 80% of their students from out of state; she knows that the strategy at Vermont is to maximize tuition revenue,

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\(^1\) Secretary’s note: Several senators commented that they could not remember any Senate meeting not having a quorum at the beginning of the meeting.
and since tuition is higher for out-of-state students, Vermont tries to maximize the number of out-of-state students.

II.B. LSU ranks highly with respect to the number of National Merit Scholars (in 2004):

<table>
<thead>
<tr>
<th>Rank</th>
<th>University</th>
<th># Merit Scholars</th>
<th>Rank</th>
<th>University</th>
<th># Merit Scholars</th>
</tr>
</thead>
<tbody>
<tr>
<td>54.</td>
<td>Michigan State U.</td>
<td>44</td>
<td>60.</td>
<td>U. of Maryland at College Park</td>
<td>36</td>
</tr>
<tr>
<td>55.</td>
<td>Cornell U.</td>
<td>42</td>
<td>60.</td>
<td>U. of Washington</td>
<td>36</td>
</tr>
<tr>
<td>56.</td>
<td>Columbia U.</td>
<td>41</td>
<td>63.</td>
<td>Clemson U.</td>
<td>35</td>
</tr>
<tr>
<td>57.</td>
<td>U. of South Carolina at Columbia</td>
<td>39</td>
<td>64.</td>
<td>U. of Kentucky</td>
<td>34</td>
</tr>
<tr>
<td>58.</td>
<td>U. of Texas at Dallas</td>
<td>38</td>
<td>65.</td>
<td>Brandeis U.</td>
<td>33</td>
</tr>
<tr>
<td>58.</td>
<td>Whitman College</td>
<td>38</td>
<td>65.</td>
<td>U. of Virginia</td>
<td>33</td>
</tr>
<tr>
<td>60.</td>
<td>Louisiana State U. and A&amp;M College</td>
<td>36</td>
<td>65.</td>
<td>Wheaton College (Illinois)</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>69.</td>
<td>U. of Wisconsin at Madison</td>
<td>32</td>
</tr>
</tbody>
</table>

These are subsidized National Merit Scholars; Harvard (in first place) does not subsidize its Merit Scholars. Our number of Merit Scholars is good.

II.C. Summer Reading Program: This program introduces freshmen to the intellectual and academic content of the university. In August 2004, 95% of our freshman attended the lecture by Eric Schlosser, author of Fast Food Nation. The book selected for the summer of 2005 is Tracy Kidder's Mountains Beyond Mountains: The Quest of Dr. Paul Farmer, a Man Who Would Cure the World. Both Mr. Kidder, a Pulitzer Prize-winning author, and Dr. Farmer, the subject of the book, will speak at the Academic Convocation on Friday, August 19, 2005. All freshmen are required to attend the Academic Convocation and the faculty-led discussion groups that follow.

II.D. Tiger Bus Tour: In the fall of 2004, LSU initiated the Tiger Bus Tour, a program to link new faculty to the state in which they are teaching. Faculty who are linked to Louisiana are more likely to stay. It also increases the knowledge of Louisianians of LSU faculty. LSU gets a lot of press when it goes into a small town.

II.E. 90 new professors since January 1, 2004: This represents 8.5% of LSU’s total faculty. Of these, 30 are “new incremental” positions that have been allocated to various units to advance the National Flagship Agenda. The 90 new tenure-track or tenured faculty are in the following 13 colleges or schools:

<table>
<thead>
<tr>
<th>Arts and Sciences (24)</th>
<th>Basic Sciences (20)</th>
<th>College of Agriculture (8)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communic’n Studies</td>
<td>Biology</td>
<td>Biolog’l &amp; Agricult’l Engin’’ng 1</td>
</tr>
<tr>
<td>English</td>
<td>Chemistry</td>
<td>Entomology</td>
</tr>
<tr>
<td>Foreign Languages</td>
<td>Computer Science</td>
<td>Experimental Statistics</td>
</tr>
<tr>
<td>French Studies</td>
<td>Geology</td>
<td>Food Sciences</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Physics &amp; Astron.</td>
<td>Horticulture</td>
</tr>
<tr>
<td>Philosophy</td>
<td></td>
<td>Human Ecology</td>
</tr>
<tr>
<td>Political Science</td>
<td></td>
<td>Human Resource Education</td>
</tr>
<tr>
<td>Psychology</td>
<td></td>
<td>Renewable Natural Resources</td>
</tr>
<tr>
<td>Sociology</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Music & Dramatic Arts (7) Libraries (4) Art and Design (1)
Mass Communic. (5) Coast & Environment (3) Social Work (1)
                            Library & Information Sci. (1)
**Veterinary Med. (7)**  
**Business Admin. (6)**  
**Engineering (3)**  
- Accounting 3  
- Economics 1  
- Finance 1  
- Public Admin. 1  
- Civil & Environ’al 1  
- Mechanical 1  
- Petroleum 1

Map showing where LSU’s new faculty received their Ph.D.s: Provost Palm’s handout also included a map of the United States, showing where LSU’s new faculty received their American Ph.D.s (the map is not reproduced here; to see it, get the report itself, at [http://senate01.lib.lsu.edu/facsen](http://senate01.lib.lsu.edu/facsen)). The map also indicated Ph.D.’s originating in the following foreign cities: Paris, France; Cordoba, Spain; London, England; Lund, Sweden; Moscow, Russia; Oxford, England; Heidelberg, Germany, Sydney, Australia; and Hiroshima, Japan.

III. Immediate Goals:

III.A. Faculty size needs to be increased: With a larger faculty of high quality, we will have more contracts and grants, more national awards in literature, music, business, etc. We will also have better interaction with students at the graduate and undergraduate level; and more faculty recognized by national and international organizations (increasing our reputation). Also, LSU’s student:faculty ratio is 33:1 (unless we count instructors, when the ratio drops to 22:1); the ideal for a state university is no more than 21:1. The ratio of 33:1 comes from 
\[
\frac{\text{(# of students)}}{\text{(# of tenure-track faculty)}} = \frac{31,561}{952} = 33.2. \quad 2
\]

III.B. Faculty quality needs continuous improvement: In every department, we need to hire faculty who are “better” than the ones they are replacing. Many of our units have this value, but not all. The Senate’s recent work on PS-36 should help in communicating shared values; we need continuous work in improving faculty salaries in order to attract and retain the best colleagues.

III.C. The faculty should have an “esprit of excellence”: Provost Palm defined this as confidence and pride as individuals and in the collective that is the department/university. She said that this is a difficult challenge, where the faculty and administration need to work together.

III.D. Diversity: Provost Palm said that we need a more diverse faculty than what we have. This has to do with quality, as well as just what’s right. How we evaluate chairs, and how she evaluates deans, has to reflect ideas of diversity, as well as all the other things we need to do.

III.E. Resources that enable our aspirations: Classrooms, labs, offices that are flexible in use and sufficient to encourage learning. There are a few places where we can look and be proud, but we have too many places where the deferred maintenance has grown to appalling levels. The library needs a permanent funding line; it is discouraging that each year we have “temporary” money going into the library. We need to increase its budget, and do so permanently. The library should be a goal of a new capital campaign. We need funds to stimulate intellectual collaboration, scholarly travel, and research.

III.F. Revision of the 12 “pillars”: We should allocate resources based on the Flagship Agenda. For the last five years, we’ve had 12 departments selected for enhancement—enhanced salaries and graduate stipends. Provost Palm has asked the University Planning Committee to start looking at which departments should be getting these extra resources, and which departments either should not be getting them, or should no longer be getting them.

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2 Secretary’s note: Provost Palm later informed me that the number of tenure-track faculty given in her 6-page handout was a little off, and that the number above is correct.
III.G. Need to improve the undergraduate experience: We’ve increased our admission standards. Still, 43% of our students don’t graduate in six years. We are doing something wrong when 43% of our students aren’t graduating, Provost Palm said. We (the faculty) need to advise students on what kinds of course of study they should take. They don’t all have to major in business; what are the alternatives? The majority of our above-average students are not going to get into medical school; they should not all be in biology. We need to distinguish between technical advising and general (or career) advising; faculty need to be more engaged in the latter.

Imbalances in numbers of majors in different departments: Provost Palm’s handout contained a table showing the number of undergraduates majoring in each of 126 subjects in the fall of 2004. Below are reproduced the first 12 lines of the table (starting with the subject with the most majors):

<table>
<thead>
<tr>
<th>First Major</th>
<th>Degree</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Biological Sciences</td>
<td>BS</td>
<td>2220</td>
</tr>
<tr>
<td>2. General Studies</td>
<td>BGS</td>
<td>1009</td>
</tr>
<tr>
<td>3. Undecided</td>
<td></td>
<td>980</td>
</tr>
<tr>
<td>4. Pre-Business Admin.</td>
<td></td>
<td>944</td>
</tr>
<tr>
<td>5. General Business Admin.</td>
<td>BS</td>
<td>844</td>
</tr>
<tr>
<td>6. Mass Communication</td>
<td>BA</td>
<td>833</td>
</tr>
<tr>
<td>7. Psychology</td>
<td>BS</td>
<td>826</td>
</tr>
<tr>
<td>8. Political Science</td>
<td>BA</td>
<td>684</td>
</tr>
<tr>
<td>9. Kinesiology</td>
<td>BS</td>
<td>679</td>
</tr>
<tr>
<td>10. Elem Grades Education</td>
<td>BS</td>
<td>664</td>
</tr>
<tr>
<td>11. English</td>
<td>BA</td>
<td>637</td>
</tr>
<tr>
<td>12. Mechanical Engineering</td>
<td>BS</td>
<td>628</td>
</tr>
</tbody>
</table>

(The rest of the table is not reproduced here; to see it, get the report itself, at http:// senate01.lib.lsu.edu/facsen.) Biological Sciences has, by far, the largest number of majors; large numbers of these students imagine that they are going on to medical school. Our second largest major is General Studies, with 1009 majors. She asked what great university has a major in General Studies. The third largest major was “undecided,” with 980 students; she said that this means that we have about 1000 students who don’t know what they are doing. We need do a better job of orienting our students to what we have and how they can get out of here, she said.

The culture of W-grades: Provost Palm has learned that our advisers and our orientation people are telling our students that it’s OK to have W’s; the students are told to sign up for 18 hours, and then to drop two courses if necessary. Provost Palm recalled that when she was a student, it was an embarrassment to have a W on your transcript. Some students get a W every semester at LSU. We need to tell our students that it’s not OK to have W’s.

Computer-assisted advising of students: Provost Palm reported that one candidate for student government is running on a platform that we need a new and innovative system of real-time self-advising/registration, comparable to what we find on expedia.com—such a system could also advise increased course loads (15 credits per semester). She is talking with Brian Voss, LSU’s new Chief Information Officer (who’s going to start here in the summer), about how we can develop such a system; if we do, we will be one of the first universities to do so.

General education requirements: Provost Palm said that we need an overhaul of our general education requirements. We need to think about what LSU is; what does an LSU degree mean? This goes back to the need for more consideration of our intellectual climate.
*Is the number of undecided majors excessive?* Senator Wittkopf referred to the last table in Provost Palm’s handout (about the number of majors in each subject), and asked whether the student’s major was determined as of the student’s freshman year, or sophomore year, or what. Provost Palm said that if a student declares a major as a freshman, and hadn’t changed that declaration by the fall of 2004 (when this table was made), then that student is listed in the table under that major; if the student changed his or her declared major by the fall of 2004, then the table lists that student under the new major. If that student is still undecided as of the fall of 2004, then that table will so list that student. Senator Wittkopf said that coming into LSU from high school with an “undecided” major isn’t the worst thing in the world, because LSU offers so many options that students don’t yet know about. Provost Palm agreed. She also said that “Pre-Arts & Sciences” (with an enrollment of 525) is a meaningless category, and is tantamount to more “undecided” students. Provost Palm said that the numbers are disturbing to her.

*Business writing courses phased out under Flagship Agenda:* Senator Gauthier recalled a faculty meeting last March in which he had heard that the English Department will no longer teach technical or business writing, or other basic English courses; he asked if this was correct. Senator Peckham (English) said yes, that is correct. English will not be able to offer as many 2002’s (Business Writing) as before. The 3002’s (Technical Writing) will probably remain more or less the same. Senator Gauthier said that Business Writing is a useful course for his department (Agricultural Economics); he wondered why we were not putting more emphasis on English. Senator Peckham said that that is part of the trade-off English made when it released 45 instructors (pursuant to the Flagship Agenda); they are the ones who used to teach 2002. In exchange, English hired more professorial-rank faculty. Senator Gauthier asked if we are no longer going to teach our students business-letter writing. The answer seemed to be that we will not.

*Flagship Agenda abandons, and breeds resentment in, the common man:* Senator Gauthier remembered when the mission of LSU was to help the common man and his posterity; now, with more rigorous academic standards, we are moving away from the common man. Provost Palm replied that since then Louisiana has developed a community college system. Many universities in Louisiana have missions other than that of a research university. She understands his point of view. Senator Gauthier predicted that these other schools are going to “eat our lunch.” When one goes around the state and tells people that we are the Flagship, and are better than the rest of the people, they feel resentment. Provost Palm said that she can imagine that, but it is actually in Louisiana state law that LSU is the flagship campus of Louisiana.

*Individual departments need guidance on implementing Flagship Agenda:* Senator Cowan said that departments need more guidance from the upper administration on how to implement the Flagship Agenda at the level of “the boots in the field.” Provost Palm replied that that probably wouldn’t be a document. She would be happy to be invited to talk with the faculty in any department. It’s better to give a specific response.

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3 Secretary’s note: The Louisiana Revised Statutes (http://www.legis.state.la.us), Title 17 (Education), Chapter 26 (Colleges and Universities), Part III (University Systems), Article 3215 (Louisiana State University system), declares:

“The Louisiana State University system is composed of the institutions under the supervision and management of the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College as follows:

“(1) Louisiana State University and Agricultural and Mechanical College, located at Baton Rouge and designated as the premier flagship university for the state.

“(2) The University of New Orleans, located at New Orleans.

“(3) ….”
Too many students are pre-med: Senator Homberger said that she is happy that Provost Palm had pointed her finger at the counseling and advising of students. We are seriously lacking, and it's probably a mistake of the faculty, because we have delegated most of that work to well-meaning people who themselves have never been in the profession or have never been professors, and so they are advising more like permissive parents: “Don’t take this difficult course,” and so on. So she was delighted that the Provost has identified this problem. She was also delighted that the Provost has pointed out the desperate situation in the Biological Sciences. But the Provost has not yet pointed out the real problem. Senator Homberger referred to the table of majors in Provost Palm’s handout. She is on the Pre-Medical Advisory Committee; she said that, in addition to the 2220 Biological Sciences students, you can count about half of:

- the 833 Psychology BS-degree students,
- the 264 Psychology BA-degree students,
- the 229 Biochemistry students,
- the 172 Biological Engineering students, and
- the 679 Kinesiology students.

(Total: 2177)

They all are pre-med, she said. She was able to witness a meeting with medical school admissions boards. The dean of Basic Sciences pleaded with them to help us to tell the truth to the students. If they have a 3.3, they will never get into medical school—nor should they. She said that they have been trying to tell the truth to the students. But the medical schools are not cooperating. Senator Homberger had a modest proposal: a retreat, combined with all the departments that are swamped with pre-medical students, and invite the major leaders of the Louisiana (and probably Texas) medical schools, and come up with an integrated plan. It will help everybody: it will help students, it will help LSU, and it will help the medical schools to concentrate on the really top students.

Provost Palm said that that is an interesting idea, and she asked Senator Homberger to write her an email about that. She said that it is frustrating that there are so many above-average students who, we know perfectly well, will not get into medical school, and are deluding themselves. President Advokat said that there are many alternatives that students are not aware of.

There being no more questions or comments for Provost Palm, she stepped down from the podium at 3:48 P.M.; President Advokat thanked her for her presentation.

3. LSU Faculty Issues Study Results:

President Advokat invited Richard Vlosky, Director and Professor, Louisiana Forest Products Development Center (School of Renewable Resources), to present his analysis of the results of the LSU Faculty Issues Study (see http://senate01.lib.lsu.edu/facsen; click on “Collective Bargaining”). Professor Vlosky said that the Faculty Senate had commissioned Professor Mike Dunn and him to study the results of a questionnaire sent to LSU faculty in 2004. At present he has no comparison data from faculty at other universities. Some questions on the survey were answered by as many 484 LSU faculty members. Here some conclusions:

Most important issue for LSU Faculty Senate to address:
19% post-tenure review
12% merit raise criteria
12% educational policy
10% criteria for P&T
9% Univ. budgeting & planning process
8% equity raise criteria
8% fringe benefit enhancement
8% communication between faculty and LSU admin.
7% collective bargaining
5% improvement of faculty governance
2% discrimination
1% communication between faculty and Fac. Senate.

Job satisfaction: 58% were satisfied or extremely satisfied with their LSU job. Professor Vlosky would concentrate on the 17% who are dissatisfied or extremely dissatisfied. He said that job satisfaction rises, and then falls: the longer people are here at LSU, the worse they feel about their jobs, he said.

Would you entertain the thought of joining a union? 44% yes, 35% no, and 21% not sure. Professor Vlosky said that “entertaining the thought of joining” is less than “actually joining.” (This last question, about unions, was the original reason for this survey.)

Non-performing faculty: One question that Professor Vlosky highlighted was whether the faculty member agrees with the following statement:

“There should be a mechanism to dismiss non-performing faculty from their employment.”

7% don’t agree at all; 43% somewhat agree; 50% completely agree.

He concluded from these results that there is a sense among these respondents that there may be low-performing faculty members. Senator Delzell said that this question gives the impression that there is no mechanism to dismiss non-performing faculty. But since at least as far back as 1945, there has been such a mechanism. The Regulations for the Organization of Louisiana State University and A&M College (1945), and all subsequent versions of same, say that a faculty member can be dismissed for neglect of duty or incompetence, among other causes; those reg's also provide for a committee of faculty to hear the case. Similar statements have been in the LSU faculty handbook since the earliest, 1971 edition, and in the pre-1997 versions of PS-36; moreover, since 2000, the dismissal policy has been in PS-104. Senator Delzell said that this survey question is misleading, because it gives faculty the impression that we have never had such a mechanism, and it is high time we get one. Professor Vlosky said that he imagines that the majority of faculty do not know that LSU has a dismissal mechanism, and think that we ought to have one. Senator Delzell said, further, that now that faculty have read this question in the survey, they are even more convinced that LSU doesn’t have a dismissal mechanism. He concluded that this question itself is propaganda. Professor Vlosky said that the whole questionnaire is propaganda. Senator Delzell said that this question is an example of what is called “push-polling,” in which a political campaigner who supports Candidate A disguises himself as a pollster, and calls a voter and asks: “If you knew that Candidate B beats his wife, would you vote for him?” Professor Vlosky said that the answers to the question suggest that faculty do not know about dismissal policy. Senator Delzell said that it suggests that the people who wrote the question don’t know. Professor Vlosky said that he did not write the question.

Rate of response to survey: FSEC Member-at-Large Chandler asked how many surveys were sent out to faculty. President Advokat said that 1600 surveys were produced. Member-at-

4 Secretary’s note: It actually suggests another possibility: that the people who wrote the question knew that LSU already has a dismissal mechanism, but they wanted to rig the question so that the answers could be construed as faculty support for PM-35 (providing for mandatory remediation after two bad annual reviews). Such an interpretation would conflict with the earlier survey result (above) that “post-tenure review” should be the Faculty Senate’s number-one issue to address.
Large Chandler concluded that a little less than a third of the people responded to the survey; he found that to be a reasonable rate of return. Professor Vlosky said that people who are happy are less likely to return a survey than people who are unhappy.

Faculty perception of Faculty Senate: This was measured by several questions, such as: “The Senate is irrelevant”: 47% do not agree at all; 45% somewhat agree; 8% completely agree. Professor Vlosky said that he is a marketing person, and there may be some opportunities for marketing the Faculty Senate.

Male vs. female job satisfaction: Female faculty get more job satisfaction than male faculty at LSU, even though men have higher rank, more years of service, higher age, and higher income than women. He speculated that this could be because most women haven’t been here long enough to become dissatisfied.

White vs. non-white job satisfaction: White faculty have more job-satisfaction than non-white faculty, even though both groups have the same proportion of teaching and research duties, the same ranks, the same number of years of service at LSU, and the same ages and income.

Factors driving job satisfaction for professors, and for instructors: The study revealed several factors that drive a faculty member’s job satisfaction. For professors, the main factors are a sense of being paid a fair amount for the work done; the degree of autonomy with respect to decisions about teaching; satisfaction with chances for promotion; departmental administrative support; and frequency of raises. For instructors, the main factors driving job satisfaction are satisfaction with chances for promotion, the degree of autonomy with respect to decisions about teaching; and satisfaction with current salary.

Can the public have access to the raw data of the survey? Senator Peckham asked if he could have access to the raw data of the survey, in Excel format, so that he could manipulate it. Senator Weil said that one should first remove information that could allow a respondent to be identified. Professor Vlosky said that if anyone wanted him to do some more analysis of this data, he would be glad to do it. These results are being prepared for publication, he said. President Advokat said that this survey was approved by LSU’s Institutional Review Board. Senate Vice President Pierce said that her understanding is that the standard policy from the Institutional Review Board is that only summary data, and not raw data, can be released. President Advokat said that the IRB’s letter doesn’t seem to say that, but she will check with Bob Mathews.

4. President Advokat read the current slate of nominees for the FSEC:
President: Paul Wilson.
Vice President: Larry Crumbley.
Secretary: Witoon Prinyawiwatkul.
Members-at-Large: Randall Hall, Steven Hall, Irvin Peckham, John Pizer, Judith Schiebout.5

5 Pratul Ajmera and Robert Peck had withdrawn as candidates for Vice-President and Member-at-Large, respectively, due to the approval of their sabbatical applications.

5. Adjournment:
Since the meeting never had a quorum, and it had never begun to do any official business, there was no need for formal adjournment. President Advokat thanked people for coming. People began to leave at 4:14 P.M.

Minutes prepared by Charles Delzell, Secretary; approved by the Senate May 6, 2005.