LSU Faculty Senate Meeting Minutes
3:00 P.M., Tuesday, March 17, 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. Pratul Ajmera (Member-at-Large, Electrical Eng)
5. William Daly (Past-President, Chemistry)
6. Priscilla D. Allen (Member-at-Large, Social Work)
Parliamentarian: Charles N. Delzell (present)

Senators present:
1. Linda Allen
2. David Barid
3. Sue G Bartlett
4. Stephen Gaunt
5. Mary Catherine Aime
6. Charles N Delzell
7. Josh Detre
8. Bruce E Eilts
9. John Fletcher
10. Muhammad A Wahab
11. Scott Harris
12. Dominique Homberger
13. Andrea Houston
14. Paul L Hrycay
15. Francis Joseph
16. Jennifer L Jolly
17. Kennedy P Lynn
18. Jeremy King
19. Joan King
20. Richard Kurtz
21. Edward A Laws
22. Joseph Legoria
23. Katia Madsen
24. Ronald Malone
25. Alison McFarland
26. Heather I McKillop
27. Jorge Morales
28. Bruce Olcott
29. John Protevi
30. Su-Seng Pang
31. Steve Ross
32. Lawrence Rouse
33. Kresimir Rupnik
34. Kelly Rusch
35. Cristina Sabliov
36. Frederick Sheldon
37. Edward Song
38. James Stoner
39. Jeffrey Tiger
40. Beth Tope
41. Dottie Vaughn
42. Muhammad Wahab
43. Yi-Jun Xu
44. Wanda Hargroder
45. Paul Wilson

Proxies for absent Senators:
Jennifer Jolly for Jennifer Curry
Tim Slack for Susan Dumais
Pratul Ajmera for F Aghazadeh
Richard Kurtz for Henry Bellamy
J. King for J..Kuehny
J.Fletcher for A.MacFaul
J.Moraleu for B.Ju
N.Crick for M.Bowman

Danny Shipka for Robert Goidel
Beth Tope for Renee Casbergue
Larry Crumbley for Ed Watson
P.Hrycay for Mike Russo
J. Fletcher for K.Madsen
D.Barid for Jim Sullivan
J.King for S.Weinstein

Senators absent without proxies + (# of absences without proxies):
1. Brittan A Barker (13)
2. Keith Robinson (16)
3. Juhan Frank (8)
4. Richard White (1)
5. Carol O’Neil (1)
6. Lisa Johnson (1)
7. Erwin Poliakoff (7)

Guests Attending Meeting:
Astrid Merget (Executive Vice-Chancellor & Provost)
Robert Doolos (University Registrar)
Patti Beste (University Registrar)
Robin Kistler (Staff Senate)
David Madden (English)
Ravi Rau (Physics & Astronomy)
Renee Meyer (Chancellor’s Office)
Jordan Blum (The Advocate)
Consideration of Minutes from Previous Meeting (February, 2009):
Motion to accept minutes by Larry Crumbley, seconded by Larry Rouse. Unanimous vote to accept & approve.

President’s Report – Part One – Kevin Cope:
- Just spent 90 mins talking to President Lombardi about budget issues. More on that later.
- Lilly Allen has provided refreshments (cookies & drinks) in honor of National Social Work Month. Lilly made a quick announcement about National Social Work Month.
- Moodle survey was very popular with 225+ responses. Outcomes will be presented next month.
- FSEC held a 90 min meeting with Dydia DeLyser and Athletic Director Joe Aleva about athletic issues ranging from more tickets for faculty to merchandising.
- We need a representative for the Homecoming Committee. Please contact me if you are interested in joining this committee.
- I had breakfast with the Provost this morning and she discussed some of the better developments around the campus. There are some new programs emerging in the international area and information on that will be released soon.
- The Chancellor’s Senate Budget Forum will be held tomorrow in the Bo Campbell Auditorium. Co-sponsorship from the Staff Senate. We hope there is a good turn-out.
- This morning it was announced that the logo for the 150th Birthday Celebration was released in four different versions.
- A bit of a controversy arising due to Spring Break. We passed a resolution that spring break should sync up with that of the public schools and occur after Easter. But for next year that is the penultimate week of the semester. More on that next time.
- CMMTMT has released its report on campus traffic. One of their recommendations is to make many (most) streets one-way, which will allow more on-street parking. That is a long-range project.
- **LSU System News:** The LSU-S campus has been administratively rearranged to merge colleges together. There is concern about how this was done and lack of faculty involvement in the decision.
- The FSEC will take a trip to visit the Faculty Senate at LSU-E on Monday, April 27.
- There are on-going discussions about the articulation agreements between LSU and other state colleges. These are guidelines on how credits are transferred from junior colleges to LSU. It is not working out as planned. I do not believe that these are problems associated with LSU, which has bent over backwards to work with the other schools.
- The Association of Louisiana Faculty Senates (ALFS) has transferred its afternoon meeting to our campus. The meeting will be at 1 PM on Saturday, April 25 in the Lod Cook Alumni Center (Cook Room) and is open to the campus. Sally Clausen is the featured speaker. Check-in at 12:30 PM.

No Q&A

Announcement by Robin Kistler (Staff Senate) Concerning Staff Senate Scholarship Program
- I am the Chair of the Staff Education Fund. Staff members are eligible for tuition exemption, but the fees can be burdensome for some of the staff. So I am here to request that you donate funds to the LSU Foundation for this purpose. We usually give out at least one $500 scholarship, but may change that to give out a few more awards. The scholarship is based on need and the employee has to have good academic standing. It is a wonderful thing for our staff to improve themselves via higher education at LSU.

No Q&A
Update and Comments from Prof. David Madden concerning the U.S. Civil War Center

- I come to ask for your support to improve the LSU Civil War Center.
- The Civil War Center is part of the LSU Library special collection. It is the gateway for all things Civil War related. Many civil war books no longer in print are available through the center.
- The Center has fallen into disrepair and has not been updated properly. As one of the major Civil War research centers, it is especially sad that this center is in the shape that it is currently in. I am coming to you to support this center. This can be a financial donation, general support, or especially Faculty Senate support.

No Q&A

Presentation and Update from Robert Doolos Concerning the Mission and Operations of the Registrar’s Office

- I am not here to ask for your support, but how we can support you. We do a lot more than just keep student records.
- Our main mission is to support the instructional work of faculty, courses student’s take, grades, scheduling, room assignments, etc. We want to work with you to improve the university.
- Curriculum support: we work with the courses and curriculum faculty senate committee to set courses, requirements, and maintain the university course database.
- Degree Audit System: CATS system. Assumed oversight in 2008 and provide quality control and student tracking. CATS helps track students required courses and their progress in reaching graduation.
- Fall 2008 pilot included Mass Communications, Political Science, Biochemistry, and Finance.
- Fall 2009 pilot will include ALL new incoming freshman in 15 additional programs and undecided students.
- On-Line Course Waitlisting: Implemented in Fall 2007. This allows students to get on a waiting list (and see where they are on that list) for a course and automatically be added to that course as openings occur. This has been a big success.
- FERPA (Family Educational Rights and Privacy Act): Enforcement of PS-30 (Privacy Rights of Students) and campus compliance.
- LSUID: phase-out of social security numbers and replacement with LSU ID numbers to identify students and minimize identity theft. Implemented Summer 2007. Social Security numbers are kept in one secure repository. LSU ID #’s used for all other university functions.
- Other Policies & Programs: We have one of the best electronic grade applications and will continue to improve it. We will implement the Ad Astra room scheduling program to more efficiently schedule classrooms and laboratories.
- General Purpose Classroom Renovation Project: Funded by the Athletic Department. Since 2004, approximately $2.5M in renovations completed. Summer 2009 – first floor of Lockett Hall.
- I just want to thank Cindy Haddon from ITS for all their support. We could not function without her and ITS’s hard work.

Q&A summary:

Paul Wilson: Is there a way that a faculty member or student organization can go on line to find an empty room for a meeting.
Robert: I will have to see if Ad Astra room scheduling program can do that. In the meantime, just contact Pat Yancey (8-2090) or Ruby Brown (8-2096) to book a room.

Jim Stoner: I am not familiar with the race and ethnicity issue.
Robert: This is a requirement from the US Department of Education to collect this data. In the past you could only select one of six categories. Now you will be able to select as many as you want (or none). This required re-programming of our system and Cindy Haddon and her ITS folks helped a lot with this.

John Protevi: Doesn’t that change come from the new census rules?
Robert: I don’t know, we got the orders from the US Department of Education.
Report of the Nominating Committee – George Stanley, Jim Stoner, Joan King, Fred Ortner

President: Kevin Cope (English)
Vice-President: Pratul Ajmera (Electrical & Computer Engineering) & Andrew Christie (Accounting)
Secretary: Renee Casbergue (Education)
Members-at-Large: Lilly Allen (Social Work) & Pratul Ajmera -or- Andrew Christie
New Senator Member-at-Large: to be elected from new senators in September, 2009.

No Q&A


- I am here mainly to answer any questions you may have.

Q&A Summary:
Kevin: Perhaps you can give us some more information and updates on what has happened since the last meeting.
Ravi: There has been quite a bit of action going on with other schools and their faculty senates doing this type of administrator evaluation via their Faculty Senate’s.
Kevin: There are a number of ways that we can proceed. 1) A senator to put forward a resolution for further action about this. 2) The matter can be referred to the Faculty Senate Executive Committee for further discussion and implementation. 3) We can form a committee to act on this. Do any of these appeal to you?
Ravi: Our committee was asked about how PS-111 was working. Our recommendation is to create a standing committee to evaluate administrators, appointed by the FSEC.
George: PS-111 does include department chairs. Do you think that this should include chairs, which is a much larger group, or limit administrator evaluation to Deans and above.
Ravi: We believe that there should be faculty input at every level. We are not necessarily proposing to change the way the current system of evaluations work, rather that clear faculty input be included at each stage and that the results of the reviews are communicated back to the faculty. PS-111 does not include the Chancellor, but we do recommend that the Chancellor be included in any administrator review.
Andrew Christie: The system evaluates the Chancellor every 3 years. Chair evaluations do vary and the results are not always made available to the departmental faculty. So I believe that faculty should take control of chair reviews as well.
Joseph Legoria (Accounting): We had a Dean evaluation and part of the process was that someone from Academic Affairs was supposed to come to the college to give us a summary of the results of the evaluation. We had a packed auditorium with about 85% of the college faculty that waited for 30 mins and no one showed up and we never received a report on our Dean’s evaluation.
Larry Crumbly: I make a motion that your committee or another committee make a recommendation on how to proceed.
Ravi: This is what we were just talking about. I believe that the FSEC should setup a standing committee for this.
Kevin: The motion is seconded and accepted. Discussion?
Jim Stoner: Is this a motion to accept the report of the Ad Hoc committee or is it a motion for that committee to come back with a second report?
Kevin: We have received their report and de facto accepted it.
Charles Delzell: I just want to clarify that there are recommendations built into the report. We should vote to accept and/or act on those recommendations.
Larry: I just want some action and keep this moving.
Andrew: Why don’t you let the FSEC discuss this further with Ravi.
Larry: OK [Kevin confirms that the FSEC will meet with Ravi for further discussions]

☑ Voice Vote taken and recommendations of Ad Hoc PS-111 Committee approved. ☑
President’s Report on Budget Issues – Part 2 – Kevin Cope

- System President Lombardi meet this morning with faculty government officials from the LSU system, including the Staff Senate. Lombardi covered a number of issues relating to the budget.
- The variation in budget cut %’s that have published are tied into the higher education funding formula. They are apparently going to use the new, unfinished formula. Workforce development, however, is a significant factor in the new funding formula that will favor technical schools and programs. The exact effects of this are unknown.
- Another factor is the number of vacant spaces in the various systems schools and how the budget cut scenarios would affect them. The Southern University system, for example, could be very seriously impacted by the budget cuts.
- Although LSU is the Flagship school, the legislators have regional views and not necessarily a wider view that would benefit LSU-BR. The bottom line is that the legislature has great enthusiasm for “low level instruction” and “Elitist” professors are not looked well upon. Lombardi believes that it is important to show immediate consequences that will impact people from across the state – not just Baton Rouge.
- I am meeting with Chancellor Martin tomorrow to discuss the LSU budget situation vs. the LSU System budget situation.
- I was called on to ask 3 questions at the meeting with Lombardi. One was about cross-campus consolidation. It is easy to say “get rid of that college, but not ours.” Lombardi indicated that this was a long-term prospect, but would not help the immediate budget situation. I asked him about selling some of the LSU-owned land to earn some money. Lombardi was receptive, but believes it is better to take a longer term view about the future value of our holdings. There was also questions and discussion about the importance of the core academic mission and how to protect it. Lombardi stated that the faculty and academic mission would be the last to be affected by any budget cuts.
- There was a question about the importance of staff and their susceptibility to layoffs. He felt that faculty were very important but that staff should be protected as much as possible.
- I asked about exigency vs. furloughs. Lombardi is very hesitant to talk about exigency. He believes it is a very remote possibility. He felt that an 8% cut would not be enough to justify exigency.

Q&A Summary:
Joan King: How is input from faculty being obtained with respect to deciding on budget cuts.
Kevin: There has been regular meetings of a group including upper administrators, myself & Faculty Senate representatives, Student Senate representatives, Staff Senate, and others. We met at least three times and the Chancellor has contacted me several times in addition to that. It is my impression that the administration is as confused about the budget situation as we are. The involvement of the Board of Supervisors, Board of Regents, legislature, governor, and federal stimulus funds makes it a very complicated situation.
Joan: Does your involvement involve specific suggestions on where to cut the budget?
Kevin: Not yet. We are not at the stage of discussing specific budget cuts, just generalities so far. You may wonder why after 2 years of no involvement of faculty in budget matters that President Lombardi is involving faculty in these discussions? I don’t know why.
Joan: In agriculture we have faculty committees working on where the budget could be cut.
Pratul: Wouldn’t it be prudent for our campus to have an exigency plan in place before budget cuts occur? We have an exigency policy that was developed years ago.
Kevin: Excellent point. We do have an exigency policy posted on the FS website that seven of the LSU campus’s have endorsed. Previously Lombardi dismissed the possibility of exigency and put off consideration of the proposed new policy. From what I have heard the system office might now be amenable to the proposed exigency policy. I have even been contacted by faculty at other schools, even in some of the other systems (ULL, for example), that are interested in using our FS-developed exigency guidelines.
Heather McKillop: There are two documents that exist that you need to draw our attention to. The existing exigency plan calls for entire colleges and moving tenured faculty members to other departments and firing untenured faculty. We need to get the Faculty Senate exigency plan adopted. The other document is the strategic plan for 25% budget cuts on the LSU system website that calls for reducing faculty and staff significantly. The FSEC needs to take a leadership role on this and push for adoption of the Faculty Senate exigency plan. These two documents are very scary.
Kevin: Our proposed exigency plan has not been adopted. There is a letter from a previous Chancellor about exigency, but this does not have any legal force. The system exigency plan is slim and not detailed. It wasn’t followed at UNO after Hurricane Katrina. We will certainly push for adoption for the proposed exigency plan and as I mentioned, I believe that the system might be more receptive to the proposed plan. I should note that most schools that have declared exigency have not done much firing.
Heather: Let me quote from the System Strategic budget cut plan: To achieve phase one, a budget cut of $21M, 69 faculty and 217 staff would have to be fired.

Kevin: All I can say is that in my discussions with President Lombardi he has clearly stated that he does not want to fire anyone.

Chip Delzell: I can report a success story. After Katrina the LSUHSC in New Orleans restored many of the people that were fired in violation of AAUP policies. They also adopted a new exigency plan and avoided censure from AAUP.

Kevin: I agree that is a major victory and we will do our best to continue pushing for our own exigency policy. Remember that local businesses will suffer if there are major budget cuts to LSU and loss of faculty or staff.

Pratul: I am not happy with the furlough plan. I believe that if they want to do something like that, they should declare exigency and then implement furloughs.

Kevin: Lombardi does not think that an 8% budget cut, if that is the number, will warrant exigency. I will emphasize to the Chancellor tomorrow that the faculty are extremely worried about any furlough plan.

Joe Legoria (Question to Chip): What is the status of untenured instructors? What are their rights under the AAUP guidelines?

Chip: I can say that the health science center policy is that priority is given to tenured people, then to seniority. You can’t declare exigency for one day, fire folks, then hire cheaper instructors the next day. People laid off should have first crack at their jobs if they become available again.

Kevin: In the recommended exigency policy this very point is addressed. No firing of instructors then rehiring cheaper instructors.

Heather: The System Strategic plan also states that faculty that are fired will be replaced with adjunct faculty to teach required courses. Where are they going to get these adjunct instructors and how will that affect our students and courses?

Kevin: Lombardi does not think that an 8% budget cut, if that is the number, will warrant exigency. I will emphasize to the Chancellor tomorrow that the faculty are extremely worried about any furlough plan.

Paul Wilson: Along the same lines perhaps it would be good to get some information from SACS about how replacing tenured faculty with adjunct faculty would affect our accreditation. But we also lived through this during the Edward’s years, so this is really nothing new.

Old Business

Faculty Senate Resolution 09–01 (“third reading” discussion/vote delayed)

“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.

Response by Student Senate President – Colorado Robertson

- This has become part of LSU student culture. We believe that the status quo should be maintained. A student poll that we took overwhelmingly favored the current system. The most concern came from students taking 7:30 AM classes that would start 10 mins earlier.

Kevin: Fred Aghazadeh, the sponsor, was in an automobile accident and is OK, but laid up for a while. Pratul holds his proxy and will serve as his surrogate.

Q&A Summary:

Senator: It is all convention that we are talking about. I don’t think you can change convention by passing a resolution. You need to state that the course starts at 11:00 AM and ends at 11:50 AM.
Kevin: It is only in oral culture that this problem exists. The online schedule does correctly list the start and stop times for classes.

Andrew Christie: When I first came here classes were listed as starting on the hour of half-past hour but actually started 10 mins after. They are now published with the correct starting and ending times.

Larry Rouse (question for Colorado): You said you did a survey of other SEC schools and that the other schools all start at 10 mins after?

Colorado: No, there is a mixture of systems.

Larry: What number of other schools use our system? Or the other system?

Colorado: I don’t have exact numbers.

John Protevi: I agree with the students position. I believe that there are larger psychological pressures for faculty to end their lectures on the hour of half-hour for the current system.

Wanda Hargroder: I think we will have quite a mess for 4 years while students adjust to this.

Chip: The summer semester classes start at all possible time increments. Somehow that works, so I don’t see that this would be a problem for the Fall or Spring.

Larry: I like starting 10 min after the hour or half-hour.

Pratul: Fred’s concern was that many of our Ph.D. exams, meetings, etc start on the hour or half-hour.

Rich Kurtz: We schedule our meetings for 10 mins after.

Paul Wilson: Our electronic calendars work on 15 min or 30 min intervals, not 10 mins.

John Protevi: I would like to call the issue.

George: I second.

Motion to call the issue approved with one dissenting vote.

Voice vote: nays seemed louder. Go to hand vote.

两大 against, 19 for, resolution is defeated.

Second Reading 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 administrators 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 staff, 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/lcrumbley/facsen_criticize.htm; 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.

Dominique Homberger: In these times of financial difficulty it is more important than ever that we have rational salaries for the administrators at the very top of our university. I do not think that university leaders should be paid more than the President of the United States. It is not just about salaries either, our administrators get all sorts of benefits like free housing, free cars, travel allowances, all kinds of additional perks.

Q&A Summary:
Andrew: As far as I know the only person that gets a housing allowance is the Chancellor.
Dominique: There are car & travel allowances. Let me remind you that the faculty does not have a travel allowance.
Jim Stoner: If we do want to be serious about this I think we should amend this resolution to include coaches. I say that because I think that then we would be talking seriously about what it means to attract competitive excellence. Not just the demographics of bringing salaries down. Ben Franklin proposed that the President of the United States not be paid anything, that the honor was more than enough compensation. I was skeptical about the high salary that Chancellor Emmert received. But I also think that Chancellor Emmert did a great job and did a lot to raise the profile of this university through the Flagship Agenda.
Dominique: Dr. Wharton was one of our most able Chancellors and only received a fraction of Emmert’s salary. So money doesn’t always guarantee success.
John Protavi: I move as a friendly amendment that we strike the first therefore, to create a more logical document.
Steve Ross: I support John’s amendment.
Dominique: I accept the friendly amendment.
Joe Legoria: A lot of these high salaries are being partially funded by private foundations. Are we going to determine how private foundations spend their money?
Dominique: There is a problem with people being paid by the foundation since we don’t know the details of what is happening. The question also arises that if you are paid from two different sources (taxpayers, donations) where do your loyalties lie.
Kelly Rusch: LSU is nowhere near the top of what other universities are paying. Until other universities adopt similar salary restriction policies we will be playing at a disadvantage in hiring the best people.
Dominique: University of New Mexico is in trouble for excessive salary compensation right now.
Andrew: This is communis m, plain and simple.
Several calls for vote.
Vote on friendly amendment by John Protavi - passes.
Voice vote taken, resolution 09-03 fails.

Kevin Cope: I just want to finish by stating that we will have Prof. Ravi Rau meet with the Faculty Senate Executive Committee concerning the PS-111 Report and implementation of it.

Adjournment @ 5:29 PM
George Stanley moves to adjourn, seconded by another senator. Approved!!