Highlights from Faculty Senate Meeting, May 8, 2002

Chancellor's Comments

- The Provost search has been extended until fall semester; the Chancellor will name an interim Provost shortly. Karl Roider will continue to chair the search committee.
- Searches for new deans are going well in three colleges.
- On the subject of the ongoing investigation of academic misconduct by student-athletes, he said that matters are under university control with a thorough investigation taking place on our campus.
- The past academic year has been a dynamic one with remarkable success in faculty scholarship, research and creativity, and rewards and recognitions.

President's Report

The FSEC has explored with the Provost and the Chancellor a 1997 resolution recommending that an ombudsman be appointed for faculty. We are working on such a program.

Committee Elections

William Adkins, Michelle Masse, and John Pizer were elected to the Grievance Committee; Manjit S. Kang will serve as alternate. Claire Advokat and Paul Bell will serve as representatives to the Conference of Louisiana Colleges and Universities. Fran Lawrence and James Richardson will serve on the Budget Committee.

Undergraduate Council presentation by Sarah Liggett, chair

The Undergraduate Council, which is advisory to the Chancellor and the Provost, was appointed last fall with a membership of 25 faculty, students, administrators, and support staff. As charged by the Provost, the Council is to provide development and coordination of quality in undergraduate education through various ongoing efforts to enhance and enrich students' collegiate experience and intellectual development.

Old Business

The Senate passed Resolution 02-07, "Invitation to AAUP spokesperson to speak to the Faculty Senate."
The Senate passed Resolution 02-08, "Formation of Ad Hoc Committee to Survey Faculty on Collective Bargaining."

Senators were encouraged to comment on the Report of the Committee to Review Recommendations on Review of Administrators.
Regarding the report from the PS-36 Revision Committee chaired by Karl Roider, the FSEC will continue to collect comments on the draft and post them at the Academic Affairs web site: http://aaweb.lsu.edu/ps36. Once the Committee has finished revising the draft, it will disband. Some issues, as in Chapters 3 and 4 which have fiscal implications, may need to await the appointment of a new Provost.

New Business
Resolution 02-09, "Proposed: Fall 2005 Admission Requirements," was introduced by Senator Carruth McGehee. Teresa Summers, chair of the Committee on Admissions, Standards, and Honors, presented "New Freshman Admission Standards for Fall, 2005."
Resolution 02-10, "Tuition Waivers for Graduate Assistants," was introduced by Senator Paul Bell.

Faculty Senate Meeting Minutes, May 8, 2002

The meeting was called to order at 3:07 p.m. A quorum was present; proxies were announced. Minutes of the April 9, 2002 meeting were approved as distributed. They may be viewed at the Faculty Senate website, best accessed through the LSU A-Z Directory, under Faculty Senate.

Chancellor's Comments
The Chancellor has extended the Provost search until fall semester, emphasizing the importance of conducting the search "right rather than fast," since the list of three candidates recommended by the search committee dropped to two. Karl Roider will continue to chair the search committee. The Chancellor invited faculty to email suggestions for interim provost by Friday, May 10.

Searches for new deans are going well in three colleges. Fred Ortner, currently at Knox College, will be Dean of the College of Art and Design. Three candidates for the Dean of Honors College have been invited to campus. The search for a new Dean of the E. J. Ourso College of Business Administration is also ongoing.

Related to ongoing investigation of academic misconduct by student-athletes, the Chancellor accompanied others to Indianapolis to meet with NCAA officials. He said that these matters are under university control with a thorough investigation taking place on our campus. LSU is close to an understanding of the events; academic issues, personnel issues, and athletic issues are being investigated. Once the report is final, it will become a public document and be turned over to the NCAA and the SEC. If it becomes apparent that cases should be reviewed by the Dean of Students Office, then any academic violations will be handled by that office.

Reflecting the past academic year, the Chancellor commented that it has been a dynamic one with remarkable success in faculty scholarship, research and creativity, and rewards and recognitions. The Board of Regents put into place last year an organizational master plan for higher education, including selective admission standards for 2005; last year's freshman class has already met these standards, four years ahead of schedule. LSU is also improving its graduation rate, now at 58% with a goal of 63% by
2003. LSU will surpass the $100 million mark in funded contracts for the first time this year. Through building renovations, LSU has reclaimed nearly half of the abandoned space on campus, adding nearly 150,000 square feet. LSU had its best budget year last in the past 15 to 20 years; the picture is promising for next year as well at a time when 42 states in the union are anticipating cuts in higher education. Such success happens because of the hard work of the faculty. The Chancellor thinks that by this time next year LSU will have in place a plan to address problems with faculty/student ratio.

The Chancellor has enjoyed working with the Faculty Senate Executive Committee and hopes for more interaction with the Senate in the next year. He commented that working with President Kestner has been "terrific," that he has represented the Senate well. He thanked all Senators for their work in faculty governance.

President's Report
President Kestner commented that he appreciated the open communication the FSEC has with the Provost and the Chancellor. He addressed the following concerns:
The FSEC has met with the Provost and Chancellor concerning the investigation into academic misconduct by student-athletes. We have stressed the importance of academic integrity and want a system that works fairly for students and faculty.
President Kestner agreed that the Provost search should be extended and asked Senators to suggest names for an interim Provost who would provide strong leadership to guide the university through preparations for a SACS review, budget issues, and changes in admission standards during the next year. The FSEC has explored with the Provost and the Chancellor a 1997 resolution recommending that an ombudsman be appointed for faculty. We are working on such a program.
President Kestner also thanked the FSEC for their work this semester: Laurie Anderson, vice-president; Sarah Liggett, secretary; and Fran Lawrence, Carruth McGehee, and Nick Apostolou, members at large. He then recognized retiring senators with certificates of appreciation.
Laurie Anderson, incoming president, presented President Kestner with a plaque in recognition of his two terms as President of LSU's Faculty Senate.

Committee Elections
William Adkins, Michelle Masse, and John Pizer were elected to the Grievance Committee; Manjit S. Kang will serve as alternate. Claire Advokat and Paul Bell will serve as representatives to the Conference of Louisiana Colleges and Universities. Fran Lawrence and James Richardson will serve on the Budget Committee.

Undergraduate Council presentation by Sarah Liggett, chair
The Undergraduate Council, which is advisory to the Chancellor and the Provost, was appointed last fall with a membership of 25 faculty, students, administrators, and support staff. As charged by the Provost, the Council is to provide development and coordination of quality in undergraduate education through various ongoing efforts to enhance and enrich students' collegiate experience and intellectual development. The council has been asked to conduct an ongoing inquiry into the character and quality of the baccalaureate education at LSU, asking what we want an LSU degree to represent and how we can
best achieve the consensus vision.

The Council is divided into three subcommittees: **Subcommittee on Administrative Issues** is charged to aid students' progression through their undergraduate programs of study by addressing issues such as availability of courses, ease of scheduling, and quality of advising and counseling. This committee has discussed Robert Doolos's work to develop a list of scheduling priorities which differ in fall and spring and the efforts to define critical paths through various degree programs to ensure course availability (Biological Sciences, Business Administration, Psychology, Mass Communication).

**Subcommittee on the Undergraduate Learning Experience** is charged to improve students' undergraduate education regardless of their majors. One immediate task is to examine how various initiatives in undergraduate education under way at LSU (residential colleges, undergraduate research experiences, service learning and learning communities, communication across the curriculum) support in complementary ways the goal of enhancing the intellectual climate for undergraduates. Furthermore, all LSU undergraduates must meet General Education requirements. Yet, there is no coherent understanding of the ways in which these various initiatives work with each other and with various degree programs. This subcommittee is addressing such questions as these: What learning outcomes should all LSU undergraduates achieve regardless of their degree programs? What goals are shared by various undergraduate non-degree programs? What kind of educational experience do we want all LSU undergraduates to share?

**Subcommittee on Curricula and Teaching** is charged to improve teaching and learning in the undergraduate classroom and in extracurricular activities. This group has considered the question, "As LSU raises its admission standards, are faculty increasing the academic rigor of their curricula and courses?" This committee has begun a discussion of grade inflation, grade compression and is exploring ways to make faculty more aware of the problem. After a semester of work, the Council has begun to consider better ways to organize its structure, including how it interfaces with various Faculty Senate Committees such as General Education and the Improvement of Instruction. The Provost has suggested that we may want to reconfigure the Council to more closely resemble the Program Review Council, especially with a means for including other faculty and staff across campus as needed.

**Old Business**

The Senate passed Resolution 02-07, "Invitation to AAUP spokesperson to speak to the Faculty Senate." Senator Patrick McGee, who introduced the resolution, presented data on compensation comparing LSU with unionized institutions. He spoke in favor of unionization and noted that although LSU salaries went up last year, the percentage of total compensation that goes into fringe benefits went down. The ensuing discussion focused on the Report of Ad Hoc Committee to Investigate Collective Bargaining that led to this resolution. Senator James Richardson challenged the assumption that unionization would improve compensation for LSU's faculty. He cautioned that a move to collective bargaining could make LSU less attractive to faculty who were being recruited. He questioned whether the Senate should devote more time to the issue.

Senator William Moore said the report has a strong bias for collective bargaining yet studies show that
collective bargaining often results in monies being reallocated for benefits rather than salaries and in less pay for junior faculty and more for senior faculty. He thinks that union representation will be ineffective with the State Legislature and suggests unionized faculty have no clout unless they are willing to strike. He suggested that the Senate would be better served to ask a panel of experts who have researched unions and published findings in refereed journals to provide unbiased information.

Other Senators spoke in favor of the resolution, pointing out that it offers the Senate a chance to be informed of AAUP's viewpoints. Senator Irene Di Maio commented that twenty years ago when the issue of unionization came up, it was rejected out of hand. She finds it remarkable that we now seem open to consider it.

Some Senators pointed to the fact that Louisiana's public school teachers already engage in collective bargaining; others noted, however, that teachers' unions are statewide rather than particular to a campus and thus do not present an accurate comparison.

The Senate passed Resolution 02-08, "Formation of Ad Hoc Committee to Survey Faculty on Collective Bargaining," introduced by Senator Patrick McGee. Senators agreed that a very simple survey was all that is necessary to gauge the general sense of faculty interest in collective bargaining.

Senators were encouraged to comment on the Report of the Committee to Review Recommendations on Review of Administrators, presented at the April meeting by Paul Hoffman; it is posted on the Faculty Senate web site. Since these review procedures are a Faculty Senate project, the Committee will continue to solicit feedback on the draft and bring a second version to the Senate in the fall for Senate discussion and a vote. The proposed process moves the evaluation of chairs and deans away from their superiors and into the hands of faculty. Senators should consider whether faculty members want to do this work.

Regarding the report from the PS-36 Revision Committee chaired by Karl Roider, the FSEC will continue to collect comments on the draft and post them at the Academic Affairs web site: http://aaweb.lsu.edu/ps36. Once the Committee has finished revising the draft, it will disband. Some issues, as in Chapters 3 and 4 which have fiscal implications, may need to await the appointment of a new Provost. Senator Mary Lou Cutrera summarized instructors' concerns about Chapter 3. In particular, no limits are set on the number of years an instructor may serve at the I, II, or III ranks without a required promotion to the next rank or non-reappointment (an up-or-out policy). Such a requirement would prevent the abuse of instructors who could be reappointed for an indeterminate number of years without the opportunity for promotion. Also, the university benefits from an "up or out" policy by preventing a culture of mediocrity among instructors and ensuring a standard of excellence in its long-term instructors. Also, the timetable for promotion of instructors needs revision. The draft now stipulates that an instructor initially appointed as an Instructor I would have serve a minimum of 12 years (5 as Instructor I and 7 as Instructor II) before becoming eligible for promotion or Instructor III. This seems excessive. She encouraged the Revision Committee to consult current policies in math and English as models or to consider letting departments who hire instructors write their own policies to be approved by upper administration. Her report will be posted at the PS-36 web site.

**New Business**
Resolution 02-09, "Proposed: Fall 2005 Admission Requirements," was introduced by Senator Carruth
McGehee. This proposal was developed by the Faculty Senate Committee on Admissions, Standards, and Honors. Teresa Summers, chair of the Committee, presented a report on the new requirements (see attached slides for details of her presentation). The resolution was moved and seconded and will be discussed and voted on at the September meeting.

Resolution 02-10, "Tuition Waivers for Graduate Assistants," was introduced by Senator Paul Bell. It was moved and seconded and will be discussed and voted on at the September meeting. The intent of the resolution is to set a high priority for improved compensation for graduate students. Bell said that (1) implementing tuition waivers will probably cost about the same as increasing stipends at LSU to a survey average (survey conducted by Oklahoma State University); (2) 85% of universities from another survey provided tuition waivers (review of 65 universities from a survey conducted by the University of Nebraska); and (3) there may be a downside to funding a tuition waiver but faculty may be willing to make sacrifice in exchange for implementing this tuition waiver. Bell asked for help in collect documentation to improve the resolution before its second reading this fall. According to Kevin Smith, Vice-Chancellor of Research and Dean of the Graduate School, it would take approximately $4 million dollars to waive tuition for graduate students; there are no tax benefits in waiving tuition as opposed to increasing salary.

The meeting adjourned at 5:40 p.m. The first meeting next fall will be Tuesday, September 3.

Respectfully submitted,
Sarah Liggett, Secretary

FACULTY SENATE MEETING ATTENDANCE

DATE: May 8, 2002
_ =Present, * =Proxy

College of Agriculture (8)
__Paul Bell
__John Chandler
__Abner Hammond
*__Stephen A. Harrison
__Mark K. Johnson
__Joan M. King
__Fran Lawrence *__Charles L. Shilling

College of Arts & Sciences (17)
__William Adkins
__Claire Advokat ___Jack Beggs
__James Catano
__Irene Di Maio
__Sylvie Dubois
__Paul Farnsworth
__Karola Gray __James Honeycutt
__Stuart Irvine
__Christopher Kenny
__Sarah Liggett
__Mary Lou Cutrera
__Carruth McGehee ___Patrick McGee
__Jill Suitor

College of Basic Sciences (7)
__John Battista
__Michael Cherry
__Jeffrey Clayton __Don Kraft ___Andrew Maverick
__Mark Slovak
__George Stanley

College of Business Administration (5)
__Nicholas Apostolou
__Don Deis
__Ji-Chai Lin
__William J Moore
__Jim Richardson

College of Design (3)
__Frank Chaffin
__Cynthia Handel
__Caroll Mathews

College of Education (6)
__Dennis Landen
*__Thomasine Mencer
__Nancy Nelson
__Frank Rusciano
__Dianne Taylor
__Michael Welsch

College of Engineering (5)
__Aravamudhan Raman *__Danny Reible
__Bhaba Sarker
__George Voyiadjis
*__Andrew Wojtanowicz
School of the Coast and Environment (3)
Mark Benfield
Margaret Reams
Richard Shaw

Library (2)
Kelly Blessinger
Marilyn Christianson

Library & Information Science (1)
Elizabeth Dow

Mass Communication (1)
Susan Brown

Museum Complex (1)
Jim McGuire

College of Music & Dramatic Arts (3)
Lori Bade
Louis Gagliano
Andreas Giger

School of Social Work (1)
Kristin Gansle

Veterinary Medicine (4)
Pat Crawford
Phillip Elzer
Marge Gill
David Horohov

PROXIES:
Bill Armstrong for Marilyn Christianson
Paul Bell for Stephen Harrison
John Chandler for Charles Shilling
Nancy Nelson for Thomasine Mencer
Bhaba Sarker for Danny Reible and Andrew Wojtanowicz