LSU Faculty Senate Meeting
3:00 P.M., October 11, 2005, Atchafalaya Room, LSU Union Building

Attendance
Faculty Senate Executive Committee members present:

1. William H. Daly (Senate President)
2. D. Larry Crumbley (Vice-President)
3. Paul W. Wilson (Secretary)
4. Judith Schiebout (Member-at-Large)
5. Randall Hall (Member-at-Large)
6. Lois J. Kuyper-Rushing (Member-at-Large)
7. Claire Advokat (Ex Officio, Immed. Past Pres.)

Parliamentarian: Andrew King (present).

Senators present:


Proxies for absent Senators:

1. Paul Hrycaj for William W. Armstrong
2. Nicholas G. Apostolou for Andrew Christie
3. Kevin L Cope for Charles Delzell
4. Jeffrey M. Gillespie for Witoon Prinyawiwatkul
5. Stuart Irvine for Raffoul Francois
6. Aimee Elizabeth Welch for Patsy Scates
7. Robert Peck for Joseph Skillen
8. Maud Maureen Walsh for Cathleen Williams

Senators absent without proxies + (# of absences without proxies):

1. Helene Afeman(2)
2. Kenneth Bankston(12)
3. Jim S Borck(1)
4. Mark A. Caruso(11)
5. Katie Cherry (2)
6. David Dismukes (15)
7. Jay D Edwards(1)
8. James H. Gill(2)
9. Gerald Knapp(2)
10. Julius Langlinais(2)
11. Vincent J. LiCata(1)
12. Cathy S. Marshall(1)
13. William Metcalfe(2)
14. Thomas Neff(15)
15. Dorothy Prowell(1)
16. Leonard Paul Ray(3)
17. Adelaide M Russo(1)
18. Ann Trousdale(3)
19. Warren Waggenspack(1)
20. Grover Waldrop(2)
21. Michael Wascom(2)
22. Rick Weil(1)
Highlights

Of the LSU Faculty Senate Meeting
3:00 P.M., October 11, 2005, Atchafalaya Room, LSU Union Building

- Remaining senators elected
- Report by the ad hoc PM35 committee
- Chancellor O’Keefe discusses state budget crisis, NFL use of stadium, and the impacts on LSU
- Approval of remaining 2004-05 minutes
- President Daly reports on Council of Deans review of PS-36 and the Faculty Research Forum
- Resolution 06-01 proposed
- Melissa Brocato from the Center for Academic Success addresses the FS

Minutes

President Daly opened the meeting at 3:00 P.M. with a reading of the proxies followed by an announcement of the remaining newly elected senators bringing the total to 70. A quorum now will consist of 35 senators and the president urged all senators present to sign the attendance sheets to assure quorum.

Visiting guests were introduced and urged to sign up on the attendance sheet.
Guests attending the October meeting included:
Robert Doolos, University Registrar
Frank Cartledge, Academic Affairs
Karen Denby, Academic Affairs
Melissa Brocato, Center for Academic Success
Jeff Jeffrey, The Daily Reveille
Marla Erwin, Psychology
Jeanne Caire,
John Casey

Senator Sarah Pierce reported on the work of the PM-35 ad hoc committee. The report was read into the FS minutes...

“In the fall of 1999, the LSU System issued the first version of Permanent Memorandum 35 (PM-35), followed by the current version in May of 2000. PM-35* contains guidelines for each of the System campuses to use in reviewing faculty performance. In its attempt to promote faculty excellence, PM-35 established new procedures for accountability that intimately linked two important processes that had previously been kept separate on the LSU A&M campus and perhaps elsewhere. These are 1) annual reviews and 2) dismissal for cause, both of which are now linked in PM-35 through a process of mandatory remediation. PM-35 also provides a unit or department chair/head with an extremely short trigger to initiate a process that can lead to mandatory remediation and ultimately to the dismissal of tenured faculty members.

There was serious concern in the minds of faculty members at the LSU A&M campus regarding PM-35’s effect on 1) faculty members’ academic freedom and 2) the existing culture of academic “openness,” in which a faculty member feels free to state opinions and points of view in department or college meetings, without fear of a chair’s or anyone else’s reprisals.

In the spring of 2004 the LSU Faculty Senate passed a resolution, SR 04-10*, recommending that PM-35 be replaced by a PM that “contains no mandatory procedures resulting from annual reviews,” and that does not specifically link annual reviews with dismissal. The drafting and passage of SR 04-10 followed Chancellor Emmert’s earlier comments to the Senate that “PM-35, in many ways, is an unworkable document” and his encouragement to the Senate to propose a more workable alternative that he would “champion” with the System office*. To facilitate the process recommended in SR 04-10 and encouraged by Chancellor Emmert, the LSU Faculty Senate Executive Committee (FSEC) began work on possible alternatives to PM-35.

In August of 2004 the FSEC met with President/Chancellor Jenkins to discuss what he wisely labeled as “unintended consequences” of PM-35 and the FSEC’s ideas about possible remedies*. In October 2004, the FSEC submitted two separate replacement PMs that addressed annual reviews and accountability. These were 1) a proposed PM-71: Review and Enhancement of Faculty Performance*, and 2) a proposed PM-46: Dismissal for Cause for Faculty*. At the second of the two meetings with President/Chancellor Jenkins, held in November of 2004, LSU System Vice-President Benedict recommended that the FSEC draft a set of principles for an alternative
PM-35*. Such principles would address the concerns of both the faculty, who do not want tenure to be treated lightly, and the administration, which does not want the procedure for dismissing “non-performing” tenured faculty to be impossibly difficult. To that end, the FSEC drafted a list of principles, Principles for a Constructive Policy for Faculty Review, Performance Enhancement, and Accountability*.

Based on these principles, the FSEC further revised the two proposed PMs in February 2005. They met with System Vice-President Carolyn Hargrave, who indicated that other campuses may not be unhappy with the contents of the current PM-35, and that any changes to the existing PM-35 should be evolutionary and not drastic, and above all should come from the Council of Chief Academic Officers. V-P Hargrave said that “the System does not respond to the Faculty Council,” that the System will not read, or respond to, the FSEC’s drafts until the System’s Council of Chief Academic Officers recommends doing so, and that from now on, communication must “go through channels” including the Provost’s Office*. This was a significant change in approach from the previous two meetings with Chancellor/President Jenkins, who had encouraged the FSEC of the Flagship campus to take the lead on this issue. In consultation with Provost Palm, the FSEC met with Vice-Provost Frank Cartledge to arrive at a revised PM-35 based on Vice-President Hargrave’s comments. A revised PM-35 was drafted and discussed in April 2005 in the second of two meetings between the FSEC and Vice-Provost Cartledge. The draft was a compromise that addressed both important faculty concerns and faculty accountability. Based on this meeting, further revisions were made and a second draft was submitted to Vice-Provost Cartledge.

During the early summer an Ad Hoc Committee for the Revision of PM-35 was formed by the FSEC. It was composed of four members of the 2004-05 FSEC (Pratul Ajmera - chair, John Chandler, Charles Delzell, and Sarah Pierce) and two newly-elected members of the 2005-06 FSEC (Bill Daly and Judith Schiebout). The Ad Hoc Committee met with Vice-Provost Cartledge in July 2005. Vice-Provost Cartledge, in consultation with Ms. Janie Frickie from HRM, made some alternative suggestions about the second draft. The suggestions were analyzed by the committee in some detail and the committee met again in September 2005 to discuss a third draft. At the September meeting both Vice-Provost Cartledge and the Committee agreed that the several iterations had resulted in sufficient progress to forward the draft to Provost Palm for her consideration and further pursuit.

* Various documents referred to in this report, as well as the minutes of several of the meetings referred to, can be found on the Faculty Senate webpage, http://senate.lsu.edu. Look at the alphabetical list on the left side of the homepage; click on “Pertinent Reports;” scroll down to “PM-35.”

Milestones
Fall 1999 – May 2000 PM-35 issued by LSU System
Dec. 2003 Chancellor Emmert tells FS that “PM-35, in many ways, is an unworkable document;” encourages Senate to propose a more workable document, modified “in small or in large ways” that he will “champion … in the System office.”
Spring 2004 SR 04-10: “Principles and Guidelines for a Replacement of PM-35”
Emmert leaves for U. of Washington
Aug. 2004 FSEC meets with President/Chancellor Jenkins; told PM-35 has “unintended consequences;” encouraged to propose alternative
Sept. 2004 P/C Jenkins tells Faculty Senate that he has been working directly with FSEC to fix the “nettlesome problems” with PM-35; says he hopes to fix those problems “in the next six months or so
Oct. 2004 FSEC submits two alternative PM’s (“PM-46,” “PM-71”) to President/Chancellor Jenkins to advance the dialogue
Nov. 2004 FSEC meets with P/C Jenkins, V-Pres Benedict, Provost Palm, V-Provost Wilson, Augustine (HRM); hoping for feedback on alternative PM’s but were told to draft set of guiding principles
Dec. 2004 P/C Jenkins tells Faculty Senate that proposed PM-46 and PM-71 “are being looked at at the present time;” that he is “not averse to re-examining that PM. There are aspects that need further discussion;” and that he doesn’t “believe we are at an impasse
Winter 2004-05 FSEC writes principles; rewrites PM’s; discusses matter with Provost; asks her for F. Cartledge to work with; Provost suggests adding person from System Office; FSEC requests C. Hargrave
Feb. 2005 FSEC meets with Hargrave; told not appropriate to go directly through the President’s office; that “the System does not respond to the Faculty Council;” must instead work “up the channels” through the Provost and the Council of Chief Academic Officers
Feb., March, April 2005 FSEC meets with F. Cartledge; reworks alternative PM-35
Summer 2005 FSEC forms Ad Hoc Committee for the Revision of PM-35 to continue work of 04-05 FSEC
July, Sept 2005 Ad Hoc Committee meets with F. Cartledge; reworks alternative PM-35
Oct 2005 alternative PM-35 sent to Provost Palm
Principles for a Constructive Policy for
Faculty Review, Performance Enhancement and Accountability
LSU Faculty Senate Executive Committee (April 2005)
(minor editorial changes, October, 2005)

1. Tenure protects the academic freedom of a faculty member in his or her research and teaching missions, and thereby protects the academic integrity of the university. Exercise of academic freedom, including intellectual dissent or advocacy of controversial ideas, shall not be grounds for dismissal or other disciplinary action.

2. Tenure is absolute in concept and is not a matter of degree. A tenured appointment is one for an "indeterminate term;" it is not a rolling contract and cannot be described in terms of a determinate number of unsatisfactory annual job performance evaluations.

3. All faculty members shall be responsible for competent and effective performance of assigned duties.

4. Any review policy should apply to all faculty members including administrators holding faculty rank.

5. Serious non-performance of duties, along with serious misconduct, is a valid cause for dismissal or disciplinary action.

6. The performance standard for dismissal, however, should not be confused with the performance standards for merit raises, promotion, or advancement to tenure. Hence, there should be no direct coupling of routine annual reviews with dismissal for cause.

7. The burden of proof must lie with the University to show why a tenured faculty member should be removed, and not with the tenured faculty member to show why he or she should be retained.

8. The faculty member, who has shown seriously inadequate academic performance, must be afforded opportunities for voluntary job performance enhancement.

9. Where appropriate, the process for remediation or for a decision to proceed to dismissal must be faculty driven. The process for dismissal for cause must also be faculty driven.”

Senator Pratul Ajmera, chair of the committee, said that he would prefer not to attach the draft now but would prefer to wait an additional week until it was finalized.

Senator Wayne Gauthier suggested that “service” should be added to the missions as described in item #1 of the Principles.

It was mentioned that the committee had wasted considerable time under the impression that it could work with the President directly until Dr. Hargrave made her statement concerning channels.

FS Vice President Larry Crumbley asked whether Dr. Jenkins could have just handled the issue directly when he was serving as both chancellor and president negating the issue of chain of command.

There was a suggestion that President Daly contact other Faculty Senates in the system to get their true feelings.

Daly answered that he would be happy to bring it up with the representatives from other campuses on the council but he understood that they preferred not to discuss it publicly and to keep it “under the radar.”

Senator Pratul Ajmera suggested that senators check the senate website in about a week when the final copy will be available.

Chancellor O’Keefe arrived as the substitute for the scheduled speaker, Jerry Baudin and began by discussing the state budget freeze. He said that Jerry Baudin had been in discussions with state leaders since the freeze started. LSU administration has sent notice that it would be very difficult to follow the state announcement exactly as worded because this would bring the university to a standstill.

The chancellor stated that he did not want to start changing policies immediately since the state revenue estimating board and the legislature were scheduled to meet soon. He believes that the revenue estimating board will most likely reduce revenue estimates and the legislature will address the revenue reduction in their special session. The chancellor believes that it would be better to wait and let things sort out. When a clearer picture is achieved then we can change campus policies. O’Keefe said that Jerry Baudin had prepared a document for the commissioner of
administration suggesting that it might cost more to implement the many administrative actions for each expenditure as required in the freeze statement.

Chancellor O’Keefe recommended that searches which have already started be continued. Some resolution has been achieved in the accommodation for the 3000 additional students. LSU is nearing completion for assistance with state and federal government officials. Recently the Secretary of Education and the Commissioner of Education visited campus and indicated that within 10-14 days assistance will be clearer.

The chancellor reiterated that he would prefer to avoid immediate implementation which might later be changed and would rather adopt a wait-and-see attitude.

Senator Hugh Buckingham asked about offering campus facilities for big events as a money generator. The chancellor said that he had talked with other chancellors who had faced similar situations and they had not had pleasant experiences. He was not enthusiastic about having an NFL team play on campus. The chancellor added that the Louisiana Stadium District had contractual agreements with the Saints to provide facilities and this complicated matters. Furthermore, clean up after the LSU game prior to the Saints game the next day might be tough. O’Keefe said that during the previous week, LSU had laid out the contractual terms which equaled a break-even situation for LSU. Since the state has agreements with the NFL team, state officials really want LSU to offer the facilities. It must be made clear that all costs, including security and field repair, must be borne by the state and not LSU. During a recent visit by the NFL commissioner, the chancellor asked for some relief fund donations from the organization.

Senator Rebecca Saunders asked about travel issues with regard to the state freeze, specifically annual conferences. The chancellor said that he would asked Baudin to address pending cases for travel but suggested that faculty postpone conference travel which was not absolutely necessary.

The chancellor said that he understands the governor’s concern and he is willing to follow the spirit of the freeze but believes that we should not implement numerous specific regulations which might later need to be revised. He advised everyone to exercise good judgement.

President Daly discussed the approval of the finalized February 2005 minutes. Approval was moved by George Stanley and seconded by Larry Crumbley.

Senator Kathy O’Reilly stated that the numbers of absences listed in the minutes appear to be too high and recommended that they be struck from the minutes and future recording of attendance be dropped. George Stanley seconded the motion.

Senator Pratul Ajmera recommended as a compromise that only attendance for the most recent 3 year term be recorded.

Senator George Stanley suggested that there was enough to do without keeping track of senators attendance.

Senator Wayne Gauthier suggested that the record was a good way to tell constituents how the senator viewed the importance of his job.

Senator Lois Kuyper-Rushing said that there should be some record of participation.

Senator Robert Perlis suggested that only previous absences be listed or just compile a list at the end of the senate year.

President Daly reiterated that a vote to approve the motion would have the attendance recordings dropped from the minutes and if not then the numbers would be fixed prior to publication.

The amendment failed on a voice vote. Minutes were approved on a voice vote.
President Daly recommended approval of the May minutes. There was no discussion and minutes were approved on a voice vote.

President Daly recommended approval of the September minutes. Senator Terrie Poehl questioned statements of hurricane activity involvement and motioned for removal. Senator George Stanley seconded. Senator Pratul Ajmera suggested a compromise and motion was withdrawn.

Senator George Stanley recommended approval of minutes and Senator Pratul Ajmera seconded.

September minutes were approved on a voice vote.

President Daly reported on a joint conference of PS-36 with the Council of Deans. He believes that approval of the new policy statement is close and should be moved forward.

President Daly reported on the Faculty Forum for Disaster Research held in Hill Library. Although only 99 registered as attending, a count of seats taken indicated a larger number of attendees. There were about 20 formal presentations with some having good potential for collaboration. Some proposals are already in the works and anyone interested in participation should contact the Assistant VC of Research.

Daly announced that recently hired CIO, Brian Voss, wants campus help in preparing an IT Strategic Plan. His view is to provide IT “abundance”. He would like faculty, students and staff to come up with a list of objectives which he will then implement. Five committees are being formed and interested faculty should contact IT directly or the FSEC.

President Daly mentioned that there have been several emergency meetings of the Board of Regents and Bob Ward will provide an update at the November meeting.

Daly also announced that Dr. Savoie, Commissioner of Higher Education, has put together a letter to the governor regarding the budget freeze and its resolution. Budget problems (ie. cuts) are coming but we still need to maintain programs, especially graduate programs.

LSU Faculty Senate Resolution 06-01 was presented by Senator Paul Wilson and read into the minutes

LSU Faculty Senate Resolution 06-01 - Establishing Priorities for Hiring During State Budget Freeze

Whereas, the State of Louisiana has suffered a serious economic loss of tax revenues due to two direct hits by hurricanes, Katrina and Rita, and
Whereas, the State of Louisiana Executive Department has issued a hiring and spending freeze for state agencies including LSU, and
Whereas, the document allows hiring new positions and vacancy replacements only with the permission of the commissioner of administration, and
Whereas, the Baton Rouge campus has, in particular, generously responded to this disaster by accepting approximately 3,000 additional students plus many research faculty from the devastated New Orleans area while already being at capacity, and
Whereas, the resultant demands placed on the Baton Rouge campus require additional faculty rather than additional administrators,

Therefore be it resolved, that the LSU Faculty Senate strongly recommends that first priority for petition to the commissioner of administration be for additional faculty who can share in teaching the increased student load. Further be it resolved that conversion of facilities to accommodate the additional burdens imposed on our teaching and research activities be given the next priority.

Senator George Stanley recommended dropping the coupling of hiring with the hurricane tragedies.
Senator Robert Perlis questioned whether some administrative positions might be more important than faculty positions.

Senator Kathy O'Reilly recommended removing any mention of buildings given the time frames involved.

Vice President Larry Crumbley made a motion that the rules be suspended and the FS vote on the resolution today. Senator George Stanley seconded. Motion to suspend the rules and vote passed on voice vote.

Senator George Stanley moved to remove the portions of the resolution coupling hurricane recovery and budget freeze to administrative hiring. Motion was seconded by Larry Crumbley.

Senator Wayne Gauthier believes that the resolution implies that the administration can’t do a good job in hiring and wonders if that is the intent of the document.

Senator Paul Wilson replied that priorities of administrators may not be the same as faculty and it is the faculty who must teach and conduct research during this freeze.

Senator Pratul Ajmera mentioned that the proposed resolution is only a “recommendation”

Motion to make the change in resolution coupling hurricane recovery and budget freeze to administrative hiring passed on voice vote.

There was a suggestion that the issue of “travel” be addressed somewhere in the resolution.

Senator George Stanley recommended dropping the last paragraph and Senator Larry Crumbley seconded.

Senator Robert Perlis said that we should let colleges set their own priorities and we should not be making recommendations.

Senator Lois Kuyer-Rushing mentioned that we are the Faculty Senate and represent the faculty in those colleges.

Senator Lisl Zach recommended striking paragraph 5 beginning with “Whereas, the resultant demands placed ...” and moving the content to the paragraph beginning with “Therefore, be it resolved...”

Senator Elmer Godeny suggested that the wording be an “emphasis” (instead of a priority) in hiring faculty rather than administrators.

Senator Lois Kuyer-Rushing pointed out that the resolution was intended to specifically recommend such a priority.

The motion to delete paragraph 5 beginning with “Whereas, the resultant demands placed ...” and move to the paragraph beginning with “Therefore, be it resolved...” and remove the last paragraph beginning with “Further be it resolved...” that conversion passes by voice vote.

Senator Larry Crumbley recommended that the hiring data from 95 to 03 which shows a ratio of 42% administrator hirings to 20% faculty be included in the resolution in paragraph 5.

Motion to rewrite paragraph 5 failed on voice vote.

Senator Kathy O'Reilly recommends the wording be "whereas administrative staff has increased 2 to 1 over faculty during 95-03"

Motion on resolution passes as-is with no addition of percentage numbers.

Melissa Brocato from the Center for Academic Success addressed the senate. She said the center staff would be willing to give presentations to students in classroom settings or elsewhere. Students with problems related to the hurricanes should feel free to contact the center for help. They will also help students with academic problems and
will refer them to an award winning service learning center where student volunteers provide help in math, physics, engineering, etc. The center also provides web help service for those students interested in webpage development. The center will also work with faculty through the faculty center. Interested students or faculty should contact Melissa Brocato or Sandra Mcquire.

President Daly requested a move to adjourn which was so moved by George Stanley. The meeting adjourned at approximately 5 PM.

LSU Faculty Senate Resolution: 06-01
Establishing Priorities for Hiring During State Budget Freeze
Presented by Paul Wilson at the Meeting of October 11th 2005
Amended, and Approved, October 11th 2005

Whereas, the State of Louisiana has suffered a serious economic loss of tax revenues due to two direct hits by hurricanes, Katrina and Rita, and

Whereas, the State of Louisiana Executive Department has issued a hiring and spending freeze for state agencies including LSU, and

Whereas, the document allows hiring new positions and vacancy replacements only with the permission of the commissioner of administration, and

Whereas, the Baton Rouge campus has, in particular, generously responded to this disaster by accepting approximately 3,000 additional students plus many research faculty from the devastated New Orleans area while already being at capacity,

Therefore be it resolved, the LSU Faculty Senate strongly recommends that first priority for petition to the commissioner of administration be for additional faculty rather than additional administrators.