FACULTY SENATE MEETING

Monday, October 5, 1987
3:00 p.m.
Atchafalaya Room, LSU Union

AGENDA

1. Approval of the Minutes of the meeting of September 8, 1987

2. President's Report

3. Committee Reports:
   a. Review & Long-Range Planning Committee: Plans for 1987 - Ken Paxton, Chair.
   b. Personnel Policies Committee - HMO and Health Insurance Update - Peter Zwick (Committee Member) and Lester Pourciou (Director of Personnel and Affirmative Action and Representative to State Board of Trustees for State Employees Benefits).

4. Old Business: Final vote on Faculty Senate Resolution 87-1 (concerning the "W" grade)

5. New Business
   a. Faculty Senate Resolution 87-2 (minor) presented by Peter Zwick, Member, Committee on Faculty Personnel Policies (see attached)
   b. Faculty Senate Resolution 87-3 (major) presented by Frank Truesdale, Chair, Library Committee (see attached)
   c. Faculty Senate Resolution 87-4 (major) presented by Gaines Foster, Chair, Faculty Grievance Committee (to be distributed at meeting)
   d. Other New Business

If you are unable to attend this meeting of the Faculty Senate, please refer to Article VI, Appendix b, page 36 of the faculty Handbook (1986 edition) for alternate representation (alternate representation at Senate meetings should be a faculty member or another Senator from the same college as you are).
MINUTES OF THE FACULTY SENATE MEETING OCTOBER 5, 1987

ATTENDANCE: (# present) ( * proxy)

Grace Amborski   Carley Foster   Patricia Lawrence   Douglas Rossman
Rhonda Atkinson  Robert Grodner   Richard Lomax  George Roundtree
Peter Boyle     Milton Hallman   Michelle Masse Barun SenGupta
Jill Brody      Abner Hammond   Albert Meier   Jonathon Shapero
Panthea Broughton  Richard Maymaker   Teresa Moner  Ermelyn Stott

Frank Cartledge   Katherine Hill  Gary Moore   George Strain
Frank Chaffin     Thomas Hosie   Robert Newman   Teresa Summers
Russell Chapman   James Hotvedt  Richard Noren   Paul Temple
Robert Courter   Ben Jackson   Wayne Parent   Lonnie Vandeveer
Adrian DelCaro    Barbara Jamison  Anne Perault   Julian White
Irene Dimoulo   David Johnson   Jack Poplin   Charles Wilson
Suzann Dorman    Seth Johnson   Scott Powers   Vernon Wright
Karlo Dorman      Lamar Jones   Virginia Purcell  Ahman Yuceel
Dresna Doty     Ralph Kimney   Malcolm Richardson  Selma Zebouni
James Farr        Bonnie Konoak  Ray Roberg   Edward Zganjer
Carol Foll      William Lane

PROXIES:
Senator Jackson for Senator Farr
Senator SenGupta for Senator Chapman
Senator Vandeveer for Senator Wright
Charles Greiner for Senator Roundtree
Senator Hallman for Senator Noren
Beth Paskoff for Senator Boyce

Senator Malone for Senator Poplin
Senator Jamison for Senator S. Dorman
Senator Jamison for Senator W. Dorman
James Remsen for Senator Rossman
Senator Hammond for Senator Summers
Senator Jones for Senator Newman

President Purtle called the meeting to order at 3:00 p.m. and welcomed F. Al-Bagdadi, Corruth McShee, Kenneth Poxton, Fount Smothers, Frank Truesdale, Peter Zwick, and press representatives Glenn Devalle and Delia Taylor.

Parliamentarian for the meeting was Gary Moore.

1. Approval of the Minutes of the meeting of September 8, 1987
The Minutes were approved as amended and it was duly noted that Senator Barbara Jamison had been present.

2. President's Report

Three new degree programs were approved at the October meeting of the Board of Supervisors—a M.A. and Ph.D. in Comparative Literature and a B.A. in Liberal Arts. The B.A. in Liberal Arts will replace the B.A. degrees in Fine Arts, Journalism, and a proposed B.A. in Music.

Michael Grimes, chair of the "Ombudsman" Proposal Committee, attended the University and College Ombudsman Association (UCOA) Convention in September on behalf of the Senate to obtain information relevant to the Senate's proposed position.

The Executive Committee has requested and has been granted a liaison from the Senate to the Council of Assistant and Associate Deans. That group is currently reviewing catalog materials for both editing and needed policy changes. Since much of the material in the catalog is related to academic issues, the Executive Committee believes that the faculty should be represented at these meetings and that recommendations from this group should be forwarded to the appropriate faculty committees for their consideration. As Chair of the ASH Committee, Daniel Vannell will represent the Senate at these meetings.

The Executive Committee is working closely with the Personnel Policies Committee and others in pursuing the problems related to the faculty benefits package.

President Purtle reminded Senators and faculty to provide in writing any concerns they might have about PS-36 and other Tenure and Promotion Policies. The PS-36 Revision Committee will begin its deliberations October 15.

3. Committee Reports

a. Review and Long-Range Planning Committee: Plans for 1987—Ken Poxton, Chair
Dr. Poxton stated that the committee plans to examine the academic structure of the University. They plan a comparative study of universities similar in size and mission to L.S.U. Faculty input is needed regarding L.S.U.'s strengths and weaknesses. The committee would like to identify areas where L.S.U. might have unique opportunities. The committee also plans to look at the current structure of research institutes in order to determine if other multidisciplinary units are needed.
b. Personnel Policies Committee: HMO and Health Insurance Update – Peter Zwick, Committee member

Dr. Zwick said that in November the faculty will be allowed to enroll in any of 5 HMO's. In December, the State Employees Group Benefits Program will select the 3 with the most state employee enrollments. Those employees that did not pick one of the top 3 may pick one of those selected or return to the State Employees Group Benefits Program. The Personnel Policies Committee sees no reason for this limit and asked the Board of Trustees to review their position and hold additional hearings on the matter. The Committee met with the Chancellor and discussed the fringe benefits package. Suggestions were made to shorten the 10 year vestment policy of the retirement system, to offer tuition remission for faculty, staff, and their children, to offer supplemental retirement possibilities, and to provide day care facilities. Dr. Zwick related to the Senate that a survey of 20 State Universities in the southeast region showed LSU at the bottom as to percentage of compensation to employees (13% for LSU—compared to a 20% average with one university at 28%). He suggested retaining a consultant to work for the faculty to study fringe benefits packages and determine how the new tax laws will affect L.S.U. faculty.

4. Old Business: final vote on Faculty Senate Resolution 87-1 (W grade) Senator Zganjar presented minor changes offered by Dean McGehee (Academic Services) to the Catalog Statement under the "number of hours of coursework satisfactorily completed at LSU" to read 8-29, 30-59, 60-89, 90-119, etc. The "number of uncontested course drops permitted" would remain the same. There was a discussion and the change was accepted by the Senate. A motion to adopt Faculty Senate Resolution 87-1 concerning the Catalog Statement (adding and dropping courses) was made by Senator Jamison, seconded by Senator Strain, and passed.

5. New Business

a. Faculty Senate Resolution 87-2 (minor) presented by Peter Zwick, member of the Faculty Personnel Policies Committee.

FACULTY SENATE RESOLUTION 87-2 (minor)

WHEREAS, the Faculty Personnel Policies Committee is charged to conduct continuing reviews of and to make recommendations regarding policies pertaining to conditions of employment, promotion, tenure, compensation, leaves, insurance, retirement, and all other matters concerning fringe benefits affecting the welfare of faculty personnel and their dependants, and

WHEREAS, the Board of Trustees of the State Employees Group Benefits Program agreed at its July 16, 1987 Board meeting to study the measure that would limit the number of Health Maintenance Organizations (HMOs) to three companies and report its findings at the September 17, 1987 meeting, and

WHEREAS, the Board heard the report from the Management Committee on alternative ways to limit HMOs access to state and certain school employees and retirees that recommended that only the top three HMOs with the highest number of enrollees during the November open-enrollment period be chosen at their August 20, 1987 meeting, and

WHEREAS, the Board approved the recommendations as amended that only the top three HMOs with the highest number of enrollees during the November, 1987 open-enrollment period be chosen provided that those individuals who enroll in a HMO that is not in the top three be given until December 15 to enroll in one of the successful HMOs or Group Benefits at the August 20 meeting, and

WHEREAS, the Board has determined that it is not in the best interest of state employees or the State of Louisiana for employees to have as many HMO options as are available to them in the Baton Rouge and New Orleans areas, and

WHEREAS, all HMOs approved by the Board will be allowed to solicit membership and accept enrollments during the November open-enrollment period. Following this enrollment period, the staff of the State Employees Group Benefits Program will tabulate the number of enrollments of state employees in each HMO in the Baton Rouge and New Orleans areas. The six HMOs (three in Baton Rouge and three in New Orleans) with the largest total enrollments will provide coverage in their respective service areas beginning January 1, 1988 through December 31, 1988. Plan members who have enrolled in an HMO other than one of the successful HMOs in the Baton Rouge or New Orleans areas will have an opportunity through December 14, 1987, to choose either to return to the state plan or to join one of the successful HMOs. If a plan member fails to choose another plan, the coverage will be transferred to the State Employees Benefits Program effective January 1, 1988;
THEREFORE BE IT RESOLVED that the Faculty Senate of Louisiana State University and Agricultural and Mechanical College (LSU), Baton Rouge, opposes the procedure and action of the Board on limiting HMOs and requests that a public hearing be convened to allow public opposition to the recommendations, and

BE IT FURTHER RESOLVED that the Board rescind their August 20, 1987, action and accept the input of the LSU Faculty Senate and Group Benefit Section of the Office of Personnel Services.

There was a discussion. A motion to adopt Faculty Senate Resolution 87-2 (minor) was made by Senator Strain, seconded by Senator Perrault, and passed.

b. **Faculty Senate Resolution 87-3** presented by Frank Truesdale, Chair of the Library Committee.

**FACULTY SENATE RESOLUTION 87-3**

WHEREAS, the faculty of Louisiana State University believes that the University's single most important, permanent research and teaching resource is the library (Middleton Library and its branches), and

WHEREAS, the Chancellor of Louisiana State University has publicly declared that the library "... is the symbol of education and the hope of Louisiana.", and

WHEREAS, the budget of the library has been static for the last four years, and reduced by 6% ($400,000) in the current (1987-88) fiscal year, and

WHEREAS, continued increases in library operating costs and continued soaring inflation of library-material prices, particularly of serials, have led to reductions in new acquisitions, particularly of books and collections in textual and historical disciplines, in the arts, and in music, and

WHEREAS, only elimination of large numbers of current serial holdings, particularly in the scientific and technical disciplines, can prevent further erosion of book purchasing funds, and insure payment of subscription fees for those serials retained, and

WHEREAS, the Chancellor of Louisiana State University has publicly vowed to find funds to keep the library's collections competitive;

THEREFORE BE IT RESOLVED, that the Chancellor of Louisiana State University reaffirm his support of the library by: making no further reductions in the library's budget; restoring as a first priority, when monies become available, all library funds ($400,000) cut in 1987-88; making increased funding of the library a top priority in 1988-89.

There was a discussion concerning where the monies would come from with the hope that it would not be taken from college budgets. President Purkle postponed further discussion until after Sharon Hogan, Director of the LSU Library, speaks at the November Senate meeting. A motion to accept Faculty Senate Resolution 87-3 for a final vote at the November meeting was made by Senator Perrault, seconded by Senator Strain, and passed.
c. Faculty Senate Resolution 87-4 presented by Gaines Foster, Chair of the Faculty Grievance Committee.

FACULTY SENATE RESOLUTION 87-4

WHEREAS, the purpose of the Faculty Senate's grievance procedure is to ensure just and equitable treatment for all faculty members with a minimum of polarization and ill-feeling, and

WHEREAS, some errors in procedure or treatment can easily be remedied through administrative review, and

WHEREAS, a faculty member who requests such an administrative review prior to filing a grievance in no way forfeits his or her right to petition the Grievance Committee or in any way prejudices such a petition;

THEREFORE BE IT RESOLVED, that the "Faculty Grievances" section on p. 8 of the current Faculty Handbook be changed so that the sentence "If a petition is to be filed with the Faculty Senate Grievance Committee, it should be done prior to requesting an administrative review." be deleted and the following sentences added, "A faculty member may request an administrative review by his or her department chair and dean before petitioning the Faculty Senate Grievance Committee; however, he or she must petition the Faculty Senate Grievance Committee before requesting a review by the Vice-Chancellor for Academic Affairs. Copies of "Faculty Senate Grievance Committee Procedures" are available from the Faculty Senate office or the chairperson of the committee."

Gaines Foster explained the reasons for the Resolution and stated that the faculty should be aware of the procedures of the Grievance Committee. He stated that the rewording of the procedure is consistent with current practice and it will help the Vice-Chancellor in her deliberations of the grievance. There was a discussion of the "must" portion of the Resolution. A motion to accept Faculty Senate Resolution 87-4 for a final vote at the November meeting was made by Senator Broughton, seconded by Senator Grodner, and passed.

Their being no further business, President Purtle adjourned the meeting at 4:10 p.m. The next Faculty Senate meeting will be held on November 4, 1987.

Respectfully submitted,

Abner Hammond, Secretary