Highlights from Faculty Senate Meeting
September 3, 2002

Provost’s Comments
- Initial enrollment estimates indicate that the number of freshmen decreased, but graduate enrollment, retention, and transfers are up.
- Searches are underway for the director of LSU Press, editor of Southern Review, Dean of the School of Social Work, and Dean of the College of Business Administration.
- LSU will be reviewed by the Southern Association of Colleges and Schools for accreditation in Spring, 2004.
- LSU received a budget increase from the State this year. LSU will be submitting proposals to the Board of Regents for the Biotechnology Initiative and the Enrollment Management and Selective Admissions Implementation.
- The Campus Master Plan should be completed by February 2003.

President’s Report
- The Faculty Senate Executive Committee (FSEC) and Provost Lindsay will appoint an ad hoc committee to review PS 36 (promotion, tenure, and post-tenure review) and existing revisions of the policy and develop a final draft for Faculty Senate discussion.
- Carolyn Hargrave is the new LSU System’s Vice-President of Academic Affairs.
- The search for an Executive Vice Chancellor and Provost is underway.
- AAUP representative will speak on collective bargaining at an upcoming Faculty Senate meeting.

Election of Third Member-at-Large
- Tom Lynch (College of Business Administration) was elected as the third member-at-large of the Faculty Senate Executive Committee (FSEC).

Old Business
- Second reading of SR 03-01 (was SR02-09), to increase standards for undergraduate admissions, by Faculty Senator Carruth McGehee. Vote postponed until October 2 meeting.
- Second reading of SR 03-02 (substitution for SR 02-10), Tuition Waivers for Graduate Assistants, by Faculty Senator Paul Bell. Substitution and revisions approved. Vote postponed to October 2 meeting.
- Paul Hoffman, Chair of the Ad Hoc Committee to Develop Recommendations for Review of Administrators presented a draft report and proposed guidelines. The committee’s work continues and faculty input on the draft recommendations was solicited.

New Business
- Dean of Students Kevin Price reviewed and distributed the newly revised Code of Student Conduct.
- Ken Carpenter, the new Faculty Representative to the NCAA and SEC and new Chair of the LSU Athletic Council, provided a preliminary overview of the Task Force to review the roles and responsibilities of the Athletic Council.
- First reading of SR 03-03, Disproportionate Salary Increase of the Chancellor, by Faculty Senator Dominique Homberger with co-sponsors Senators Bell and Catano.
Louisiana State University A&M

MINUTES OF THE FACULTY SENATE
September 3, 2002, 3:00 p.m.; Atchafalaya Room, LSU Union, LSU

The meeting was called to order by President Laurie Anderson at 3:05 p.m with a quorum present. Minutes of the May 8, 2002 meeting were approved without dissent. They may be viewed at http://senate01.lib.lsu.edu/Facsen/ or by finding their link from the LSU homepage and its A--Z directory under Faculty Senate.


President’s Report
The Faculty Senate Executive Committee (FSEC) has reviewed the draft of PS36 (hiring, promotion, tenure, and post-tenure-review document for instructors, and non-tenure track and tenure-track professors) and concluded that it is not ready to be presented to the Faculty Senate. The Provost and the FSEC are forming a new committee to produce a final draft of PS36. Charges of the committee are being prepared but will likely include examining older versions and other institutions’ versions or approaches to PS36, and acquiring comments from faculty. Carolyn Hargrave is interim Vice-President of Academic Affairs for the LSU System. The provost search is ongoing and a position announcement has been placed. The Faculty Senate last year heard the final report of the ad hoc committee on collective bargaining and approved two of its resolutions. An AAUP representative will discuss collective bargaining with the Senate and faculty and a poll of LSU faculty regarding faculty’s opinion on collective bargaining for LSU will be done. Senators were sent via campus mail user names and passwords for the new Senate web site. The web site allows messages and mass emailing to senators. Email facsen@lsu.edu for help.

Provost Comments
Searches: Rick Ortner has been appointed dean of the College of Art and Design. Nancy Clark is the new dean of the Honors College, starting July 1,2003; Ann Holmes will serve as Interim Dean. The search for the dean of the College of Business has been extended; Bill Lane will serve as Interim Dean. There are ongoing searches for the dean of Social Work, the director of LSU Press and the editor of Southern Review. Accreditation: LSU is undergoing accreditation review by the Southern Association of Colleges and Schools (SACS). Alumni Professor Teresa Summers is serving as Director of the Office of Accreditation and Institutional Effectiveness. She has assembled a Leadership Team, which is seeking input from all members of the LSU community, and which can be accessed at http://aaweb.lsu.edu/sacs/. 2002 Enrollment & 2005 Admission Requirements: This fall, there were increases in graduate enrollments, overall retention and transfers, but fewer freshmen. The Provost and the Chancellor support the proposed admission requirements in Senate Resolution SR03-1. Information Technology: Committees have been formed in response the consultant’s report, to address institutional goals, suggested policies, funding models and other recommendations. Student Technology Fee: Over 4$ million has been allocated for multi-media classrooms, public access labs, student services technology, and to fund student workers. Budget: The university received funds for some unfunded mandates, it restored 1$ million for library and scientific equipment and received 1.2$ million in capital outlay funds for computing services, facility and equipment maintenance and Veterinary Medicine equipment. The Board of Regents received about $22 million in new recurring and capital outlay funds to be distributed among institutions for specific objectives. An additional $7.6 million will be given by the Regents to the Community and Technical College and Academic Center.
Development Pool and will be distributed in response to proposal requests and by pro rata formula funding.

Salary Increases: Because of uncertainty about the budget and tuition revenue the Provost cannot yet commit, but intends to do everything possible to increase salaries, with the goal of a mid-year raise. Safety: The Provost described several steps that LSU is taking to enhance campus security; check the web site on the home page for complete updates. Diversity and Impact Hires: The Provost noted significant progress in this area. Campus Master Plan: Progress will be updated in early Sept., with the goal for completion in Feb. 2003. Questions from the floor: The Provost addressed questions about 1) whether LSU admits more athletes that do not meet its general admission standards than other SEC schools, 2) whether the % increase in salaries that are given upon promotion is keeping pace with the larger starting salaries and 3) why there appears to be a greater problem recently with students having difficulty finding available classes.

FSEC Member-At-Large: Maren Hegstead (Agriculture) and Tom Lynch (Business Administration) were nominated, and Lynch was elected as an at-large committee member of the FSEC.

Old Business

Fall 2005 Admission Requirements resolution SR02-09 was renumbered SR03-01 and was introduced by Carruth McGehee. Teresa Summers, Chair of Academic Standards and Honors committee (ASH), spoke on the resolution (see handout and resolution). Summers described the proposed 3.0-GPA admissions requirement a watershed event with significantly better students expected. She described hypothetical admission scenarios for 2002 and 2005 using data from students admitted in 2001. Discussion centered around the large percentage of students who would not be admitted under guaranteed admissions in 2005. Senators Cherry, Chandler, Harrison, and McGehee joined the discussion. Some thought that the increased admission standards represented a policy change and that the standards could help set enrollment. Summers said that historically students have increased their standards and that outside of a temporary drop in enrollment, no decrease in enrollment was found from increased standards. Greater efforts to improve the 6-year graduation rate was discussed. It was noted that 10% of freshman graduated in 4 years in 1980s while 25% do now. Solutions to classroom overcrowding and the issue of high school grade inflation were also discussed.

Tuition Waiver for Graduate Assistants resolution SR03-02, a substitution for SR02-10, was introduced by Paul Bell and approved. An amendment by Senator Moore was approved.

New Business

New Code of Student Conduct Dean of Students Kevin Price reviewed the recently approved code and handed out a draft version of document on plagiarism. The new code was produced by the Dean, Associate Dean of Students Jim Welles, and the Committee on Student Conduct. The most important change was that a faculty member who files a complaint no longer presents the case to a hearing panel. In addition, the distinction of premeditated and unpmeditated acts is no longer made. A violation of the rules of professional associations was added. Appeals are now handled through agent different from that who hears panel recommendations. As before complaints are to be filed directly to the Dean and not through a department or college. There are 23 members on the Committee on Student Conduct with five non-faculty (Dean and four students). Reports of violations increased in 2002 and another increase is expected for 2003. In response to Sen. Catano, Dean Price stated that there is no 10-day reporting requirement, but it is desirable to lodge a complaint as soon as possible after the violation. The Dean and Associate Dean are available to talk to departments and teaching assistants about academic misconduct.

LSU Athletic Council: New chair of the Council, Ken Carpenter, is also the Faculty Rep to the NCAA and SEC. He heads a task force to review the responsibilities of the Council. The task force includes L. Anderson, Bob Kuhn, Renee Myers, L. Moore, J. Richardson, plus unnamed students.

Faculty Senate Committee to Recommend Revisions of Review of Administrators: Chair Paul Hoffman provided an overview of the committee’s draft report and draft guidelines. Recommendations include the following:

Evaluation of administrators must be part of an ongoing closed loop of collaborative planning, reporting, assessment, and formative activities that involves faculty, administrators, and staff. Administrators’ activities that are visible to faculty should be evaluated by faculty. No appointment or continuation of an appointment of an administrator should be made without benefit of faculty evaluation.

A new Faculty Senate committee working collaboratively with the Provost should review and approve the evaluation
plans for each academic unit to ensure compliance with these guidelines, should suggest improvements in the overall evaluation process as well as individual unit plans, and should report annually to the Faculty Senate.

Dr. Hoffman remarked that the evaluations of administrators now are wholly managed by the administrators with administrators giving faculty the review sheets and compiling the results. This method works with honest administrators, but fails with others.

The evaluation process will include evaluation of people skills and planning. The Chair seeks additional feedback to streamline the evaluation process and to evaluate his committee.

Senator McGehee recommended that the committee broaden their charge beyond addressing undesirable or unhealthy situations to examine why LSU finds itself in these situations so often. Is it due to less rotation of faculty between faculty, chairs, and dean positions at LSU than elsewhere? Are faculty and administration doing something that is not optimal?

*Disproportionate Salary Increase of the Chancellor* resolution SR03-03 was introduced by Dominique Homberger with co-sponsors Paul Bell and Jim Catano.

The meeting adjourned at 5:40 p.m. The next meeting will be October 2nd.

*Paul Bell*
*Secretary of the Faculty Senate*
*(Revised October 8, 2002)*
Faculty Senate Resolution
SR 03-01 (Formerly SR02-09)

Fall 2005 Admission Requirements

Whereas, Louisiana State University desires to be a leading research university, challenging undergraduate and graduate students to reach the highest levels of intellectual and personal development, and Whereas, the University has set a goal of increasing its graduation rate to 63% by 2008, and Whereas, the Faculty promised the Board of Supervisors, the Faculty Senate, and the public in 1998 that we planned to continue to increase admission standards to LSU, and Whereas, Chancellor Emmert asked ASH to develop new admission standards beginning with the Fall of 2002 that would increase the likelihood of students' academic success at LSU,

Therefore, be it resolved that the LSU faculty propose the following new admission requirements for students entering LSU in the Fall of 2005:

LSU ADMISSION POLICY

Anyone who wishes to be considered for undergraduate admission to Louisiana State University should apply. Admission to LSU is granted to those students whose credentials indicate the greatest promise of academic success. Table I shows the criteria for Assured Admission to the University.

<table>
<thead>
<tr>
<th>Table 1. LSU REQUIREMENTS FOR ASSURED ADMISSION</th>
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<tbody>
<tr>
<td>• 18 high school units of college-preparatory course work as shown in Table II AND:</td>
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<tr>
<td>• 3.0 gpa* and rank in top 15% of high school graduating class, or</td>
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<tr>
<td>• 3.0 gpa* and a score of 1000 SAT/21 ACT</td>
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<tr>
<td>• 16½ high school units of college-preparatory course work as shown in Table II AND:</td>
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<tr>
<td>• 3.0 gpa* and rank in top 10% of high school graduating class, or</td>
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<tr>
<td>• 3.0 gpa* and a score of 1060 SAT/23 ACT, or</td>
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<td>• 3.2 gpa* and a score of 1030 SAT/22 ACT, or</td>
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<tr>
<td>• 3.5 gpa* and a score of 1000 SAT/21 ACT</td>
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MATHEMATICS: All students admitted to LSU must be eligible to enroll in university level courses in mathematics. Students are strongly encouraged to take 4-years of mathematics to ensure college readiness. Other factors such as grades in required math courses, choice of degree program, and SAT/ACT scores will be considered. Eligibility for university level mathematics is usually indicated by 4-years of college preparatory mathematics courses or a minimum 440 Math-SAT score or 18 Math-ACT score on the mathematics component of the respective examination.

*GPA: The required grade point average (gpa) is based solely on high school units for admission to LSU as shown in Table II.

Applicants who believe they do not meet the qualifications for Assured Admission as shown in Table I should submit supporting documentation (e.g., recent grade reports, letters of recommendation, etc.) and a letter outlining their qualifications for admission with their initial application. Though not required for admission to LSU, students may also choose to include an essay in their application package. The Admission Committee will review an applicant's qualifications and application package to determine whether or not predictors of success exist as a basis for admission. LSU considers all components of an applicant's credentials. Factors such as rank in class, scores on required tests (SAT or ACT), credit in advanced placement and honors courses, pattern and quality of courses, grade trends, educational objectives, extracurricular activities, leadership abilities, and school recommendations are carefully evaluated in the admission process. In addition, special talents, significant life and career experience, or membership in groups under-represented in the student body are evaluated and weighed before decisions to offer admission are made.

Student athlete who is awarded an athletic grant-in-aid may be admitted if he/she meets the standards found in Bylaw 14.3.1 of the National Collegiate Athletic Association. A student athlete at LSU is subject to
a number of special academic requirements specified in the rules of the SEC and the NCAA.

Applicants who are home-schooled, applicants with a GED, or applicants who are graduates of unaccredited or unapproved high schools are evaluated on the basis of qualifications outlined above.

Admission decisions are based, in part, upon meeting the needs and capacity requirements of Louisiana State University.

<table>
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<tr>
<th># of Units</th>
<th>High School Coursework</th>
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<tr>
<td>4</td>
<td>ENGLISH COMPOSITION AND LITERATURE: I, II, III, and IV</td>
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<tr>
<td>3</td>
<td>MATHEMATICS: (4 units are strongly recommended.)</td>
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<tr>
<td></td>
<td>· 1 unit of Algebra I</td>
</tr>
<tr>
<td></td>
<td>· 1 unit of Algebra II</td>
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<tr>
<td></td>
<td>· 1 additional unit consisting of courses such as Geometry, Trigonometry, Advanced Mathematics, or Calculus</td>
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<tr>
<td>3</td>
<td>NATURAL SCIENCES:</td>
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<tr>
<td></td>
<td>· 1 unit of Biology</td>
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<td></td>
<td>· 1 unit of Chemistry</td>
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<td></td>
<td>· 1 unit of Physics</td>
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<td>3</td>
<td>SOCIAL STUDIES:</td>
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<td></td>
<td>· 1 unit in American History</td>
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<td></td>
<td>· 1 unit in World History, World Geography, or History of Western Civilization</td>
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<td></td>
<td>· 1 unit consisting of courses such as Civics, Free Enterprise, Economics, Sociology, Psychology, or American Government</td>
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<tr>
<td>2</td>
<td>FOREIGN LANGUAGES:</td>
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<td>· 2 units in a single language</td>
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<td>½</td>
<td>COMPUTER STUDIES:</td>
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<td>Computer Science or Computer Literacy (or substitute ½ unit from among other subjects listed above)</td>
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<tr>
<td>2½</td>
<td>ADDITIONAL COURSES:</td>
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<td></td>
<td>· 2½ units from the categories above and/or certain courses in the visual and performing arts. Two units may be from advanced course work in the arts, e.g., Fine Arts Survey, Art III, Art IV, Advanced Band, Applied Music, Advanced Chorus, Dance III, Jazz Ensemble, Music Theory II, Advanced Orchestra, Wind Ensemble, or Studio Piano III. LSU will accept, as 1 unit of this requirement, 2 units of basic performance courses in music, dance, theater, or studio art.</td>
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</tbody>
</table>

Note: For admission to LSU, an applicant's high school grade point average (gpa*) is calculated solely on the basis of the academic units shown in this Table, using the standard 4.00 maximum scale ("A" = 4; "B"=3; "C"=2; "D"=1; "F"=0).
Faculty Senate Resolution  
SR 03-02  
Tuition Waivers for Graduate Assistants

Whereas, a high quality and extensive graduate program is essential to the Chancellor’s flagship agenda for LSU;

Whereas, graduate-student enrollment at LSU has ranked tenth in the SEC and fourth among Louisiana public universities in the percentage of students enrolled in graduate school;

Whereas, average stipends for LSU graduate assistants have been less than survey averages since 1992;

Whereas, 82% of SEC universities and about 75% of other universities provide tuition waiver to graduate assistants while LSU does not;

Whereas, tuition waiver allows the most efficient use of grant funds for graduate assistants;

Whereas, LSU graduate assistants can fulfill course and research-credit requirements but still must pay full-time-status tuition and fees of $1690 while other graduate students may pay only part-time tuition and fees of $384; and

Whereas, $4 million dollars is needed to implement a tuition waiver;

Therefore be it Resolved, that the Faculty Senate requests that the Provost develop and present to the Faculty Senate a plan to provide tuition waivers for graduate assistants.

See web site http://senate01.lib.lsu.edu/Facsen/ under resolutions for supporting materials including average assistantship stipends at many universities, comparison of LSU versus other schools, suggestions on implementing the waivers, comments from others, and a review of the state of LSU graduate assistants.
Faculty Senate Resolution
SR 03-03
The Disproportionate Salary Increase of the Chancellor

Whereas LSU's Board of Supervisors has recently nearly doubled the Chancellor's pay, making LSU's Chancellor the highest paid in the Nation, while the State's expenditure per student is among the lowest in the Nation; and

Whereas LSU's prestige and ranking among the Nation's state universities rests on the combined efforts and performance of the faculty, staff and students, along with the support given to them by the university administrators, while a disproportionate pay hike for the Chancellor will do nothing to enhance LSU's standing in the academic world; and

Whereas this pay hike was not predicated on a rigorous performance evaluation in contrast to pay raises given to staff and faculty, who have been subjected to increasing scrutiny, accountability, and performance evaluations; and

Whereas a significant portion of this pay hike includes unregulated private funds of undisclosed origin, which may throw suspicions on the Chancellor's integrity and ability to remain impartial in his decision making, while LSU is a public institution that must avoid any appearance of being influenced by private special interests; and

Whereas the disproportionate pay hike of the Chancellor appears to be in contradiction to rules of the Board of Regents concerning salaries of administrators;

Therefore, be it resolved that the Faculty Senate of LSU express its concern and disapproval of the recent actions of the Board of Supervisors in giving a disproportionate pay hike to the Chancellor; and

Therefore, be it further resolved that the Faculty Senate of LSU suggest to the Board of Supervisors that salaries and other compensations of Chancellors and the President of the LSU System should, as in the case of vice-chancellors, deans and faculty, be part of the machine-run budget that is subject to audits and oversights; and

Therefore, be it further resolved that the Faculty Senate of LSU urge the Board of Supervisors to tie salary raises for administrators to rigorous performance evaluations measuring, among other things, their actual accomplishment in furthering support for students, staff, and faculty; and

Therefore, be it further resolved that the Faculty Senate of LSU ask the Board of Supervisors not to award any further raises to administrators and to revisit the recent raise given to the Chancellor until such time as the policies regarding salaries of administrators are clarified; and

Therefore, be it finally resolved that the Faculty Senate of LSU support the Board of Regents in upholding its current policies that SEC averages determine the boundaries within which the salaries of administrators fall.