FACULTY SENATE MEETING
Monday, September 19, 1988
3:00 p.m.
Atchafalaya Room, LSU Union

AGENDA

1. Approval of the Minutes of the meeting of May 5, 1988

2. President's Report

3. Report from the new standing Committee on General Education (William Lane, Chairman)

4. Election of Member-at-Large for the Executive Committee

   Nominated: F. Marion Fletcher (Business Administration)
   Neil Mathews (Education)

   Nominations will be accepted from the floor for 1991 Senators from units other than Agriculture, Arts & Sciences, Basic Science, Engineering, and Veterinary Medicine.

5. Acceptance of Faculty Senate Report No. 87-15, Commencement Exercises Committee

6. Old Business

7. 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 SEPTEMBER 19, 1988

ATTENDANCE: (√ present) (√ proxy)

√ Grace Ambroski  √ Michelle Gellrich  √ David Langstreth  √ George Rundtree
√ Rhonda Atkinson  √ Michael Grimes  √ Robert McPheary  √ Milton Rush
√ Bill Brody  √ Robert Grosser  √ Neil Mathews  √ Jeffrey Ryan
√ Pamela Broughton  √ Milton Holland  √ James Miller  √ Barun San Gupta
√ John Caprio  √ Robert Hassay  √ Teresa Monyer  √ Lee Southern
√ George Catalano  √ Richard Haymaker  √ Gary Moore  √ Neil Stirtz
√ Frank Chaffin  √ Ken Helfinger  √ Jack Phipps  √ Larry Stitziel
√ Russell Chapman  √ Doug Helft  √ Richard Parent  √ Ethan Stutt
√ Zhao-fu Chen  √ Seth Johnson  √ Anna Perrault  √ Kermit Taylor
√ Irene Di Maio  √ Deborah Kemp  √ Michael Pitts  √ Noah Taddeo
√ Suzanne Donan  √ Gerald Kennedy  √ Jack Poplin  √ Lonnie Vanandeveer
√ Linda Dorman  √ Grace Doty  √ Ralph Porter  √ Danny Wallace
√ Grandda Doty  √ Ralph Kinney  √ Virginia Purtle  √ Charles Wilson
√ Patricia Edwards  √ David Krisker  √ Malcolm Richardson  √ Vernon Attridge
√ Sam Fagley  √ Donie Konetzka  √ Roy Robery  √ Alana Buzol
√ Warlyn Fletcher  √ William Lane  √ Frances Lawrence  √ Selma Zamboni

PROXIES: Richard Inlay for Senator Tolhine
Wayne Hudnall for Senator Feigley
Bert Boyce for Senator Wallace

Dorothea Jenkins for Senator Chaffin
George Catalano for Senator Monier
Senator Groder for Senator Johnson

President Purtle called the meeting to order at 5:05 p.m. and welcomed the new Senators (see list attached). Carruth McGhee, Peter Soderbergh, Dan Yannitelli, and press representatives Karen Didier, Jamie Petry, and Robert Pietre were approved as distributed.

1. President's Report
   Review of actions and activities since May 5 meeting of the Senate

   2. President's Report
   Review of actions and activities since May 5 meeting of the Senate

Salaries: Total pool for raises was 6 percent of faculty salaries. Some administrators received equity raises from that pool. No raises were given to staff.

   Retirement: Legislative actions related to the retirement system that were defeated included the following: a bill to reduce the retirement benefits drastically, including changing the 2 and 1/2 percent at age 55 to only 2 percent; a bill that would allow the retirement board to determine what constitutes overtime (overtime does not count when benefits are calculated); and an effort to change the 18 year vesting period to 5 years. A bill to provide for a study of the retirement system over a one to two year period passed.

   Insurance: The Board of Trustees for State Insurance has agreed to allow membership in any (MO) that meets their certification requirements. However, Community Health Network (formerly Southeast) is the only one that will have open enrollment this year. MO rates are expected to increase this year.

   A bill to move the state insurance under the supervision of Commissioner of Administration was defeated.

   Insurance Consultant's Report: The report from the insurance benefits consultant, Travis Pritchett, was accepted.

   An executive summary is attached. A summary of recommendations for improving the Benefits package is also attached. President Purtle is tentatively scheduled to present the benefits situation to the Board of Supervisors in November.

   Permission for faculty to address the Board of Supervisors: At the request of the Executive Committee, Dr. Andoni (Chairman of the Board of Supervisors) granted permission for the campus representative (Faculty Senate President) to speak to the Board on issues relevant to the faculty.

   Committee Appointments: Committees jointly appointed by Academic Affairs and the Faculty Senate Executive Committee: CRITERIA FOR THE EVALUATION OF FACULTY (PS-36) Kathleen Heim, Chair; Daniel Sher; Charles Smith; Ted Bourgoyne; Paul Hines; and George Strain. Roland Dowsett and Virginia Purtle are members ex officio. FINANCIAL EXIGENCY POLICY COMMITTEE (PS-36) Everett Besch, Chair; Kenneth Carpentier; David Harrell; Bert Boyce; Pauline Broughton; and Pat Lipcomb. Committee appointed by Academic Affairs with faculty recommendations from the Executive Committee: COMMITTEE TO STUDY SUMMER SCHOOL, which was charged with making recommendations for improving summer school, including stating the primary purpose of summer school, recommending a "best" structure, a more effective use of summer school, and a compensation system for the faculty. Members are: Peter Soderbergh, Chair; Laura Lewisse; Fritz Cameron; Bill Richardson; Dave Wetzel; Billy Seney; Lunar Jones; Peter Zwick; and Jimmie Lawson.

   PROPOSED COMMITTEES: ACHOS committees will be appointed to consider needed Faculty Services and Liaisons to

Outside Agencies
3. Report from the Standing Committee on General Education (William Lane, Chairman). Senator Lane said that the Committee on General Education at LSU was the result of Faculty Senate Resolution 87-4 (passed 4-68) and will follow the changes stated in the Resolution: to assess the effectiveness of the GED component in meeting the announced goals; to direct surveys to determine the impact of the GED requirements on academic programs, space, facilities, scheduling, staff and faculty; to make recommendations with regard to inclusion of courses in the GED program; and to recommend changes in the GED requirements as may be indicated.

4. Election of Member-at-Large for the Executive Committee. Nominated by the Executive Committee were F. Marion Fletcher (Business) and Neil Mathews (Education). There were no nominations from the floor. Neil Mathews was elected.

5. Acceptance of Faculty Senate Report No. 87-16, Commercial Excerise Committee (see attached). A motion to accept Faculty Senate Report No. 87-16 was made by Senator Pull, seconded by Senator Ferrall, and passed.

6. Old Business There was no old business.

7. New Business Bert Boyce (Faculty Personnel Policies Committee Chairman) introduced Faculty Senate Resolution 88-1 (Minor).

FACULTY SENATE RESOLUTION 88-1 (Minor)

WHEREAS, detailed information on merit or equity increases and salaries is not generally available on campus, and

WHEREAS, this information is a matter of public record by the laws of Louisiana, and

WHEREAS, accurate information is much to be preferred over rumor, and

WHEREAS, this public information is often published in part in the news media, and

WHEREAS, any faculty or staff member attempting to compare his/her merit increase or salary level with others of same rank and status does not find the salary and raises data on all university faculty and staff readily available;

THEREFORE BE IT RESOLVED, that current salary information always be available in the University Archives of the LSU Libraries, and

BE IT FURTHER RESOLVED, that data on merit and equity increases also be made available in the University Archives of the LSU Libraries at the time that such increases go into effect.

Bert Boyce discussed the background to the Resolution. There was a discussion. A motion to adopt Faculty Senate Resolution 88-1 (Minor) was made, seconded, and passed.

Daniel Vennestell (Admissions, Standards, and Honors Committee Chairman) introduced Faculty Senate Resolution 88-2.

FACULTY SENATE RESOLUTION 88-2

WHEREAS, it is common and accepted practice for universities to require of transfer students from other institutions a 2.0 average on all previous college work attempted, and

WHEREAS, experience at LSU that the admission of transfer students in certain categories with averages as low as 1.75 is not a wise or productive policy;

THEREFORE BE IT RESOLVED, that effective in June 1989, LSU and A&M College shall require an average of 2.0 on all college work attempted, for the admission of undergraduate transfer students, except in extraordinary circumstances.

Daniel Vennestell discussed the rationale behind the Resolution and passed out attachments containing "Catalog Passages Associated with the Resolution" and "Admission Requirements for Undergraduate Transfer Students and Former LSU Students Re-entering LSU." There was a discussion. The ASK Committee has formed a sub-committee to work with Director of Admissions Fred Alexander and Dean of Academic Services Cavour Rodgers when considering exceptions to admissions requirements. A motion to accept Faculty Senate Resolution 88-2 for a final vote at the October meeting of the Faculty Senate was made, seconded, and passed.

There being no further business, President Purtle adjourned the meeting at 4:55 p.m. The next Faculty Senate meeting will be held on October 5, 1988.

Respectfully submitted,

Ralph Linney, Secretary

NEW SENATORS, 1988-89

Report of the Commencement Exercises Committee

The committee evaluated the recommendation by the Chancellor and approved Governor B. Roemer as a speaker for the spring commencement, and Dean Everett Besch as a speaker for the summer commencement. The committee also evaluated and approved the Governor of Arkansas as a speaker for the coming fall commencement. The committee recommends that:

1) LSU should have only one commencement exercise per year; this policy saves time and cuts expenses.
2) Measures recommended by the ad hoc committee to improve the commencement exercises were provocative but did not restore decorum. [Letter of June 15, 1988].
3) The definition of ad hoc committee and "Commencement Exercises Committee" is not clear; some members were in both committees.
4) Student behavior at graduation should be discussed with the Department of Psychology.
5) Changes in the duties of the Commencement Exercises Committee should be preceded by changing the Faculty Senate by-laws.

The 1988-89 chairman of the Commencement Exercises Committee is Dr. Richard Smith and the Chairman-elect is Dr. Carl Hill.

F. Al-Bagdadi, Chairman
R. Gambrel
C. Hill
D. Holt
K. Martin

R. Meads
J. Miller
P. Shao
R. Smith

8-22-88
Like employee benefit plans at most state supported universities in the United States, the program for the Louisiana State University System is characterized by strengths as well as some major weaknesses. Constraints resulting from treating employees at state supported universities like all employees in a given state is partly responsible for the weaknesses. When the LSU program is compared to typical plans at other universities, the major weakness at LSU (except in the retirement area) are large employee contributions and, in the State’s comprehensive health insurance plan, excessive cost sharing. Major strengths, weaknesses, and recommendations for change are outlined below.

**Strengths**
- Outstanding death benefits for retirees
- Good retirement plan survivor benefits, but only for employees with ten or more years of service in one of the Louisiana retirement plans
- Desirable benefit provisions in the LSU-sponsored, franchise long-term disability income plan, coordinated with sick leave and retirement plan disability benefits for long-service employees
- Reasonable maximum lifetime benefits and a stop loss provision in the State’s comprehensive health insurance plan
- An IRS Section 125 plan that shields employee contributions to life and health insurance plans, and in 1989 will allow tax sheltering for qualified out-of-pocket medical and child care expenses
- Retirement plans that produce competitive income replacement ratios for career employees at low employee contribution rates
- Attractive age and service requirements in qualifying for retirement benefits
- Deferral of federal income taxes on employee contributions to retirement plans

**Weaknesses**
- Low amounts of group life insurance with employee costs that are extremely high for all but the older members of the plan
- Weak short-term disability protection through the type of sick leave program that is also found at state-supported universities in most other states
- 100 percent employee financing of the franchise long-term disability income program
- Unusually high deductibles and other forms of cost-shifting to employees in the State’s comprehensive health insurance plan
- Strict lifetime limitations on treatment for alcoholism and substance abuse
- Very weak coverage of dental care
- Limited access to health maintenance organizations
- Strict retirement plan vesting requirements
- The absence of automatic cost of living adjustments and interest on employee contributions to the retirement plan

**Recommendations**
- Change the schedule of employee contributions to group life insurance to a step-rate structure that would be more equitable to younger LSU employees, or arrange for much larger employer contributions to the cost of this plan.
- Explore whether other major employers in the State would be willing to help lobby for removal of the restrictive limitations on amounts of group life insurance; recognize that your alumni who are life insurance agents are likely to oppose any changes in this law.
- Arrange, ideally through private endowment earnings, to shift all or most of your long-term disability income plan costs to the LSU System.
- Reduce deductibles on the State’s comprehensive health care plan or, as a second choice, offer a supplemental, payroll-deduction hospital expense plan to employees.
- Cover the full costs of health care coverage for employees.
- Install a dental plan with employee costs borne by the LSU System.
- Work for greater access to health maintenance organizations.
- Start thinking about the feasibility of sponsoring a franchise long-term care (nursing home) plan to be financed solely by payroll deductions.
- Support legislation authorizing a defined contribution type of optional retirement plan for newer faculty and top administrators.
- Support lower vesting requirements, automatic cost of living adjustments and interest credits on employee contributions for the existing Louisiana retirement plans.
Report of the Commencement Exercises Committee

The committee evaluated the recommendation by the Chancellor and accepted Reverend T. Finner as a speaker for the spring commencement, and Sean Everett Beach as a speaker for the summer commencement. The committee also evaluated and approved the governor of Arkansas as a speaker for the spring commencement. The committee recommends the following:

1. LSU should have only one commencement exercise per year; this policy saves time and costs money.
2. Measures recommended by the ad hoc committee to improve the commencement exercises were provocative but did not restore decorum. Letter of June 5, 1988.
3. The definition of ad hoc committee and “Commencement Exercises Committee” is not clear; some members were in both committees.
4. Student behavior at commencement should be discussed with the Department of Psychology.
5. Changes in the duties of the Commencement Exercises Committee should be preceded by changing the Faculty Senate by-laws.

The 1981-82 chairman of the Commencement Exercises Committee is Ernie Smith and the Chair-elect is Earl Hild.

F. Al-Salehi, Chairman
R. Gambrell  B. Keene
C. Hill  J. Miller
D. Holt  R. Enno
D. Martin  P. Smith

5-22-89