

**Faculty Senate Meeting Minutes**  
**Thursday, January 19, 2017**  
**Student Senate Room, LSU Student Union**



**Attendance**

*Faculty Senate Executive Committee members present:*

1. Kevin L. Cope (President, English)
2. Ken McMillin (Vice-President, Animal Science)
3. Bill Daly (Past President, Chemistry)
4. Joan King (Secretary, Food Science)
5. Mandi Lopez (Member-at-Large, Vet Science)
6. Lillian-Bridwell Bowles (Member-at-Large, English )
7. Paul Hrycaj (Member-at-Large, Libraries)

Parliamentarian: Louay Mohammed

*Senators present (X = Present; A = Alternate; P = Proxy):*

1	William Adkins (Math/Sci)	23	David Donze (Biological Sciences/Sci)	45	X	Steven Pomarico (Biological Sci/Sci)
2	X Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24	X Brooks Ellwood (Geol and Geophys/Sci)	46	X	Laura Riggs (Vet Clincial Sci/Vet Sci)
3	X Austin Allen (Landscape Arch./AD)	25	Kenny Fasching-Vamer (Education/HSE)	47		Tracey Rizzuto (SHREWD/HSE)
4	P Paul Anderson (Foreign Language Lit./HSS)	26	P Mette Garde (Physics/Sci)	48		Laurel Romeo (TAM/Ag)
5	Frank Anselmo (French/HSS)	27	X Angeletta Gourdine (English/HSS)	49		Christopher Rovee (English/HSS)
6	X Paula Arai (Philosophy & Relig Studies/HSS)	28	X Gregory Griffin (Eng/Eng)	50	X	Michael Russo (LSU Libraries/HSS)
7	Christopher Austin (Biological Sci/Sci)	29	X Gundela Hachmann (Foreign Lang Lit./HHS)	51	X	Carlos Slawson (Finance/Bus)
8	Emily Beasley (Kinesiology/HSE)	30	X Aixin Hou (Environ. Studies/Coast and Envir.)	52	X	Daniel Sheehy (Physics Astro/Sci)
9	A Brett Boutwell (Music/Music & Drama Arts)	31	X Paul Hrycaj (LSU Libraries/HSS)	53		Alan Sikes (Theater/Music Dramatic Arts)
10	X Lillian Bridwell-Bowles (English/HSS)	32	Yongick Jeong (Mass Comm/Mass Comm)	54	X	Andrew Sluyter (Geology Anthro/HSS)
11	X Konstantin Busch (EE & Comp Sci/Eng)	33	X Lisa Johnson (Kinesiology/HSS)	55		Kevin Smith (Chemistry/Sci)
12	Arendam Chanda (Economics/Bus)	34	X Brendan Karch (History/HSS)	56	X	Arash Dahi Taleghami (Petro Eng/Eng)
13	Joseph Clare (Political Sci/HSS)	35	X Ingeborg Langohr (Pathbio Sci/Vet Med)	57	X	Sabrina Taylor (RNR/Ag)
14	X Jon Cogburn (Philosophy Rel Stud./HSS)	36	X Keri Larson (Inform Sys Decision Sci/Bus)	58	X	David Terry (Comm Stud/HSS)
15	Christine Corcos (Law/Law Center)	37	X Catherine Lemieux (Social Work/HSE)	59		Jose Torres (Sociology/HSS)
16	Belinda Davis (Political Sci/HSS)	38	X Kanchan Maiti (Coast Stud/Coast and Envir)	60	X	Arend Van Gemmert (Kinesiology/HSE)
17	X Jeff Davis (Entymology/Ag)	39	Alison McFarland (Music/Music and DA)	61	X	Dottie Vaughn (Math/Sci)
18	X Fabio Del Piero (Pathobiol Sci/Vet Med)	40	Jean McGuire (Management/Bus)	62	X	Muhammed Wahab (Mech Industr Eng/Eng)
19	Charles Delzell (Math/Sci)	41	Ken McMillin (Animal Sci/Ag)	63		Gregory Watson (Architecture/AD)
20	Margaret Denny (Education/HSE)	42	X Louay Mohammed (Civil Environ Eng/Eng)	64		John Westra (AgEcon/Ag)
21	X John Devin (Law/Law Center)	43	Evgueni Nestrov (Chemistry/Sci)	65	X	Hsiao-Chun Wu (Elect Eng Comp Sc/Eng)
22	Cyndi DiCarlo (Education/HSE)	44	Jim Ottea (Entomology/Agri)	66	X	Yejun Wu (Library Information Sci/LHSE)

*Guests:*

Jane Cassidy	Matt Lee	Robert Doolos	Barrett Linam	Daniel Sheehy
Barbara Reonas	Ginger Gutter	Ryan Landry	Zach Bennett	Rich Kurtz
Drew Cantwell	D. Paccamonti	Andrew Maverick	Richard Koubek	Dereck Rovaris
Mimi Lee	David Baker			

**Consideration of the Minutes from December 12, 2016**

Moved and seconded.

Approved unanimously with potential corrections.

President's Report

1. For some months we have discussed game day damage and other concerns on football weekends. The administration has expressed considerable interest, so a committee is being organized to generate a game day policy. An invitation to be on that committee including to our Dean of Students will be going out soon. Anyone can come up with a policy statement and then Office of Academic Affairs reviews it.
2. In last 24 hours there have been various evolutions about the live tiger mascot policy and Kevin Cope will discuss it later during old business.
3. The Commencement Atmosphere committee has been meeting at the request of the President. Commencement has been melancholy in some years and festive in others. The committee includes faculty, administration and staff members. They are

- seeking to improve the overall atmosphere of commencement day and other issues like speaker quality and characteristics, appearance of the Pete Maravich Assembly Center on commencement day, etc.
4. The video area of Faculty Senate meetings has been restored to functionality and improved back into existence. The videos are up to date to the November 2016 meeting.
  5. We will hear from Mimi Lee and her team about LSU360. Through encouragement from Faculty Senate there are workshops happening around campus, but we thought it would be good for Faculty Senate to have a direct demonstration.
  6. There was an advertisement for a new barbershop on the back table. When we saw it closed before we were worried it would be a non local entity or chain. We have an entrepreneur who will offer both women's and men's haircuts and this is a minority entrepreneur.
  7. For several years there has been uncertainty on the official policy of the university on academic freedom. That was temporarily since the accreditation of 2014 established in PS-36. It is not the norm to include academic freedom issues in promotion and tenure documents. That is now being teased out. Ken McMillin is serving on a committee for PS-104 and PS-109 disciplinary polices. Those policies and PS-36 and academic freedom all have their own committees and all are working together.
  8. There is also an advertisement in the back on an event for Academic Freedom and Free Speech on January 26 at 7 pm in the Student Union.
  9. The faculty handbook was transferred some time ago from Academic Affairs to the Faculty Senate web space and several links have gone dormant. The senate assistants will take inventory of which links are not working.
  10. LSUnited will hold an important meeting January 23 at 5 pm in Middleton Library. They will be asking for people to join and they will also discuss the lawsuit against the board and TRSL about the retirement system.
  11. Kevin Cope spoke with Andria Ballenger, the incoming Chief Technology Officer. She developed a 100 day work map for her first 100 days in office beginning early in March. They discussed tweaks emphasizing the research purposes of the university and IT services and statewide or system wide management of IT. She was receptive to the ideas.
  12. Ken McMillin and Kevin Cope met with Risk Management to help the Office of Risk Management people understand better how to communicate services that they offer to the LSU community and how to get around this notion that they are only there to stop things from happening. The LSU commencement committee talked about having students walk down the hill before graduation but risk management is worried about lightning strikes.
  13. The Alexandria summit meeting will take place on February 11 LSU Alexandria. There will be two top level professional labor organizers present at the meeting, Howard Bunsis, head of AAUP Collective Bargaining Congress and Michael Walker-Jones who was at one time President of the Louisiana Association of Educators will be there. They will be talking about how faculty can organize to get some leverage even in a state where there are Right to Work regulations in place. They will also be on campus February 9 here. They will meet with LSUnited, AAUP and the Faculty Senate Executive Committee. They will also have open times for individuals to meet with them.
  14. The Commissioner of Higher Education is holding an open forum in Alexandria to acquaint faculty with the new normal on February 2 at the Holiday Inn. There is no travel support but there will be abundant food. You can register for free by going to EventBrite.com.

***Q&A Summary:***

None.

Announcements by John Nickerson, Assistant Director of Marketing for Student Recreation, concerning the Tiger's Den Summer Camp  
Drew Cantwell from Student Recreation came in place of John Nickerson. They will bring back summer camp for ages 6 to 12. Faculty, staff and students at LSU have priority registration for the first two weeks of camp, and then after February 15 it will be opened to the community. There is construction going on at the rec center and they have new space they can utilize. Each week is themed differently for parents wanting to register their children for more than one week. All information can be found on the website, lsuuniversityrec.com/lsuurec/tigersden.

***Q&A Summary:***

None.

Presentation by Benjamin Cornwell, Associate Dean of Students and Director of Disability Services

He started here in 1999. He thanked the entire faculty for their help with students. The faculty plays a huge role and they are a resource for all of us. There are two primary laws pertaining to accommodations, Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990 and amended in 2008. LSU policy PS-26 covers disabilities. There are six different types of disabilities, ADHD, learning disability, deaf or hard of hearing, physical or systemic, psychological, and temporary conditions such as a broken leg. They have students that have missed a day or week that try to get a disability accommodation but they are covered under PS-22 instead. The majority of disabilities are for ADHD. Since 2009 their numbers have doubled. This is happening at peer universities also. Before 2009 it fluctuated between 1000 and 1200 students, now they have 2000. He covered how students can get accommodations; they need to provide documentation from a professional that they have a disability. The student has responsibilities to document their disability, go to the instructor to facilitate privacy and to present the accommodation letter to the faculty member. The student initiates the request for the accommodation. Their office's role is to collect documentation and maintain confidentiality and to make sure the students receive the warranted accommodations. They also communicate to the faculty and students. Accommodation procedures include the formal accommodation letter, note taking form with instructions to faculty, and Disability Services testing center procedures. Faculty will get an email requesting that the student take an exam at the testing center. The students are told to take the exam at the same time as the class. They will proctor the exam at the date and time the

faculty approved it for. Then the student gets an email confirmation. There will be continual reminders to confirm the test date if the faculty member hasn't done so. They have over 15,000 exams taken in their office a year. There are a wide range of accommodations. He also covered consideration for absences. Roughly 15% have this accommodation. They may have a student that has a disability that they may occasionally miss class. They do not need an accommodation letter. Some students may be hospitalized. The students need to meet with the faculty figure how to make up the work. If students never come to class but just show up for exams, if there is a communication intensive course missing class is a significant issue. If faculty members have a student with that issue they need to contact Disability Services about the student. They will suggest the student withdraw from the course. If students are missing a lot of classes, send their name to the CARE team.

***Q&A Summary:***

Arend Van Gemmert

Do the students print out accommodation letters or the office? He had some letters where the printing looked a little off.

Benjamin Cornwell

The students print them out themselves.

Gundela Hachmann

Do you have extended hours for final exams?

Benjamin Cornwell

During regular semester days they are open 8 to 6 pm, they are open 7:30 to 9 pm and on Saturday 7:30 to 6 pm during finals.

Jon Cogburn

If they end up withdrawing from class does it affect their TOPS?

Benjamin Cornwell

It can affect TOPS. If they have a disability they may be able to appeal the credit hour requirement.

Dottie Vaughn

She has between 600 and 800 students every semester. There are more than 155 with accommodations. Because she has such large numbers in Cox Auditorium, she asks students to turn the form in after class, but you said this was disrespectful.

Benjamin Cornwell

Let the students as a whole know how to notify her and how to handle the accommodation. He doesn't want private conversations with other students around. Some students give the letter and talk about accommodations after class. Faculty members think it's okay to talk about it in class then and students get upset. The faculty made the assumption that they could talk about it in class since the student spoke to the faculty member in class.

Dottie Vaughn

She gets so many tests requests. Is it possible to have a student take an exam in your office without being register with Disability Services?

Benjamin Cornwell

It is possible but they try to catch the ones who are not registered with Disability Services.

Dottie Vaughn

It would be better if you would catch it first if they are not registered. She is wondering if they can catch it on their end and it should not be sent to her.

Benjamin Cornwell

Due to volume they have to have the email sent directly for anyone signing up for taking a test. What he would like to have is a system where you only see an email if the student is registered and that you will be able to see the full list of students in your class who are scheduled to take an exam. The system is old from 2003 and not designed for the volume coming through now. They have 100 exams a day now.

Dottie Vaughn

If I made a request from your office for a list of all students registered with Disability Services for her course could she get that from his office?

Benjamin Cornwell

He cannot do that right now. He doesn't have a means to do that. He will have to check with Robert Doolos about that. In addition students have a right not to disclose so he may not be able to send her a list because he would violate the students' rights. That is why they don't email us the accommodation letter. The student has to bring it to the faculty.

Guest

Can any doctor write a letter for a disability? Some accommodations don't cover that disability. The person had an issue with loud noise and the faculty member was loud. How do you handle those types of things?

Benjamin Cornwell

He has spoken to HRM about doing something similar to the ethics or sexual harassment trainings for all faculty members. For ADHD, legally a medical doctor can diagnose that. They do have a form that asks for more information. Accommodations for students will be different too. Some issues come up that they cannot accommodate. If that situation arises have the student and faculty member get with Disability Services to deal with the issue. For example a student had an accommodation for no oral presentations but the student signed up for a speech class. For some situations they have to think outside the box.

Gundela Hachmann

Her students thank her profusely for accommodating them. They have other faculty members that won't accommodate them. They get tired of arguing with the professors. What are the consequences for a professor that does not accommodate a student?

Benjamin Cornwell

If they find out and the student speaks to HRM the professor will be terminated because they are violating federal law if they don't change how they do things. If it comes to his attention he will talk to the professor. There is a math professor now where taking a test in the time allotted is a part of his course. He told him that legally they cannot defend that and extra time for taking a test is allowed. He will try to sort it out with the professor and if he can't it will go to HRM. The institution cannot risk that liability. If we don't accommodate the institution loses all federal funds.

Lauren Riggs

An issue came up this week about requirements for Disability Services. She asked if Disability Services takes the show on the road to a department.

Benjamin Cornwell

Yes they will go to a unit to speak to the faculty. He will do a brief PowerPoint but most of the meeting is questions and answers. They want to know the problems occurring with students and faculty members. They want to be a resource to us.

Angelina Gourdiné

It would be helpful to know about accommodations when creating assignments for possibility to be accommodated. She had a student for whom noise was a problem.

Benjamin Cornwell

They have a lot of that information online and it includes a faculty handbook. They have a new version to add as soon as the new website goes live. It will not cover every possibility.

#### Presentation by Mimi Lee and Kimball regarding LSU360

She works with staffing, employment and academic policy. She stated the problem concerning the faculty review process. The PS-36 format is not the easiest format. Some units have different formats for their information and then they have to change it to the PS-36 format for promotion purposes. There is not efficient processing between stages. Some documents disappear into the process. We went through university accreditation and we had a problem accessing all of it because it is at several different levels. Colleges are also trying to collect data for accreditations and there are also issues for various reports. They decided they need a web based place to report faculty information in one area. The university and colleges were having a problem collecting data. The Provost charged them to seek a solution with attributes that have a higher education focus, that is customizable, user friendly and would offer benefits for individual faculty members and administrators. They put together a project team and asked deans to provide faculty for the committee. Then they looked at top faculty credential companies. Digital Measures is the company for which the product is called Activity Insight but we decided to call it LSU360. Higher Education is their business and they are very accommodating for different capabilities. Updates are made regularly. You can upload data and store files. You can create customizable exports such as your CV in PS-36 format, NIH or NSF bio sketches, etc. and they will also be able to get information out of it for a unit's website. There is 24 hour access and there is role based security. So one faculty cannot see another's info, but a unit head could see all faculty members' information. It gives instant access to the information with all data in one place. They will start with annual performance reviews with importing faculty data, uploading data, generate faculty reports and conduct annual reviews. The College of Business and the School of Veterinary Medicine is using this already. It will have the capability to allow for faculty collaboration with key word searches in the future. Other future possibilities are sabbatical requests, promotion and tenure and others. The information is entered only once and can be used many times. They can import from campus systems and external systems for example a publication list, you can have a proxy to add information and you can also load your own information. They have sent out information in Office of Academic Affairs newsletters, postcards to faculty members, they have a dedicated website, and they met with Deans and Department Head meetings. They are going to faculty meetings to talk about this. They have done 28 demonstrations to date. There will be quarterly demonstrations open to any faculty. They will do it at faculty orientation. They also have website tools and resources.

***Q&A Summary:***

Arend Van Gemmert

If you go to that the help button and email something you get no response. He chose to send it to the person on campus. Why is citizenship, address and race information in LSU360, it is all personal information? The data input is pretty horrendous. Clicking and pointing is cumbersome. Is there another way we can import a file?

Mimi Lee

We are just looking at one year right now, 2016. If you are putting things in as cutting and pasting we hope that it is only for 2016.

Arend Van Gemmert

If you can make an input thing where you can upload information from a word file it will be helpful.

Mimi Lee

You can do that.

Kimball

The person is on maternity leave right now. They can change it to someone else temporarily.

Arend Van Gemmert

Please address the issue of personal information being in the system.

Senator

Those are fields built into it.

Arend Van Gemmert

Someone else uploaded that information not him. Can a proxy log in under his name to put information into LSU360?

Mimi Lee

They do not have your password information. The information will be secure.

Sabrina Taylor

When will it be implemented and will it replace the current faculty performance evaluations?

Mimi Lee

It will replace the current process. It is up and live and functional right now. There are some more data inputs to add. If someone already had to move forward for their annual review process it's alright.

Angelina Gourdine

Why is the demographic data in the system?

Mimi Lee

She can look into it and get back to us.

Lillian Bridwell-Bowles

She has done some successful things due to going to a workshop on it. She goes to google scholar and she says she can transfer them to plain text and import them one at a time. She needs fast import of information.

Mimi Lee

You can do them all at once. There are two or three areas that give step by step information. Google scholar can all be transferred in at once.

Andrew Sluyter

They do not believe that PS-36 reports are mapping to LSU360.

Mimi Lee

They did several tests with faculty and it seems to be working. They hope to get rid of the problems by the time it is used in 2018. They can check the faculty members site and see if something is not working right.

Andrew Sluyter

Is it possible to create categories in sections, for example publications?

Mimi Lee

Yes all that can be customized. They can add drop downs and fields.

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Andrew Sluyter

Someone did an annual report and generated a word file but it split the publications up by pages.

Gundela Hachmann

There is a general concern about the way this is being communicated. No one in her department was aware of the postcards or received one. This is a very expensive option to us. There are trainings, but her department received notice of the training three days in advance which she thought was disrespectful.

Mimi Lee

She wanted to get information out by several methods. This was being done by two persons at first and now three. They were trying to get the information out the best way they can. They are open to ideas on how to get information out.

Guest

If there is data that is not coming through it's probably a data entry error. If you don't put an end date it causes trouble. After you create the word document your need to go back and fix Digital Measures.

Guest

College of Science data fields are based on PS-36 and annual faculty reports college wide. There are some issues with finding fields in the database because some fields are with others that don't make sense. Someone needs to direct Digital Measures how to fix that. The other issue is finding out why something is wrong and how it can be fixed.

Senator

She suggests each college has someone like her who is fully trained on the LSU360 who can help faculty with issues. If the person comes from a place that uses digital measures they can pull the information into our system.

Arend Van Gemmert

NIH has a very well defined way. Why can't we have some import thing that imports those to the correct fields?

Keri Larson

There is a template and you can export it and dump the data file and align the title and export it in.

Carlos Slawson

LSU360 is fabulous.

David Terry

He appreciates that this is solving problems. He spent one hundred hours learning another system that is not quite as good as this and not designed for the kind of institution he is in. He was on a committee on Moodle and they recommended not moving to another platform to make lives easier. The new system requires point and click and drag so they did not recommend a new system. The messaging coming out is that LSU360 is going to help him and does not. It helps those that want to evaluate him but does not help him in anyway. He is now hearing that the PS-36 system is going out after spending three years learning it. There is a really big difference between what data means for program assessment, HRM, promotion and tenure, etc. Once data is imported it could be used in a damaging way against us for example how many publications are there, etc. Once those things exist it can be dangerous and in most cases doesn't benefit the people at the bottom.

Mimi Lee

Let's work with your associate dean to customize those fields.

David Terry

Sometimes he wants to send book chapters to colleagues, but here book chapters are not valuable.

Senator

That can be customized. It took a couple years. Once you get the main data in there faculty now can use it well and use it for their annual activity reports. They did do book chapters. If they don't know where to put something it can be changed to accommodate that field. It is a matter of sitting down and talking to the associate deans to customize the fields for their faculty.

Troy Blanchard

For their college it is as new to them as to us. They will work with faculty. If there is training that you cannot make, he can help you find training.

Lillian Bridwell-Bowles

Kim is wonderful with the workshops. She had a case of moving a 39 page CV into the system. For someone with a 20 year career it is still daunting with data transfer. We don't all have help. Our Provost said we would have people to help us. When we went to the new Moodle with gradebook we had to go into the faculty technology center to get help. This is the same scenario with LSU360. She still doesn't know how to import data all at once. She said there should be a person to help with this in the faculty technology center.

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Mimi Lee

They have someone in the technology center to help. They will come to an individual faculty if needed. They have done one on ones with faculty members. The Provost has offered to help find student workers to transfer data for us.

Arend Van Gemmert

Why are the demographics still in there? Those are all personal things that should not be there. Someone other than he put the information in there and that is a problem. It should not be in their as it is not related to his CV.

Senator

It is important to people like HRM for reports.

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#### Old Business

**Second Reading, Faculty Senate Resolution 16-13, Live Captive Mascots and LSU: A Hiatus by Way of a Dialogue, Sponsored by Suresh Rai**

Read by Kevin Cope

**RESOLUTION 16–13**  
**“Live Captive Mascots and LSU: A Hiatus by Way of a Dialogue”**  
Sponsored by Suresh Rai

Whereas the mission of a great university includes the advancement of knowledge, the education of citizens, and the betterment of society;

Whereas the achievement of this composite and diverse mission requires the study, analysis, and presentation of creatures, phenomena, and experience in a respectful, enriching, and ennobling fashion;

Whereas expertise in the full range of knowledge acquisition and dissemination—from the direct study of the world and its wonders to the representation of discoveries through writing, performing, and exhibiting—abides in the faculty, staff, and students of great comprehensive universities;

Whereas members of all of these constituencies have expressed grave reservations about the keeping of captive display animals on higher education campuses—campuses that, as the phrase “liberal arts” suggests, promote freedom of inquiry, freedom from oppression, and, in general, freedom;

Whereas an officer of the LSU central administration, when quizzed by a newspaper reporter about possible obstacles and adverse reactions to the acquisition of another live tiger for display purposes, vaguely asserted that some way will be found—a comment that suggests less than ardent commitment to proper procedures;

Whereas the use of animals as totemic objects of veneration or as isolated specimen displays may not prove congruent with modern zoological practices;

Whereas our sister institution, Southern University, long ago halted the practice of keeping live mascots on public display, and that with no apparent negative impact on donations to the athletic foundation;

Whereas the LSU central administration has not a convincing argument as to how the maintaining of display animals in environments stressing the LSU “brand” serves educational or scientific purposes;

Whereas such purposes could equally well be served by establishing or participating in legitimate animal conservation and shelter programs;

Whereas the LSU central administration has demonstrated good will by opening a discussion about the creation of a high quality tiger care facility that will serve not only local tigers, but tigers from around the nation;

Whereas LSU, a major research university with an international audience and clientele, has not yet conducted the research required to determine whether the use of captive animals for the entertainment of sports “fans” improves or damages the reputation of the university;1

Whereas the brilliantly illuminated, noisy, and heavily trafficked environment of the tiger mascot enclosure may not adequately resemble a natural habitat;

Whereas the long history of the display of animal mascots prior to the present tiger (“Mike VI”) includes such spectacles as the parading of tigers through the stadium, where they faced loud crowds and are drawn in vehicles surmounted by chanting cheerleaders;

Therefore be it resolved that efforts to obtain a replacement for its tiger mascot be halted until such a time as a full, careful, multidisciplinary, and extended dialogue involving the full range of stakeholders, constituencies, and learned professionals belonging to the LSU flagship university and to expert communities has been conducted on the LSU campus and until such as time, if the keeping of a captive tiger is found to be appropriate for a great university, as competent professionals may assess the tiger enclosure and not before recommended repairs and improvements are completed.

1. Substantial criticism of the keeping of live mascots at LSU has already begun. An article in the Baton Rouge Advocate (June 19, 2016; [http://www.theadvocate.com/baton\\_rouge/news/article\\_ab67628c-8b08-11e6-98ec-a3ee6df3eb13.html](http://www.theadvocate.com/baton_rouge/news/article_ab67628c-8b08-11e6-98ec-a3ee6df3eb13.html)) cites vigorous criticism of LSU’s live mascot tradition by Debra Leahy of the Humane Society of the United States and by Kellie Heckman of the Global Federation of Animal Sanctuaries. The report also notes that the current ailing tiger, “Mike VI,” was obtained from a sanctuary which has now been shut down by the USDA, and that the preceding tiger, “Mike V,” also came from a facility repeatedly cited by federal officials. Meanwhile, the People for the Ethical Treatment of Animals (PETA) has launched a nationwide petition drive calling for the ending of the keeping of live mascots at LSU [ <https://secure.peta.org/site/Advocacy?cmd=display&page=UserAction&id=6541> ]. Editorials opposing LSU’s keeping of live mascots have also appeared in sports journalism outlets such as The Comeback [ <http://thecomeback.com/ncaa/lsu-replacing-mike-the-tiger.html> ].

#### Comments by Dr. Baker

Regarding the fifth paragraph about officer of LSU administration, every time we get one of these animals everything has changed such regulations and sources of animals. There is no way anyone could know what our plan would be when Mike VI died for the replacement. He didn’t even know. He had to see the laws were now and see what the game was that was playing now and what are the rules. To insinuate that there was some nefarious purpose or intent that some way will be found is embarrassing. That says nothing about the administration and says a lot about who wrote this. Regarding the one about the use of animal as objects, no one would go to a zoo for one animal, zoos breeds them, many species are social, this does not apply to the tiger at a university. The one about Southern is disingenuous and they couldn’t raise the money, and we had just built our enclosure they couldn’t compete with the Joneses so they gave up. To insinuate that they moved away from it due to awareness is disingenuous, they couldn’t raise the money. Regarding the educational purpose, he has a list of ten ways that he believes that having a tiger does have an educational purpose. The faculty members don’t know about these things and no one has ever asked him. Regarding animal conservation programs statement, there’s nothing like seeing a real animal and smelling it to make an impression on young minds about conserving these animals as fantastic species. Regarding the major university conducting research wording, there are 34 universities with live animal mascots and some are pretty good schools, University of Texas, USC, Auburn, Texas A&M and UGA. Regarding statement about noisy and heavily traffic environment and bright illumination, the tiger is inside at night not subjected to brilliant illumination. In regards to taking tigers to stadium, they will no longer do that in the new direction of the program to be a more scholarly and contemporary form.

#### ***Q&A Summary:***

Sabrina Taylor

Could you let us know about the new program?

David Baker

There are three types of conservation programs. There are genetically pedigreed tigers used to maintain the subspecies. There are tigers recused from bad situations that are placed in sanctuaries and there is the privately held population. LSU wants to be an accredited rescue sanctuary for tigers. The sanctuary population is in trouble. There is no financial support provided by the government. We were able to provide a fantastic enclosure for Mike the VI.

Sabrina Taylor

Spaces for the conservation population are at the point where they cannot preserve all the subspecies. Why not become part of that instead of the recuse?

David Baker

He looked into that about ten years ago and the ACA who controls that is not willing to place a subspecies animal on university campus that uses the animal as an adjunct to the athletic program. He is hoping if we can demonstrate good stewardship that we can become a species survival place.

Jon Cogburn

You have been misleading in how you are reading this document. The subject about the administration does not insinuate what you think it does, it just questions that a decision has been made without faculty input. The proper procedure states that faculty will have input about whether or not we are going to have another tiger.

David Baker

That's not stated in there. I am interpreting it as I read it.

Kevin Cope

The LSU administrator did make this comment and it wasn't meant to suggest nefariousness but that a way will be found happened. The dialog should include consideration should include a probing of the reflex of the LSU System office. The resolution is calling for a dialog and consideration. If Dr. Baker's assertions are correct they will be determined through conversion. Regarding the question of disingenuousness he would suggest that the use of the animal in this fashion does apply to a university which studies such things as social behavior and relationship of animals to human beings. Do we know why Southern University could not raise the money? Perhaps the fans or boosters did not think that was the right way to spend money. In regards to educational purposes this is something that will come out in a public dialog. Of the 34 universities with mascots there are 3000 degree granting institutions in America and only 1% that have animal mascots. Many are domestic animals without controversy. With regards to the lighting issue, the university is very lit up at night. The fact that the tiger is not being brought around anymore is a good thing. Dr. Alexander is a supporter of both wild and captive animals worldwide. History counts for something, the fact that the fans associate the tiger with the history of bazaar spectacles at LSU is something that should be taken account of and there should be a moratorium declared until we deal with that issue.

Michael Russo

Have our tigers ever been used in a breeding program?

David Baker

No. They are mutts and the people do not want to increase the number of mutts. They want to breed the five subspecies of tiger in a pure manor and keep them pedigreed.

Brendan Karch

He read the press release in advocate from the veterinary school which says starting in April 2017 renovations will be completed in August and says that a new tiger will be coming when the freshman start in August. It does seem like there is going to be any discussion about it, it is simply going forward.

Sabrina Taylor

She is much happier to hear we are starting with shelters and going towards having tigers in the conservation breeding population.

Steve Pomarico

The value of sheltering a rescue tiger should not be underrepresented. There are tigers rescued from bad situations and us being allowed to have proper care for a tiger is a good thing. He is not sure what discussion we need to have about that. In terms of educational value he is not sure you can quantify the education when a young person sees Mike the Tiger. Because we can't measure that value it is in such an objective light that it is impossible. Until the resolution came about there was no discussion. He would argue that discussion has occurred between Kevin Cope, David Baker and President Alexander. Discussion has occurred, meaningful discussion, and the needle has been moved forward for discussion. To say it has not occurred also is underselling what has already happened.

John Devlin

The selling point is that Mike the VI will be a rescue animal. Can you say that Mike the VII will be a rescue animal?

David Baker

Yes, they will not accept any bred animal. He has been inundated with people who breed tigers. He has several people trying to give him a tiger.

Guest

LSU has not purchased a Tiger since 1996 and IV, V and VI all came from rescues.

David Baker

We never will purchase a tiger.

Sabrina Taylor

We need to look farther back to why tigers are in shelters in the first place. Her view is that it is because private owners had tigers they could no longer take care of. If LSU saves tigers like that it gives the wrong impression. Seeing a tiger doesn't educate people to link seeing a tiger to them being protected in the wild.

Steve Pomarico

He agrees that seeing a tiger does not automatically lead to education, but not seeing a tiger leads to less education.

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David Terry

The robustness of the discussion necessitates the need for the resolution. There should be discussions among all faculty members not just those from the vet school. We should take that into account before we commit to something. The resolution is not calling on us to make a decision but to have a discussion.

Austin Allen

Do tigers socialize or not?

David Baker

Tigers tend to be solitary because they are ambush hunters. He is looking for a tiger that lived alone. We do see in captivity tigers living together because they were raised together or has fence line contact.

Senator

You said you want to look for the right tiger. One characteristic is it's used to being alone. What are the other issues?

David Baker

He wants to find a tiger 1 to 3 years of age. It is hard on us and the community when Mike the VI died. He wants a male tiger.

Angelina Gourdine

Called the question.

Vote on Resolution: More ayes than nays. Resolution passes.

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**Second Reading, Faculty Senate Resolution 16-14, “Renaming the Grievance Committee”, Sponsored by the Faculty Senate Executive Committee**

Read by Kevin Cope

**FACULTY SENATE RESOLUTION 16-14**  
**Renaming the Grievance Committee**  
Sponsored by the Faculty Senate Executive Committee

Whereas the Faculty Senate Constitution and Bylaws establish the procedures for and the committee considering grievances;

Whereas LSU and its Board of Supervisors recognizes the Faculty Senate Constitution and Bylaws as the grievance procedure for the University (in lieu of a formal “PS” policy statement on same);

Whereas the aforementioned Constitution and Bylaws places no limits on the deliberations of or the kinds of cases considered by the Grievance committee other than a warning that the Grievance Committee “cannot substitute its judgment for an academic judgment”;

Whereas a combination of happenstance and the resulting oral tradition have led to a widespread but erroneous belief that the Grievance Committee may only consider complaints related to procedures;

Whereas the definition of “procedures” has been subject to slippage and has caused confusion among colleagues;

Whereas clarification of the role and scope of Grievance Committee activities is therefore urgently needed;

Whereas the University lacks conflict resolution options, the long-running budget crisis having prevented the appointment of an ombudsperson;

Whereas the lack of conflict resolution options has an adverse effect on faculty morale;

Therefore be it resolved that the Grievance Committee be renamed the Adjudication Committee by way of matching its title with its powers and by way of indicating the range of cases that this committee may evaluate;

Therefore be it further resolved that the Adjudication Committee will have set procedures to follow for each case that have been approved by the Faculty Senate Executive Committee and the Provost;

And therefore be it further resolved that the Faculty Senate Executive Committee, in consultation with members of the Senate, will review the mission of and oversight pertaining to the Adjudication and will, if necessary, make recommendations concerning these matters to the full Faculty Senate.

***Q&A Summary:***

Angelina Gourdine

Do you need to insert committee in that final therefore after adjudication?

Kevin Cope

Yes.

Ken McMillin

Can we clarify the wording in next to last therefore so that it is clear that the adjudication committee will have set procedures that have been approved by the Faculty Senate Executive Committee and Provost?

Andrew Sluyter

In the last whereas the faculty moral is abstract; can we add productivity, collegiality and retention? Something more concrete.

Vote of Friendly Amendment: approved.

Vote on Resolution: Unanimously approved.

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**Second Reading, Faculty Senate Resolution 16-15, “Regarding the Professor Watchlist”, Sponsored by Tracy Rizzuto and Pamela Monroe**

Postponed to Next Meeting

**Faculty Senate Resolution 16-15**  
**Regarding the Professor Watchlist**  
Sponsored by Tracey Rizzuto and Pam Monroe

Whereas Turning Point USA launched the Professor Watchlist on November 21, 2016, with the mission to “expose and document college professors who discriminate against conservative students and advance leftist propaganda in the classroom;”

Whereas the Professor Watchlist stands to target and stigmatize individual professors without grounds, evidence, or opportunity for defense or rebuttal;

Whereas the Professor Watchlist may result in students avoiding courses, discourse opportunities, and mentorship experiences based on perceived partisanship, thus depriving them of opportunities to develop critical thinking skills and expand the diversity of thought;

Whereas the LSU Office of the Dean of Students already provides an avenue for students to file complaints and appeals pertaining to classroom incidents and professional etiquette;

Whereas an LSU professor has already been named on the Professor Watchlist;

Whereas, our colleagues at an esteemed American institution, Notre Dame University, set the example and showed solidarity with peers named to the Professor Watchlist by petitioning to have the names of the entire faculty added to the list; [similar Faculty Senate statements are currently being considered at other institutions including Syracuse University, Loyola University of Chicago, among others].

Let it be resolved that this body condemns and rejects the punitive targeting of individual faculty members without recourse, defense or rebuttal.

Let it be further resolved that the faculty Senate requests we stand as One LSU to dilute the pressure and stigma imposed by the singling out of faculty by endorsing the collective representation of all LSU faculty on the Professor Watchlist.

Let it be further resolved that LSU A&M submit the attached petition to Turning Point USA requesting that all LSU Faculty be named on the Professor Watchlist in solidarity with those LSU professors targeted, present and future.

Dear Professor Watchlist,

We, the undersigned faculty at the Louisiana State University, write to request that you place our names, all of them, on Professor Watchlist. We make this request because we note that you currently list on your site several of our colleagues, such as Professor Bradley Schaefer, Distinguished Professor of Physics and Astronomy who holds the Nobel Prize in Physics (2011) and the Gruber Prize from Cosmology (2007).

We further note that nearly all faculty colleagues at other institutions listed on your site, the philosophers, historians, theologians, ethicists, feminists, rhetoricians, and others, have similarly devoted their professional lives to the unyielding pursuit of truth, to the critical examination of assumptions that underlie social and political policy, and to honoring this country's commitments to the premise that all people are created equal and deserving of respect. This is the sort of company we wish to keep.

We surmise that the purpose of your list is to shame and silence faculty who espouse ideas you reject. But your list has had a different effect upon us. We are coming forward to stand with the professors you have called "dangerous," reaffirming our values and recommitting ourselves to the work of teaching students to think clearly, independently, and fearlessly. So please add our names, the undersigned faculty at the Louisiana State University, to the Professor Watchlist. We wish to be counted among those you are watching.

Most sincerely,

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#### New Business

**First Reading, Faculty Senate Resolution 17-01, Return of Fall, Spring and Summer Course Designations to the Catalog**, Sponsored by Joan King on Behalf of the College of Agriculture Curriculum Coordinators

Read by Joan King

#### LSU A&M Faculty Senate Resolution 17-01

##### **Return of Fall, Spring and Summer Course Designations to the Catalog** Sponsored by Joan King on Behalf of the College of Agriculture Curriculum Coordinators

Whereas all catalogs prior to 2012 listed all courses with fall, spring and summer designations for when courses were offered; and

Whereas students and advisors rely on the catalog for information on courses; and

Whereas students do not always meet with advisors prior to scheduling; and

Whereas students cannot always follow an eight semester path plan exactly due to changes in majors and time of entry into the new major; and

Whereas students who take the incorrect course sequence will likely have a delay in their graduation; and

Whereas the university publishes the catalog online so that course changes can now be easily and timely placed into the catalog in the online system; and

Be it resolved that the LSU A&M Faculty Senate requests that all courses have semester offering designation placed back into the catalog starting with the 2017 to 2018 school year.

Moved into discussion.

***Q&A Summary:***

Arend Van Gemmert

Our school would not like to designate summer because summer is optional they are sometimes offered sometimes not.

Joan King

That's okay. You would not have designate summer in there if it's not offered every summer.

Steve Pomarico

If a course is always offered in the fall, then the designation would be there. If it's sometimes offered in the fall the designation wouldn't be there.

Joan King

If it's offered every other fall it would have to say that, odd years or even years. That's what we used to say.

Brooks Ellwood

I see the real problem with this being the uncertainties that arise because of offering course. For example a faculty member who is the only one who teaches that course is on sabbatical and so it wouldn't be offered that semester or that course is offered in a different semester because a different faculty member is going to offer it. There are a lot of reasons why courses might move from one semester to another and since its online that's fine but if you adjust it too late to get it fixed then you have a real problem when it comes to a student's planning if they don't see an advisor to warn them that this is really what needs to be done. We require that all of our students see us before they can register in our department and so we are able to buffer that. Those problems can cause serious problems, maybe even a delay in a year of graduation due to a prerequisite course. The petroleum engineering bunch has an incredibly rigorous system of prerequisites that if something happens to get screwed up because it's in the online catalog, their advisors take care of it, but if the students don't go to advisors then they have a real problem.

Joan King

You will have issues whether you put these designations in the catalog or not with faculty coming and going, so you are still going to have to change when a course is going to be in that case. I don't see a problem to have it there to make sure that students know that this course is always offered in the fall unless something changes in a program. I don't see a problem with having the designations back in there because they used to always be in there. I think that one of the reasons we took them out was because we were trying to cut down on printing more pages in the catalog which is why we took all faculty names out of the back of the catalog and we took a bunch of other things out of the catalog. It's gotten so streamlined that important information that students and counselors And advisors need to help students stay on track is not there anymore.

Robert Doolos

He can't say that it had to do with space in the catalog. He does believe this came out from the Faculty Senate Courses and Curricular Committee because they saw so many times exactly as Brooks said that they are not always offered when they say they were. He recommends talking to the Curriculum Committee about this.

Angelina Gourdine

What is the specific problem that reinstating these designations is going to solve? Is it a matter, for example in engineering they have classes that are only offered once a year, so a student who is planning needs to know that you have to take this class at this time? Is that a problem you are trying to solve?

Joan King

Yes, there are students who are trying to plan their courses and people that transfer from one program to another are starting not in the exact correct order where they are supposed to be in an eight semester path. They may think they can take these courses at a certain time but they are not even going to be offered and they are saying why isn't this course on the list? How come I can't take this course now? Because they need it now and they can't because it's only offered in the spring and they are trying to take it in the fall. You can't completely control everything the students are doing. I can see how counselors in UCFY, the Center for Freshman Year, may not know when a course it offered either and they are trying to help people with which courses they should be taking in a certain sequence and they don't know when the course is offered because they don't work in that department.

Jon Cogburn

We have a lot of courses where it has to be taught every several years that are not in the catalog and the professor wants to teach it and sometimes they don't and we have other courses that have to be taught regularly by major. With this proposal it is not clear to me what happens when it's not one or the other semester.

Joan King

Is that class listed in the course catalog? Every class is listed in the course catalog.

Jon Cogburn

The catalog is not just the courses we are going to teaching in the fall, the catalog list all courses available?

Joan King

All classes that are available are listed in the course catalog.

Jon Cogburn

Potentially in any semester?

Joan King

That is up to the department whether to put it in there. You may have an independent study class that you may not list because it changes every year. If it's a specific course it's in the course catalog.

Jon Cogburn

We don't have it like if it's in the fall it's going to be taught every time because we have a bunch of those types of classes and we don't have enough faculty to teach them so we can't.

Joan King

Do students have to have specific courses in order to get a degree in your program?

Jon Cogburn

There are course that are regularly offered but there are a lot of courses that not offered on designated semesters so what happens to those. Can some classes not be designated?

Joan King

You don't have to have a designation if you don't want one, if it's offered at random times. If it is always offered in the fall or always offered in the spring then they should have a designation so the students know that.

Jon Cogburn

So all courses offered would have a designated semester in the books, so I am reading this by the language that all courses have to have designations as spring or fall.

Angelina Gourdinne

The designation is for courses that are strictly offered at a particular time. If you have a class that can be offered in any semester you don't have to have a designation, because it is readily available.

Arend Van Gemmert

That brings us to that the whole resolution could become mute because a department could decide that they are not designating any of their classes because we don't know exactly when they are being taught.

Joan King

So you never know when they are going to be taught?

Arend Van Gemmert

I am just saying departments can take that approach.

**First Reading, Faculty Senate Resolution 17-02, By-Law Changes for the Coalition on Intercollegiate Athletics, Sponsored by Joan King**

Read by Joan King

**Faculty Senate Resolution 17-02**  
**“By-Law Changes for the Coalition on Intercollegiate Athletics”**  
Sponsored by Joan King

Whereas the LSU A&M Faculty Senate is a member of the Coalition on Intercollegiate Athletics (COIA) which consists of faculty senates from NCAA Football Bowl Subdivision universities and;

Whereas their mission is to provide a faculty voice in intercollegiate sports issues that affect students such as “academic integrity and quality, student athlete well-being, campus governance of intercollegiate athletics, commercialization of college level athletics, and fiscal responsibility” and;

Whereas “COIA works with universities faculties, administrators, boards, and national associations concerned with higher education, to implement these strategies”;

Whereas COIA’s current By-Laws\* state that votes on major matters such as By-Law changes must be voted on by the member faculty senates;

Whereas the proposed By-Law changes better define the makeup and duties of COIA’s steering committee and its officers as well as its standing committees including the Administration and Communications Committee, the Academic Integrity Committee and the Student-Athlete Welfare Committee;

Therefore Be It Resolved that the Louisiana State University A&M Faculty Senate votes to approve the draft revised COIA By-Laws\*.

\*See attached original and draft revised COIA By-Laws

***Q&A Summary:***

Sabrina Taylor

What are in these revised By-Laws.

Joan King

It defines the committees and defines and dictates how many people will be on the steering committee. It is just putting more specifics into the By-Laws.

Steve Pomarico

Is there any way you can highlight the relevant changes in this document and distribute it electronically so we don’t have to go back to the old comparing it to the new?

Joan King

The thing is right now we have to vote on it before the COIA meeting that is coming up February 18 and we won’t have another Faculty Senate meeting before then.

Kevin Cope

Since we have fallen below a quorum we can’t vote anyways. We are empowered to vote provisionally but make suggestions post hoc so we at least have that degree of freedom.

Arend Van Gemmert

So you want us to move that we vote on it now?

Kevin Cope

No, we can’t, but he supposed we could suspend the rules and vote on it now if you are so inclined. However we don’t have a quorum. We have this on the record and Professor King will be able to vote at the COIA meeting, but the COIA vote is not completely binding because it allows for changes after the fact. It is conceivable that we can have a debate next time around and make the necessary input to COIA. Although to answer concerns the By-Laws revisions will not be especially dramatic.

All moved to adjourn at 5:45 pm.