

**LSU Faculty Senate Meeting Minutes**  
**3:00 P.M., Wednesday, January 20, 2010**  
**Student Senate Room, LSU Union**  
**Attendance**



*Faculty Senate Executive Committee members present:*

- |   |   |
|---|---|
| 1. Kevin L. Cope (Senate President, English)      | 2. Andrew Christie (Member-at-Large, Accounting)  |
| 3. William Daly (Past-President, Chemistry)       | 4. Renée Casbergue (Secretary, Education)         |
| 5. Ken McMillin (Member-at-Large, Animal Science) | 6. Priscilla Allen (Member-at-Large, Social Work) |

Parliamentarian: Charles N. Delzell (present)

*Senators present:*

1. Mary Catherine Aime	2. Linda Allen	3. Sue Bartlett	4. Gabriel Beavers
5. Michael Bowman	6. Kathleen Bratton	7. Charles Delzell	8. Josh Detre
9. Susan Dumais	10. Bruce Eilts	11. Kristopher Fletcher	12. Joseph Francis
13. Juhan Frank	14. Craig Freeman	15. Steven Gaunt	16. Wanda Hargroder
17. Wes Harrison	18. Dominique Homberger	19. Andrea Houston	20. Paul Hrycaj
21. Lisa Johnson	22. Jennifer Jolly	23. Boryung Ju	24. P. Lynn Kennedy
25. Jeff Kuehny	26. Richard Kurtz	27. Ed Laws	28. Joseph Legoria
29. Michael Leitner	30. Mandi Lopez	31. Kevin McCarter	32. Patrick McGee
33. Heather McKillop	34. Evelyn Orman	35. Rebecca Owens	36. Erwin Poliakoff
37. John Protevi	38. Steve Ross	39. Lawrence Rouse	40. Kresimir Rupnik
41. Kelly Ann Rusch	42. Michael Russo	43. Cristina Sabliov	44. Frederick Sheldon
45. Edward Song	46. Gail Sutherland	47. Dianne Taylor	48. Phillip Tebbutt
49. Jeffrey Tiger	50. Muhammad Wahab	51. Justin Walsh	52. Ed Watson
53. Richard White	54. Yi-jun Xu		

*Proxies for absent Senators:*

Jennifer Jolly for Jennifer Curry	Justin Walsh for Kristi Dykema
Kristopher Fletcher for Jeremy King	Michael Bowman for John Fletcher
Kevin Cope for Pratul Ajmera	Pat McGee for Sue Weintein
James Cooper for Dottie Vaughn	Kelly Rusch for Fred Aghazadeh
Gabriel Beavers for Alison McFar;and	Ken McMillan for Paul Wilson

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

Brittan Barker (5)                      Michael Krom (5)

*Guests Attending Meeting:*

Judith Schiebout	Greg Molchan	Robert Doolos
Stacia Haynie	Robert Kuhn	Emily Batinski
Rick Moreland	Jean Rohloff	Kevin Carman
Nolde Alexis	Tanya Niemand	Anna Nardo

**Consideration of the Minutes from December 2009**

Motion to accept minutes (E. Poliakoff; second, C. Freeman) - Passed unanimously.

**Presentation by and discussion with chairs of departments employing large numbers of instructors:**

Presentation from Tanya Niemand representing instructors - In response to termination notices mailed to all instructors, noted that much of the budget problem is caused by legislation that protects most of the budget other than higher education and health care. LSU faculty members now have the ear of the public and should advocate for change. LSU also needs to avoid "selling out" the rest of the state for its own short-term gain.

Kevin Cope thanked Tanya for organizing the protest event earlier in the day.

English Department Chair Anna Nardo made a presentation on the teaching impact of instructors on the LSU General Education curriculum. (See link to PowerPoint on the Faculty Senate website.)

- Of 150 sections taught in the university writing program, 132 are taught by instructors. 205 students are waiting to take required writing courses. Without sections offered by instructors, some students will have to delay entry into senior colleges, leading to graduation delays and retention issues. CATS requires that students complete courses in a timely manner. If the courses aren't offered, CATS will need to be suspended.
- ESL program is required for all international students, including 70% of graduate students. Loss of instructors will lead to reduced numbers of required courses and loss of teaching power in programs that use graduate students as instructors. Since state law requires completion of a spoken English course, we risk being out of compliance with the law if those courses aren't offered.
- Writing courses currently taught by instructors can't be dropped since they are required by the Board of Regents. They should be taken within the first four semesters.
- Other areas of the general education curriculum affected by potential layoffs of instructors include: communication disorders, foreign language, English literature, math, and sciences among others.
- Courses taught by instructors are an integral part of SACS accreditation as they contribute to "foundations for quality enhancement." The QEP must demonstrate institutional capability. The 2004 QEP stated a need to improve undergraduate education at LSU, with an emphasis on year 1. Instructor power losses affect the QEP: 1st year initiative will be unsustainable; we will attract fewer transfer students if course demand can't be met; we will see a decline in retention.
- The SACS reaffirmation report stated: LSU must submit evidence of improvements based on analysis of assessment results; focused on improving general education.
- Because of its importance to accreditation, shouldn't LSU place high priority on its general education program - largely taught by instructors - as it prioritizes funding?

Discussion:

-----: Final disposition of instructor layoffs rests with final budget, yes? Where does that budget number come from?

Cope: Yes. Odds are in favor of a cut next year equal to this. At the very least, a substantial amount.

Owens: The newspaper reports that higher education is still perceived as "fat." That is alarming because the fat is not in faculty or instructor ranks. How can we change this perception? Savings will not be great at the level of rank and file. Fat is more likely in the Office of Academic Affairs or at the system office.

Walsh: I read a study of California campuses addressing the issue of "fat." In 1985 the ration of faculty to administrators was 5 to 1. It is now 1 to 1 with number of faculty members remaining stable. We should find out these numbers (for LSU) and make the results known.

McGee: We need to recognize that this will affect us in intimate ways. Some of us have teaching release to conduct research that is critical to our work, including teaching. We can only do this because instructors support teaching. We may have to change the mission of the university.

Poliakoff: We have to accept that we can't get savings needed through instructor cuts. But don't form a circular firing squad by suggesting that fat is in the administration.

Nardo: Jindal wants results in retention and graduation rates. Evidence suggests this is significantly impacted by the first year experience.

Owens: The notion of performance funding is nothing new. It is hard to quantify what does impact those outcomes. Getting on performance bandwagon is a slippery slope - everyone contributes. For government to say you have to earn your stripes.....

Cope: One benefit of the Tucker Commission is the emergence of LSU as a statewide resource. We need to make it clear that LSU is serving the entire state. Legislators need to be prompted to see what LSU is doing in their areas of the state. Be proactive rather than making vague please for more money.

## Budget Update

State gave deadline for budget plan. The chancellor and I met on 12/24/2009 and agreed on need to have faculty engaged. On January 5, Chancellor, deans, and others were shown budget cuts. A blue ribbon panel with substantial faculty representation was created to look at priorities and potential cuts. This group has met once so far - reviewed document of procedures for dealing with budget cuts. Criteria from the document were considered and the group was tasked with coming up with three or four different scenarios for dealing with cuts. Subcommittees will work and reconvene to produce a plan (due in seven weeks).

Regarding letter writing campaign to address issue of stimulus waiver in order to prompt the state to find other ways to address the budget: State officials respond that we are already below 2006 funding levels. This would lead to a \$30 million assessment of stimulus money now. The letter writing campaign is on hold for now.

There seems to be widespread faculty discontent with the "soft, cooperative" approach LSU has taken so far. The faculty wants a tougher line taken with regard to state treatment of LSU.

Discussion:

Taylor: Do we have data on salary and perks for not just faculty, but administrators, state employees, etc.?

Cope: Machine run budget for LSU can be examined in the Hill library. Problem is with the state retirees collecting big bucks. The website can help navigate through state budgets. Senate can't do it but it would probably be fruitful.

Song: Legislators are not likely to respond to faculty concerns, but more likely to hear students and parents. Can we encourage students?

Cope: We can do that *not* as LSU representatives - no letterhead, e-mail addresses, etc. But we can encourage students to contact legislators.

Christie: Students do have more clout downtown than faculty.

(Reveille reporter): How does the faculty hope for students to get involved?

Cope: student government can be a powerful force. The Tucker Commission has an open comment process at their meetings. The BOR has open comment section (register online in advance). Students need to squawk loudly. The need to make clear that they will be harmed by budget cuts.

(Reveille reporter): The problem isn't that students will be willing, but that they are undereducated about what is going on.

Cope: I appoint you as our emissary. The newspaper needs to give more space and attention to the faculty senate and its work.

Houston: We can help her as well. We can give specific impact examples and data. We haven't publicized data we have. We must explain this in dire terms - consequences.

Kuehny: We should make a presentation available as simple talking points.

Tiger: How about a full-page ad in the Reveille: here is the impact, here are the consequences, here are recommended actions, etc.?

Cope: We'll check to see how to do that.

Walsh: The Reveille might be interested in investigating questions raised here.

Kurtz: Worth having someone do simple math to quantify effects of proposed cuts relative to cuts of the magnitude being considered so that people would be aware of how devastating this will be. How are we pushing for alternative sources of revenue?

Cope: That is underway through multiyear budget planning.

-----: We need to recognize that only two parts of the budget can be cut (a legislative problem). We need to prompt legislators to consider what we do in relation to peers. Why don't we expect academic performance funding, etc., relative to schools we aspire to athletically? We must consider whether the governor will be willing to fight the battle.

Cope: More hope with the legislature (especially the senate) than with the governor. A Flagship fee is under consideration. The Tucker Commission may recommend tuition authority for campuses. But that must be accepted by the governor.

Poliakoff: Part of our problem is our administration has not been active enough in specifying what cuts will be. Brooks Keel told faculty that instruction should be protected. Effects are sugar coated. We need to state forcefully that the flagship agenda is a non sequitur with proposed cuts.

Cope: Queries from reporters must be answered with reality of devastating impacts. We need to show impact on students and service recipients.

Kuehny: Not just students, but also agricultural outreach.

Cope: I told Gannett that extension service impacts everyone and is threatened.

Kuhn: (*Later in meeting...*) Faculty does have more clout than students. I want to clarify that \$38 million figure for stimulus money is just for our campus. It is threatened plus whatever the state does (regarding further budget cuts).

## President's Report

### *LSU-BR News:*

- Lilly Allen reminded senators that the Faculty Club will host a wine tasting reception on Friday, January 22, 4:30 - 6:30, open to all faculty, staff, and graduate assistants free of charge. She noted that it is important for people to get together in times of both celebration and difficulty.
- Kevin will be meeting with the Graduate School dean and representatives of the new graduate student association to discuss strategies for saving some low completer programs.
- Also in meeting with the Graduate School dean, Kevin discussed the process for appointments to graduate council (a body that arbitrates who is appointed to graduate faculty status) and the potential for having senate input into those appointments.
- Kevin is in attempting to address the problem of reduction of supplements for graduate students who receive external support.
- LSU is lacking a record management program, an issue that will be raised with university administrators. A consultant from the Hill Library has offered assistance with faculty senate archives that will be transferred to there for initial processing on January 25.
- A proposal for reorganizing information technology is now complete. Brian Voss will be invited to present the new plan to the faculty senate.
- Sesquicentennial celebration is going forward, but original plans are not coming to full fruition due to the budget situation.
- The online library catalogue function has improved somewhat, but is still not working smoothly. Work is ongoing for a search process that better meets the needs of researchers.
- The Alex Box Stadium auction is going well.
- The faculty senate is in ongoing discussions with Roger Laine regarding benefits

### *System News:*

- The state commission examining articulation among campuses has proposed unified admissions standards across the state. This usurps faculty control of academic decisions. While ASH supports increased standards, faculties must maintain sovereignty.

### *State News:*

- The statewide transfer council's requirements for a two-year portable degree will be forthcoming.
- More developments forthcoming on the Optional Retirement Program problems.
- The Tucker Commission passed ten resolutions. One calls for review of the role, scope, and mission of all institutions. A template is being produced by the system to facilitate campus responses. The senate will work to reaffirm the right of faculty to define its own.

## Survey Announcement

A doctoral student from South Carolina will distribute a survey regarding experiences of faculty governance. Please cooperate in this dissertation research.

## Old Business

Final reading of Resolution 09-11 regarding scheduling of spring break:

### LSU Faculty Senate Resolution 09–11 “Timing of LSU Spring Break, Adjustment Option”

Sponsored by William H. Daly

Whereas last year the Faculty Senate (Resolution 08-03) and the Student Government , with Staff Senate support, recommended that spring break always occur the week of Easter Sunday to synchronize with the East Baton Rouge Parish School District and the East Baton Rouge Catholic Schools spring break,

Whereas Easter Sunday falls on differing weeks relative to the LSU Spring calendar.

Whereas three times in the period beginning on 2014 and ending on 2020, scheduling the spring break the week of Easter Sunday would leave only two weeks between spring break and final exams

Whereas a minimum of three weeks before final exam week is pedagogically desirable

Therefore be it resolved that the Faculty Senate recommends that beginning with 2014, the academic calendar be adjusted to allow at least three weeks of classes between the spring break and final examinations for the years when the spring break during the week of Easter would result in less than three weeks of classes between spring break and final exams.

Discussion:

Tiger: Is the resolution to move spring break, or to start later?

Daly: This lets Robert Doolos move the break as needed.

Rouse: The Final sentence should say "week of Easter Sunday."

Delzell: Does student government support this?

Cope: This was sent, but they haven't taken the opportunity to come address us.

Delzell: I asked math colleagues what they thought. Fifteen of seventy responded, Two thirds are against. The Thanksgiving example was brought up since it might also be impacted (given a holiday with less time until the end of the semester). Service learning activities might also be impacted by this policy with the potential for two weeks that students won't have access to schools. Others suggested adjusting the schedule to start later so the break falls in the middle of the semester. Most liked synchrony.

Daly: Thanksgiving break is a pedagogical problem we haven't dealt with. This policy says at least three weeks. We can always go to the middle of the semester. We have discovered that we can't synchronize with the school systems. The schedule will be published years out, so faculty can adjust.

Poliakoff: Can we get EBR to adjust their schedules?

Doolos: They decide after our calendar must be set. We tried to synchronize better by scheduling our break around Easter Sunday.

Song: It's not written in stone that it is the week after Easter.

Linda Allen: This year they changed it. It's more related to their spring testing.

Song: If they won't follow a set schedule, then it is pointless to try to coordinate.

Voice vote: Resolution passes

## New Business

### *First Reading*

### **Resolution 10–01**

Amendments to Article VI and Article VII of the LSU Faculty Senate By-Laws (Proxy Rules)

Sponsored by Lawrence J. Rouse

Whereas Robert's Rules of Order Newly Revised, Tenth Edition, 2000 states with regard to proxy voting:

Proxy voting is not permitted in ordinary deliberative assemblies unless the laws of the state in which the society is incorporated require it, or the charter or bylaws of the organization provide for it. Ordinarily it should neither be allowed nor

required, because proxy voting is incompatible with the essential characteristics of a deliberative assembly in which membership is individual, personal, and nontransferable;

Whereas Senators should be encouraged to send a replacement to represent them and their College or School at Faculty Senate meetings they cannot attend; and

Whereas such replacements will be able to participate in the discussions and vote on the merits of the debated proposals; Therefore be it resolved that Article VI of the By-Laws of Louisiana State University Faculty Senate, which presently reads: Article VI. Alternate Representation. 1. By written notice to the President submitted before the meeting, a member of the Senate may choose another faculty member representing the same college or division as a replacement at that Senate meeting. Such a representative must be eligible for election to the Senate. 2. In lieu of choosing a replacement representative, a member of the Senate may, by written notice to the President, give a proxy vote to another member of the Senate. 3. Proxies and alternate representatives shall be announced by the President at the start of the meeting. 4. If a member of the Senate is absent from the campus for a semester or longer, this position will be taken for that period by the eligible nonelected person who received the next highest number of votes in the last regular election in that college. If there is no person thus qualified, a special election will be held. 5. The seat of a member of the Senate who has been repeatedly absent from Senate meetings can be declared vacant by a three-fourths vote of members of the Senate attending a meeting, if a request for such action has been made in writing by at least five percent of the faculty of the college represented. The motion to remove a member of the Senate shall be voted on at the meeting of the Senate immediately following the request. 6. If for any reason a vacancy occurs, as determined by the Executive Committee, the position will be filled by the eligible nonelected person who received the next highest number of votes during the election of that seat. If there is no such qualified person, then the position will be filled by the eligible nonelected person who received the next highest number of votes in the next most recent regular election in that college. If there is no person thus qualified, a special election will be held.

Be amended to read:

Article VI. Alternate Representation 1. By written notice to the President submitted before the meeting, a member of the Senate may choose another faculty member representing the same college or division as a replacement at that Senate meeting. Such a representative must be eligible for election to the Senate.\*\*\* 2. Alternate representatives shall be announced by the President at the start of the meeting. 3. If a member of the Senate is absent from the campus for a semester or longer, this position will be taken for that period by the eligible nonelected person who received the next highest number of votes in the last regular election in that college. If there is no person thus qualified, a special election will be held. 4. The seat of a member of the Senate who has been repeatedly absent from Senate meetings can be declared vacant by a three-fourths vote of members of the Senate attending a meeting, if a request for such action has been made in writing by at least five percent of the faculty of the college represented. The motion to remove a member of the Senate shall be voted on at the meeting of the Senate immediately following the request. 5. If for any reason a vacancy occurs, as determined by the Executive Committee, the position will be filled by the eligible nonelected person who received the next highest number of votes during the election of that seat. If there is no such qualified person, then the position will be filled by the eligible nonelected person who received the next highest number of votes in the next most recent regular election in that college. If there is no person thus qualified, a special election will be held.

And therefore be it further resolved to amend Article III.1.ii to read: Alternate representatives shall be indicated in the minutes.

Discussion:

Christie: What does this do?

Rouse: You want people voting who have heard the discussion.

Walsh: I don't know where this idea came from. Why do we need proxies?

Cope: Proxy emerged as a compromise because of rotating schedule of meetings. It aids in the conduct of business.

Walsh: We don't have problems reaching quorum.

Cope: We could proceed without quorum if we vote to suspend the requirement.

Beavers: We haven't actually counted proxies.

Lilly Allen: We're not consistent in asking for proxy votes.

Delzell: Bylaws elsewhere refer to electing alternates.

Rouse: For alternate to be elected, we need to have more than four volunteers.

Delzell: I'm just trying to give background. I do support what you are proposing. My point might not be relevant. There are two solutions - name a proxy or send a warm body. This hasn't been happening much. Senate bylaws are in conflict with Robert's Rules of Order. We should abolish proxy voting. I support this 100%. And after, we need to do a couple of other fixes to article 8 - election of senators.

Rouse: I agree we should encourage replacement to be an alternate. Might not be practical to say it must be an elected alternate.

Delzell: The absent senator should not be empowered to name his own alternate.

Rouse: I read this to mean replacement (for that one meeting), not a true alternate.

Linda Allen: We make decisions on two readings. Replacement will not have heard the first reading at the time of the vote. A proxy may have been at both meetings and so will be more informed. When I use a proxy, I know the person is an informed voter.

Daly: Discussion is recorded in minutes.

Allen: Minutes don't reflect nuances.

Owens: This resolution states that alternate or proxy will not have a vote.

Rouse. No. Alternate would be another person with your vote.

-----: When I can't be here, I understand that the proxy is physically here.

Cope: Most proxies are last minute. This motion will require more discipline on the part of senators. It is unlikely that an alternate can be summoned in the last half hour.

Xu: It is difficult to find an alternate who can replace you. How do you know who will agree?

Rouse: A final decision (regarding an issue being considered for a vote) is made after discussion.

Lilly Allen: The bigger issue is inconsistencies in how divisions interpret article 8.

Rouse: We may have more senators absent than alternates available.

Christie: We can't fill all senate vacancies. How do we find alternates?

McGee: Is there a distinction between alternates (long term) and replacements for a single meeting? Alternates should be used to take over a portion of a term. Keep this as replacement. Senators can develop partnerships with someone who can step in.

Song: It is much easier to arrange a proxy than to find an alternate. A proxy will be more familiar with the history of resolutions.

Christie: I agree. College of Business has a proxy form that specifies either directed votes or open-ended.

Beavers: if proxy is eliminated, might some colleges be better represented based on finding alternates?

Rouse: Colleges should develop a system.

Delzell: Government elected bodies don't allow proxy voting.

McWilliams: In reality, at legislature there are lots of staff people pushing buttons.

McGee: The proposal is more democratic. Proxies presuppose issues that don't matter.

Lilly Allen: It could be important when we vote on FSEC members, etc.

Laws: The issue that underlies this is that you have to be present to vote.

Rouse. Yes. That is the point.

Kuehny: Motion to close discussion. (Seconded by.....)

### *First Reading*

## **Faculty Senate Resolution 10-02**

### **Embargo on Recycling, Reassignment, or Reallocation of Terminated Position "Lines"**

#### *Sponsored by the Faculty Senate Executive Committee*

*Whereas*, the University administration may decide from time to time to eliminate non-tenure-track positions because of budgetary or other considerations resulting in non-renewal or termination of positions;

*Whereas*, non-renewal or termination of faculty members without performance review resulting from elimination of positions bypasses the well-established policies and procedures as outlined in PS-36 NT;

*Whereas*, threat or impending threat of elimination of positions without a well-defined due process results in adversely affecting the academic freedom;

*Whereas*, the AAUP principle states that if appointments are terminated because of financial exigency, the institution will not at the same time make new appointments except in extraordinary circumstances where a serious distortion in the academic program would otherwise result;

*Whereas*, the AAUP principle further states that a terminated position because of financial exigency will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline the position;

*Therefore be it resolved* that the Faculty Senate stands by the principle that no massive non-renewal or termination be made at LSU without a well-defined due process;

*Therefore be it further resolved* that terminated positions will not be reassigned or reallocated except in extraordinary circumstances with due academic justification following a well- established due process;

*Therefore be it further resolved* that a terminated position will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline the position.

Cope: Background - We need to consider what happened at UNO after Katrina. Cuts may be necessary, but then subsequent use of positions is easily abused. Exigency procedures have no standing in law. As an intermediate step, this resolution reaffirms that there should be some process in place. This is not a response to the immediate situation. Discussion of this began much earlier.

-----: Move to discussion. (Delzell second)

Delzell: In math, we are giving notice to instructors while interviewing assistant professors. I suggest a hiring freeze in any department that is laying off instructors. The legislature sees fat - how are we able to hire if we're laying off. Does the language specify that instructor lines can't be moved to faculty?

Cope: This is more about lines being swept up and reassigned to other divisions. I'll pass along the hiring freeze idea to Pratul to see if he can work it in.

Kuehny: Are furloughs now off the table?

Cope: I've been told that furloughs may need to be floated for discussion again. We don't have in house counsel, so we have to consult with the system counsel. We must consider when it is better to ask questions or not.

Owen: Could they be proposing "fires" as a way to sweeten furlough?

Haynie: Everyone must realize that everything is on the table. If the severity of cuts is sufficient, everything must be considered.

Cope: We should stay on message at this point about the severity of consequences.

Rouse: Motion to adjourn. (Second). Meeting adjourned at 5:25.