

**Faculty Senate Meeting Minutes**  
**Thursday January 21, 2016**  
**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. Joan King (Secretary, Food Science)         | 4. William Daly (Past President, Chemistry)             |
| 5. Mandi Lopez (Member-at-Large, Vet Science.) | 6. Suresh Rai (Member-at-Large, Elect. & Computer Eng.) |
| 7.   |   |

Parliamentarian: Louay Mohammed

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

1	P	William Adkins (Math/ Sci)	25	X	Margaret Denny (Education/HSE)	49	Jacquelyn Sue Moffit ( Acct/Business)
2	X	Aghazadeh, Fereydoun (Mech Eng/Eng )	26		John Devlin (Law/Law Center)	50	X Louay Mohammed (Civil Environ Eng/Eng)
3	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	27		David Donze (Biological Sciences/Sci)	51	P Evgueni Nestrov (Chemistry/Sci)
4	X	Austin Allen (Landscape Arch./AD)	28		Susan Eades (Vet Clinical Sci/Vet Med)	52	Jim Ottea (Entomology/Agri)
5	X	Paul Anderson (Foreign Language Lit./HSS)	29	X	Kristin Gansle (Education/HSE)	53	X Steven Pomarico (Biological Sci/Sci)
6	X	Frank Anselmo (French/HSS)	30		Mette Gaarde (Physics/Sci)	54	X Suresh Rai (EE and Comp/Eng)
7	X	Paul Arai (Philosophy & Relig Studies/HSS)	31		Angeletta Gourdine (English/HSS)	55	X Jeffrey Roland (Philos Rel Studies/HSS)
8	X	Christopher Austin (Biological Sci/Sci)	32	X	Gundela Hachmann (Foreign Lang Lit./HHS)	56	X Laurel Romeo (TAM/Ag)
9	X	Reid Bates (SHWRED/HSE )	33		Wes Harrison (AGEC/Ag)	57	P Christopher Rovee (English/HSS)
10		Jennifer Baumgartner (Child Family/HSE)	34	X	Aixin Hou (Environ. Studies/Coast and Envir.)	58	X Michael Russo (LSU Libraries/HSS)
11		Emily Beasley (Kinesiology/HSE)	35		Blake Hudson (Law/Law Center)	59	X Judith Schiebout ( Geology/Science)
12	X	Brett Boutwell (Music/Music & Drama Arts)	36		Sherif Ishak (Civil Environ Eng/Eng)	60	P Stephen Shipman (Math/Science)
13	X	Lillian Bridwell-Bowles (English/HSS)	37	P	Yongick Jeong (Mass Comm/Mass Comm)	61	X Alan Sikes (Theater/Music Dramatic Arts)
14		Konstantin Busch (EE & Comp Sci/Eng)	38	X	Joan King (Food Sci/Ag)	62	X Linda Smith Griffin (Libraries/Lib)
15	X	Areendam Chanda (Economics/Bus)	39	X	Ingeborg Langohr (Pathbio Sci/Vet Med)	63	X Sabrina Taylor (RNR/Ag)
16	X	Joseph Clare (Political Sci/HSS)	40		Keri Larson (Inform Sys Decision Sci/Bus)	64	X David Terry (Comm Stud/HSS)
17	X	Lauren Coates (English/HSS )	41	X	Catherine Lemieux (Social Work.HSE)	65	X Arend Van Gemmert (Kinesiology/HHS)
18	X	Kevin Cope (English/HSS)	42	X	Mandi Lopez (Vet Clinical Sci/Vet)	66	Dottie Vaughn (Math/Sci)
19	X	Jon Cogburn (Philosophy Rel Stud./HSS)	43	A	Kanchan Maiti (Coastal Stu/Coast and Envir.)	67	X Muhammed Wahab (Mech Industr Eng/Eng)
20		Christine Corcos (Law/Law Center)	44		Kenneth Kip Matthews (Physics Astro/Sci )	68	Gregory Watson (Architecture/AD)
21	X	Belinda Davis (Political Sci/HSS)	45	X	Andrew Maverick (Chemistry/Sci)	69	X John Westra (AgEcon/Ag)
22		William Daly (Chemistry/Sci)	46	X	Alison McFarland (Music/Music and DA)	70	Hsiao-Chun Wu (Electric Eng Comput Sc/E
23	X	Jeff Davis (Entymology/Ag)	47	X	Jean McGuire (Management/Bus)	71	X Yejun Wu (Library Information Sci/LHSE)
24	X	Fabio Del Piero (Pathobiol Sci/Vet Med)	48	X	Ken McMillin (Animal Sci/Ag)	72	Jun Zou (Interior Design/AD )

*Guests:*

Jane Cassidy	Allyce Trapp	Kat Latham	Zachary Faircloth	Joan Lyons
Barbara Reonas	Andrew Mahtook	Sheri Thompson	Brian Nichols	Mary Stebbury
Patricia Mitchen	Ahmad El-Rashidi	Sam Karlin	James Stoner	Hanna Knight
Matt Lee	Robbie Hogan	Pam Monroe	Hayden Pizzolato	James Garand

**Consideration of the Minutes from December 9, 2015**

Motion to approve by, seconded by several senators.  
 Approved unanimously with potential corrections.

President's Report

1. Faculty Senate Executive Committee had a meeting with faculty members of the ad hoc committee on the Book Store. The book store committee has concluded that the old fashion concept of a bookstore may not be all that is cracked up to be. Friction with the faculty would be lessened if we knew what that large structure was supposed to do. Looking at what committee should be next and what the book store ought to be, should it be a souvenir store which is what it is now or should it be something else.
2. The Master Planning issue is well underway. Jane Cassidy and Andrew Mahtook are members of the larger master planning council. The Faculty Senate Executive committee met with the main core of the master planning committee and Kevin Cope met

with the architects. The complete master planning committee met with the NBBJ team. There are plans for Parker Coliseum to change to an events center.

3. We had concern over how the grievance committee should do its duties. Ken McMillin came up with old guidelines from when he was chair of the committee in 1995, which have very clear operating procedures for the grievance committee. Once they are in a manageable form they will be circulated to the Faculty Senate for re-ratification.
4. We heard from Chartwells, the campus caterer and there have been meetings with focus groups of various interests on campus with executives from Chartwells. The meetings were acrimonious.
5. The FSEC will request annual committee chair reports including how many motions were put forward and a list of actions of the committees.
6. Today the Foundation for Individual Rights and Education held a large press conference at the Capital Hilton Hotel to announce a lawsuit by Teresa Buchanan against the LSU System.
7. The Faculty senate Executive Committee met with Provost about increasing engagement of faculty in community outreach. The new Provost was welcoming of that idea.
8. The Faculty Senate Executive Committee spoke with the Vice Provost for Diversity about the question of invitation lists in various colleges. Some colleges have established invitation lists for one or another kind of activity. If an invitation is released it should go to everybody so everyone can participate as they choose. The Vice Provost for Diversity was very receptive of that idea.
9. At the system level, the various campuses are consolidated and working in close proximity which each other. There is a problem at the Health Sciences Center at Shreveport with the appointed interim chancellor. The faculty at Health Sciences Center in Shreveport made a set of recommendations to the President of the LSU System for candidates to serve as interim chancellor. There is no evidence that any of those suggestions were considered. The person put forth as interim chancellor has no doctoral degree and has experienced only the business area.
10. One and one half months ago we passed a resolution to develop procedures for review of the President. Kevin Cope sent a letter to the President inviting him to work together on the issue in a collaborative fashion with a committee comprised of faculty, staff and administrators to develop those procedures.
11. On February 20, 2016 there will be the Statewide Faculty Governance meeting. The guest will be The Commissioner of Higher Education Joe Rallo. The Governor has deferred until May.
12. Members of AAUP should know that there are two certified candidates from Louisiana, ULL, Sonia Hester and Leslie Berry.
13. IT is reviewing course management software due to concerns with Moodle.

***Q&A Summary:***

None.

**Presentation by Brian Nichols, Sheri Thompson (IT Services) and Mary Stebbing (Finance and Administration) concerning the Workday implementation project**

In January of last year we signed an agreement with Workday. A lot of individuals were working on this this past year. We will go live this July for Human Resources and Accounting. The big change is that we will be able to do more than now. There is new terminology. We will be able to view our own information like benefits, pay and personal information. It will be easy to use and get more information from. Routing will not have to be done manually. Each person will have a home page that we will log into with same password and id as we use now for MyLSU. (The icons are circles similar in appearance to apple iCloud setup.) You can have your pay go into different bank accounts under payment elections. You can do reporting from your data and drill down to details. The biggest piece is how training will be done. There will be job aids, quick guides, online information and one on one time with individuals.

***Q&A Summary:***

Gundela Hachmann

When we change benefits there is some kind of approval by HRM. When we send it in will we get a reply that it was approved? We can't just change it ourselves, right?

Brian Nichols

It will be automatically sent to HRM for review and it will be processed.

Sheri Thompson

You can see where it's routed to and whose desk it is on.

Fred Aghazadeh

When we use LaCarte Cards we have to incorporate an account will that be a lengthy process?

Brian Nichols

We will get back to you on that.

Gundela Hachmann

Do we also submit documents online for changing benefits?

Sheri Thompson

It depends on what it is. Some originals will still have to go to HRM. You will submit online.

Patricia from IT

For the most part you will be able to scan in, and you may have to walk some over.

Areendam Chanda

What about travel receipts?

Brian Nichols

They can be scanned in and routed.

Jon Cogburn

Will this work for program assessment too?

Brian Nichols

It won't work for that now. We will write that down and check into it.

Reid Bates

Will this work for past information we were suppose to do?

Brian Nichols

The goal is not to make more of a burden on you. I believe it will be easier.

Sheri Thompson

If you have a person assigned to do your travel and other things you can delegate those duties to that person.

Arend Van Gemmert

It means that those persons would be doing less and going away and then it falls to faculty.

Suresh Rai

This system is in the hands of younger people, how secure is this program?

Sheri Thompson

We are in the same boat as other places like Georgetown, Texas A&M, etc.

Jeffrey Roland

Can you choose different institutions for your pay to go into?

Brian Nichols

Yes.

Student

Will this be available for students, student workers and on campus jobs as well?

Brian Nichols

Yes.

Gundela Hachmann

Is this a software program on the LSU system or a cloud operated from the outside?

Brian Nichols

WorkDay is offsite and in the cloud. There are protocols that make sure our data is safe.

Gundela Hachmann

The security issue is greater. We hear about the government issues.

Brian Nichols

WorkDay has 1000s of people on this. They have outside groups looking at this and a group inside that monitors what is going on.

Jeff Davis

Who will hold responsibility if there is breach?

Brian Nichols

Work Day is responsible. If we decide to leave them they would have to wipe out our data.

Reid Bates

He heard rumor that the director of the implementation of WorkDay on campus had left.

Brian Nichols

We have not heard that. We have a good guy from WorkDay.

Areendam Chanda

There are issues with students taking defenses and paperwork to the graduate school. Will that be covered by this?

Brian Nichols

This piece of WorkDay will not address that.

Fereydoun Aghazadeh

How user friendly is this? For Moodle you can do so much and we use a little bit, but for that you need to know so much.

Brian Nichols

Do you find Amazon hard to use? It would be more like that.

Patricia from IT

It is so user friendly. If you are familiar with Amazon it works similarly. You don't really need the job aid, but it is provided just in case.

Brian Nichols

If have a mobile device, you can use WorkDay on it.

Jon Cogburn

The kind of reports you can do and how you can dig out information is beneficial. Are student records going to be on there?

Brian Nichols

Student records is a separate piece. WorkDay has been building the same version on the student side and LSU has been a design partner. Robert Doolos is very involved and other people from Admissions. We are evaluating whether to buy it.

Jeffrey Roland

What if I don't want my information in the cloud? Is my information going to be populated regardless?

Brian Nichols

Everybody at LSU will be paid this way. We need to engage the accounting and HRM people in this discussion.

Suresh Rai

Campus Federal has moved to using an id and password and 4 digits. Do we have that kind of security?

Brian Nichols

You have ids and a password and can also set up pin.

Suresh Rai

It will work with the other side and sync with MyLSU?

Brian Nichols

Yes, that is the goal. The data with WorkDay is encrypted. Lawyers and IT people have looked at it and feel good about where we are at.

Suresh Rai

Is it possible to run password cracker and find out if faculty passwords are strong enough? On some cases we have found passwords are not secure.

Brian Nichols

We can look into that. That is a great point.

Fabio del Piero

What is the implementation cost?

Brian Nichols

The cost was a little under \$10 million and yearly cost for IT to do work. We have lots of folks keeping the mainframe up right now.

Linda Smith Griffin

What are some issues others have had with system in general?

Brain Nichols

Change has been an issue. The model is more robust, the financial side is newer so they are working on some bugs. The higher education side has been on budget on time.

Sheri Thompson

A few years ago other options were \$110 to \$150 million.

Brian Nichols

University of Minnesota did an upgrade that cost \$82 million.

Judith Sylvester

Will it sync with textbook ordering?

Brian Nichols

He doesn't think so.

Gundela Hachmann

It is not something LSU does; it is done by Barnes and Noble.

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### Old Business

None.

### New Business

**First reading, Faculty Senate Resolution 16–01, “Freedom of Expression on Campus”,** *Sponsored by Lillian Bridwell Bowles, James Stoner and circa thirty other colleagues*

Read by James Stoner

#### **Faculty Senate Resolution 16–01 “Freedom of Expression on Campus”**

Sponsored by Lillian Bridwell-Bowles, James R. Stoner, Jr, Austin Allen, Griffin Campbell, Joseph Clare, Christine Corcos, William Daly, Louis Day, John Devlin, Femi Euba, Cecil Eubanks, Carl Freedman, James Garand, Angeletta Gourdine, Robert Hogan, Dominique Homberger, Vincent LiCata, Suzanne Marchand, Andrew Maverick, Ken McMillin, Pam Monroe, Petra Hendry Munro, Lance Porter, Leonard Ray, Jeff Roland, Alan Sikes, Mary Sirridge, Joseph Skillen, George Stanley, Victor Stater, Muhammed Wahab, Michelle Zerba

Whereas controversies concerning freedom of speech and expression have arisen on university campuses around the country;

Whereas the LSU community is united by a shared commitment to the unfettered search for truth and respect for academic freedom --which encompasses the freedom to teach and to learn, to listen and to express ideas;

Whereas these two values, freedom of speech and academic freedom, must not be sacrificed even as the University appropriately promotes civility and respect;

Whereas clarification of widely accepted principles of free expression could serve as a guide to administrators, faculty, and students faced with specific issues;

Whereas it would serve us well to clarify consensus principles of freedom of expression on campus before the heat of any particular controversy sets people at odds; and

Whereas a compelling statement of principles has been prepared at the University of Chicago, Princeton University,<sup>i</sup> and endorsed by the faculty of<sup>ii</sup>

BE IT RESOLVED that the LSU Faculty Senate affirm the common statement of the University of Chicago and Princeton University on freedom of expression, to wit:

Because the University is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University fully respects and supports the freedom of all members of the University community "to discuss any problem that presents itself."

Of course, the ideas of different members of the University community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values

civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. The University may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the University. In addition, the University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with the University's commitment to a completely free and open discussion of ideas.

In a word, the University's fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the individual members of the University community, not for the University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University's educational mission.

As a corollary to the University's commitment to protect and promote free expression, members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

And be it further resolved that the Senate urge the University to adopt these principles as policy and incorporate them into the official Policy Statements of the University.

i Report of the Committee on Freedom of Expression, the University of Chicago, January 2015 <  
<http://provost.uchicago.edu/FOECommitteeReport.pdf>>

ii “Faculty adopts statement affirming commitment to freedom of expression at Princeton,” *News at Princeton*, April 7, 2015  
<<https://www.princeton.edu/main/news/archive/S42/84/36I47/index.xml?section=topstories>>

Moved to discussion.

#### Jim Stoner Comments

University of Chicago issued a statement that captures a consensus on the matter and faculty at Princeton endorsed the statement in a formal vote. It occurred to him at that time that LSU could join with those faculties in affirming the basic principles that underlie faculty life. The statement values civility and mutual respect and speaks to justice, that it makes a distinction between an individual and university morality, and concludes with a clear priority of freedom of speech. They also state that freedom is challenged by others who would restrict that speech. He wanted a resolution that would attract people from all areas. It meshes with concern by the faculty senate about these issues.

#### *Q&A Summary:*

Gundela Hachmann

Why do you think that our current policies are not sufficient?

James Stoner

We do not have a specific policy on freedom of expression. We do have free speech alley. We have a lot of statements on other sorts of matters that are appealed to by groups to challenge freedom of expression. My job is to bring up controversial issues. He is particularly concerned with this issue. The types of things he teaches have been challenged and objected to on other campuses.

Fahkri Al-Bagdadi

Who would you report a violation to?

James Stoner

This statement would be a first step to see if there would be a policy developed. It would be a statement of principle. A committee would work with the administration to develop a policy statement. If there is thought through deliberation and discussion then we could think about it. The first step would be to show unity on the principles, not to lay out a process. This is to speak about the seriousness of debate and differing opinions, many of which are not very popular.

Kevin Cope

During the accreditation cycle it was noted by SACSCOC that we were lacking in academic freedom policies generally. Some language was prepared and made it to the system office and changed by them. It resulted in changes to PS-36 here and there. We can argue whether we need an independent policy. If there is a policy and there is a violation of it, it goes to the grievance committee.

James Stoner

The Chicago statement speaks of freedom of expression in general, not just academic freedom. Sometimes that term gets tied to specific privileges of faculty and sometimes to employment privileges. Here we are speaking of a principle that applies to everyone in the university community. Time, place and manner questions would govern what would be appropriate when and where.

Gundela Hachmann

She supports the sentiment of freedom of speech. She has a hard time understanding why the university needs this policy statement. What makes this policy statement so essential? Freedom of speech is already a right in the United States. Can you give an example where such a policy statement is acceptable?

James Stoner

He brought in a speaker last spring who he thought would be controversial. She gave a talk “Called Are Cops Racist?” There was rigorous debate at two different talks she gave. The debate was civil and advanced. In The Reveille one student quoted several times said the university should not bring in people like this. He wrote a response to the Reveille. He said it is important that debate is central to what the university is about, that there is another side and they can learn how to better defend their opinions.

Alan Sikes

Specific examples can be helpful. One example is the termination of Dr. Buchanan. If he remembered correctly part of the discussion was that she was accused of using racy or other sensitive language that got linked to charges of harassment. This statement of principles can allow us to think carefully about speech that someone may think is offensive and set a very high bar for a need to prove that an expression that was offensive was expressed not to further a conversation, but to coerce or intimidate someone. There has to be proof of intent to offend. The counter example is there was discussions about the Jindal pray breakfast and having a faculty senate resolution opposing the event and we had a discussion about freedom of speech. Faculty Senate stood up for the fact that controversial expressions have a place on campus. The resolution said that the speech ran counter to the LSU charter.



Fahkri Al-Bagdadi

Would you consider an exam question on freedom of expression?

James Stoner

He asked the fall speakers about the difference between the classroom and free speech alley. A student cannot say they should have an A rather than a B because they expressed themselves without answering the question correct.

Fahkri Al-Bagdadi

If you prepare an exam and the faculty rejects your questions on that exam is that freedom of expression?

James Stoner

Is the faculty judging the questions personally?

Fahkri Al-Bagdadi

For a team taught course is a faculty violating your right to write a question the way you want?

Arend Van Gemmert

For a team taught course everyone comes up with their own questions and another faculty doesn't like those questions.

James Stoner

Any time you teach jointly you work out the way in which you write your exams. It is a little complicated in terms of academic freedom in a team taught course.

Areendam Chanda

The document is about the university administration, but his question is about a senior faculty influence on a younger faculty.

Kevin Cope

A policy on freedom of expression deals only with the expression itself not how to deal with the result of the expression.

James Stoner

The intent is to support academic freedom. Someone could say they are offended by the question. Put the question of rational discourse first and personal opinion second.

David Terry

The ability to teach controversial things is essential to what we do day to day. Princeton is known for supporting rigorous debate and has a wide view with liberal and conservative faculty members. This statement of principal says if the administration is going to act on behalf of one of these principles they have to act on all of them, which they did not. They gave a statement about protecting student rights without a similar affirmation of academic freedom. This statement says that anytime something might come up administrators would have to consider all the possible ramifications. For some of us it is a matter of being able to do our jobs. He looked into doing study abroad in Russia and it was impossible for him to teach anything in his syllabi which confirms gay and lesbian authors without having a threat to go to prison. This is a matter of being able to do our jobs day in and day out. At Oberlin students found that the food offensive because it wasn't really Thai food and they were Thai people. It would behoove us to have a reasonable position in place before such an occurrence might happen on our campus.

Jean McGuire

In class they discussed interpretations of the confederate flag. She would have appreciated this kind of policy being in effect to help contain that kind of conversation.

David Kirshner

It is hard to speak against freedom of expression because its part of academic culture. We think about Socrates and Galileo and democratic process that involve and require freedom of expression. Cases include canonical cases of freedom of expression. People have tried to express opinion in non-violent and non-coercive way in which they were going up against a big power structure. The actual effect of this resolution goes well beyond those canonical cases. If we look in practice at the king of issues with freedom of expression on campuses, we can see non-canonical examples, like the Brandeis administration building held by students until their grievances were met. Going up against the power structure in peaceful manner is being threatened with violence. For example the pro-Palestinian lobby which opposes the state of Israel has created situations on campus that border on anti-Semitism. These are not isolated cases. He gave a handout in response to the resolution. This resolution is a way to establish some principles in advance. The non-canonical models are what we will face in the future, where a minority is set against another minority instead of against the dominant culture or where there is a coercion of threat of violence. Faculty Senate and university would be called upon to respond to this. We should not be fettered by some principle based on canonical principles.

James Stoner

He read a piece in the Weekly Standard about some issues and he shares his concern. Obstructing speech is precisely what is being warned against by these principles not condoned by them. Even if these comes through canonical examples, he does not see where in the actual principles that we would give solace to those that would violate the freedom of speech or that would allow for direct harassment of students

based on their background. If you mean that those who speak also on the other side don't have freedom of speech or can't express their opinions he does not see how these principles would apply. If you mean that any of us who sponsored this issue are acting out of anti-Semitism, he deeply resents that.

David Kirshner

Freedom of expression arguments have been used to create campus climates that for Jewish students that have been extremely inhospitable. It was asked why is it that we even need a resolution given that freedom of expression is fundamental. The non-canonical cases that have come up, in many cases what will actually be arising on our campuses many years from now for which this resolution would be cited as giving us advanced direction that many of those in fact are the non-canonical cases that involve coercion and minority versus minority harassment. There are precedents for freedom of expression being used in particular ways and we have seen examples of the non-canonical kind. We need to look more broadly on campuses and to think about these issues that will arise.

Alan Sikes

In one of the values of this particular statement of principles, it specifically lays out reasons freedom of expression would not be considered valid, such as the functioning of the university. For someone who took over a university office, that move would be under direct contradiction of the principles. There needs to be a distinction between speech that offends some from speech that is coercive and intimidates. As the principle states it needs to be resisted by the university body as a whole to shut down that kind of speech that intimidates.

Fahkri Al-Bagdadi

Is Louisiana the only state to have a resolution about freedom of speech?

James Stoner

The statement was originally adopted in Chicago and at Princeton where it was written into the handbook. It is now at Purdue and Indiana, and the Regents of University of Wisconsin.

David Kirshner

There are specific exemptions listed, but it also says that these are narrow exemptions, so the resolution as written prejudices things we might not want to have pre-judged.

Jon Cogburn

What they did in Chicago and Princeton is that they wrote it so well. It would it be better to have this than not have anything.

**First reading, Faculty Senate Resolution 16–02, “Reducing Stress Level of Students and Faculty that Result from the Investments of Family and Friends Attending the Graduation Ceremony”, *Sponsored by Arend Van Gemmert***

Read by Arend van Gemmert

**Faculty Senate Resolution 16–02**  
**“Reducing Stress Level of Students and Faculty that Result from the Investments of**  
**Family and Friends Attending the Graduation Ceremony”**  
*Sponsored by Arend Van Gemmert*

Whereas the student body of LSU becomes more nationally and internationally diverse and thus family and friends of graduates need to make more often costly travel arrangements several months in advance to be able to attend graduation ceremonies;

Whereas stressful events in the last semester could reduce the learning capabilities of students which could result in grades prohibitive to graduate;

Whereas the knowledge that investments made by family members to attend the graduation ceremony add to the stress of receiving low grades in the last semester;

Whereas the stress encountered by students in the last weeks of the final semester results in unfair pressure on faculty to lower their standard for their class;

Whereas the graduation ceremony is an event that not only celebrates the student accomplishments, but also is a celebration acknowledging the support of family and friends.

Therefore be it resolved that graduating seniors who do not receive grades in their last semester that allow them to graduate still may participate in the graduation ceremony, if the grades and GPA before the final semester started would suggest

that they would graduate and if the student needs to retake a maximum of two courses to successfully finish the degree requirements after the semester the graduation ceremony was conferred.

Moved into discussion.

**Q&A Summary:**

Jon Cogburn

The less stressed out students do worse. The more stress out students seem to get hire grades. He is worried less students would graduate. He is worried it is too much paperwork. He is worried it sends the wrong signal. The graduation is a reward for achievement.

Arend Van Gemmert

He agrees with a few things. The ceremony is just there as a celebration. The reward is the diploma. The ceremony and diploma are two different things. He can show higher stress results in lower learning. They have had in his school an incident that someone had family coming across the ocean and had to make arrangements months in advance since it is not easy to travel from that area. This student could not graduate do to a few missing points. It was very stressful for the student and faculty involved.

Sabrina Taylor

Jennifer Neal, Director of Student Services in the College of Agriculture, sent her a letter on behalf of the College of Agriculture. The proposal diminishes the success of the day for those completing all degree requirements. This proposal sets a precedent for any situation considered stressful to students. After eight semesters students should be well aware of the rigorousness of their course loads and demands of their degree program. Unsatisfactory grades often lead to stress for students including loss of scholarships, being placed on scholastic warning or probation and being dropped from their college or university. Not walking is the result of unsatisfactory grades. Emails are sent to students in the College of Agriculture during the final semester including requirements needed to graduate. The student should have a discussion with their family about the potential to not graduate. Could students walk again when they do complete requirements? Will some not return to complete degree? Will some appeal to walk with three or more course left? Will someone dropped from the university be allowed to go to commencement? Colleges will have to approve many appeals to allow students to graduate the following semester. The College of Agriculture is not in favor of this resolution.

Gundela Hachmann

She had an email from her dean of Humanities and Social Sciences. She said on behalf of her staff that this might eliminate tears, frustration and anger in advisors offices. It may limit pleas to faculty which can be burdensome. How many times would students be able to attend commencement? Who will monitor that? Who will inform them that cannot go the second time? Will students be allowed to walk as many semesters as they please? There is some concern some students might never return. If students could walk as if they have completed all requirements they may not tell mom and dad and then not return to complete their degree. They would have to change the script where it says that all students have completed all degree requirements. Students are recognized by what they have accomplished not what they might accomplish.

Arend Van Gemmert

He would say that students can only walk once and would take that as a friendly amendment. The comments are focusing on the student not on the sacrifice that the whole family has to make.

Suresh Rai

A similar statement came to him from his department. Students should not participate if they failed to meet the requirement.

Dottie Vaughn

She has over 700 students and they know now they may not graduate. She is trying to prepare them to go out and get a job and be prepared for a job to be able to meet deadlines. She empathizes with the expense to the parents. Maybe they could think about travel insurance ahead of time. Stress is a part of everyone's job.

Jean McGuire

She works in ritual studies, but to have a graduation without conferring degrees, it would be like going to a wedding without saying I do. Doing it in the community of human beings, there is power there. The people who have completed the requirements should be conferred that power.

David Terry

Is there anything to stop a student from graduation later in the next semester, so they could have a buffer semester? If they were planning on graduating in May could they graduate in December instead?

Kevin Cope

Strictly the understanding is that the students go through commencement immediately after meeting requirements. We have discussed how there are too many commencements. The problem is proximity of commencement and completion and verification of degree requirements. It may eliminate some of the problems to have a distance between certification and the event. There is a belief by administration that commencement should occur very quickly after the end of the semester and it is not clear why.

Arend Van Gemmert  
He would like the buffer solution.

Jon Cogburn  
Would you consider that? Would it help with the family to have that buffer?

Arend Van Gemmert  
That would help. His personal opinion is the student is responsible for their own actions, but it affects the whole family.

Senator  
She had a personal experience with this with family coming in for graduation and her brother did not graduate during that time. Her parents forced her brother to go home so he could get up for class.

Arend Van Gemmert  
This is a good point. We have to consider that some people are coming to LSU who cannot afford to travel.

Jeff Davis  
It's not our fault they are not graduating; it really is the student's fault. They need to take responsibility for failing.

Jeffrey Roland  
Taking responsibility affects other people.

Judith Sylvester  
She realizes Arend's school has more international students than they do. She worries that it would just cater to the students again. They chose to come here and they know the standards. We have the chance of them committing fraud with pictures and such.

Jon Cogburn  
It might be good to go back to the drawing board. All concerns relate to the buffer of time point.

Barbara Reonas  
She certifies graduates in the College of Engineering. Their college is opposed. The lack of a buffer is more of a student need. Some students have accepted job offers. To have a multi week or month delay in graduation is not conducive to the students. Your dean's office can make individual decisions on certain students. If you have extraordinary issues with a student and their family travelling far you might make an exception but it would set a precedent. They have to make phone calls to students that can't participate and get phone calls from parents. There are resources for faculty to handle disgruntled parents and students at graduation time. Sometimes the students do not tell the family. It detracts from academic integrity to allow students who have not completed the degree to allow them to walk. It is not fair to students who followed the rules to graduate. She thinks the students will not be amenable to the buffer time.

Arend Van Gemmert  
Could students choose the ceremony one away from their actual graduation? Is that something feasible?

Barbara Reonas  
This is a matter of record keeping. There is degree only. Moving their graduation a semester ahead is not beneficial to the university. Some students have financial concerns. The only way they could graduate in the next semester ceremony, is if they are participating in a university sanctioned event, like baseball and engineering events, they graduate in May but walk in August. It is hard to keep track of people crossing the stage. You have to make sure that they are all there.

Kevin Cope  
This raises a question as to whether qualification for degree would count in having met requirements for walking across the stage.

Steve Pomarico  
In the fall he was teaching a non science major based biology class. Of 14 graduating seniors, 6 of them failed. Those six had absent midterms. They knew they were going to fail. If they don't tell their parents, shame on them. It is an onerous task for the student to tell the family.

Arend Van Gemmert  
They had someone in their school that needed a C rather than a C- to graduate, by mid-terms she would not have known she would drop to a C-.

Steve Pomarico  
That kind of example is two students maybe.

Barbara Reonas  
We notify students who have borderline GPAs. We do a good job of notifying them in advance.

Fahkri Al-Bagdadi

If they are paying out of state tuition, the student has a right to lie to their family otherwise they have to pay another semester.

Andy Maverick

His college is against it. The Faculty Senate has always stood strongly in favor of increasing standards at LSU. This is perceived as lowering standards. Students who have met requirements may feel that it is not fair.

Fereydoun Aghazadeh

He had different experience. Once their parents buy a ticket the students work harder.

Senator Cogburn moved to adjourn, many seconded.

Adjourned at 5:14 pm