

**Faculty Senate Meeting Minutes**  
**Thursday January 24, 2013**  
**Student Senate Room, LSU Student Union**



**Attendance**

*Faculty Senate Executive Committee members present:*

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| 1. Kevin L. Cope (President, English)                    | 2. Joan King (Secretary, Food Science)         |
| 3. Ken McMillin (Vice-President, Animal Sciences)        | 4. William Daly (Past President, Chemistry)    |
| 5. Stephanie Braunstein (Member-at-Large, LSU Libraries) | 6. Larry Rouse (Member-at-Large, Oceanography) |
| 7. Judith Sylvester (Member-at-Large, Mass Comm)         |  |

Parliamentarian: Louay Mohammed

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

1	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	22		Neila Donovan (Comm Sci Disord/HSS)	44		Carl Motsenbocker (Horticult/Ag)
2	X	Sibel Ales Bargu (Oceanography/C&E)	23	P	Kerry Dooley (ChemE/Eng)	45	X	Jeff Nunn (Geology/Sci)
3		Austin Allen (Landscape Arch./AD )	24	X	Dorian Dorado (Foreign Lang Lit/HHS)	46	X	John Nyman (Renew Nat Res/Ag)
4	X	Linda Allen (Chemistry/Sci)	25	X	Susan Eades (Vet Clinical Sci/Vet)	47	X	Seth Orgel
5	X	Melissa Beck (Psychology/HSS)	26	P	Kenneth Fasching-Varner (Ed T Pol Pract/Ed)	48		Evelyn Orman (Music/Music & DA)
6		David Bertolini (Architect/A&D)	27	P	Juhan Frank (Physics/Sci)	49		Irvin Peckham (Eng/HHS)
7	X	Dana Bickmore (Ed Theory Pol Pract/Ed)	28		Stephen Gaunt (Pathobiological Sci/Vet)	50	P	Rosemary Peters (French/HSS)
8	X	Graham Bodie (Comm Studies/HSS)	29	X	Jeff Gillespie (Ag Econ/Ag)	51	X	Suresh Rai (Elect & Comp/Eng)
9	X	William Boelhower (English/HSS)	30	X	Gundela Hachmann (Foreign Lang Lit/HHS)	52	P	Margaret Reams (Environ Studies/C&E)
10	X	Dorin Boldor (Biol Eng/Ag-Eng)	31		Jong Ham (Plant Path/Ag)	53	X	Lawrence Rouse (Oceanography/C&E)
11	X	Stephanie Braunstein (LSU Libraries/Lib)	32		Richard Holben (Drama/Music & DA)	54	X	Gary Sanger (Finance/BA)
12	X	John Caprio (Bio Sci/Sci)	33	X	Stuart Irvine (Philos Relig/HHS)	55		Bhaba Sarker (Const Manage & Ind/Eng)
13	X	Russell Carson (Kinesiology/Ed)	34	X	Dorothy Jacobsen (Kinesiology/Ed)	56	X	Andrew Schwarz (Info Sys Dec Sci/Bus)
14	X	Paolo Chirumbolo (Foreign Lang/HSS)	35	P	Jennifer Jolly (Ed Theory Pol Pract/Ed)	57	X	Kathryn Stamps Mitchell (Soc Work/HHS)
15		Aaron Clopton (Kinesiology/Ed)	36		Carol Jurkiewicz (Public Admin/BA)	58	X	Suzanne Stauffer (Lib & Info Sci/SLIS)
16	X	Kevin Cope (English/HSS)	37	X	Joan King (Food Sci/Ag)	59	X	William Stickle (Biological Sci/Sci)
17	X	Larry Crumbley (Accounting/BA)	38	X	Vince LiCata (Biological Sci/Sci)	60	X	Padmanabhan Sundar (Math/Sci)
18	X	William Daly (Chemistry/Sci)	39	X	David Lindenfeld (History/HSS)	61	X	Judith Sylvester (Mass Com/Mass Com)
19		Jeffrey Davis (Entomology/Ag)	40	X	Mandi Lopez (Vet Clinical Sci/Vet)	62	X	Carol Taylor (Chem/Sci)
20	X	Charles Delzell (Math/Sci)	41	X	Ken McMillin (Animal Sci/Ag)	63	X	WanJun Wang (Mech Eng/Eng)
21	X	John DiTusa (Phys Astron/Sci)	42	X	Reem Meshal (Phil & Relig/HSS)	64	X	Christopher Weber (Polysci/HSS)
			43	X	Louay Mohammed (C & Environ/Eng)	65		Hsiao-Chun Wu (Elect & Comp/Eng)

*Guests:*

John Milazzo	Brian Ainsworth	Roxane Berthelot	McKenzie Womack	Robert Doolos
Gil Reeve	Richard Redar			

**Consideration of the Minutes from December 5, 2012**

Motion by, seconded by  
 Approved unanimously with potential corrections

**President's Report**

1. Due to work of Lindsey Harmon and Candace the online Faculty handbook has been posted electronically and now is a fully web-based online medium with better features reflecting current policies with links to those policies. There is a link to the handbook on the Faculty Senate website. There will be formal announcement sent out about the website with a direct link. This is a step towards accreditation since we previously had an outdated and archaic handbook.

2. There has been a resurgence of benefits advisory committee. Benefits on campus are seriously inadequate, not only retirements benefits, but also medical insurance which is under pressure by from an actuarial glitch. The Governor has pushed down the premiums on the Office of Group Benefits policy which de facto pushed down the premiums on the LSU First Policy resulting in some benefits being retracted. Many of the people who had been helping with these issues are leaving, such as Eric Monday. Bob Kuhn will be the successor on this. The benefits advisory committee will be assembling a cadre of people with knowledge about these issues to address them and to develop a set of educational materials at various levels of knowledge.

3. The loyalty oath problem has been resolved. When hired at the university one had to sign a loyalty oath to defend the laws and constitution of Louisiana which produced a conundrum for a person of intense principles. AG Monaco, HRM, said that although the Supreme Court has upheld them in any cases of condition of employment, in substance they are largely unenforceable. The person involved found this to be acceptable. Ag Monaco found that loyalty oaths have a long and deep history. There will be a scholarly article on the history of loyalty oaths forthcoming from Kevin Cope and AG Monaco.
4. The Faculty Senate has been critical of the of the LSU System Presidential search and transition process. There are some problems with the Presidential search committee which only has representation from Board of Supervisors and not academic representation, itself being very homogeneous without inclusion of all categories. A group of supervisors asked Kevin Cope for a leadership profile to put in the advertisement, but those academic qualifications were removed from the advertisement. Also the university was described as an enterprise rather than an intellectual institution.
5. Dr. Jenkins has been touring the campuses and Kevin Cope also is meeting with campuses. At the Shreveport meeting at which Kevin Cope was speaking there was a packed house.
6. There was a vote to reaffirm the AGB report, but the second vote was due to the attorney general saying that the vote was taken illegally due to not following the open meeting laws.
7. The LSU System transition team has no academic personnel on its committee. The transition team is recruiting subcommittees that include academic persons from several campuses with a focus around I-10, but north and south Louisiana have not been forgotten.
8. There is another consulting firm that was hired by the Board of Supervisors, SSA Consultants, whose majority of clients is non-academic. The first meeting was run by the consultant. Jeff Salingo who is a reputable reporter from the Chronicle of Higher Education and advocate of online education, who holds a masters degree and who has never taught in Higher Education is also a consultant for the system changes.
9. The supervisors continue their outreach breakfast with the faculty of the campuses to get a grasp on what the faculty is thinking. The faculty members were lectured to at the last breakfast because they were causing domestic troubles due to complaints the faculty were making. There is also an information shutdown in the LSU Systems office in that the LSU media sweep has disappeared and the person who handled it has retired quietly. LSU Media Relations will be taking over this job which is a problem in that the information is for the whole LSU System and the state of Louisiana and is being centered in Baton Rouge. One of the consultants informed Media Relations how to scrub certain information from releases. Kevin Cope has asked to speak to Herb Vincent to discuss the future of news media at the university and difficulties in expressing diverse opinions. Current news releases are always good news.
10. The Alexandria Summit meeting on February 2, 2013 for faculty, staff and administrators from around the state will have two members of the Louisiana Legislature, Representative Herbert Dixon, Chair, House Labor and Industrial Relations Committee and Senator Elbert Guillory, Chair of the Retirement Committee.

***Q&A Summary:***

None.

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**Presentation by John Milazzo, President and CEO, Campus federal Credit Union**

Campus Federal Credit Union was organized in 1934 by a group of five professors at LSU. Later years it served faculty and staff, then students also and now alumni. Now serve 40,000 members throughout the world. Faculty members who have retired have continued as members. They are the third largest credit union in Louisiana. Between now and June they expect to hit \$0.5 billion in total assets. From December 2011 to 2012 they had an increase in assets of 7.13%. They make money by loans they put out. They buy money from their members and they turn around and put that in investments as loans to members or they buy other investments. If they do not have enough loans they do not earn enough money to pay dividends. Their return on loans is much higher than any investment they put the money in, so loans are something they are very interested in. When their members do not get raises they don't go borrow money from the credit union. Their capital to asset ratio is 10% which is super capitalized so there is not problem with strength or longevity. They merged credit unions with Our Lady of the Lake which added \$5 million to the bottom line. OLOL gained more services and products through the merger. Campus Federal had a 567% increase of net income from 2011 to 2012, because there was a bad year in 2011, due to an increase in the annual assessment from the federal government.

Membership is mainly from Baton Rouge (54%), mainly the LSU A&M campus of 21,825 members. Out of footprint members are 7,657 (19%) which includes people not in Baton Rouge, New Orleans or Shreveport. Most members are at LSU, 65%. There is a lot of business lending with LSU students in the professional areas such as medicine, veterinarians, and attorneys in practice loans.

***Q&A Summary:***

Charles Delzell

Any members of general public can have an account with the credit union, they don't have to be affiliated with LSU, correct?

John Milazzo

It used to be that the field of membership had to be LSU persons and their family members. Now the changes in guidelines allow them to open up into underserved areas in Baton Rouge, Bossier and Caddo parishes.

Senator

Was the 2011 assessment due to the financial collapse? Is that both for credit unions and banks?

John Milazzo

It was due the financial collapse, just for credit unions. Banks and credit unions each have their own funds and are regulated by two different agencies. The credit union pays a fee for insurance fraud coverage. When the fund has a hit like in 2008 and 2009, all of the credit unions with that coverage have a premium assessment to cover any losses. Credit unions that have credit unions as members invested in the housing market and when that crashed there was a premium assessment to the credit unions. Every year the assessment is going down.

Senator

Are there programs for student organizations? Are there minimums required?

John Milazzo

Yes, they have those types of accounts.

Kevin Cope

Have you ever considered setting up financial education seminars for faculty and staff?

John Milazzo

Campus Federal Credit Union does financial literacy education for staff at LSU. They currently have an 18 week program for staff in facilities services covering basic savings accounts to how to take out a mortgage loan and have a graduation at the end with the president of the university, the mayor and representatives from the governor's office with a diploma. They partner with a company called ThirtyNorth for investment needs that the credit union cannot fill. They will do a free seminar including people from ThirtyNorth to cover retirement funding and investment type information.

Comments and recommendations regarding PS-22 (absence and attendance) from Faculty Athletic Representative William Demastes

This issue goes far beyond the athletic program, but deals with make-up exams, lab tests and related work that PS-22 deals with in relation to unexcused absences. PS-22 only says "faculty members will assist those students who have valid reasons". Each faculty has to come up with their own make-up policy. The problem is less acute in small classes and far more acute in large classes, not only athletes but people with absences due to family problems and illnesses. Athletes that have excused absences due to sickness or other kinds of absences that are university sanctioned have experience a wide range of solutions to their absences and how to make them up. Generally this is not an exhaustive search and included no make-up, relevant sections of final exam will count extra, general opportunity to drop lowest grade, make-up exam reformatted and all make-ups give prior to or during finals week. The memo suggests looking at PS-22 and PS-29 which is about what is in syllabi. There needs to be a statement to indicate a need to include absences and make-up policies. Resolution 13-02 was bought up and then voted to read out of order.

**First Reading of Resolution 13-02** by Kevin Cope, "An Ad Hoc Committee on Excused Absence Policy", Introduced Subsequent to a Report from the Faculty Athletic Representative

FACULTY SENATE RESOLUTION 13-02  
**An Ad Hoc Committee on Excused Absence Policy**

Whereas University policies relating to student absences and to course management (PS-22 and PS-29) offer minimal guidance regarding the implementation of make-up and other compensatory policies for students who qualify for "excused" absences;

Whereas excused absences occur frequently owing to the engagement of students with Athletics and other co-curricular programs;

Whereas the lack of guidance has proved a cause of consternation for faculty members and may give rise to a perception of inequity in the evaluation of students;

Therefore be it resolved that the Faculty Senate will create an ad hoc committee to review these and any other pertinent policies, to gather relevant information, and to make recommendations for the revision of PS-22, PS-29, and any other University policies or publications that bear on excused absences.

Therefore be it further resolved that the Faculty Senate asks Faculty Athletic Representative William Demastes to Chair the aforementioned ad hoc committee.

Motion to move into discussion made by Larry Rouse and seconded by Mandi Lopez.

Vote: Unanimously approved.

*Q&A Summary:*

Gundela Hachmann

I recommend that student with disabilities be included in the second whereas.

Senator

This applies to all students.

Gundela Hachmann

Students with disabilities with excused absences, have many instructors unwilling to accommodate them and have not even let them into their class.

Dorin Boldor

Those students can go to the Office of Disabilities Services and take care of the faculty issue.

Kevin Cope

The wording could include “as well as owing the participation of students with disabilities’ or something like that.

William Stickle

I disagree with that. Students are students and students have various needs, ex. family members die, athletes, students are going to meetings. We do not need to clutter it up with special cases. The Office of Disability services does a fine job meeting their needs.

Kevin Cope

Maybe someone can make a motion to delete the second whereas.

Motion to delete second paragraph made by Vince Licata and Charles Delzell.

Vote: Unanimously approved.

Graham Bodie

Does deleting that sentence make it seem that with the chair being the faculty athletic representative that the charge of the committee be larger than athletics, that the committee is not just focusing on athletics.

William Demastes

What PS-22 is going to do is what you are suggesting, it’s not athletics focused, it’s for all students.

Larry Rouse made a motion to amend to remove the wording “Faculty Athletic Representative” from the last Therefore. It was seconded and voted unanimously.

Charles Delzell

In PS-29 your syllabus should mention policies concerning the course. There was a department who placed into the syllabus that there would be no make-ups and that was fine with academic affairs. Can we specify that you can put any policy into your syllabus but that it must comply with university rules.

Kevin Cope

It is true that policy statements are not legal statements, but have force when legal situations come into play.

Charles Delzell

PS-29 might be included as part of your PS-22 considerations.

William Demastes

The general catalog states “Students should observe any special attendance regulations stated by their college, school, division, or the instructor.” Clarifying who actually is the authority to trump other authorities would be good.

William Stickle

Would it be wise to have the committee look at what the general catalog says and at least point that out.

Kevin Cope

That would be covered by the phrase ‘other publications’.

Larry Rouse moved to suspend the rules and vote on the resolution now. Seconded by many.

Vote on Resolution: Unanimously approved.

Report, update and recommendations regarding PS-45 (courses and curricula) Courses and Curriculum Committee Chair Larry Rouse

PS-45 deals with courses and curricula and covers policy regarding adding, dropping, changing courses, curricula, minors and concentrations. The charge to the Courses and Curricula Committee is to approve or disapprove after review proposals to add, drop or change curricula and degree programs submitted and referred by the Office of Academic Affairs. The impetus to review PS-45 is the change in the definition of a credit hour. The current version of PS-45 is for one credit hour sit in a chair for one hour or for a lab two or three hours. In 2012 the SACSCOC, under direction from the federal government, changed the definition of a credit hour that it will accept. Basically it comes down to one hour of lecture per credit hour and two hours outside the classroom.

Also the membership of the committee was clarified due to changes in the number of colleges and schools. Minors and concentrations went through the graduate council which doesn't really represent the faculty so there were changes made in that so they go through the curriculum committee, for those that would appear in the catalog, not unofficial minors.

New course paperwork that comes to the curriculum committee will have to have some statement that states how the student will spend the extra hours outside of class.

***Q&A Summary:***

Dorin Bolder

Is the out of class work in addition to the class lecture?

Larry Rouse

If you have a three hour course the student is expected to work nine hours on it.

Dorin Bolder

That opens the door to students to complain about several hours of homework. They will say they have to much homework.

Larry Rouse

It says a minimum of two hours outside class for one hour of class.

William Stickle

That is the same as the old rule of thumb that for every hour of lecture you need to spend three hours of studying outside of class.

Larry Rouse

Now it's formalized. The important thing is that on syllabi you have to explain hour students will spend the extra two hours. The specific principle in the SACSCOC document says we must do this.

Larry Crumbley

This means that I could have a three hour class and teach for one hour and give them two hours of homework on the other days/

Larry Rouse

One credit hour is one hour of lecture and two hours of work outside of class.

Joan King

Is the rule for the semester or for every week?

Larry Rouse

This is every week.

Dorin Bolder

So 15 credit hours would be 45 hours a week, a full time job.

Senator

What will happen if the student takes 18 hours?

Larry Rouse

We do not have a choice, it is a federal regulation.

Senator

Since it is approved by an outside entity at some time they are going to ask how will this be justified.

Gil Reeve

The point at which we determine whether or not it is a three hour class is when the syllabus is submitted. We look at number of class periods now and we will have to also look at how much time is required outside the class on assignments. In regards to how the student will handle

15 or 18 hours, the student should take on course loads that they can handle and there will be variations in how students handle it. We are responsible for justifying the course face to face and outside the classroom approximate the definition. The federal government got tired of students taking online courses and getting 15 hours of credit for writing a two page paper for some for profit institution and getting an A.. Build your courses around this definition and sustain the expected outcome for the course. We faculty can interpret how they will deliver the material in the course outline.

Senator

If a student wants to graduate in four years, just taking 15 credit hours and works outside, they are working 65 hours.

Larry Rouse

I do not see a problem.

Senator

The problem is not if a student is taking 12 credit hours, the average student is taking 15 hours.

William Boelhower

Does your committee also review the course?

Larry Rouse

Our committee will review these. We cannot do this now, but when policy is implemented the syllabi will have to show this work.

Senator

What about independent study courses?

Larry Rouse

Since its independent study, I expect the faculty will meet with the student at least one hour a week. The expectation is that if it's a three hour course the student will do nine hours of work.

Senator

If it's a three hour independent study course, I don't think the faculty meets with the student three hours a week.

Larry Rouse

The second bullet covers this area of independent study as an equivalent amount of work.

Dorin Bolder

Does this requirement apply to existing courses?

Larry Rouse

I think we will have to let the faculty know that you have to have your syllabus available each semester. SASC people will come in to ask to see syllabi, so it has to have something to illustrate the rule. The curriculum committee can only look at new courses. Once the polity approved the Office of Academic Affairs will send a memo saying that all syllabi have to demonstrate the rule.

William Stickle

Does this apply to graduate courses as well and if it does why not include certificates.

Larry Rouse

Courses and Curricula committee just got a certificate program

Ken McMillin

Maybe the PS-22 committee can recommend how to put this in your syllabi.

William Boelhower

We have a department that filters everything, which is probably the case across campus. It's not a single individual that does this. There are a lot of filters for this.

Larry Rouse

There may be courses that are only taught by one person so that faculty will have to make sure they follow the policy.

Senator

As we go online, that will have to be adjusted as well because there will not be one hour of lecture.

Gil Reeve

We have to find a way to justify a totally online course. Right now the solution is to approve the course as a regular face to face course. The online course would be a condensed course.

Senator

We teach online courses and the second rule applies. Online forums can be used, etc.

Larry Rouse

Courses and Curriculum committee approves the courses as a face to face course. They have to justify that in those seven weeks they are do 15 weeks of work.

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### Old Business

None.

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### New Business

**First Reading of Resolution 13-01, “Adopting a University Policy for the Retention and Recruitment of Dual Career Faculty Members”**, Introduced at the request of Andrew Schwarz

Faculty Senate Resolution 13-01

**“Adopting a University Policy for the Retention and Recruitment of Dual Career Faculty Members”**

Sponsored by Andrew Schwarz with endorsement from the University Council on Women

*Whereas* the percentage of individuals seeking faculty positions who are part of a dual-career academic couples is significant (35-40%) and is increasing at a rapid rate;

*Whereas* over half of research institutions in the U.S. already have programs in place for the retention and recruitment of dual career faculty members;

*Whereas* few SEC schools have a formal policy for the retention and recruitment of dual-career academic couples;

*Whereas*, without a policy LSU is at a competitive disadvantage in the retention and recruitment of such high quality faculty;

*Whereas* the adoption of a policy would enable LSU to increase the retention and recruitment of top candidates, including those from underrepresented minorities;

*Whereas* the achievement of the Flagship Agenda depends on the retention and recruitment of outstanding university professionals and the failure to adopt a policy will hinder the retention and recruitment of top faculty;

*Whereas* the availability of employment for a spouse or partner becomes a major determinant in the decision to remain (in the case of retention) or join (in the case of recruitment) LSU;

*Whereas* the LSU University Council on Women has crafted a written policy to address this issue that includes a funding mechanism and is consistent with both PS-36 (hiring of candidates on merit) and PS-25 (Nepotism);

*Whereas* the failure in adopting this policy by the administration represents a critical threat to the retention of top faculty at LSU;

*Therefore be it resolved* that the university fully and immediately implement the Dual Career Opportunity Program for the retention of current faculty *and*

*be it resolved* that the university ensure equity is guaranteed for all current faculty affected by this policy *and*

*be it resolved* that policy on hiring as specified by the Dual Career Opportunity Program as outlined by the University Council on Women be fully implemented.

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

Motion to move into discussion moved and seconded.

Vote: Unanimously approved.

Senator

Is the 35 to 40% statistic all faculty at LSU? Clarify that this is national number.

Andrew Schwarz

That is from a nationwide survey. The actual discussion put forth by the University Council on Women showed this statistic.

Senator

In fourth paragraph you say that LSU is at a disadvantage in the retention and recruitment of such high quality faculty. The assumption may be going a little bit too far so tone that down. Just strike ‘such’.

Vincent LiCata

The resolution is asking us to adopt the dual career opportunity program, the opportunity protocol. Should we just include those three pages and clarify that report is just for background.

Larry Rouse

Do you think it would be appropriate that a policy statement created?

Kevin Cope

The resolution asks for implementation and that would seem to fall to the executive committee to determine how to implement it which may require formation of an ad hoc committee. Once passed the executive committee is authorized to create the ad hoc committee.

Senator

Who is the currently enrolled partner? I don't think that defined like if someone is trying to get a job.

Andrew Schwarz

The policy breaks into two categories, retention and hiring.

Senator

Does this create a new position to deal with dual hires or does this add a new role for an existing person in the Provost's office?

Andrew Schwarz

This is a implementation issue.

William Stickle

On page two you are talking about finding money for that second candidate for someone who may not necessarily be hired due to their qualifications.

Andrew Schwarz

On page 6 there is a definition of a salary split. In the new policy that specification was removed so salary is in negotiation with the provost and the unit.

Senator

Is that a bad policy to do it ad hoc?

Andrew Schwarz

This is not a suggestion of hiring without merit. This is not for hiring someone without qualifications.

Charles Delzell

The policy says that preference be given to the relocating partner. If there is candidate A and B, but one candidate has a partner in another department you must chose their partner.

Andrew Schwarz

Yes, that is true.

Senator

What is the purpose of the exception in step 7?

Andrew Schwarz

As defined by the Council on Women, they suggested there can be an exemption so that the trailing spouse can be hired without advertising.

Charles Delzell

If you have a and B and you think A is a little stronger than B can you still chose A?

Andrew Schwarz

No, you must chose B.

Charles Delzell

What if one person is a Nobel candidate and the other is just a regular candidate, but a spouse can you chose the Nobel person? Maybe it needs to be clarified.

Andrew Schwarz

We are not saying you cannot. We are saying it's the preferred candidate. Policy cannot dictate hiring.

Dorin Bolder

No department is going to hire somebody that they don't think can do the job. A department is going to hire the most qualified person. In the normal screening process you have to rank the candidates, so this only applies if you have two equivalent candidates.

Kevin Cope

You could suggest implementation with certain restrictions that defines what preference means.



William Stickle

You are told by your dean that you will take the spouse since they partner is wanted by another department. If this takes a faculty line that you want to hire for next year then that is a problem.

Senator

In situations like this the dean does not tell you have to hire X, it always has to be by the department.

Senator

In my graduate school there was a policy like this. Maybe state that only qualified people will get extra consideration and if there is not an advertise position in geography for example and the person is being hired in English then the other department would be given a new faculty line.

Dorin Bolder

In the secondary position the person has to go through the tenure and promotion process so the worse case scenario is that you lose 5 or 6 years.

William Boelhower

It would be good to have some background information to show how these issues are resolved.

Ken McMillin

Because we did not have a policy we lost two endowed chairs.

Graham Bodie

Some of the reservations are trying to play with ideas and some are maybe concerns about we are going to get low quality faculty. If we just read it, we are taking the three pages of protocol and that is it. Instead of saying that the university implement this policy, change it to that the university use this policy as a guideline to implement this.

Mandi Lopez

I agree with Graham. In this time of tight finances the last thing we want to do is give the impression that we are giving them an advantage.

William Stickle

It would be good to look at the history of how these hirings have been handled at the university without using names.

Jeffery Gillespie

Also within this university we are already doing this on an ad hoc basis so it would be good to know how this would be better.

Ken McMillin

I know of an example of a department, who was going to hire a chair, but the Provost didn't have money to give the trailing department and the trailing department did not have enough money to hire the trailing spouse. This will give us a policy that we can present to potential candidates.

Larry Rouse moved to adjourn and it was seconded.

Adjournment at not later than 5:30 PM