

**Faculty Senate Meeting Minutes**  
**Tuesday October 11, 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. Bill Daly (Past President, Chemistry)
4. Joan King (Secretary, Food Science)
5. Mandi Lopez (Member-at-Large, Vet Science)
6. Lillian-Bridwell Bowles (Member-at-Large, English)
7. Paul Hrycaj (Member-at-Large, Libraries)

Parliamentarian: Louay Mohammed

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

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

*Guests:*

Jackie Craddock	Joseph Givens	Katie Gaglian	Barrett Linam	Richard J. Barbalace
Arash Dahi Taleghani	Yunjung Kim	Huong Dao	Jane Cassidy	Robert Doolos
Brian Ainsworth	Dereck Rovaris			

**Consideration of the Minutes from September 7, 2016**

Motion by senator Al-Bagdadi, seconded by many senators.  
 Approved unanimously with potential corrections.

President's Report

1. There have been a number of important events on our campus. September 16<sup>th</sup> there was a strategic planning meeting to update the LSU A&M 2020 plan. That was the first such planning effort at LSU involving stakeholders from every segment of the university. The Provost will be releasing a timeline for the strategic planning initiative.
2. We are making a little bit of progress with WorkDay problems. A training session was done on WorkDay on September 20 that was well attended. This is going to be succeeded by a number of drop-in workshops. A flyer was provided on upcoming sessions on WorkDay.
3. Many attended the Presidential symposium which drew a large crowd even for the faculty driven panels. The President is inclined to renew the symposium for future years. We will be asking senators for various suggestions on themes for the next event.
4. There is new leadership on the Benefits Advisory committee. Roger Laine was thanked for his many years of service. The committee has been meeting under its new leadership and has set an agenda for itself.

5. The Faculty Senate Executive Committee received a preview of LSU 360 for curriculum vitas, annual reports and accreditation. This has caused some faculty concern due to data about performance being out in cyberspace. Human Resources Management had decided to take a slow pace on this by just beginning with asking people to begin entering vita information for performance review rather than their information for their whole career. The Office of Academic Affairs will provide assistants to enter data.
6. He met with Vice Provost Matt Lee on procedures for getting faculty input into general education reform. General education has some troubles including lack of attendance and focus.
7. The architects for the reform of Middleton Library have shown up again. They are there and they are working. Stanley Wilder, Dean of the library, says there will soon be some kind of videotape or transcript of the latest discussion available.
8. This past week the Faculty Senate Executive Committee met with Steve Moret about the LSU Foundation regarding its relation to campus, its approach to faculty and specific projects it works on. One difficult point at this moment is the unused money in professorship funds. The Board of Regents has a role in this. There will soon be a Faculty Senate task force on this issue to get to the bottom of this issue.
9. Moodle had once again slipped, the template gradebook had somehow disappeared and today it has re-appeared.
10. Last week during fall holiday a candidate appeared for Chief Information Officer. No one knew there was a search going on and we did not know how many candidates there were. There were no credentials previously released and interviews were happening during the time everyone was away. The one candidate that met with us seemed to be dynamic and offered the prospect of good leadership. We have made it clear to Dan Layzell that we are not in favor of one candidate searches and another candidate is on the way. Another candidate is forthcoming
11. There will be a discussion with Kevin Cope, Ken McMillin and Dan Layzell and the Provost to look at setting up arbitration on campus. LSUnited has looked into setting this up.
12. On September 24 the Alexandria summit met with Jay Dardenne. He was unusually frank and offered long and complicated answers. He was predicting a larger budget shortfall than anyone anticipated, with an extra \$100 million. He is anxious about individual units with special needs getting permission to give raises despite the governor's aversion to that. Jay Dardenne has the authority to allow units to grants raises.

***Q&A Summary:***

None.

**Presentation to Richard J. Barbalace, President, Kiwanis Club of LSU**

They are dedicated to service to the university and children of the world. Opportunities for faculty are joining the club and enjoying the benefits of the club, speaking to the club on their research and volunteering. They meet every Tuesday at the Faculty Club with speakers. They conduct two major fundraisers each year for projects like LSU scholarships and other philanthropy. They brought a flyer with them.

***Q&A Summary:***

None.

**Presentation by Joseph Givens, Director, McNair Research Scholars Program**

He shared a little bit about what they do to help students from under resourced background at LSU to become graduate students. Graduate school is very competitive. The application is very grueling. This is for new college students in the family and with monetary needs. We see that first generation students lack knowledge to match career goals and desires to a graduate degree. They are funded by a United States Department of Education grant program. This is to help low income students and first students from their family to go to college. They provide financial aid. They provide workshops, academic aid, and workshops to help them through this process. They work with Ph.D. students. They help them find funding for graduate school such as from the Ford Foundation. They placed over 60% of students into graduate programs. They excel in this program through the many faculty and departments on campus. They are recruiting students right now. An ideal student is one who the first to go to college, has need and is around a sophomore level so they can work with them for two years to get them ready. They respond to one on one connections rather than a flyer. They look for faculty volunteers and mentors for students to do research. Dr. Gourdine was given as an example. A student that she mentored went to Penn State to get further experience.

***Q&A Summary:***

None.

**Presentation by LSUnited**

They are a faculty group working on improving conditions. It was set up based on how to best meet the needs of the faculty with administration. They first tried to unionize the faculty. After two years their effort on unionizing stopped. They thought it was important to continue as a loosely organized faculty advocacy group without officers. They come to decisions by consensus. Meetings are open to anyone who cares to attend. They have been more active and successful as a loose organization rather than as a union. They have worked in tandem with Faculty Senate on many issues; they have met with legislators, they have spoken at the Board of Supervisor meetings, the Association of Louisiana Faculty Senates and the legislature. A few years ago they harangued the Board of Supervisors on salaries and the administration coughed up raises. They also pushed to have extended contracts for instructors and now we have them. They have also pushed information

on retirement which is pending. They also pushed for arbitration. This year they are pushing for graduate assistantship stipend raises. They will also branch out in faculty compensation issues. They have about 150 members. It costs only \$10 to join. Change takes effort. If you want change you have to be willing to stick your head out a little. Silence with respect to changes is not acceptable.

***Q&A Summary:***

None.

**Announcements from the Administrative Process Improvement Committee presented by Gundela Hachmann**

They have a website. This is continuous work from last year in its second year. This committee works to improve administrative processes at LSU. We need to hear from you and your departments as to where you think we need improvements. She is asking us to inform all department persons. We cannot solve WorkDay issues. This is beyond our committee. They are trying to work on a research hub for concerns. For now they want to know about issues outside of WorkDay things that slow you down in your work. Last year the issues were parking and travel. The committee worked out some policy changes and guidelines. Share your thoughts about cumbersome and unnecessarily hard to do work items.

***Q&A Summary:***

None.

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**Old Business**

**Second reading, Faculty Senate Resolution 16–10, “Free Speech and Academic Freedom at LSU”, *Sponsored by Kenneth McMillin***

Read by Ken McMillin

**Faculty Senate Resolution 16–10  
Free Speech and Academic Freedom at LSU  
Sponsored by Kenneth McMillin**

Whereas Faculty Senate Resolution 16-01 “Freedom of Expression on Campus” was adopted February 22, 2016 to affirm the University of Chicago and Princeton University common statement on freedom of expression,

Whereas the first amendment to the U.S. Constitution prevents laws from abridging the freedom of speech,

Whereas the core mission of the American Association of University Professors is to protect academic freedom while ensuring that higher education institutions are conducted for the public good,

Whereas the Faculty Senate expects that the administration will inform students on the institution’s commitment to freedom of inquiry and expression; expectations of rigorous debate, discussion, and disagreement; and reinforcing diversity as a University priority, which necessitate civility and mutual respect,

Whereas statements of LSU commitment to the principle of academic freedom are in the online Faculty Handbook and policy statement PS-36T Tenure-Track and Tenured Faculty: Appointments, Reappointments, Promotions, Tenure, Annual Reviews, and Enhancement of Job Performance,

Therefore be it resolved that the LSU Faculty Senate reaffirms, once again, its commitment to freedom of expression, freedom of speech, and academic freedom,

Therefore be it further resolved that the LSU President/Chancellor, Provost, and Vice President for Student Life and Enrollment demonstrate leadership on the position of LSU on these basic tenets by sending a letter to LSU students that specifically states LSU’s commitment to freedom of speech, freedom of expression, and academic freedom; sponsoring a forum(s) on diversity and its role in the education of students; and inviting speakers to the university to provide dialogue and discussion of topics affecting the University community, including advancing the status of research at LSU, enhancing the University environment for diversity, and improved engagement of the University with Baton Rouge and Louisiana.

***Q&A Summary:***

Paul Hrycaj

What would be the case that the university wants to have a forum and invite a speaker, and then the university can just say okay we are done with this resolution? Is it supposed to be an ongoing thing or a one shot thing?

Ken McMillin

It is ongoing. We will be a research one university by sponsoring dialog on all these issues.

Angelina Gourdine

The University of Chicago put down safe spaces. Safe spaces are an important part of freedom of speech. We are championing them here but nationally it seems they are moving backwards on diversity.

Ken McMillin

He is not familiar with her topic.

Lillian Bridwell-Bowles

She was involved with the forum that brought the speaker. It doesn't really affect safe spaces. We should prepare for it with a dialog of absolute free speech and safe spaces on campus and the idea of a conducive and friendly climate on campus.

Angelina Gourdine

Are you saying they said it doesn't?

Lillian Bridwell-Bowles

The resolution we previously passed does not say anything about safe spaces. Because freedom of speech can result in issues with safe spaces there could be potential conflict which we should address in the resolution.

Angelina Gourdine

She differs on that because she very much connects free speech to constitutional free speech. Just because you say it doesn't mean it is free speech. With the University of Chicago with the banning of safe spaces, the students are not feeling safe about it. If we want to tout the University of Chicago in our resolution as a model then we need to be prepared to deal with what's happening right now.

Lillian Bridwell-Bowles

In the discussion at the last faculty senate meeting we said we did not want to carry the University of Chicago baggage in this resolution.

Brett Boutwell

That baggage is front and center in the statement. This reflects a national disagreement on substantive issues. That disagreement however we understand and frame it is going to be encouraged at LSU if we pass this statement. It seems to ask the university to send out a letter like the one the University of Chicago sent out. We don't want this body to play apart in sending a letter to incoming freshmen comparable to that letter.

Lillian Bridwell-Bowles

Would you be happy with a move to table? Lillian moves to table. Arend Van Gemmert seconded.

Vote on tabling: Tabled with one opposed.

**Second reading, Faculty Senate Resolution 16–11, “Improving Graduate Student Stipends with the Aim of Reducing Graduate Student Debt and Increasing LSU Competitiveness in Recruiting Graduate Students”, Sponsored by Arend W. A. Van Gemmert, A. Ravi P. Rau, Jeffrey W. Roland, Fabio Del Piero, Christina Armistead, Stephanie Ganic Braunstein, Rick Moreland, Bryan J. McCann, Ingeborg M. Langohr**

Read by Arend Van Gemmert

**Faculty Senate Resolution 16–11  
Improving Graduate Student Stipends with the Aim of Reducing Graduate Student Debt and Increasing LSU  
Competitiveness in Recruiting Graduate Students**

Sponsored by Arend W. A. Van Gemmert, A. Ravi P. Rau, Jeffrey W. Roland, Fabio Del Piero, Christina Armistead, Stephanie Ganic Braunstein, Rick Moreland, Bryan J. McCann, Ingeborg M. Langohr

Whereas the administration, faculty and staff strongly support a living wage for graduate students;

Whereas the minimum graduate stipend at LSU according to PS-21 is \$10,800 for a 9-month appointment<sup>1</sup> which is well below the median graduate stipend of \$20,000 offered by universities around the US<sup>2</sup> and thus stipends at LSU are not competitive with graduate stipends offered elsewhere;

Whereas the most promising graduate students often receive offers from multiple universities;

Whereas likely the most promising graduate students tend to choose programs that offer competitive stipends, and LSU's stipend is in the lowest 10th percentile<sup>3</sup>, missing the opportunity to recruit the most promising graduate students;

Whereas the average one room apartment in Baton Rouge costs approximately \$800<sup>4</sup> per month and basic utilities cost approximately \$165<sup>4</sup> per month requiring graduate students to supplement their stipends in order to afford to live in Baton Rouge;

Whereas LSU increased required fees for graduate students with approximately by 137% since the academic year 2003 to 2004 when it was \$540 for the fall and spring semester total to the current 2016 to 2017 total of \$1279;

Whereas LSU also increased additional fees with 145% for full time graduate students taking nine credit hours since the academic year 2003 to 2004 when it was \$565 for the fall and spring semester together to the current 2016 to 2017 total of \$1368;

Whereas financial difficulties may decrease the performance of graduate students and may even necessitate students to leave (temporarily) their program due to financial hardship, thereby negatively affecting graduation rates;

Whereas graduate student enrollment in many academic programs needs to increase in order to maintain prestige in the field and sustain graduate class offerings;

Whereas the budget constraints of departments do not allow them to increase graduate student stipends without simultaneously significantly decreasing the number of stipends awarded; and

Whereas graduate students play an integral part in the ability to meet increasing teaching demands due to increased undergraduate student enrollment in academic programs;

Therefore be it resolved that budgets for graduate student stipends be increased by at least 25 percent thus enabling LSU to keep numbers of years graduate students are supported and the number of supported students equal to the current numbers;

Be it further resolved that the minimum stipend for graduate students be set at a minimum of 125% of the annual federal poverty threshold for a one family household headed by someone under 65 years of age (currently \$12,331<sup>5</sup>), thereby increasing minimum stipends to \$15,500 for a nine month appointment.

<sup>1</sup> LSU. PS-21. Retrieved (9/1/2016) from <http://sites01.lsu.edu/wp/policiesprocedures/policies-procedures/21/>

<sup>2</sup> Gradpay. Retrieved (8/30/2016) from <http://gradpay.herokuapp.com/results/table/>

<sup>3</sup> PayScale. Retrieved (8/30/2016) from [http://www.payscale.com/research/US/Job=Graduate\\_Assistant/Salary](http://www.payscale.com/research/US/Job=Graduate_Assistant/Salary)

<sup>4</sup> NUMBEO Cost of Living. Retrieved (8/30/2016) from [http://www.numbeo.com/costofliving/city\\_result.jsp?country=United+States&city=Baton+Rouge%2C+LA](http://www.numbeo.com/costofliving/city_result.jsp?country=United+States&city=Baton+Rouge%2C+LA)

<sup>5</sup> U.S. Census Bureau, Poverty Thresholds by Size of Family and Number of Children (Data of 2015). Retrieved (8/30/2016) from <http://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>

David Morris

He is a graduate student in biology. They feel graduate students are important. They teach classes and do research and complete a myriad of other tasks. They are integral to the university's mission. The official benefits listed by the graduate school are as follows: are a 10% discount at the bookstore, the ability to elect to pay tuition and fees by payroll deduction with a \$15 charge and nonresident students charged resident fees. They do not show value of graduate students as employees. According to the MIT living wage calculator an adult in Baton Rouge requires \$18,333 to live after taxes. In his department the average graduate teaching assistant makes \$15,621 with an enhancement after taxes. Without the enhancement that comes

down to \$11,871. That is \$5.70 per hour which is only 70 cents above poverty wages. This doesn't take into account the increase in fees. There are departments on campus that pay teaching assistants \$10,000 with many administrators making more per month than graduate students do annually. LSU says it wants to be a leading research extensive university and create opportunities designed to attract and educate highly qualified graduate students. Graduate student recruitment has and will continue to suffer, if LSU stipends are only acceptable if one is resigned to crushing levels of debt. The situation has changed and so is our response to it. There is a colossal level of graduate students in debt and hold over 40% of that student debt. It is hard to secure jobs to pay down that debt. LSU is committed to using its resources to address economic and social challenges. The university's inability to appropriately value and compensate their graduate students and faculty members certainly qualifies for both an economic and social challenge. Although this resolution won't solve all problems it is a good place to start.

***Q&A Summary:***

Senator

You said 135 % of poverty. Is there a prorated in there for nine months?

Arend Van Gemmert

For us you are nine months.

Senator

My salary is divided by 9. If you are saying a 12 month number it is not comparable.

Arend Van Gemmert

A nine month contract is the same over 12 months.

Senator

Is your hourly rate going to be divided by 9 months?

Arend Van Gemmert

When you get your taxes your annual salary is your nine month salary.

Senator

When you calculate your hourly rate you have to divide by nine months not twelve.

Sabrina Taylor

You could clarify the text to say for x number dollars for nine months and x number for 12 months.

Brendan Karch

The federal poverty level is a yearly annual income. For all intents and purposes their 9 month salary is a 12 month salary. If we are expecting them to work at LSU as graduate students then that is a full time job. It's an apples to apples comparison.

Areendam Chanda

It is not a full time job, it is 20 hours.

Sabrina Taylor

In fact they probably are working more than 20 hours.

Angelina Gourdine

The issue of the minimum wage raises several questions, are we considering these graduate students wage earning employees. The second issue has to do with the work the graduate student is doing. In some instances the assistantships have to be their only source of pay. That feeds into the reasonable amount to pay. This issue has to do with the numbers as well, because we are comparing graduate students to families. The calculation of hours, it is 9 months or 12 months. If it is academic contracts they only run for 9 months. If we eliminate the wage per hour, it's hard to argue. If they are working on their dissertation then that shouldn't be part of their 20 hours. You don't need the argument for hourly wages.

Arend Van Gemmert

It is a household of one person. There is not hourly wage in here. The hourly wage has nothing to do with it. The problem is the minimum wage. He would consider it as a friendly amendment to use the living wage which is \$18,333 after taxes. Before taxes came up to a little bit more than \$15,500 if prorated to 9 months. He is happy to say a percentage of the living wage and still keep it at \$15,500.

Senator

It makes more sense.

Arend Van Gemmert

Co-sponsors say it is fine.

Vote of Friendly amendment: Unanimously approved.

Areendam Chanda

A lot of disagreement is coming from the date on poverty levels. It is not clear it applies to graduate students. It doesn't matter if 12 or 9 months. The whole thing is coming down to our peers. How are we doing in comparison to our peers?

Sabrina Taylor

If our peers have a stipend of \$20,000, then \$15,500 is a bit low.

Arend Van Gemmert

I am not saying that is our peers, that is an average of all.

Andrew Sluyter

The announcement of a 4% increase in stipends, is that taken into account?

Arend Van Gemmert

PS-21 has not been updated as of yet.

Angelina Gourdine

You said median is \$20,000. Someone said average before. Are you doing median or average? It could be a substantial difference.

Arend Van Gemmert

\$20,000 is the median. She is asking for the calculation we will use. It is not a Let It Be Resolved it is a whereas.

Senator

There is no distinguishing between masters and PhD students. The average or median doesn't tell the picture. A Ph.D. student is more valuable than a masters student. How is that really helping us get more graduate students if we are taking less students if we can't afford them?

Arend Van Gemmert

He only takes Ph.D. students.

David Morris

There is little difference between masters and Ph.D. students in his department and there is not standardization across campus.

Jon Cogburn

It's proper to use the median.

Areendam Chanda

You are comparing to different statistics. You need to get average data for LSU to compare.

Evgueni Nesterov

The copy we have is not the same as read.

Arend Van Gemmert

Do we need to table it?

Kevin Cope

We can table it for now.

Evgueni Nesterov

We have a motion to table.

Vote to table: Passes with one no vote and two abstentions.

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## New Business

**First reading, Faculty Senate Resolution 16–12, “Regarding the WorkDay Implementation”,** *Sponsored by Kenny Fasching-Varner, Pamela Blanchard, Cynthia DiCarlo, Margaret A. Denny, and Margaret-Mary Sulentic Dowell*

Read by Kenny Fasching-Varner

**Faculty Senate Resolution 16–12**  
**Regarding the Workday Implementation**

Sponsored by Kenneth Fasching-Varner; Cynthia DiCarlo; Margaret Denny;  
Margaret-Mary Sulentic Dowell; and Pamela Blanchard

Whereas the Workday Steering Committee was comprised of 18 administrators and no faculty members or ground-level staff members most likely to be impacted by implementing a new system, and;

Whereas Workday was imposed on Faculty and Staff on July 1, 2016 with no viable transition plan and a seemingly arbitrary roll out structure, and;

Whereas Workday training and support has been minimal, and has been characterized by mixed messages and confusion regarding interacting with departments and units such as Accounts Payable and Travel, and;

Whereas the Workday implementation has compelled many faculty to change their payroll delivery arrangements without consultation, shared decision-making, or transparency, and;

Whereas Workday has created a substantive shift in faculty workload with no adjustment of compensation nor renegotiation of faculty workload, and;

Whereas spending flexibility including the ability for departments to charge conference registration fees and other expenses has been removed limiting options and creating an extra workload burdens out faculty, and;

Whereas LSU A&M has seemingly dismissed faculty concerns regarding workday, reducing concerns and frustrations as simply “growing pains,” while paternalistically suggesting that anyone involved in workday including faculty should “be rightly proud” in complete avoidance of what has been a catastrophic roll out for faculty and staff, and;

Whereas the outreach efforts described to colleges described by LSU Chief Financial Officer Dan Layzell in a recent broadcast message is not starting until nearly four months after the transition to workday, and are only targeted to staff support not faculty concern or support, and;

Whereas individual units have vastly different interactions, policies, and practices related to Workday, causing great inconsistency in how systems are processed and approached, and;

Whereas faculty and staff are having to wait months for reimbursement of personal expenses with only ‘we are behind as a result of Workday’ offered as an explanation by administration, and;

Whereas faculty are already under immense pressures caused by faculty attrition and other institutional complexities.

Let it be resolved that this body condemns and rejects the implementation of workday, a system that has been enacted with questionable transparency and attention to detail.

Let it be further resolved that a faculty Senate requests LSU work with a professional consultant team to establish an accountability plan to address the myriad negative impacts of Workday.

Let it be further resolved that a committee of Faculty be established by the Faculty Senate to interact with LSU administration and any outside consultant charged to fix the issues with Workday.

Let it be further resolved that any faculty owed money for more than 4 weeks be reimbursed for their expenses within the next 5 business days. Let it further be resolved that 9-month employees who previously were paid over 12 months be given the option to return to that distribution.

Let it be further resolved that faculty are able, across all units, to delegate their workdays travel and financial tasks to the administrative staff members within their units until such a time that a new system can be put in place that does not add workload to faculty members.

Let it further be resolved that LSU A&M provide faculty with a short term plan to address immediate issues surrounding workday within the next 10 business days and a long term plan to address broader and less immediate concerns related to Workday by December 1, 2016.

Moved into Discussion.

**Q&A Summary:**

Sabrina Taylor

Maybe you can add points about grant money, because we do not know how much grant money is left. Also purchasing for large pieces of equipment is an issue.

Kenny Fasching-Varner

We can add grants and purchasing.

Mike Russo

We are asking for two things, rejecting WorkDay and fixing it. It can't be both right?

Kenny Fasching-Varner

Philosophically we want to reject it. In the short term those things that are a problem aren't going away. A faculty had been due over \$2,000 for more than days.

Andrew Sluyter

Do we have details on how much this software costs the university?

Kevin Cope

The number is pushing the six figure range. We are contracted to this for a time. It is a subscription. We have taken the cost economical approach.

Dan Sheehy

I didn't see that the resolution said to reject it. Are we saying we want them to get rid of it?

Kenny Fasching-Varner

Maybe we should use a different word. It's been imposed upon us without real consultation. That's the part that we want to reject.

Arend Van Gemmert

The Let it be Resolved would be more of a Whereas. We condemn how they implemented it and reject it.

Kenny Fasching-Varner

That is a great friendly amendment. The rest of the Let It Bes are things we want to see happen.

Angelina Gourdine

Are the issues with WorkDay implementation or are a lot of them structural to the system. Everyone she knows who used it and got rid of it at other institutions is because it's not really functional for universities. She doesn't know if the software has been updated or not and these are just implementation issues.

Kenny Fasching-Varner

His father works at a casino and he borrowed his phone and he asked him why were you in my WorkDay and he said in his own WorkDay.

Margaret-Mary Sulentic Dowell

The question is does the platform fit. Any platform can be massaged. The implementation was rough.

Kevin Cope

Faculty Senate Executive Committee has been meeting with WorkDay people and has recommended an overlaying of a TurboTax type setup. We were not told it was impossible but were told it hasn't happened yet. We have been campaigning for consultants to arrive. We received an email this afternoon that some WorkDay consultants will show up tomorrow. This points out another problem in that the response is clumsy, but how is this going to work with such short notice.

Kenny Fasching-Varner

There are transitions of workload to faculty from others. This is an issue.

Angelina Gourdine

She asked the question specifically because if they come back and say functions in WorkDay cannot be altered by the university then what will we do. She spoke to a casino lawyer and they love it because it is individual.

Margaret-Mary Sulentic Dowell

There is a large tire company in Ohio using it also.

Bill Daly

We are hiring a Chief Technology Officer and this is who would be looking at WorkDay. It is clear we should delay this until we have the right person in place.

Alan Sikes

The resolution about financial tasks delegated by faculty to others. That has already happened in the School of Theater. He has no idea if it is happening at other units.

Kenny Fasching-Varner

His unit has tried to do delegations and its being rejected.

Alan Sikes

That is piecemeal by unit and you want this to be in all units?

Kenny Fasching-Varner

This is damage control. The solution that you get back is that we are not sure how this is going to work. This was implemented without answers to basic questions. It's terrible to ask faculty to float \$1,000s. When reimbursed you need to have everything in particular order in a single in pdf. If he charges on LaCarte is can take up to three weeks. They are eight weeks behind on reimbursements so you are asking faculty to wait up to twelve weeks to get reimbursed.

Margaret-Mary Sulentic Dowell

You may have been asked for a meeting agenda. you may have to put in pdfs of 265 page documents. She doesn't pay tax when she goes to a hotel because she is a military dependent. WorkDay doesn't allow you to put in zeros.

Kenny Fasching-Varner

You cannot put a zero in the field, you have to separate the hotel costs day by day.

Alan Sikes

They have a dedicated person in their department in the School of Theater to help solve the problems.

Margaret-Mary Sulentic Dowell

It wasn't well thought out that clearly there should have been support structures put into place.

Kenny Fasching-Varner

In his college it was determined who was going to be involved in Human Resources. People were reassigned to new human resources positions that used to do travel. Some people are gone because they are doing a different function. His unit head is spending hours a day approving WorkDay tasks.

Margaret-Mary Sulentic Dowell

We are not promoted on accounting and WorkDay. We have to deal with different platforms when uploading items for a conference or paper, but we can figure it out.

Sabrina Taylor

It is not just faculty but staff as well. There is a person in her unit who spent an entire weekend working on it.

Kenny Fasching-Varner

Staff have experienced the issues as well. They think Staff Senate has to also take up some sort of resolution.

Margaret-Mary Sulentic Dowell

If you haven't yet been impacted you will be. She was given extra duties July 1 and hasn't gotten paid for it.

Senator

Other universities have bought just Human Resources Management parts. We seem to have bought the whole package. Can we fix it in the future?

Kenny Fasching-Varner

They said registration services may go through WorkDay as well.

Robert Doolos

We have to change the student information system. The analysts are getting few and harder to find. There has been no final firm decision on what we are going to do. The ice is very thin with keeping the legacy systems up and going. We do have to change. There has been no final decision yet.

Margaret-Mary Sulentic Dowell

Our hearts go out to them. Being behind on systems is not the faculty's issue to deal with. Someone should have thought about this when it started going obsolete.

Kenny Fasching-Varner

The fact that this could be expanded to other areas of university life adds complexity to this problem for sure.

Mandi Lopez

She wants to add to the facts that we do not know our grants amounts and are unable to access it. We do not know the security of information.

Kenny Fasching-Varner

We have until July 1 2017. With the way this is working now, faculty members are doing things without knowing balances. We are spending without knowing how it's going to work out. Reimbursements are not accurate.

Senator

He thinks that is going to be the major issue as whether collages are going to know about the grants information.

Kenny Fasching-Varner

We can add that faculty needs to know their amounts on grants and other accounts as well. There are short term issues that need to be dealt with now as well as progress issues.

Dan Sheehy

It's been a disaster for Physics and Astronomy. There are problems with purchasing; graduate students were getting dropped out of classes. Are we saving money because of this?

Kenny Fasching-Varner

There has been a lack of transparency about this. There are some bigger philosophical questions that we don't have answers to. If you try to get answers for example from travel there is mixed information. We try to get answers in writing which is even vaguer.

Areendam Chanda

Last year they came to speak to us so to do a resolution on this now is bad. The Faculty Senate was not informed on these things. This is a huge technology change for the university.

Kenny Fasching-Varner

We were told we weren't part of some process.

Sabrina Taylor

We weren't informed in sufficient detail.

Margaret-Mary Sulentic Dowell

The purchase of a platform should match the needs of the organization.

Angelina Gourdine

As someone who is always an early adopter, we can be the beta testers for this thing and then when we get someone to really navigate transitioning to a new platform and/or making structural changes to WorkDay to help with our issues. She doesn't have a complex relationship with WorkDay. They didn't give us a 300 page workbook on how to do it. We are all in beta testing, so if we organize our response in that way it may be more productive.

Kenny Fasching-Varner

We are trying to separate short term items like pay and grants from long term issues. We are not aware of all the issues. There are some immediate issues that need to be resolved.

Lillian Bridwell-Bowles

She speculated that LSU did not make any money buying WorkDay but are saving money not building our own. They bought something off the shelf. We are a company in the WorkDay moodle. We can have it revised to work for us but we didn't pay the money for it. For Moodle we have adapted it to our needs. These are cost savings because we haven't invested in it. We asked the Provost for information explaining what items were such as a cost center. All of this amounts to saving a lot of money not to provide basic services by making us do more.

Margaret-Mary Sulentic Dowell

If the workload is being transferred to faculty then we need support.

Sabrina Taylor  
LSU will probably be audited.

Senator  
LSU is making money not by buying it but by maintaining it. Companies make money by changing it.

Senator  
Are they eight weeks behind for getting reimbursed? I am going to an international conference, I believe I am due interest on that money if they do not pay me back within that time.

Kenny Fasching-Varner  
We are being generous to say its taking twelve weeks. As it makes it through the cue, and there is a mistake, it has to go through the process again. They will not fix it.

Margaret-Mary Sulentic Dowell  
She got reimbursed just now for a July 17 trip and it wasn't accurate. If you get a break at a hotel there is an issue, she cannot pay hotel tax and no one can figure out how to do it.

Kenny Fasching-Varner  
International travel has the issue of conversion of money.

Arend Van Gemmert  
He called to suspend the rules to vote now.

Kenny Fasching-Varner  
We can do that with the friendly amendments.

Vote to suspend rules: Unanimous.

Joan King  
Do we have to vote on friendly amendments?

Kevin Cope  
Yes because it is only the first resolution.

Kenny Fasching-Varner  
He moved that the first Let It Be Resolved be changed to a whereas. For the Let it be further resolved that faculty are owed money they will also add grants and purchases, be reimbursed for expenses and/or given their balances within the next five business days. They will also include purchasing. Some typos were also fixed. They added Let it Further Be Resolved that a mechanism to preserve security of data, personnel, grants and contracts be presented in ten business days.

Vote of friendly amendments: Unanimously approved.

Vote on Resolution: Unanimously approved.

**First Reading, Resolution 16-13, "Live Captive Mascots and LSU: A Hiatus by way of a Dialog", Sponsored by Suresh Rai**

Read by Kevin Cope

**RESOLUTION 16-13**  
**"Live Captive Mascots and LSU: A Hiatus by Way of a Dialog"**  
Sponsored by Suresh Rai

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

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

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

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

Whereas the LSU central (“system”) administration has made no effort to consult with faculty, staff, or students regarding the obtaining of a live tiger mascot to succeed the captive predator known as “Mike VI”;

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

Whereas the LSU central administration has not reached beyond the School of Veterinary Medicine by way of considering the moral, philosophical, religious, social, scientific, cultural, and public-relations questions relating to the maintaining of live animal mascots;

Whereas the use of animals as totemic objects of veneration or as isolated specimen displays in no way conforms to modern zoological practices;

Whereas our sister institution, Southern University, long ago halted the practice of keeping live mascots on public display, and that with no apparent damage to its public relations program;

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

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

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

Whereas LSU has not yet advanced an argument to demonstrate that the brilliantly illuminated, noisy, and heavily trafficked environment of the tiger mascot enclosure resembles a natural habitat;

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

Therefore be it resolved that efforts to obtain a replacement for its tiger mascot be halted until such a time as a full, careful, multidisciplinary, and extended dialogue involving the full range of stakeholders, constituencies, and learned professionals of the LSU flagship and expert communities has been conducted on the LSU campus.

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

Moved into discussion.

*Q&A Summary:*

Sabrina Taylor

There are more tigers in captivity than in the wild right now. It gives a social acceptance of having tigers in the wild. It would be better to protect tigers' habitat in the wild.

Kevin Cope

It only calls for a dialog.

Alan Sikes

Given the fact that these animals are in danger is there any attempt to use Mike the Tiger in a breeding program?

Kevin Cope

The current deceased tiger was in fact at the end of the process of reproduction, he was a hybrid so there was no opportunity for him to go into a program. This calls into question the reason why we have not discussed the matter.

Angelina Gourdine

The breeding things distracted her horribly. Her question has to do with ethics. While she finds the live mascot objectionable, her view was assuaged since the tiger was saved from horrible feats in the wild and elsewhere. She is open to not feeling good about that.

Kevin Cope

The footnote is from popular sources. The newspaper has many comments from people in the wildlife protection community who have made adverse comments about this. Both of the last Mike the Tigers were obtained from places that were questionable.

Andrew Sluyter

Half way down the second page, sports fans was in quotes. Is that to disparage them in some way?

Kevin Cope

There is the question as to how the emphasis falls on this tiger. You see the repetitive emphasis on the tiger motif, but we do not know what their goals are. An athletic department that makes money off of trademark tiger logos could be donating money to the preservation of wildlife.

Senator

They were recruiting an outstanding faculty member from Princeton who went there because he likes tigers. This person could have gone to the University of South Carolina. He brought the person to see the tiger many times which made the person decide to come to LSU.

Fabio del Piero

Regarding the paragraph regarding the argument about noise, he brought all his guests to see the tiger as he works as the veterinary school. All of those people were impressed by the tiger enclosure. He thinks we should remove this paragraph which is against the veterinary school specialists who say that that environment is better suited for a tiger that size.

Kevin Cope

He doesn't have an issue with that.

Fabio del Piero

He suggests that we ask the opinion of Dr. Baker who has taken care of this tiger so well for so many years.

Kevin Cope

We have discussed that matter with the Office of Academic Affairs. This is a university. Matters are not just with the experts themselves. The uniformed visitor comes down, what thought is given. Do they think of the tiger as it would be? The contribution of a specialist like Dr. Baker would be in order. The cost of maintenance of the enclosure is an issue. The current one is a second one from a fundraiser by Chancellor Emmert.

Dan Sheehy

It says numerous negative things about having a tiger and then says we want a discussion. We should add some positive comments.

Kevin Cope

Part of the spirit of the resolution arises by one sided news media.

Andrew Sluyter

A number of students visit the tiger.

Christopher Austin

Maybe we should have a female tiger.

Laura Riggs

She is at the veterinary school also. We should talk about positives and negatives, like environmental issues and quality of life. He lived longer than a wild tiger, he had quality of care. Those are two separate issues. We have to be mindful that that tiger was well cared for.

Fabio del Piero

So you might consider removing the comments about adversely influenced and change it to architectural concerns. He would like to have it removed or grammatically changed. That environment was planned for the animal.

Gundela Hachmann

She wondered if he could add a whereas clause as to alternatives to keeping a live tiger. It is a point of interest people use when people visit, families go there with children; students go there, faculty members have guests there. There could be alternatives.

Kevin Cope

There is a resolution in support of alternative programs.

Fakhri Al-Bagdadi

The tiger is under observation of medical care by vets, the wild animals or not.

Kevin Cope

This is why we would like a dialog. That is why we have the paragraph about philosophical issues.

Arend Van Gemmert

What are the modern zoological practices? It seems what they have are less than here.

Kevin Cope

There is the issue of habit which is good where cultural context is an issue. What is the emphasis is it on zoological issues or learning dimension or wild life? There are commentators out there that have different attitudes towards animals. You do see that in the present enclosure. The richness that animal brings is not fully disclosed.

Angeline Gourdine

Can this be reduced somewhat to focus on what we want? It's a call for dialog but it is a low key stab at the tiger. It has a hidden agenda. To keep honest to the idea of having a conversation could this be reduce to moral, philosophical and ethical issues of having a live mascot.

Kevin Cope

Anything can be reduced. We have also received ideas for expansion.

Andrew Sluyter

Compare yourself to other universities. Not dogs but other animals?

Kevin Cope

We have capable persons here that could do it. They tend to be dogs or raptors. Why is it more acceptable to keep a falcon vs a tiger?

Mandi Lopez

She offers a friendly amendment, whereas the vast knowledge and expertise of the LSU faculty may be exemplified by modernization of the tiger mascot concept and procedures. This is a new whereas.

Fakhri Al-Bagdadi

Should we put in here something about the fate of the tiger?

Kevin Cope

We are not trying to decide the fate of the tiger here. The resolution seeks to address the issue of academic input into the issue.

Fakhri Al-Bagdadi

Should the football fans be involved in the decision?

Kevin Cope

Faculty Senate is open to anyone. No one has come in the make statements. This is a Faculty Senate matter. We do take public input on matters.

Paul Hrycaj

The issue is whether a client is a stake holder.

Angelina Gourdine

She suggests that the comments and concerns about this resolution be sent to the authors of the resolution and cover them at the next meeting.

Steve Pomarico

Whereas with no apparent damage to the public relations. Is there fact in that statement?

Kevin Cope

Yes this is related to TAF. Donations have gone up. There is a fear that this would have an adverse effect on the boosters which apparently not happened.

Steve Pomarico

Keep that separate from public relations.

Arend Van Gemmert

You can say money increased for boosters, but was that a percentage the same as for LSU. You could say they would invest more with the mascot.

Kevin Cope

That would be hard to prove. It may be an artifact of the financial crisis.

Angelina Gourdine

Moved to adjourn.

Senators moved to adjourn, many seconded.

Adjourned at 5:27 pm