

Faculty Senate Meeting Minutes
Tuesday, October 29, 2019
Harrison Board Room, Foundation Building



Attendance

Faculty Senate Executive Committee members present:

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| 1. Mandi Lopez (President, VCS) | 4. Fabio Del Piero (Secretary, PBS) |
| 2. Ken McMillin (Past- President, AG) | 5. Julia Ledet (Member-at-Large, Science) |
| 3. Joan King (Vice-President, Food Science) | 6. Marwa Hassan (Member-at-Large, Engineering) |

Parliamentarian: Louay Mohammed

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

1	P	Fereydoun Aghazadeh (ENG)	25	X	Doug Gilman (SCI)	49		Megan Papesch (HSS)
2	P	Priscilla "Lilly" Allen (HSE)	26	X	Marwa Hassan (ENG)	50	P	Tracy Quirk (Coast)
3	X	Aly Aly (ENG)	27	P	Katherine Henninger (HSS)	51	X	Maria Rethelyi (HSS)
4	P	Kayanush (Kai) Aryana (AG)	28	A	Tara A. Houston (MDA)	52	X	Kirk Ryan (VCS)
5		Michael Banks (BUS)	29	P	Stuart Irvine (HSS)	53		Bhaba Sarker (ENG)
6	P	Chris Barrett (HSS)	30	X	Kelli Scott Kelley (AD)	54	X	Stephen Shipman (SCI)
7	X	Inessa Bazayev (MDA)	31		Yunjung Kim (HSS)	55	X	Chassidy Simmons (HSS)
8	X	Dorin Boldor (ENG)	32	P	Roger Laine (SCI)	56	X	Shane Stadler (SCI)
9	P	Jeffrey Brooks (Law)	33	X	Elecia Lathon (HSE)	57	X	Kristen Stair (AG)
10	X	Konstantin Busch (ENG)	34	X	Lauren Lazaro (AG)	58	P	Suzanne Stauffer (LIB)
11		Cassandra Chaney (HSE)	35	X	Julia Ledet (SCI)	59	X	Jared Soileau (BUS)
12	X	Chantel D. Chauvin (HSS)	36		Vincent LiCata (SCI)	60	X	Rachel Stevens (HSS)
13	X	Senlin Chen (HSE)	37	P	J. Michael Martinez (HSE)	61	X	Brenton Stewart (HSE)
14	P	Prosanta Chakrabarty (SCI)	38	X	Juan Martinez (PBS)	62	X	Judith Sylvester (MCOM)
15	X	Jin-Woo Choi (ENG)	39	X	James Matthews (SCI)	63	X	Matthew Vangel (MDA)
16	X	Joe Clare (HSS)	40	X	John Miles (LIB)	64	P	Meredith Veldman (HSS)
17	X	Brett Collier (AG)	41	P	Mustajab Mirza (VCS)	65	X	Nan Walker (Coast)
18	X	Brandi Conrad (HSE)	42	P	Laura Martins (HSS)	66	A	Wei-Hsung Wang (Energy)
19	X	Theda Daniels-Race (ENG)	43	X	William Monroe (Law)	67	X	Sonja Wiley (BUS)
20	X	Jeff Davis (AG)	44	P	Carl Motsenbocker (AG)	68	P	Cathy Williams (AG)
21	P	Michael Desmond (AD)	45	X	Ioan I. Negulescu (AG)	69		Donghui Zhang (SCI)
22	X	Levent Dirikolu (CBS)	46	X	Robert Newman (BUS)			
23	X	Peter Doran (SCI)	47		Pius Ngandu (HSS)			
24	X	Edward Gibbons (HSE)	48	X	Rafael Orozco (HSS)			

Guests:

Nicole Roth	Taylor Goss	Ric Simmons	John Borne	Jane Cassidy
Retha Niedecken	Trey Jones	Hope Dawan	Buddy Ethridge	

Public Comments on Agenda Items

None.

Consideration of the Minutes from September 23, 2019

Moved by Juan Martinez and Levent Dirikolu
 Approved unanimously with potential corrections.

President's Report

- Mandi indicated that the Board of Regents has approved the appropriations for the 2021 budget to cover LSU mandated costs of research and service.
- The current LSU budget will not cover faculty raises. With creative prioritization and budgeting, raises may be possible for 2021. This raises the issue of the inherent value of faculty to an academic institution.
- The IT structure and legacy system continues to be a problem, including Moodle and the lack of security for Workday.
- Mandi has requested Mary Werner, the new Board of Supervisors Chair, attend the November or December Faculty Senate meeting.

5. College administrations are requesting faculty input on administrators. Please remember that your responses should be meaningful and direct. Please avoid harmful or personal remarks.
6. Vice President of Strategic Communications, Jim Sabourin, will be presenting to the Faculty Senate in the near future. There have been some frustrations raised over short notice for recent events that he will be able to address.
7. The Faculty Senate Executive Committee has been meeting with administration and the Humanities and Social Sciences Dean candidates. They will be meeting with Human Sciences and Education candidates shortly.
8. The search for the head of Human Resources is still underway. The search firm is broadening the width and presumably the depth of the pool of candidates. They will soon be able to identify strong candidates with expertise and ability necessary to lead that office.
9. The Faculty Senate Executive Committee met with Katie Spikes and Krista Raney from the LSU Foundation. They provided clarification about LSU Foundation accounts and spendable earnings. Restrictions on endowed accounts from the Board of Regents, ensure their sustainability through perpetuity. The Committee has been told that endowed chair funds have been released and are in the process of distribution. They will be presenting this information to the Senate during the December meeting.
10. The Spring graduation ceremony will not be held this year or in the foreseeable future. The single large ceremony will be held in August per tradition. This will not affect individual college ceremonies.
11. LSU 360 continues to plague faculty and there is a clear need for careful review and editing of the product. The Provost has assured that there is help available to transfer the years of scholarly productivity to the program. She has requested that for those of you that have not endeavored to use the product, to at least input the most recent years' worth of work as this is important to LSU's accreditation.
12. The Libraries sent out notice through your college administration or representative member that the Elsevier subscriptions will be cut substantially from over 1000, to 150. If you are in need of a specific journal or must have immediate access, reach out to the libraries. The interlibrary loan process has been substantially upgraded from years past, so please try this system before losing your Elsevier journal.
13. PS-22, Student Absences from Class, updates are concerning to the Executive Committee. They will continue to work with the Provost to ensure that faculty dictate educational policy.
14. The Provost's office will be providing notations via a website to indicate the status of policy statements under review and/or revision.
15. Mandi congratulated the Staff Senate on several shared visions on topics such as Resolution 18-02, University Protocol for Death of an LSU Employee, and 18-06, Support for the LSU 100% Tobacco-Free Policy & Anti-Vaping Education Program.
16. Members are being recruited for the Smoking, Tobacco, Vaping, and Inhaling Committee, STIV. If called upon, please don't hesitate to serve.
17. The Adjudication Committee is filled, and the members are listed on the Faculty Senate website.
18. College policy committees will be meeting regularly, once per semester, with the Provost—pie with the Provost. We will be reaching out to send invitations. Please let us know the chair for your college policy committee.
19. Service is the engine that maintains the university. Without faculty governance, we can't be an academic institution. The Executive Committee will be sharing and discussing with higher administration. Mandi concluded by thanking the senators for their service.

Q&A Summary:

Aly Aly: You mentioned Elsevier and that we need to contact someone from the Libraries. Should we do this through the college, or we can just contact them?

Mandi Lopez: They are looking for input from faculty. You can reach out to them directly without going through specific channels. Have you received the list?

Aly Aly: I think so.

Mandi Lopez: You may reach out to the Libraries directly.

Aly Aly: Thank you.

Peter Doran: The deadline in the email passed last week for input.

Mandi Lopez: Ok, thank you. As far as I know, they are still receiving recommendations, so, I wouldn't hesitate if you have a strong feeling about a specific subscription. I know that we are scheduling the meeting soon.

John Miles: I'm John Miles from the Libraries, and I think we are still accepting that input. Another point of clarification. While I would encourage you all to use the ILL feature, the expedited process for those Elsevier journals that are being cancelled, won't go live until January 1st because it's substantially more expensive. Whatever ILL service you're using now, is the standard service. The newer, more expensive service is not forward-facing just yet to save us a little bit of money.

Mandi Lopez: Fair enough, thank you for that clarification. The recent modifications to the ILL service have already been very helpful.

Clarification of the ADA Process, Retha Niedecken, Ombudsperson, and Jennie Stewart, Title IX Coordinator

Retha Niedecken introduced herself to the Senate. She indicated that she would be clarifying the process of ADA for employees within LSU. An important point to note on the ADA process is that it is an interactive process that involves the employee, the department head, and HR. You need all three of those components to communicate and discuss the needs of the employee for this process to work correctly. In most cases, the department head or supervisor is unwilling to decide an ADA accommodation that has not gone through HR. HR needs to be in the conversation. If a department chair or head delineates ADA accommodation without HR, and there could be contention among other faculty members regarding the decision, creating undue burden on the department. This makes the department head or chair more likely to deny or withdraw any accommodations. Retha also iterated that it is incumbent upon the employee to initiate an ADA conversation. ADA accommodates longer term work abilities. Once you discuss issues with the department head or chair, they will get HR involved. HR will then make the decision. FMLA, which was not the topic of discussion, is about an extended leave period. Both processes need to go through HR. Proper documentation is also required.

Q&A Summary:

Senlin Chen: Would it be HR at the college level or university level?

Retha Niedecken: You can start at the college level and they may bring it HR at T Boyd because that is where the process will be decided.

Mandi Lopez: One of the questions that was raised was accommodations for something like a broken leg and you are still grading papers from your hospital room. Would that be considered ADA?

Retha Niedecken: It could be. That is part of the evaluation. Say, you broke your leg and you have surgery, you're going to be out for at least two weeks, and you will be home before coming back to work. You will most likely have an FMLA claim because you will be out for successive days. HR will go through that process. However, say you're going to be at home for five days, but two of those days you're grading papers, reading dissertations, and giving feedback. I think the question there is that really FMLA leave if you're working? So, the accommodation might be that you're allowed to work from home. It's a complex analysis and it may not be leave because you're working. However, it would be ADA if you were allowed to work in another location.

Juan Martinez: I have a very practical question. I'm in a three week, from a six-week, rehabilitation process shoulder surgery that I recently had and I'm teaching. I can't type with my right hand and I'm not left handed. But I'm still teaching because I've been required to because no one else has stepped up to the plate. Even though I'm in pain and uncomfortable and I'm on medication that have been prescribed by my physician to deal with that pain, I'm still performing my scholarly duties because there's simply no one else to do it. So, do I have any recourse, or do I have any claim or anything? I'm curious as to when there's no one else there, who picks up that slack other than me?

Retha Niedecken: That's part of the conversation between you, your department chair, and HR. That conversation determines if they can give you an accommodation, a TA or someone to help you, during this period. The department chair needs to be in the conversation to determine whether it is undue burden on the department to cover your classes. Did you have an interactive conversation with everybody?

Juan Martinez: This goes to a bigger conversation that I'm sure Dr. Del Piero might be able to comment on. In our department, we don't have a department head and there is a lack of faculty that can cover me because of differing expertise. I cover a seminar class and three days after my surgery I had to be back to teach. No one else, in terms of our faculty, could cover that class.

Retha Niedecken: That's where we get into a determination of what would be reasonable and what would be an undue burden on that department. So, others in a similar situation, may receive something different from their department. Each department has different numbers of faculty, schedules, and they might be better able to accommodate somebody that in your situation the reasonable accommodation would create an undue burden. It is up to HR to decide what's an undue burden. However, you should have a conversation with HR so that at least it is documented. If anything did happen, that would should that you went through the proper channels and process.

Jennie Stewart: Some impairments may not rise to the description of disability. So, it would have to meet the definitions of disability, not just a short-term period. If it would meet, then we go on through the process of the accommodation.

Joan King: For in this kind of thing, would he be using all his sick leave or be FMLA?

Retha Niedecken: FMLA only protects you to have your job when you come back from leave. It doesn't dictate whether it is paid or unpaid. That is determined by what you have accrued in sick leave or annual leave. FMLA is that you have x number of weeks to be out of work and be able to come back. If he's here or working from home, that's not leave.

Jennie Stewart: HR would be a good contact. You said that you had some nonexistent positions in leadership, I think HR would be a good contact.

Juan Martinez: Thank you, I appreciate it.

Brett Collier: I wanted to counter something that was said earlier about accommodation. According to PS-12, faculty are not required to be on campus at any time except when they are lecturing or having mandatory meetings. If I'm at home with a broken arm, etc., and I'm grading, I'm working. It is not the university's prerogative, if I'm meeting my teaching and scholarship activities, to question what I'm doing. Could you provide clarification for things when FMLA or sick leave under injury count? When I broke my hand, I was back to work on Monday and worked mostly from home and I didn't take a single day of leave because I'm not required to. I don't have to be on campus to do my job and that's stated in PS-12. How do you make the transition from an ADA situation in HR to making the decision on what is or is not sick leave, FMLA, paid or unpaid?

Retha Niedecken: Well, paid or unpaid is determined by accrual of sick or annual leave. If you have zero sick leave and you have to be out, then it's going to be unpaid leave. Leave would cover when you are not working. So, if you are working from another location, then that is not leave.

Brett Collier: Okay. So, I'm checking email or thinking about scholarly activity, that's not leave?

Retha Niedecken: To be sure, that is something that must be discussed with your department head and HR.

Brett Collier: I thought that that was codified in PS-12?

Mandi Lopez: I don't know if Retha can answer that question.

Brett Collier: Okay. I don't want to go too far down this road, however, you lecture your class and then you go home to do scholarly activities because it's easier to be at home to take your medicine, according to PS-12, that is not leave. Where is the break point? At what point does it become leave?

Jennie Stewart: Well, we are talking about ADA accommodation, which these issues are probably not going to rise to the level of accommodation because it's not going to be a six-month limitation. So, that will not be ADA.

Brett Collier: Does FMLA fall under ADA?

Mandi Lopez: No and that's the confusion and that is why we asked them to be here today. Ms. Niedecken is our Ombudsperson, but she is speaking here to clarify our understanding of FMLA versus accommodation or ADA. She is not here to speak on leave, which I understand is a topic of great consternation for many of us.

Brett Collier: Maybe we should have someone come?

Mandi Lopez: Absolutely. In any case, there's a lot of confusion between expecting to get FMLA and perhaps being denied and then not looking or being provided other options. This can cause a lot of physical and emotional hardship and he here to get that clarification to help us with our understanding of our options. So, if I request FMLA and am denied, what is my next step? What qualifies me for one versus the other?

Joan King: So, for example, if someone drives for their job and they had knee surgery, and they can't drive now, would that be FMLA or ADA?

Retha Niedecken: It would probably be both. When the FMLA ran out, and they needed to be out longer than 12 weeks, then they would seek additional leave as an accommodation under ADAs, so they could come back to their job. It would need to have a finite period of time. If it's an indefinite inability to perform essential job functions, then that is something completely different.

Fabio Del Piero: This is not as uncommon as someone may think. For example, at the Vet School, someone because of physical impairment due to old age, etc., may not be able to perform some surgeries, this would go under both components.

Retha Niedecken: Yes. I think it would go under ADA. They would bring forth a conversation with their supervisor that they can no longer lift a large animal and that they need help, then that would be ADA.

Jennie Stewart: And we can look at the accommodation of someone helping you perform that piece so you can accomplish your job.

Fabio Del Piero: Yes. There are some surgeons in their 70s that are still mentally capable, but not physically. If you put an able surgeon in the room with them, it can be achieved.

Jennie Stewart: Yes, ADA, helping you meet those needs.

Judith Sylvester: Unfortunately, I have been dealing with HR since July. It is an extremely frustrating process because you can't get a straight answer from them. In my case, I had some surgery and I found out that I had to fill out a form with family leave on top and sick

leave on the bottom, something that was never clearly laid out from the beginning. I have some things coming up and was trying to get approval ahead of time, but my doctor won't approve anything until the next procedure, and I could not get a clear answer from HR. I have to hope that if I need leave approved, I can get it approved quickly. You don't hear back from HR for days. But what really complicated matters was Workday. What do you report? Finally, after weeks of asking HR, they said that if you're doing your duties, you don't have to report a doctor's visit. It's very confusing and not handled equitably from department to department. I understand that burden is different from department to department, but the criteria should not change.

Retha Niedecken: I think that when they told you to not worry about reporting leave if you were working, it coincides with the gentleman in the back. If you are working, then it is not leave. How you define working is between you, your supervisor, and the policies that apply to your standing with the university. It is important to have those conversations with your supervisor and HR to have everything worked out ahead of time.

Mandi Lopez: This raises a lot of very important issues. Probably the take home message is to talk to your department head or chair, to work with your own administration as well as HR. They are here to try and give an understanding what is ADA, what is FMLA, why you might be qualified for one and not the other. I think this has been enlightening. If you're working, then you're not taking leave. Under certain circumstances, you can't or shouldn't perform your duties and that is when those pieces are considered. Under no circumstances should you be denied leave or an accommodation.

Retha Niedecken: Denied access to the process.

Juan Martinez: To clarify, if our first contact person as you suggested is our department head or chair, have need to have received the training to direct faculty to the appropriate avenue. If my first contact doesn't know, why do I go? Do they have that training? Are they required to undergo that training so that they can assist the faculty? Oftentimes, in my experience, they refer you to an administrator, the administrator refers you to another, etc.

Retha Niedecken: I agree. Department chairs often have a lot of information thrown at them all at once and sometimes there is a disconnect in their training. If do you run into a situation where a department chair is not aware or unsure, contact an HR representative in T Boyd. They can then be the one to have that conversation with the department chair.

LSU IT Plan FY2020: John Borne, Assistant Vice President for IT and Interim CTO

John Borne began his presentation outlining the search for the permanent chief officer is tentatively scheduled for the next quarter of 2020. He assured the Senate that with the leadership change, they have been trying to move further towards progress in some of the ongoing projects despite it being a challenging budget year for the university. There are four major focus areas: leadership projects (those projects requested by the Provost, CFO, President, etc. that contribute to the strategic plan), faculty and research support (activities that derive from collaborations with the Faculty Senate and ORED), mainframe mitigation (reducing risk by migrating systems away from the legacy system), and IT modernization (moving the university forward). The goal for leadership projects is to support the leadership in strategic initiatives. Actions and projects include LSU Online, Enrollment Management, InfoEd (Geaux Grants), and Scholarship Management. Scholarship Management has not started, being supplanted by term realignment, and is still in the planning phase. The goals in mainframe mitigation are challenging. The system is older and is not a modern platform. IT is looking to stabilize the hardware and administration. Mainframe programmers are rare, and IT is trying to keep those that are still at LSU. They are also looking to stabilize mainframe applications like the software. The software has been custom built and developed over a 40-year period. IT is also trying to protect institutional knowledge on how the university works and processes that are embedded into the mainframe. The last goal is to reduce the application inventory on the mainframe. Reducing the footprint on the mainframe reduces the risk involved with an aging system. In terms of actions on mainframe mitigation, IT is in the process of developing RFP to look at two different aspects: outsource the support of the hardware that is proving to be difficult because there are few organizations that will management a custom system and outsource some of the applications housed on the mainframe. The goals for faculty and research support mainly deal with collaboration with the Faculty Senate and Faculty Senate Executive Committee. They are continuing searching for ways to provide faculty with technology support. IT is also looking for affordable technology and support options to the LSU campus such as training for appropriate individuals in departments. IT has also expanded their support for Moodle including personnel and resources. This development also includes Panopto and Kaltura. There is a new Research and Educational Technology Group that is mainly focused on supporting research technology efforts on an enterprise scale such as storage or other services that researchers may be able to leverage in scholarly work. The IT modernization primary goal is to move projects forward that raise value to the university and mitigate risk. For example, moving applications that are dependent upon the mainframe is a way to reduce risk and help stabilize the system. IT is looking into reconsiderations of Student Systems modernization. During the leadership change, many of those modernization processes ceased. IT is restarting the process and will be considering requirements, a Workday student product, as well as other commercial offerings in the student system. Many systems have been removed from the mainframe, however, there are still several critical operations dependent upon the legacy system. IT is steadily removing applications from the obsolete technology and heading towards a more modern and secure system despite budgetary constraints. Items that IT is looking to remove from the mainframe are: the NCAA compliance application, 40 years' worth of data, identity, and access management (computer accounts, password changes, etc.). Modernization is also including device encryption to encrypt data that hackers often are seeking, document management, phone systems, and information cyber security enhancements.

Q&A Summary:

Fabio Del Piero: Panopto is a service used at the Vet School. Is there a captioning service?

Buddy Ethridge: The upgraded Panopto can do automatic captioning. The company claims that the captioning can be up to 90%. Tests have determined an approximate 70% accuracy. Technical terms or accents effect accuracy may drop that percentage even further.

Fabio Del Piero: Has anyone considered the liability that students may misinterpret what we say because of inaccuracies in captioning? I don't want to be responsible for their misinterpretation of the captioning text. I don't have time to review all videos. Have you considered this possibility?

Buddy Ethridge: Because this is a federal mandate, we must comply with captioning and accessibility.

John Borne: I was in a meeting discussing closed captioning. My understanding is that the machine translations are often inaccurate and the only efficient way to ensure 90% accuracy is with human review. There is an obvious technology gap.

Fabio Del Piero: My suggestion to IT would be a disclosure that LSU is not responsible for machine and human error in captioning.

Rafael Orozco: Is it my understanding that you will consult with faculty on our needs and provide support as necessary?

John Borne: Yes. The faculty technology center is available.

Rafael Orozco: Is this consultation with faculty new?

John Borne: Yes, it's changing.

Rafael Orozco: Box and OneDrive are available to use, however, I heard that one is being phased out. Is this true?

John Borne: I don't have any information. I have heard rumors, but it is not coming from IT.

Mandi Lopez: How would faculty needs be communicated through a single, consistent channel?

John Borne: Reach out to the faculty technology center through the ITS service desk.

Mandi Lopez: Do you track issues? If there are multiple challenges regarding one single issue, are you aware and tracking those specific inquiries and problems?

John Borne: There is a ticketing system that is tracked, and all information is collected.

Judith Sylvester: There is also the ATAC committee. It started out just as an advisory committee to Moodle and has expanded to cover most IT issues regarding faculty use. Many of the questions today are items that are discussed. If you know a faculty member on the committee, reach out to them about issues and challenges.

Mandi Lopez: How do we identify the members of the committee?

Buddy Ethridge: It's on the website.

Mandi Lopez: Which website?

Buddy Ethridge: It is under the information technology center's website.

Senator: LSU dropped support for WebEx and is now using Zoom. LSU Ag Center faculty are prevented from accessing that system. How do you plan to address this?

John Borne: We started receiving reports on the low-quality of video and experience overall. We knew that different campus groups used Zoom. There was a technical analysis done and we began the process of moving towards that application.

Senator: I don't have a problem with Zoom. My problem is that I cannot access it.

John Borne: Yes. Since there is no clear organizational demarcation between the Ag Center and the main campus, contracts and services don't always mesh and overlap in an efficient manner. Decisions made in the Ag Center and the main campus effect services like Zoom.

Brett Collier: I am the faculty representative in the IT governance council for the LSU system. This is an issue that we are working and there are no current solutions. It is an LSU system problem as well as an AgCenter problem. Not everyone agrees on access to services. It's not just Zoom, it includes Box as well. I will keep everyone informed.

Mandi Lopez: We appreciate that. What is the best way to recommend that faculty can convey this and other concerns? It may not require a call to FTC. Do they reach out to ATAC? How do you channel this information in a meaningful way so that it is tracked, not just through ATAC or FTC? Maybe through the IT Council?

John Borne: Working with the FTC is one avenue. Working with your faculty representatives on IT governance is another avenue. A highly effective method is working through the Faculty Senate Executive Committee. We meet on a regular basis and they let us know your concerns and we try to act on those concerns. If you're looking to foment change, those are the three areas: FTC/ATAC, IT Governance, and the Executive Committee.

Joan King: If there are broken links on any website, who should we contact?

John Borne: We are looking into machine methods to search for those. The responsibilities for the websites are in Strategic Communications and we are trying to partner with them on that.

Student Sustainability Fund Proposals, Taylor Goss and Patrick Cormier, Student Sustainability Fund Committee

Taylor Goss thanked the Senate for the opportunity to present on the Student Sustainability Fund. He explained the background of the fund. It was established in Fall 2016 after a vote of the student body the previous spring. It is funded by a student fee of \$2 per student, per semester and is intended to be used for projects on sustainability initiatives or projects proposed by students, faculty, and staff. The first goal of the fund is to ensure that projects are environmentally sustainable and enable collaboration between students and staff, students and faculty, and between departments. The proposed projects should promote and educate sustainability not only within the project itself, but also upon implementation so that the student body, faculty, and administrators are aware of its impact to the community. The last goal of the fund is to incentivize and provide opportunities for students to directly interact with sustainability on campus so that there is an invested interest. Some examples of student sustainability in action is to reduce waste, energy, and water use. Any projects with that idea in mind is welcome to submit and be reviewed by the Sustainability Committee. This also includes sustainable transportation such as campus transit and providing a healthier and more sustainable food system on campus. Taylor Goss emphasized the need to reach out beyond campus and potentially assist or impact surrounding communities. Innovation is the key. Any idea that moves toward strategic goals of sustainability will be considered. Forms for proposals and guidelines are available on their website. All proposals are requested to be under 18 months duration. Deadline: November 29.

Q&A Summary:

Marwa Hassan: Can these be research projects? I teach a sustainability course, and the students are assigned a theoretical sustainability research project. Can they apply for something like this?

Taylor Goss: Absolutely. The strategic goals are guidelines for an example SSF proposal. If your student's projects meet that outline and are larger than a classroom setting, then they should apply. This is going beyond a classroom experience to impact the entire campus.

Marwa Hassan: What is the average funding amount?

Taylor Goss: I don't know. I can provide that average after talking with the rest of the committee. If the student fee is \$2 per student, with 27,000 students, the total amount is approximately \$54,000-55,000 per semester.

Fabio Del Piero: Pollination gardens are great ideas for sustainability. Are the proposals supposed to be research quality?

Taylor Goss: No. Conceivably that idea could be used to fund a research project, however, the majority of the projects that are approved are more implementation—to be installed or completed within that 18-month window.

Mandi Lopez: More tangible outcomes.

Taylor Goss: Yes. If you have someone in mind for this proposal, please submit.

Juan Martinez: In terms of organization, how does it fit with the overall goal of the university? Is there a push campus-wide for hydro-cell, hybrid, or electric transportation?

Taylor Goss: I believe the campus masterplan in sustainability is a portion of it.

Mandi Lopez: Yes. The Mobility Masterplan Implementation Committee will be presenting to the Senate in November.

Joan King: Have you connected with the athletic department? University of Colorado has the first NCAA zero-waste stadium.

Taylor Goss: Zero-waste is one of the goals. One of the things we do directly with the stadium is participate in a competition of who can generate the most recyclable waste. Who can gather the most recyclable waste? There are discussions ongoing with the Sustainability Office with the athletic department.

Mandi Lopez: Thank you for coming today. We would ask that you let us know what a reasonable amount of funding would be.

Taylor Goss: Yes, thank you.

Update on Alexandria Summit, Ken McMillin, Faculty Senate Past-President

Ken McMillin reviewed Dr. Cope's first presentation to the Senate and some of the activities of the Association of Louisiana Faculty Senates. It is a multi-purpose organization that meets on a quarterly basis. The local chapter of AAUP is also involved in the meetings. Any faculty member from public or private institutions may attend. Meetings are at LSU-A campus with welcomes from their administration. Dr. Thackaberry recently presented and discussed LSU Online sustainability and how digital education differs from other institutions in the country. Faculty determines courses and certifications and degrees come from LSU departments. Joan King also presented on the Coalition on Intercollegiate Athletics. Dr. Hardy presented on faculty finances, covering the basics on knowing whether you should and how to seek employment at a university, to tenured promotion and the financial considerations. She also covered retirement. Ken McMillin is trying to obtain that presentation to post on the ALFS website as well as the Faculty Senate website. If you have questions, their national annual meeting will be at LSU on February 15, 2020. Dr. Butkus conducted in 2017 a faculty satisfaction survey, the last year of severe budget cuts. The survey assisted in allowing for faculty raises the last couple of years. He will be sending out another survey on the status of higher education in Louisiana. Ken McMillin encouraged all Senate members to attend the next meeting as well as to participate in the survey. There needs to be support for higher education from all faculty. AAUP issues include proxy voting (can or cannot), freedom of speech, synonymous with unions but not a union, and the treatment of adjunct professors. Next meeting: November 23, 10:00am, LSU-A. If transportation is an issue, reach out to Ken McMillin, Fabio Del Piero, or Kevin Cope.

Q&A Summary:

Rafael Orozco: Will you let us know in advance about the survey so that we can alert our faculty?

Ken McMillin: Yes. Dr. Butkus is currently updating the survey. He is hoping to release the survey before Thanksgiving. We will keep you posted and give you plenty of notice.

Old Business

None.

New Business

Election of Faculty Senate Committee Members

Budget & Planning Committee Nominees:
 Jahanna Bailey, College of Human Sciences and Education
 Fabio Del Piero, Veterinary Medicine
 John Miles, Libraries
 Ye-Sho Chen, College of Business
 Alex Garn, Professor, College of Human Sciences and Education
 Kehui (Kevin) Xu, Associate Professor, College of Coast and Environment

Fabio Del Piero and Ye-Sho Chen elected
 John Miles, alternate

Revision of Courses and Curriculum Committee membership description

Courses and Curricula Committee
 Faculty Senate Bylaws (discussion on highlighted changes)

Charges

1. To approve or disapprove, after review, proposed additions to, alterations of, and elimination of all courses, curricula, and degree programs submitted by colleges and schools, or referred by the Office of Academic Affairs;

2. To notify the appropriate departments and colleges and the Office of Academic Affairs regarding all decisions reached by the committee and to make recommendations concerning needed clarification, coordination, or study of the implications of proposed changes;
3. To consult, when deemed appropriate, with departments which appear to be affected by proposed changes in courses and curricula; departments may appeal decisions made by the committee; if the appeal is supported by the college curriculum committee, the matter shall be sent directly to the Faculty Senate for final determination and placed on the Agenda of the Faculty Senate for the next regularly scheduled meeting of the Senate; and
4. To conduct on its own initiative continuing studies of courses and curricula, and to make recommendations to departments concerned and to the ~~Vice Chancellor for Academic Affairs concerning~~ **Executive Vice President & Provost** changes which appear to be desirable and which appear to require study by specific departments concerned or by special committees appointed for the purpose.

Membership

Eleven experienced faculty (no more than two from any college or school); one undergraduate student; ~~one graduate student~~; chair of the General Education Committee, ex officio. The Office of Academic Affairs will provide administrative assistance at the request of the committee. ("Experienced" is defined as having had one or more years of active participation on a department, school, or college curriculum committee.)

Q&A Summary:

Joan King: We should have graduate students on these kinds of committees. Their input is important. It is also a good experience for them to be on these committees to see how universities work in case they want to pursue a career in academia.

Mandi Lopez: Another question has been raised would be why have an undergraduate student and no a graduate student? The Faculty Senate Executive Committee is working with Vice-Provost Lee on clarifying some of the steps and the role of the Graduate Council in approving graduate courses and curricula. We need to establish the guidelines and make contemporize our operating procedures. Will be asking for Faculty Senate and regular faculty input in this as well.

Senator: I have a historical question. How old is this policy? Has this been this way forever and no one noticed it or is this a relatively recent change?

Mandi Lopez: Unfortunately, the policy (PS-45) was revised in 2015 and again in 2018. We are not aware when the separation between the bylaws and the newer version occurred, but it has been there at a minimum since 2018.

Aly Aly: I think we need both undergraduate and graduate students. This committee addresses both undergraduate and graduate courses and curricula. It is very important to have the students involved.

Mandi Lopez: Okay. It also has been suggested to potentially put a graduate student on the Graduate Council. This would be in response to not having a graduate student on the Courses and Curricula Committee. We will continue our discussion and have a vote during our November 20 meeting.

All moved to adjourn at 5:45pm.