

Faculty Senate Meeting Minutes
Thursday, November 8, 2012
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

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

Parliamentarian: Louay Mohammed

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

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

Guests:

Rachel Wanen	Mike Russo	Elaine Maccio	Jane Cassidy	Patti Exner
John Protevi	Jenny Landry	Lawrence Datnoff	Michael Taylor	

Consideration of the Minutes from October 2, 2012

Motion by Larry Rouse, 2nd Kenneth Fasching-Varner
 Approved unanimously with potential corrections

President's Report

1. FSEC approached the Provost with a proposal on faculty compensation in the most extended sense. We are still waiting on an explanation as to what the various hints have been given for some kind of mid-year productivity award. We have suggested perquisites for the faculty such as discounts or free parking, certificates at the bookstore and free food.
2. FSEC recommended that we increase personnel in graduate school due to concern about timeliness in functions due to lack of academic personnel.
3. Election of members of graduate council and system by which one becomes a graduate faculty are still issues of concern. Kevin Cope is meeting monthly with Dean Byerly about these issues.
4. There are always obstacles to activity on campus related to parking, but there are other obstacles as well as when events are scheduled and how they are advertised and degree of community knowledge. A study committee will be developed with consent of the Provost about visitor activities, both day time and night time.
5. Proxy senator Ferreira gave suggestions that we consider online evaluation of faculty by students and online evaluation of chairs and administrators. We do have that under study and there is an extended schedule due to objections and concerns.

6. Vice Provost Gil Reeve provided FSEC an update on development of the online catalog. One of many things that the Office of Academic Affairs is doing right. The new online catalog takes full advantage of the web as a medium and takes full advantage of the links and connections that one would expect. We congratulate Vice-Provost Reeve and his team on that great work.
7. A couple of years ago faculty senate was asked to revise the faculty handbook which had not been revised since 1997. Stage one completed due Lindsey Harmon and Candace Brown. An electronic version on the Faculty Senate website has been updated on factual matters, policies and procedures and links were added to get to documents that back those items up for phase 1. Phase 2 will be the adaptation of the faculty handbook to a web environment, making it a true web document.
8. FSEC also received an update on the Quality Enhancement plan which will be presented at next Faculty Senate meeting in December.
9. A.G. Monaco, the greatest of all HRM officers, will talk about his extraordinary contributions and plans.
10. The Provost-Chancellor Faculty Senate forum will be postponed until January at the request of Dr. Jenkins. Dr. Jenkins is having community meetings with all campuses in the LSU System.
11. There have been controversies relating to the AGB report and changes in the LSU System. There is a great deal to praise about it, but the system is not handling it with the kind of poise and expertise one would expect. The Faculty Senate is on this case and on a state wide level there were no less than 12 people from every LSU System campus registered for public comment at the Board of Supervisors meeting. We on the Faculty Senate always attempt to be diplomatic and attempt outreach and continue our discussion with the supervisors as we role with this. There is a cultural crisis as the supervisors who experience LSU several decades ago come to terms with the kind of constituency that LSU has now and what is involved in the kind of free debate that characterizes a great university. Kevin Cope has assigned Bill Daly and Larry Rouse to continue to instruct the supervisors and we will continue to try to make the best of it. This Faculty Senate will not desert our colleagues at the other campuses in dealing with these issues.
12. December 1, 2012 will be next meeting for the Alexandria campus summit meetings on higher education in Louisiana for all Louisiana campuses. The chancellor of the LSU at Alexandria campus will be leaving. Two members of the Louisiana legislature are expected. The meeting will be in the Live Oaks room.

Q&A Summary:

Stephanie Braunstein

When talking about the perks and food possibilities at a previous university she was given a fresh gourmet turkey.

Presentation by Jene Ledet and colleagues regarding LSU GeauxShop (procurement)

- Absent

Presentation by Major General Ron Richard, CEO and President, Tiger Athletic Foundation

The Olympic sports are hard to raise money for due to less enthusiasm for them. The exterior of north side of Tiger Stadium was corroding and was improved with a coating and the West side was also fixed. New Gates were put in and plaques for academics and accomplishments on the football field in the name of Hall of Famer players and All SEC players. To round that out they have embarked on a \$100 million bond project from borrowed state bond revenue money. Most of the East side and the West side suites were done with bond money and some of it has been paid back and some if 25 years out. There will be improvements on the north side and on Stadium Drive that are paid for by donors from 5 fundraisers they have for the Tiger Athletic Foundation. They have raised close to \$18 million this year. The donor gets nothing in return, no benefits, no tickets or parking. This is different from money that comes from athletic contests. Names on the walls represent people who have contributed in a very large way. On the south side of Tiger Stadium there will be a new section that is separately built with its own pilings. There will be a club level and two levels of sky box suites which will double premium seating from 5,000 to 10,000. There will be a modified upper level deck and the away game fans will be placed in the higher level sections to free up the southeast corner section for local fans. There will be novel standing room only section catering to the fan that cannot afford the increasing price of tickets. The foundation is proposing that for \$25 each ticket for any game fans can stand in line to purchase two tickets. Space will be for 800 to 1000 fans.

The Athletic Foundation's main mission is to assure that every student athlete graduates by giving them the best experience they can give them. The academic center is used by the student body as a whole not just student athletes. There is talk about athletes being disconnected from the university having to do with money. Tiger Athletic Foundation a private 501C organization and the CEO does not work for athletics, he works for the board of directors, the athletic director, the chancellor, the president, the board, the donors and has lots of oversight. The foundation is separate organization. The foundation wants to be part of the university and is. They are called student-athletes. Student athletes graduate at high levels about 77%

compared to the student body. The foundation is proud that they contributed over \$300 million for bullring and construction involving LSU and the student athlete.

Q&A Summary:

Larry Rouse

What are your thoughts about rehabilitating inside of Tiger Stadium like the offices and dorms?

Ron Richard

One day that will happen once the asbestos problem is solved. They looked at putting suites and offices. Someone called about putting a mausoleum in there.

Judith Sylvester

If faculty wants to sit together can we have a faculty section and get tickets without extra cost or allow us to be first in line for bowl tickets? We are one of the few places without a faculty section.

Ron Richard

We will look into it. The west side 50 yard line box of 135 seats is to be used by the university for fundraising at large, a thank you to donors and to be used by deans and professors.

Vince LiCata

In regards to the revitalization of Huey Long pool is the foundation involved?

Ron Richard

We were asked to look into it, but the foundation was not directly involved. The pool in such disrepair it's extremely costly. Dr. Martin asked several persons in the university to look into that. The foundation hired grant writer who brought in \$80 million for historical buildings. He asked the Chancellor to find a person to write a grant like that to qualify for funding. Kevin Cope said the FSEC will follow up on that.

Joan King

How are the places to put athletic facilities decided, for example the new tennis courts? How do you decide what property to use?

Ron Richard

The athletic department requests from the foundation a feasibility study to see if they can do it without injuring the university. Then it is sent for athletic department endorsement, and then sent to Chancellor. The athletic department requests the places from university, and the foundation must be granted lease. The tennis courts may go near the LaHouse building. The money for the tennis courts will be raised. The final decision of the place to put it is made by the Chancellor and President offices.

Vincent Licata

Stated appreciation for faculty teaching awards.

Ron Richard

Over the past years the foundation has contributed over a \$1.5 million for teaching and student awards. In this next budget there is \$250,000 for next year's awards. The foundation's mission tied to the athletic side with some crossover.

Ron Richard

If donors give an academic donation they also get priority points using a different formula. TAF has no collateral even though they borrow money.

Kevin Cope

There is extreme architectural conservatism on this campus, softball stadium and Mike the Tiger's habit has shown architectural whimsy.

Presentation by Tony Lombardo, Executive Director of Facility Services, regarding Easy Streets II and the physical future of the LSU A&M campus

He introduced his team to speak. Roger Husser joined the department from the AgCenter.

Roger Husser, Director of Planning, Design and Construction of Facility Services

He has been on the job for 4 weeks at LSU A&M and was employee for 18 years at the AgCenter.

The Veterinary Medicine project on the disease and diagnostics laboratory with Department of Agriculture and Forestry is a public service type project. The project is in concert with the faculty as part of the department of veterinary medicine. It's a 100,000 square foot building scheduled to be completed in June of 2013. It's \$23 million project. The Animal and Food Science Building is a research lab building for multiple departments. It is 55,000 square feet and will house the entire school of animal sciences in terms of administrative and office spaces, graduate students and classroom space. It is a \$13 million project scheduled to be completed in June 2013. The Chopin Hall Annex project, recently named the chemistry and materials building is essentially complete and was completed in August. It's in the commissioning phase. It is primarily chemistry lab space at 90,000 square feet and was a \$20 million project.

Q&A Summary:

Larry Rouse

Does the state still have the public art set aside for projects?

Roger Husser

For the animal and food science laboratory building, medallions and plaza for art will be included.

Facilities person

Art comes into effect after the building is built. Staffing cutbacks caused delays to art projects for several buildings.

Lombardo

Budget was cut at state level for staff to administer program. It is also a financial issue. Projects cannot close until the final 1% can be completed.

Bill Daly

Are there any plans for new buildings?

Roger Husser

There are several hundred projects on buildings. Major projects will be Patrick Taylor Hall, Huey P Long building, engineering shops, and the French House.

Dorian Bolder

If a brand new building can be added at \$20 million, for Patrick Taylor would it be cheaper to tear it down and then rebuild it?

Roger Husser

It's 300,000 square feet and they are planning to expand it. It will be \$80 million for the project to make it a total of 400,000 square feet.

Carl Montsbocker

Are any of these buildings lead buildings?

Tony Lombardo

Hilltop and new residential life building are lead buildings. We can do the same without certification to save money. The cost of certification is costly. Well engineered buildings can be done without certification. The state is not really interested in the extra expense for the rubber stamp on the building since the goal can be achieved without that.

Reveille

Are all projects outside funded or also state funding?

Tony Lombardo

Some projects are 50/50. They expect large donations from major commercial entities for the engineering building.

Tony Lombardo

In regards to the Huey P. Long building they are actively developing a plan for how a restored building positively impacts the mission. Working with an architect to work with the College of Human Sciences and Education to map out a plan, then will go through prioritization process for projects.

Gary Graham, Director and Parking, Traffic and Transportation, on Easy Streets II

Easy Streets II is on hold for money and an engineer. The garage is almost ready to open next month, and the process was started in 2004. They wanted to shut down the middle of campus with booths. They wanted to come back after 5 years to examine what was done and what was needed in the future for part II. The emphasis was on pedestrians, cars, buses, etc. Sixty percent of the traffic was reduced in the center of campus during peak times. They were looking to increase safety of students, staff and faculty walking to from class and work. They worked with a city bike program to interconnect them and tie them in with the city's plans. Those near the levee are share lanes.

They are planning dedicated bike lanes on Darymple Drive and will remove parking between West Lake Shore and Highland Road. Tower Drive where there is a count of 30,00 pedestrians daily, will be closed between South Campus and South Stadium and parking eliminated on the road. They will be working on the west side of campus including everything west of Highland Road this summer using angled parking to slow traffic to increase pedestrian safety. The roundabout at North Stadium is successful and we will have two more roundabouts, the first one will be at Darymple and West Lake Shore. Work will start in March and be done in the summer. Field House Drive will have green spaces to narrow where cross walks will be and will use angled parking to increase safety. A total of 9000 pedestrians cross at Raphael Simms on Highland so there will be a four way pedestrian crossing there due to the parking garage. The other roundabout will be at South Stadium and South Campus along with enhanced green areas.

Q&A Summary:

Judith Sylvester

Is there a way to improve visitors parking on campus during the day? Can we have designated spots for visitors or to make the process easier?

Gary Graham

They are open to suggestions. The process seems to work now where they have a reserved spot with their name on a sign.

Bill Daly

Will parking garage be open to visitors?

Gary Graham

The garage is slated to be finished in about a month. It is primarily for visitors, 380 to 400 spaces will be available to visitors.

Gundela Hachmann

Highland Road is dangerous for bikers due to narrowness and number of cars. Are there any plans to create separate bicycle lanes? She has spoken to bicycle committee in Baton Rouge. Bike lanes have been proven to be the least traffic prone.

Gary Graham

Highland Road is a city street and the campus has no control. They opted for a shared bike lanes system. The major undertaking is to get permission to widen roads. They must get the city to approve it and maybe the federal government due to EPA.

Tony Lombardo

There is also an issue with live oaks on sides of roads.

Kenny Fasching-Varner

Perpetual game of frogger in crossing roads with people not using crosswalks. Angled parking may make more opportunities to dart out. Is there going to be any education about using crosswalks?

Gary Graham

We are working on this issue with university relations and the police department. Two pedestrians were hit recently.

Denise Mitchell, Campus Landscape Architect

Landscaping was added to control pedestrian movement. Currently the campus is layers and layers and layers of sidewalks. They are slowly removing sidewalks and using landscaping to guide pedestrians to where they need to go.

Larry Rouse

There are issues with Highland Road and Nicolson Drive as cars are speeding on these roads. Maybe we could have active signs indicating the speed limit or another way to inform cars of speed limit. Also use this on campus.

Gary Graham

Campus and city police get out there to enforce this issue. We might be able to fund the use of cameras or flashing lights to indicate speed. Gary likes the camera idea.

Tony Lombardo

They are putting a proposal together for traffic studies on Nicolson Road. There is a \$25 million capital outlay project infrastructure job to improve crosswalks and other ways to address the traffic problem.

Suresh Rai

During the bomb threat on campus it took two hours to get to Nicolson Drive.

Gary Graham

The threat was called in at lunch time. The issue is being looked at. The Operations Center is looking at everything that was done. They are doing an analysis of what to do in event of emergency. Special events also being looked at.

Vince LiCarta

Thank you for Easy Streets II. How can we help it be implemented?

Gary Graham

Today they looked at the roundabout at Dalrymple and Lakeshore Drive and asked what is a reasonable timeline from the architect. If the state appoints an engineer within the next month, will meet deadline for next Fall.

Vince LiCata

Should there be Easy Streets III committee now?

Gary Graham

Will need one to look at future garages and traffic patterns to accommodate future issues.

Senator

Thank you for all you are doing. A kinesiology faculty member suggested having more bike racks.

Gary Graham

Bike racks are well received and well used. There a lots of bikes on campus.

Senator

Are you aware of public bike sharing?

Gary Graham

They are looking at bike sharing and car sharing on campus.

Senator

Are there triggers for bikes not just for pedestrians?

Gary Graham

He is not opposed to it but that is an expensive option.

Dorian Bolder

At the roundabout near the Cox Communications building there are buses sitting idling.

Gary Graham

They are working with the bus company to keep them moving. There are plans for another bus hub at CEBA Lane.

Richard Holben

He understands the whimsy with art and architecture and the delay due to finances. Maybe to get around bureaucracy a little ingenuity in signage and landscaping could be done.

Gary Graham

There is a roadblock with approvals for now.

Tony Lombardo

They are looking at it and landscaping. They are looking for a long term plan for when buildings are built and how it fits into the whole system. LSU is not allowed to choose who they want for architects, the state chooses them. They want the campus to be cohesive.

Gary Graham

Does it have to be related to that specific building? Lombardo says it does.

Larry Rouse

Maybe faculty, staff and students can help external to those 1% issues.

Rick Holben

From Dalrymple to Student Health Center, the parking spaces are small. Always several of those spaces at the Health Center are empty. Maybe we can widen the spaces by removing space at the Health Center.

Gary Graham

Maybe we can move the sign down a couple spaces. We picked up parking space by doing angled parking. We will check on use.

Senator

Consider the width of cars by today's standards with SUVs when doing angled parking.

Gary Graham

It's cyclical as far as what type of cars people have. We always just use the standard parking space size.

Old Business

Second Reading LSU Faculty Senate Resolution 12–9, “Graduate Faculty Membership for Faculty with 100% LSU AgCenter Appointments”

Read by Lawrence Datnoff

LSU Faculty Senate Resolution 12–9

Graduate Faculty Membership for Faculty with 100% LSU AgCenter Appointments

Introduced by Lawrence Datnoff with concurrence from College of Agriculture Department Heads, School Directors, & LSU AgCenter Regional Directors*

Whereas Graduate Faculty membership requirements, rights, and responsibilities calls for members to maintain a current and sustained record of scholarly or creative activities demonstrated by publications in recognized journals in their area of study, books, and exhibitions or performances;

Whereas Full and Associate members of the graduate faculty must possess the highest degree appropriate to the field of study or unquestionable evidence of comparable achievement in the field;

Whereas faculty with 100% LSU AgCenter appointments have the same professional credentials and research expectations as faculty with an LSU A&M budgetary appointment such as;

- have terminal degrees in the same disciplines, many with postdoctoral experience;
- publish in prestigious and high impact scientific journals;
- publish books, compendia, and other scholarly outputs;
- serve as Editors, Senior Editors, and Associate Editors of scientific journals;
- serve as President, Vice-President, and as other officers of their respective scientific societies;
- serve on grant panels of NSF, USDA, etc.;
- are senior or Co- PI's on technology development resulting in disclosures, patents, and licenses;
- receive prestigious and competitive scientific awards – i. e. Outstanding Researcher;
- receive invited keynote addresses/lecturers at international meetings, universities, and other professional organizations;
- give invited seminars and guest lectures in graduate courses;

- are recognized as national and international experts in specific disciplines;
- and have scientific expertise in fields complementary to other departmental faculty that would benefit from graduate course educational offerings;

Whereas many faculty with 100% LSU AgCenter appointments were granted and maintained full Graduate Faculty membership status for years until the policy was unceremoniously changed;

Whereas 100% AgCenter faculty cannot serve as chair of a graduate student committee without special “dispensation” from the LSU Graduate Council;

Whereas this demotion is interpreted by otherwise highly productive faculty members as an unjust and inexplicable punishment;

Whereas this restriction can diminish a School/Department’s ability to fulfill requirements for graduating the average number of MS and PhD students as stipulated by the Board of Regents;

Whereas this restriction can limit the ability of graduate students to achieve their highest levels of intellectual and personal development;

Whereas this restriction can limit graduate research opportunities designed to attract and educate highly qualified graduate students;

Whereas restrictions in opportunities for faculty to direct research programs of highly qualified graduate students will reduce overall support from funding agencies thereby limiting the available funds to promote research excellence, institutional IP, professional development, and academic growth;

Therefore be it resolved that the LSU Faculty Senate recommends that those faculty with 100% LSU AgCenter appointments whose credentials have been reviewed by a Department or School and given approval to teach or do research meet the membership requirements, rights, and responsibilities to maintain Graduate Faculty status as Full or Associate members of the graduate faculty.

***John Barnett**, Regional Director, Northeast Station
Michael Burnett, Director, School of Human Ecology
Patrick Colyer, Regional Director, Northwest Region
David Constant, Department Head, Biological and Agricultural Engineering
Gail Cramer, Department Head, Ag. Economics & Agribusiness
Lawrence Datnoff, Department Head, Plant Pathology & Crop Physiology
John Finley, Department Head, Food Science
James Geaghan, Department Head, Experimental Statistics
Gary Hay, Director, School of Animal Sciences
Donald Labonte, Director, School of Plant, Environ. & Soil Sciences
Benjamin Legendre, Department Head, Audubon Sugar
Steve Linscombe, Regional Director, Southwest Region
Boyd Padgett, Regional Director, Central Region
Allen Rutherford, Director, School of Renewable Natural Resources
Timothy Schowalter, Department Head, Entomology

Q&A Summary:

Vince LiCata

There is no language about the AgCenter being a different entity than LSU A&M.

Lawrence Datnoff

I see it as a mute point. He has three way appointment, extension, teaching, and research. Graduate students apply for programs within department. People have the same qualifications in his department. Just because it is a separate entity makes no difference.

Vince LiCata

He is not saying anything about qualifications. This would be equivalent to granting graduate faculty status to all campuses in the LSU system.

William Steele

It's an administrative separation. Some people are in the cooperative extension service which is why he thought people were inappropriately removed. Did you ask the graduate council about this issue?

Lawrence Datnoff

He spoke to Dr. Byerly around the time he spoke to Faculty Senate and the Graduate Council and Dr. Byerly is favorable to this idea.

William Steele

Then why bring it to senate?

Lawrence Datnoff

If faculty senate backs off now then it would reflect poorly on being able to move this forward.

William Stickle

You are no different from Pennington and the Medical school.

Lawrence Datnoff

Why petition for graduate faculty status if they are here on campus?

Larry Rouse

They are not supposed to teach if they have no teaching appointment. They cannot serve on committees. LSU A&M research faculty (36NT) have to go through same rules and steps as AgCenter faculty. They are not tenure track positions.

John Nyman

These people are in the College of Agriculture. People were advising students before and now they cannot. If his appointment was changed to 100% AgCenter he would not longer be able to advise graduate students. We need to pass this because the graduate council is looking for leadership on this issue.

Dorian Bolder

The reason it came up in the first place, was all of these people have become members of the graduate faculty but cannot chair committees. A few years ago, the Graduate Council was not taking action on all applications. Those on the LSU A&M campus were granted affiliate status as full research persons. If the LSU system becomes one it will be a mute point.

Senator

In the College of Engineering, if you are on a research appointment you cannot chair a committee and have to go through the same process. They must get administrative approval if they want to chair a committee. They can co-chair.

Lawrence Datnoff

Are these people hired knowing that they will not be involved in graduate education? It is not the same for the AgCenter. These are all tenure track faculty. We need students to do research and move our science forward.

William Stickle

Several people at Pennington cannot be chairs but are co-chairs.

Lawrence Datnoff

These faculty are physically on campus.

William Stickle

Physicality is not an issue. Pennington is parallel with the AgCenter in their involvement on campus.

Wes Harrison

Passing this resolution is in the best interests of all graduate students. Physicality is important; these faculty are housed in academic units, they are writing grants and employing graduate students. The policy is ridiculous.

Jeff Gillespe

These faculty are hired by and vetted by LSU A&M faculty. He is not aware of 100% research faculty status and restriction on graduate faculty status at any other campuses in the United States. LSU AgCenter and 100% AgCenter faculty are serving as mentors and publishing and funding assistantships through those grants.

Andy Nyman

Most of the people were hired with expectation to hire and train graduate students. They have shadow advisors right now for students.

Vince LiCata

He agrees with the spirit of resolution. Recommends change in the Therefore Be It Resolved statement to say that “The LSU Faculty Senate strongly encourages that the graduate school and graduate council find a more permanent solution to this issue”.

Bill Daly

LSU A&M graduates the students. It makes no sense not to have the AgCenter Faculty be on graduate faculty.

Andy Nyman

Change wording to strongly encourages graduate council and graduate school to find a permanent solution to this problem for the faculty of the LSU AgCenter.

Gundela Hachmann proposed amendment and senator seconded.

Vote on amendment was positive one vote was against the friendly amendment.

Question called.

Resolution passed unanimously.

Second Reading, Resolution 12-10, “In Support of a Pay Raise for the Faculty”

Read by Michael Russo

Sponsored by LSUnited and Library Faculty Policy Committee

FACULTY SENATE RESOLUTION 12–10 IN SUPPORT OF A PAY RAISE FOR FACULTY

Sponsored by Michael Russo

Co-sponsored by LSUnited, the Library Faculty Policy Committee, and the LSU Chapter of the American Association of University Professors

WHEREAS faculty salaries have been frozen since the 2009/2010 budget cycle, and

WHEREAS the cost of goods and services as measured by the southern urban average of the Consumer Price Index has increased annually over this same span of time,(1) and

WHEREAS insurance premiums for some faculty have risen,(2) while salaries have not, and

WHEREAS the compensation of LSU faculty has lagged behind that of several peer institutions, and will continue to fall,(3) and

WHEREAS the failure to adequately compensate faculty has damaging and depressing effects on faculty retirement,(4) and

WHEREAS the number of full-time teaching faculty has declined during the current program of austerity,(5) and

WHEREAS this decline has resulted in a rise in the ratio of students to teachers, which has, in turn, been a factor in LSU’s demotion in rank among top-tier universities,(6) and

WHEREAS the above trends are inconsistent with all Flagship 2020 goals(7) and are detrimental to the state’s future, and

WHEREAS the faculty of LSU that remains has shown steadfast dedication to the state’s flagship university,

THEREFORE, BE IT RESOLVED that this body directs the university administration to submit to the Faculty Senate

Executive Committee no later than April 10, 2013, a credible plan for increasing the salaries of LSU faculty members, and

BE IT FURTHER RESOLVED that this increase shall reflect parity with LSU’s peer institutions or the cost of living index, whichever is higher.

Notes

- 1 The Consumer Price Index, averaged for southern urban areas, was 209 in August of 2009. In August of 2010, the average was 211.308; in 2011 220.471; and in 2012 223.919. (Bureau of Labor Statistics, Consumer Price Index for southern urban areas http://data.bls.gov/pdq/SurveyOutputServlet?data_tool=dropmap&series_id=CUUR0300SA0,CUUS0300SA0.)
- 2 In 2009/2010, nine-month employees paid \$579.57 per month for family coverage for LSU First (Cigna) coverage for Option 1 and \$508.85 for Option 2. In 2013, those employee payments will increase to \$652.69 and \$572.45, respectively. The employee share of premium payments will increase for other health insurance plans by varying amounts. (“Monthly Medical Insurance Premiums for Active Employees” [http://app1003.lsu.edu/hrm/benefitsweb.nsf/\\$Content/Comparison+of+Medical+Plans/\\$file/Medical%20Premiums%20for%20Active%20EEs%20August%202012.pdf](http://app1003.lsu.edu/hrm/benefitsweb.nsf/$Content/Comparison+of+Medical+Plans/$file/Medical%20Premiums%20for%20Active%20EEs%20August%202012.pdf).)
- 3 In 2010, the last year for which complete data are available, the average salary of a full professor at LSU was \$108,027. This average compensation was surpassed by Iowa State University (\$112,021), North Carolina State University (\$116,057), University of Illinois (\$130,045), University of Maryland (\$134,424), University of Tennessee (\$109,521), Virginia Tech (\$116,753), Texas A & M (\$119,759), and University of Nebraska—Lincoln (\$111,130). LSU’s salaries for the ranks of Associate Professor, Assistant Professor, and Instructor lagged similarly. If it is assumed that all these peer institutions have frozen their salaries, then LSU certainly continues to lag. If these institutions have not frozen the salaries of their professors, then LSU has fallen even further behind. (National Center for Education Statistics, IPEDS Data Center <http://nces.ed.gov/ipeds/datacenter/>.)
- 4 Retirement for faculty in the Teachers Retirement System is calculated based on a percentage of the average of the employee’s salary for the highest-paid three or five years of consecutive employment, depending on date of hire. A stagnant salary flattens that calculation. (TRSL Member Handbook <http://trsl.org/uploads/File/Brochures/memberhandbook.pdf>.) The same flattening applies to faculty in the Optional Retirement Plan, which is based on a defined contribution of 8% of salary. (Memo of 1/14/2010 from A. Stuart Cagle, Deputy Director of TRSL [http://app1003.lsu.edu/hrm/benefitsweb.nsf/\\$Content/Summary+of+Retirement+Benefits/\\$file/2010%202011%20Contribution%20s.pdf](http://app1003.lsu.edu/hrm/benefitsweb.nsf/$Content/Summary+of+Retirement+Benefits/$file/2010%202011%20Contribution%20s.pdf).)
- 5 In the academic year beginning in August 2008, the year before salaries were frozen, there was a total of 1,262 full-time faculty. By 2011, there were 1,106, a decline of 156. (LSU Office of Budget and Planning, Trend data: Personnel, Headcount <http://www.bgtplan.lsu.edu/TREND/personnel/headcount/facbyrank.pdf>.)
- 6 In 2008, LSU was ranked 130th, with a student-to-faculty ratio of 20:1. (Bill Barrow. "Top-tier ranking boost for LSU - Big strides on campus reflected, provost says." *Times-Picayune, The (New Orleans, LA)* 22 Aug. 2008, NATIONAL: 03. *NewsBank*. Web. 10 Oct. 2012.) The latest rankings place LSU in a four-way tie for 134th among top-tier universities, with a student-to-faculty ratio of 23:1. (U. S. News & World Report Best Colleges <http://colleges.usnews.rankingsandreviews.com/best-colleges>.)
- 7 Every goal in each of the four categories (Discover, Learning, Diversity, Engagement) relies heavily on faculty for its achievement. Without a faculty that feels it is valued, these goals will be difficult, if not impossible, to achieve. Comparison “latitudinally in rankings among our peers,” as alluded to in the list of goals, will continue gradually to suffer under the present austerity regime. (LSU Flagship 2020: Goals, <http://www.lsu.edu/flagshipagenda/goals2020.shtml>.)

Q&A Summary:

Stephanie Braunstein

There is a typo in the therefore clause. This may be a value judgment, not necessarily steadfast dedication. Some people may not have the opportunity to go somewhere else.

Mike Russo

I did not agree to change the wording, but if it is a big issue he will change it.

Guillermo Ferreya

Don’t predict that compensation will continue to fall in whereas number 4. Adjust wording to that it continues to fall, not predict that it will fall.

Andy Nyman

Can we add the staff?

Kevin Cope

Staff are in a separate senate.

Bill Daly

We usually tell the staff senate what we are doing and encourage them to do likewise.

Larry Rouse called the question.

Vote: Resolution passed unanimously.

Second Reading, Resolution 12-11, “A Task Force to Consider and Compare Anti-Plagiarism Services”

Read by Gundela Hachmann

FACULTY SENATE RESOLUTION 12–11
“A Task Force to Consider and Compare
Anti-Plagiarism Services”
Sponsored by Gundela Hachmann

Whereas it is the responsibility of every faculty member and teaching assistant at LSU to educate students towards abstaining from any form of academic dishonesty and to proceed against violations of the LSU Code of Student Conduct; and
Whereas specialized internet services as well as a growing number of original works that are available for electronic download have significantly increased the opportunities for plagiarism and the accessibility of intellectual property; and
Whereas faculty members and teaching assistants often face insurmountable challenges when trying to ensure that all their students always adhere to principles of academic conduct; and
Whereas comparable institutions such as the University of Florida in Gainesville, Indiana University, Pennsylvania State University, and the University of Maryland subscribe to the anti-plagiarism service TurnItIn.com; and
Whereas TurnItIn.com promises to help faculty members and teaching assistants to scan student submissions quickly and effectively for plagiarized content,
Therefore, be it resolved that the LSU Faculty Senate appoint a task force to compare the products offered by anti-plagiarism service providers and to study the feasibility, costs, and effectiveness of purchasing an institutional subscription to an anti-plagiarism service at LSU.

Q&A Summary:

Senator

Typo in paradigms.

Senator

Missing the word ‘at’ before LSU.

Larry Rouse

Have you spoke to ITS? The students have approved this. ITS would have to implement it?

Gundela Hachmann

I have spoken to the Office of Accountability who approved of this. Good suggestion, maybe it can be linked to moodle. Some universities have this in place.

Larry Rouse

At the Moodle advisory committee meeting it will be brought up.

Senator

Add Tulane to those that use turnitin.com.

Vote: Resolution passes unanimously.

New Business

First Reading of Faculty Senate Resolution 12-12, “Same-Sex Domestic Partner Health benefits for LSU Employees”

Read by Elaine Maccio.

FACULTY SENATE RESOLUTION 12–12

Same-sex Domestic Partner Health Benefits for LSU Employees

Introduced at the request of Elaine M. Maccio, Marybeth Lima, and Jack Yeager

WHEREAS, Louisiana State University (LSU) employees currently are denied access to spousal benefits for their same-sex partners, and

WHEREAS, LSU Policy Statement Number PS–01 prohibits discrimination on the basis of sexual orientation and “requires that all employees are treated fairly with regard to...rates of pay and other forms of compensation,”¹ and

WHEREAS, LSU allows its employees to add same-sex domestic partners to Department of University Recreation memberships,² and

WHEREAS, 311 U.S. colleges and universities offer same-sex spouse or same-sex domestic partner health benefits to their employees, including Tulane University, five of LSU’s peer institutions (Colorado State University, Iowa State University, Purdue University, University of Illinois at Urbana-Champaign, and University of Maryland at College Park), three of LSU’s aspirational institutions (Ohio State University, University of Arizona, and University of Minnesota), nearly a dozen faith-based colleges and universities, and 218 colleges and universities in states with laws or constitutional amendments banning same-sex marriage,³ and

WHEREAS, LSU has the opportunity to be a leader in equality in employee benefits within the local, regional, and national communities, and

WHEREAS, 88% of the top 50 and 79% of the top 100 national universities as ranked by *U.S. News and World Report*⁴ offer same-sex spouse or same-sex domestic partner health benefits to their employees, and

WHEREAS, the costs of implementing same-sex domestic partner health benefits is often less than 1%,⁵ and

WHEREAS, more than 9,000 employers, including colleges and universities, offer same-sex domestic partner health benefits to their employees, “believing that it makes good business sense,” and seeing this “as an inexpensive way to attract and retain talent and to gain an advantage over the competition,”⁶

THEREFORE, BE IT RESOLVED THAT LSU will implement a policy that extends health benefits to the same-sex domestic partners of its employees.

References

1 Louisiana State University. (2008). *PS-01: Equal Opportunity Policy*.

[http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/E93A2F2B166AF22786256C250062AE9B/\\$File/PS01+R05.pdf](http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/E93A2F2B166AF22786256C250062AE9B/$File/PS01+R05.pdf)

2 LSU Department of University Recreation. (2011). *UREC membership*.

http://www.lsu.edu/urec/html/faculty_staff_membership.html

3 Human Rights Campaign. (2012). *Employer database*. Retrieved from <http://sites.hrc.org/issues/workplace/list.asp>

4 U.S. News and World Report. (2012). *National university rankings*. Retrieved from

<http://colleges.usnews.rankingsandreviews.com/best-colleges/rankings/national-universities>

5 American Civil Liberties Union. (2005). *The true cost of providing domestic partner health care benefits*. Retrieved from

http://www.aclu.org/lgbt-rights_hiv-aids/true-cost-providing-domestic-partner-health-care-benefits

6 American Association of State Colleges and Universities. (2007). *Domestic partnership benefits: Equity, fairness, and competitive advantage*. Retrieved from

[http://www.aascu.org/uploadedFiles/AASCU/Content/Root/PolicyAndAdvocacy/PolicyPublications/domestic_partners07\(1\).pdf](http://www.aascu.org/uploadedFiles/AASCU/Content/Root/PolicyAndAdvocacy/PolicyPublications/domestic_partners07(1).pdf)

Larry Rouse moved resolution into debate and Joan King seconded.

Q&A Summary:

John Caprio

Why are we omitting opposite sex couples?

Elaine Maccio

Same sex couples cannot marry, while opposite sex couples can. They are open to adding opposite couples.

William Stickle

1% of what?

Elaine Maccio

She will find out that information and correct it. She has figures of estimated costs.

Vince LiCata

If you can lose the 1% number the statement will be clearer. Add opposite sex partners. Change therefore to ask LSU to implement a policy.

Kenny Fasching-Varner

The economic argument is important to have in there must be more specified. Arguments are that it is expensive to do this, but it really is not.

Senator

The resolution will be muddled. Can you find data on that for costs, it would be higher than 1%?

Larry Rouse

Can the university do this under state law? Are there any in Louisiana?

Elaine Maccio

Several colleges have it even though there are laws banning same sex marriage.

Wes Harrison

He agrees with the potential increase in 1% when adding the opposite sex in the resolution.

Senator

What is the mechanism that triggers the coverage? What identifies a partnership?

Elaine Maccio

Partners would have to prove the domestic partnership by a form. Being together one year and financially intertwined.

Dorian Bolder

Any recognition for same sex partners and opposite sex partners Louisiana?

Elaine Maccio

No .

Gundela Hachmann

Are there other schools and corporations in Louisiana who have this policy?

Elaine Maccio

They surveyed 115 of the largest corporations in the area and found that Blue Cross Blue shield has these partner benefits.

Gundela Hachmann

May add it to resolution.

Katherine Mitchell

If opposite partners are added it will decrease the effectiveness of resolution due to potential increase in costs and the 1%.

Elaine Maccio

With a spouse a person pays \$232 more. University of Georgia has domestic partner benefits and between 0.5% to 1% use this. On campus this would be up to 48 faculty and would cost \$67,000 a year for 0.5% and if 1% it would be a \$135,000 cost to the university.

Margaret Reams

Have the other universities expanded to opposite sex partners? How common is that?

Elaine Maccio

Language used is simply domestic partners benefits at other universities.

Larry Rouse moved to adjourn and it was seconded by everyone.

Adjournment at 5:24 PM