

**Faculty Senate Meeting Minutes**  
**Monday November 9, 2015**  
**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. Suresh Rai (Member-at-Large, Elect. & Computer Eng.) |
| 7. William Adkins (Member-at-Large, Math)      |   |

Parliamentarian: Louay Mohammed

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

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

*Guests:*

Jane Cassidy	Carol O'Neil	Pam Monroe	Zachary Faircloth	Robert Doolos
Barbara Reonas	Walt Holliday	Brandon Smith	Rick Koubek	Andrew Mullet
Ahmed Rachidi				

**Consideration of the Minutes from October 6, 2015**

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

President's Report

- We are in 12<sup>th</sup> year of former 10 year master plan. We have found NBBJ to work on next master plan. The FSEC was asked to create a committee by facility services. We have a committee of various persons including Bruce Shocky, Judith Schiebout, Sherif Ishak, and Lillian Bridwell-Bowles who will meet with NBBJ.
- The student government has made a request to reduce the number of credit hours required to get on the honor roll. In 2005 we increased hours by a resolution and reported this to the Office of Academic Affairs.
- Ken McMillin is our representative to the new Administrative Processes and Improvement Committee. It is moving on to its next phase of operation with several suggestions flowing in. If you have any suggestions for the improvement of business, administrative or services functions of LSU you can go to the LSU website to input ideas.

4. In the last week or two there have been discussions about child care on campus, of which there are two child care centers. We will hear later from a report by Gundela Hachmann.
5. It came to the attention of the Faculty Senate Executive Committee that there have been an increasing number of disciplinary cases on this campus and around the system. Ken McMillin has drawn up a faculty advisory sheet with consultation with other faculty which informs a faculty member as to what to do if queried by HRM about anything related to a disciplinary process. It will be distributed to faculty within the next week or two.
6. The budget and planning advisory committee has come back to life and has added one new member and they are looking for one new member. Let Kevin Cope know if you are interested. The current chair George Cochran has revised the focus and is reorienting the committee in an educational direction to help colleagues better understand the budget and be better equipped to make suggestions pertaining to it.
7. Several colleagues have reported long cues at testing center on campus. We raised the issue with the Provost and he has it under study.
8. We raised data storage and archiving issues with the Provost. The university is outsourcing its data storage. The commercial world does not always live up to archiving standards in the academic world. We also have concerns for the research and institutional legacy of the university. Provost Kubeck in cooperation with Brian Nichols has the matter under study.
9. We have expressed concern about the future of the daily Reveille. A majority of faculty would like to keep that outlet going as a means of helping the university understand itself as a conduit for constructive criticism if nothing else.
10. There is an upcoming search for the Vice President of Strategic Communications. We have advised Provost Kubeck to advise the President for faculty input into search.
11. Dozens of colleagues expressed concern in the increase in number of mandatory trainings, like ethics, sexual harassment, etc. The bad news is that although we have cooperation by HRM and the Office of Academic Affairs it is beyond institutional control and controlled by the state.
12. Last week there was a major education conference with a collateral conference on Higher Education at the University of Louisiana Lafayette called Mid South Educational Research Association. Faculty senate officers from around the state were there and appeared on the panel.
13. November 21 there will be another summit meeting for those interested in faculty governance and higher education in Louisiana at LSU Alexandria. The speaker will be Willy Larkin the new President from Grambling University.
14. LSUnited has entered into new collaboration with ULL to build multiple faculty advocacy networks.
15. At the national level, at end of this week, there will be a meeting of the AAUP national governing council. Kevin Cope was freshly elected there. One topic will be about LSU and your views will be represented there.

**Q&A Summary:**

None.

**Presentation on the United Way campaign by Brandon Smith, Coordinator Office of Diversity**

He facilitated the United Way campaign for the last three cycles. We always hear why do we choose the United Way campaign? Because LSU fields several requests to engage in community to give back or a worthwhile cause. We cannot say yes to everyone, but United Way allows us an opportunity to give back to several agencies. The capital area United Way represents about 46 agencies in the ten parish capital area. The reason we say yes is because we are a public entity. We want to say that we participate in collective efforts to give back to our community. We joined with Exon, Turner and Blue Cross Blue Shield, which also give to LSU. We are happy joining with others who are doing the right things. We do it through an online portal. You can choose how much to donate and how to split it out over pay periods. The faculty and staff at University of Alabama participate at 58%. Last year we exceeded our goal of \$90,000. This year we set a goal of \$100,000. Only eleven percent of LSU faculty participated. We have increased our giving over the last three years. The campaign runs until December 4. United Way had an overhead of 15% more recently, whereas it was 25% several years ago. He can be contacted at [Bsmi31@lsu.edu](mailto:Bsmi31@lsu.edu) and he would be available to talk to faculty at our department meetings.

**Q&A Summary:**

Gundela Hachmann

How has the Baton Rouge area benefited?

Brandon Smith

The food bank has benefited. Over 80% of students are on free lunch in East Baton Rouge public schools. The food bank experiences depletion every summer. The students get two free meals and sometimes a snack through public schooling. When those are not there the families come to the food bank for help with much greater frequency.

**Presentation by Kenneth Miles, Assistant Vice-Chancellor and Director Academic Center for Student Athletes**

He wanted to tell us the message they tell recruits when they get here. They tell them that the Cox Center is 54,000 square feet of space designed to get their mind right. Every time they go in the building their goal is to get better. Their motto is integral learning leads to serve. They recognize that the young men and women are going to develop academically with the services they provide. They come at it from a holistic approach. They believe in the African proverb "It Takes a Village". All of them collectively help to get them where they are going.

Their graduation success rate (GSR) is 81% for student athletes in 2014. This year in 2015 they are at 84% which is the highest the rate has been since its inception in 2005. When he started in 2008 the GSR for student athletes at LSU was 68% and now it's at 84%. It happens by design, it is not accidental. Preparation is everything. They take the data and develop programs to have a long lasting impact. Their vision is to be the premier resource for student athletes on a transformative basis. They are deconstructing a mindset and reconstructing a new one. The students have 18 years of a habit. Their goal is to make them better ambassadors of this institution. The goal is to graduate the student athletes and prepare them better for careers. The students will work on resumes; go through mock interviews and media training. Their branding and image is everything. The other two goals they have are to promote academic image and integrity. They promote the team that works with them. GSRs for men's and women's tennis, golf and volleyball are all 100%. The goal is to prepare them for life after, not just while they are here. They report to Provost Kubeck down through Matt Lee and he reports to Matt Lee. There is a dotted line to athletics. The services that they provide are allowable by the NCAA based on time spent on their respective sports.

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

Senator

How does 84% compare to whole university?

Kenneth

There is no GSR for non student athletes. It is fall and mid year enrollment for some cohorts, including mid-year transfers and freshmen. When looking at the federal rate it is first time, full time, fall enrollment. This is from the cohort class of 2008-2009. This is third time since 2003, twice since 2008 when he arrived, that the federal rate is actually higher than the non student athlete rate. It is 67% student athlete, 65% non student athlete. The number for LaGrad Act includes students from the med school in New Orleans. That is the difference in the numbers that you will hear.

Kevin Cope

Can you tell us about the disciplinary spread? There is a stereotype out there that athletes prefer x, y and z. Is that true or do you have a whole spectrum of studies?

Kenneth

Often the student athletes are reflective of the student body. One body equates to 1%. Student athletes are enrolled in arts and design, music and dramatic arts, we have students that are HSS, HSE so they do cover the gambit. Looking at the intersection of race, gender, and institution of higher education politics there is always going to be a stereotype associated with black, male student athletes.

Lillian Bridwell-Bowles

What is the mechanism for student athletes who go on to compete in pro sports? How can they come back and complete their degree? How often do they do that?

Kenneth Miles

They have something called Project graduation. Any student athlete can come back and they cover the cost. They have a liaison that works with the pro sports and have a set of guidelines for the student athlete returning so they know what they need to do to complete their program. It happens all the time. Project graduation has roughly three to four that end up graduating every semester.

Lillian Bridwell-Bowles

It seems as faculty we should be proactive in terms of them being potential donors. Is there a way that faculty can help make that promise real? As in getting them to come back and become really grateful.

Kenneth Miles

Absolutely, it does take a village. A study done by Philadelphia Eagles quarterback Chip Kelly found that those with the longest longevity in the NFL are those with degrees. They use that info to get them back. The NBA is a little different since students only have to come here for a year.

Kevin Cope

Is there any causal explanation? It would seem that your exposure to injury would be the same regardless. Is it a matter of taking better care of your self? Why do people with degrees last longer?

Kenneth Miles

They probably make better decisions and choices. They understand their landscape and improve the branding of essentially their company, how you want to be represented and viewed. There are other personal development workshops they have for the students athletes, such as career development and personal finances.

Arend Von Gemmert

He gets those emails between mid semester and the end about students. They have moodle to post grades. Is it still useful to send those in and why?

Kenneth Miles

Absolutely, not everyone uses Moodle and not all grades are put on moodle. Some things are graded and not necessarily noted. Students may sneak out early from class. They also get emails from grades first. The student athletes can communicate with you also. It provides an accurate and simple one stop shop.

Presentation by Carol O'Neil, Director, LSU Discover

She provided handouts. She recognized the LSU Discover Librarian Amanda MacDonald, the Senior Coordinator Sarah Ferstel and the other coordinator Rosalyn Croft. Most of the work done so far is from the librarians working on this. There are new tutorials online on information literacy for students to take. There are workshops given by Amanda or other people who work at OSI for people to take. There are six of them right now. They are open to new topics for students or for faculty working on LSU Discover. If the students complete any of these four workshops they get a certificate of completion. The students like that. There are many things that the LSU library offers that were listed on the handout. In Dietetics she has targeted specific courses at each level so that when students reach their senior year, they can find, read, understand and use the peer review literature. As a heads for those of us working with undergraduates on research they have LSU Scholars which makes them eligible for funds to travel to professional meetings, regionally, locally and nationally. Up to ten undergraduate students will be selected. The process is stated on their website. She reminded everyone of LSU Discover Day on April 7. They are accepting students through January 25, 2016. They have sent out a student survey asking about barriers and enabling factors to students doing research at LSU. They also want a faculty survey this spring.

**Q&A Summary:**

Stephen Shipman

Is what you mentioned about surveys on the sheet you handed out?

Carol O'Neil

That was sent out to all undergraduate students directly. They have had a fairly good response to it already.

Senator

He was a member of the previous advisory board. He hasn't received any information for a while so he wondered if he was still on the board. Is there a different way of vetting the students participating?

Carol O'Neil

The board was renamed the LSU Discover University Advisory Board because it brought in other people besides college representative, such as from OSI. There is a rubric spelled out about how long a student is doing research.

Kip Matthews

Are any workshops during the summer?

Carol O'Neil

The librarian is 12 months so we hope to have some in the summer, especially on statistics.

Mandi Lopez

Is the \$1,000 award separate from travel or the same?

Carol O'Neal

It is the same as travel.

Stephen Shipman

Is LSU Discover associated with the former undergraduate research forum?

Carol O'Neal

The person who runs the research forum is on the university advisory board. She will talk to Amanda about that this week.

Steven Pomarico

When doing workshops if you could create a video of it, it would be accessible to others who couldn't attend.

Carol O'Neal

They want the workshop more interactive but the content could be available.

Sabrina Taylor

There seems to be a lot of these workshops and opportunities. Can you share some of these workshops across the various offices involved in research?

Carol O'Neal

All workshops are for every student. They are working on some consolidation to minimize confusion to students and faculty.

Report from Senator Gundela Hachmann concerning the new committee to evaluate campus child care

On October 26 the Vice President for Finance and Administration Dan Layzell and Director of Auxiliary Services Margo Carol announced that they are looking at the possibility of turning over the operation of the LSU child care facility to an outside company. It is currently run by LSU employees and the Office of Auxiliary Services. Changing the provider would mean the employees would no longer be at LSU but instead the company and would it would change to a for profit company. The national child care providers they are considering include those such as a Bright Horizons Family Solutions, the largest provider of employee sponsored child care in the USA based in Watertown, MA with an estimated revenue of \$1.2 billion in 2014 as well as the brands Kinder Care and Children's Creative Learning Centers with an estimated revenue of \$1.45 billion in 2012. Dan Layzell highlighted that it is not motivated by finances, it is self sustaining. He wants more expertise in running a day care than we have. There have been problems with running the day care center. Two years ago the director left and they are having problems keeping the director position filled. Stake holders have responded with anxiety and have concerns about the possible privatization of the child care center. They doubt it will be beneficial to child care to change to a for profit business model. Parents raise issues that rules by outside companies may be a problem and they may hire employees with lower qualifications. Teachers are concerned about loosing their jobs and lowering of their salaries benefits. Many parents were disappointed that LSU was not considering alternatives to this suggested privatization and parents requested parent involvement in the decision making process. Dan Layzell responded by creating a committee that included staff, students and faculty senate members, of which at least two are associated with the child care center. The Child Care Center has 180 students of ages 6 weeks to 4 years. It is one of the best in Baton Rouge and one of only three accredited facilities, one of two that have the highest possible rating of 5 stars by the Louisiana Department of Children and Family Services. It is the only center with both. The LSU child care facility has an operating budget of \$1.7 million and it has does not receive any institutional subsidies from LSU. The child care rate is \$400 to \$830 per month depending on the status of LSU affiliation. LSU also operates a pre-school laboratory that is structurally operated and distinct from the child care center. The lab preschool has 20 students age 3 to 4 years. The School of Education faculty members teach and operate the pre-school as part of their work. The preschool came to HSE from the College of Agriculture. Teachers have at least master's degree. The Pre School is one half day. Pre School is only fall and spring. Lab pre-school has an operating budget of \$170,000 and receives \$88,000 in institutional subsidies effectively subsidizing each child by \$4,400 per year. The tuition rate is \$780 per month. The two child care facilities have a light house function for child care in Baton Rouge and Louisiana. Everyone tries to be as good as they are. The committee wants the child care facility to be maintained or improved. What recommendations do you have for the committee?

**Q&A Summary:**

Kevin Cope

You took note of problem of reduction of wages for employees in the center. He hopes she would raise the issue that it is the purpose of the university to raise the quality of life for those who instruct at a more elementary level. Maybe the parents will help in this by being encouraged to pay a little more in order to provide a decent wage to colleagues who are part of the pipeline by which the students will eventually reach college.

Gundela Hachmann

If there is a tuition increase, then what they pay extra will be felt. The operating budget meets the revenues. The extra cost will be due to getting an outside provider.

Judith Schiebout

She feels bad about kicking it out to tinder care. Maybe we can mobilize it someway and keep it a LSU facility.

Gundela Hachmann

She does not know historically how this decision was made or when. Other universities have someone in HRM who handles these issues. For example someone at Purdue has a child care degree in HRM.

Senator

If LSU wants to open up a day care they would have done it by now.

Gundela Hachmann

It is easy for the university to get contracts. The university has the facilities and the providers just bring in the staff.

Senator

Why is the university considering outsourcing?

Gundela Hachmann

It is not the finances. They have not filled the position of director which seems to be an ongoing issue.

Lillian Bridwell-Bowles

Privatization is a very bad idea in the track record with the university bookstore. There was a committee and what we have now is a souvenir shop and they do not order enough books for courses. Privatizing child care is the worst idea. The costs of sending children to child care for new young faculty are cost prohibitive. They have to take this seriously. If they want to open tinder care there are plenty of places to build.

Senator

Has there been any inquiry as to whether the School of Education wants to be involved in this issue?

Gundela Hachmann

The director of the School of Education did not respond to any of her emails. The dean sent some information. She doesn't know if they are interested. Someone with the School of Education will be part of the committee. The representative of the staff senate also thinks the School of Education may want to be involved. It may seem to us they have the qualifications, but running programs with 20 students is good but with 180 may not be.

Arend Von Gemmert

He is from Education. This is probably a money issue. If there is money in it, the dean may be more interested.

Jennifer Baumgartner

She does not know where the dean is in regards to a new child care center. She believes strongly in having a lab child care program for students to learn how to work with the students. They have a lab school for K-12. They very much love their 20 child preschool.

Gundela Hachmann

Why are they separate programs?

Jennifer Baumgartner

The pre-school began in the School of Human Ecology. During the restructuring when we moved to HSS, the lab school moved with us. It had historically been a small school; great research has come out of that school. It has always been small due to physical space and they cannot grow it. There was supposed to be an academic component in the child care facility but it never came to be. There has to be money for academic instruction and teaching facilities. That never existed in the child care facility; it has only functioned as a service facility. Their education students did go observe, it functioned more as a community child care facility. It was separated from academic functions of the university as opposed to the pre-care facility.

Gundela Hachmann

The other university has been trying to integrate the university facility with the child care facility, for example engineering. Is that something we could make happen here at LSU?

Lillian Bridwell-Bowles

One way to start thinking about it is to poll faculty members who have young children to see what the status is in Baton Rouge for child care facilities and look into it. Do not leave it to chance. Get their feedback to figure out what has to be done here.

Gundela Hachmann

They need to get bids by December and make a decision by March or April.

Lillian Bridwell-Bowles

Use our polling tools and put it out to the faculty to get input before this is done.

Gundela Hachmann

It is not limited to faculty.

Lillian Bridwell-Bowles

She moves that we create a survey to ask for input on the kinds of services they want at LSU and whether or not departments want to be part of the facility.

Seconded by Von Gemmert.

Kevin Cope

The authority has been placed with her committee.

Jeff Davis

Four years ago there was a white paper on the need for child care. There is a long waiting list. With the change over to privatization the cost will go up because now the cost is cheap. Look to see if companies will be giving something to the university to get the contract. Part of that report was there is a need for more childcare, so with privatization will that increase?

Steven Pomarico

Does Pennington have a child care facility?

Kevin Cope

He does not think so.

Gundela Hachmann

The child care system at LSU is dire. There is a wait list of one to three years.

Jeff Davis

Some people plan when to have children based on the waitlist.

Gundela Hachmann

That is true as there is a discount for LSU employees. They are limited to the building itself.

Jeff Davis

We can always build some sky boxes around it.

Gundela Hachmann

We have had two comments about privatization, the bookstore and home depot. Are there any positive experiences? The university says the outside companies have expertise in running this.

Arend Von Gemmert

The reason why they think this is because it is now with auxiliary services because it is not associated with the campus teaching units.

Gundela Hachmann

They may not be the most qualified to do this.

Lillian Bridwell-Bowles

We should just add this to the list of the erosion of benefits to the faculty.

Sabrina Taylor

Given the child care facility so highly rated why is it coming into question?

Gundela Hachmann

They are having trouble finding a director. They are hoping outsourcing will make it easier for auxiliary services.

Senator

Will this affect LSU lab school?

Gundela Hachmann

The School of Education facility is separate; it might be possible to merge them. Would the lab school want to expand the program to Pre-K? I do not think they would go together well because of different needs.

Judith Schiebout

It has to be better than auxiliary services.

Senator

My daughter spent three years there and he would write a letter to Dan Layzell to get a delay on the decision.

Gundela Hachmann

They feel strongly about this situation because teachers are resigning and parents are starting to look elsewhere. Delaying the process may not be the best choice.

Stephen Shipman

The child care center only takes 20?

Gundela Hachmann

The child care center only takes 180 and the Pre School takes 20. Her name was on the wait list for 1.5 years.

Stephen Shipman

It is not big enough to guarantee children get in.

Update on the development of an Honor Code from Student Government, Academic Affairs Chair, Gabrielle M. Triche

She serves as College of Engineering Senator to Student Government. This came to the Faculty Senate as the Tiger Creed and they renamed it as the Honor Code. The initiative came to her about bringing it together. She spoke to Dr. Bowles about it. They went over minutes of our meetings and how it would work. They renamed it the Commitment to Honor. The judicial branch also helped revise it. They wanted a better more unified statement and to realign it more with the commitment to community. What they are asking for is support. It will be all

led by the students and will have a poster to advertise it and get it on the website and are working to include it on tests and other items for faculty.

*Q&A Summary:*  
None.

**Old Business**  
None.

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**New Business**

**First reading, Faculty Senate Resolution 15–17, “Supporting LSU Library Revitalization”,** *Sponsored by the Faculty Senate Library Committee*

Read by William Daly.

**FACULTY SENATE RESOLUTION 15–17**  
**Supporting LSU Library Revitalization**  
Sponsored by the Faculty Senate Library Committee

Whereas, the LSU library is an essential element controlling the national ranking of the One LSU;

Whereas the library is essential to effectively carrying out LSU’s land grant missions of research, teaching, and extension;

Whereas, the regular and ongoing acquisition of a broad array of research publications as well as the subscription to a wide range of periodicals is absolute critical to successful research and high-quality teaching at any university;

Whereas the Library serials collection budget of \$5.4Million/year is growing at an annual rate of 6-7%, which has created a serials budget shortage of \$1.2 Million;

Whereas the serial budget shortfall has reduced the budgets for staff positions and books;

Whereas budget constraints have reduced book funding o \$135,000 per year, while our Flagship 2020 peer institutions spend approximately \$1 million per year on book purchases;

Whereas LSU’s expanding enrollment and evolving library usage is placing increasing demand on library facilities as indicated by the eResource usage data, i.e. over 1.5 million downloads of full text articles in FY2015 which is a 23% increase since FY2013;

Whereas the linking of the various campuses in One LSU will create greater demand for access to Middleton facilities;  
Whereas approximately 70,000 full text article/chapter denials from 5700 unique titles were recorded in calendar year 2014. Denials reflect limitations of the LSU library collections;

Whereas the LSU Library investment index ranks it 108 out of 115 Association of Research Libraries members;

Whereas the LSU library budget is not adjusted for inflation;

Therefore be it resolved that the highest priority be placed upon increasing the library budget to cover serials budget gaps annually;

Therefore be it further resolved that the annual book budget be increased to place the library on par with its peers.

Moved into discussion.



*Q&A Summary:*

Gundela Hachmann

She wanted to explain one thing before they get into the nuances of the library. They are focused on serials and short term problems only. There are library structural issues and we are hearing about building a new library. These are all valid and important concerns but these are all longer term. This resolution is focused on immediate short term problems.

Mike Russo

In Paragraph 4 in the whereas about the library budget growing, he doesn't understand how it created a budget shortage.

William Daly

There is now a shortfall. We have in the budget \$3.8 million for serials. With the increase in 5% per year there is now \$1.2 million shortfall for 2016.

Wes Harrison

Revised that paragraph to whereas the library serials collections costs of \$5.4 million are growing.

**First reading, Faculty Senate Resolution 15–18, “Evaluation Procedures for LSU Presidents and Chancellors”,  
Sponsored by the Faculty Senate Executive Committee**

Read by Kevin Cope

**FACULTY SENATE RESOLUTION 15–18**  
**Evaluation of Presidents and Chancellors**  
Sponsored by the Faculty Senate Executive Committee

Whereas, in its recent examination by accrediting agency SACSCOC (the Southern Association of Colleges and Schools Commission on Colleges), LSU drew criticism for only one violation, the lack of a proper policy for the evaluation of the chancellor or president;

Whereas, in July 2015, the LSU System administration promulgated a policy, “Guidelines for Evaluation of Chancellors or Equivalent,” in an apparent attempt to respond to criticism by SACSCOC;

Whereas no evidence has arisen that the development of this policy involved consultation with faculty or any other groups whom presidents and chancellors lead, govern, and affect;

Whereas at least four of the evaluation criteria listed in PM–75—general administrative effectiveness; Educational leadership and effectiveness; management of human, fiscal, and physical resources effectiveness; and internal relationship—are inextricably interwoven with faculty activities;

Whereas the evaluation criteria in PM–75 also include poorly defined objects of evaluation such as “personal characteristics”;

Whereas PM-75 describes no mechanism by which any of the results of President or Chancellor evaluations will be shared, discussed, or reported to anyone outside of the Board of Supervisors, which may receive this information in secret, executive session;

Whereas, in September 2015, the LSU Board of Supervisors unilaterally and without publicity conducted what it called a “review” of the LSU President, apparently without input from faculty or any other stakeholder groups;

Whereas that review resulted in an extension of the contract of the LSU President up to a period equaling the AAUP-prescribed seven-year maximum probationary interval, even while the LSU President declines to allow due-process rights to contingent faculty who may face dismissal after the same term of service;

Whereas LSU A&M policy PS–111 specifies that “like other LSU personnel, administrators will undergo an annual review process” but then limits covered administrators to Deans, Provosts, and Vice-Chancellors, providing no procedure pertaining to presidents or chancellors (or, alternatively, suggesting that those top-level officers are not administrators);

Whereas both PM-75 and PS-111 are incongruous with the current consolidation program, by which the boundaries between Chancellors and Presidents and between campuses and the system have blurred;

Whereas the persisting presence of several Louisiana campuses, including LSU A&M, on the censure list of the American Association of University Professors suggests that public scrutiny of administrative performance would be salutary;

Whereas the growth, improvement, and overall future of a universities University in all its constituencies requires top quality leadership;

Whereas measuring the achievements of campus and system leaders in a way that can convince stakeholders requires a clear, predictable schedule, and engagement with those affected by leaders' actions;

Whereas the best way to elicit public support for universities is to convince voters that higher education officials are accountable for their actions and are not above the law;

Therefore be it resolved that the LSU A&M Faculty Senate calls for the immediate establishment of University committee to develop credible procedures for evaluation of the President of LSU and for campus Chancellors as well as for dissemination of those evaluations;

And therefore be it resolved that, if the administration declines this invitation, the LSU Faculty Senate will conduct and publish its own evaluations of the President of LSU and will consult with the Council of Faculty Advisors to review the Chancellors of campuses other than LSU A&M.

Moved to discussion.

***Q&A Summary:***

Gundela Hachmann

Any response to resolution to censure the President?

Kevin Cope

In consultation with the Council of Faculty Advisors it was decided that there was nothing to gain to reiterate this at the Board of Supervisors. The President insisted that Faculty governance operations on the campus ought to cooperate with the LSU System on defending students from various perceived threats including the abuse of children. Then there was private discussion of some of the campus faculty senate presidents with the President. Ken McMillin suggested we should have a consultation to try begin revising PS-104, PS-109, and PM-35, three policies most commonly invoked in disciplinary matters. The President did not say one way or the other whether he would engage in that discussion. He said it was a good idea. We have not heard back from the President since then over a period of 2.5 weeks.

Gundela Hachmann

You are basically trying to set up an evaluation policy for the President. If this doesn't happen then you want to establish a consortium of faculty members from around the LSU system and have an extra administrative super committee.

Kevin Cope

This is an olive branch to the President of the one university to accept our invitation to create a committee who will create in turn a viable and credible evaluation procedure, but simply a small group of the Board of Supervisors going behind closed doors and deciding everything is okay when it manifestly is not. It is really not clear who is the head of this campus or the other campuses. We across the system have the Council of Faculty Advisors in faculty senate or their equivalents like councils. Ken McMillin suggested we would work with other campus councils on review of their chancellors. What we aim to do is to establish the principal that those in highly visible positions representing intentions of the university need to be accountable to someone other than a secret chamber.

Senator

Is there anything comparable situation at any peer institutions?

Kevin Cope

Yes other universities have something comparable. In PS-111 there is an accommodation for this where there are certain elements of the evaluation omitted. What is given is a qualitative summary. People do not want to hear the negative comments, but people want to hear that there is some accountability of the administration outside of the chain of command.

**First reading, Faculty Senate Resolution 15–19, “Quality Faculty and the Collegiate Education of Young Adults”,**  
*Sponsored by the Faculty Senate Executive Committee*

Read by Ken McMillin

**FACULTY SENATE RESOLUTION 15–19**  
**Quality Faculty and the Collegiate Education of Young Adults**  
Sponsored by the Faculty Senate Executive Committee

Whereas universities serve the public in multiple ways, including service and research as well as teaching;

Whereas college education contributes to the formation of an educated citizenry while shaping those in the last stages of the progress to adulthood and to full participation in a free society;

Whereas institutions can anticipate an increase in the population of “non-traditional,” older students, students who may not associate college education with a particular time of life or who may question preoccupation with youth;

Whereas the extraordinary efforts undertaken by many institutions to appeal to high-school students have received public criticism, the controversy over the “lazy river” swimming pool being an example;

Whereas popular phrases and concepts such as “student-centered education” have proved incongruous with and inadequate to the multi-purpose activities of comprehensive universities;

Whereas recent disciplinary actions for faculty and staff by the LSU administration have cited the protection of young students as justification for disregarding policies requiring due process, fairness and confidentiality, and concern for both the rights of the accused and the accuser;

Whereas the discourse of safety and protection, which reminds many faculty of the Red Scare or the Salem Witch Trials or any of an assortment of mass hysterias, has created more distrust and anxiety among faculty than it has conferred immunity on students;

Whereas the Faculty Senate has received numerous expressions of grave concern from reputable faculty members who fear unfounded or even gang-style accusations from students and who lament the emerging anti-faculty attitude arising at LSU;

Whereas the protection of student learning environments has been used at LSU to justify the removal of a colleague from the classroom, a removal that drew national attention and an action that LSU eventually recanted;

Whereas, in recent times, a dramatic increase in the number of faculty disciplinary cases on LSU campuses has occurred;

Whereas several of these disciplinary cases have been conducted exclusively by HRM personnel or have been conducted on parallel tracks—both according to published procedures such as PS–104, PS–109, and PM–35 and by officers in Human Resources Management (HRM), who have made independent recommendations;

Whereas the members of the LSU faculty have not been consulted with respect to measuring or even identifying speech or actions that imperils rather than challenges students, all while faculty recommendations contained in existing policies have been disregarded;

Whereas the LSU faculty embraces robust and vigorous teaching methods that expose students to the full range of issues, challenges, and styles that they will face in their lives as leaders while not condoning unacceptable professional conduct of their colleagues;

Therefore be it resolved that the LSU Faculty Senate calls on the LSU administration to exercise restraint in invoking arguments relating to the alleged protection of young adults; and

Therefore be it further resolved that the LSU Faculty Senate reaffirms that the University carries out multiple missions, including research and service as well as teaching; and

Therefore be it further resolved that the University create a special committee to clarify, simplify, and improve disciplinary policies such as PS-104, PS-109, and PM-35 so as to create a single and just disciplinary policy applicable at multiple campuses; that addresses academic freedom while encouraging diversity in teaching and research approaches; that recognizes the many, sometimes conflicting demands on the faculty; and that sets clear limits to the prerogative powers of the President, the administration, and units such as Human Resources Management; and

Therefore be it further resolved that the recommendations of the special committee will be presented at a public forum of faculty and of administrators.

Moved into discussion.

**Q&A Summary:**

Arend Von Gemmert

He has a question about the increase in dismissal causes. Is there a number?

Kevin Cope

In the preceding ten years there were three identifiable cases. Across the LSU system now there are eight currently underway.

Evgueni Nestrov

This doesn't say much of anything. What is the significance of the document without any specifics?

Ken McMillin

The statement in the Therefore be it resolved about clarifying policies is the crux of the resolution. It is not clear what the procedure to follow is and at what stage a disciplinary action can be inserted and how PS-104 and PS-109 fit with PM-35.

Sabrina Taylor

She votes to remove clause starting with 'which'.

Ken McMillin

Do you have another statement about concern by faculty?

Sabrina Taylor

She suggested removing the statement that begins with which reminds and ends with hysterias.

Gundela Hachmann

We know very little about these disciplinary actions or procedures, so the document seems abstract since we do not have details. Could you give us a spectrum of what kinds of problems that these are that HRM is bringing up?

Kevin Cope

We see a pair of phenomenon. The disciplinary procedures that exist are so loose that it leaves open the question as to how the professional apparatus should conduct itself. This is not designed to attack HRM; the people in HRM for the most part have been extremely friendly and cooperative and have assisted us in crucial matters such as the retirement fund. HRM itself is somewhat without guidance. It is not clear if HRM is supposed to advise a hearing panel or if they advise President independently or deal with the hearing panel before or after or exactly what their role is. As we move towards a more forensic, litigious environment the tendency is for the administration to turn more frequently to the professional apparatus while somehow overlooking procedures to establish to protect faculty. Pertaining to cases we have what amounts to a full range of behaviors that disquiet or make students uncomfortable or in most extreme cases inflict injury upon students or lead them to leave the university or bring suit upon the university. There are roughly 2000 people employed with university and there may be bad apples. There are gaps between what recommendation the hearing panel makes and what the President does, or how people are appointed to committee, who administers the process and how it will all work out in a consolidated university. Some of the biggest problems are from the law school due to the current arrangement. The issues are how to guide the professional apparatus that surrounds the process, how to decide the offending party and how procedures take place within or outside usual procedures.

Ken McMillin

The other issue is do we want the administration to determine what or is not acceptable behavior or do we want to self-police?

Lillian Bridwell-Bowles

She strongly supports the Therefore be it resolved that we clarify, simplify and improve policies. They sorted it out enough to discern that the university did not follow policy. She asked Pam Monroe to comment on that. The crucial thing here is that we do not get bogged down in language before the final whereas. There is some venting there. We can abbreviate it and get to this resolution.

Pam Monroe

She would add the possibility of including the policy on sexual harassment. Where PS-109 does spell out procedures and timelines and persons involved, the policy on investigation of sexual harassment has none of those things. Language is helpful until an offense occurs.

Ken McMillin

One would think that if we are successful in getting this small group of policies, then we would hope that the new provost would allow review of all policies to be used across all campuses.

Lillian Bridwell-Bowles

We should add accommodations of disabilities. We need more guidance on how many absences in a class are allowed for example.

Lillian Bridwell-Bowles

We should recognize Kevin Cope for his honor.

Kevin Cope

The honor he received was named Dr. Kevin L. Cope award which will be an annual award to those who work with higher education across the state.

Senators moved to adjourn, many seconded.

Adjourned at 5:15 pm