

**Faculty Senate Meeting Minutes**  
**Wednesday December 5, 2012**  
**Student Senate Room, LSU Student Union**



**Attendance**

*Faculty Senate Executive Committee members present:*

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

Parliamentarian: Louay Mohammed

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

1	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	23	X	Dorian Dorado (Foreign Lang Lit/HHS)	46	P	Louay Mohammed (C & Environ/Eng)
2		Sibel Ales Bargu (Oceanography/C&E)	25	X	Bruce Eilts (Vet Clinical Sci/Vet)	47	X	Carl Motsenbocker (Horticult/Ag)
3		Austin Allen (Landscape Arch./AD )	26	X	Kenneth Fasching-Varner (Ed T Pol Pract/Ed)	48		Jeff Nunn (Geology/Sci)
4	X	Linda Allen (Chemistry/Sci)	27	X	Guillermo Ferreyra (Math/Sci)	49		John Nyman (Renew Nat Res/Ag)
5	X	Melissa Beck (Psychology/HSS)	29	X	Juhan Frank (Physics/Sci)	50	A	Seth Orgel
6	X	David Bertolini (Architect/A&D)	30	P	Stephen Gaunt (Pathobiological Sci/Vet)	51	X	Evelyn Orman (Music/Music & DA)
7	X	Dana Bickmore (Ed Theory Pol Pract/Ed)	31	X	Jeff Gillespie (Ag Econ/Ag)	52		Irvn Peckham (Eng/HHS)
8	X	Graham Bodie (Comm Studies/HSS)	32	X	Gundela Hachmann (Foreign Lang Lit/HHS)	53	X	Rosemary Peters (French/HSS)
9		William Boelhower (English/HSS)	33	X	Jong Ham (Plant Path/Ag)	54		Suresh Rai (Elect & Comp/Eng)
10	X	Dorin Boldor (Biol Eng/Ag-Eng)	34	X	Richard Holben (Drama/Music & DA)	55		Margaret Reams (Environ Studies/C&E)
11	X	Stephanie Braunstein (LSU Libraries/Lib)	35	X	Stuart Irvine (Philos Relig/HHS)	56	X	Lawrence Rouse (Oceanography/C&E)
12	P	John Caprio (Bio Sci/Sci)	36		Dorothy Jacobsen (Kinesiology/Ed)	57		Gary Sanger (Finance/BA)
13	X	Russell Carson (Kinesiology/Ed)	37	P	Jennifer Jolly (Ed Theory Pol Pract/Ed)	58	X	Andrew Schwarz (Info Sys Dec Sci/Bus)
14	X	Paolo Chirumbolo (Foreign Lang/HSS)	38		Carol Jurkiewicz (Public Admin/BA)	59		Bhaba Sarker (Const Manage & Ind/Eng)
15		Aaron Clopton (Kinesiology/Ed)	39	X	Joan King (Food Sci/Ag)	60		Suzanne Stauffer (Lib & Info Sci/SLIS)
16	X	Kevin Cope (English/HSS)	40	X	Vince LiCata (Biological Sci/Sci)	61	X	William Stickle (Biological Sci/Sci)
17	X	Larry Crumbley (Accounting/BA)	41		David Lindenfeld (History/HSS)	62	X	Judith Sylvester (Mass Com/Mass Com)
18	X	William Daly (Chemistry/Sci)	42	X	Mandi Lopez (Vet Clinical Sci/Vet)	63	P	Padmanabhan Sundar (Math/Sci)
19		Jeffrey Davis (Entomology/Ag)	43	X	Ken McMillin (Animal Sci/Ag)	64	X	Carol Taylor (Chem/Sci)
20	P	John DiTusa (Phys Astron/Sci)	44		Reem Meshal (Phil & Relig/HSS)	65		Wanjun Wang (Mech Eng/Eng)
21		Neila Donovan (Comm Sci Disord/HSS)	45	X	Katherine Stamps Mitchell (Soc Work/HHS)	66	X	Christopher Weber (Polysci/HSS)
22		Kerry Dooley (ChemE/Eng)				67		Hsiao-Chun Wu (Elect & Comp/Eng)

*Guests:*

Carol O'Neil	Thomas Rodgers	Zac Lemoine	Ashley Berthelot	Bobby Mathews
Robert Doolas	Patti Exner	Mary Feduccia	Jori Erdman	Austin Allen
Gil Reeve	A.G. Monaco	Derrick Angelloz	Brian Ainsworth	Darrell Henry
Daphne Cain	Randy Durant			

**Consideration of the Minutes from November 8, 2012**

Motion by Larry Crumbley, seconded by Larry Rouse  
 Approved unanimously with potential corrections

**President's Report**

- Faculty senate passed a resolution to assemble an ad-hoc committee to review anti-plagiarism software. Committee is chaired by Hachmann. Also a resolution to implement plus minus grading was passed by the faculty senate and the resolution was provisionally accepted by the Office of Academic Affairs to implement plus minus grading. Part of resolution was to create a committee to deal with the implementation process. The committee was created and the chair had not yet been named. It is a mixed committee with administration and faculty members and people from related operational units and will meet Dec 13.
- There have been questions about approval of graduate programs without going through the usual review by the Courses and Curriculum committee. There were constructive meetings regarding this issue with the Office of Academic Affairs and this has resulted in a constructive decision to review PS-45 which governs the operations of the Courses and Curriculum committee. PS-45 is somewhat out of date and is being revised in regards to graduate curricula also.

3. The online Faculty handbook has been posted electronically in the print form with links inserted and now is on the brink of the fully web-based online medium with better features.
4. The Faculty Senate office is indexing the Faculty Senate newsletter. On Dec 11 or 12 the next newsletter will come out.
5. At the system level we continue to mount an outreach educational campaign to the supervisors. One of the difficulties in dealing with management boards of higher educational systems is the remoteness of the persons who propose those boards from the day to day experience of faculty members, students or anybody else outside their respective districts. Breakfasts of faculty from around the system with a subset of the supervisors are occurring and the third one is this Friday. The reality tour to meet faculty on campus is slow in evolution but is expected to come on board eventually.
6. At the state level there is controversy with changes in system alignment which will be addressed in a Faculty Senate resolution 12-13 today including representation of faculty interest in regards to control of the curriculum and mandated responsibility for the educational mission of the university. This is not a trivial matter due to important people involved such as the Attorney General, SACSCOC and the accrediting association for graduate medical education. The process going slower than the supervisors expected.
7. This past Saturday there was another summit in Alexandria with 20 faculty members among all systems and universities in the state. There is a compensation committee that is developing a study that puts the question of compensation on a firm footing. There are few comparisons with comparable institutions. The administration of the LSU Health Sciences Center in Shreveport understands the gravity of problem so there is good cooperation.
8. Kevin Cope will be on Jim Engster show on December 6, 2012 at 9:20 AM.

***Q&A Summary:***

None.

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Presentation by Darrell Henry, Chair of the Accreditation Steering Committee

Accreditation of SACSCOC is a two pronged approach. There are 94 principles of certification and the Quality Enhancement Plan. The time line was handed out. Sept 9 2013 is when compliance documentation must be submitted and the onsite visit will be in March 2014. There is a new SACSCOC website with all the links and updates as to where the committee is and what they are doing. The Steering Committee, which deals with the certification document, has preliminary responses to each principle. Some are in good shape some are not. Also had at the end of October a SACSCOC consultant came and provided expertise and counsel. This weekend there are several LSU persons going to the SACSCOC meeting. Spring semester is when information will be refined and the document completed. The structural changes at LSU issue was mentioned, the committee will deal with the principles at the given time. If there are relatively substantive changes they will be addressed as the committee does their work.

Carol O'Neil, QEP

There were 22 concept papers with 2 over arching themes chosen to go forward, one was undergraduate research and information literacy and one was student engagement. The undergraduate research and information literacy committee includes Randy Durant, Nancy Clark, Janet McDonald, Elaine Smith, Bobby Matthews and a cadre of people. The student engagement committees members are Mary Feduccia and Marybeth Lima.

LSU Create Group presented by Randy Durant

Their committee was inspired by the notion of creativity and research and associated learning outcomes for students. Many learning outcomes are relevant to the theme. The idea is to take what is now a grant driven exercise in some departments to an academically driven exercise. They want a logical connection over multiple semesters to the students to track progress. Overarching goals are that students will value research in a deeper sense than they currently do, understand research ethics, and perceive whether or not they pursue creative research and fields that they will perceive a connection to and relate it to the world around us. They want to link the activities of the students as much as possible to scholarship that defines a Flagship university like LSU. They want measureable outcomes. The most important thing about the QEP is that the QEP needs to be about the students. They want to introduce research as early as possible in the student's first year with as many students as possible. From the induction experience they want to enhance, on a department by department basis based on what the consultant said, to launch various ways to do multi-semester research experiences and launch recognition activities not only for the students but for the professional development of the faculty. The committee anticipates and feels the pressure to do a QEP well and feel it's crucial to do a pilot program. The School of Architecture has volunteered to be the pilot for the spring. This will be followed up with two other units in the fall with those not traditionally associated with research, then followed up with a traditional program like chemistry that usually does research.

Student Engagement Group presented by Carol O'Neil

There are multiple kinds of student engagement, such as community service, service learning, and internships. They are on a continuum of service and learning and learning and service. Community service is not quite as complicated and does not have as quite the impact as the others. Service learning and internships are both experiential learning. Positive effects of service learning include academic learning, complexity of understanding, problem analysis, critical thinking, cognitive development, stronger faculty relationships, etc, which are all linked to retention. They want to work with different components and student learning outcomes that will increase retention. Positive effects of internships are also important, such as inter-connectiveness of coursework. Students think courses are randomly chosen, but in reality they are all carefully chosen and they all interconnect. Others areas include learning transferrable skills, self-driven leadership prone individuals, etc. Companies want to know if students can apply their academic knowledge. Internships also lead to increased retention. The positive effects of community service include critical thinking ability, communication skills, leadership ability, self-perceived personal growth, and choice of service related careers, such as health fields and social work all leading to increased retention. Student engagement is inside and outside the classroom. Existing structure can be utilized. Residential colleges cannot be used for this QEP since used for the last one. CCELL and Service Learning and Career Services and internships can be used. One of the stated learning outcomes includes improving civic life in communities. Engagement is part of Flagship 2020. The Engagement QEP has affects on students such as what they know, what they can do and what they value.

The two QEP choices are undergraduate research and student engagement, both according to the AAUP are high impact educational practices that improve student learning outcomes, leads to better interaction with faculty, improves critical thinking and communication skills, and improves their ability to work in groups. All of these are things that companies and faculty want to see. These will not be put to vote but Carol O'Neil wants feedback from faculty about these proposals.

**Q&A Summary:**

Senator from Department of Foreign Languages

How does this initiative affect the implementation of any plan activity and what are you doing to streamline the process to put it into action?

We are trying to send students abroad to get teaching experience in schools abroad. It is hard to get other country activities recognized on this campus. Many departments and schools are not willing to accept overseas programs.

Carol O'Neil

We will have a committee to help with implementation. Want to have a permanent program on campus to help faculty facilitate the program.

Randy Durant

Foreign languages and study abroad can be included through the Honors College as part of an honors thesis. Information literacy is an important part and we want to have capstone experiences.

Kevin Cope

The Faculty Senate had a de facto committee to deal with transfer credit. We thought the problem was over and done with as far as transfer credit goes.

Senator

It's not a problem with credit; it's a problem with teaching experience.

Randy Durant

The Cain Center is also working on the international teaching experience part on this in several different countries.

William Stickle

With summer programs abroad, there is not a problem at all with transfer credit.

Randy Durant

Undergraduate research inspires our students and we want to have an intellectual thread over a few years that leads to outcomes, such as publications and participation in national or regional meetings. This is different from study abroad.

Carol O'Neil

Student engagement would also span several semesters starting with community service, a service learning class and culminating with an internship.

Kenny Fasching-Varner

The College of Education and Human Science has a summer internship abroad, but it is not recognized as teaching experience. Internships were located under career services in the slides, but are they are very much an academic experience, not tied to community service per se.

Carol O'Neil

The QEP internships have to be associated with academics for learning outcomes measurement.

Randy Durant

Research would also relate to internships. Places in Chili are tripping over themselves to give internship money.

Ken McMillin

Research and service learning cost money to implement. How much money will be available towards achieving this QEP? Both QEPs appear that we will engage every student at LSU; this will take lots of time, when will students learn academic principles we are trying to teach?

Carol O'Neil

There will be a budget for QEP to work with whatever program is chosen. CCELL and Career Services do have a budget to work with. Individuals can also fund research with grant money besides departmental money. We are not targeting all undergraduate students after talking to SACSCOC representative. We will start with a pilot program and then expand the program over a few years.

Randy Durant

One thing that could make a difference in regards to research is the Chancellors Future Leaders in research program that Randy directs and which is currently funded. They are proposing to take underutilized chancellors aid students and transferring those into research activities.

Gil Reeve

Initial QEPs were a combination of learning across the curriculum and residential colleges, but not all students participate. SACS wants broad based programs that reach out to all students. Both of the new programs are scalable in the future. We are not going to say that all students that come to LSU will do a research program or service learning activity. The first QEP projects have involved into sustainable programs. Either QEP would be appropriate. This is not an either or, but both will be pursued each in their own way. One will carry the crown and burden of the QEP.

Randy Durant

Either one of these would need to be assessed on a department by department basis for the student learning goals, working closely with Bobby Matthews.

Presentation by A.G. Monaco, Associate Vice Chancellor for Human Resources, Management and Derrick Angeloz regarding retirement plans

A.G. Monaco

He has been involved in at least 11 different pension systems and has negotiated at least 30 union contracts involving pensions. Teachers retirement system of Louisiana is unique.

Derrick Angeloz

The unfunded accrued liability (UAL) is \$18.5 billion in 2011 and is increasing and is not closer to \$19.3 billion. In 2009, the employer paid 15.5 % for each employee in Teacher retirement system or ORP program. The normal cost component is what goes into your retirement account and was 6.95% in 2009. In 2010 is decreased to 5.76% so it decreased more than a point. LSU paid a total contribution of 15.5 %, 1% went to the unfunded accrued liability charge. In 2011 to 2012 it was staying flat, but now in 2012 down to 5.685%. LSU is now paying a larger portion of the UAL costs than we had in complete retirement contributions as an employer in 2009 and 2010.

A.G. Monaco

We would have expected to maintain faculty contributions so we could buy more shares, so when share values went up you could make up for lost ground, but what they did was decrease the amount and hit us twice.

Derrick Angeloz

In 2013, normal cost is going down to 5.18% and the UAL charge, cost to employer, is going up to 26.48%, For what LSU is paying, less than 25 cents per dollar is going into your retirement account. Approximately 2000 employees are in the optional plan which is a defined contribution plan where the state has no liability. Last year LSU paid \$26 million for UAL costs for ORP members even though there is no UAL cost, this year it will be over \$27 million. No one understood the fact that in higher education a large component of employees are in the defined plan that contributes no UAL whatsoever. We need to interject that we are being charged for something we are not creating. We have an underfunded UAL not an underfunded pension.

A.G. Monaco

LSU supports pension reform as almost up to 90% of new employees going into the ORP. LSU is working hard to change public pensions in Louisiana. A staff member in the governors office did not know the ORP existed. The cash balance plan would divert people from the ORP and will create a higher cost for the state. The K to 12 teachers were exempted from changes. Higher Education was not exempted. Currently 70% of LSU faculty are in the ORP and 50% of professional staff are in the ORP. More than 80% of new hires are in the ORP. The state pension system is getting less of a burden as a result of LSU but amount LSU pays keeps going up. We are getting hit with the UAL because we are not getting the full commitment but paying pension costs. It does not cost anything to send money to TIAF. The ORP tax for the UAL cost from LSU was \$26 million in 2012. We are subsidizing K to 12 members. LSU is promoting the ORP and TRSL directs people to the defined benefit plan. Would LSU be better off to have a separate retirement plan? LSU may be able to use the charter school concept. Technically ORP members are not members of TRSL. LSU could have a Flagship Coordinated Contribution Plan where employees contribute 8% of pre-tax income to an assigned investment program, but cannot put in less than the state requires. LSU will

contribute the minimum of the state level. LSU could use the \$26 million to give raises or to put more into the retirement plans. There would be virtually no administrative costs. Over the last five years, the state cut LSU's budget by over \$100 million plus took \$103 million in UAL resulting in a total cut of more than \$200 million. What could we do with the \$103 million? LSU could have a competitive benefits package to retain and recruit faculty. The state will not tell us what we owe them for the UAL. The state charges you to add pension years. We also pay \$14 million for people in defined benefit plans.

**Q&A Summary:**

Larry Crumbley

Can a faculty member not sue the state?

A.G. Monaco

I cannot tell faculty to get involved in state affairs. He can inform people about the issue and let us do what we want.

Larry Crumbley

This sounds like the words money laundering.

A.G. Monaco

We would be better off if they did not allocate that money to us and then take it from us. We could better define our budget from cuts.

Derrick Angeloz

Auxiliaries also come from those funds too.

Larry Crumbley

Could the senate sue?

A.G. Monaco

I cannot tell you. It will be up to all of us to do something. Faculty should work on their own behalf.

Guillermo Ferreya

The state was forcing the new employees to take an ORP.

A.G. Monaco

This new ORP is a cash balance plan that will impact new employees starting July 1, 2013. K to 12 does not have to put the new employees into the new plan and our employees will have to and will still pay the UAL.

Stuart Irvine

You are preaching to the choir. What do we have to do get this done? Do we have to get a legislator to pass a bill?

A.G. Monaco

They passed a bill for charter schools to do it. We need a new bill or an addendum.

Derrick Angeloz

One paragraph in the revised statute states that TRSL may retain the UAL cost in the ORP. The legislature can change this.

A.G. Monaco

There are a few ways we can do this so we are attacking all ways.

Stuart Irvine

This spring we should see some activity along these lines?

A.G. Monaco

The CFO Eric Monday was going to do this, but now Monaco will be going in to meet with legislators.

Graham Bodie

We were told to go to a defined benefit so can we take our money out of TRSL?

A.G. Monaco

Benefits would not be reduced. The best way to improve a defined benefit plan is to give a raise. If you got a 2% raise each year you would not complain because more money would go into the defined plan.

Ken McMillin

A.G. and Derrick understand they work for our benefit, so give them a round of applause.

Dorin Bolder

Is it legal for TRSL to not put as much as required by social security by rule?

A.G. Monaco

There was a misinterpretation of that rule. As long as the total amount reaches that amount it's alright. We need a pension plan to attract people here. LSU wants prestige and economic development and we want to attract people here. If we want to be a regional university we have the pension we need, but would not be able to go to other states to recruit.

Derrick Angeloz

That is virtually every other state that has a better pension plan than Louisiana.

A.G. Monaco

We are getting dangerously close to the amount that should go in there related to the social security amount. There is not enough money right now to hire new people. We cannot increase enrollment and decrease faculty.

Senator

What can faculty do to help?

A.G. Monaco

I can explain to you the numbers and have you tell your colleagues. We need to speak of this in broad terms about LSU quality. When the faculty says it they do listen.

Senator

Is this presentation available?

Kevin Cope

We can make it available on the senate website. There is a full page on the website about this issue.

Update from Judith Sylvester, Chair of the Ad Hoc Committee on a Tobacco-Free Campus

LSU is looking at ways to save money and one way is to become tobacco free. Committee is working with the students since Dr. Jenkins says we need the students behind this. Judith has a grant from Tobacco Free Living to work on this and so several students are working on this. The committee met with Eric Monday and Provost Hamilton and was going to meet with Dr. Martin, but all left. The committee met with Dr. Jenkins when he got here and he expressed interest in this but wanted to know how we would pay for this. Judith tried to get Eric Monday involved and his associate has taken over. Kathy Saichuk and Tammy Millikan have made their own little committee. They also met with a committee through Eric Monday's office that included several offices like Chief Rabalais and facility services. September 12<sup>th</sup> there was a national tobacco free initiative on campuses announced. On October 3 she attended a summit in Kansas City. The committee needs an administrative champion. At the summit they recommended to just go tobacco free rather than have designated smoking areas. HRM and Student Health is looking at benefits for smoking cessation which needs to be publicized. Eric Monday is leaving for Kentucky which is tobacco free. We need a timeline in place. There have been delays in the social norms campaign to change the culture. LSU Health Sciences and Pennington are already tobacco free. A poster was used for the Great American Smokeout event. There is a huge litter problem on campus with cigarette butts. Ninety percent of people who make it to the age of 20 something will remain non smokers and \$1.47 billion in annual health care costs is related to smoking. There is a 30% smoking rate among undergraduates at LSU.

***Q&A Summary:***

Senator

Has staff senate done anything about this?

Judith Sylvester

They have decided not to do anything. Facility Services has the ear of the current president and will be talking about it.

Senator

You did not mention Provost Bell.

Judith Sylvester

The Provost has many issues on his plate right now, so I don't want to hit him with too much of this.

Announcement from Thomas Rodgers, Academic Liaison from Student Government, concerning research databases initiative

Last year one issue that kept coming up was getting students involved in research. Student government wants to create a comprehensive research database. The LSU Office of Research and Economic Development and University Relations also wanted a comprehensive research database. The database is in the works so anyone can search for research done on campus using various search methods.

Ashley Berthelot

They have a very rough prototype now. They want to make sure students, faculty and the LSU legislative affairs branch can use this. We used to have an experts database geared mostly towards media which didn't gain much traction since it was for just one audience. They want

information from faculty as to how they can tailor this to be more useful to everyone. It can be used for faculty pages in colleges. Faculty would only be asked for this info once.

Zac Lemoine

They spoke to deans and directors about these issues. If the faculty comes up with different things to add they would be happy to hear our input.

Gundela Hachmann

Getting data into the design would be the issue. Every faculty would be responsible for entering the data. How would you assure compliance?

Senator

Who will keep the database current?

Thomas Rodgers

There will be a procedure for updating information and people will be trained on software.

Ashley Berthelot

This is moving faster than they thought, but the goal is to not fall on faculty shoulders, not to be a burden but to be useful.

Carol Taylor

A College of Science person is working on this.

Ashley Berthelot

She is working with us. This should be a university wide project. They will add basic faculty information for everyone and will do a test case with the College of Science.

Stephanie Braunstein

How will this go into a university depository?

Ashley Berthelot

They have spoken to the library about this. There would be a link to the repository for a person's full academic information.

Senator

Are you working with Randy Durant and LSU Create?

Ashley Berthelot

Not yet since it is moving so fast, but it is an excellent idea.

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## Old Business

### Second Reading of Faculty Senate Resolution 12-12, "Domestic Partner Health Benefits for LSU Employees"

Read by Elaine Maccio.

FACULTY SENATE RESOLUTION 12-12  
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) unmarried 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 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**, other Louisiana institutions including Entergy-Louisiana, Century Link, Lipsees, Ferro Fire Equipment, and Women's Hospital offer medical benefits to employees with domestic partners,

**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% of the institution's health care budget,(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** the Faculty Senate asks LSU administration to will implement a policy that extends health benefits to the 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](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](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)

**Q&A Summary:**

Graham Bodie

Is the change from same sex domestic partners to domestic partners, to include opposite sex partners that chose to live together?

Elaine Maccio

Yes that is why.

Senator

The term same sex in the title has been removed in the revised version?

Elaine Maccio

Yes.

Senator

We included other companies and such, but it’s not in version we have.

Senator

Call the question.

Resolution passes with one nay, 3 abstentions.

Kevin Cope

Kevin asked Elaine to send the final and current version with data to him to repost.

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**New Business**

**First Reading of Resolution 12-13, “CEO Searches and the LSU Community”, Introduced at the request of the LSU System Council of Faculty Advisors**

Kevin Cope read the resolution.

FACULTY SENATE RESOLUTION 12–13

“CEO Searches and the LSU Community”

*Introduced at the request of the LSU System Council of Faculty Advisors*

**WHEREAS** proposals to combine the administrations of LSU System campuses and to restructure the LSU System were prepared by a group of three consultants from the Association of Governing Boards (of Washington, D. C.), consultants who had minimal exposure to faculty, staff, and students of the LSU System and whose visits to LSU System campuses and communities have been few in number and impossible to document;

**WHEREAS** the aforementioned proposals remain untested hypotheses that have not yet been shored up by institutional, demographic, economic, or any other kind of data;

**WHEREAS** consultations by the LSU System management board with stakeholders in the LSU campuses and communities have been limited to two ninety-minute breakfasts on the A&M campus and to a smattering of three-minute “public comments” at LSU System Board meetings;

**WHEREAS** the Attorney General of the State of Louisiana has demanded that the LSU System propose remedies for its violation of open meeting laws;

**WHEREAS** the Southern Association of Colleges and Schools Committee on Colleges (SACSCOC), the accrediting agency for most of the LSU System campuses, has cautioned both the LSU A&M campus and the LSU System that its hasty and erratic approach to governance restructuring may imperil the entire accreditation of the LSU System institutions;

**WHEREAS** the behavior of the LSU System Board of Supervisors in regard to restructuring has elicited a large body of public criticism regarding the politicization of university governance in Louisiana;

**WHEREAS** classroom service, research obligations, and state travel and leave regulations create insurmountable obstacles for colleagues who would like to contribute to the discussion of university governance but who, owing to poor communication from the LSU System office, often receive little or no advance notice of significant actions;

**WHEREAS** the overlapping membership of the support groups funding restructuring studies, of the supporter groups of prominent state politicians, of the search and “transition advisory” committees, and of search committees for on-campus, middle and upper management personnel gives rise to questions concerning influence-peddling;

**WHEREAS** the “town hall” visits initiated by the LSU System interim President have taken the form of question-and-answer sessions that minimize dialogue while a to-and-fro debate with a panel of faculty experts was canceled and then delayed indefinitely;

**WHEREAS** the one faculty member on the presidential search committee who is not currently serving as an administrator whose job does not depend on the “command line” is, however, a former administrator and was appointed by unknown procedures, without consultation with any faculty governance officer on any LSU System campus;

**WHEREAS** the “Transition Advisory Team” includes no faculty, staff, or student members;

**WHEREAS** the consultants for the LSU System originally proposed three scenarios for LSU’s future, but only one of these avenues to advancement has been explored, the decision among those options having been made by unknown means and therefore de facto in violation of the Louisiana open meetings law;

**WHEREAS** both the search consultant for the LSU System and the LSU Board have declared their intentions to conduct a secretive search that culminates in the selection of only one candidate, who will then make a visit to and presentation at only one LSU System campus;

**WHEREAS** a similar one-candidate search for the President of the University of Louisiana System resulted in the appointment of that candidate on the same day as her visit to Baton Rouge, with no opportunity for faculty, staff, or student input;

**WHEREAS** the last three one-candidate CEO searches at LSU or the LSU System have produced candidates whom the LSU Board itself has either dismissed or eased from office;

**WHEREAS** the concealing of search processes not only diminishes the dignity of a great, free, and innovative university, but also raises questions concerning compliance with the spirit as well as the letter of equal employment and civil rights laws;

**WHEREAS** the composition of the LSU Board provides little evidence or reassurance regarding diversity in any sense, whether racial, economic, gender, political, vocational, or ideological;

**WHEREAS** LSU Board members have distorted and misrepresented the small measure of faculty input into the restructuring process that has been allowed, a particular example of which misrepresentation is the omission of the essential academic advanced, “terminal” degree qualification from advertisements for the presidential search;

**WHEREAS** the expenditures and resources required for both the consultants’ reports and for the proposed numerous committees and subcommittees charged with managing the “transition” process not only calls into question the cost-saving dimension of the proposed restructuring but also siphons the talent and the funds needed for the many problems resulting from an extended period of budget shortfalls;

**THHEREFORE BE IT RESOLVED** that the LSU Faculty Senate asks the LSU Board of Supervisors and the interim President of the LSU System to suspend the consolidation of the LSU System Presidency and the LSU A&M Chancellorship until an impartial committee that includes a substantial representation of faculty and professional staff from the LSU System campuses—colleagues who have been selected through procedures in keeping with shared governance principles—can review and revise procedures for pertinent executive searches and can evaluate the full range of options for the future of the LSU System campuses.

**Q&A Summary:**

Moved and seconded and approved to move into discussion.

Ken McMillin

In the second whereas on the last page, they do represent congressional districts so remove geographical.

Kevin Cope

Ken is correct and will accept as friendly amendment. Searchers at other universities extend to other geographical areas.

Stephanie Braunstein

On same whereas, replace geographical with something in regards to gender.

Vincent LiCata

The same whereas and the one after it strike him as inflammatory without helping the argument.

Kevin Cope

It is a documented fact. There would have to be a vote on it since it is a substantial change to strike that paragraph and the one before it.

Larry Crumbley

Asked if he could make a motion to suspend rules and vote now.

Kevin Cope

Hold the motion until discussion done.

Senator

The ad has no statement of faculty credentials. Can we put something in about that issue?

Kevin Cope

Kevin was called to ask the qualifications of a head of a campus. The leadership profile is on the Faculty Senate website. The leadership profile was assimilated by the Board of Supervisors including a Ph.D. degree and experience on a campus. It was mentioned at the meeting but did not appear in the advertisement. Funk is committed to minimizing information. Funk said the bigger the ad the less prestigious the university so we have a small ad without that information. Some BOS members are enamored with the idea of having non academic persons due to business interests of the university in regards to medical issues. He could add it back or mention it at the BOS meeting this Friday.

Larry Crumbley

Moved to suspend rules to vote today.

Seconded by Graham Bodie.

Senator

The BOS will vote on this issue a second time on Friday?

Kevin Cope

They will address the issue of a combined head and SACS.

Stephanie Braunstein

What is the final decision of the two whereas clauses?

Kevin Cope

He is prepared to strike the two whereases including the second from the last and the third from the last.

Ken McMillin

It is important to consider that both of those rely on past criticism. It is important to remind them that they are not representative of these areas in makeup and we need to provide faculty input and to tell them faculty are important since we are engines of the university. Every point is important to remind the Board of Supervisors about their roles scope and mission.

Vote on amendment whether or not to include paragraph two on the last page which has geographical replaced with gender.

Vince LiCata

Can we included it and make it more global to include what Ken said. Can we say it does not reflect the constitutional requirements for?

Unanimously approved.

Vote on including third paragraph. Vote was majority approval by show of hands.

Vote on suspending the rules and to vote today. Unanimously approved.

Senator

What about putting in the academic qualifications retraction from the advertisement?

Moved and seconded as a motion.

Carol Taylor

Put it in the third whereas on the last page.

Senator

It is important to get someone with credentials instead of an appointed person from the government.

Vote on third paragraph whereas on last page to add academic qualifications statement.

Unanimously approved.

Vote on resolution- unanimously approved

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

Adjournment at 5:25 PM