

Faculty Senate Meeting Minutes
Thursday, December 5, 2013
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

- | | |
|----------------------------------------|--------------------------------------------------|
| 1. Kevin L. Cope (President, English) | 2. William Daly (Past President, Chemistry) |
| 3. Joan King (Secretary, Food Science) | 4. Ken McMillin (Vice-President, Animal Science) |
| 5. Judith Sylvester (Member-at-Large) | 6. Judith Schiebout (Member-at-Large) |

Parliamentarian: Louay Mohammed

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

1 P Aghazadeh, Fereydoun (Mech Eng/Eng)	23 P Dorian Dorado (Foreign Lan Lit/HSS)	45 Carl Motsenbocker (Horticult/Ag)
2 X Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24 X Susan Eades (Vet Clinical Sci/Vet)	46 P Dan Novak (English/HSS)
3 X Sibel Ales Bargu (Oceanography/C&E)	25 Kenneth Fasching-Varner (Ed T Pol Prac/Ed)	47 X Seth Orgel (Music/Music Dramatic Arts)
4 X Austin Allen (Landscape Arch./AD)	26 Kristin Gansle (Education/HSS)	48 X Evelyn Orman (Music/Music & DA)
5 P Linda Allen (Chemistry/Sci)	27 X Jeff Gillespie (Ag Econ/Ag)	49 P Irvin Peckham (Eng/HHS)
6 Reid Bates (SHWRED/HSE)	28 X Linda Smith Griffin (Libraries/Library)	50 Rosemary Peters (French/HSS)
7 Jennifer Baumgartner (Child Family/HSE)	29 X Gundela Hachmann (Foreign Lang Lit/HHS)	51 Suresh Rai (Elect & Comp/Eng)
8 Richard Bengston (BAE/Eng)	30 Jong Ham (Plant Path/Ag)	52 Margaret Reams (Environ Studies/C&E)
9 David Bertolini (Architect/A&D)	31 X Wes Harrison (AGEC/Ag)	53 X Judith Rhodest (Social Work/HSS)
10 X Graham Bodie (Comm Studies/HSS)	32 Richard Holben (Drama/Music & DA)	54 Jeffrey Roland (Philos Rel Studies/HSS)
11 William Boelhower (English/HSS)	33 X Stuart Irvine (Philos Relig/HHS)	55 X Roussel, Charles (Economics/Business)
12 X Dorin Boldor (Biol Eng/Ag-Eng)	34 X Sherif Ishak (Civil Environ Eng/Eng)	56 Gary Sanger (Finance/BA)
13 A Lillian Bridwell-Bowles (English/HSS)	35 Dorothy Jacobsen (Kinesiology/Ed)	57 X Judith Schiebout (Geology/Science)
14 X John Caprio (Bio Sci/Sci)	36 X Joan King (Food Sci/Ag)	58 X Andrew Schwarz (Info Sys Dec Sci/Bus)
15 A Russell Carson (Kinesiology/Ed)	37 Gus Kosoulas (Biological Sci/Vet Med)	59 X Stephen Shipman (Math/Science)
16 P Lauren Coates (English/HSE)	38 X Robin Kurz (Library Info Sci/HSE)	60 X William Stickle (Biological Sci/Sci)
17 X Kevin Cope (English/HSS)	39 X Vince LiCata (Biological Sci/Sci)	61 X Judith Sylvester (Mass Com/Mass Com)
18 Belinda Davis (Poly Sci/HSS)	40 P Ron Malone (Envir Eng/Eng)	62 X Ramachandran Vaidyanathan (EE Comp/Eng)
19 X William Daly (Chemistry/Sci)	41 X Mandi Lopez (Vet Clinical Sci/Vet)	63 P Muhammed Wahab (Mech Indust Eng/Eng)
20 Jeffrey Davis (Entomology/Ag)	42 X Kenneth Kip Matthews (Physics Astro/Sci)	64 Christopher Weber (Polysci/HSS)
21 X Charles Delzell (Math/Sci)	43 X Ken McMillin (Animal Sci/Ag)	65 X Jun Zou (Interior Design/AD)
22 X John DiTusa (Phys Astron/Sci)	44 Jacquelyn Sue Moffit (Acct/Business)	

Guests:

John Bel Edwards	Bobby Mathews	Gil Reeve	Andy Nyman	Carol O'Neil
Robert Doolos	Koran Addo	Patrick Dennis	Roxanne Berthelot	Jacquelyn Craddock

Consideration of the Minutes from November 4, 2013

Motion by Wes Harrison, seconded by Stuart Irvine.
 Approved unanimously with potential corrections.

President's Report

- Resolution passed last month to form a panel to look at travel, which was discussed with the Provost and we expect conversations on topic soon. Received numbers on parking and Easy streets and discussed due to being behind schedule on zones as noted by Vince LiCata.
- In regards to plus minus grading, we asked the Student Government director of academics to meet with us. Many anxieties students were having were expelled. No data about the anxieties was produced.
- The bookstore committee held a 3 hour meeting with Margo Carol, Director of Auxiliary Services on the need to produce money and their single source contract and visions 2015 and 2020. The committee is continuing work. They partitioned the committee into faculty and student/staff subcommittees. John Besh was in town signing books last night there.
- Larry Kaptan provided a fine creativity workshop last week. The workshop was interdisciplinary and trend setting.
- The Office of Academic Affairs has encouraged participation by faculty in interviews for VP of Finance and Administration. The Faculty Senate Executive committee met with the first candidate and will meet with the second person as well.
- We will be holding the Statewide Faculty governance meeting in Alexandria on Saturday at 10 AM. President Alexander will be speaking.
- On the retirement scene, there is a new draft of a bill to create a floor to the normal cost match. They will change the normal cost from 5.15% to 3.66%. This bill suggests there are ways to be found to set a floor but does not state the mechanism. If you take the totality of money spent on President Alexander's raise and subtract amount of money lost in retirement you are in negative zone.

8. The State is obsessed with producing Bachelorette degrees; the state is trying to find a way to define general education in a way that will hasten people to a certificate. The Board of Regents have asked the Statewide Articulation and Transfer Counsel to come up with literature describing general education to explain to the public and clientele why a four year education is better.
9. The affordability forum took place and took public testimony. Everybody who has a connection to Louisiana higher education came forward with proposals of ranking of higher education. This was a significant first step to getting away from US News and World Report rankings and to move towards ratings as President Alexander said. Parents will see what they actually get.

Q&A Summary:

Stuart Irvine

Is there a legislator who has signed on to support the retirement bill yet?

Kevin Cope

No one has signed on yet. I can post it on the internet and we are hoping we will find a sponsor for it.

Representative John Bel Edwards- “Better Futures for Louisiana Higher Education”

I come from the town of Amite. I graduated from the US Military Academy in New York at West Point and was a graduate of the LSU Law School. I have been a legislator for 6 years and all of that time on the education committee. I have been dissatisfied with the direction of the state K-12 but mainly with higher education. Anyone here as faculty member at LSU or those outside Louisiana have a right to question the legislature’s commitment to higher education due to cuts of \$700 million since 2008. They replaced half of that with tuition increases causing students to pay 60% more, so there was a net cut of \$350 million to higher education, also they are not funding mandates, so the amount of for funding higher education was much less than the numbers show. Louisiana does not prioritize higher education. Last year even though there was a cut, the money that the governor put in for higher education include \$500 million in contingent money, such as property sales, the convention center, etc. If they did not materialize those cuts would be born by higher education. Those cuts were around 20% of the previous year, but \$500 million was not real money. Senior leadership in the state does not fund higher education. We are not alone in the country but no one has done it to the degree we have done it in Louisiana. We have cut higher education budgets for 6 years. It is not what you want to do. Last year the country turned the corner. States increased funding. Our cut was 17% last year. We need to break free from it. Higher education people would be happy if the budget stays stable. We still project about \$0.5 billion deficits for the next three years. In order to attract and retain higher education faculty and the best students, within and outside the state, we have to invest money. It is not just the salary. At Pennington yesterday, it was stated that they are having a hard time to recruit top quality researchers from around the country due to the retirement benefits. We have to compete. LSU has fallen behind our regional peers. To have President Jenkins say before he left that we would drop to a tier 2 university, LSU would not be one of the top 200 in the country, which should get people into action. The sports teams aren’t as important as what we do on campus. It is important to have people buy tickets. I am surprised to see they are raising ticket prices. We need to see that you have more money for education in Louisiana. In addition to being a tier 1 university and to attract faculty, LSU should promote the state, I am talking about the Board of Supervisors here. I was surprised to see how the board handled the names for the President search and how they let fines pile up. That sets a terrible example to the state. We have responsibilities to the people in Louisiana beyond education and running a hospital system. With a 10% increase in tuition next year due to the LaGrad Act, why have we not increased a single dollar to higher education? That is a tax increase on our kids. If the state is taking general fund dollars and using it on other items like roads, health care and housing prisoners, etc that is a tax. Increase on our kids. We were supposed to have a stable funding base for higher education when we passed the LaGrad Act and the universities were suppose to get more money. The universities want the authority to raise tuition. I cannot supportive this, until we stop charging students more and taking the money away from the university. We have to change the way tops is structured, if it is going to pay 100% of the tuition, you are giving the check to the state not the universities. Tuition was 30% of all higher education funding 5 or 6 years ago and is now 70%. Through tax expenditures as they continue, we will spend more on making movies than for higher education. We paid for 30% of the costs for all of the shows including salaries. Denzel Washington’s salary was 30% paid by tax payers. There is where one of the solutions can be found. We have \$5 billion of tax expenditures on the books. We have told certain individuals and businesses that they don’t have to pay taxes if they do certain things. We are not getting the benefit that we expected. Tax expenditures are not capped. We lost control of the tax revenue not just to tax cuts but by also by tax expenditures. We are spending through the tax code rather than the appropriations bill. That is the real key to improve the revenue situation in Louisiana if we cut the amount of money we are spending in the tax code. Some will say it is a tax increase. There is a lot of talk about making universities more efficient by decreasing the number of credit hours, having students learning only what they have to know to get a job. We are turning universities into factories. I took courses in American history wherever I got an opportunity. If we try to get kids out as fast as possible, we will not help make a better country. Tuition control is going to be an issue, we have to look at tops, we have to look at whether we are going to have a leader that will reduce higher education funding. We always say that higher education and health care are the only place we can cut from. That is where the biggest pot of money is. It isn’t really true that we have cut higher education and health care similarly over the last several years. In 2009 and 2010 higher education was 12.9% in general fund dollars, now it is 6.2%. It has been cut in half. Health care went from 12.6% in 2009 to 26.7% today. We only replaced a percentage of the those higher education dollars not all of them. We need to accept federal dollars where we can. We refused \$44 million for pre-k, we refused \$80 million for broad ban internet access to rural areas of the state. Anyone can get internet for about \$30 per month. His district is a rural area and very few people have internet access in his area. We have to accept Medicaid expansion. By 2017, 75% of the current reimbursement that we get is going to be going away. We need to spend money that is available. Those are our tax dollars that are going to the federal government and if we do not take it they will be spent elsewhere. We need to promote economic growth, as long as we don’t overly incentivize the oil companies. They will come because we have infrastructure, river, ports, coast, and refineries. We don’t have to incentivize them, they will

come. They will need a trained and educated work force. We are actually going backwards. All of those are potential fixes to our problem. We have to stop pretending that we don't have a problem, Regarding the news in the paper about Purcell leaving and the governor says our outcomes are better. We have people more qualified people coming into school due to higher admission standards. If we do not fund higher education better this state will never become what it can be. I appreciate what you all do teaching in Louisiana at our flagship university.

Q&A Summary:

William Stickle

You mentioned the tax credits to movie industry, but we also gave away tax credits to the fracking industry and there is tremendous growth potential there.

Representative John Bel Edwards

We wanted to incentivize fracking because more it is a more expensive way to get gas and to get severance taxes eventually. The wells were playing out before the credits were gone, so by the time we were ready to collect they were not collecting gas anymore. The oil companies will not publically say this, but they knew last year that the incentives were overly generous. They actually came up with a proposal to cost Louisiana less every year but for more years. Governor Jindal considered it a tax increase. Legislators do not want to vote for a tax increase. They don't need all of those incentives anymore.

John DiTusa

I am worried about you using the word tax and tuition as the same word. When you pay tuition you are getting services. I am struck by the incredible cheapness to go to school here. With tops it is basically free. Regarding efficient universities, this is an extremely efficient place in what the faculty do. Tuition is necessary, even without tops is very low here. If we want to do economic development like places such as Texas, North Carolina and Alabama, we have to be able to have an educated workforce. These places have attracted industries due to their investment in the universities.

Representative John Bel Edwards

If you pay tuition to a school the university should keep the money. We should have delivered the stable funding with LAGard act on top of that. Last year the LCTCS was not going to do an increase, but when the state cut their funds by 10% they had to raise tuition. I believe that is a tax increase. Most kids here at LSU are on tops. That is not true at regional universities. We are seeing record numbers of kids in good academic standing who are sophomores, juniors and seniors not coming back to finish there degrees because of sticker shock over tuition.

John DiTusa

There needs to be a comparison made to other schools. There is an extreme aversion to anything having to do with a tax and you rather not have it equated with tuition.

Representative John Bel Edwards

For years we have had people running universities, spending time thinking about how to keep lights on not how to educate the children. They need to be getting more than just turning the lights on.

Vince LiCata

I is refreshing to hear someone preaching to the choir from the legislature. What as a faculty senate at LSU can we do to get forward traction on some of these issues?

Representative John Bel Edwards

Classified employees are scared to state their mind on these issues. If the faculty at all of the universities did that it would make a tremendous difference. Get to know your state senator or representative to get them to know you personally before you ask them to do something. Go back and talk to them after about an issue and get them to listen. You will find a tremendous difference in how a legislator listens. If you get 5 people to speak to them about the issue, they will listen. Email is not as effective. When you see things in the paper that misrepresents the situation respond, and if someone on Jim Engster show says something wrong, then call in. The people think everything is fine because there is construction going on. We need to do a better job of letting people know its not.

Judith Sylvester

I have been under the impression that we have to change constitution to stop taking money from higher education.

Representative John Bel Edwards

There is nothing in our constitution to cause us to defer to the governor. The legislature can do something different. I am not one of those reluctant to vote against the governor. The LSU Board of Supervisors people are good individually but they vote as a block together. They voted to approve contracts to have partners come in and run the medical schools. They approved the documents with blank pages. The legislators will not approve those without details. That is how much power the governor has. Our constitution does not tell the governor to pick the heads of the houses. It is not up to the governor how to prioritize the budget. Health care found a way to change the rules to set a floor of reimbursement to our hospitals, if passed in a bill in 2014.

Report on changes to General Education by Andy Nyman, Chair, General Education Committee

The reason I am here is to generate discussion on general education annual reports, 5 year reassessment of the courses and how to change them and what will we look like five years from now. Principle 2.7.3 is breath of knowledge and the other is 3.5.1 is the college level competencies. The core requirements are that general education ensures breath of knowledge and courses are based on a coherent rational. SACS says the institution must provide a reasonable justification if below the number of credit hours. What SACS gives us in terms of flexibility the Board of Regents takes away. The breakdown is 39 hours for a bachelor degree. Texas A&M requires 37 hours. We are in the middle for how much general education we require. We have to assess how well students are attaining the competencies. In 2004 there were almost 100 certificates that were out of compliance or almost out of compliance. We were not recording how students were attaining competencies in the general education courses. For 3.5.1 the university implemented an assessment of the general education course competencies. The senior portfolio assessment in 2009 was looking at artifacts that students attained competencies. We used standardized tests also. The purpose of tests is not solely general education. The bulk of the statement that we are in compliance replies on statement of the process for general education competencies. It is wrong to try to change all at once. We can pick a goal and start making steps to go there. What might be possible in five years? Get rid of assessing students in the course for general education competencies. We cannot do that unless we pump up the senior portfolio assessment. We can request artifacts from graduating seniors. We have asked them to send in assignments to grade how well they attained the competencies. They realized that the graduation rate and the GPA of students who complied was better than the others, so that was not a good sample. They want everything sent in and to use another rubric to see if it shows evidence that students attained competencies. We need to expand quantity and quality of artifacts we get. The senior portfolio is just not strong enough. We could have all graduating seniors in a 1 hour course to upload material. This is probably dead on arrival to cut one hour from degree programs. The graduation requirement that every student have an electronic portfolio, but given on day 1 when they come to the university. Have faculty tell them to place material into portfolio as a record. Clemson does this. Their college level competencies are right there, the site says upload examples here, and these are the types of things we want you to download. We want you to talk about this and share opinions with the committee. If you have not been filling out the annual reports for competencies, the general education committee is going to recommend pulling courses who are not submitting reports.

Q&A Summary:

Gundela Hachmann

What is the motivation for students to do this?

Andy Nyman

At Clemson, students cannot graduate without submitting artifacts.

Gundela Hachmann

Once portfolios have been submitted, how are they evaluated? Are they specialized for every area of study? You don't want to use the instructors' rubrics. A lot of these courses require very special knowledge.

Andy Nyman

I would love to be able to use the faculty's rubric. I teach a capstone course and have used these rubrics and they worked fine.

Bobby Matthews

AACU value rubrics have been used. This is funded by the Office of Academic Affairs to satisfy 3.5.1. They enumerate 2 faculty members to review the portfolios with a rubric and obtain data to generalize it to the whole population of students.

Update from Carol O'Neil, Chair of the QEP Team

We have rebranded LSU Create as LSU Discover. The QEP is part of LSU's reaffirmation and accreditation. It addresses topics that improve and strengthens LSU. Research was chosen as the topic. It is important because it is the reaffirmation of accreditation. It is a big part of the reaffirmation but only takes up 2 of the 98 components. The survey team will be here on March 11 to 13 of 2014. We will be site visited at that time. We have a multipronged approach. The implementation team has been together about nine months. Some changes have been

made by one of the QEP team members. Students' outcomes were covered by Carol. We have a four pronged approach including information literacy, curricula transformation, campus wide research, and research day. There are two pilots right now, one in architecture and one in coastal and environmental sciences. The LSU Discover faculty advisory board is made up of people from across the campus. Under graduate mentored research is what we do. This would be different in that it would be a multi-semester experience. We have a student advisory board made up of students across campus. The final element would be a research day. It will be a pilot first on March 10th of next year the day before the SACS review. There is a Discovery assessment committee. They have how they are going to assess the student learning outcomes. SACS is very big on assessment. They have a project plan in place. They have a website going. They have picked 12 LSU scholars. They will be tweeting and have blogs, banners stands, cups, push cards, etc. The students were introduced at the football game.

Q&A Summary:

Judith Sylvester

They did not read the names of the students, they just threw them up on the screen.

Carol O'Neil

I will talk to them about that.

Carol O'Neil

It gives students skills on how to approach information. The report has to be submitted 6 weeks before the site visit in March. It is being formatted right now. The reports can only be 75 pages with 35 pages of appendix. The original draft was over 1000 pages.

Senator

Is there a way in library science for undergraduates to do research? We do not have undergraduates in Library and Information Sciences.

Carol O'Neil

Libraries will play a major role in this. Work with a faculty in another department. In agriculture we have a library liaison. If we are going to do this kind of study we should publish it.

Senator

Why are the students presenting the day before?

Carol O'Neil

We want to advertise the fact that research is the QEP we have chosen and want everyone to know about it. This will be a good kick off. It will be in the front of people's minds.

Wes Harrison

When students do marketing research to prepare for a competition, will that count?

Carol O'Neil

Yes that will count. We have students do research for a class or other ways.

Senator

I thought that the point was there is no semester.

Carol O'Neil

It can be multi-semester or single semester.

Vince LiCata

Right now in science they can register for a certain number of research hours.

Carol O'Neil

They could go into honors to get more hours.

Wes Harrison

Will it be poster or orals presentations?

Carol O'Neil

Some of the students can give oral presentations; ultimately it will be a poster presentation for the one day. If it becomes a week long event there can be oral presentations.

Andy Nyman

We are doing this with undergraduates now and undergraduates are presenting now. How do I tell you that I am doing this?

Carol O'Neil

We will have a way to collect that information for students who present nationally or internationally. We had a breakfast with the students and President Alexander and one student already had three publications. For the QEP there will be a central focus and it can be institutionalized in five years.

John Caprio

Biological Sciences have been doing this for years and they are not included.

Carol O'Neil

You are included. You may have to assess differently and obtained different data.

Gundela Hachmann

How does one participate, do you have submit a proposal?

Carol O'Neil

They will disseminate information about this and what the QEP is and how to get involved. There will be training for faculty members that are new.

Gundela Hachmann

How do faculty members get involved in participating?

Carol O'Neil

First we have to get this approved. I am confident that the full components will go through, but maybe some may not be approved.

Gundela Hachmann

How did people get involved already?

Carol O'Neil

No one is involved in the QEP yet as it is not approved. It will start this coming Fall. There is a website up, LSU Discover. It has info on how to get involved. There are lists of potential research mentors that students can approach. It is not yet designated as the QEP. Current research is not currently part of the QEP.

Senator

Are there going to be posters for the March 12 QEP?

Carol O'Neil

It will be publicized. Faculty will use rubrics to assess the poster [presentations. They had a trial run through SERF last year and they practiced using the rubrics.

Old Business

Second Reading of Resolution 13-13, Scheduling of Fall Holiday, sponsored by the Faculty Senate Executive Committee

Read by Kevin Cope

FACULTY SENATE RESOLUTION 13-13
Scheduling of Fall Holiday
Sponsored by the Faculty Senate Executive Committee

Whereas the primary calendar by which the University organizes its activities is the academic calendar;

Whereas other calendars, schedules, and lists of events play a material but subordinate role in the timing of activities, events, and recesses so as to maximize achievement and optimize both student and faculty performance;

Whereas one purpose of the recess called “Fall Holiday” is the provision of an interval during which students may both enjoy a break from the obligation to attend classes and also may, while partaking of refreshing leisure, use free time to attend to lingering schoolwork or engage in enrichment activities;

Whereas Fall Holiday was conceived to compensate for a certain awkwardness in the timing of official holidays (for example, the positioning of Labor Day shortly after the opening of the semester and the slating of the Thanksgiving recess immediately prior to the conclusion of instruction);

Whereas Fall Holiday was also conceived to provide a salutary break in the long session between Labor Day and Thanksgiving;

Whereas the University has recently twice adjusted the academic calendar for non-academic reasons such as Bayou Super Fest or the LSU versus Alabama football game;

Whereas the recent rescheduling of Fall Holiday to early November places two extended holidays in the month of November, during the time when many courses are approaching their climactic, culminating points;

Therefore be it resolved that Fall Holiday shall occur and shall be completed no later than October 31st of each year.

Q&A Summary:

Robert Doolos

Not aware they have changed the academic calendar for any football games, I don't know where that came from.

Kevin Cope

It is how the turn of events has been understood. There was an uncanny scheduling of the game and Fall holiday and the plan to allow students to attend away games.

Judith Sylvester

There were hardly any students at the Arkansas game since it fell during a holiday. We can say that it needs to be in October but not coincide with a home football game.

William Stickle

I go to the football games. People were not there for the football game just because they were not in Baton Rouge. It makes sense to have it some time in October between a half and a third of the way.

Vote: Unanimously passed.

New Business

Vince LiCata

In sciences the students were asked to sign a form that they would take random drug testing.

First Reading Faculty Senate Resolution 13-14, “A Call for Protection of Privacy Rights of LSU Staff, Sponsored by Vince LiCata, John Protevi and William Stickle

Read by Vince LiCata

FACULTY SENATE RESOLUTION 13-14
A Call for Protection of Privacy Rights of LSU Staff
Sponsored by Vince LiCata, John Protevi, and William Stickle

Whereas the LSU Offices of Human Resource Management (HRM), Risk Management (RM), and Environmental Health and Safety (EHS) have recently “expanded the pool of safety-sensitive positions that are subject to random drug and alcohol screening,” and

Whereas this expansion now includes several research positions, including postdoctoral associates and research associates, and

Whereas this expansion, despite claims to the contrary, is inconsistent with and significantly oversteps the provisions of Louisiana Executive Order BJ 2008-69 regarding random drug testing – especially by ignoring the “reasonable suspicion” and/or” compliance with a rehabilitation agreement” requirements stipulated therein , and

Whereas, in addition, the 8 definitions of “safety-sensitive or security-sensitive positions” in Executive Order BJ 2008-69 cannot be reasonably considered to include almost any research postdoctoral associates or research associates on the LSU campus, and

Whereas such questionable and extreme interpretations Executive Order BJ 2008-69 would produce a testing regime that would be unprecedented at a U.S. university as well as being potentially in violation of Fourth Amendment rights, and

Whereas many if not most postdoctoral associates and research associates at LSU are paid from research grants, and both the National Science Foundation and the National Institutes of Health have previously considered and decided strongly against requiring drug testing for postdoctoral associates and other research personnel working on federal grants, and
Whereas the implementation of this dubious, extreme, and unnecessary new policy would severely damage the national reputation of LSU and its ability to recruit and retain high quality faculty, postdoctoral associates, research associates, and graduate students; and will negatively impact the Flagship Agenda of LSU, the re-accreditation of LSU, and the research intensive Quality Enhancement Plan,

Be it Resolved that the LSU Faculty Senate requests immediate revocation of the expansion of positions covered by drug testing, requests immediate correction of LSU PS-67 to remove related recent changes, and requests an immediate halt to the requirement for the “confirmation” statements regarding random drug testing being requested from LSU postdoctoral associates, research associates, and any other positions in the “expanded pool” that likewise unnecessarily and aggressively expand upon the standard policies found at other flagship universities.

Moved to discussion.

Q&A Summary:

Wes Harrison

What is the pool prior to expansion and who is required to submit to random drug testing now?

Vince LiCata

The 2008 executive order did not change the pool very much. Those whose duties include inspection of a structure, prisoner duties, use of firearms, dealing with controlled substances, hazardous waste or materials, those that require authorization over a power plant, operating or maintaining heavy machinery and public vehicle. This is standard across the country, heavy or dangerous materials or people that drive lot. The list now has research people added.

Ken McMillin

Is there a list of the positions that fit into the eight categories?

Vince LiCata

I have not seen that list. Our HRM representative, Cheryl Thompson was told that post docs and research associates are now on that list.

Kevin Cope

Are there any instances where a student has refused to sign the form?

Vince Licata

They asked PIs to have post docs sign the forms. I refused to ask my post doc to sign such a statement.

Mandi Lopez

Is the something that precipitated this?

Vince LiCata

I do not know. This all happened less than a week ago.

Gundela Hachmann

I heard custodians complaining about this and maybe they were included. Is there a reason why you did not include lower level persons on this?

Vince LiCata

No, it is just because of the time we wrote this, it wss so fast, I had only heard about the post docs. AgCenter faculty may fall under his resolutions and may have to be tested.

Senator

Is that the state or LSU document? Is LSU naming post docs specifically in the LSU document?

Vince LiCata

That is the state document. It says HRM has to decide who to name.

Senator

There is as document somewhere that names people that come under this definition. Is there any way to get our hands on the other named positions? If you have a post doc then you also should be randomly tested. Unless they are to name everyone, it doesn't seem like they should name post docs and not the PIs.

Judith Sylvester

It doesn't include non STEM people. Do you think it was the intent to just to include people working in the labs?

Vince LiCata

Someone probably considered chemicals as hazardous substances.

Senator

Is there a way to find who is responsible for this memo and why this is happening?

Vince LiCata

It came out of HRM and supposedly someone sent this out.

Kevin Cope

The Office of Academic Affairs did not seem to know about this policy.

Gundela Hachmann

Can we invite someone to talk with us?

William Stickle

That other problem got resolved more quickly with people on the hot seat.

Vince LiCata

That was not yet resolved. We only had one meeting.

Kevin Cope

We did ask for such a representative. The person did not agree to attend.

Vince LiCata

If people would like to see edits in the resolution they can send them to me.

Joan King moved to adjourn and it was seconded by all.

Adjourned at 5:03 PM