

**Faculty Senate Meeting Minutes**  
**Monday December 8, 2014**  
**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. Fabio DelPiero (Member-at-Large, Pathbiol Sci) |   |

Parliamentarian: Louay Mohammed

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

1	X	Aghazadeh, Fereydoun (Mech Eng/Eng )	22	P	Dorian Dorado (Foreign Lan Lit/HSS)	44	Evgueni Nestrov (Chemistry/Sci)
2	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	23		Susan Eades (Vet Clinical Sci/Vet)	45	Seth Orgel (Music/Music Dramatic Arts )
3	X	Austin Allen (Landscape Arch./AD)	24		Kristin Gansle (Education/HSS)	46	X Jim Ottea (Entomology/Agri)
4	X	Frank Anselmo (French/HSS)	25	X	Arend Van Gemmert (Kinesiology/HSS)	47	X Steven Pomarico (Biological Sci/Sci)
5		Reid Bates (SHWRED/HSE )	26	X	Jeff Gillespie (Ag Econ/Ag)	48	X Suresh Rai (EE and Comp/Eng)
6	P	Jennifer Baumgartner (Child Family/HSE)	27		Angeletta Gourdine (English/HSS)	49	X Judith Rhodes (Social Work/HSS)
7	X	Emily Beasley (Kinesiology)	28	X	Gundela Hachmann (Foreign Lang Lit./HHS)	50	X Jeffrey Roland (Philos Rel Studies/HSS)
8		Lillian Bridwell-Bowles (English/HSS)	29		Jong Ham (Plant Path/Ag)	51	X Christopher Rovee (English/HSS)
9	X	Konstantin Busch (EE & Comp Sci/Eng)	30	X	Wes Harrison (AGEC/Ag)	52	X Judith Schiebout ( Geology/Science)
10	X	John Caprio (Bio Sci/Sci)	31	X	Stuart Irvine (Philos Relig/HHS)	53	X Andrew Schwarz (Info Sys Dec Sci/Bus)
11		Joseph Clare (Political Sci/HSS)	32		Sherif Ishak (Civil Environ Eng/Eng)	54	X Stephen Shipman (Math/Science)
12	P	Lauren Coates (English/HSE )	33	X	Joan King (Food Sci/Ag)	55	Alan Sikes (Theater/Music Dramatic Arts)
13	X	Kevin Cope (English/HSS)	34		Mandi Lopez (Vet Clinical Sci/Vet)	56	X Linda Smith Griffin (Libraries/Lib)
14		Jon Cogburn (Philosophy Rel Stud./HSS)	35		Ron Malone (Civil Environ Eng/Eng)	57	X Judith Sylvester (Mass Com/Mass Com)
15	X	Belinda Davis (Political Sci/HSS)	36	X	Kenneth Kip Matthews (Physics Astro/Sci )	58	P Sabrina Taylor (RNR/Ag)
16	X	William Daly (Chemistry/Sci)	37	X	Andrew Maverick Chemistry/Sci)	59	X David Terry (Comm Stud/Mass Comm)
17	X	Fabio Del Piero (Pathbiol Sci)	38		Alison McFarland (Music/Music and DA)	60	X Ramachandran Vaidyanathan (EE Comp/E
18	X	Charles Delzell (Math/Sci)	39		Jean McGuire (Management/Bus)	61	X Arend Van Gemmert (Kinesiology/HHS)
19	X	Margaret Denny (Education/Ed)	40	X	Ken McMillin (Animal Sci/Ag)	62	Gregory Watson (Architecture/AD)
20		John DiTusa (Phys Astron/Sci)	41	A	Jacquelyn Sue Moffit ( Acct/Business)	63	X Yejun Wu (Library Information Sci/Lib)
21	X	David Donze (Biological Sciences/Sci)	42	P	Louay Mohammed (Civil and Environ Eng/Eng)	64	Jun Zou (Interior Design/AD )

*Guests:*

Jon DeRoche	Stanley Wilder	Dereck Rovaris	Ryan Landry
Deanna Narveson	Gastone Reinoso	Gil Reeve	Billy Gomila
Robert Doolos	Christie LeFiles	Barbara Reonas	Jean Coco

**Consideration of the Minutes from November 4, 2014**

Motion by Aghazadeh, seconded by al-Baghdadi.  
 Approved unanimously with potential corrections.

President's Report

- The consultant who is investigating parking and other traffic related concerns has submitted a 76 page report. Observations are congruent with Faculty Senate issues such as the system with wands and transponders being slow and ineffective, positioning of a bus top in the middle of a traffic circle, and pricing being irrational and capricious. Two committees that include Mandi Lopez and Suresh Rai, dealing with parking policy and its implementation. Comments submitted by Kevin Cope were laudatory. Consultants will call for increase in fees to cover their costs. Kevin reported to the parking department that faculty will in no circumstances agree to any parking increases, especially for C and D parking. It has been reported that our parking fees are not completely out of whack with other large institutions but there have been certain cultural facts omitted. Those universities have had faculty raises more frequently than us. We will stay on the cause of not allowing affordability.
- Campus Federal Credit Union is going to have a financial wellness seminar in April on balancing portfolios and investment options.
- The Master planning committee met again and heard reports. In January there will be more details on Master Planning documents.
- Faculty Senate has been anxious about the state of the Graduate Council. We directed complaints to KT Valsaraj about this issue. A memorandum came around to deans for solicitation of Council members from policy committees.

5. In recent personnel actions of the LSU system, a tally of honorifics was taken and it was discovered that of the 18 available, 11 went to administrative personnel. This was brought to the attention of the Provost. We told him that it was not good to use honorifics to attract administrative persons unless designated specifically for administration. Faculty moral would be lowered by reduction of honorifics to bargaining chips to hire faculty.
6. The Faculty Senate Executive Committee met with Andrew Moss about IP. He is making it a more service oriented facility.
7. The Bookstore committee has been active. The reaction has been robust.
8. There was a big forum on faculty benefits and retirement and we now have videotape of the workshop which will be posted. The panel will be recreated in north Louisiana, and a colleague has arranged with local media and politicians for larger forum in January.
9. Last week a forum was held in Alexandria with Monty Sullivan, President of LCCTS. He talked about the role of community colleges in four year institutions.
10. The statewide general education committee will update general education course information. General education comprises 32% of undergraduate curricula. In its present form it is not doing much to advance the cause of an informed citizenry.

***Q&A Summary:***

None.

**Presentation by Vice Provost for Diversity Dereck Rovaris**

He has been on campus since July 1. He spoke about personal and LSU history on diversity. We had a record number of underrepresented minorities graduating. This fall we had the largest enrollment of number of African American and Latino persons. People used to say if we increase diversity we will lower standards. That is not true; we have increased student quality, GPA and ACT scores. If we do not have a diverse faculty we will fail those students we attracted. They worked with HRM to put the presentation together. The executive leadership and deans get it and they understand the importance of trying to make this place assessable to all. Last week he met with the United Houma Nation to increase exchange with their students and training future faculty. He listened to concerns that affect them and what is happening to their land and how to help healthcare wise. He met with students of the Hispanic associations. He met with students from the Spectrum group to make sure everyone supported fully. He showed a presentation that is made available to all search committees. He covered the Flagship 2020 plan on diversity. Christie LeFiles from HRM spoke about a Faculty Position Announcement slide. They wanted to throw net as wide as possible. The position should seek to have value added candidates. HRM can assist in proactive recruitment strategies versus passive advertisement. They are asking committees to make personal contacts, talk to former Louisiana residents and alums, use social media and listserves. Rovaris said the passive methods are considered active for those seeking opportunities. We have to be more proactive. A good percentage would say they wound up here due to a phone call. If that does not include a diverse group then you have to go outside that. Searches ongoing are seeing a larger number of diverse applicants. He mentioned the book “The Power of Thinking Without Thinking” by Malcolm Gladwell. There is a lot of bias towards height for CEO’s. We tend to pick the biggest kids in grade school for teams. This is a real bias. Biases do exist. Examples of biases were shown by Christie LeFiles including ‘similar to me’, negative stereotypes, positive stereotypes, ‘snap judgments’ and ‘raising the bar’. A new position was created called the ‘Diversity Advocate’. This is a selected person on the committee to make sure the committee is addressing the diversity issue, checking to make sure there is no bias, keeping a focus on diversity of the pool. For the reporting part of the process, a listing of candidates will be given to the committee including race, gender and other information about them in general without the names. This tells us if pools start out diverse or not. This will be sent out to the committee before the closing date for review. There will be a second report after culling the list to those finalists and a third report of those to bring in. This will be sent to HRM contacts. They are sending reports out and they are already seeing diversity in the pools.

***Q&A Summary:***

Fakhri Al-Bagdadi

Is the letter sent to the candidate containing the job description a legal document? If you have a faculty for teaching and you change their duties after six month is the offer letter a binding document? Can the candidate go back and say this was the offer letter?

Christie LeFiles

It can be a binding document. They check letters to make sure they are correct.

Gaston Reinoso

Is the work the same as in the scope of the offer letter job description? The scope of employment remains the same. It depends on how extreme that job changes in the future.

Fereydoun Al-Baghdadi

It is not a legal document?

Gaston Reinoso

When offered a job it is legal document.

Senator

When will this start?

Dereck Rovaris

It has started already.

Arend Van Gemmert

I am in HHS and I am on a search committee.

Dereck Rovaris

We have not done many in HHS. Some colleges we have been in three or four times. It doesn't matter when we disperse this. It works best if received before the committee is formed. We can present in Spring, Summer or Fall.

Arend Van Gemmert

There is a meeting with our committee coming up.

Fereydoun Aghazadeh

If 100 candidates apply and 10 are top and none were minorities or females. What can you do?

Dereck Rovaris

Statistically there may be a skew. If you make a case clear and coherent, then it is done. It would be surprising if 30 were women and none made it to the top ten. There is not a goal to impede the ability to make decisions, the goal is to try to increase diversity.

Wes Harrison

What if only one or two candidates are diverse?

Dereck Rovaris

We will call into question how you developed list. If you did due diligence then move to next level. If didn't they ask to go broaden search. If you broaden the announcement in professional journals you can reach them. For electrical engineering degrees African American women there were two receiving Ph.D. degrees last year.

Senator

What are the resources, some things LSU subscribes to?

Dereck Rovaris

We are using "Diverse" and "Insight to Diversity". They target diversity of all types. With help from the Provost and University Relations, they purchased subscriptions for one year and have some ads in there now.

Guest

If we go to the search and we bring folks in and we have a higher quality of applicants across the board, then if making offer to those people other schools are also making offers, so is there latitude to compete with them?

Dereck Rovaris

We have some latitude. Everybody is looking for diversity. Even historically black colleges are looking for diverse candidates. We can play up other items, such as warmth here, activities unique to Louisiana. They want the same opportunities that you all want.

Gundela Hachmann

What is the expectation of LSU to be diverse? How does it affect the rating of the university?

Dereck Rovaris

Review of the university includes diversity, where students are going and what are they doing. Ten to 20 years down the road, they are more successful and it is attributed to diversity at the university. It is an economic imperative. Almost a third of the population in Louisiana is African American, but only 4% of the faculty is minority.

President Alexander

If one candidate stands out and you want to hire them, but also have a diverse candidate and may want another hire, we can pick up diverse candidates as a hire also. As we are looking for new faculty, look at type of disciplines seeking to build a pool. In California we could not use diversity. It was illegal. They had to get creative by seeking faculty from other parts of the world. We may be hamstrung due to future legislation. Look broadly at pools and needs. We may not replace them with someone in same field.

Wes Harrison

If you identified a university applicant and we have a spouse trailing, is their help for the spouse?

Dereck Rovaris

They are working on dual career hires. We will be hiring an Associate Vice President for Diversity and they will be trying to ring in money to help hire diversity. They are hiring several new faculty members in the next few years. We need to start growing some Ph.D.s of our own. Bring in people for post docs to test drive them.

President Alexander

Keep eye on students during this time of year. Tomorrow there is the President's Holiday reception. As far as the election in Washington we will wait and see. They have representation for the Higher Education Act including Pell grants and student loan issues. The is legislation in the Act that provides matching state funds to states that put more money into Higher Education. At the state level we need to get in a positive way in the governors budget. We did avoid midyear cuts that went around the state. Enrollment numbers look good and we are up 8%. There will be a great announcement at the Board of Supervisors meeting on Friday of the third largest academic gift, for the Honor's College, \$11 million. We raised \$40 million and the foundations will communicate with each other. There are reassurances from foundation leaders to forge and build stronger bridges to academics. Athletic fundraisers are raising more money for academics.

Presentation by Stanley Wilder, Dean of the Library

He did a brief overview of changes they are experiencing in the library. He gave a presentation on the LSU Libraries Progress Report. Ebooks packages have been purchased and we have 121,301 total. There are 115 scholarly university presses included. We are purchasing comprehensive packages. Everything is digital. Ebook use is greater than print. There was a total of 103,798 usage through October in 2014. Total Ebook use was 207,150 and only 66,200 in print usage. Ebooks as course adoption textbooks can be done. Several courses had Ebooks required as textbooks for their course. They have an online system to search for Ebook for courses. They have more collections on different subjects. There will be automatic purchase of LSU authored books. There will be a digital repository of white papers and preprints and ETDS and also a data repository for data sets. All faculty that have federal grants must have a depository of data. This will be available in February 2015. They have several searches ongoing and a new one is Director of Copyright Policy and Education. They can help students and help faculty with contracts concerning manuscripts. They will not give legal advice, but can explain what you are looking at in an agreement with a publisher. Positions being filled are primarily technology related. They now have a 24/5 schedule and 24/7 when time for final exams. So far there has been no inappropriate behavior. Students are showing up with a mature attitude. They are getting free renovations to make space better. Middleton is planning for 1<sup>st</sup> and 2nd floor renovations for students. They are looking down the road at building a new building.

*Q&A Summary:*

Judith Sylvester

There is still a problem with smokers outside the library. She has been talking to Kurt Keppler and the Provost. We will be working on this during the break. She would appreciate their help with smokers. The students are deviant. The smokers will keep the library patrons out.

Stanley Wilder

He has been in contact with Keppler and others about this issue. There is going to be a regrouping on the campus wide smoking prohibition. They will have some kind of approach. If looking to library to fix problem that will not work, it is a campus response issue. The worse of the smoking is outside the library.

Jeffrey Roland

In Ebook packages there were some missing from his discipline. No Oxford titles are available.

Stanley Wilder

They still have a print budget. So those books not on Ebooks can be purchased as hard copies. They still have subject profiles and subject liaisons. The series is expensive. They use the purchase already made to make the case, that they will be used like crazy. The average cost of Ebooks is \$14 a title. There is no back end technical processing.

Jeffery Roland

It is not helpful for my area in Oxford titles. He does not want to wait for weeks. He runs into this over and over again since he had been here, but there are missing titles.

Stanley Wilder

What he is saying is that this fiscal year they have just started with Ebooks. They are doing whatever they can to get where they are going.

Jeffery Roland

Will we get Oxford titles?

Stanley Wilder

I do not know if we will get them this year. Faculty need to let us, deans and faculty to know that we need certain information. If you don't speak up then the thought is we do not need it. This group used to have a Faculty Senate library committee and we need it again.

Senator

Are the Ebooks in some other format? Can you download the book offline?

Stanley Wilder

Yes they are available in pdf and other formats and can be downloaded offline.

Arend Van Gemmert

You covered 2010 to 2012, what happened to 2013 to 2014?

Stanley Wilder

You are buying packages that updated your holdings. The report is on current journals holdings and secondly what we want to update the packages. He is confident we can improve the packages.

Arend Van Gemmert

If they improve the textbook how can you change that?

Stanley Wilder

In the EBook packages or individual books we negotiate packages. We don't have to worry about how it is used.

Arend Van Gemmert

If faculty want a new book should they email the library to see what they can do to get the book?

Stanley Wilder

Regarding the page with all the book covers, we want to provide to folks what we have. You will be able to see everything that meets purchasing criteria so it can be purchased.

Fakhri Al-Bagdadi

Does copy right apply to Ebooks?

Stanley Wilder

Yes, everything we do applies to copyright.

Fakhri Al-Bagdadi

Is it illegal to provide copies of parts of the books to students?

Stanley Wilder

The idea that whether a book makes it into one of these packages is a matter that falls between a faculty member and the publisher.

Fereydoun Aghazadeh

We can request Ebooks on line? What is the benefit to the publisher?

Stanley Wilder

Yes you can. They make a list and go out to sell to libraries. The publisher has potential to sell the entire list to a larger group than normal form University Press. You normally publish a small number like 400.

Senator

Heard rumor that Stanley Wilder is opposed to tenure for university librarians. Are there any plans to eliminate tenure as option for new hires to library?

Stanley Wilder

He supports tenure at LSU libraries and even more abstractly for his profession. As to the question of whether we hire non tenure track librarians, they are already doing that. He started in 1989 and they always hire non tenure track librarians. They are on a general librarian track. He has been here for 5 months. General librarians serve a short term need, for certain human resource needs on a one year contract.

Ken McMillin

How many are tenure track and how many not now?

Stanley Wilder

There are some positions that are not tenure track positions. Some are in an assistant position. If position was restricted to a M.S. position they would be limited in hires.

Bill Daly

With the advent of Ebooks can there be branch libraries?

Stanley Wilder

The campus master plan calls for a library near the other side of campus. I don't see branch libraries. Being embedded is something we are interested in doing.

Kevin Cope

Do you have plans to look at the library online catalog? What is future of the online catalog?

Stanley Wilder

The issue is Discovery. The online catalog has never allowed you to search at an article level. We have a statewide system that we are obligated to use for the next five years. There is a lot we can do in terms of discovery and I am interested in doing this.

Ken McMillin

LOUIS is important for all universities in the state. What are the plans to make it more equitable in costs?

Stanley Wilder

There isn't any more money out there. He has been to LSU Alexandria and LSU Eunice but there is no money there. They have limited staff and nothing else. LOUIS is an extremely economical way for the state to use resources. They are talking about libraries negotiating centrally at the system level for resources. The library has a place in consolidation.

Senator

There is a trend to move books to off campus storage site at other universities. Do you envision doing the same here?

Stanley Wilder

The large scale planning can include a repository adjacent to the building that would house all print inventories. We would like to have automated retrieval system so that you get something right away. Faculty love going to the stacks and browsing but it is gone now. If you walk into Middleton you will see a new bookshelf which contains new material we purchased. He wants to remove it because it misrepresents the new material. You should not have to trust that a book is on the shelf.

Austin Allen

What do you think in terms of video and audio library material?

Stanley Wilder

The issue is so cheap so we need to find the resources to do this. In terms of being a leader in this is important. We have a collection of streaming video. The audio portion if talking about music is a sphere with the most copyright issues. In other kinds of audio we can make substantial progress.

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**Old Business**

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**Second and final reading, Faculty Senate Resolution 14-11**, “Management Processes and the Primacy of the Faculty”, Introduced by Faculty Senate Executive Committee

**Faculty Senate Resolution 14–11**  
Management Processes and the Primacy of the Faculty  
Introduced by Faculty Senate Executive Committee

Whereas the achievements, contributions, and standing of universities arise from the teaching, research, and service of universities;

Whereas the pressure to recruit and retain undergraduate students has distracted attention from the primacy of the faculty in University life and from the centrality of research and service to the building of great institutions of learning;

Whereas faculty members are helped or hindered in their accomplishments by the processes in and management techniques deployed by the many administrative units that supervise the daily operations of LSU;

Whereas the impending merger of LSU A&M with the Agricultural Center and with the Law School provides an opportunity to update, repair, or otherwise revise an array of operating procedures;

Whereas the imminent implementation at LSU A&M of an “Enterprise” business system for the university will require an adjustments of a wide range of business and office practices;

Whereas faculty members frequently encounter an infelicitous assortment of obstacles to the fulfilment of their duties, obstacles including but not limited to inordinate delays in the processing of retirement fund withdrawals; difficulties in the insuring of advisors to student groups; access to offices and laboratories on athletic game days; challenges in the area of patenting and technology transfer; blocking of meeting space by administrative entities; and chronic problems with the state travel agent;

Whereas continued success and advances in the processes of teaching, discovery and service depend on efficient, knowledgeable and consistent administrative support;

Whereas pleasant, easy, and efficient interactions with the University and with its management and business systems promote good morale and aid in the retention of high-quality faculty members;

Whereas the Vice-President for Finance and Administrative Services, Dan Layzell, along with efficiency expert Mary Stebbing, have already taken bold and appreciated steps to address, in collaboration with faculty representatives, a wide range of problems with the business practices of the University;

Therefore be it resolved that the LSU A&M Faculty Senate asks the Chancellor, Provost, and pertinent Vice-Chancellors and Vice-Provosts to establish the improvement of the faculty experience of LSU as a new goal for the University;

And therefore be it further resolved that the University establish a working group to examine and to seek relief from state regulation in those areas, such as travel, that remain under state control.

***Q&A Summary:***

Fereydoun Aghazadeh

The student health center used to have a blood test for faculty, but this fall that was eliminated and they no longer provide that service to faculty. This university does not have wellness programs for faculty. He offered an amendment to include ‘Faculty wellness programs and the improvement of the faculty experience at LSU’. In the 6<sup>th</sup> whereas, he wants to say the ‘reluctance to offer diagnostic medical services’.

Kevin Cope

Both regarded as friendly amendments.

Vote: Both friendly amendments passed unanimously.

Mandi Lopez

Do we have anything about purchasing services? How about putting ‘chronic problems with purchasing procedures as well as with state travel’.

Vote: Approved unanimously.

Gundela Hachmann

The committee has come up with this resolution which is broad and comes up with a number of issues. Why did you make a decision to come up a broad umbrella resolution rather than each individually?

Kevin Cope

To tackle these one by one would take a lot of time. It is advantageous to take these issues up broadly at the moment. The campus plan is focused on all issues at once rather than addressing an individual problem at once. An individual issue comes across as an individual complainer. We want to get more of a service mentality.

Arend Van Gemmert

Why do we only say undergraduate students? Many issues are associated also with graduate students.

Kevin Cope

I agree. If we take the corpus of material for undergraduate recruitment you would see a vast difference from graduate recruitment. University recreation center renovations came \$1 million over budget. This kind of excess we see in an undergraduate recruitment project has become under duress. The university has to be everything to students in order to get them. I do not object to adding graduate students.

Arend Van Gemmert

I have no objection I was just wondering as in our department we have more graduate students.

Wes Harrison

I do not understand what paragraph 3 means.

Kevin Cope

Composite issues interrupt us from doing our work. An example is forms have to be multiply turned in. Lots of time is wasted in repetitive processes.

Ken McMillin

We had no faculty input as to how we have to have a diversity advocate on the committee. By the time you interact three different times where are we going to find search committee chairs.

Wes Harrison

Just take out 'are helped or' from the third Whereas.

Kevin Cope

That is a friendly amendment.

Senator

You can change to 'can be hindered'. Change to by 'some processes'.

Vote: Unanimously approved.

Judith Sylvester

In 5<sup>th</sup> Whereas add 'a wide range of business, office and timely communication practices'.

Vote: Unanimously approved.

Senator

What does 'inordinate delays in processing of retirement fund withdrawals' mean?

Kevin Cope

It takes three months to get the money that you are owed from retirement. The first step may be to establish a faculty senate committee to look at these services.

David Terry

Either add in final whereas or add an additional whereas 'Whereas the Chancellor, Provost and Vice Chancellors have already identified hiring new faculty as a major priority over the next five years'.

Vote: Unanimously approved.

Vote of Resolution 14-11. Unanimously approved.



## New Business

John Caprio

The Faculty Senate approved a resolution on plus minus grading and said that it would be optional. Things have changed.

Kevin Cope.

The resolution was debated over 2.5 years and had time for consideration by a campus wide committee that Mandi Lopez chaired. Faculty Senate does not have full control over implementation of policies. Administration implements them with changes. The grading scale will be mandatory. One precept of academic freedom is such that faculty have control over the grading scale and you can define it in such a way that you want. The Faculty Senate Executive Committee acts on behalf of the Senate in the summer. The majority ruled for a very long time, with debate four or five times in the senate and it was decided that plus minus grading should go forward.

Steven Pomarico

The vote was taken on the basis of an optional system. Characterization of fixing a scale may be seen as malicious by students.

Kevin Cope

Anyone can bring forward a resolution to appeal this process.

Charles Delzell

I had been thinking of offering motion to reconsider the motion. He spoke to Gil Reeve and he said that would be fine. Gil Reeve sent it already to Provost Bell to implement it next fall. He would delay his resolution. When Gil Reeve spoke to us, he suggested that the full Faculty Senate take up these changes again.

Kevin Cope

It takes time to implement these changes. That is probably a reasonable course to take. A majority seem to be amenable to giving it a try. The committee said it should be voluntary for every faculty member. All along it has been voluntary.

Kevin Cope

You have considerable control over your grading scale under this circumstance.

Charles Delzell

I have no problem with plus minus.

Fereydoun Aghazadeh

Was this by administration or brought up by us?

Kevin Cope

The proposal came from Faculty Senate. The administration is cautious about everything. About 65 out of 85 universities are using this plus minus grading.

Fereydoun Aghazadeh

We should vote on changes if it came from us.

Kevin Cope

You are welcome to come up with a new resolution.

Charles Delzell

I looked at the history of other resolutions. In the 1990's there was an attempt to implement plus minus grading but it was voted down.

Kevin Cope

The FSEC also had reservations on the A+ for example. This is a process of compromise.

John Caprio

We have to tell them what we voted for. The new catalog will come out soon and it will be too late.

Kevin Cope

To our surprise the office came out with a new policy on policies and the administration decides who the stakeholders for reviewing policies will be. A new one on export licensing needs redoing. Many policies we approve do not come back for a vote, for instance the no smoking policy. The faculty voted on a number of points and the administration changed them.

Judith Sylvester

This gets back to my communication issue. This will be a problem for the Manship School. Students have to have a B average not a B- average to get into our school. There will be similar problems with graduate students who need a C average not C-. He told them that the Faculty Senate Executive Committee approved this. We also have the Moodle problem about how to modify it.

Kevin Cope

The Moodle system is another example that the Faculty Senate railed against changing. In the long term Moodle turned out better than worse. IT services had made substantial improvements to Moodle. Gil Reeves and the Office of Academic Affairs is severely understaffed and it is true that this has been difficult to communicate. It all boils down to the approval process and not stakeholders.

Steven Pomarico

Gil Reeves said this should come back to the Faculty Senate. Is this a mischaracterization of how it happened?

Ken McMillin

We spent over an hour arguing with Gil about how this would work and we are waiting for him to come back and explain it.

Charles Delzell

He has forwarded it to Provost Bell to implement it.

Kevin Cope

The best the Faculty Senate can do is recommend. For example in regards to the retirement system, we have been asking for reform. Slowly there has been reform, but seriously flawed reform. We have multiple jurisdictions, the Faculty Senate Executive Committee, the Faculty Senate and the Office of Academic Affairs.

Wes Harrison

The horse has left the barn on this thing. If the faculty felt we did not get full representation of our ideas you just develop a resolution to that fact and present it. Unless someone wants to make a recommendation we cannot stop or change it. At the end of the day the horse has left the barn and we can protest.

Fereydoun Aghazadeh

The proper way is to introduce a resolution. Is there a way to let the administration say this is at the displeasure of the faculty?

Kevin Cope

He would be cautious to say the faculty as a whole when only a few expressed an issue. Numerous faculty expressed favorable attitude with suffix grading. Some are unhappy but not the majority.

Steven Pomarico

Would a resolution to stall this program for year result in getting these people to change their mind?

Kevin Cope

It would have to change the minds of the majority of the Faculty Senate.

Charles Delzell

There is a way to reconsider a resolution.

Ken McMillin

Is the sticking point is that faculty members feel they will have to award plus minus grades in their classes?

Steven Pomarico

The sticking point is the view that this was optional and now mandatory and faculty did not vote on that.

Ken McMillin

You can give the grades you want.

Arend Van Gemmert

Students are smart. If you have in your syllabus that 89.9 is a B+ that will not solve the problem.

John Caprio

Now they have an A+ and now a C-, this was not really thought out. This was not voted on. It was presented as optional.

Kevin Cope

The recommendation was made and the Office of Academic Affairs made changes. Some will argue that educational policy is the absolute prerogative of the faculty and it is not.

John Caprio

We did not make a vote with the proper information that it was required.

Arend Van Gemmert

The final resolution was optional.

Wes Harrison

We know what we voted for, the optional. The administration has modified the process. We did not get optional.

Steven Pomarico

Is it a matter of changing the minds of those that voted?

Kevin Cope

The faculty has authority over curriculum, but there are other people involved like Academic Affairs, regulators, and the legislature. It might be salutary in the long run to call for a strengthening of the faculty control over curriculum.

Charles Delzell

He asked Gil Reeve why it had to be mandatory. The example given was that if a professor says they will not give a B+, and the students can say if I had some other professor they could have gotten a better grade. He is trying to accommodate other policies that already exist.

Kevin Cope

I agree. The reality remains that there are these other regulatory forces in play and prohibits other issues to come into play.

Bill Daly moved to adjourn, Wes Harrison seconded.

Adjourned at 5:42 pm