

Faculty Senate Meeting Minutes
Wednesday December 9, 2015
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

1. Kevin L. Cope (President, English)
2. Ken McMillin (Vice-President, Animal Science)
3. Joan King (Secretary, Food Science)
4. William Adkins (Member-at-Large, Math)
5. Mandi Lopez (Member-at-Large, Vet Science.)
6. Suresh Rai (Member-at-Large, Elect. & Computer Eng.)
- 7.

Parliamentarian: Louay Mohammed

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

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

Guests:

Jane Cassidy Robert Doolos Ramachandran Vaidyanathan Zachary Faircloth David Maldonado

Barbara Reonas

Consideration of the Minutes from November 9, 2015

Motion to approve by Michael Russo, seconded by several senators.
 Approved unanimously with potential corrections.

President's Report

1. The Department of Human Resource Management has started collecting data in regards to automation of the process for annual reports, promotions, and others matters involving examination of credentials. Some departments have two and sometimes three formats for keeping this information. The new measure is from a company called Digital Measures. We don't want to give the impression that HRM is collecting data for nefarious purposes. There will be a faculty representative at the discussions about it implementation.
2. There is development of an online memorial for faculty members who have passed away. LSU is not currently tracking deceased colleagues except for what various departments are doing. A committee headed by Associate Dean of Humanities and Social Sciences Malcom Richardson is working with IT Services on a portal for faculty to enter biographical information for awards and such. It should be available to a couple of months.

3. We have a Faculty Senate resolution on the various disciplinary policies at the university. PS-104, PS-109 and PM-35 will be looked at in regards to our resolution. The Office of Academic Affairs is already implementing part of that resolution. We will consider the resolution again today. Under Vice Provost Cassidy we are assembling a faculty and administrative panel with eight persons to begin a comprehensive review of these policies.
4. PS-36 regarding promotion and tenure is being reviewed by the committee which includes Brooks Elward, a former Faculty Senate senator is our representative. There has been friction on PS-36 with some policies that deal with academic freedom and others. .
5. Last month there was the inaugural installation of a new series on dean forums on the scholarly activity and artistic work of deans. The first speaker was Dr. Christopher D'Elia the Dean of the College of the Coast and Environment. There were about 25 people present. It is hoped that this will create attention on the connection of scholarly work and administration.
6. We had a big crowd at an event put on by the Bowman Institute and co-sponsored by the Faculty Senate, which was a panel on freedom of expression and featured two prominent speakers from the legal world with over 100 people in attendance. The DVD for the panel will be made by a group called the Champions of Liberty in Lafayette.
7. There should be a letter from the Faculty Senate Executive Committee in your campus mailboxes that deals with what to do if you find yourself on the unfortunate end of an HRM or similar personnel action. In recent times there has been an uptick in the number of disciplinary cases. In the last ten years there have been three big time cases across the LSU system and this year alone there have been eight. Faculty Senate Executive Committee coauthored a document about preparing yourself on what to do if it happens.
8. Chartwells has at long last become aware of a variation in the quality of food service presentation on the campus. They have a series of focus groups, one of which is a faculty focus group of which Mandi Lopez and Fabio Del Piero are both members of.
9. LSUnited has prepared a new petition on retirement issues. It is on the Faculty Senate website. It addresses competitive aspects and moral aspects in regards to difficulty in hiring new prospects to a university with impoverished retirement plans.
10. At the system level, the SACS threat may require a repeat of the accreditation project. Three days ago President Alexander stated that SACS waived off on that and we are back on the 2024 schedule.
11. LSUnited has also tried to deal with some of the labor problems we are seeing across the system by presenting to Provost Koubek a proposal for voluntary arbitration in difficult personnel cases. Provost Koubek has the proposal under consideration and is keenly interested. Also the University Council on Gender and Equity ran into bumps in trying to get information about salaries and Provost Koubek was able to get information to flow.
12. Several candidates from Louisiana are running for national office in the AAUP, no less than three. They had a successful meeting in Alexandria on November 21 and the next meeting will be in February, either the 13th or 20th. They anticipated newly elected governor will be the guest for that meeting.
13. The Association of Louisiana Faculty Senates (AFLS) has undertaken a new initiative to release its various resolutions to all of the campus chancellors or Presidents and all of the system heads by postal mail. At its November meeting the AFLS passed a resolution setting minimum turnaround times for faculty complaints, requests or inquires to administrators with two days for acknowledgement of the input and seven days for the beginning of the resolution process. LSU Alexandria was the first to adopt this officially; Chancellor Dan Howard has already established this as policy. At our campus we have the Administrative Processes Improvement Committee (APIC) and much of what is contained in that resolution is embedded in that activity.
14. There is a lawsuit against the university and TRSL concerning social security, the diverting of funds from the retirement plan and status of employment, i.e. who is the employer in Louisiana. On November 30 a three judge panel overturned the request by LSU and TRSL for the case being out of order. The issue will go to court some time in the coming year.

Q&A Summary:

None.

Presentation by Stephen Moret, President and CEO, LSU Foundation

He is an LSU graduate. He wants a stronger relationship between the Faculty Senate and the LSU Foundation. He met with the Faculty Senate Executive Committee in July. He handed out a PowerPoint slide presentation. Over the last two or three decades there is a negative trend for public higher education in this country with a shift in the economy shifting from taxed goods to taxed services and rapid growth in Medicaid and pension obligations. Higher education is getting squeezed so that it is a smaller and smaller part of the picture here in Louisiana and elsewhere. It is part of a bigger trend nationally. We need to maintain excellence. Philanthropy is more important than ever. The big gifts in higher education come from STEM and business. The least developed part of philanthropy at LSU statewide is the health sciences area. We have not just the LSU Foundation, but the Tiger Athletic Foundation and Alumni Association, but we also have other organizations. Endowment for LSU is \$420 million for the flagship campus. There is also \$365 million from the other campuses, Pennington Biomedical Center, LSU Health Science Center in Shreveport and other campuses across the state. How many people work in development at LSU and how does it compare to other places? We have 96 people but we are small compared to other schools. The officers in colleges are separate from the LSU Foundation staff, but it is an integrated system. LSU funds 100% of it. The real investment fundraising sits in the colleges, the rest of the staff is support staff who manage the accounts. We have 200,000 alumni that we know where they are. Most live in Louisiana. Most of the wealth is outside of Louisiana. History wise it is very Louisiana focus. We need to be more nationally focused. There are over 44,000 alumni that have the ability to give large amounts of money, \$25,000 or more. Out of the 44,000, we are actively cultivating 4000 people today. The Foundation has been working on the board makeup to have a national focus. Most of the board was male, white, and Louisiana based. We are tracking people who gave major gifts to LSU who can be involved in the fundraising efforts. We are bringing in a more diverse group of people. There will be a much bigger focus on fundraising. The foundation will still manage the money. The College of Engineering or Business School projects overshadow everything. Some examples of pledges are from former faculty member Shirley Tucker donated \$2 million her own money; TJ Moran left \$1 million across four different parts of the university. We are behind on fundraising. We had 6% of our alumni give to LSU which ranked us last in the SEC. The SEC median is 14% and the best is 20%.

This matters because university rankings are affected due to us not having enough alumni donate money. For endowment we are last in the SEC. The foundation under the last leadership has improved us to half of the SEC average. When someone makes a large gift it is from a series of meetings over time and cultivating a relationship over time. Benchmarking at other campuses and universities, one person can cultivate at least 150 relationships. There is a much bigger group of potential high money donors we are not yet pursuing. We have 32 direct front line people working on fundraising. Benchmarking among Big Ten vs SEC vs. LSU, we lack capacity that our peers have. We need to figure out how to pay our fundraisers. Because our endowment is smaller, the amount we can spend is smaller. How can we create a bigger enterprise? We are setting out to create one of the best development teams in the country. We are behind. How do we create a culture of life long giving at LSU? We need to make it part of what we do at LSU. We need to craft big ideas for big gifts. We need to craft a vision of where our colleges can go. People don't want to fill the budget hole but move the university forward and have impact. We want to execute a campaign to get us in the top half to top third. They want to average \$100 million a year. The LSU Foundation solely exists to serve LSU and advance its academic priorities. They plan to model efforts after peers that excel in the area. They want to attract and retain top talent. They want to make good decisions for the long term. They need to recognize that people give due to an affiliation to an organization. He is going to Harvard Business School and Texas A&M to see how they do things. They are looking at Princeton and Berkley and others. They are in a search for key persons. They are working on crafting a blueprint with deans and development officers for the future for LSU based on what other places have done. They expect to have it out no later than April.

Q&A Summary:

Stephen Shipman

How did you come up with the numbers?

Stephen Moret

There is a lot of data out there and three organizations that come up with the numbers. The calculation is based on 2% net worth over a multiple year period. It's not perfect but relatively accurate. Some is based on publically held stock records and existing giving records.

Blake Hudson

How do the examples of older white males represent diversity?

Stephen Moret

They represent people away from Louisiana. They can't change it overnight. They are adding a number of females.

Alan Sikes

How many people are on the board?

Stephen Moret

On the board there are approximately 23 and they are adding five. It has a maximum of 30. Florida has an executive board of 20 members running the place and plan to have a 200 member national board for other activities.

Austin Allen

Talk about college giving vs. giving to the foundation.

Stephen Moret

If you write a check it is to the college. The reason for the foundation is because the state cannot take the money. Most donors have a strong affinity to the college. There will be university level priorities as well.

Blake Hudson

Has there been research or results on the affects of TAF on donating to the LSU Foundation. Is it anecdotal?

Stephen Moret

We are at the SEC average due to TAF. With only 6% alumni donating, we have a 94% market that is untapped. Other big schools with big athletics have the same issue. The opportunity is not just shifting them over to academics but getting those that are not donating to give to academics. Some only care about athletics. He is not aware of any research on the issue. He is hoping over time that we will have people as passionate about academics as in athletics. Athletics has an easy way to show success. Compared to the past we have the most collaborative relationship between the LSU Foundation and TAF now. They are directly engaged in finding our new people.

Jon Cogburn

What led to this point that we are so behind?

Stephen Moret

Privates got into this way before publics and LSU got into it way before other publics. We started 20 years ago way behind other people. In the early 90s we had only a handful of people in the office. We are working on trying to grow while minimizing investment in that area. The vast majority of the money is dedicated. The big gifts are dedicated to very specific things. It is important to the President and Provost.

Fereydoun Aghazadeh

What happened to doing the medical school in Baton Rouge?

Stephen Moret

He thinks it is an area of ongoing interest and he does not know the current status today. They want to connect it to the one in New Orleans. Shreveport is worried about losing their school. In New Orleans we have 1.5 fundraisers compared to 20 in Florida. We do not have a grateful patient program at our medical schools today. There is a lot of potential at the medical schools.

Angeletta Gourdine

One focus was to develop a program of giving. How do you plan to do that state wide, not just from alumni?

Stephen Moret

We will raise approx 65 to 70% from individuals with the rest from local and national organizations. There will be some non LSU alumni making donations. It will be about making an impact on LSU.

Angeletta Gourdine

Has the foundation generated ideas about what targeted projects can be?

Stephen Moret

We support academic priorities of the institution. If you have an idea you want to make appeal to your dean or provost or President. You may have ideas of donors the university would be amenable to. They will play a matchmaker role, but they defer to academic leadership in the colleges. The President and Provost decide university level areas. Today we have almost no institutional level fundraisers and this needs to change.

Gundela Hachmann

Can you say more about how faculty can communicate with you? Someone made a clear intention to her about donating and she approached the chair who also did not know how to handle it. She is on the library committee and this is a big idea area that everyone benefits from. There is the question of this project in dire need of funding, so what is the best way to communicate this? What are the channels of communication?

Stephen Moret

We are raising money in areas of what the academic people want. If you have a specific thing you want help with you can tell us. Every college has an assigned person. He said we can send him an email directly. Provost Koubek and he were talking about things aligned with big plans for the university itself. The Provost will work on the next iteration of planning for LSU. The library will be one of the top institutional priorities for the institution. There is a very large donor interested in that area. There is a development officer in the library.

Ravi Rau

How good is the database to ask for large amounts say \$100,000?

Stephen Moret

The database is not very good, but they invested three years ago in a new database that is being worked on. That is an understaffed area. Other places do a much better job of asking alumni than we do. The messages are targeted. We have no one working on an annual fund effort. The database is half way done.

Arend Von Gemmert

You said big gifts are from 15 year donors and most are tied to colleges. We restructured colleges a few years ago, has that hampered your efforts? Students identify more with the units not the colleges.

Stephen Moret

We want to raise as much money as we can for the academic enterprise. As we cultivate one on one relationships we need to know what really lights their stars.

Joan King

How do you transition from small gifts that departments are getting now, for example \$2000 for a scholarship this year, to something bigger?

Stephen Moret

If someone is giving \$2000 a year, a lot of the times those people do have the capacity to give more. Part of the work of the development officers is getting an understanding of the capacity of that person to give a big gift and to cultivate an idea about something they might want to give that is a legacy. That is unique to each individual person. We want to focus on the ones who have the greatest potential to give.

Joan King

So you can do that without losing those smaller gifts also?

Stephen Moret

Yes. There are some gifts that people make out of income and some gifts that people make out of assets. One of the biggest opportunities is planned giving, making a commitment in a will. We have done a lot of this but can do a lot more. Regarding that 70% or so that is individual

giving, probably 40% of that will be planned gifts. Even for people with modest means, if they have a 401K, it can be actually a very substantial gift. Over time we can have a pipeline of really large gifts.

Ken McMillin

What is the status of the new building?

Stephen Moret

We may move in in early July. It will help in terms of visibility.

Christine Carcos

The development officers in the various colleges, are they all your employees?

Stephen Moret

Some are funded exclusively by the foundation, some shared and some fully paid by the college. It is indirectly a subsidy to the university. There is a small number of LSU employees involved in development funded by the foundation.

Old Business

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

Read by Ramachandran Vaidyanathan

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

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

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

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

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

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

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

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

Whereas the linking of the various campuses in One LSU will create greater demand for access to Middleton facilities;

Whereas approximately 70,000 full text article/chapter denials from 5700 unique titles were recorded in calendar year 2014. Denials reflect limitations of the LSU library collections;

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

Whereas the LSU library budget is not adjusted for inflation;

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

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

Q&A Summary:

Arend Van Gemmert

We do not just need to sustain the serials but expand them so we can acquire new serials and books.

Gundela Hachmann

We cover this in the book budget line but you also want to increase the serials budget?

Arend Van Gemmert

There are basic journals you cannot get through the library for a new degree program we have. We need to acquire some more journals.

Kevin Cope

Do you want to put it in a friendly amendment language?

Arend Van Gemmert

In the first Therefore change it 'to cover serial budgets, caps annually and acquisition of journals critical for new concentrations and programs'. In the second Therefore change it to include 'while it also supports acquisition of books which are critical to new programs and concentrations'. He also adds a new statement, 'whereas new programs or new emerging concentrations in existing programs such as the B.S. in Sport Administration or the concentration in Sports management in Kinesiology are not supported with the current library collection and the current library budget does not allow for acquisition of new books and journals important to these new programs and concentrations'.

Gundela Hachmann

She supports the core idea to amendment but would delete specific reference to the curriculum area.

Arend Van Gemmert

He is willing to withdraw those words.

Friendly amendment approve unanimously.

Mette Gaarde

If we vote to support will this be a recommendation to do this since we do not have the money?

Kevin Cope

The first move will be to advise the Provost and President that this is a priority. We will say this is a priority as a whole for the faculty. Regarding the question on whether there is money to do this, the budget has over 100 lines, but this will lead to ingenuity.

Jon Cogburn

I don't want this to seem like the highest priority, can we change the wording in the second to last sentence as an extremely high priority.

Vote on amendment unanimous.

Vote on resolution: unanimously approved.

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

Read by Kevin Cope

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

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

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

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

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

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

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

Whereas, in September 2015, the LSU Board of Supervisors unilaterally and without publicity conducted what it called a "review" of the LSU President;

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

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

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

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

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

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

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

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

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

Q&A Summary:

Angeletta Gourdine
Strike the plural universities on the second page.

Joan King
What is the official title of the resolution?

Kevin Cope
Evaluation of Presidents and Chancellors.

Stephen Shipman

Is the President aware of this resolution?

Kevin Cope

We have heard nothing about the resolution. We have delivered it to them. Every resolution we send in is carefully read.

Judith Schiebout

In next to last therefore, there is a typo the old minutes, a cell instead of as well.

Ravi Rau

He is supportive of this resolution especially the last two whereas, everyone should be accountable and have some kind of evaluation. This is to fill a gap that Presidents and Chancellors have not covered. Some years ago this body appointed a committee to see how PS-111 is being implemented. They reported negatively to the faculty senate that they were completely stonewalled and that deans were instructed by the higher administration to not respond to say whether they are doing anything. This resolution would be a good way to bring PS-111 in for the committee to work on with respect to Deans, Vice Provosts and Chancellors.

Kevin Cope

That is an excellent idea. The reception of that committee was poor back then. Currently we have a good relationship with the Office of Academic Affairs. The turnover has made the two year cycle impractical. There was no answer to give.

Sabrina Taylor

Will there be an invitation to do this?

Kevin Cope

It is not a vigilante issue, but a proper review.

Wes Harrison

In the second to last paragraph the second sentence has a typo correction, should be 'a university committee'.

Senator

In the last whereas it may not be the 'best way' to elicit public support but may be an 'important way'.

David Terry

He hopes the President would think such an evaluation would be to his advantage. At other universities evaluations by outside groups are putting people in leadership positions that are not reflecting university cultures. It would be to his advantage to have a formal process.

Kevin Cope

This is true. That has met with a varying reception. Some names are forbidden in higher education; even John Lombardi did formal evaluations. We are hopeful the current President will be schooled.

Gundela Hachmann

Can you say a little more about politics with the Board of Supervisors? They have already done the review and they would have to agree with what the committee recommends. Don't they ultimately make the decision?

Kevin Cope

Yes they seem to make a decision in a vacuum. They are subject to political pressure, they are political appointees. Four will be expiring in the next few months. The new governor will appoint the new board members. Trying to find neutral people is an issue. Chuck Kleckly, representative from Lake Charles, has taken a softer approach towards higher education. He would not be surprised if we saw a draft in tone of the supervisors. There has been breakfast and coffees in out of the way places. The supervisors seem to be fascinated with higher education so they make some close encounters sometimes. There are some changes already underway in the political cast downtown. There is a big problem of accreditation. While we got through the SACSCOC accreditation process this time they may not believe it next time.

Gundela Hachmann

Who will be responsible to approve it and implement it?

Kevin Cope

If they have a sentiment to accept what we put forward, a group of supervisors may implement a new policy. There have been policy changes every one to eight to ten months.

Vote on resolution: unanimously approved

Second and final reading, Faculty Senate Resolution 15–19, “Quality Faculty and the Collegiate Education of Young Adults”,

Sponsored by the Faculty Senate Executive Committee

Read by Ken McMillin

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Q&A Summary:

Angeletta Gourdine

What is this resolution about and in response to?

Ken McMillin

It is not has probably been as publicized here at LSU as at peer universities. It appears there is an overt attempt to convince students to attend college to enhance their social life and leisure activities rather than concentrate on academic affairs. The lazy river refers to the recreation center new pool.

Kevin Cope

Go online and search for lazy river pool LSU.

Blake Hudson

He had typos for plurality in a few places.

Senator

He had a friendly amendment in the second whereas clause at the end of second page, where it says emerging and arising, use the word emerging only. On last page in the second therefore, where it says that the university create a special committee. Do you want to specify that this be faculty or do you want it to be all administrators.

Ken McMillin

Since it is not all administrators there has been an attempt to have faculty and representative administrators faculty representing different disciplines and activities including a department head or two. It will be an eight or nine member committee, but there will be faculty on it.

Jane Cassidy

The invitations are already out to people requested to serve on the committee to review policies.

Kevin McMillin

As soon as the committee is identified that will be announced. The committee will not start from scratch. There are many be cogent points to be addressed in the policies that essentially they might have to do that. This is an urgent need. We appreciate the interaction the faculty is having with administration right now.

Austin Allen

On page two for the second whereas he needs a clarification on what this whereas is about.

Ken McMillin

Several faculty members have received unfounded accusations and several have commented to Kevin and Ken about their fears regarding their teaching methods because they were afraid that students in their classroom would attack them verbally, so that is why that phrase is very specific in there.

Blake Hudson

It is unclear what is meant by gang style accusations.

Ken McMillin

It is about multiple student complaints.

Kevin Cope

We have had a couple of social media syndicate style attacks.

Blake Hudson

Is there a less inflammatory way of saying it?

Ken McMillin

Is it acceptable to substitute gang style with coordinated?

Blake Hudson
Yes.

Lauren Coates

With all the whereas it seems the faculty as a group are against everything including the students. She is not for the removal of a colleague but is for protection of students. She is concerned about how it will be received by the students. Students may feel we are working against them instead of with them on this issue.

Ken McMillin

That whereas is factual.

Lauren Coates

Students may feel we are working against them instead of with them on this issue.

Kevin Cope

He received emails from student government expressing an array of concerns and seeking to distant student government from those invoking the language of student protection.

Angeletta Gourdine

Are the whereas statements too diffuse? Can we limit or simplify the number of whereas statements. It seems like it's too much. It seems like a list of complaints about students ganging up on faculty, their saying its student centered learning but they are attacking us professionally. It has a sense of whiny about it, so perhaps we can consolidate the concerns. She is not sure about the logical progression. She doesn't follow it. She does not see how it follows for a coherent resolution from the lazy river to the student centered learning environment.

Reid Bates

There are a number of individual pieces that cannot be discussed in the context of a resolution like this. He is aware of cases where faculty were removed on the basis of a single student complaint that wasn't confirmed by anyone else.

Angeletta Gourdine

She was a recipient of a gang style, colluded, organized, however you want to say it, student effort to have her disciplined in some way that they deemed correct. Can't we just say that faculty protections and student learning need to be balanced within the university to handle both things without carrying a tone of combativeness or opposition to the faculty and students?

Kevin Cope

Behind each paragraph is a factual event. The Board of Supervisors chairman made it clear that students are number one at the university. Take a look at LSU's mission statement, which stresses the importance of learning, cultivation of scholars and production of future academics in fields related to the arts and social justice. It says nothing of workforce development, student retention or student success or anything else. Those other items are not important. In recent times the administration has invoked the protection of students as a reason to involve disciplinary procedures that outside the tracks of PS-104, PS-109 and PM-135. This is really the constellation of problems that exist, misapplication of university mission, bypassing of regulations and doing that under the disguise of the protection of students. Do that under the disguise of protection of students, when perhaps other objectives are being sought. We are barred from talking about the details of these cases. There is a numerical uptake in these cases.

Stephen Shipman

Can faculty resolutions come with annotations? What you just said clarifies this.

Kevin Cope

We have both the minutes and video. He can do that with help of secretary Joan King as a footnote.

Gundela Hachmann

She commented on sentence with 'student centered education..... comprehensive universities'. You are not opposed to idea that the educational mission should center on students. You are really trying that say that there are other intentions behind it. The way its written is it sounds like we are against student centered education. She is not comfortable with that. The teaching part should be student centered, but it's not the only thing that she is doing here.

Kevin Cope

If it is satisfactory we could also address this as an annotation. The mission of LSU is far more diverse than being student centered.

Gundela Hachmann

They are at the center of our teaching.

Blake Hudson

He motioned for a friendly amendment in fifth paragraph on page one regarding student centered education, he would add 'have been misused in such a way as to prove incongruence to and inadequate to...'

Amendment was seconded. Vote on amendment: unanimously approved.

Austin Allen

The part with whereas statements 6 to 10 seems like a different resolution. It seems like two different things and waters down the resolution and maybe does not come down to a pinpoint of what we are trying to do by putting them altogether. Six through ten has everything to do with faculty feeling like they are having a direct attack on its relationship in the classroom and what comes out of it and the others to do with policy and philosophy on student centered education.

Ken McMillin

Why do you not think this resolution is not going to address this and already has a committee formed to deal with these issues?

Austin Allen

You state two different sets of cases. Obviously you are really troubled with the lazy river in a different way than those in statements 6 to 10.

Jon Cogburn

When he read resolution statements 1 to 5, he thought of the book reading issue at orientation. Dr. Risa Palm our former Provost was concerned with what students were hearing at orientations. What faculty oversight is there on how students are being introduced to campus which sets the tone? That is related to our due process concerns. We should bring up how students are being educated outside of the classroom to get them to be good students. After that it's about how faculty are being beat up on the street.

Kevin Cope

In our regular meetings with the provost we have already expressed anxiety about the orientation process. The story with Dr. Risa Palm has over recent years run in the other direction to a less academic introduction to the university. We have been working with academic affairs as to how to better infuse an academic spirit into student life and enrollment services which is in a different command line than academic affairs. One role of the resolution is that these things need to be in better harmony.

Jeffrey Roland

The resolution is perfectly coherent as it stands. There is some movement to somehow understand us as glorified high school teachers, that we are about teaching and instruction, but teaching is only one important facet of what we do. The mission of the university is being misunderstood as being solely about the education of the students. Now students are using this misunderstanding as a weapon against us and we feel threatened and are trying to make the case that there is more to a university than just teaching students. It should not be used as a weapon against the faculty. The first part motivates what comes in 6 through 10.

Ken McMillin

Would you want to scratch out one to five and place the LSU mission statements in there and keep other statements?

Jeffrey Roland

He said the resolution is coherent as it stands.

Alan Sikes

One of the ideas that is implicit is it has to do with protection of students. We need to clarify what they need to be protected from. There is a sensibility that young students are particularly susceptible to having their minds damaged by challenging or controversial teaching methods which are the purview of the faculty. Can we tie the issues surrounding youth and right out of higher school with having to protect faculty from questions about student protection. That phrase student protection is not tied to controversial issues it is being misused.

Ken McMillin

How about another resolution dealing with that next month?

Angeletta Gourdine

After paragraph three can we insert a new whereas that includes your eloquent articulation of the mission of the university, keep number 4 which would become number 5, keep amended number 5 which would become number 6, delete the word young in last paragraph on first page and focus on student entirely. On the second page delete the red scare paragraph. Keep next one as amended previously. Delete the one related to protection of student learning environments because it is repetitious of the previous 4 and 5.

Senators

It is not repeated. It doesn't say that it has happened.

Senator

Can you clarify what happened to the first whereas on the second page?

Kevin Cope

It now says, 'whereas discourse in safety and protection has created more distress and anxiety among faculty than it had conferred unity on students'. Angeletta's motion is to include the mission statement comments after paragraph three, to delete the word young in final paragraph on that page and an affirmation of previously made corrections.

Suresh Rai

Put Kevin's comments in the first paragraph where it talks about the mission.

Ken McMillin

We are suggesting that it belongs in the first paragraph rather than in a new third or fourth.

Kevin Cope

The adjustment will not be made in the first paragraph.

Vote on friendly amendment: Unanimously approved.

Stephen Shipman

The third paragraph on the second page on protection of students, replace 'use' with 'misused'.

Ken McMillin

That calls for a judgment if we use 'misused'.

Amendment approved with two nays.

Sabrina Taylor

If we are taking out young students do we want to change the title as well?

Kevin Cope

Previously the phrase 'young adults' was not in play and in a previous friendly amendment we changed it to 'young adults'.

Sabrina Taylor

We could change it to collegiate education of students.

Jeffery Roland

There is a little tension between using 'young adults' and having nontraditional students.

David Terry

One of the therefores is, don't use the fact that many of the people we are teaching are young adults to bully us. This is separate from the Therefore that is establishing the committee. Both are important. There are two things happen simultaneously, one is the idea that many of the people we teach are perceived as particularly vulnerable was used to bully one of colleagues and now many of us feel bullied. The second is the need to have some coherence about how disciplinary action will be handled in the future. He supports leaving young adults in the title.

Kevin Cope

There is a motion to change the title, but what is the sentiment of the senate?

Brett Boutwell

The fifth whereas expresses that we are against student centered education, what does it say now?

Ken McMillin

We changed that. Whereas popular phrases and concepts such as student centered education have been misused in such a way to be incongruous with and inadequate to multipurpose activities in comprehensive universities.

Brett Boutwell

He was talking about 'concepts such as' which is vague which implies we have other issues.

Kevin Cope

The chronicle of higher education has examples of that.

Brett Boutwell

He some concerns with vagueness in the whereas. He proposes to delete popular phrases and concepts like 'such as'.

Gundela Hachmann

There is more than this, it's an array of items. The particular verbiage doesn't matter. We are not only focused on that one phrase.

Brett Boutwell

It does matter due to public relations and the view of us. Some of these phrases could be misread.

Angeletta Gourdine

Other phrases are repeated, discourse of safety and protection, protection of the student learning environment. The other conceptions are represented in the resolution. That is not undermined by his editing

Blake Hudson

He shares the concern with public relations.

Wes Harrison

He echoes concern with public relations. Whoever reads this will not understand what we are trying to say. The general public will not understand. He wishes we could get it down to three or four whereases and a,couple therefores. He would like to make a motion to table this until we draft it more carefully.

David Terry

Public relations is part of what we do. That is not the primary focus of our resolution. If we were drafting a press release which we may choose to do that particular friendly language would be important. This is about impacting policy. This is about specific issues that specific faculty members have raised. They have been drafted very carefully to try to influence policy on our campus. It would be difficult to pass any laws or regulations in any body if we were to hold to our resolutions to public relations writing.

Wes Harrison

The truth is we are in a PR contest with the administration.

Kevin Cope

The danger has arisen from being too passive and being fearful of public perception. The administration and the system have been able to exploit that reality. This resolution is focused on getting back to rules. Administration changes how it runs things for different events according to need. The resolution in part captures the multiplicity of antagonistic efforts towards the faculty.

Sabrina Taylor

If we decide to redraft, can we add some wording to that paragraph to say whereas LSU faculty are committed to teaching and care deeply about student learning, they are concerned about popular phrases and concepts such as student centered education...

Jeffrey Roland

Can we substitute education of students for student learning?

Sabrina Taylor

Yes.

Mette Gaarde

Can we table it until the next meeting so we can see all of the changes we made?

Ken McMillin

This is already in action so we shouldn't table it. The thrust is to establish a committee and us and the administration working together to revise PS-104, PS-109 and PM-35. That is already happening.

Austin Allen

This goes back to my two resolution issue. You are saying we got what we need out of this which is a committee but we realize there is a lot unresolved.

Ravi Rau

Can we simply now put this to a vote? He called the question and it was seconded.

Stephen Shipman

If we call the question and there are some grammatical issues can we request the changes?

Kevin Cope

Yes. The vote will conclude debate.

Vote for calling question: two opposed, passes with majority and two abstentions.

Vote on resolution with amendments: approved with 6 abstentions.

New Business

None.

Senators moved to adjourn by Fred Aghazadeh, many seconded.

Adjourned at 5:38 pm