

Faculty Senate Meeting Minutes
Tuesday, February 18, 2014
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

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|---------------------------------------------------|-------------------------------------------------|
| 1. Kevin L. Cope (President, English) | 2. William Daly (Past President, Chemistry) |
| 3. Ken McMillin (Vice-President, Animal Science) | 4. Suresh Rai (Member-at-Large, Electrical Eng) |
| 5. Judith Sylvester (Member-at-Large, Mass Comm.) | 6. Judith Schiebout (Member-at-Large, Geology) |

Parliamentarian: Louay Mohammed

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

1 P Aghazadeh, Fereydoun (Mech Eng/Eng)	23 X Dorian Dorado (Foreign Lan Lit/HSS)	45 X Carl Motsenbocker (Horticult/Ag)
2 X Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24 Susan Eades (Vet Clinical Sci/Vet)	46 P Dan Novak (English/HSS)
3 Sibel Ales Bargu (Oceanography/C&E)	25 X Kenneth Fasching-Varner (Ed T Pol Prac/Ed)	47 Seth Orgel (Music/Music Dramatic Arts)
4 X Austin Allen (Landscape Arch./AD)	26 X Kristin Gansle (Education/HSS)	48 X Evelyn Orman (Music/Music & DA)
5 X Linda Allen (Chemistry/Sci)	27 X Jeff Gillespie (Ag Econ/Ag)	49 X Irvin Peckham (Eng/HSS)
6 X Reid Bates (SHWRED/HSE)	28 X Linda Smith Griffin (Libraries/Library)	50 Rosemary Peters (French/HSS)
7 X Jennifer Baumgartner (Child Family/HSE)	29 X Gundela Hachmann (Foreign Lang Lit/HHS)	51 X John Pojman (Chemistry/Science)
8 X Richard Bengston (BAE/Eng)	30 Jong Ham (Plant Path/Ag)	52 X Suresh Rai (Elect & Comp/Eng)
9 David Bertolini (Architect/A&D)	31 X Wes Harrison (AGEC/Ag)	53 X Margaret Reams (Environ Studies/C&E)
10 X Graham Bodie (Comm Studies/HSS)	32 Richard Holben (Drama/Music & DA)	54 X Judith Rhodes (Social Work/HSS)
11 William Boelhower (English/HSS)	33 X Stuart Irvine (Philos Relig/HHS)	55 X Jeffrey Roland (Philos Rel Studies/HSS)
12 Dorin Boldor (Biol Eng/Ag-Eng)	34 X Sherif Ishak (Civil Environ Eng/Eng)	56 Rousset, Charles (Economics/Business)
13 X Lillian Bridwell-Bowles (English/HSS)	35 Dorothy Jacobsen (Kinesiology/Ed)	57 Gary Sanger (Finance/BA)
14 P John Caprio (Bio Sci/Sci)	36 Joan King (Food Sci/Ag)	58 X Judith Schiebout (Geology/Science)
15 Russell Carson (Kinesiology/Ed)	37 Gus Kosoulas (Biological Sci/Vet Med)	59 Andrew Schwarz (Info Sys Dec Sci/Bus)
16 P Lauren Coates (English/HSE)	38 X Robin Kurz (Library Info Sci/HSE)	60 X Stephen Shipman (Math/Science)
17 X Kevin Cope (English/HSS)	39 X Vince LiCata (Biological Sci/Sci)	61 X William Stickle (Biological Sci/Sci)
18 Belinda Davis (Poly Sci/HSS)	40 P Ron Malone (Envir Eng/Eng)	62 X Judith Sylvester (Mass Com/Mass Com)
19 X William Daly (Chemistry/Sci)	41 X Mandi Lopez (Vet Clinical Sci/Vet)	63 X Ramachandran Vaidyanathan (EE Comp/Eng)
20 Jeffrey Davis (Entomology/Ag)	42 X Kenneth Kip Matthews (Physics Astro/Sci)	64 P Muhammed Wahab (Mech Indust Eng/Eng)
21 X Charles Delzell (Math/Sci)	43 X Ken McMillin (Animal Sci/Ag)	65 Christopher Weber (Polysci/HSS)
22 X John DiTusa (Phys Astron/Sci)	44 X Jacquelyn Sue Moffit (Acct/Business)	66 X Jun Zou (Interior Design/AD)

Guests:

Hala Esmail	Bryce Bourgeois	Jackie Craddock	F. King Alexander	Brian Ainsworth
Robert Doolas	Ryan Landry	Zac Lemoine	Alex Grashoff	A.G. Monaco

Consideration of the Minutes from January 22, 2014

Motion by Al-Bagdadi, seconded by Fasching-Varner.
 Approved unanimously with potential corrections.

President's Report

- Under the guidance of Carl Motsenbocker the International Education Committee has re-activated and is in the process of rebranding. The outside consultants provided a report, which is on the Faculty Senate website, concerning international studies and general international programs at LSU. The report opens some opportunities and raises some concerns. Carl Motsenbocker has agreed to rush into this breach by rebranding, in discussion with the Faculty Executive committee, that education is perhaps not quite the right category to cover all of the international activities at LSU. That committee has as its first charge to determine what adjustments might be made in its official commission and its designation.
- From the Office of Career Services we received a draft policy on internships which is on its way to becoming a PS and that's under study. It is a good thing that we have such a policy underway. Those have been haphazard in their application over the last several years.
- LSUUnited conducted a forum on retirement and representatives from each of the retirement systems came to present information to members of the LSU community. TRSL is not a faculty governance body, but is a body that is so to speak composed of faculty governance. There were 120 people total and there was a standing room only crowd. We will be posting the information from that

event on the Faculty Senate website. In the next week or two we will send a mass mailing concerning the retirement plan to colleagues throughout the university so we can raise awareness of this issue.

4. Two problems continue under study, one is the parking fee problem. We have discussed it up to the Provost again and he has agreed to study it again. Ditto in regard to plus minus grading which has been under discussion for some time and we will not let it go.
5. One good action on the part of the Office of Academic Affairs is the deployment of a focus group on the plight of instructors. This will be comprised of about 20 of the most senior instructors on the campus who will meet with various administrators to talk about their concerns, such as low salaries, low job security and bad working conditions.
6. The Reveille is interested in the studies that the senate has undertaken in regards to origins of logo goods on this campus. Last time around we did not find anything in the LSU gift stores that was even remotely made in America. Fortunately the Reveille has discovered that this is an embarrassing situation and has been trying to give itself publicity.
7. The summit meeting at Alexandria transpired a couple of weeks ago and that was also a very successful event with a large crowd. We are now in the process of scheduling the next Alexandria summit meeting around the 26th. We expect that one of two speakers will be there, either Tom Layzell, the alumni repeater interim Commissioner of Higher Education in Louisiana or it will possible be John Kennedy, the State Treasurer, who has been quite controversial.
8. We continue to be a little bit concerned about the water campus. This remarkable blessing that emerged like manna from heaven, but of course the level of academic input in the seeing and the degree of protections for academic freedom in this environment remain uncertain. K.T. Valsaraj, our admirable Vice Chancellor for the Office of Research and Economic Development is making available the contract and the posting and the executive committee will be looking at that over the next few weeks.

Q&A Summary:

None.

President Alexander Comments

I wanted to update you on some of the issues at the state and federal levels. Two days after we left Washington DC, Senator Landrieu freed up \$12 million that had been sitting in FEMA for our School of Dentistry on Monday morning, by communicating and working closely with them. What we did a couple weeks ago in Washington DC was pull everyone together and first of all to find out what exactly we are applying for as a university. A document was provided to Kevin Cope that tells the agencies and how successful we have been with the Department of Agriculture, the Department of Defense, to Pell grants. We have 5000 plus Pell grant recipients on this campus and the LSU system has 9400 total. That is pretty important when we are seeking reauthorization of the Higher Education Act when the entire Ivy League has about the same amount. They have \$80 billion in the bank and we do not. We are making these points pretty hard and steadfast in Washington DC. The consolidation of our efforts in Washington DC, we hope will be fruitful for us. Our legislative delegation up there is very pleased to know that we are coming to them with a number of important asks, some of larger asks each and every year. We are seeing a little bit of a bump up in federal research dollars with the last passage of the budget bill. It's not big and at a time we have seen LSU decline. We are down 2% below where we were last year, but we are down about 8% where we were about 2010 and 2011. That probably has as much to do with the fact that we are down 220 faculty members from a period of 5 or 6 years ago. We have less people applying for federal grants, less people able to apply for federal grants and larger class sizes. All of these things matter and we are starting to see an annual pattern of sort of a steady downward decline. We probably ought to be about 55 to 56% federally reliant when it comes to the research dollars and we are about 42%. We are going to do what we can to promote opportunities for our faculty. We are going to do what we can to promote a lot of new initiatives, that we can get more engaged in what is going on in Washington DC and help our faculty and help our deans coordinate our activities better. So we are not hitting from left field and right field all of the time but we are going forward together and addressing the most important, most lucrative grants that we can tap into, but also the start up grants. Most of those start up grants were held back during the sequester just because of fear that another sequester is going to happen. We will be up there again working on these very issues. There are six hundred million reasons why we need to be in DC. That is the federal dollars we generate. Almost \$30 million of those are our student Pell grants. Protecting our students and protecting our Pell grants which are our lowest income students, by far our lowest income population. It is vitally important for our students and for the mission of public higher education. At the last Board of Supervisors meeting we released our first statewide economic impact study as far as we could look back, to determine what is our economic impact on the whole state. Congressman McCallister said he loves LSU but there is no LSU in his district. We were easily able to show him we have 7 research stations and 24 AgCenter offices in his district, 5200 students coming from his district, 17000 alumni in his district with over 390 jobs related to LSU in his district. We are shaping thinking a little bit as we go forward in understanding the broad breath and reach of LSU. Just as an economic impact, LSU is worth \$4 billion to the state every year in expenditures and 37,000 jobs are directly associated with LSU and the work that we do in this state. These are very important facts. We have a \$5.21 return for every dollar invested in LSU. That is on the positive side. If you look at it on the negative side you can also say for every dollar we do not invest we are losing \$4.21. We are going to hear a lot about this. We are not going to let this die. It is coming out in the newspapers very nicely in different regions. We have broken it

down by region, but it is starting to stick with our press and a lot of people are beginning to use it in the press coverage that we have seen. I want to hear you get tired of hearing this, because that means we saturated the state with as much information as possible about the economic impact, the job impact, and the research impact of \$600 million dollars coming into this state from outside entities that are going into the Louisiana economy. Statewide we are on a better path that we have been in the past. We believe that there is continued support in working with our legislature and other systems heads. We were meeting last night with Tom Layzell and the Board of Regents last into the night, with our other system head leaders about sticking together in higher education to protect the fact that we should be able to keep our own tuition, to protect the fact that we should not be part of any cuts that may surface down the road during the session or as we go into the next year. Also we want to protect the fact that we want a kick off a fund of \$40 million that starts putting back about 5% back into higher education. We do believe that this may not be the only resources because they have stated that there is a priority for higher education. We do feel that from many of the legislative leaders which means that if the revenue projections get better in March and in May as they have done in the past that we will be looking to get additional funds on top of that to help fund our entire campus, help fund our university and help fund future initiatives. This is where we are at the state and federal level. I am pleased to say and thank our fundraising staff and many of you that have been involved in our fundraising efforts. Last year at this time our foundation raised about \$15 million, the year before it raised \$13 million. Currently we have raised at this time this year \$52 million. Hopefully we are setting new expectations of what we can raise in the future with the type of wealth and alumni base, and friends base that are out there that can support our institution. We have had a history of supporting athletics. This is about supporting academics. It is about supporting our colleges and departments, our faculty and building back our faculty. We have about 100 searches going right now. We are very concerned about the retirement issue. We are working on a bill right now that will give us greater flexibility so we do not have to dive down to 3.7. We hope to get that and we have some authors on it that we hope will push forth and that will give our institutions the ability to stay much higher. He believes that if we go down to 3.7 it is going to be devastating for those 100 searches that we have, not to mention everybody that is on our campus. Going into next year with the potential of 100 or 125 new searches, word is going to get around really fast that is going to be used against us nationally that this is not the place you go to retire. It is going to be detrimental. We have already seen some of this used against us when the threat came out last year. We are trying to keep the threats to a minimum and try to work on a better plan so that we have the flexibility to remain competitive in this market, especially at this time when we are hiring again and in large numbers. Many of you are engaged in the faculty searches on our campus. The Reveille is writing about the scored card and what is going on with the federal rating system. The federal rating system has been devised as an alternative to US News and World Report. It is a way to measure things that students and parents need to know about college, default rates, student indebtedness after graduation, true costs, employment or other positive outcomes. We have not done that. We are now inundated with a whole sector of new institutions that are springing up in every street corner in the USA and they get the same Pell grants that we get. Those institutions have 11% of the student population, 30% of the Pell grant money and 47% of all student loan defaults. If it were up to him public money would only go to public institutions. We are the only OACD country in the world that sends public money to private institutions whether they are for profit or not for profit. That is a challenge in the United States and it is a challenge we have been dealing with. We put so much student aid in the system now that we spend more money on student aid than we collect in tuition in public universities. Which means that we can take the student aid money and eliminate all of the tuition and fees in America tomorrow. It could be free tomorrow if we did not have all of the outside players with their hands in the cookie jar. This is way to determine the good players from the bad players, ones that are producing high value and ones that are not sending students in massive debt with no opportunities. That is why you will see us on the forefront of being one of the institutions along with many of our APLU peers as wanting to see some new developments in these important reforms. Student aid is not sustainable as it is if we just let anybody and everybody in. This is a real big challenge at the federal level, but you will hear more about. The Reveille is writing about it and they put up a website measuring what the college score card looks for at comparative institutions in Louisiana. I do not want to have a knee jerk reaction to federal regulation in this case. Federal regulation is long overdue, because there hasn't been any federal regulation. Anybody and everybody have been able to siphon off billions of funds that should be going to public campuses and institutions.

Q&A Summary:

Kevin Cope

Since your arrival the federal profile of LSU has gone way up from what it has been the last two to three years. So far it has mostly been special occasions, the LSU week on the hill, whatever. Do you have any long term plans to regularize the LSU presence at the federal level?

F. King Alexander

The Day on the Hill was sort of a message that this is how we need to work together in Washington DC. It was sort of a special event in the White House; where 100 go there and then they listen to this. The better work is going on, on those off sessions. It is the communications that we have and the work we are doing with them and the senators making sure they know we are not afraid of the accountability or transparency. We are working on the concept of developing a matching higher education fund for states. It works a lot like Medicaid and one of the problems we have in higher education is that we do not have any matching funds or any state protections. If we can develop a fund, and we have had some projections on this, and if we can get it written into re-authorization of the higher education act that rewards states for maintaining certain levels of funding for higher education, then they can tap into the federal funds like we did in the stimulus packages. We believe this will work and encourage our legislators to be far less likely to turn towards higher education on the first swoop or when economic downturns happen. There is going to be federal dollars that we will lose at the table. Right now they are so minuscule that it doesn't even make Rhode Island budge. We need to get the funds built up into the federal matching program for higher education. This is the most important issue we are working on right now and we will be working on it this week, because we believe it should be part of the re-authorization of the higher education act. We have a lot of allies. We have all of the evidence we need. Other programs like Medicaid get additional matching funds for no other reason than many of our legislators do not want to leave federal money on the table. If we treat higher

education in a similar respect, similar light he thinks that we can actually stabilize our state appropriations better. It doesn't matter who is governor, it is just stabilized, putting pressure on our state legislature, democrats and republicans to make a commitment saying that if we chose to cut higher education then we are going to lose \$90 million in federal assistance in Louisiana. He thinks these are important initiatives and we have gotten some spot tries at this with the stimulus package where it worked. When the stimulus fell off we lost our federal leverage and we were sort of subjected to the whims of higher education getting the pendulum swing that we have seen nation wide.

Senator

There was an article in the newspaper today about cutting TOPS. Any thoughts on that?

F. King Alexander

A lot of legislators have concerns about TOPS. If we continue on this path, at some point in the near future TOPS will surpass state appropriations if nothing changes in terms of what we are spending as a state. It is quite a bind that we get ourselves into, like Georgia, Michigan, Florida and Kentucky that have all done this. We argue for tuition autonomy, but then it is tied to TOPS. Do we put money into TOPS or do we put money into the state appropriations to keep tuition down? Therefore, taking the pressure off of TOPS. This is a vicious cycle. Many of our legislators are concerned about the direction it is going and we are in conversations with them on what might be viable and what tweaks might be possible. Being the largest recipient of TOPS in the state by far, 65% and 80% plus of our students get it. That is about 60% of all TOPS in the state. It does have substantial impact on our in state students so we have to be very careful. We don't want to teak things to significantly where we have Juniors that are moving into the Senior year thinking that they had and then all of a sudden it is yanked out from under them. There are a lot of complicated issues, but there is a lot of dialog about something we can do to slow down the pace in the cost of TOPS to get better balance. We are going to hear more about it through different legislative bills and legislative acts. Keep your eyes on it. We will watch it closely. We are in the vice with everyone else.

Senator

You mentioned that for every dollar invested in LSU one gains five point something dollars, but then you mentioned for every dollar not invested in LSU will lose 4.2 dollars. What does that mean?

F. King Alexander

We lose the \$4.21 that we would have gained. For every dollar, I am subtracting the one dollar out. The calculation is on the expenditures generated by university students, the amount of expenditures generated by faculty, the amount of expenditures brought in by the university through research dollars that flow into the economy of the state. It is a very concrete number and it is an aggregate, a very large aggregate. We have these broken down on sales and expenditures. We are putting these out. We will put this on the front page of our website so you can type in and see how much of this is sales generated by the university, how much is purchases that were generated throughout the community. The unique thing about this study is that we have it broken down by region. In the book handed out we can show what Shreveport means to that congressional district, what LSU-Alexandria means to central Louisiana, and what our medical centers mean to Shreveport and New Orleans. By the medical by itself are thousands of jobs generated and they are over a million by themselves in resources generated through sales, expenditures and economic activity. Our faculty and out graduate students did this, it is an LSU study done by our people.

Senator

On the idea of using federal match to put pressure on the state legislators, maybe you can comment on the inconsistency of this state taking federal money for political purposes. Some in the state sometimes take federal money and sometimes don't. when it is politically appropriate. How is that strategy viable in a state that often times, particularly in high profiles areas such as this, denounces federal money even when it is laid on the table?

F. King Alexander

I think you are referencing the Governor in this. Let me point out that these are individual legislative pressures to and he has been sitting in offices and the last one told him point blank, Representative Compton in North Long Beach, and he said to the representative "why did you cut higher education by 21% and turn around and put 23% more money into Medicaid?" He answered that if you had to put 23% more into Medicaid you would not have had to cut higher education so much and he said what did you want me to do, leave federal money on the table? This is how simple the reaction is by many of our legislators in the country. This is a national issue and we need some kind of consistency, stabilization of state funding. If we do not do something Louisiana will be out of the state funding business by 2048. Colorado is going to be out in 9 years. New York will be out by 2025, they will not spend a penny on higher education. This is simply going to be a tuition based system where we turn to the federal government. The students will land up either getting a grant directly or taking all the debt without any societal input on funding. It is more of a stabilization issue. We have a lot of people in Washington DC who believe that the federal government does have role in utilizing \$170 billion in resources to higher education when states are down to \$70 billion. If the feds can use \$15 or \$20 billion of that to stabilize the \$70 billion and get it to increase back to what it was at about \$89 billion we think that it is feasible and it is possible. The political winds will change in all of this. If the structure gets in place there will be pressure from now on not to kick higher education, not to have higher education get tossed around like we had in so many states.

Presentation by Walt Holiday and Kenneth Miles regarding the LSU Academic Center for Athletes

He came to LSU in 2008. He wanted to cover the organizational structure and how it works in the Academic Center for Student Athletes. When looking at a strategic plan in the center, he looks at it from a retention strategy. Everything is about recruitment and retention, one does not exist without the other. They look at how they can support the individuals during their time here. They had a three year strategic plan which expired and now they have a five year strategic plan which goes in conjunction with the overall university 2020 flagship agenda. Our vision is to be the premier provider of student athlete support services, from a transformative process. Young men and young women come in and leave as more mature persons. From a daily perspective, our mission is to help our students maintain that optimal level of academics and athletes and to find the balance between the two. A transformative process is not just academic, it is personal, psychological, it is career and so our goal is to be able to have a total development of our student athletes. From a value standpoint those services are reminders of how we actually interact with our students every day and in our own accord too we look at service, education, success, teamwork, diversity, which actually remind us on a daily basis of what we are supposed to do and how to do it. From a goal standpoint the first one is to graduate. Even though we love them to death, he tells them from the point of recruitment that we like them to graduate. The other part of this is to prepare them for college and the reason is because we recognize that the majority of people who go out into the professional realm do things other than sport. The other reality is that certain sports only last for so long. He reminds his football athletes that the NFL stands for not for long, so they need to understand what that means in their next life. The other is to preserve the academic integrity, it is not a given. These are the things that we have to operate, that are the reality. We have nothing else but our integrity and everything do, we actually try to emulate that. The other is the nurturing of our team, because if we cannot take care of the people who are actually in our unit, then we are not going to be able to take care of everybody else. To understand what that means, he told us that one part is recruitment and retention. The other part of that too at least from a numbers perspective is graduation rate. Our current student athlete graduation success rate is 81%. When he got here it was at 69%. The 81% is the highest of the metric which came out in 2005. Last year it was 80%, the year before it was 78%. There is a trend going on here and we hope to be able to at least maintain that. One of the sports you end up hearing the most about is football. Football is currently at 74% graduation rate which puts us third in the SEC. The last two years prior to we were at 76%, which was second in the SEC behind Vanderbilt. The question is how does that happen. What are reality is, is that we happen to have good people who are passionate and committed to the success of our students. We have Walt Holiday, Director of Academic Affairs for the Cox Center for Student Athletes. One of the good things that we do is try to lay a plan for all of our students while they are beginning so they understand their progression is going to take place. That is the absolute reality. Better preparation and understanding the landscape. And actually making the world a little bit smaller for them actually helps them graduate. If we go back in time when higher education said if we understand why students leave we can increase our graduation rate. The reality is, is that it what we land up doing, so the academic integration plus the student life component increases retention rate and ultimately the graduation rates. Under one roof, he was able to reorganize things in that fashion. Student Life is concerns about life skills, which is personal development, professional and career development. We also look at educational testing and so forth, that does happen under that department. The other thing that we remind our students to do upon entry is a quote from Ed Ziegler that their attitude not aptitude determines the altitude. How we end up approaching this is going to determine what the output is going to look like down the road. The way to look at a 2-4 cohort is essentially graduating one more body equates to one percentage point. If we have a cohort of 84, .84 is going to be one more. There is a concerted effort to make that happen. The reason why there has been a recent drop, in regards to football in particular is because we had a few people that decided they were going to leave early. When people leave early in good academic standing it is not the same impact but it does end up hurting you so that how that ended up happening. The flip side is once they are out there, we recruit them to come back to finish their degrees. That is a concerted effort. We work with schools and colleges to be able to map out the coursework that they need to get done during their off seasons. Looking at preparation for life after college, they are provided the same services as if they were enrolled here. They can use the facility; they can request tutors and we can make that happen. One of the other graduation success rates that doesn't get as much lime light as football is that of women's basketball in which the graduation rate is 100%. This is the third consecutive year that has happened. We have a nice facility but it can only be as good as the people that work in it. He likes to think that he is a collector of good people and he does have people who are indoctrinated in the same philosophy that he is. He does not have a third shift and expects people to work long hours. He understands that sometimes it is whatever it takes to be able to help students become successful. They have people that work at night, they have people that work weekends and they are expected to show up throughout the day. The reality is the students also need to see what our level of commitment is to them. We tell them they need to meet us more that half way in order to make it work.

Q&A Summary:

William Stickle

It seems to me there it is football, baseball and basketball that have people leaving early, basketball not so much recently. You also have a six year graduation rate, so if these people leave early and finish within the six years, does that help?

Kenneth Miles

Yes. The federal graduation rate is first time fall time enrollment so it does not take into consideration mid years or transfers. GSR does so it is a more accurate reflection of what you are doing. On the federal side it doesn't matter why a person leaves, it still is going to end up hindering your graduation rates. There is no equivalency for the student body population as of right now. He made a recommendation when we actually had an educational reform group here to say that we need to rethink about graduation and what that looks like. The reality is if I have a cohort of ten and I have a person who decides they want to transfer and go to Florida State, the highest graduation rate we should still be able to make should be 100% with the nine that we have. Instead you get 90%. Some factors will be out of your control why some people

would end up dropping out or stopping out.

Kevin Cope

Have you considered making a wider distribution of this information even without the federal mandate? What you said about the statistics gathering organizations is true. Have you considered advertising on your own, that of the nine you have left you have 100%?

Kenneth Miles

He has done that before in the past. We do talk about that within our recruiting presentations. One of the things he ends up doing in conjunction with budget and planning, admissions and financial aid is looking where people are. That is how we are able to reach out to some people. We call it project graduation to be able to get them to come back and get their degrees. So, yes. In terms of branding he does things a little but differently. If you are on twitter, LSU Academic Center is him. He also outs releases about student athletes on there. He also looks at positive posts as a way to start off the day. It serves as an incentive to some people. The other way he does this is through Linked In, which gives them an opportunity to brand themselves in a different kind of way. During his time here, there have been a lot of things he ends up doing that were not done prior to. Right now there is a Cox Center for Student Athletes honor roll for example. That is for students athletes that receive a 3.0 or higher. It has nothing to do with athletics; you do not have to play a down, whereas in the SEC you have to compete and year or earn a letter in order to make it. We had 182 just this last semester who had a 3.0 or higher. The other thing we have is called the Bengal Bells Academic achievement award for student athletes in graduate school who are still competing who got a 3.0 or higher. The first time they had this, the numbers were 7, 3, 2 and we just had 1. There are things that we are doing in a different kind of way just to give people opportunity to maximize their educational experience.

Bill Daly

Are all the teams APRs in good shape?

Kenneth Miles

Yes, they are all in good shape. The number just went up to 930 and for us it was 930 over 4 years or 930 over 2, so our APR is fine. We are not going to end up suffering any penalties. Prior to this we had to do two academic performance improvement rates and that was for track and basketball. It was nothing where we had to concern ourselves with the implications because we already knew what the were plans to be moving forward.

Senator

You mentioned tutoring services that you have for student athletes, and I personally had some rather unfortunate experiences with this where the tutors clearly overstepped the boundaries in what was academically appropriate in topic. Those are students that they would try to offend. I know talking to other people I noticed that some faculty members have an antagonistic relationship with the tutors for precisely that reason. Is there anything that we as faculty members can do in order to improve the communication maybe, to make clear what is appropriate and what isn't?

Kenneth Miles

In orientation is where we have student accountability come over, faculty members come over to talk about expectations in the classroom. We have a tutoring program that is actually nationally recognized by the college regional learning association, in which we just incorporated a level three. If you see instances where there appears to be some sort of impropriety, please contact him. Those are things he does not tolerate. The only thing we have is our integrity. If there is something that appears to be over the boundaries, report it and turn it in to advocacy and accountability in terms of plagiarism or any type of academic violation. If it appears that there is more assistance than need be just contact us and we would be certain to follow up on that. One of the other things is how we utilize technology too. We utilize grades first to be able to send out progress reports to our faculty members. What we have noted with it is that the information that comes back to us is very helpful. That information also contributes to the regional wide retention rates and why our graduation rates have gone up. One because the communications as a whole is open, it is quick and we are able to address issues from the beginning vs. midway or later on. So you probably receive some of those emails and we do the follow up. We are actually to track our response rates and everything else. It is not where we want it to be. We would love to increase that part, but the other part is just noting that we do have an open door policy as it relates to trying to figure some things out. I strongly encourage you to reach out to our advisors. There is contact information within the email that goes out or you can contact me directly. There is one more thing I said I noted about organizational structure. The Academic Center for Student Athletes reports to Gil Reeves. Many people do not know this, it is on the academic side. That lineage also leads to the integrity portion too.

Presentation by Hala Esmail concerning the availability training for Turnitin/iThenticate plagiarism detection software

Turnitin is a web based tool that you can create access to through Moodle. You create a Turnitin assignment similar to a regular assignment in Moodle, where students submit their papers and what it does is checks it against the Turnitin database. Some of the benefits from Turnitin is it creates better writers and researchers and enhances the quality of feedback given to students. Speaking of academic integrity it

encourages original writing. It prevents plagiarism. It creates those teachable moments. Sometimes she hears that Turnitin is the cheating catching tool. It is not just a tool that you can catch students cheating or plagiarizing, but also when students get that report back from Turnitin they will see exactly what it is they are doing wrong. They did not properly cite this source and did not properly quote this person. It makes students a little bit more aware. It checks students' papers and goes to a database that includes websites, journal articles and it also includes other students' papers that are submitted to the system. For any university that uses Turnitin it will check against those as well. There is a grade mark tool within Turnitin where you can mark up a paper and leave your comments and also give overall feedback. There is a way to do audio feedback to your students also. iThenticate is a little bit different. It uses the same type of tool but it is for researchers. Right now they have created accounts for all graduate faculty at LSU. Anytime there is a publication you are working on, you can submit that to iThenticate. It doesn't submit your paper in the database, but Turnitin does, it just checks it against other journals websites and those types of resources. To access iThenticate you can go to iThenticate.com and you should have received an email notification when you were added. It is using your LSU i.d. and you should have received an email with a password. If you did not, contact ftc@lsu.edu. In fact a few faculty members emailed me and told me they wanted it use it and never received an email. All I have to do is go in there and reactivate your account. She went did a quick overview of Turnitin. She asked those planning to use it in their classrooms to go for training. If you go to the Turnitin or iThenticate websites they have really good video tutorials that are very short, to the point and pretty much everything your need to know is on there except for how to create in Moodle. There is an article on that. Whenever a student submits a paper you can click on the link to it and it will open a new window within Turnitin. At the top there are two areas, the originality tab and what that will do is go through your entire paper and go through the database to tell you what that matches. The highlighted areas if clicked on will tell you what it matches in another article or in another student's paper here at LSU or another institution. It will give you a percentage of how much the paper matches others. It is no indication of plagiarizing or what grade the paper should get it is just a percentage of matches that it found. The grade mark tool allows you to create comments and put them on the paper. They also have already created templates for example missing commas. When students click on their paper they will see any comments you put in there and your feedback. You can assign a grade and whenever you enter a grade at Turnitin it automatically enters it in Moodle and you can also create a rubric within Turnitin itself and use that to grade papers. iThenticate works pretty much the same way all you do is log in to iThenticate, upload your paper and it just gives you an originality report. It does not do anything else.

Q&A Summary:

Wes Harrison

How do you access Turnitin through Moodle?

Hala Esmail

You click on the ad, a resource or activity link. Then Turnitin assignment will be listed in that list.

Wes Harrison

When you post an assignment on Moodle for your class you have to post it as a Turnitin assignment?

Hala Esmail

Exactly.

Kenneth Fasching-Varner

For the one that you said scans other students papers, so when students turn in an assignment on this, are they turning over their paper to Turnitin to use for other purposes than what they find out? Is there any sort of way then can know about their internet process?

Hala Esmail

That question comes up a lot in my workshop. I hear the question that what if my student does not want their paper submitted in the database. Whenever you see a match for a student's paper at a different institution you cannot see that paper. The only thing an instructor can do is email that instructor and ask that other instructor at the other institution whether or not they want to share that paper. In Turnitin, whenever you create an assignment you do have the option not to allow students to submit their papers to the repository. That is a setting whenever you create the Turnitin assignment.

Kenneth Fasching-Varner

So if they upload a paper Turnitin can use it?

Hala Esmail

As far as the intellectual property aspects of this I cannot speak to that, I am not an authority on it. I can look into it.

Wes Harrison

Is there any way to set it so that all it's doing is comparing papers within the class and not globally out there in cyberspace?

Hala Esmail

No. It is checking the database. It will check with student papers or no students papers.

Senator

Can you say something about what the match parameters are like? For example when it says 15% what does that mean?

Hala Esmail

That just means that it matches 15% of other resources. It is still up to the instructor and the student to go through the paper. It will catch some random phrases.

Senator

That is what I am asking about. Obviously it is matching words, it is not doing something other than matching words. Is it matching phrases or words or longer?

Hala Esmail

You can filter the number of words it will match to, but it is exact words. It will catch random phrases that are not really plagiarizing. For example, it highlighted a 'a learner feels'. That is not plagiarizing, it is just a random string of words that matched some website or something. It is still up to the student and faculty to go through the paper to determine if it is really plagiarism or if it just happens to be a random string of words that it found a connection with somewhere.

Gundela Hachmann

It is important to realize that they are not just matching up the words it is also looking for digital code. There is a digital footprint connected to the words.

Senator

How do we go about using it in our department, LSU has a license to it?

Hala Esmail

The faculty have already been added on accounts. If you did not receive an email just email ftc@lsu.edu and she will reactivate it.

Senator

What is the major purpose of iThenticate, what is it suppose to help to do?

Gundela Hachmann

It is a research tool. The Graduate School primarily uses it for theses. If the thesis is plagiarized it will not hurt the individual but it does do a lot of harm to the institution. A lot of journals are using it to determine whether or not their submissions are original. It uses a different set of databases; it is not just a check of the open internet. iThenticate has special licenses because it has access to a lot of databases that you need to subscribe to in order to get access. Every discipline has its specialized databases. iThenticate has contracted with all of the special databases and it checks against the content of these. It checks a different set of given texts. Turnitin is more for the readily available open access materials.

Senator

Is it also available to graduate students trying to write their thesis?

Hala Esmail

Not at this time. Dean Byerly asked that it be done through faculty advisors who can request permission for their student.

Senator

An instructor on campus that does research isn't allowed to use it?

Hala Esmail

That was the initial request by Dean Byerly and he said they could come back and evaluate it to give others access to it. If you do not have access and want access email us and I will send it up to Dean Byerly to grant.

Presentation by Angela Russell on topic of Geaux BIG from Baton Rouge

Angela Russell was not present.

Old Business

Second and Final 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.

Comments by Vince LiCata

Last time HRM had expanded its list of what are called safety sensitive positions which are subject to random drug testing in the university and our department and several of the College of Science departments were asked to include research associates and post docs. So research associates and post docs were asked to sign statements that they would be subject to random drug testing. The list of safety sensitive positions was obtained from HRM and it did not have post docs and research associates on the list at all. On further investigation it was found out that they were asked orally at an HRM meeting by HRM to include them on the list although they are not on the official list. It complicates things a bit. Some departments in the College of Science have already asked research associates and post docs to sign those statements and some have not signed them yet since they are not due until the end of this month.

Charles Delzell

In the first part there is a quotation but I am not quite sure who you are quoting.

Vince LiCata

That is actually a quote from the instructions from HRM.

Senator

Why don't you just make a suggested modification to PS-67? We can send it to them and vote on it.

Kevin Cope

A modification to a PS statement is a similar process, but it is not a speedy one. Usually a modification to a PS statement runs 9 to 12 months.

A.G. Monaco

That is the first time I have heard the resolution.

Senator

If we pass this what force will it have?

Vince LiCata

Same this as any resolution, it is simply advisory

Senator

The last time we spoke we were wondering what exactly the rationale behind this new policy statement was. I don't know if you have been able to get anymore information. If someone in HRM made these decisions, we have never really heard their side of things. I don't know if that is possible. They may have some reason that we are unaware of.

A.G. Monaco

I am here because Kevin asked. Most of these decisions are not made solely by HRM. This issue is being driven by the fact that the university is on the verge of going self supporting in risk management. That is insurance related to accidents and injury. At this moment we are technically covered under the states insurance plans, workers comp, casualty insurance, etc. The costs we pay to the state is extraordinarily high compared to what the university would get if we went out to the market place. As a result, risk management, environmental safety and health and the insurance people went out and part of the effort to get that insurance is tied to this. HRM is involved because the governor's executive order back in 2008 requires the appointing authority to manage the list of security sensitive positions. A.G. Monaco is the appointing authority. The real issue comes down to what we can get insured and what we cannot. The list as it presently stands does not include those. Whether or not that list gets changed in the future is in the process of being discussed. This issue is an insurance issue more than anything.

Vince LiCata

I think that needs to be made clear in the announcements because everything that is written now that our department has gotten and the college has gotten is that this is an attempt to enforce executive order 2008-69.

A.G. Monaco

We are required under that executive order to provide a list to the Department of Justice of the state in which they then have to approve. Any conditions that we have must meet the requirements of that law. We cannot create a list of people that is not approved by the Department of

Justice. We also cannot satisfy the law with a list that the Department of Justice feels lacking. These matters were sent to the Department of Justice for approval. In that regard, yes it is related to that law. It is also related to two older laws. Kevin and he spoke about the pop up window about the drug free campus requirement. They can change that to I am informed, but the reality is that we have to give you that information and you are suppose to follow it. These things are confusing as they are written and interpreted. He appreciates how Vince feels about this overstepping the bounds. Right now legal counsel who has reviewed this doesn't fee that way. The issue of drug testing after accidents was not going on in the past. We were actually in violation of the states requirements for that as we understand it. We moved to that last year. These things are not just picked out of the air, they are looked at and receive legal review and the purpose primarily is to provide us with a level of insurance coverage that allows the university to save what could be million of dollars. Considering the size of this group, it looks like a lot of the jobs listed are not currently filled by the university and might never be filled. Most of this has to do with testing following an accident.

Vince LiCata

Testing following an accident has been in place for a long time at most universities, but I still think this is a pretty dramatic expansion over even the best interpretation of the law to include the positions like post docs and research associates. It evens includes positions such as instructors and custodians, horticulturalists, and printing apprentice. How are these safety sensitive positions in any stretch of the imagination?

A.G. Monaco

I could sit here and argue with you all day, but let's take printing apprentice. That part of classification is because it is part of civil service as a position that operates heavy equipment which it does. In regards to custodians it involves two items, security sensitive as no one has access to as many buildings as the custodian. In addition those custodians work in residential life. We do have an obligation in residential life to provide for significant security, the result is workers in residential life have the keys to every dorm room within the building they work. I would argue that perhaps an ignorance of what these jobs may also be coloring this thing. The reality of how this system works we have classifications of civil service, hence the title of appointment authority. That means that is the person who signs the paperwork each month that goes into civil services. It does not allow me to appoint anyone. Most of these jobs on here are civil service jobs. Their definitions or descriptions are outside our preview. We do not have the ability to change that description. We may not assign those duties to them on this campus but we still have to review their performance.

Vince LiCata

If most of them are that, then what do we do with the ones that are not that, which we have just sort of added ad hoc?

A.G. Monaco

We did not add them ad hoc. We may not have come here to discuss them with you but this was a process in which experts in both insurance and risk management reviewed this, talked to consultants and came up with that list. I appreciate your concern. Please take my point that some of it is a little insulting to say that we just pulled these names out of a list. It is not what happened. What happened is that people who are experts in risk management decided that these positions created a risk and it would impact our ability to insurance those departments in the university. Is there room for us to sit down and say this isn't necessary? It is a long list, but let's not assume for a moment that we sat in a dark room and said let's come up with this name or hey I don't like Ken McMillin, let's throw agriculture in there. I like Ken McMillin and I would have thrown agriculture in there, the problem is you do not work for the campus.

Vince LiCata

So what is the process of going forward to figure out at least to our satisfaction which of these is really overstepping the issues?

A.G. Monaco

I am glad to get the people who are the experts in this to sit down with any group to discuss this. Let's understand that there is a practicality to all this that I think everyone will grasp. Our ability to run a random drug testing operation on 5,038 employees, which is effective, that we can afford and holds up to common sense is limiting. So what we really sort of land up doing is that we are one step behind the problem. We look at the person to decide if a person is acting in a manner that provides us with a problem cause to check or an accident. That is generally what we have to deal with. The issue of post acceptance pre-employment and the need to go for a urinalysis is a part of that, but that has been a long part of it. I cannot go into specific details because in a pubic meeting. Let's not assume that problems in this area do not exist on this campus. A month does not go by when we do not deal with one of those issues. I accept the concern and confusion because I am not real comfortable about the way this is written. I agree that violations of privacy particularly by employers have gotten out of hand. The issue of what we do in getting insurance is uncharted territory because I don't know much about it. I don't know where we are headed. I just know that university is attempting to be able to cover it's own workers comp, it's own casualty, it's own property insurances, because the difference is millions of dollars.

Wes Harrison

You mentioned that it actually would be impossible to do a random drug testing of 5,000 plus employees and then you went on to mention that if you were to do some kind of testing it would be based on some indication that the person would be tested. Why is that not already written into the policy?

Vince LiCata

That is one of the problems that probable cause is left out.

A.G. Monaco

I take it for granted because I know the policy. That is part of the governor's executive order to the fact that you do have to have probable cause. Under probable cause we have to ask anyone working on this campus regardless of whether they are on this list to submit to something like that. He doesn't like to think that any supervisor would say I have probable cause, go to the student health center. He thinks it should be better stated in the policy. He said Vince has a strong point and he cannot argue against it, regarding the issue of probable and cause what determines probable cause. One of the things we are also limited on is we are required to alert the police as a state agency. Trying to get an employee into a drug assistance program while they are being let away in handcuffs is somewhat diminished. Probable cause is an issue. Most often probable cause is something he would describe as rather obvious. That may be something we have to work on as better defining. The we also have to define what probable cause is.

Vince LiCata

We even have to get it into the statement because right now in PS-67 it says you can be randomly drug tested without probable cause. It says that very clearly.

A.G. Monaco

If you are in what is considered a security sensitive position, yes.

Vince LiCata

In PS-67 it says any employee. You cannot write the policy one way and say it really works this way.

William Stickle

We are running into problems in regards to setting up all sorts of regulations that we promulgate. Look at the gun laws in this country, they just pass and pass and pass. If someone gets shot well no one followed up on the gun. We are getting ready to talk about a no smoking policy on campus, where basically it is with a wink. We will pass it with a wink, but we will not enforce it. This is basically the same sort of thing. The problem at the back end of this is people who have been suspected of using drugs aren't being tested.

A.G. Monaco

I would not say that people who are suspected of using drugs are not being tested, what I would say is the ability for us to randomly test 5,038 employees is severely limited.

William Stickle

You just said early that the back end of the regulation wasn't being followed up.

A.G. Monaco

What I said was we were not effective in our post accident testing. That changed last year.

Vince LiCata

He would like to see a few things happen and he would like to re-write the resolution, to sort of move towards these things. One of these is he would like to initiate a dialog where he goes through the policy with A.G. Monaco and look at some of these problem areas, what these expanded positions are and why they are expanded. Were they expanded because of the executive order or were they expanded because of this insurance issue which is the first time anyone on the senate has heard of. He would add to the resolution that we stop orally adding positions to this list that once we create the list, the list is the list. If it is created on an annual basis because it has to be reviewed that is fine, but do not tell departments to add positions off the top of your head and that we try to be consistent with what other universities are doing.

A.G. Monaco

He can offer dialog, including Vince or his representatives selected in the room and some of the people from risk management to go through this and to go over their process. What he cannot guarantee is that administrators are going to have to keep their authority to the faculty senate. He can guarantee that they have an obligation to spend time with the faculty senate or any other group on this campus to discuss these issues, hear the concerns and adopt those that are legitimate.

Kevin Cope

There ia the option to table the resolution which requires a vote and then we understand that Vince and the other sponsors and A.G. Monaco will form a group and notify faculty senate when they are ready to discuss the matter again.

Vince LiCata

That sounds good to me. I do not want to vote on an insulting resolution.

Bill Daly

I vote that we table this resolution, subject to a dialog between a group that includes risk management and we can bring it back up after revisions.

Motion was seconded.

Vote on tabling resolution: Unanimous for.

New Business

First Reading, Resolution 14-01, “Correcting and replacing the smoke-free campus committee, Sponsored by Charles Delzell

Read by Charles Delzell

LSU Faculty Senate Resolution 14-01
Correcting and Replacing the “Smoke Free Campus” Committee
Sponsored by Charles Delzell

A. Whereas in 2013 the Louisiana Legislature added a new, seventh section (known as Act 211) to the 2006 Louisiana Smoke free Air Act, declaring(in principal part):Public post secondary education institutions shall develop smoke-free policies for its [sic] campuses..., and

B. Whereas on September 25, 2013, Executive Vice Chancellor and Provost Stuart Bell wrote to the 16 people he was thereby appointing to what he dubbed the “Smoke Free Campus Committee”:Our legal advisors indicate that the law stops short of mandating that the campus become smoke-free ..., and

C. Whereas the committee has been saying the opposite,*and

D. Whereas LSU Reveille staff writers Jacqueline Masse, Jazmine Foxworth, and James Richards and Jacquelyn Masse have also been saying the opposite in their articles of January 14, 18, and 22,and* For example:
1. On January 8, 2014, Vice Chancellor of Student Life Kurt Keppler(chair of the committee) told Senator Delzell that Act 211 required LSU to become smoke-free (i.e., banning even outdoor smoking), and he knew this because he had heard it from Associate Vice Chancellor for HRM A.G. Monaco and LSU attorneys, but on January VC Monaco wrote: I think there is a misunderstanding regarding my opinion. I actually concur with what you say. That is, the law requires we have a policy; it does not say we have to go smoke-free. I had lawyers review it and they agreed with my interpretation....2. The faculty survey that Professor Judith Sylvester (committee co-chair) sent out in November asked:What should LSU’s campus policy be in order to meet the mandate in Act 211 (a smoke-free or tobacco-free campus) ...?3. When asked whether Act 211 really mandates a ban on outdoor smoking at LSU, Professor Sylvester wrote (on November 21): Yes, Act 211 mandates that all public campuses in Louisiana must have an outdoor smoke-free or tobacco-free policy in place by Aug. 1, 2014. 4. On January 14, the Reveille quoted Student Senate Speaker Pro Tempore Trey Schwartzburg (also on the committee) saying: I want students to be aware that this new rule [banning outdoor smoking] is a state mandated law, and 5. On Jan. 15, VC Keppler (also Prof. Sylvester) told the Student Senate:... New laws state that the university must be smoke free.... The plan is to have a strict policy.... There is no other option and the campus must be smoke free ...[A ban] is now a state law....They made similar statements to the Faculty Senate on Jan. 22. E. Whereas the “Smoke-Free Campus” Committee has suppressed dissent on its apparent agenda of banning outdoor smoking on campus, by claiming that such a ban is required by

Act 211, and by diverting the campus's attention from that agenda to secondary questions such as whether to ban e-cigarettes or chewing tobacco,

Therefore be it resolved that the Faculty Senate recommends that Provost Bell broadcast the following points to the LSU community:

a. Act 211 does not mandate that the campus become smoke-free (i.e., that it ban outdoor smoking). b. In enacting Act 211, the Legislature voted to delete, from the original version of Act 211, the provision: no person shall smoke on the grounds of ... [LSU] ..., and to replace it with the mandate that each public campus develop an undefined "smoke-free policy." c. The phrase "smoke-free campus" does not occur in Act 211; nor does the word "outdoor." d. The Louisiana Smokefree Air Act (R.S. 40:1300.252, R.S. 40:1300.256(B)) declares: ... [I]t is in the best interest of the people of this state to protect nonsmokers [emphasis added] from involuntary exposure to secondhand smoke in most indoor [emphasis added] areas open to the public, public meetings, restaurants, and places of employment. ... [A] balance should be struck between health concerns ... and the need to minimize unwarranted governmental intrusion. ... Nothing in this Part [which includes Act 211] shall prohibit smoking in ... the outdoor area of places of employment ... e. LSU's 1994 PS-76 (the policy whose main provision is to ban smoking in, and in "the immediate entrance and exit areas of," LSU buildings) already complies with Act 211, since all that Act 211 requires of a smoke-free policy is that it be consistent with the other, older provisions of the Louisiana Smokefree Air Act (mainly, those provisions banning smoking inside public buildings). f. The "Smoke-Free Campus" Committee is hereby dissolved, and will be replaced with a small committee not dominated by anti-smoking activists, composed of all new representatives recommended by the Student Senate, Faculty Senate, and Staff Senate, charged with reviewing complaints about chronic violations of PS-76 in particular problem areas on campus, and with recommending local solutions to those violations proportionate to the problem (modeled after the successful effort to eliminate smoking in the area outside the entrance to Middleton Library, by posting no-smoking signs and removing the ashtrays there).

Appendix

From: Peggy S Miller

Sent: Wednesday, September 25, 2013 9:45 AM

To: Blake Hudson; Judith L Sylvester; Julie J Hupperich; Julie R Perkins; Kurt Keppler; Laurie Braden; Liz Johnson; Maylen L Aldana; Michael F Russo; Patrick H Martin; Ramachandran Vaidyanathan; Tammy R Millican; Thomas Rodgers; Torii R Freeman; Trey Schwartzburg

Cc: A G Monaco; Pamela I Meaulance; Stuart R Bell

Subject: Smoke Free Campus Committee

Sent on behalf of Stuart Bell, Executive Vice Chancellor and Provost

I'm writing to you today to ask for your service on the Smoke Free Campus Committee, charged with creating policy and future recommendations in response to Act 211, signed into law by Governor Bobby Jindal last June. The law requires that all public college campuses in Louisiana create a "smoke-free campus" policy by August 1, 2014. Our legal advisors indicate that the law stops short of mandating that the campus become smoke-free on that date, but it does create both an opportunity and an obligation to begin a campus-wide discussion regarding the use of tobacco products and smoking on campus. Kurt Keppler, Vice Chancellor of Student Life has agreed to chair the committee, with Patrick Martin and Judith Sylvester serving as co-chairs. It's my understanding that you'll be contacted soon; meetings may begin as early as next week. Your work as a committee is very important in creating a policy that will help the campus create a safe and welcoming environment for all members of our community and the public that depend on us. Thank you for agreeing to participate in this important university endeavor.

Smoke Free Campus Committee:

Kurt Keppler,

Chair

Vice Chancellor

Student Life & Enrollment Management

Judith Sylvester, Co-Chair

Professor

Mass Communication

Patrick Martin, Co-Chair

Director

Finance and Administration

Blake Hudson

Assoc. Professor

LSU Law Center

Julie Hupperich

Assoc. Director

Student Health Center

Tony Lombardo
Executive
Director
Facility Services

Torii Freeman
Director
LSU Ag Center

Thomas Rodgers
Grad Student
Public Administration

Laurie Braden
Director
UREC

Maylen Aldena
Assoc. Director
Residential Life

Trey Schwartzburg
[sic]
Undergrad Student
Biological Sciences

Liz Johnson
Manager
HRM

Michael Russo
Assoc. Librarian
Library

Tammy Millican
Asst. Director
PDC
(Staff Senate)

Julie Perkins
Manager
CHSE
(Staff Senate)

Vaidy Vaidyanathan
Professor
EECS
(Faculty Senate)

There was no motion to move the resolution into discussion.

First Reading Resolution 14-02, “Support for a tobacco-free campus”, Sponsored by Judith Sylvester

Read by Judith Sylvester

Faculty Senate Resolution14–03
Support for a Tobacco-Free Campus
Sponsored by Judith Sylvester

Whereas Louisiana Act 211 mandates that public post secondary education institutions shall develop smoke-free policies (both indoor and outdoor) by Aug. 1, 2014;

Whereas Act 211 also allows campuses to develop tobacco-free status policies;

Whereas the other LSU system college campuses have adopted tobacco-free status;

Whereas the toll of tobacco in Louisiana includes 6,500 adult deaths annually, and the annual health care costs directly caused by smoking is \$1.47 billion;

Whereas surveys of LSU students, faculty, staff and administrators (based on random samples, and IRB approved) conducted by the LSU SmokingWords tobacco education program indicates widespread support for a campus policy (see survey results) that eliminates cigarettes and secondhand smoke and further that the majority, especially non-smokers, support tobacco-free status (see survey results);

Whereas 25 percent of students and 30 percent of faculty/staff/administrators said they avoid areas on campus because of secondhand smoke;

Whereas the Louisiana Campaign for Tobacco-Free Living recommends “tobacco-free” status for Louisiana public colleges and reports that campuses that are “smoke-free” only see an increase in use of smokeless tobacco products among students;

Whereas LSU has a responsibility for educating students about the many unhealthy and economic results of using any tobacco product;

Whereas faculty/staff/administrators should acknowledge their responsibility to set a positive and healthy example for students;

Whereas all members of the campus community are still free to use tobacco products off campus unless restricted by the Louisiana Smoke-Free Air Act;

Whereas the FDA and the U.S. Surgeon General both support creating a tobacco-free generation (see supporting information);

And whereas the LSU campus contains a daycare center and a lab school that contains children and teens and a number of 17-year-old freshmen who cannot legally buy tobacco products and are the main target for the FDA efforts to create a tobacco-free generation;

And whereas health risks are well documented from use of any tobacco product (see supporting information);

And whereas nicotine is as addictive as heroin, cocaine and alcohol (see supporting information);

Be it resolved that the LSU policy should specifically eliminate any and all forms of tobacco, including but not limited to, cigarettes, cigars, pipes, water pipes (hookah), bidis (small, thin, hand-rolled cigarette imports), kreteks (sometimes referred to as clove cigarettes), smokeless tobacco, snuff, and chewing tobacco, as well as electronic cigarettes and any other product which is used to deliver nicotine by means of smoke or vapor.

Supporting Information

- More than 1,200 U.S. colleges and universities have smoke-free policies and furthermore that more than 800 of these institutions are 100 percent tobacco-free and the other LSU system college campuses have adopted tobacco-free status. (National Center for Tobacco Policy)

- The toll of tobacco in Louisiana includes 6,500 adult deaths annually, and the annual health care costs directly caused by smoking is \$1.47 billion. (Tobacco-Free Kids)

- Health risks associated with tobacco use, including the strongly addictive nature of nicotine, have been well documented for 50 years. (U.S. Surgeon General Reports, 1964-2014)

- E-cigarette experimentation and recent use doubled among U.S. middle and high school students during 2011–2012, resulting in an estimated 1.78 million students having ever used e-cigarettes as of 2012. Moreover, in 2012, an estimated 160,000 students who reported ever using e-cigarettes had never used conventional cigarettes. (CDC)

- The FDA has not approved e-cigarettes as smoking cessation product and is seeking the authority to regulate vapor products while joining with the U.S. Surgeon General and the Centers for Disease Control in calling for the creation of a tobacco-free generation. (FDA, Health and Human Services U.S. Surgeon General reports, CDC)

- The LSU campus contains a daycare center and a lab school that contains children and teens and a number of 17-year-old freshmen who cannot legally buy tobacco products and are the main target for the FDA efforts to create a tobacco-free generation.

Excerpts from a Faculty/Staff/Administrator survey, based on a random sample and conducted between Nov. 18 and Dec. 9, 2013, using Qualtrics online survey software. A total of 510 useable questionnaires were completed

Subject personally supports the campus becoming “tobacco-free.” Faculty 74% Staff 69% Administrators 74%
Subject avoids certain areas on campus to prevent exposure to secondhand smoke. Faculty 52% Staff 48% Administrators 33%

Subject currently has asthma, allergies to secondhand smoke or other breathing problems. Faculty 30% Staff 30% Administrators 30%
 Subject is concerned about health consequences of being exposed to secondhand smoke on campus (agree/strongly agree) Faculty 70% Staff 63% Administrators 74%
 LSU should join SEC universities with “tobacco-free” policies: Faculty 75% Staff 68% Administrators 67%
 LSU should join other Louisiana campuses that have “tobacco-free” policies: Faculty 75% Staff 71% Administrators 74%

Based on 510 responses.

Based on 412 undergraduates and 78 graduate/professional students

Judith Sylvester comments

She has had a tobacco education program founded from a grant from the Board of Regents Health Excellence grant in 2000. For 14 years she has been studying the issues of particularly students and tobacco products, but she has also during that time taken the temperature of the full campus in terms of finding out the scope of the problems. She is on the campus committee and is co-chair and her part of the committee is the best practices committee. That is involved. This committee is as representative as they could make it of the campus constituency. They have had lively debates about a lot of this. There is not full agreement on anything, other than the fact that they feel quite strongly that we are mandated to have a smoke-free outdoor policy in effect by August 1 of this year. The committee is very close to having finished up the work that they need to do to produce a policy that is going to be recommended to the president. This was at his request and he asked A.G. Monaco to set up a committee and he appointed the committee to make sure that it was as representative as possible. They have students, staff, faculty, student health services, student residential life. Kurt Keppler is chair of the committee. This body currently has asked that we do result in some kind of vote on this. Every other body has voted on this and our group has not. That is why she is bringing forth this resolution. She had a PowerPoint presentation to show.

Motion to move into discussion by Charles Delzell seconded by Fereydoun Aghazadeh

Vote to move into discussion unanimous.

Judith Sylvester

She showed supporting evidence, including the survey she did. She classified people by smoking level in the survey question. The students consider themselves social not addicted smokers. The survey showed never smoked for faculty to be at 70% for faculty, 62% for staff, 67% for administrators, and 62% for students. By far the vast majority of people on this campus do not use tobacco products. They are affected very single day by the 30% who do. They asked about whether LSU should join the other SEC universities in tobacco free policies and gradually every SEC school is considering these policies or has already had them. University of Kentucky has had one for 5 years. The faculty was more supportive of this than staff and administrators, vast majority agreed with that. For whether we should join the other LSU campuses on tobacco free policies, the numbers were 75%, 71% and 74%. On the faculty and staff and administrator surveys she was not a clear on smoke-free and tobacco free and the committee discussed this issue. She did clarify it more for the student survey. All of the other campuses in this state have tobacco free policies and that is why this resolution is written this way. For tobacco free, 74% personally support it among faculty. For the, avoid certain areas on campus question, 52% of the faculty said they did avoid certain areas. This is big issue for smoking cigarettes, but those e-cigarettes are going to end up being just as big a problem if they are not included in our policy. Currently the asthma/allergy issue is at 30% in the survey, pretty much across the board are very sensitive to second hand smoke. She has been getting a lot of complaints about e-cigarettes and the hand held hookahs. They have been showing up in classrooms, which is a violation of our indoor policy. For the question about concern about health and consequences, 70% of the faculty is concerned with being exposed to second hand smoke. For environmental concerns 85% of the faculty said that litter caused by smoking detracts from the appearance of our campus. For the question regarding colleges and universities should enforce compliance in non smoking areas, she knows there are question about enforcement, she is telling us that the intent is to enforce it, not punitively, but positively enforced. There will be smoking cessation programs available to provide support. They do not expect perfection on day one and she hopes they will come out of this with an ongoing task force that can review things as the science on this issue changes or as problems crop up, just to handle any kind of issues that show up.

She cannot guarantee that will happen. It takes a lot longer for cigarettes to kill you compared to other causes of death as a consequence in our society we do not get all that excited about cigarette deaths. We have one of the lowest tobacco sales taxes in the nation, so all of that \$1.4 billion for care is coming out of our budgets. The FDA has launched its first public campaign to reduce tobacco use. She was in a tobacco summit last Tuesday in New Orleans with some of the former surgeon generals and this is their big initiative to try to create a smoke-free generation and to be realistic about the costs to the nation if we do not prevent young people from smoking. The most recent report that came out in January also detailed some of the other additional health issues related to smoking and some of the costs involved with that. They are also finding that cigarettes now have more concentrations of nicotine in things that are addictive. The e-cigarettes are nothing but nicotine. The FDA has weighed in only in saying that they cannot be approved as smoking cessation devices. She does not personally see why anyone below the age of 20 should ever use them. Nicotine is more addictive than any drug that anyone cares about. We have to be compassionate. We deal with this on this campus. It is an addiction, but we deal with other addictions, so its time for us to deal with this one as well. E-cigarettes have more than doubled in use among middle and high school students in just the last year, which is concern for the students at the lab school.

Q&A Summary:

Senator

Most of your presentation is based on what we do know about cigarettes and he did a certain search online and it seems to be a little more of a different issue and subject to some question. He does not know the difference between e-cigarettes and something else related to smoking cessation. He would be a little bit more comfortable in addressing that concern.

Judith Sylvester

They have been under study by the FDA and there are pros and cons. They are better for adults that have been smoking a long time, They are better than them smoking at the level they have been smoking at. There is no evidence that it is good for anybody or any other person who is a non smoker and there is some evidence that it's a gateway that if they start smoking e-cigarettes and they cannot get them then they are going to go to the real thing. There is a difference smoke is going to go to your lungs and then to your blood and then to your brain. With nicotine devices it goes to your cheeks and it takes a little longer to get to the brain, which is a pro, except for people who are addicted and they will use it more and more to get that high that they get from cigarettes. That is out concern. She is all for the students on this. Students do not agree with her on this necessarily, but she feels we have to keep in mind the students and the fact that this is going to be a life-long burden for them if we don't step in and help them see the negative side of using any tobaccos related product.

Senator

She smoked until two years ago after 20 years of smoking. She now uses e-cigarettes. She does not think the body of research shows that e-cigarettes are equivalently bad for you as the tar from regular cigarettes. She would still be smoking if it was not for e-cigarettes. She has tried other forms of tobacco. She understands that they have been shown to be a gateway for those 17 and under but she does not think that it is a sizable enough proportion of our population. Considering how easily accessible alcohol is on campus and how unclean the air generally is in Baton Rouge and Louisiana as a whole.

Judith Sylvester

When we do our policies and what we have been looking at is including only FDA approved smoking cessation products, e-cigarettes are not, so that takes of them right there for us. The second thing is there is a real enforcement issue with this and the athletic department has recognized that and they disallowed e-cigarettes and regular cigarettes in the stadium because from a distance you cannot tell the differences between them vapors and smoke from distance. You run into the problem of going up to that person and saying you cannot smoke, but then saying e-cigarette I am sorry. What does that say to the students? You just cannot go there. We cannot have one set of rules for the faculty and staff and one set for the students. I am not going to get into the alcohol stuff. She does not care about that except that the alcohol is a big combination for smoking with younger people, so that will be her next battle. All she wants right now is to deal with this and to understand that we also have to consider FDA approval. Until the FDA makes some kind of ruling and they have asked for the authority to do this. She is upset that the FDA has not asked for the authority to regulate advertizing of e-cigarettes. They are everywhere and they are particularly aimed at young people. They have gotten much more affordable. The tobacco companies said that within 10 years they expect most of their revenues to be coming from e-cigarettes. It isn't going to be from you who cut down or quit it is going to be from those young people who are coming up.

Gundela Hachmann

She really appreciates the effort to make this campus a little bit healthier and safer for everybody. She is a little bit uncomfortable with one of her whereas clauses. You make very broad statements. In the 9th whereas, this would open the door to a number of other health issues, from a research point of view you could argue that this could be fat, sugar, body mass index, you name it. I am not sure we really have that responsibility. She would not want to take that responsibility for all our students. To a certain degree they are adults for the most part and individuals to make their own decisions just as faculty members, administrators and staff members make their own decisions. There is only so much that LSU can mandate them to do.

Judith Sylvester

I understand that. I had a number of students on my survey complain about seeing faculty and staff standing outside the building smoking. We do whether we like it or not, they see it, they observe it. She does expect this to become part of a greater effort to make this campus healthier which will tie it to some of these other areas you are talking about. We are not there yet, that is not where we are going with this right now. It is going to be what other people are concern about. Beyond that she feels like we do have some responsibility because if we don't do the enforcement in a punitive way, it will be up to everyone on this campus to enforce it. You are not going to be able to tell students and visitors and everyone else we have a smoke-free campus and tobacco free campus, if you are standing there smoking. It just is not going to work. She was not trying to say that everyone has to be a role model all the time, but she was saying that we are whether we choose to be or not. Just acknowledge it. She is not saying embrace it.

Kenneth Fasching-Varner

He was part of an initiative to be tobacco free at another campus, so he is not opposed to it at all. He does not care what people do to kill themselves, he does not want to be affected by it. He has a real problem with 7 of these whereas statements because it seems to get at judging other peoples behaviors and he doesn't know if the purpose of the smoke-free policy is to lecture people about their lifestyle choices. That seems inconsistent with what the state has asked institutions to do. It sets a bad example of being a moral authority in our language about it. It is simple, we are asked to develop a smoke-free policy, here is the smoke-free policy, let it be resolved. That is it. He does not see any point for a lot of these to make the point. Even the PowerPoint doesn't do much for him. He does not want to be in a position as, a faculty member, to tell other people how they should live their life. That is his, own personal take on it.

Senator

He knows some people who are trying to quit. He would support it if she got rid of all the moral clauses. He is still unclear about the difference between e-cigarettes and something else. You need to careful about the gateway argument. He remembered in his youth about the

prediction about him going to heroin, unlike Bill Clinton he inhaled. He would like to go with a safer track that would be supported by more of us.

Judith Sylvester

She understands totally where he is coming from. She is concerned about the younger people and what they are hearing from the tobacco companies and what the science is slowly showing. It just takes a long time to do this. In the meantime, you may not have been aware of this as I am since I have been studying this for so long, but about five years ago there was a large increase in hookahs being used in the residential hall and on campus. They had to step in and ban them for a number of health reasons. You can make an argument that they are safer but they are not totally safe. No product totally is safe. But the other people do not hear that part, they hear this is safer so therefore I can use it. Local stores have a number of little glass devices that would on vapor to form a mist, the real difference is combustible vs. non-combustible. What they are finding with e-cigarettes, is that there is still stuff in them, they are not regulated by the FDA and there is really no guarantee as to what is in it anymore than there is if you buy street heroin. She does not want to overstate it. She is not totally saying there would never be a time when we might want to include e-cigarettes or vapors as a smoking cessation device if the FDA approves it. It still comes back to if the FDA approves it.

Wes Harrison

Is the intention here to ban all tobacco products or tobacco use? If a ban you cannot be in possession of a cigarette or cigar.

Judith Sylvester

It is not like anyone is going to search anybody. The point is it cannot be publically used on this campus. We want to look at what we can enforce and there are things we cannot enforce. We know that, but we want to change the campus culture.

Wes Harrison

What about designated smoking areas?

Judith Sylvester

We talked about that and the Law School has one and she went over to observe. There are still butts everywhere. People come out and congregate right there under their eaves after classes and smoke, but they also sit out in front of the doors and drop their butts all around there. We looked at what it would cost to do that and facility service management said anything we did would have to be like the bus stop thing with the red roof tiles on them, \$5000 per area. Most of them do not see that as cost effective and facility services does not either. The other thing is at the best practice end of this, they talked to other universities about this and they said the best way to do this is to just go all the way. If you out the designated areas in it sends the message we are not really serious about this.

William Stickle

If you are going to have the policy if you don't enforce it you are just wasting all of our time. How many schools in the SEC and Louisiana have policies that are enforced vs. suggested? Do you have data on that?

Judith Sylvester

In the Sec the University of Missouri, University of Arkansas, University of Kentucky, and also Florida State University, Auburn are tobacco free mandated. University of Alabama is not. In this state Alexandria announced last week that they would be tobacco free on August 1 to comply with the law, Eunice already went tobacco free on January 1 and all of the Southern University system is tobacco free and they have been for over a year. It is working as best as it can on all these other universities. We are a bit bigger and we draw so many people her on athletic days. We all know we will do the best we can to try to change the campus culture. It is an SEC problem. I hope that the SEC will eventually step in a say we really need to make sure this is enforced on all these campuses. It is the way things are going.

Senator

This is a good thing to do for any number of reasons but we disagree on the reasons. We should drop the very specific moral tone in the whereas clauses and go straight to the be it resolved and then implement this policy as best we can.

Senator

I would like to make a suggestion. There is a s little phrase you can add to the Therefore which is 'the use of'.

Charles Delzell

About the students and their opinion, regarding the minutes of the student government from January 22nd, one of the members had a resolution not to have the campus go tobacco free and as I read the minutes that motion was adopted by 89%, was that correct?

Judith Sylvester

I do not know about the adoption, but it was smoke-free rather than tobacco free. That was because 8% of the students chew tobacco. They were objecting to taking their right away to chew on campus. The staff senate voted strongly for tobacco free. Their own committed voted last week 8 to 5 to be tobacco free. You are perfectly right about there being a lot of different reasons for this. We split along the lines of health reasons vs personal freedoms. We just disagree about that. She has been here 20 years and every single day she has been exposed to second hand smoke and originally indoors second hand smoke. She feels like she has some personal freedom not to be exposed to it anymore. Some of you may not work in areas that are as bad off as our area is. She cannot walk from her car to her building or building to

car without seeing at least one smoker. Cigarette butts are all over this campus on the ground. She estimated that 7,777 cigarettes are smoked on this campus every day, based on the data she had. Can she prove that, no.

Senator

He is in agreement with most of the sentiment, but he would be much more comfortable without the moral tone. He would be much more accepting of something that doesn't push our preferences.

Judith Sylvester

It seems that you do not want to be roll models.

Kenneth Fasching-Varner

It is important to distinguish what we are doing here which is we have been asked to create a smoke-free policy, we are developing a smoke-free policy and that is it. We do not want this moral demonizing language. Right now as is he would vote no and that would be sad because he thinks it is important to vote in favor.

Judith Sylvester

I am sorry. I do not mean to come across that way. My concern is with the students. We have to do whatever we can to help the students. She tried to make it as scientific as possible with the supporting data on this. There is still a lot of support on this campus, faculty amongst all of them who support us having the policy. We can certainly delete the clauses that you all find objectionable.

Kevin Cope

This is the first reading, so you can jot down suggestions and come back with a revised version for the next meeting.

Senator

In your resolution I suggest you addressed the arguments against e-cigarettes and another item.

Senator

It is important to really make a case for tobacco free rather than smoke-free. Tobacco free is the key term.

Kevin Cope

There was a very interesting point raised about the unhealthy conditions in many of the LSU buildings. If there is any colleague out there that would like to look into that in a systematic way or to make a resolution or meet with the executive committee about that he is sure they would receive a welcomed audience.

Senator Stickle moved to adjourn and it was seconded by all.

Adjourned at 5:31 PM