

**Faculty Senate Meeting Minutes**  
**Thursday, February 8, 2018**  
**Student Senate Room, LSU Student Union**



**Attendance**

*Faculty Senate Executive Committee members present:*

1. Ken McMillin (President, Animal Science)
2. Kevin Cope (Past President, English)
3. Joan King (Secretary, Food Science)
4. Gundela Hachmann (Member-at-Large, Foreign Languages )
5. Arend Van Gemmert (Member-at-Large, Kinesiology )
6. Aly Aly (Member-at-Large, Mechanical Engineering)
- 7.

Parliamentarian: Louay Mohammed

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

|    |   |   |    |   |   |    |   |   |
|----|---|---|----|---|---|----|---|---|
| 1  | X | William Adkins (Math/Sci)                   | 23 | X | Levent Dirikolu (Compar Biomed Sci/Vet)       | 45 | A | Niki Pace (Sea Grant)                     |
| 2  | P | Kwame Agyemang (Kinesiology/HSE)            | 24 | X | Brooks Ellwood (Geol and Geophys/Sci)         | 46 | P | Suresh Rai (Elect Eng/Eng)                |
| 3  |   | Fereydoun Aghazadeh (Mech Ind Eng/Eng)      | 25 | A | Kenny Fasching-Varner (Education/HSE)         | 47 |   | Laura Riggs (Vet Clinical Sci/Vet Sci)    |
| 4  | P | Priscilla Lily Allen (Social Work/HSE)      | 26 | X | Mette Garde (Physics/Sci)                     | 48 |   | Tracey Rizzuto (SHREWD/HSE)               |
| 5  |   | Austin Allen (Landscape Arch./AD)           | 27 | X | Gregory Griffin (Chem Eng/Eng)                | 49 | X | Michael Russo (LSU Libraries/HSS)         |
| 6  | X | Aly M. Aly (Civil Environ Eng/Eng)          | 28 | X | Gundela Hachmann (Foreign Lang Lit./HHS)      | 50 | X | Daniel Sheehy (Physics Astro/Sci)         |
| 7  |   | Paul Anderson (Foreign Language Lit./HSS)   | 29 | X | Kristen Healy (Entomology/Ag)                 | 51 | P | Gregory Sioles (Music/Music)              |
| 8  | P | Paula Arai (Philosophy & Relig Studies/HSS) | 30 |   | Aixin Hou (Environ. Studies/Coast and Envir.) | 52 | X | Carlos Slawson (Finance/Bus)              |
| 9  |   | Christopher Austin (Biological Sci/Sci)     | 31 | X | Paul Hrycaj (LSU Libraries/HSS)               | 53 | X | Andrew Sluyter (Geography/HSS)            |
| 10 | X | Maria Bampasidou (Ag Econ/Ag)               | 32 | P | Stuart Irvine (Religious Studies/HSS)         | 54 | X | Kevin Smith (Chemistry/Sci)               |
| 11 | X | Chris Barrett (English/HSS)                 | 33 |   | Brendan Karch (History/HSS)                   | 55 | X | Jared Soileau (Accounting/Business)       |
| 12 | X | Dorin Boldor (BAE/Eng)                      | 34 | X | Kyla Kazuschyk (Theater/)                     | 56 | X | Kristen Stair (Agricultural Education/Ag) |
| 13 | X | Brett Boutwell (Music/Music & Drama Arts)   | 35 |   | Yunjung Kim (COMD/HSS)                        | 57 |   | J. Brenton Stewart (Library Info Sci/HSE) |
| 14 |   | Areendam Chanda (Economics/Bus)             | 36 | X | Ingeborg Langohr (Pathbio Sci/Vet Med)        | 58 | X | Judith Sylvester (Mass Comm/Mass Com)     |
| 15 | X | Brett Collier (Wildlife Ecology/Ag)         | 37 |   | Keri Larson (Inform Sys Decision Sci/Bus)     | 59 | X | Jose Torres (Sociology/HSS)               |
| 16 | X | Christine Corcos (Law/Law Center)           | 38 |   | Elecia Lathon (Education/HSE)                 | 60 | A | Dottie Vaughn (Math/Sci)                  |
| 17 |   | Belinda Davis (Political Sci/HSS)           | 39 | X | Catherine Lemieux (Social Work/HSE)           | 61 |   | Wei-Hsung Wang (Entgy Stud/Sea Grant)     |
| 18 |   | Jeff Davis (Entomology/Ag)                  | 40 | X | Vince LiCata (Biology/Sci)                    | 62 | P | Muhammed Wahab (Mech Indust Eng/Eng)      |
| 19 | X | Charles Delzell (Math/Sci)                  | 41 |   | Kanchan Maiti (Coast Stud/Coast and Envir)    | 63 | X | Cathy Williams (Animal Science/Ag)        |
| 20 | X | John Devlin (Law/Law Center)                | 42 |   | Juan Martinez (Pathobio Sci/Vet Med)          | 64 | X | Hsiao-Chun Wu (Elect Eng/Eng)             |
| 21 | X | Rodrigo Diaz (Entomology/Ag)                | 43 | X | Bryan McCann (Comm Studies/HSS)               | 65 | P | Jianan Wu (Marketing/Business)            |
| 22 | X | Cyndi DiCarlo (Education/HSE)               | 44 | X | Pius Ngandu (French Studies/HSS)              | 66 | X | Donghui Zhang (Chemistry/Sci)             |

*Guests:*

|                 |              |          |                   |                |
|-----------------|--------------|----------|-------------------|----------------|
| Tom Glenn       | Jane Cassidy | Matt Lee | Kristen Hernandez | Joey Impastato |
| Retha Niedecken | Ryan Landry  |          |                   |                |

**Consideration of the Minutes from December 5, 2017**

Moved and seconded.

Approved unanimously with potential corrections.

President's Report

1. Ken McMillin updated the status of the Faculty Senate By-Law changes in the Faculty Adjudication Committee description. The Provost sent it to the General Counsel for review.
2. The By-Law changes for Faculty Senate Order of Business will be presented at this meeting for voting on March 12.
3. LSU Libraries has developed an Open Access Authors Fund to assist faculty in publishing in open access journals. The website is [www.lib.lsu.edu/service.oaf](http://www.lib.lsu.edu/service.oaf).
4. Coalition for Intercollegiate Athletics (COIA) steering committee vote
5. Mandi, Kevin, Ken meeting with Vice President for Finance and Administration Layzell on Auxiliary Services, revenue-generating units, Essential personnel determinations, leave and pay status, Categorization of policy statements, Mail and package delivery and notifications
6. The university from the Board of Supervisors down is looking at various aspects of risk assessment, including students, athletes, academics, information technology, and the health sciences center and for financial issues, they are looking at development, institutional advancement, international activities, human resources, facilities and the Health Science Center at Shreveport. This is so we can have a better idea of what our actual risks are versus what our perceived risks are, so we can better deal with risk

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management on the insurance premiums we pay and on the policies we have developed. It's anticipated they will be finished by summer.

7. The Faculty Senate Executive Committee (FSEC) corresponded with the registrar's office on allowing Doctor of Veterinary Medicine (DVM) graduates to wear purple doctoral gowns. Technically the Doctor of Veterinary Medicine is a professional degree, not technically a doctorate degree in the same sense that most of us have our Ph.Ds. or Eds. So we asked them for more information about how they would perceive that they would differentiate the DVMs from the other Ph.Ds. that get a degree in one of the three departments at Veterinary Sciences.
8. There is an electronic signature policy that has been drafted circulated to higher levels of administration so we will keep you apprised of that.
9. Ken McMillin was invited and attended the meeting with SEC Commissioner Greg Sankey and Faculty Athletic Council the end of this past month and as far as the academic side is concerned, we in pretty good shape as far as meeting all the aspects we should be meeting. We are meeting all of the performance criteria. This year we didn't have any teams that fell below their APR requirements. As far as athletics and the students doing what they are supposed to do we are in fairly good shape.
10. Ken McMillin and Kevin Cope met with Andrea Ballinger, Sandi Gillilan, and ITS staff on the Eastport student group and the demands that they have for computing capacity. They also talked about integrative some of the critical thinking and analytical reasoning that goes into these electronics games in some of our courses and curricula. Those of you who were doubtful initially actually there may be some merit in us looking at that in more detail because our concepts of games is not the same as some of these strategy games that some of you play and a lot of these gamers are actually involved in. It requires teamwork; it requires logical thinking, and hand-eye coordination. There are lots of skills involved that Ken McMillin hadn't even thought about. We will probably be giving more information about that in the future.
11. It has a general governance council and Suresh Rai is our faculty representative to that overall governance council for Information Technologies. They are also developing subgroups and Ken McMillin has submitted faculty nominees to ITS for the Research Technology subcommittee and to the Office of Academic Affairs for a Web Accessibility Task Force which is spearheaded by Associate Vice Provost Matt Lee. That is on a fairly fast time track because we need to be compliant with what the federal government tells us we need to be compliant with.
12. The lawsuit that Teresa Buchanan filed against four university employees after she was dismissed a year and one half ago was ruled in favor of the defendants which means that her case was dismissed, so she lost. There was a 79 page summary judgement, which is fairly unusual judgment when you rule for either the plaintiffs or the defendants. After reading through that Ken McMillin decided that and the legalese is just enough that maybe we should have some assistance. Some of you remember two years ago that Kevin Cope circulated an email saying that here are some things that faculty members need to keep in mind. You are entitled to representation with an administrator, if you get into trouble we have the Faculty Adjudication Committee, just some guidelines for faculty that we don't think about every day. Based upon this and the ruling in the Buchanan faculty lawsuit Ken McMillin decided that maybe there were some pertinent points in theirs such as free speech and academic freedom that would really guide us in what we do. Ken McMillin has asked a couple of the law professors on Faculty Senate to review it and it became apparent that we are not in agreement with AAUP and definitely some of our permanent memoranda that guide our development of policies are maybe not in sync with what they need to be either with the federal law of with the court ruling. We don't want a can and can't do because we don't want a code of conduct, but we do need some kind of guidance particularly as things change. As legal definitions and rulings change we need some guidance on academic freedom. In that process, some of us were under the assumption that the academic freedom policy that had been proposed and sent to academic affairs which was supposed to be PS- 120 all of a sudden has disappeared. Ken McMillin will speak with academic affairs to find out what happened to it and getting it revised so we will probably be using some of that as guidance for faculty members.
13. Early last fall we had a gender equity presentation in differentials in some colleges as far as male and female pay and with different ranks. We will actually have a detailed report in which HRM will work with a couple of professors and a graduate student. The professors are skilled in labor economics and analysis of salary data and HRM will cooperate with them. The data that we saw the presentation on is now three years old. They will compare that three year old data to current data, this year's data and the hope is that if it doesn't turn into a graduate students thesis or dissertation that it will still be of quality for publication in a peer review type journal. The goal is to have those type of analyses that factor in all of those things that the initial committee the University Counsel on Gender Equity tried, but to actually make it into substantive data so that we can build within the university and academic affairs and HRM can actually use the data without saying well this is a circumstance or this was differential aspect.
14. FSEC met three different times on LSU Faculty360 with ITS personnel and Transforming Solutions consultants on mapping of LSU Faculty 360. There is no requirement for you to fill out Faculty360 for your evaluation this year. However, your unit or your college may require you to that. It is going to revise LSU Faculty360 so that it is compliant with PS-36 and the guidelines for documentation of your professional career in PS-36. Then any extraneous things will have to go through pretty rigorous filter so all of the things that are in some of your requirements now such as putting in IUSBN numbers for journal articles , no, we are going to do our best to get back to the basics so that the data entry is as simplified as possible and our presumption is that if Transforming Solutions does what they should and what we want then we will be able to submit some kind of a file that it will translate and all we have to do is say well that is not quite the right slot. Those will be minimal aspects based upon what we have now.
15. The Faculty Senate Benefits Committee which is chaired by Stuart Irvine this year, explored issue of cash compensation for retiring faculty, particularly those on ORP, and unused sick leave. Right now the payment is 200 hour or 25 days which is in line with peer institutions, and decided to recommend no changes. This semester they are investigating sick leave and direct transfer of sick leave from one faculty member to another. When we started looking at parental leave/family leave proposed by the Council on Gender Equity we found out there were very strict state laws requiring use of leave, how leave is accrued, at what level, what rank, etc. An Ad hoc family leave task force has been established with Staff Senate, HRM, university administration, and faculty members to propose legislation that highly likely won't be passed this year. Usually bills like that they have to mull over for a year, but we will

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try to get those introduced this year so hopefully then we will have enough traction to get those passed so we can go ahead and look at family leave, sick leave and payments.

16. The Graduate School Task Force met and sent recommendations on Graduate School and College responsibilities and activities to the Provost. There will be a reorganization of the Graduate School, the sentiment of the task force and academic affairs is to have the colleges make most of the decisions and in some cases delegate to the actual departmental committees and have the graduate school become more a record keeping clearing house only for the highest budgetary decisions regarding graduate affairs. There has been a search committee that has been formed for Vice Provost of Graduate Studies and Global Engagement and that will include some of our international activities that have some academic aspects. That committee will meet for the first time on Monday.
17. At the Board of Supervisors meeting in Feb. Dr. Koubek introduced our Integrative Core Curriculum, the board approved the Honors College Ogden Academic Excellence Awards, a Ph.D. in Industrial Engineering, increase in stipend amount of College of Science Charles Edwards Coasts Undergraduate Award Scholarship, tax exempt status for Academic Programs in Italy which we have in conjunction with the University of Arkansas, coach separation and salary agreements, Honorary Degree to Rainer Weiss (LIGO, adjunct professor, MIT prof emeritus), and recognized of new Boyd Professor Susanne Brenner in Mathematics
18. The President's Task Force on Greek Affairs is finalizing recommendations. They seven to nine times since early fall. They are developing recommendations that are being considered. Most of what you have seen in the newspapers and on television is fairly accurate. They haven't arrived at any definite decisions. One of the most important aspects are that they are going to require the chapters to take a lot more responsibility for their actions and that includes having more detailed procedures on what they are going to do and how they are going to do it. Greek Affairs will be more of an auditing and checking body than a policing body. We want our young adults to develop some individual responsibility and actually have some peer pressure when they see their Greek peers not performing the way they should. The task force considered how we move them into a responsibility basis without punishing. Another aspect is the alumni of the chapters will become much more involved they will have to have an alumnus from the Baton Rouge area at every single function. Having adult alumni present will not only strengthen their ties with alumni but also reduced pressure on the activities they have. The recommendations should come out by the end of this month. One of the other things going on is the SEC had a meeting because even though we had an unfortunate incident realistically some of the Greek affairs are out of control on most campuses in some chapters. The SEC is having a meeting and we wanted to delay out recommendations to make sure that we have at least some consideration for what other SEC schools might be doing. Our rules might be paralleling some of those by Florida State.
19. The joint meeting of Association of Louisiana Faculty Senates and Louisiana Statewide Colleagues Collaborative is Feb. 17 and Kevin Cope is finalizing some of the agenda topics now. We will get that information to you in the next week or so.
20. We will be asking for the census of the faculty in another week or so, so we can conduct our Faculty Senate elections at the appropriate time this year and also our officer elections. Usually our officer elections are handled by a nominating committee made up of four of our retiring faculty senators. Ken McMillin will be asking some of the retiring senators to serve on that committee.
21. There is a search committee for the Director of Campus Planning in Facilities Services who will once hired, direct the campus master plan and also will coordinate the master plans of all the other campuses. In Finance and Administration there will be a person hired for property oversight.
22. Ken McMillin introduced the ombudsperson that the search committee selected, Ms. Retha Neidecken.

### *Q&A Summary:*

None.

### Introduction of University Ombudsperson Ms. Retha Neidecken

Her campus telephone number is 578-2483. She asked for suggestions for a room on campus. She went to Law School at Loyola in New Orleans, practiced for ten years at a banking firm and then in employment law. She worked exclusively with ERISA matters which is a federal statute regarding employee benefits and plans. She did that for 5 years. She lived a year in New Orleans one year after Katrina. She was then in San Antonio as an in house counsel for about five years. She initially worked with contracts but gradually did fewer contracts and worked more with HR matters. The HR department had a history of a lot of issues. Her husband was transferred to Ohio and they moved there. The job market was not good there so she volunteered with the local juvenile court and represented children who are neglected or abused. It was highly volatile and with lots of conflict. She did that for four years. Her husband retired and so they moved back south. Call her with any issues you want to discuss.

### *Q&A Summary:*

None.

### Initiatives and Direction of the LSU Foundation – Mr. Bryan Benchoff, LSU Foundation President and CEO and LSU Vice President of Institutional Advancement

He covered a presentation on Development Update and The LSU Campaign. He spoke about the Nicholson gateway with a Real Estate and Facilities Foundation. It is on track for building. They obtained a grocery store for the facilities. As a foundation they serve the mission of the university. He covered his background. This is his fourth stop in Higher Education. He started at West Virginia University, and then the University of South Dakota, then Ohio University until this position came up. They completed a successful campaign there. In his view LSU was well poised with recognition. He came away from the airport interview with his perceptions being right. He was invited back for an in person interview. He talked about a Bridging Blueprint for the capital campaign that started just as he came here. The campaign is

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over \$1 billion. They are in the silent stage. In the Blueprint there are three major opportunities, move from last place to among top few SEC institutions, grow academic philanthropy to more than \$100 million, and execute \$1.5 billion campaign including all of LSU. They started two years ago to overhaul the Alumni Giving participation. They increased donors more than 3,000. Now we are in the median of all SEC schools for alumni giving at 11.3% in fiscal year 2017. They started crowd funding at Launch LSU. Annually they raised \$58.7 million in 2017, statewide was \$154 million. Gifts to the LSU Foundation grew more than 134 % in dollars raised. First time donors were 4585 with 80% at \$250 or less. They obtained Cambridge Associates as a dedicated Outsourced Chief Investment Office (OCIO) for endowment funds. The endowment over a 5 year period was \$76.8 million; in 2017 it was \$16.7 million. The endowment includes 67 chairs, 608 professorships at \$236 million total donor funds and state matching funds. We are in the capital campaign and gearing up for public launch in February 2019. Next spring they will look at a faculty and staff campaign. All eight campuses will be involved. They are about to wrap up a feasibility study. The Strategic Plan 2025 set forth initiatives with 93 business plans submitted by colleges for what are institutional and college priorities. Together they will sort through that to determine campaign priorities.

### **Q&A Summary:**

Joan King

Why is there a silent phase and how does the public phase begin?

Bryan Benchoff

The silent phase is get ready get set, public is for public consumption. You don't want to go public until you have secured lead gifts and determined capacity. You need to build out the volunteer structure, the technology, the travel, and the visits before you go out to the public.

Ken McMillin

The more he meets with foundation persons he is more impressed. They have a vision and a plan for the campus. The foundation board members are not just content to be on the board but are doing stuff. We are hitting on all gears now.

Bryan Benchoff

It's the university's and college's campaign not the foundation's campaign. It's about what those dollars can cause to happen. This will be to serve LSU over the long hall. They get people to give the first gift and then try to get them to give more in the future.

Dorin Boldor

What are the rules regarding crowd funding? How does it work?

Bryan Benchoff

It is live. If you go to the site it will show you how to maneuver. Feel free to call here for our annual fund department.

Dorin Boldor

Students can talk about their projects?

Bryan Benchoff

There is a vetting process for crowd funding initiatives. They need to make sure it is not something vague. Crowd funding is new. He has never seen an institution, the university leadership and foundation board as competitive in professionalizing and growing our capacity for what we need to do.

Judith Sylvester

How are you coordinating with the LSU Athletic Foundation? Is this including other campuses?

Bryan Benchoff

It includes other campuses with his counterparts with their leadership, Alumni Foundation, Tiger Athletic Foundation. The willingness to share information is easy to say and it's not actually easy to do it. They are, we are doing it. We need to bring the resources, expertise and training, the research to do it. This is truly all in.

Ken McMillin

Knowing how some health sciences foundations have worked in a silo in the past and the lack of foundation at some of the smaller campuses of the system, he is amazed at how all of them are cooperating. We are LSU and what helps one of us helps all of us.

Bryan Benchoff

He wondered in the interview if this was real, the talk of all things LSU under one umbrella. Every day it's validated, it's not a ploy

Arend Van Gemmert

He is confused with the crowd funding site. One of the messages is faculty should not go after donors themselves. Are there checks and balances there?

Bryan Benchoff

The crowd funding model is designed for those annual gifts. They are not taking certain donors and saying here you go, that's who we are pushing. We are asking anyone who comes through the crowd funding platform that they would use their contacts, their friends, their

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acquaintances to secure those kinds of gifts. We do and must coordinate with the colleges and Tiger Athletic Foundation for those more major size donations. Before it didn't work because there wasn't collaboration or the technology, the database, the ability to track and manage it. We have it now.

Paul Hrycaj

Do have in place a plan for indicating what the foundations do for the faculty? Is there something in place to regularly touch base with what happened?

Bryan Benchoff

When we do the Faculty and Staff campaign that will be part of our communication strategy. You are all one of our audiences. It's part of our communication plan that we start to tell the story. In many places there is a propensity of a void of information regarding foundations. What they do, how they do it why they do it. He wants the faculty and staff to know and understand what is going on so we can all tell that story as well. We have not invested in a communication strategy in the past. If there are ways that he or the foundation can do it, let him know if there are opportunities.

Mett Garde

Is the foundation in touch with anyone at the legislature or the governor's office or even with your experience, is the legislature going to think that now LSU can fund themselves? Or is it a success fosters success situation?

Bryan Benchoff

He does not deal with legislative matters. He suggests foundations do not get into the political fray. He relies on the President and Strategic Communications and others to relay the message about LSU. They need to help the legislature and governor understand this isn't a replacement. He calls philanthropy the margin of excellence. It isn't a replacement for, it's on top of.

Ken McMillin

Regarding the silent phase, you have to have things that donors want to give for. We have not in the past had an overarching plan. Now we do and it fits into the strategic plan and goals of the university. You don't want to shut off the donors we have now and make them wait for two years.

Bryan Benchoff

In previous stops and multiple campaigns before, he has never been at an institution that went through a strategic planning process that went down through all levels. We can't just ask for money for the project du jour. This goes well beyond the day to day, hand to mouth kind of funding. They want to see the vision from the college.

Ken McMillin

A lot of those dollars do come in earmarked for a purpose, so we cannot say give is money for our purpose. A lot of it is dedicated.

Bryan Benchoff

Of the money, 97% is dedicated funds.

Aly Aly

Is it possible to do business through the office of research? Can we look at how to bring them here not only for a donation but to work with the faculty?

Bryan Benchoff

He left the College of Engineering for a Chevron ribbon cutting ceremony for their academic center. Chevron gave an \$850,000 check. It's about the faculty working with that company, internships, and recruits. They have over 600 LSU alumni as employees worldwide. To cause that to happen it is faculty, department chairs and deans that actually have a relationship. They view it as an investment from Chevron. They have 182 partnerships with universities, and LSU is in the top ten because faculty members and students deliver. We have never had a foundation corporation relationship. It's time to bring those relationships into philanthropy as well.

Ken McMillin

There will be noticeable changes in development officers in each college as far as training, how they approach donors and the overall coordination that is coming out of the foundation office.

Bryan Benchoff

They are launching their training program this spring for front line development folks and the other folks too, the donor relations services.

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### Old Business

#### Proposed Changes to Faculty Senate Bylaws for February 8, 2018 vote

(new text in red font; text to be deleted shown with ~~strikeout~~)

#### Faculty Adjudication Committee

##### Definitions

1. ~~The adjudication process provides for actions to address disputes through formal clarification and evaluation of the issues surrounding the complaint and information obtained during any investigations of the complaint for those disputes have not been resolved through reasoned discussions and decisions of the involved parties and/or the University Ombudsperson.~~
2. A ~~grievance is a complaint or claim that there has been unfair or unequal treatment by reason of an act or condition which is contrary to established University policy and procedure governing the employer-employee relationships, or that there has been a violation, misinterpretation, or inequitable application of University employment policy~~ “complaint” is any action or decision that a faculty member feels has adversely affected his or her professional capacity as an LSU employee that appears to have occurred or been decided unfairly, improperly, or in violation of University policy or has caused hostile or intolerable work conditions. The complaint will be considered a grievance when the Adjudication Committee agrees to accept the complaint as a grievance and begin committee activities on the complaint. Misapplications of University policies, but not dissatisfaction with existing University policies, may be considered as grievances. Violations of academic freedom, negative evaluations not based on objective criteria, salary decisions indicative of a pattern of poor administrative judgments, perpetuation of unsafe or hostile work environments, continuing intolerable conditions, and continuing behavior or conduct unbecoming a faculty member may be considered as grievances. Actions or decisions that may not be considered grievances are those that are encompassed by specific University policies, including, but not limited to sexual harassment; discrimination based on race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability or status as a disabled veteran or a veteran of the Vietnam era; or procedures associated with appointment, tenure or promotion decisions. The committee shall not hear appeals arising from the dismissal for cause of a tenured faculty member, after due process as outlined in PS-104.
3. The definition of the term, “faculty member,” as used by this committee, shall be the definition provided in Section 1-2.2 A, Bylaws and Regulations of the Board of Supervisors.

##### Charges

The Faculty Adjudication Committee shall ~~have the authority:~~

1. ~~adhere to the Faculty Adjudication Committee guidelines established by the Faculty Senate Executive Committee and the Vice President and Provost,~~
2. ~~to~~ hear all complaints of faculty members relating to salary, promotion, non-reappointment, tenure, and allegations of other unfair treatment, ~~hostile environments, or improper implementation of University policy.~~ Any allegation of unfair treatment can become a grievance, but the Adjudication Committee cannot substitute its judgment for an academic judgment made in a fair and reasonable manner, according to University policies and evaluative procedures. ~~The Adjudication Committee can advise administrators on redress and alterations of decisions when it is judged that~~ it may determine, however, that such an academic judgment has been unfairly made or hopelessly sufficiently corrupted by bad practices or procedures and is, therefore, ~~improper or invalid;~~
3. ~~to~~ decide whether or not the facts of a faculty petition merit a detailed investigation;
4. ~~to~~ ~~accept a complaint as a grievance and~~ conduct an investigation when it appears to be warranted ~~based upon the information on the situation provided to the committee;~~
5. ~~to~~ seek to bring about a settlement, if this appears to be possible, ~~among the involved parties with or without a formal investigation of the situation;~~
6. ~~to~~ report its findings and recommendations, if the case is found to have merit, but a settlement cannot be effected. Copies of these findings will be sent to all parties involved in the investigation, and in a case which requires administrative assistance, copies will be sent to the LSU administration and to the ~~Executive Committee of the Faculty Senate~~ ~~Executive Committee.~~ If the findings indicate that the grievance complaint ~~is not justified~~ ~~does not merit an investigation,~~ the committee’s ~~findings report~~ shall only be communicated to the petitioner ~~and Faculty Senate President where the grievance has gone no further than to the committee. Where~~ ~~When~~ the case has ~~gone further than to the committee~~ ~~been considered by the committee,~~ the committee’s ~~report of findings and recommendations~~ shall be communicated to ~~the petitioner~~ ~~all parties,~~ and to all levels of administration which have been involved in the case;
7. ~~to~~ keep confidential all ~~complaints,~~ grievances and findings of the committee relative to ~~complaint and~~ grievance petitions. ~~Parties to a complaint or grievance will be protected from retaliation of any form.~~

##### Membership

Nine tenured faculty members; three members elected each year by the Senate ~~to serve a 3 year term.~~ The Committee on Committees shall nominate six ~~or more~~ persons for the three positions. Additional nominations may be made from the floor of the Senate. The three persons who receive the largest number of votes shall be elected. The fourth person shall be an alternate. If a replacement is needed for a member unable to serve out a full term, the alternate shall serve. Chairs and heads of departments, deans, and directors are ineligible. ~~The Committee at the beginning of each academic year will elect a Chair-elect who will succeed the Chair the next academic year, and the Chair will become the Past Chair, who will not serve on the Committee if the term has expired. Committee members may only be elected and serve for two consecutive 3-year terms. The committee will meet within the first month of each semester to review the operating guidelines and on a regular basis to discuss pending complaints or accepted grievances.~~

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Ken McMillin

We did previously change the name of the grievance committee to the faculty adjudication committee. The goal of that change was to move beyond only procedural and policy violations that faculty may have found themselves up against to actually resolve some of the difficulties. One of the contexts was in that point in time we did not have an ombudsperson and in fact there was not even a push at that time to have an ombudsperson. They will actually dovetail with some of the adjudication assignments and our goal is that faculty will now have two recourses when they have a hostile environment dispute or whatever. They will be able to choose to come directly to the faculty adjudication committee or they can go to the ombudsperson, it will actually be their choice instead of really not having any mechanism for items like assigned space, or other unpleasant work conditions. We can get these issues solved without having to go through legal routes. Obviously there are some things like when you have a Title IX or discrimination; there are separate university policies for that. Those will go directly through the channels. The Faculty Adjudication Committee is not empowered to hear those issues. The operating procedures are that they will first hear a complaint, they will reply with a request for information; the committee will determine if they need more evidence and want to actually turn this into a grievance. We define what a complaint is versus when the committee will take action on what is a grievance. The committee will decide how they gather information, what they do with the information, and the reports that they give back. If they find that there is no basis for this grievance then only the faculty senate president and the people involved in the grievance will be given the report of the committee. If in fact there is a recommendation that changes should be made then it will go all the way up to the Provost's and President's offices. We have very strict guidelines for the committee to follow that if you have a complaint one of the first. At the current time there has been some confusion and it's been up to the grievance committee's chair as to yes your case is valid or not. We are trying to eliminate that so at least there's a hearing among the committee as to is this valid enough for us to consider and can it be adjudicated in some aspects. At any point in time the committee is empowered to try to resolve the differences without going any further in the process. Hopefully this will move us to more self-governance in some of our faculty disputes.

Moved into discussion.

### ***Q&A Summary:***

Cynthia DiCarlo

Concern with item number 6 as it relates to the report in regards to confidentiality of student information. Can the report have student names be stricken out?

Ken McMillin

If students are involved, the adjudication committee will be working with the dean of students. Technically we are not empowered to deal with those resolutions of those kinds of disputes, faculty member and students. There are student affairs committees for that.

John Devlin

He wanted to add a friendly amendment at the end saying "subject to applicable laws and regulations involving student confidentiality". Does that satisfy?

Ken McMillin

Absolutely.

Charles Delzell

You could talk to Robert Doolos, who is our FERPA boss here. He would know if it's okay to know student information.

Ken McMillin

In most cases the adjudication committee would only be able to say we can't, we really need talk to student affairs. The if the Dean of Students would decide this is strictly a faculty matter then what you brought up would definitely come into play. The adjudication committee would have to follow the FERPA guidelines.

Kevin Cope

If this policy is invoked there could be a case where the faculty member would be bringing a complaint about someone and then any material pertaining to students would be brought forth by the students or the administration both of whom would be governed by FERPA and the other applicable regulations de facto.

Ken McMillin

He asked John to restate his motion.

John Devlin

"In all cases distribution of student information will be subject to applicable statutes and university regulations".

Motion to change language moved and seconded. Vote: Unanimously approved.

Senator

At the very top is has the committee as a resource both after both recent discussions and decision have failed or something that will not be solved by way of the university ombudsperson. That outlines two methods of mediation in the university but HRM also offers and AAUP.

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Thinking from the perspective of person seeking mediation or some sort of adjudication, a person would be choosing between what are actually a variety of options so there might be a way we can work in another entity that the university can provide these types of services. Is this committee a place that a person would go to after HRM mediation has failed?

Ken McMillin

The reason for expanding the adjudication committee's scope it is because HRM has been involved in some personal disputes that really do not relate to their function as HRM. That's one of the reasons why we decided to expand. Once you go to HRM you have very definitive and procedural guidelines, they can't just say the case is settled. It has to go to other levels and higher administration. What this tries to do is not get to the HRM level unless it actually causes harm or discomfort to the parties involved like sexual harassment for which we have definite guidelines and you go immediately to HRM and make the report. In the committee guidelines that is very clearly spelled out as to what the committee has to do at any point in time. Our new ombudsperson is well versed in those. First the faculty member goes to the ombudsperson and they say this is more of an adjudication process or can't resolve the dispute. Then it could be an appeal type aspect where the ombudsperson couldn't resolve the situation, now the person is going to see if the faculty committee can investigate further, gather more facts and adjudicate the case. Or if the faculty member goes to the adjudication committee first, the first question is, have you seen the ombudsperson. That is not a requisite for them to have a hearing before the adjudication committee. It is just a question of have you visited with them and have you had a resolution or not, not you have to do that first. That is why we are saying there are two immediate courses of action that a maligned faculty member can actually pursue.

Senator

He doesn't think the notion of HRM as the last resort is necessarily something that is understood across units he is familiar with. There were at least a couple cases where HRM was a first report. Maybe we need to make that message clear to department chairs.

Ken McMillin

One of the goals is that there has to be more due process and more fair hearing of all sides than there has been sometimes in the past. HRM is anxious for us to have this adjudication committee as we are, for them not to hear every little petty dispute.

Chris Barrett

Point 7 under charges has the proposed text that "Parties to a complaint or grievance will be protected from retaliation of any form." Is there an enforcement mechanism for that?

Ken McMillin

Through the Provost's office, yes.

Chris Barrett

So that need not be added to definition point 2, list of items considered grievances, retaliation?

Ken McMillin

I guess we can put that policy statement in, but that's in several of the policy statements in the university. Different committees have decided I guess that retaliation brings a different level of dispute.

Jane Cassidy

You are right. There are many ways to file an appeal with academic affairs.

Ken McMillin

They didn't want overburden our bylaws to put to many specifics that would have to be changed later. Retha and Ken both agreed on and HRM and the VP of Finance and Administration is that we have to have some degree of organization of our policies rather than we have a new policy and it's just the next number in line. Obviously we don't want to change our bylaws all the time.

Jane Cassidy

They talked about having sessions for faculty on ombudsperson's role and what HRMs role is. People are interested in findings out how you negotiate that on campus.

Ken McMillin

That will also fit with once we get some guidelines for faculty, then that will also include here is where the ombudsperson is and how to connect with them and here is the chair of the faculty senate adjudication committee and here's that information. We think with all these things going on we will just move the process forward and not get into the pretentious state that faculty issues have gotten to before.

Judith Sylvester

She had a style issue for after 7 and after membership there is non-tenured faculty members with three and three spelled out and you have six later and its spelled out. But then you have in red a 3 year term. It's not hyphenated and then it is hyphenated. She moves to write them all out as the word three.

Vote on motion: Unanimously approved.



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Christine Corcos

It is not clear what things would be consider a grievance as opposed to things that would be excluded. For example perpetuation of unsafe and hostile work environment, Hostile work environment could actually fall under title IX.

Ken McMillin

It could, but it might not. For example technically speaking the university is not covered by OSHA regulations; otherwise we would have an elevator in every building that's a public building. For those types of things the university sets its own guidelines according to the state statues instead of federal law.

Christine Corcos

In what way would that constitute a hostile work environment?

Ken McMillin

Look at it this way, every time it rains my building floods so as a results we cannot house graduate students or equipment down there and that is not an unsafe but it's a hostile environment. That doesn't fit into a Title IX or any kind of an OSHA requirement except it is an unpleasant work condition.

Christine Corcos

That's not the ordinary understanding of the hostile environment.

Ken McMillin

These were just examples. We want the adjudication committee to be able hear any complaint that a faculty member could have and then the committee can then send it to the correct place. These are more of examples than they are absolutes.

Christine Corcos

So you expect the committee to do triage.

Ken McMillin

If we elect the right committee members then yes we could do that really well.

John Devlin

The concern here is that the phrase 'hostile work environment' has a specific understood meaning which is very narrow and very specific. Would it be closer to what you're getting at to say something like substandard working conditions or inappropriate working conditions?

Christine Corcos

You have 'unsafe' here.

John Devlin

He thinks the problem is the phrase is a little misleading.

Gundela Hachmann

Hostile can be lots of different things. Bullying can create a hostile work environment and it does not need to be necessarily sexual in nature. That could be one factor. Substance abuse can cause a hostile work environment for several employees. The phrase even in the meaning you imply is right in the place of this.

Ken McMillin

The reason that wording is in there is because he has two faculty members who work in hostile environments and the department chairs will not do anything and the dean always supports the department chair. So we need a mechanism for faculty to get a different opinion.

Christine Corcos

We understand what you are saying. It hasn't been particularly.

John Devlin

How about a parenthetical afterwards that says broadly understood, hostile work environment broadly defined or something like that. He is concerned that the language in the future will be read to be narrower than is presently intended.

Ken McMillin

Does anybody have a good wording to replace hostile work environment?

John Devlin

Change to hostile or inappropriate work environment, so as not to have the standard phrase in there.

Christine Corcos

You have the word intolerable.

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Ken McMillin

His particular experience of the basement always flooding is getting to be intolerable.

Christine Corcos

You have the word hazardous.

Ken McMillin

Hazardous has specific meaning too. Why don't we put unsuitable work environments parentheses such as unsafe, hostile, inappropriate, unsuitable?

John Devlin

That would help.

Motion to change wording moved and seconded.

Charles Delzell

He stated the definition of hostile work environment. It's not created by natural environment or the building crumbling or some wild animal coming in. It has to be a co-worker or your boss.

Ken McMillin

The revised wording we are considering will take that into consideration.

Senator

So the problem is the current wording is not general enough?

John Devlin

Yes, correct or subject to a reading that might be narrower. We are just clarifying the wording.

Ken McMillin

So we are saying something like 'perpetuation of work conditions such as unsafe, hostile, inappropriate, unsuitable, substandard conditions that have not been resolved.

Vote on Motion: approved unanimously

Gundela Hachmann

Jane Cassidy brought up training about these procedures. It would be good to inform faculty about the options. It is particularly important for chairs and directors because usually those are the first people you contact. Which is not to say chairs and directors are the ones who are solving everything, but she thinks it would be good if they could inform faculty that those are your options?

Vote: on bylaw change: Unanimously approved.

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**Second reading, Resolution 17-08, "Implementation of University Lactation Policy and Procedures", Sponsored by the Faculty Senate Executive Committee on behalf of the LSU Staff Senate**

Read by Ken McMillin

### LSU A&M Faculty Senate Resolution 17-08

#### Implementation of University Lactation Policy and Procedures

*Sponsored by Faculty Senate Executive Committee  
on behalf of the LSU Staff Senate*

**Whereas** Louisiana State University does not currently have an official lactation policy that provides employees and visitors with a private place and reasonable break time to express breast milk; and

**Whereas** Section 7(r) of the Fair Labor Standards Act effective March 23, 2010, requires employers to provide a reasonable break time for an employee to express breast milk and a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public for lactation; and

**Whereas** Louisiana State University lacks an online resource that provides employees, students, and visitors with information on available and appropriate locations throughout campus for lactation purposes; and

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**Whereas** Pennington Biomedical Research Center as a Louisiana State University campus provides an official policy for employees who are breastfeeding; and

**Whereas** national universities including University of Alabama, University of Mississippi, Texas A&M University, University of North Carolina-Charlotte, University of Connecticut, Brown University, University of Georgia, Mississippi State University and the University of Florida have policies and resources for lactation;

**Therefore be it resolved** that the Faculty Senate requests that LSU Administration, with adequate staff and faculty representation, establish an appropriate lactation policy for LSU employees, appropriate campus locations that meet the Section 7(r) Fair Labor Standards Act requirements, and an online resource that provides employees, students, and visitors with information on available and appropriate locations on campus for lactation purposes.

### Proposed Lactation Policy Staff Senate Draft revised November, 2017

#### PURPOSE

To define the guidelines associated with breastfeeding and lactation accommodations in the workplace. This policy meets all minimum federal and state law requirements.

#### GENERAL POLICY

Reasonable break time (as defined by the Fair Labor Standards Act) will be provided for an employee to express breast milk for her nursing child. A dedicated private location with reasonable access, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public will be provided.

#### APPLICABILITY

LSU faculty, staff, students, and visitors are allowed to use designated lactation areas.

#### EXPRESSION OF MILK

Expression of milk is defined as the initiation of lactation, by manual or mechanical means.

#### BREAK PERIODS

Employees should provide reasonable notice to their supervisors of the intent to take lactation breaks. The supervisor shall provide the employee with a reasonable rest period to express milk. A reasonable rest period is not less than 30 minutes during each 4-hour work period. A supervisor and employee will work together to create a work schedule that both accommodates the mother's need to express milk and work activities, including more frequent intervals with shorter time periods, if needed.

#### LACTATION AREA

Lactation areas are provided that include a lockable door, work surface and chair, conveniently placed electrical outlets, and signage to indicate when the room is in use. Users will need to supply their own pumps and other necessary items. Locations of lactation areas can be obtained by visiting (links).

#### STORAGE OF EXPRESSED MILK

The employee may bring a cooler or other container to the workplace for storage of expressed milk. The supervisor will ensure that there is adequate space in the work area to accommodate the cooler. If possible, the supervisor will allow the employee access to refrigeration for storage of the properly labeled expressed milk.

#### DISAGREEMENT RESOLUTION

Disagreements between the lactating employee and her supervisor or coworkers will be discussed with the University Ombudsperson before Human Resource Management becomes involved for policy disputes.

Moved into discussion.

#### *Q&A Summary:*

John Devlin

What is the difference between the proposed wordings? Is this being incorporated into the document by reference?

Ken McMillin

That is being worked on with staff and two faculty representatives, members of the Gender Equity Committee and HRM. We have to work with Tammy Millican in facility services, because it's not realistic to have a lactation room in every single building so there might be several centralized rooms. Then part of the procedure that will actually become part of the policy itself, is that the employee and their supervisor are going to work out when and how frequent and actually implement the policy on an individual basis as much as possible. We have to pass this resolution because it will be done anyways.

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John Devlin

The ultimate policy will be something like this resolution?

Ken McMillin

The policy will be like the resolution but more specific. Right now we don't have any designated places.

Vote on Resolution: Unanimously approved.

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### New Business

Proposal to change Order of Business in Bylaws Article III. Order of Business  
(new text in red font; text to be deleted shown with ~~strikeout~~)

Article III. Order of Business

1. Distribution of list of members for determining attendance.
  - i. Each member, and/or proxy shall register attendance.
  - ii. Alternate representatives shall be indicated in the minutes.
  - iii. This register shall be filed with the records of the meeting.
2. Recognition of individuals for public comments.
- ~~2.~~ 3. Approval or revision of minutes.
- ~~3.~~ 4. President's report.
4. 5. Committee reports.
- ~~5.~~ 6. Agenda business item.
- ~~6.~~ 7. Introduction of new business.

It is intended that public comments may be made (1) when they relate to a matter on the agenda and (2) when individuals desiring to make public comments have registered at least one hour prior to the meeting by emailing facsenatepres@lsu.edu or by calling 225-578-3438. When registering, individuals should identify themselves; the group they are representing, if appropriate; and the topic on which they would like to comment. In order to ensure that the meeting is conducted in an efficient manner, each individual will be limited to 3 minutes for their public comments and the President reserves the right to limit the total number of public comments if necessary.

### Q&A Summary:

Ken McMillin

He went over the change in bylaws for order of business at faculty senate meetings. He explained that we should have been allowing public comments on agenda items as a public body throughout our history. This will bring us into compliance with what is actually state law as far as public bodies. The reason we are a public body is because we are constituted in the Board of Supervisor Bylaws. The last statement will not be in the bylaws it is just for you to know how public comments will be done. We can limit how long people can talk so they won't filibuster. It will be listed on our agenda each time but will not become a part of our bylaws.

Moved into discussion.

Judith Sylvester

You are recognizing them on number 2, but does that mean they can only talk about something later, not something that they just want to bring before the body?

Ken McMillin

They have to talk on an agenda item. The usual procedure is they talk at the beginning of the meeting, not during the meeting unless the chair specifically allows that.

Judith Sylvester

That may be cumbersome to follow. You may not be talking about something they actually want to talk about, until five or six items later.

Ken McMillin

If you don't do it that way then it's hard to have a set order. He debated about whether we should just not have an order of business, but that's not very good organizational practice.

Joan King

It's no different from what the Board of Supervisors has done.

Judith Sylvester

She just thinks it needs to be clearer that it has to be about some business before the senate.

Ken McMillin

On the agenda it will be intended that it's for public comments. You are allowed to speak only when recognized.

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John Devlin

Would it be okay to add the words recognition of individuals for public comments on agenda items? Requested as a friendly amendment.

Moved and seconded.

Charles Delzell

There is another article in our bylaws Article I of the bylaws on meetings. It says meetings of the senate will be open to the public but only members of the council and invited guests will be eligible to speak at the faculty senate meetings. Do we need to revise that sentence?

Ken McMillin

Number three says the president and the executive committee of the senate and/or the senators by majority vote is authorized to invite guests to speak or to testify about matters that the senate is considering.

Charles Delzell

What about uninvited guests?

Ken McMillin

They have the first three minutes at the start of the meeting.

Charles Delzell

Article I permits that. It says only if he is invited to speak.

Arend Van Gemmert

The moment we recognize somebody he is invited at the meeting.

Gundela Hachmann

You can't just come and talk. There is a requirement that they contact the President first.

Ken McMillin

We will actually have a faculty senate mail address and telephone number. They will have to register to speak in this number two recognition of individuals for public comments. They can't just show up to the meeting and say I want to talk about this until at least an hour in advance.

Kevin Cope

The inclusion of this invitation constitutes a perpetual invitation for those who have something pertinent to say.

John Devlin

Could you say only invited or recognized individuals? If you want to be consistent something like that may be useful.

Charles Delzell

We need to integrate several items including this article 3 to make it harmonious. He needs a few days to mull over it so he doesn't think we should vote on it today.

Ken McMillin

Number I says meetings will be open to the public but only members of the faculty council and invited guests can speak. If they registered to talk before the meeting they will become invited guests. If they are like Retha and Mr. Benchoff, he invited them; they are invited guests to speak.

Charles Delzell

He was under the impression that the people we had in the first hour, the dignitaries from different offices were the invited guests.

Ken McMillin

Not really because if he recognizes Dr. Cassidy on a business item and I invite her to speak she can. But only if it's on an agenda item, that's the key aspect, on an agenda item. As a public body we would not want to be too restrictive, that we would welcome individuals to speak on something that is an agenda item so that we do have an open discourse.

John Devlin

He requests that the FSEC consider changes to the language of the bylaws to bring it into conformity with the change we are making here and with the open meetings law.

Ken McMillin

That's okay. If we propose to make any other changes, then it will still be another meeting after that. If you do have other changes in the bylaws, once we get a breathing spell we already decided we need to go through the constitution and bylaws. Titles of administrators have

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changed, our way of doing things in some aspects have changed so if any of you want to look at the bylaws and seek changes to make feel free to do that and start red lining.

Charles Delzell

He has something on item 6. It sounds a little bit repetitious or circular. What you really mean is old resolutions and item number seven new resolutions?

Ken McMillin

Would be open to an amendment that says previous business items? We can use old business items because that is our usual nomenclature but that is not always clear.

Charles Delzell

Robert's Rules mentions old business and new business.

Joan King

It doesn't matter; everything on the list is a business item. It's all on the agenda, so it could be anything on the agenda.

Charles Delzell

The use of the word business in item six is a little confusing.

Joan King

So just take that one word out.

Dorin Boldor

Is the only business of the senate the resolutions?

Kevin Cope

It was pointed out to him some years ago that Roberts Rules of Order is only a recommendation to the chair. He would be very cautious about restricting the items that appear under the heading of business items because over the years the senate has addressed many sorts of things. The basic intention is to keep the open the possibility of considering and transacting on various sorts of things in that section without unduly imposing a limitation.

Charles Delzell

The question is about business, isn't new business also business?

Ken McMillin

For example if you are all so moved by Mr. Benchoff's presentation on of you might have moved that we commend Mr. Benchoff for his months here and moving the foundation forward. That would have been "an agenda business item since he was on the agenda but wouldn't necessarily be a new faculty senate item per say. It would be in regards to that previous guest.

Ken McMillin

Can we say agenda business item(s)?

Paul Hrycaj

Number 6 is the same, that's a plural.

Ken McMillin

It is his intention that every committee will give some kind of report.

Paul Hrycaj

When he read number 2 for the first time he thought there is going to be recognition of individuals for public comments and then later on there were going to be the actual comments. He would want to introduce verbiage as recognition of individuals and expression of public comments or could just be expression of public comments by invited guests.

Joan King

Aren't we following exactly how the Board of Supervisors words everything?

Ken McMillin

Yes, that is where the wording came from.

Joan King

Do we want to go to the Board of Supervisors and change the wording?

Paul Hrycaj

It reminds me of our usual meetings where we recognize guests but then later make comments.

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Ken McMillin

We could just re-word it and say public comments on agenda items.

John Devlin

By recognized guests.

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**First Reading, Resolution 18-01, “Faculty Development at LSU”**, Sponsored by Gundela Hachmann on behalf of the Faculty Senate Executive Committee

Read by Gundela Hachmann

### LSU A&M Faculty Senate Resolution 18-01 “Faculty Development at LSU”

*Sponsored by Gundela Hachmann for the Faculty Senate Executive Committee*

**Whereas** an institutional framework to achieve the goals in the LSU Strategic Plan is to increase support for LSU faculty and staff in their respective roles,

**Whereas** the Strategic Planning General Education Subcommittee report on Integrative Learning states that the Office of Academic Affairs will support the establishment of a faculty development unit on integrative learning to support career enrichment for faculty and graduate students teaching courses in the Integrative Learning Core,

**Whereas** this proposal from the Strategic Planning General Education Subcommittee highly encourages and envisions teaching approaches that integrate skills, knowledge, and research modes from different disciplines and areas of study,

**Whereas** interdisciplinary programs at LSU, such as Comparative Literature, Life Span Studies, and International Studies, rely on their ability to connect faculty members from different schools and departments,

**Whereas** developing co-taught, interdisciplinary courses requires that faculty members have the opportunity to interact with faculty members from outside their department personally in order to learn who shares their teaching interests,

**Whereas** training seminars, workshops, resources, and support services for teaching and research by units such as the Center for Academic Success, the Faculty Technology Center, the Program for Communication across the Curriculum, the Office of Diversity, the Office for Research and Economic Development, and the LSU Libraries are not centrally coordinated or communicated and, as such, often conflict or do not reach the attention of potentially interested faculty members,

**Whereas** mentoring, especially across departments or disciplines, often results from informal social interactions among faculty members,

**Whereas** a multi-disciplinary meta-analysis of mentoring research concluded: “Results demonstrate that mentoring is associated with a wide range of favorable behavioral, attitudinal, health-related, relational, motivational, and career outcomes, although the effect size is generally small. Some differences were also found across type of mentoring. Generally, larger effect sizes were detected for academic and workplace mentoring compared to youth mentoring.”

**Whereas** LSU does not have a meeting space that is devoted exclusively to faculty and that effectively enables informal interactions within and across departments, schools, and colleges,

**Whereas** LSU, unlike many other public colleges and universities in the U.S., does not have a Faculty Center (see Appendix for examples),

**Whereas** the assigned office space for the LSU Faculty Senate is too small to accommodate the weekly meetings of the Faculty Senate Executive Committee,

**Therefore** be it resolved that the university create a dedicated Faculty Center in a centrally located space on campus,

**Therefore** be it further resolved that this space will serve a variety of purposes relevant to the development and advancement of faculty members, from training seminars, to professional development workshops, and formal as well as informal gatherings,

**Therefore** be it further resolved that the Faculty Center will include offices for the Faculty Senate and the personnel of the proposed “faculty development unit on integrative learning.”

**Therefore** be it further resolved that all available resources for faculty training and development at LSU be centrally coordinated and communicated to all faculty and, whenever logistically possible, conducted at the Faculty Center.

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### Appendix: Selection of US Public Colleges and Universities with Faculty Centers

University of Missouri: Faculty Center for Teaching and Learning <https://www.missouristate.edu/fctl/>

University of Texas at Austin: Faculty Innovation Center <https://facultyinnovate.utexas.edu/>

University of Colorado at Denver: Center for Faculty Development [http://www.ucdenver.edu/faculty\\_staff/faculty/center-for-faculty-development/Pages/default.aspx](http://www.ucdenver.edu/faculty_staff/faculty/center-for-faculty-development/Pages/default.aspx)

Montana State University: Center for Faculty Excellence <http://www.montana.edu/facultyexcellence/>

Northern Illinois University: Faculty Design and Instructional Design Center <http://www.niu.edu/facdev/>

California State University, Stanislaus: John Stuart Rogers Faculty Development Center <https://www.csustan.edu/campus-maps/john-stuart-rogers-faculty-development-center>

California State University, Long Beach: Faculty Center for Professional Development <http://web.csulb.edu/divisions/aa/personnel/fcpd/>

University of Central Florida: Faculty Center for Teaching and Learning <http://www.fctl.ucf.edu/>

Western Carolina University: Coulter Faculty Commons <https://www.wcu.edu/learn/faculty/coulter-faculty-commons/>

University of Nebraska, Medical Center: Office of Faculty Development <https://www.unmc.edu/facdev/>

Reference: “Does Mentoring Matter? A Multidisciplinary Meta-Analysis Comparing Mentored and Non-Mentored Individuals,” Lillian T. Eby, Tammy D. Allen, Sarah C. Evans, Thomas Ng, David DuBois, J Vocat Behav. Author manuscript; available in PMC 2009 Apr 1. Published in final edited form as: J Vocat Behav. 2008 Apr; 72(2): 254–267. doi: 10.1016/j.jvb.2007.04.005. Accessed on Jan 15, 2018: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2352144/>

Moved into discussion.

#### **Q&A Summary:**

Ken McMillin

We have broached the topic with the Provost and he said how can we not. The VP for Finance and Administration said we could probably find some space.

Christine Corcos

She thinks it is a wonderful idea. The university Council on Gender Equity has a subcommittee on mentoring and one thing they are doing is preparing a white paper for the provost that they need to present by the end of May. They are looking for assistance to write the faculty part of it. If anyone would like to help they welcome assistance. If you have in your department or college a mentoring plan or procedure they would love to have those. It would help to develop best practices for the white paper for the provost.

Ken McMillin

FSEC and especially Gundela said what about this, why haven't centralized point where we can have the faculty development process. Whether it is formal or informal we need to have that space so we as the faculty can improve ourselves.

Dorin Boldor

What happened to the old faculty senate meeting room in the union?

Ken McMillin

That is not our room that is student government's room. They wanted to charge us \$25 to set up and \$25 to use the AV equipment. Here they are friendly and accommodating. It is not quite as convenient for walking, but more conducive for us to have a comfortable environment in many aspects. If we had a faculty center maybe we could plan for our own faculty chamber that could also be used for a training facility. He has not broached the topic with Roger Husser yet.

Judith Sylvester

We already have some units like CxC with three studios on campus but they are not geared towards faculty. The other thing is the book club which she has been a part of for two years. She was the only one who showed up the second meeting they had besides the facilitator. She had to go across campus and navigate one of the buildings she had never been in before to find where she was supposed to be. She had to look up to find where she was supposed to be. It would be great to have facility where all these things could come together, but things like faculty technology is not going to move out of Frey. She is not sure that is what we are saying. How many things are could you actually put in this or do we just need a space for seminars and things. She was on sabbatical at the University of Missouri and they did all sorts of things like webinars that were interactive at the time and they recorded them so you could go back to pull them up and look at it. Mostly they were doing things like software but also IRB things, that we don't do a very good job doing. Would there be someone to do more of that kind of thing?

Ken McMillin

With our current CTO we might get there.



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Judith Sylvester

She thinks we need to think broadly about this. Decide pretty specifically what you would want to be a part of this, because it could either be a fairly nice space like this or a really large space with a lot of computers. What really is the vision for this?

Ken McMillin

We don't have that fleshed out; we think the concept of a faculty center is a good one because it does allow us a lot of those concepts. If we don't have the concept at faculty senate then we will never have any of that.

Gundela Hachmann

Ken has given me credit for this but it is just bringing things together that communication between faculty doesn't work well, especially for career development and teaching approaches, people are concerned about this. Creating a space where people want to go and will go just to meet others. Will there be a computer lab that is why she says whatever is possible. If we want to dive into this integrative core we can't just say here it is go do it. We have to offer tools and development, maybe it can be online workshops. The idea is to create a space as well as a flow of communication that is coordinated. They are all doing their own thing. To find out how to do an expense report or deal with moodle or interpret PS-36T. It's very difficult to get answers to these things. It is also communication and coordination not just a space. It was recommended to left it open.

Judith Sylvester

It would be nice to have a central location to have those things.

Gundela Hachmann

This is bringing together lots of discussions that we have had. It appears and she has heard over and over again that communication between faculty does not work sufficiently well people feel unprepared or ill prepared to deal with the aspects that they do especially when it comes to career development, but also implementing new teaching approaches. We are concerned about this. The faculty center is creating a space where people would want to go and where people can go and where people just will go routinely in order to meet others. She hasn't envisioned will there be a new computer lab, possible not. That is why she has the phrase in there whenever logistically possible. She understands that certain types of training require certain logistics and equipment. She would still like this to be communicated and coordinated with all the other training. If we really do want to move into this integrative core we can't just say here these are the requirements no go everyone and fulfill it. The way it was done with the general education requirements, they were extremely frustrated, my colleagues at the time. If we want to move forward we have to offer tools for development. Maybe some of this can be online workshops. She knows a lot of people who don't like the idea of online workshops.

Judith Sylvester

Some of us don't want to walk half way across campus to get to a central location either or being allowed to have parking, being located some palace where there is enough parking. Logistically we need to be thinking about how much we do for this, perhaps a start, an expansion.

Gundela Hachmann

The idea is to create a space that has a flow of communication that's coordinated. Right now it's very disjunctive there are lots of different units doing things and she listed some of those here and nobody knows what the others are up to. For us to even learn, for example how do I deal with that expense report, how do learn to deal with my moodle gradebook, or how do I interpret PS-36T. These are all questions that we have. It's very difficult for us to get answers to these questions. These are things relevant to our work. This is why it's not just a space issue; it's also a communication and coordination issue which is why she brought those together. We left it somewhat vague. That was the recommendation of fellow FSEC members to not put too many things into the resolution because it might become too restrictive; to leave it open and then see what is actually feasible and what can we negotiate. Not everything may be happening in that faculty center. Maybe we can start with a lot of things, maybe have someone who coordinates everything happening for faculty; that there is a way for us to find out that is just one place. Those kinds of things she would really like to see.

Judith Sylvester

Some things end up in the education building. Some things you end up going all over campus for. It would be nice to have a more central location where a lot of those things could happen, but you also have some more established things like CxC that are not going to move..

Gundela Hachmann

If they want to stay in their communication studios, that's fine but she wants them to use one line of coordination for whatever it is. At least some of their events may happen in the faculty center.

Paul Hrycaj

This resolution is talking a lot about space, but a lot of what you say seems to have more to do with a person to coordinate these things. Maybe something needs to be added about any necessary staff.

Ken McMillin

We are already on board to hire an administrative coordinator. We keep changing the job definition to more organization, programming, web development and updating, those types of things rather than just typing and filing. A job advertisement will go out in the next week or so. We will have that person in place. That position is already funded.

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Gundela Hachmann

That is why she wants the faculty senate office to be associated with that place. Our administrative staff member would be in that location. Sure a lot of our communication would come in electronically but that person could also see face to face contacts. Coordination also requires bringing people together, close spatially. Being spread out all over campus, it's hard for people to have an overview about what is going on. That's why she would like to bring it together as much as possible and there may be limitations to that and that is fine. That doesn't mean we can't make an effort to do it as much as possible.

Paul Hrycaj

Where you have a quotation here do you have an asterisk with a citation?

Gundela Hachmann

There is an appendix. There is a reference yes. If we want to see meaningful relationships and mentoring it really does require that we meet people outside of where we work. That doesn't necessarily happen by chance unless you happen to have a very outgoing personality.

Ken McMillin

The FSEC believes that mentoring is voluntary on the part of the mentor and mentee. Some units have a committee designated as a mentoring committee and that is not our intention. The intent is to have it be informal. That's where we want to go with the mentoring aspect, to make it helpful rather than punitive. He asked for volunteers to serve on the family leave committee.

All moved to adjourn at 5:20 pm.