

Faculty Senate Meeting Minutes
Tuesday, March 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. Ken McMillin (Vice-President, Animal Science) |
| 3. Suresh Rai (Member-at-Large, Electrical Eng) | 4. Joan King (Secretary, Food Science) |
| 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 X Aghazadeh, Fereydoun (Mech Eng/Eng)	23 X Dorian Dorado (Foreign Lan Lit/HSS)	45 X Carl Motsenbocker (Horticult/Ag)
2 Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24 X Susan Eades (Vet Clinical Sci/Vet)	46 Dan Novak (English/HSS)
3 X Sibel Ales Bargu (Oceanography/C&E)	25 X Kenneth Fasching-Varner (Ed T Pol Prac/Ed)	47 X Seth Orgel (Music/Music Dramatic Arts)
4 X Austin Allen (Landscape Arch./AD)	26 X Kristin Gansle (Education/HSS)	48 Evelyn Orman (Music/Music & DA)
5 X Linda Allen (Chemistry/Sci)	27 X Jeff Gillespie (Ag Econ/Ag)	49 P Irvin Peckham (Eng/HHS)
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 P Gundela Hachmann (Foreign Lang Lit/HHS)	51 P 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 P Margaret Reams (Environ Studies/C&E)
10 P Graham Bodie (Comm Studies/HSS)	32 X 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 Roussel, 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 X Joan King (Food Sci/Ag)	58 X Judith Schiebout (Geology/Science)
15 Russell Carson (Kinesiology/Ed)	37 Gus Kosoulas (Biological Sci/Vet Med)	59 X Andrew Schwarz (Info Sys Dec Sci/Bus)
16 P Lauren Coates (English/HSE)	38 X Robin Kurz (Library Info Sci/HSE)	60 P 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 X Belinda Davis (Poly Sci/HSS)	40 X Ron Malone (Envir Eng/Eng)	62 X Judith Sylvester (Mass Com/Mass Com)
19 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 X 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 P Jacquelyn Sue Moffit (Acct/Business)	66 X Jun Zou (Interior Design/AD)

Guests:

James Richards	Pinki Dwan	Donna Love	Stuart Bell	Kayla Layto
Cly Moore	Elliott Thompson	Alex Grashoff	Gil Reeve	Brian Ainsworth
Trey Schwartzburg				

Consideration of the Minutes from February 18, 2014

Motion by Larry Crumbly, seconded by Kenneth Fasching-Varner.
 Approved unanimously with potential corrections.

President's Report

1. We are making excellence progress with revitalization of the international studies committee. There will be a resolution to rename the committee suggesting that we might change the charge and purview of the committee. We will be hearing from Carl Motsenbocker in the future about it. We also spoke to the Provost about this with good reception.
2. The accreditation review went really well. There was only one deviation mentioned and a couple of suggestions with regard to the QEP. The Faculty Senate aware of number of suggestions in the accreditation report. A new cycle is beginning and we will make sure that those changes are made including the eventual propagation of the academic freedom policy.
3. We will hear about the emergence of policy concerning internships. This is regarded as a great development. We have not had much in formal policy in that matter for years, but it is very key to the success of students.
4. One is the non mandatory reviews for promotion from Associate to Full Professor. There has been concern from a variety of colleagues on what circumstances a colleague can request such a review. We have some new language from Fereydoun Aghazadeh and some others and the Provost is looking at it now.
5. The Board of Regents may soon review the master plan. The master plan for the campus which governs facilities and new buildings, etc was last reviewed in 2003. It is far out of date with all of the changes that beset universities.

6. At system level, various LSU faculty leaders will meet with Dan Layzell, Vice President for Finance and Accounting Services. There are many problems that need to be resolved in that area from compensation to travel to reimbursement. Vice President Layzell had proven himself to be very outward looking and forward looking and initiated this meeting. Which was taking place the next morning.
7. The Conference of Louisiana Colleges and Universities had a meeting a couple of weeks ago at the Renaissance hotel. The attendees are comprised of campus presidents, system presidents and campus chancellors, and persons at the provost and vice-provost levels or their equivalents. There were provocative presentations particularly about satellite campuses on budget issues in relation to the budgeting on this campus. Their presentations will be posted on website.
8. Progress is being made with legislators, administrators and the retirement issue. Two bills are front and center, allow colleagues to transfer back into defined benefit plan and other for setting floor for normal costs. There are forces in play at other university system that do not welcome the imposition of additional costs. Some backbone has been shown in our administration and support was given to our HRM reps to find language for our system to set an example of a fair retirement plan without drawing opposition from the other university systems.
9. The selection process is now underway for the commissioner of higher education. There are some problems already with the process. It is basically being run by a subset of the Board of Regents, those who are if not the most powerful, at least the most visible. Incoming senior consultant Tom Layzell has been made aware of problems. Kevin will meet with him for input on the search for commissioner.

Q&A Summary:

None.

Presentation from Pinki Diwan (LSU Foundation) regarding the “Endow an Oak” program

Information from the LSU Foundation handed out and the mission of the foundation was read. She thanked all of the faculty because without us they would not be here to serve LSU. There are 1200 live oaks at the LSU campus and 1932 were grown since and they have been adding them. This is a way to endow them to take care of their health and to recognize people with plaques underneath them. People have remembered and honored people. There are trees available for \$4,000 endowments, \$2,000 goes to foundation and the other half for taking care of the tree. A few endowments have faculty honoring graduate students, students recognizing faculty, and honoring a retiring dean. We want to keep LSU nice looking. She would like us to convey this message to our colleagues.

Q&A Summary:

None.

Comments from Marie Frank, Executive Director, Procurement Services

She has been here at LSU for many years and it will be joy to retire, but with sadness to leave LSU. She thanked Kevin and the Faculty Senate for support. She gave an update on the pilot procurement code in accordance with the LaGrad Act. They have been through many bureaucratic processes to the last step, where it was presented to the joint legislative committee on the budget but was pulled from agenda one hour before meeting. Hopefully someone will pick up the torch to get a pilot procurement code. Some bills were introduced to help the cause. One of the bills is to allow the pilot procurement to be used by several institutions under one board. That was one reason it was pulled from the agenda, because it was written for a shared services model where LSU does it for all institutions in the LSU system. The LaGrad Act was written for one institution and it is not possible and not wise to break up procurement into individual institutions. Legislation has been introduced in a bill for the shared services model. If it passes then LSU can develop it. For procurement they have implemented 17 catalogs. We spent \$3.5 million in those 17 catalogs, 10 thousand purchase orders, and had 30,000 line items. They want to enable more catalogs so we can order through the E-procurement system because it is very easy to do so. The contracts are enabled at lower costs so you can save money. Apple has agreed to enable a contract with LSU and also New Egg a computer company. It is important to continue the fight to save money and to get better control of spending habits at LSU to save money as a whole instead of individually. There are a lot of opportunities for LSU particularly in the scientific and research supplies area. There are no really good contracts in that area with that type of commodity. She urged the staff to put solicitation out for scientific vendors to lower costs. Currently in the GeauxShop they have state contracts with VWR, Sigma Aldrich, and Fisher Scientific, but are not good pricing due to state contract, but they are convenient to use. Now we have to get to good pricing because that is the goal. Another bill was introduced in the legislature for allowing the state, particularly higher education to utilize cooperative purchasing agreements. That is a good stab at trying to get better contracts. They are at a national level and utilize the spin of multiple institutions, multiple units, multiple governmental agencies.. Louisiana is prohibited from using those. This bill will be the second best thing to happen. LSU would be able to utilize them and have a number of great contracts to use.

Q&A Summary:

Jeff Beasley

Is your model going to be creating more monopoly contracts like the one with Office Max or is that a one time thing?

Marie Frank

Now Office Max is Office Depot. The exclusive contract of Office Depot was an effort to centralize the spin and take advantage of a signing bonus which was used for some of our raises. She doubts there is one commodity centrally used throughout the university where the items are very common to every office. Scientific supplies and scientific equipment are two specialized across the university and she expects that there would be various contracts available, but they would be negotiated and once negotiate would have a catalog of sort from each of those scientific vendors each scientific vendor would have own contract. MRO is used by Facility Services for maintenance products, but that would be a catalog directly used by Facility Services for the use on the buildings. None are purely campus wide exclusive activities.

Senator

What will the Apple contract consist of?

Marie

They have not given us the exact catalog but we are hoping it will be anything you can buy in an Apple store. There are no state purchasing agreements with Apple. They are willing to do small discounts for institutions with large volumes. The spin last year was \$1.7 million towards Apple and most were purchased with a PCard under \$5,000. Just the processing costs alone would be a great savings to the university.

Consultation with Kayla Layto of Career Services regarding evolution of the new internship policy

This is important to the Olinde Career Center and her. Before becoming the leader of experiential education, she started asking questions about who the subject matter expert was in regards to internships for course credit and she was sent to several different people. When she posed questions about internships not necessarily for course credit, different people had very different opinions on what that might look like, what qualifies and what does not qualify. She took it upon herself with her colleagues to define internships and how they affect students and what areas that maybe they were not looking into that could be used as measures for students when sending them off to internships, a practicum or co-ops. The career center has liaisons to identify the needs of senior colleges and programs. They found no two departments. Were the same and no two students were the same. The more they asked the more information they garnered, but felt they were only scratching the surface where internships were concerned. They set out to learn how to increase internship opportunities for students. They wanted to be able to tell students that just because they are in an area stereotypically that typically students participate in doesn't mean that an internship isn't right for them. To get that experience prior to finishing their undergraduate degree was important for every student. They asked what some best practices are across campus and created an internship council of people who knew about internships. The internship council idea was brought to faculty senate executive committee for feedback. They found even more of a need to streamline some processes and bring more people to the table. Last year they identified internship liaisons in each college. Instead of reaching out to 166 instructors teaching courses related to internships they utilized liaisons. Internship council members were shown. She thanked Joan King for serving with a three year appointment so Faculty Senate has a representative as well. The council recently voted on a new appointment to include a Risk management member. Liaisons from colleges were shown. The liaisons met last week and they had conversations about unpaid internships, ways to streamline communications and made a community Moodle for concerns in particular courses. They worked with the courses and curriculum committee to come up with a syllabus to use as a suggestion to create an internship course for credit. They took best practices from across campus and included those in the syllabus. The reason they came to Faculty Senate was because they were looking to make changes or enhancements to PS-38 and to explain why it was needed. The document has not been updated since 1976. They wanted to see what peer institutions were doing and what to take into consideration. One way they hoped that PS-38 would be able to make connections across campus including risk management. They can refer back to PS-38 to cover students and foster collaboration. One piece they want faculty to take into consideration is mechanism to determine where students are going for internships. When US News and World Report call they cannot give them info about it. They are asking liaisons to help with this. There are many more students participating than we know. They can define it between internships for credit and not for credit, but they only can give percentages to date now. The evolution of PS-38 shows that over a dozen revisions occurred. It was edited by the internship council, with subject matter expertise input. They worked with Vice Provost Gil Reeve to determine language. They went through the service learning area for feedback. Student Government passed a resolution to adopt changes to PS-38. They worked with instructors of record. It was brought to the curriculum committee through Dr. Rouse and shared with Faculty Senate. It was bounced back and forth to these people. Copies of changes were handed out to the senate. There are a lot of changes to the previous document. Yellow is added new material, a lot of material added was defining experiential learning. The main item was academic credit and stake holders for internships for course credit. They use the term faculty or instructors, but should be instructors of record who should have the last say in what course should look like. Instructors of record are responsible for course. The main points are to create parameters around where parameters already exist. One of the main changes, was they asked for every one course students are earning that they participate in 45 hours of learning, which could be 30 hours of internship and 15 hours of outside work. They wanted to reflect the PS-45 statement about the credit hour definition, adopting the federal definition of a course load. Therefore for 15 hours of instruction there would 30 hours of work required. They want to encourage that the students are actually learning from practitioners in the field or subject matter experts in their own right, so that students are only go to work for places with this in mind. Students that are finding their own internships and coming back can give information on their own. If faculty members are suggesting the place then they want suggested parameters they can follow to do that. The current policy states that assignments will be given and some suggestions were made for those. Definitions were taken from the National Association of Colleges, employers whose career services they abide by and passed them through faculty to see if they were on the same page. This led to discussion as to what is a practicum. A practicum is project based and more under discretion the faculty as to what the student is learning verses the internship is up to the agency. Other items listed that

did not fit model, fellowships, job shadowing and service learning. Fellowships she thought were off the mark. The Internship Council originally did not know what fellowship was exactly so they left it in to differentiate it.

Q&A Summary:

William Stickle

His impression is that students went out to work in paid internships. Is that a different issue than here?
What percentage is paid verses what you are talking about here?

Kayla Layto

While some departments qualified that internships for credit it should be unpaid, not every model was functioning that way. Many internships are unpaid. It is up to student who is finding the internship to go back to the department and ask if it can be for credit. How many are unpaid she cannot say. The problem so far they are unable to track them unless the instructor of record provides information. For internships within chemistry, they are not for course credit. No departments in the College of Science were for course credit. Students are still participating in internships out side the university. They are learning what they want to be able to take outside the classroom.

William Stickle

No one on the council was from biological sciences, yet they have more majors than any other department in the college. He suspects that that 80% of the students who want to go to medical school are shadowing or interning.

Kayla Layto

They are mainly volunteering. She is the liaison to college of science and she takes it very seriously. Her brother was searching for opportunities. We asked biological sciences for feedback. Have they vetted it thoroughly the way that we see it now perhaps not and she is open to that.

Richard Holben

Under the guidelines for experiential learning in the second page, near the bottom it states that experiences that are primarily mechanical or clerical are not qualified. A lot of students in his program do a variety of things. Many duties on a film set is mechanical for filming. The students both get paid and course credit. They spend a lot of time in transit.

Kayla Layto

The more they learn about unpaid internships and Department of Labor and indentifying what is fair labor is, this particular topic comes up quite a bit. The primary roll of student shouldn't be doing clerical work. Mechanical in way intended here is they are not replacing an employee. If mechanical it would be more of an apprenticeship. They do not want it to be the main focus. Does that mean your student would not be able to participate in an internship, no, it is just to safeguard students.

Senator

Is it up to instructors of record as to whether the internships should be paid or unpaid?

Kayla Layto

Yes, if the internship is offered on careers to go, employers sometimes advertise it as unpaid internships for course credit which is not true. If the employer is in agreement with a student to have work done, the employer is almost always liable. Talking with English they said no for paid internships that were for course credit. It is not at her discretion to determine that. Students are paying for the course.

Vince LiCata

For experiential learning courses, like 2999, they cap credits at 6 credits, why were 12 chosen in for the policy?

Kayal Layto

She saw it to be more along the lines of 6 credit hours but did not want to prevent high functioning courses that already existed and wanted more flexibility for departments.

Kenneth Fasching-Varner

Do you deal with any international experiences?

Kayla Layto

They are working right now with International Services, Dr. Leder and Dr. Zapata as to what it would look like to create an international internship program. Without an internal international program cannot do international yet. Because we do not have parameters around

domestic internships yet it will be hard to reach outside the USA to develop an international program. They are first looking at creating memorandums of understanding for safety precautions here with risk management before international program area. It has become more popular with students and it is a fantastic idea. It is difficult to execute. They do partner with some third party vendors and are looking into why they are successful in doing what they are doing. One way to do so would be to establish a country to work with and identify different types of internships in that country.

Kenneth Fasching –Varner

I was mentioning short term based experiences, study abroad type experiences that are internship based. There is no number to use for the courses. On transcripts it shows up as a course that already exists in our department instead of a specific course for the internship. It is different than sending them off to a country to work.

Kayla Layto

We are trying to set the parameters for that now. It took us two years to work on PS-38, hopefully it will not take that long for this type of experience. We are looking into it and working closely with International Programs.

Senator

How does this address at all what is going on at the graduate level?

Kayla

It is primarily at the undergraduate level.

Senator

It should be stated in the policy. There are a lot of graduate programs with these already in place with specific guidelines.

Kayla Layto

She steered clear of the term and did not really define it because they do not feel it represents graduate programs. We do stipulate it earlier on as undergraduate studies and reference the course catalog as a safer place for them to offer change.

Vaidy Vaidyanathan

It says something somewhere like if graduate programs it meets conditions of the program. The graduate program would have say on how it would administer the program. For the undergraduate program the cap you said was 12 hours so could the department could cap it at 6 hours if they want at the graduate level? At the upper end there is more flexibility but departments also have flexibility.

Kayla

Yes that was our intention.

Joan King moved to approve.

Vince LiCata

There are people in the back who want more time to look at it.

Kenneth Fasching-Varner

There is too much going on here and it is too complex. The policy speaks to the whole facet of the university not just undergraduates. There are a lot of issues that need to be addressed. We need more time think about it.

William Stickle

This should be bottom up type of situation regarding internships by departments and not top down. He wouldn't even consider it unless he read the whole thing.

Ron Malone seconds the motion to approve.

Larry Crumbley

Motion to table the motion pending consideration.

Seconded by a number of senators.

Vote on tabling document.
Motion is tabled unanimously.

Richard Holben

He commends Kayla Layto and the work done and commends her for allowing flexibility for different units.

Lillian Bridwell-Bowles

Where do we send revisions?

Kevin Cope

To Kayla.

Brief Report from Academic Ambassador from Student Government Elliot Thompson

He is a biological sciences junior and the Director of Academics for the executive staff for Student Government on campus. They wanted to develop an academic honor code as a completely separate document from the philosophy written by SAA. They wanted a completely separate document ideally focusing on upholding academic integrity not only by students upholding other students but also faculty and students working together to agree on a set of ideals and philosophy to uphold those. The student senate will be passing what he wrote as an academic honor code. Once it is passed he will work with the Faculty Senate Executive Committee to get a supporting resolution. This is being sponsored not only by the Dean of Students office but also is being sponsored by SAA. It would be much like the commitment to community document in that it would not be a policy statement and not implemented into the code of conduct yet, but they have plans next year to. When ideally you see a student cheating in class and you reported it to the Dean of Students, they would not just be violating the Code of Conduct but they would also be violating the academic honor code of LSU. The first goal is to get the document published as a massive PR campaign and they want to set a date by the end of the semester to have people cover it publically. It is just to raise awareness that at LSU we do have standards and specifically academic standards.

Kevin Cope

When will this document be available for inspection and where?

Elliot Thompson

Hopefully it will be approved tomorrow and edits the students government had would be added and then the faculty senate could make edits. Once it has passed we will publish it.

Report of the Nominating Committee

The three committee members are Richard Bengston , Richard Holben and Fakhri Al-Bagdadi. They accepted nominations for the 2014 to 2015 year. Additionally nominations are accepted from the floor now and at the next meeting. Five officers positions are open for nominations. The election is held in the following month and one seat of the member at Large is held for election from the new incoming senators.

The slate of nominees are:

Kevin Cope President

Ken McMillin Vice President

Joan King Secretary

Judith Sylvester Member at Large

Suresh Raj Member at Large

Judith Schiebout Member at Large

Mandi Lopez Member at Large

There were no other nominations from floor.

Old Business

Second and Final Reading Resolution 14-02, "Support for a tobacco-free campus", Sponsored by Judith Sylvester

Read by Judith Sylvester

Faculty Senate Resolution 14–02
Support for a Tobacco-Free Campus
Sponsored by Judith Sylvester

Whereas Louisiana State University and A & M College is an enlightened, top-tier research institution;

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 surveys of LSU students, faculty, staff and administrators indicates widespread support for a campus policy that eliminates cigarettes and secondhand smoke and further that the majority, especially non-smokers, support tobacco-free status;

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;

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;

And be it further resolved that the LSU administration should be encouraged to form a permanent campus-wide taskforce to oversee the implementation, evaluation and enforcement of the established campus tobacco policy.

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

Q&A Summary:

Judith Sylvester

She wants to strike students from the resolution as they do not want to be included in this.

Kevin Cope

We will take that as a friendly amendment.

Senator

Another friendly amendment, make surveys and indicate agree grammatically.

Lillian Bridwell-Bowles

So we are not going to allow students to use smokeless tobacco and snuff even in their dorm rooms and we are going to develop an enforcement mechanism to determining when they are doing that and enforcing that policy inside their dorm rooms?

Judith Sylvester

I believe they cannot do that now. I don't think they use any form of tobacco in the dorm rooms now.

Guest

That is incorrect.

Judith Sylvester

That was my understanding from what Kurt Keppler said. I know they cannot smoke in their rooms. The intention would be yes in regards to your questions.

Senator

Keppler said they cannot.

Guest

Regardless they use it in their rooms.

Senator

How is enforcement going to work? Are we going to search their dorms rooms? If no, then I do not understand why we are doing this.

Judith

No. We are doing this because it is the healthy thing to do. Act 21 mandates that we have a policy in place. The goal is to change the campus culture, not to be punitive. It is important to have a body in place to take up these issues if they arise once the policy is in place. The policy is we will change the campus culture.

Senator

Will it apply to football Saturdays and to 20,000 people on campus?

Judith Sylvester

It will because the state mandates that. We will put signs up. Most of the other campuses in the SEC have policies. This is an SEC issue. For us we are trying to be very realistic about this. We will put our signs up, that will be the law and we will change the culture around that as well. It has already happened in the stadium and in baseball.

William Stickle

It is probably the most politically correct resolution I have seen. It asks the administrators to set up a task force. Moved to call the question.

Vote on calling the question: yes 17 no 13

Question called.

Vote on resolution: yes 19 no 14

Resolution passes.

New Business

First Reading Resolution 14-03, “Retirement options for LSU faculty members”, Sponsored by Ken McMillin on behalf of the Faculty Senate Executive Committee

Read by Ken McMillin

Faculty Senate Resolution 14–03

Retirement Options for LSU Faculty Members

Sponsored by Ken McMillin behalf of the Faculty Senate Executive Committee

Whereas retirement benefits are not always a major consideration until faculty members are considering changes in their careers; and

Whereas the choices for LSU faculty members are membership in the Teachers Retirement System of Louisiana (TRSL) for a defined benefit dependent upon longevity in the system or the Optional Retirement Plan (ORP) for a defined contribution that is more portable while subject to economic cycles; and

Whereas TRSL has jurisdiction over both defined benefit and ORP plans; and

Whereas retirement benefits at Louisiana State University and A&M College have been previously documented to be woefully poor compared with peer and other southern institutions; and

Whereas a previous Faculty Senate resolution on retirement assisted in changing the time for vesting from ten to five years (87-06); and

Whereas a previous Faculty Senate resolution (09-09) that the President and other officers (at that time) work vigorously to regain a reasonable and proper measure of control over the retirement options needs reinforcement; and

Whereas the amounts of funds placed into faculty employee ORP accounts has declined significantly (e.g. a 30% decrease in normal cost during 2013); and

Whereas there are numerous Senate and House bills currently being considered by the Louisiana Legislature pertaining to retirement;

Therefore be it resolved that the Faculty Senate encourages the LSU System officials representing the University at the Louisiana Legislature to be responsive to current and future faculty member needs by actively promoting a “normal cost” contribution to be no less than the minimum employer contribution to Social Security, and

Therefore be it further resolved that LSU System officials representing the University at the Louisiana Legislature ensure that faculty members be afforded the opportunity to testify at legislative committee hearings on retirement bills affecting faculty members and retired faculty members, and

Therefore be it further resolved that LSU System officials representing the University at the Louisiana Legislature coordinate their efforts with other state higher education systems in legislative affairs regarding retirement and the TRSL management.

Q&A Summary:

Kevin Cope comments

He gave background on resolution. At the last couple of meetings he mentioned we have legislation pending with a step in the right direction. Dr. Alexander has taken initiative in pushing the retirement legislation forward. Some other higher education systems are facing more strain under economic times and are extremely cautious of extending anything that looks like a large benefit. LSU’s legislative delegation is extremely small. There are many people who work part time on a project by project occasion with regard to legislation. However there is only one person tasked to work full time to interact with legislature and LSU system. The person does a good and extremely effective job, but the primary intent is to protect institutional interests under the pressure of the various senators and representatives. Sometimes issues coincide with faculty interests. In discussions with the faculty senate executive committee Ken McMillin came up with a resolution intended to amplify the support for a stronger legislative approach on the part of our legislative delegation for a solution to retirement problem and that faculty need to help with to deal with the problem.

Ken McMillin comments

There is a grammatical error in the 7th whereas. It should be 'have declined' in the 7th whereas. One of the major reasons for this resolution is that if this normal cost is raised to the minimum of social security of 6.25% or higher, then that will be an increased cost to the university that money has to come from somewhere but the loss of retirement funds is not good for faculty. It will affect the quality of faculty on campus and then the whole quality of the institution will decline. Kevin Cope and he have been talking to influential people on and off the Board of Supervisors to support this. He will ask other campuses to adopt a similar resolution and ask other universities across Louisiana to also support it and push it collectively.

Motion to advance to discussion. Wes Harrison moved, all seconded.

Vote to move to discussion unanimous.

William Stickle

We need to pass this quickly due to the timing of the legislature.

Senator

They suggested adding another whereas that this affects our ability to recruit and maintain faculty, maybe as the second whereas.

Kevin Cope

We regard this as friendly amendment.

Vince LiCata

Why is the first whereas there, because it seems like we just ignored the issue until now?

Kevin Cope

A few years ago there was a resolution to inform all candidates of the situation of retirement in the interviews, never the less there is a dearth of info being provided early in their careers. TRLS does not see faculty as the main protection area, just to retain its own solvency. There is very little supervision of vendors. Vendors who service retirement plans are part time persons or second career persons. On this campus those who represent the vendors are full time; more you probably would do it on a part time basis. We need financial education of young colleagues. We are working now with the senate budget committee on putting together a pamphlet on how the budget works. There is not a lot of info among our younger faculty.

Ken McMillin

He wrote this before a former faculty member who left the university contacted him. A former faculty got a letter from TRSL about her contribution to and how she wants to use. Junior faculty members do not understand their retirement or which one they are in.

Vince LiCata

I agree that is true. I suggest a friendly amendment to change first whereas to 'throughout their careers.'

Ken McMillin

That is not a friendly amendment. I would accept striking the first whereas and leave in the new second one.

Vince LiCata

Striking first whereas is acceptable. Moved to strike first whereas.

Move to strike seconded.

Vote on striking first whereas unanimous.

Stuart Irvine

The first whereas is about normal cost contribution and he suggests the wording 'promoting an employer contribution to the ORP to be no less than'.

Kevin Cope

The employer contribution would be misleading, much of that includes all contribution.

Stuart Irvine

In House Bill 6, Pearson's bill, that makes this proposal, he uses that nomenclature so it would help to use same language.

Ken McMillin

We could use the words normal employer contribution.

Kevin Cope

The nomenclature in the state is in fact not correct, what Representative Pearson is calling the contribution is legally defined as the normal cost.

Stuart Irvine

What about changing to the wording to an employer contribution to an employee account? It was motioned to change to this wording.

Ken McMillin

That is a friendly amendment.

Amendment was seconded.

Vote on amendment: unanimously approved.

Stuart Irvine

The next to last therefore could be removed, because anyone can go testify at the state legislature as a citizen.

Kevin Cope

On a practical level it is not all that feasible for the faculty as a whole to monitor the legislature at any minute. Faculty should be used. The entire problem emerged as a result from a faculty senate inquiry. A senator from agriculture blew it open. Every time we have new administrators we have to re-train them. We are trying to institutionalize faculty expertise.

Ken McMillin

Other campuses do not have an understanding to their rights as we do.

Senator

When doing that state senators have asked if she was taking annual leave to testify and had them calling the university lawyers who were asking her about it.

Kevin Cope

You can fill in a white card which is not an advocacy card, the red and green cards are for advocating for or against.

Wes Harrison

We do actually get two personal days per academic year as a nine month employee. It is under the system policy. You basically apply your sick leave. The official absence policy is that you are not absent from your duties, not that you are not on the campus.

Richard Holben

In the second to the last whereas, there is not enough empirical evidence right now to tie costs to raiding of normal cost funds to bolster TRSL?

Kevin Cope

In the Faculty Senate Executive Committee some felt they wanted to make a significant connection some felt that we should leave it. It seems to be a controversial item.

Richard Holben

We may want to add language to tie it to the reason for the 30% decrease.

Kevin

It cannot be explained in one paragraph. The normal cost is determine by the actuaries for the define benefit plan is then it is exported to the ORP plan.

Richard Holben

The problem is that is the mechanism as to how it works instead of in the end that is how it works. Maybe wording could be 'A 30% decrease in normal cost funding in 2013 primarily due to the transfer of funds in support of paying down the unfunded liability'.

Ken McMillin

That is not really a friendly amendment. He is trying to be as positive as possible. He wants to leave it the same as a fact without any judgment. The Pearson bill is the first decoupling of anything related to TRSL. Once we get it started we can worked on further decoupling. Right now TRSL hands are tied.

Richard Holben

My instinct was reactionary and done under cover of darkness. He wanted to bring it into the light.

Ken McMillin

Pearson's Bill has gone through a number of revisions, first not less than, then not more than. He will be happy if they pass something reasonable.

Richard Holben

Is the language strong enough?

Stuart Irvine

The employer contribution would 6.25% or the normal cost which ever is bigger.

Kevin Cope

Representative Pearson is trying to find language acceptable to LSU but not trigger reaction from other systems.

Senator

Given Stuarts reminder from retirement presentation, he will withdraw suggestions.

Charles Delzell

He remembered that someone said we cannot use state resources to attempt to influence legislation, but all he finds is legends. We take a course once a year on code of ethics and it is not in there. For the penultimate therefore at the next to end, change it to say 'LSU system officials representing the university inform faculty members of opportunities to testify'.

Kevin Cope

With the use of state resources, it is done very day. Make note to instructions that there is both a structural and behavioral change. Informing faculty is rather less assertive rather more passive.

Charles Delzell

Take out word ensure and afforded and change to inform. They can release us from classes to do this maybe through a broadcast email.

Ken McMillin

How would they do this to inform us? Some of our colleagues out there would complain about getting emails often when they are not interested. He understands Charles point very well because the system does not look at the expertise of the faculty. They always have to go outside for their expertise.

Kevin Cope

When they have immobilized the faculty, the faculty have been active. For cash balance plan issue they had 11 faculty show up. That was more responsible than anything for stopping HB 68 dead in its tracks. It was deferred never to rise again.

Jeff Gillespie

Moved to say after the fourth whereas maybe add that this situation is profoundly demoralizing to faculty members.

Ken McMillin

Accept as friendly

Richard Holben

Seconded.

Vote on amendment unanimous passes.

Wes Harrison

The first issue is with the normal cost. Motions to put in a new second 'whereas the choice between TRSL and ORP are irrevocable, TRSL has jurisdiction over both defined benefits and ORP and the normal cost contribution to ORP has been negatively impacted by the unfunded liability of the TRSL defined benefit program'. On the second one 'whereas ORP contributions are woefully low compared to other peer institutions'.

Motion seconded.

Vote on amendments: unanimously approved.

William Stickle move to suspend rules and vote now. Seconded.

Vote suspend rules and vote now. Unanimously approved

Vote on resolution; unanimously approved.

Senator moved to adjourn and it was seconded by all.

Adjourned at 5:04 PM