

**Faculty Senate Meeting Minutes**  
**Tuesday, April 21, 2020**  
**Zoom**



**Attendance**

*Faculty Senate Executive Committee members present:*

1. Mandi Lopez (President, VCS)
2. Ken McMillin (Past- President, AG)
3. Prosanta Chakrabarty (Member-at-Large, Biology)
4. Julia Ledet (Member-at-Large, Science)
5. Joan King (Vice-President, Food Science)
6. Marwa Hassan (Member-at-Large, Engineering)
7. Fabio Del Piero (Secretary, PBS)

Parliamentarian: Louay Mohammed

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

|    |   |                               |    |   |                           |    |   |                         |
|----|---|-------------------------------|----|---|---------------------------|----|---|-------------------------|
| 1  | X | Fereydoun Aghazadeh (ENG)     | 25 | X | Doug Gilman (SCI)         | 49 | P | Megan Papesch (HSS)     |
| 2  | X | Priscilla "Lilly" Allen (HSE) | 26 | X | Marwa Hassan (ENG)        | 50 | X | Tracy Quirk (Coast)     |
| 3  | X | Aly Aly (ENG)                 | 27 | X | Katherine Henninger (HSS) | 51 | X | Maria Rethelyi (HSS)    |
| 4  | X | Kayanush (Kai) Aryana (AG)    | 28 | X | Tara A. Houston (MDA)     | 52 | X | Kirk Ryan (VCS)         |
| 5  | X | Michael Banks (BUS)           | 29 | P | Stuart Irvine (HSS)       | 53 |   | Bhaba Sarker (ENG)      |
| 6  | X | Chris Barrett (HSS)           | 30 | X | Kelli Scott Kelley (AD)   | 54 | X | Stephen Shipman (SCI)   |
| 7  | X | Inessa Bazayev (MDA)          | 31 | X | Yunjung Kim (HSS)         | 55 | X | Chassidy Simmons (HSS)  |
| 8  | X | Dorin Boldor (ENG)            | 32 | X | Roger Laine (SCI)         | 56 | X | Shane Stadler (SCI)     |
| 9  | X | Jeffrey Brooks (Law)          | 33 | X | Elecia Lathon (HSE)       | 57 | X | Kristen Stair (AG)      |
| 10 | A | Konstantin Busch (ENG)        | 34 | X | Lauren Lazaro (AG)        | 58 | P | Suzanne Stauffer (HSE)  |
| 11 | P | Cassandra Chaney (HSE)        | 35 | X | Julia Ledet (SCI)         | 59 | X | Jared Soileau (BUS)     |
| 12 | X | Chantel D. Chauvin (HSS)      | 36 | X | Vincent LiCata (SCI)      | 60 | X | Rachel Stevens (HSS)    |
| 13 | X | Senlin Chen (HSE)             | 37 | X | J. Michael Martinez (HSE) | 61 | X | Brenton Stewart (HSE)   |
| 14 | X | Prosanta Chakrabarty (SCI)    | 38 | X | Juan Martinez (PBS)       | 62 | X | Judith Sylvester (MCOM) |
| 15 | X | Jin-Woo Choi (ENG)            | 39 | X | James Matthews (SCI)      | 63 | X | Daniel Tirone (HSS)     |
| 16 |   | Brett Collier (AG)            | 40 | X | John Miles (LIB)          | 64 | X | Matthew Vangiel (MDA)   |
| 17 | X | Brandi Conrad (HSE)           | 41 | X | Mustajab Mirza (VCS)      | 65 | X | Meredith Veldman (HSS)  |
| 18 | X | Robert Cook (SCI)             | 42 | X | Laura Martins (HSS)       | 66 | X | Nan Walker (Coast)      |
| 19 | X | Theda Daniels-Race (ENG)      | 43 | P | William Monroe (Law)      | 67 | X | Wei-Hsung Wang (Energy) |
| 20 | X | Jeff Davis (AG)               | 44 | X | Carl Motsenbocker (AG)    | 68 | X | Sonja Wiley (BUS)       |
| 21 | X | Michael Desmond (AD)          | 45 | X | Ioan I. Negulescu (AG)    | 69 | X | Cathy Williams (AG)     |
| 22 | X | Levent Dirikolu (CBS)         | 46 |   | Robert Newman (BUS)       |    |   |                         |
| 23 | X | Peter Doran (SCI)             | 47 | X | Pius Ngandu (HSS)         |    |   |                         |
| 24 |   | Edward Gibbons (HSE)          | 48 | X | Rafael Orozco (HSS)       |    |   |                         |

*Guests:*

|                     |                  |                   |                |                 |
|---------------------|------------------|-------------------|----------------|-----------------|
| Jonathan Snow       | Melissa Enautt   | Sumit Jain        | David Dunaway  | Thomas Galligan |
| Lois Kuyper-Rushing | Roxanne          | Nicole Roth       | Kevin Cope     | Ryan Landry     |
| Ashley Arceneaux    | Jane Cassidy     | Stacia Haynie     | Darcee Olsen   | Jeremiah Shinn  |
| Sasha Thackaberry   | Narcissa Haskins | Marty Miller      | Casey Coughlin | Brian Ainsworth |
| Mallory Danzy       | Stanley Wilder   | Emily Hatfield    | Dan Layzell    | Larry Rouse     |
| Ernie Ballard       | Zach Thompkins   | Arend Van Gemmert | Andrea Hebert  |                 |

Public Comments on Agenda Items

None.

Consideration of the Minutes from March 16, 2020

Moved by Joan King and Fereydoun Aghazadeh.  
 Approved unanimously with potential corrections.

LSU Update, University Leadership

Interim President Galligan thanked President Lopez as well as the faculty for their diligence and remote teaching efforts. He explained that there might not be answers to all faculty questions and concerns because of the fluidity of the situation. Galligan assured the Faculty Senate that administration would continue to make the best decisions based on information available as well as seek faculty advice and input. The EOC, Emergency Operation Center, is working on a plan for back to campus. It will be gradual in several phases and follow the Governor's and state's guidelines. Galligan also stated that those individuals that are unable to come back to campus due to health, childcare, etc., will not be forced to return. Administration is working on procuring PPE for the gradual return as well. EOC is working on class sizes. Classes with 200 or more will be offered virtually. Those with less will be taught in a space large enough for safe social distancing. LSU leadership is also looking at antibody testing and making sure that it will be available for Fall in-person classes. Numbers for Fall student recruitment and retention are in record numbers yet again. Galligan discussed the Cares Act package. In the relief package, there has been nothing devoted to research. The fiscal year 2020-2021 will be a challenge. Casino taxes allocated for higher education have been hard hit by the stay at home order as well as gas and oil prices that went below zero. Deans and Vice Presidents have been requested in participating in fiscal planning exercises that call for 5% and 10% cuts. He called upon all staff and faculty to contact state and federal governments to advocate for higher education funding. Galligan also reiterated the importance of student retention and recruitment. Summer school will be offered only online, and LSU is giving all students a 15% exemption on tuition and fees. Interim Galligan closed with his confidence in the abilities of the faculty and the flexibility and resilience of LSU to be able to adapt to these challenging times.

***Q & A Summary:***

Mandi Lopez: Thank you Tom. Provost Haynie, did you want to add anything or answer any additional questions that were forwarded to you this morning?

Stacia Haynie: As I looked at those questions, wanting specificity around what the budget is going to look like next year. And unfortunately, we aren't sure. That and but what I will say in Dan certainly would echo this as he's been leading the charge, but by placing a hiring freeze by placing a spending freeze and by thinking about how we're using our philanthropic dollars—everything that we have to preserve flexibility for the next fiscal year we have brought that to bear. We will use every tool in the toolbox, and it is unlikely to be a single year challenge for us. And you know, you will recall that we preserve the academic core. That was the primary charge for all of us. And so that will again be the focus, but to be sure there will be challenges I think that the piece of this, and I again. I also want to echo Tom saying we appreciate the faculty senate guiding decisions around past no credit guarding decisions around extending the clock, because we know that there were challenges for faculty in terms of their scholarly and creative works and in terms of evaluations and ensuring there's flexibility, about the use of those evaluations for this semester, but most critically. The faculty pivoting in a two-week time period to remote learning has enabled us to persist and so again the faculty who are doing the same thing for the summer. Those are resources that are critical for next fiscal year's budget. And then as we begin to plan for the fall. We want to ensure that we will be able to have students on our campus and our research. Grants and contracts persisting, to the extent that that it's possible, whatever that may look like being as creative and innovative as we can. So that's how the planning is set, both in terms of meeting that challenge. And then also to ensure that we are that we are bringing in that fresh freshman class and returning students next Fall.

Priscilla Allen: Other school administrations across the nation are considering making cuts at the top rather than at the bottom. Is that something that LSU might consider?

Stacia Haynie: Those types of decisions are not on the table. Reducing administration compensation is done by Board approval. Other institutions have more flexibility than we do.

Dan Layzell: We are looking at every possible scenario while protecting our core mission. Unfortunately, we do not know the damage yet, but departments are creating different scenarios for every possibility.

Mandi: Do we have any idea if there will be an impact on TOPS?

Dan Layzell: At this point, we do not know the budget impact on the next fiscal year. There will be no cuts to fiscal 2019-2020. As Tom and Stacia have indicated, everything is up in the air for next year.

Mandi Lopez: Thank you very much and thank you to all administrators for joining us. VP Thackaberry, did you want to give a quick update on online and distancing?

Sasha Thackaberry: Thank you. I think the first thing we wanted to emphasize, and I know it probably seems like a broken record. But we have been so impressed by the faculty response. So just as a brief reminder of things as they are becoming available. We are popping those up there and there's a latest updates area at the top. We have developed sort of a lightweight training for this summer. So, anyone who is teaching this summer. And in fact, we're scaling it for folks who are interested in putting either their full course or more of their course online for the fall proactively. We have that training available now. And we also have added a component to it about online engagement. We have a whole team and we are going to be addressing a Moodle upgrade. And if you have questions, Mandy. I know you have a very aggressive agenda. So, I just want to let everyone know you can reach out to me directly, and I will get you to the resource that you need, or the support that you need.

Mandi Lopez: Thank you. Thank you all for your time. I thank you for your support and leadership during these very challenging times we're very grateful and certainly grateful for your responsiveness.

President's Report

1. The OAA reached out to the Faculty Senate for faculty input on virtual teaching. Faculty were quite comprehensive regarding concerns and requests.
2. Faculty Senate standing committees ASH and Course and Curricula met along with the Graduate Council to plan for student grade options this semester.
3. Faculty Senate collaborated with OAA for an extension granted for non-tenure track faculty for which individuals can opt out of now or later. Thank you to the senators for their responses and questions so that their vote would be representative of the faculty.
4. Faculty Senate also gave input on faculty reviews. Course evaluations for Spring 2020 may be excluded for any individual faculty reviews based on faculty individual request. We have not heard if they can be excluded from any tenure or promotion evaluation.
5. The Faculty Senate led academic freedom policy is now on the President's desk to sign.
6. The Faculty Senate Executive Committee members, together with representatives from across the campus representing undergraduate and graduate students, staff, and faculty formed the COVID assistance committee.
7. Please fill out surveys—respond and share information
8. There is a questionnaire form on the Faculty Senate website for faculty to voice questions, comments, concerns. Please utilize this form.
9. Faculty Senate elections for new senators are due May 15.
10. Past President Ken McMillin is revising the Senate bylaws with changes to be presented during the August meeting.
11. Faculty Senate standing committees rotation will be slightly delayed due to the bylaw changes and Senate voting until October. For those prepared to rotate off of standing committees, we request your patience and continued service for slightly longer than usual and anticipated and how we can make the transitions in the fall.
12. Technology shortages have been identified as well as faculty financial burdens due to the stay at home order. We hope that with the FTC moving to digital and online, education efforts will be made to expand existing technology and improve access.
13. Since faculty have incurred financial burdens due to moving all classes online, the FSEC has requested that there needs to be some faculty allocation for educational costs. In addition, for those teaching during the summer, the FSEC has requested summer stipend bonuses.
14. With the 5% and 10% cut projections, I strongly encourage units to fully cooperate, but to share a realistic and factual picture of the hardships caused by chronic continued monetary loss and restrictions.
15. Without compromising individual or group safety and health, again, the President address this and I think the administration has maintaining this at the highest level and the highest priority. However, we have to understand that this may require shift schedules for appropriate social distancing and PPE for those in close contact. Didactic instruction may need to assume a hybrid structure online and classroom was made will need to be appropriate for social distancing. Laboratory activities will require steps like PPE and appropriate decontamination procedures. There's much to do in terms of planning the future of our LSU educational mission on the research.
16. Many faculty and associated postdocs graduate student in undergraduate researchers who are immobilized by the inability to perform laboratory-based activities. Samples have been lost new data is halted and expensive reagents or expired. This will significantly and pair scientific advances in our ability to address unmet medical needs for potentially decades to come.
17. And in closing this final president's report for the year. I want to extend a special thanks to our retiring senators members of our standing committee and add an ad hoc committees and each and every one of you that has maintained through the course through untenable circumstances to emerge triumphant almost there, keep the faith. Stay strong.

***Q & A Summary:***

None.

Multi-Factor Authentication, Sumit Jain, Chief Information Security Officer, Information Technology Services

Sumit Jain thanked the Senate for allowing him to update on the progress of multi-factor authentication and provide some best practice security measures. MFA is one of the most effective ways to protect accounts from malicious activity. Information provided by Microsoft indicates that 99% of attacks can be prevented if MFA is in place. The project started in 2013 when ITS began looking into how to enhance protections in the Office 365 environment. In Spring 2019, internal testing began, and rollout plans were scheduled. During Summer 2019, feedback for improvements were implemented and Fall 2019, enrollment and enforcement of MFA began. All LSU users are now enrolled in MFA. Some of the most common issues and solutions revolve around iOS Apple operating systems. Users that travel overseas must have more than just their phone number as an MSP factor. Use of the authenticator app is the most useful in that the possibility of being overseas, it allows you to maintain a six-digit code that does not necessarily require an internet connection on your mobile device. ITS has been working with individuals to get the proper configurations in place. ITS will continue to communicate rollouts in order to provide lead time and instructions.

***Q & A Summary:***

Priscilla Allen: I am asked to authenticate very often. Is it related to switching devices?

Sumit Jain: MFA is not just associated with your account. It is an application that is device specific. If you are changing devices or changing browsers, you will be asked to authenticate

Dorin Boldor: Are you planning to use a global VPN?

Sumit Jain: ITS is not planning to move to a global VPN. Some of the things that might potentially come into fruition in the next few months is the ability for password-less sign in for web-based applications using the Microsoft authenticator app.

Theda Daniels-Race: To whom should I direct my colleague having ongoing issues with MFA?

Sumit Jain: [security@lsu.edu](mailto:security@lsu.edu)

Copyright, Darcee Olson, Copyright & Scholarly Communication Policy Director, LSU Libraries

Darcee Olson thanked the Senate for the opportunity to present her copyright services. She began with her background as an attorney in intellectual property and contract law. Faculty moving materials from a ground-based course to an online format are protected under the Fair Use Act. It allows for greater leeway in what you can and can't use in your online classes. The Teach Act establishes rules for using materials and distance education by linking materials to be available for download by students. Ms. Darcee provides information on the LLC laws regarding faculty ownership of self-created materials. Her office also assists with contracts and negotiations. Online "drop-in" are Monday, Tuesday, and Thursday from 8:00am to 12:00pm.

***Q & A Summary:***

None.

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**Old Business**

**Second Reading, Resolution 20-01, "Class Cancellations for Athletic Events"**

*Sponsored by Kevin Cope and the Faculty Senate Executive Committee*

Read by Kevin Cope.

**Whereas** members of the LSU Board of Supervisors (Board) are appointed by the Governor of Louisiana so that all citizens of Louisiana, whether students, faculty members, workers, farmers, professionals, investors, or political leaders, are considered in the decisions regarding higher education at the University;

**Whereas** that mandate to the Board members expresses the hope and expectation that these leaders will exercise sound judgment in the guidance and management of Louisiana's highest- ranked university;

**Whereas** the Board took a sudden, disruptive action by canceling classes on the two opening days of the Spring 2020 semester in order to facilitate attendance at a spectator sport event, the national football championship, and to allow for football-related festivities;

**Whereas** the Board did not find it appropriate to follow its own Bylaws by referring this matter to the Academic and Research Committee for their recommendations and did not prepare a written resolution to facilitate such recommendations although this was achievable given that it was known two weeks before the meeting that LSU would play the night of January 13 and given that January 13 was the first class day of the spring semester as published in the Academic Calendar more than a year before;

**Whereas** the cancellation of classes for sporting events by the A&M campus sends a message to students, faculty, Louisiana citizens and the nation that intercollegiate sports can and should preempt the academic activities defining LSU's core mission, and a confusing message to other LSU campuses, which expect the flagship campus to set standards, as well as to campuses in other Louisiana higher education systems, which have trouble maintaining their own commitment to academic improvement when the premiere campus undermines the statewide educational project;

**Whereas** LSU's football opponent, Clemson University, which enjoys a #70 academic ranking from US News and World Report, did not cancel classes for the days surrounding the championship football game, while LSU, which has a #153 ranking with the same rating service, halted instruction;

**Whereas** the LSU vision-and-mission statement presents the core duties of LSU as "offering a broad array of undergraduate degree programs and extensive graduate research opportunities designed to attract and educate highly qualified undergraduate and graduate students" and as "contribut[ing] to a world-class knowledge base that is transferable to educational, professional, cultural, and economic enterprises" that seem unlikely to be advanced by canceling of classes for a sporting event;

**Whereas** football-induced class cancellations also raise questions about LSU's commitment to the third component of its vision and mission statement, "using its extensive resources to solve economic, environmental, and social challenges," a worthy goal that is devastatingly inconsistent with the replacing of classes with an athletic event;

**Whereas** the Board of Regents Master Plan focuses on the productivity of Louisiana institutions by the awarding of degrees and certificates, on creating an educated, employable, and forward- looking population, on "new and novel approaches to the way education is delivered," on "performance," and on the role of "research universities and special purpose institutions in advancing knowledge and new ideas," which are diminished when teaching opportunities are obstructed;

**Whereas** neither of the aforementioned campus- or statewide mission, planning, and vision statements contain a single word about intercollegiate athletic programs, but abound with references to and images of academic personnel in instructional settings;

**Whereas** the cancellation of classes with only a few days, indeed only one business day of notice disrupts teaching schedules and lesson plans and academic calendars that are often developed months or years in advance and can unsettle or even waste time-consuming instructional setup efforts such as are common in laboratories or clinical courses;

**Whereas** the necessity of make-up classes on Saturdays, when students may have work or personal conflicts, or the probable compression of course material resulting from class cancellations undermines the education and reduces the career-readiness of Louisiana students;

**Whereas** the claim that cancelling classes was required for the “safety” of students by a Board of Supervisors member suggests that LSU academic leadership has not succeeded the Vision 2020 strategic plan goal of creation of an educated citizenry committed to constructive activities especially since the President's Office has adequately made past decisions on university closures;

**Whereas** the first obligation of the leadership of academic institutions is for truth, a duty not accomplished when allocating only 1,100 tickets for a student body of 30,000 while also announcing that class cancellation allows for student participation in an event for which “street” ticket prices for the remaining 70,000 tickets reached thousands of dollars, an event far beyond the economic reach of many of our economically stressed or disadvantaged students;

**Whereas** the LSU administration has remained distressingly silent in the nationwide debate about intercollegiate athletics and especially “big-time” college football, a debate that, in focusing on lifelong injuries, exploitation of athletes, non-transparent athletic department budgets, non-academic uses of donor benefactions, and racial and gender inequities, raises questions about the enabling of intercollegiate athletics by suspending classes;

**Whereas** the values embedded in Title IX that call for gender equity were not evident since no cancellation of classes has ever occurred for LSU women's sport teams that participated in national championships and so the disparities between men and women or between minority and majority populations continue to be evident;

**Whereas** highly qualified LSU faculty members hold prominent positions as the Faculty Athletic Representative, on the LSU Athletics Council, and in national groups such as COIA (the Coalition on Intercollegiate Athletics) that are concerned with the role of athletics in higher education and so are highly qualified to offer advice on matters such as class cancellations;

**Whereas** LSU and its leadership make extraordinary, expensive efforts to recruit inventive and thoughtful faculty yet have ignored the counsel of the LSU Council of Faculty Advisors and LSU Faculty Senate Executive Committee, which prioritized classroom instruction over class cancellations for extracurricular activities on behalf of the faculty they represent;

**Whereas** the most valuable asset of any higher education institution is the authority of the faculty to develop educational policy, which has been delegated by and ignominiously disregarded by the Board in cancelling classes against the advice of duly elected and representative faculty leadership;

**Whereas** many major research-driven firms and high-tech businesses that considered relocating to Louisiana have chosen other locations owing to the inadequate support for and cavalier attitudes toward education, attitudes that are now evidenced in class cancellations in support of entertainment;

**Whereas** the public is surely confused by repeated requests for higher levels of funding for LSU and for higher education when that petitioning university shuts its doors owing to sporting matches;

**Whereas** confusion might pertain to the implicit comparison between a sporting event and the other, more usual reasons for university closures such as natural disasters or loss of major leaders or sacrosanct holidays, a disconcerting contrast that leaves faculty and students wondering whether the experience of victims is trivialized by being placed equal to a sport success;

**Therefore**, be it resolved that the LSU Faculty Senate Faculty adjures the LSU Leadership and Board of Supervisors in collaboration with faculty leadership to develop a reasonable policy for the cancellation of classes for foreseeable and unforeseen circumstances so as to minimize disruption, serve the interests of all students, communicate the correct message concerning the value of education to the public, and preserve the dedication of the University to its principal tasks as outlined in its vision and mission statement among many other governing or guiding documents;

**Therefore**, be it further resolved that the LSU Leadership and Board take immediate action to reaffirm their commitment to LSU as “a leading research-extensive university, challenging undergraduate and graduate students to achieve the highest levels of intellectual and personal development” per the mission-and-vision statement;

Therefore, be it further resolved that the LSU Faculty Senate asks the LSU Leadership and Board to create a committee whose membership includes several experienced faculty leaders that will be charged with studying and issuing a policy concerning the role, scope, mission, and purpose of intercollegiate athletics at LSU.

**And therefore**, be it further resolved that the LSU Faculty Senate asks the Board of Supervisors to begin continuing dialogue with the faculty and its leadership on educational issues at LSU, such as occurred during previous presidencies of some of the current members of the Board.

Motion to pass into discussion: Fereydoun Aghazadeh and Priscilla Allen

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

Robert Cook: Additionally, this required faculty to work (lecture) an extra day, as all LSU employees were told to show up to work on Jan 13, 2020.

Mandi Lopez: Will you take days to hours as a friendly amendment?

Kevin Cope: Yes, certainly.

Jared Soileau: This was a one-time event within an hour drive from LSU. That's very different from Clemson—8 hours away and the third time being in the championship game over three years. A four-page request seems overwhelming to a certain extent. In addition, some may argue that LSU football is a cultural event and has done more for this state to bring cultural relations or racial relations together. Going back to prior semesters, the start of Spring semester started on Wednesdays without additional make up classes. Do we really believe that missing one class reduces career readiness? From an injury perspective, LSU has been doing a significant amount of study on this, so, I'm not sure that the injuries tied to this resolution should be communicated. I don't have any knowledge regarding the Title IX claims; however, I don't think that the statements that this university exists for entertainment are accurate. It's overwhelming to consider this resolution.

Julia Ledet: I think Professor Soileau has a point.

Michael Banks: Most students were favorable to the decision to cancel the classes for the game.

James Matthews: I strongly endorse everything Prof Soileau said.

Rafael Orozco: I agree that Prof. Soileau definitely has a point

Stephen Shipman: Are not all faculty members, workers, farmers, investors, and political leaders considered professionals?

Mandi Lopez: Dr. Cope, will you take this as a friendly amendment?

Kevin Cope: Certainly.

Motion to vote: Fereydoun Aghazadeh and Aly Aly.

Vote: Resolution fails.

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## New Business

### **First Reading, Resolution 20-03, "Pathway to Censure Removal"** *Sponsored by Kevin Cope and the Faculty Senate Executive Committee*

Read by Kevin Cope.

**Whereas** the standing of LSU in the community of learners has been compromised by institutional behavior not in accord with best professional or ethical standards, behavior that has elicited two censures and one adverse supplementary report from the American Association of University Professors (AAUP) as well as a Faculty Senate censure of an LSU System President and an LSU Faculty Senate vote of no confidence in the LSU Board of Supervisors;

**Whereas** the continuation of censures that cast doubt on the vitality of academic freedom at LSU suggests that LSU is having difficulty in accomplishing its mission, "the generation, preservation, dissemination, and application of knowledge and cultivation of the arts."

**Whereas** institutional rankings and thereby institutional success derive, in large measure, from the evaluative perceptions of the leaders, faculty, and students of other institutions;

**Whereas** the persistence of these censures, which are readily (and internationally) available on the AAUP and other web sites, continuously alerts the academic community to the dangers and difficulties of the LSU working environment;

**Whereas** the AAUP commands a high level of respect and attention in a scholarly community that acknowledges the accuracy and value of its judgments;

**Whereas** the LSU Faculty Senate (i) has explained to the LSU and LSU System administration both the many reasons for the AAUP and Faculty Senate censures and no-confidence vote and (ii) has proposed remedial strategies in the hope of encouraging the LSU leadership to work toward the lifting of these sanctions;

**Whereas** significant work toward the lifting of the censure, including the sending of an LSU administrator to AAUP headquarters in Washington, had already been accomplished and remains on-the-record at the AAUP, which welcomed these overtures and is hoping for follow-up efforts;

**Whereas** the AAUP encourages the rehabilitation of censured institutions and has repeatedly sought to reconcile with LSU;

**Whereas** a good-faith effort to lift the AAUP censures could open a pathway to the improvement of relations between the LSU Faculty and the LSU administration, improvements that might include the lifting of Faculty Senate no-confidence and censure resolutions;

**Whereas** sincere efforts to remove AAUP censures would set an admirable example for all of Louisiana, where there are more censures against higher education institutions than in any other state, thus showing the leadership and character of our institution;

**Whereas** the change of leadership at LSU—the presence of a new interim President and the likely hiring of a new President or Chancellor—opens the possibility of a fresh start;

**Whereas** the lifting of censures and other admonitory sanctions would improve the morale of faculty and serve as an aid in recruitment and retention of the best scholars;

**Therefore**, be it resolved that the LSU Faculty Senate calls on the interim President and the Board of Supervisors to begin a new round of efforts to remove the AAUP censures against LSU;

**Therefore**, be it further resolved that the Faculty Senate enjoins the interim President and his staff to establish a small and nimble committee composed of experienced faculty members and skillful administrators charged with entering into negotiations with the AAUP concerning the lifting of censures;

**Therefore**, be it further resolved that, owing to the gravity of the charges against LSU and owing to the continuing damage that censures inflict, the aforementioned committee should begin its activities immediately and without delay;

Therefore, be it further resolved that the aforementioned committee should take advantage of the expertise of the officers of the LSU AAUP Chapter as well as colleagues who might have been involved with the persons, events, or issues that led to the censures;

**And therefore**, be it further resolved that the interim President and his staff should, by way of showing good will and byway of opening a rehabilitative dialogue, quickly advise the AAUP of its intention to address the censures.

Motion to move into discussion: Fereydoun Aghazadeh and Stephen Shipman

**Q & A Summary:**

Dorin Boldor: Will this resolution have a second reading in the Fall?

Mandi Lopez: Unless there is no motion to immediately move this to a vote, it will have a second reading in the Fall.

Carl Motsenbocker: What would be the response from administration on this resolution?

Mandi Lopez: The FSEC would work with administration to come up with a plan and a solution or agreement to remove the censure.

Motion to suspend rules and move to vote: Dorin Bolder and Stephen Shipman.

Vote: Resolution passes.

**First Reading, Resolution 20-04, “Gender Equity in Health Insurance Benefits”**  
*Sponsored by the Benefits Advisory Committee and the Faculty Senate Executive Committee*

**Whereas** employees covered by the various Office of Group Benefits and LSU First health insurance plans pay the same premiums for the same plans;

**Whereas** those plans designated “employee plus family” and “employee plus child(ren)” cover dependent children until age 26 but do not cover maternal care for those child dependents, with the effect that employees who have male children receive coverage for all their major medical care costs but those who have female children might be denied coverage for one of the costliest medical expenses among young adults;

**Whereas** the employee premiums for LSU health insurance plans have increased dramatically since 2008, for example, from \$5,216 in 2008-09 to \$8,041 in 2019-20 for the LSU First Option 1 plan for an employee plus family, an increase of 54 percent (\$2,825) in eleven years compared to a general rate of inflation of only 17.4 percent over that same period;

**Whereas** similar health insurance plans at other large Louisiana employers cost their employees substantially less than LSU employees, for example, 37 percent less (\$2,992) on average in 2019 for an employee plus family plan;

**Whereas** Inflation-adjusted faculty salaries at LSU have declined by 4.4 percent over the past eleven academic years, from 2008-09 through 2019-20, despite the faculty’s continuing accomplishments in research, contributions in service and teaching, gains in experience, or any other measure of productivity;

**Whereas** HRM continues, despite a long-standing request by the Faculty Senate to cease and desist, to advertise falsely that LSU offers “outstanding benefits to eligible employees and their dependents including health, life, dental, and vision insurance... and more! [sic]”;

**Whereas** a state’s flagship university should strive to be at the forefront of social progress in its state by offering its employees benefits that are equitable and affordable relative to salaries;

**Now therefore** be it resolved that the LSU Faculty Senate requests LSU management to investigate and report back to the Faculty Senate about health insurance options that provide the best, equitable coverage for equal premium payments for the various plans, irrespective of an employee’s gender, the gender of dependent children, or any other personal characteristic including maternal care for dependents.

Motion to pass into discussion: Inessa Bazayev and Katherine Henninger

**Q & A Summary:**

Fereydoun Aghazadeh: Increasing coverage will cause premiums to increase.

Larry Rouse: Yes, they may. The issue we are looking at is equality for your dependent children. The other problem is that we at LSU pay more for our coverage. We are paying more and getting less than we should.

Julia Ledet: The word admonish is a little harsh. Can we change that? Maybe advise?

Larry Rouse: Yes. This is a faculty resolution, so we can use any word choice.

Jared Soileau: What about urge?

Peter Doran: Strongly advise?

Fereydoun Aghazadeh: You can change the wording that we are paying so much, but not enough is covered. We also have gender discrimination.

Larry Rouse: That's correct. I like that idea.

Mandi Lopez: So, make the connection between higher premiums and the lack of coverage.

Theda Daniels-Race: I would back off of using demand.

Mandi Lopez: Because of the loophole in the Affordable Care Act, this is not unique to LSU. We cannot have an insurance plan that is distinct from the state. However, we are lacking coverage specially for maternity or pregnancy for our insured dependents.

Larry Rouse: Yes. If anyone has any suggestions, email [lrouse@lsu.edu](mailto:lrouse@lsu.edu)

#### **Faculty Senate Leadership 2020-2021 Election Results**

Faculty Senate President: Mandi Lopez

Faculty Senate Vice President: Joan King

Faculty Senate Secretary: Fabio Del Piero

Faculty Senate Member-at-Large: Marwa Hassan

Faculty Senate Member-at-Large: John Miles

All moved to adjourn at 5:30pm.