

Faculty Senate Meeting Minutes
Thursday, May 11, 2017
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

1. Kevin L. Cope (President, English)
2. Ken McMillin (Vice-President, Animal Science)
3. Joan King (Secretary, Food Science)
4. Paul Hrycaj (Member-at-Large, Libraries)
5. Lillian-Bridwell Bowles (Member-at-Large, English)
6. Mandi Lopez (Member-at-Large, Vet Science)
- 7.

Parliamentarian: Louay Mohammed

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

1	William Adkins (Math/Sci)	23	David Donze (Biological Sciences/Sci)	45	X	Steven Pomarico (Biological Sci/Sci)
2	X Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24	X Brooks Ellwood (Geol and Geophys/Sci)	46	X	Laura Riggs (Vet Clinical Sci/Vet Sci)
3	X Austin Allen (Landscape Arch./AD)	25	Kenny Fasching-Vamer (Education/HSE)	47		Tracey Rizzuto (SHREWD/HSE)
4	P Paul Anderson (Foreign Language Lit./HSS)	26	X Mette Garde (Physics/Sci)	48		Laurel Romeo (TAM/Ag)
5	X Frank Anselmo (French/HSS)	27	Angeletta Gourdine (English/HSS)	49		Christopher Rovee (English/HSS)
6	X Paula Arai (Philosophy & Relig Studies/HSS)	28	X Gregory Griffin (Chem Eng/Eng)	50	X	Michael Russo (LSU Libraries/HSS)
7	Christopher Austin (Biological Sci/Sci)	29	X Gundela Hachmann (Foreign Lang Lit./HHS)	51		Carlos Slawson (Finance/Bus)
8	Emily Beasley (Kinesiology/HSE)	30	Aixin Hou (Environ. Studies/Coast and Envir.)	52	A	Daniel Sheehy (Physics Astro/Sci)
9	Brett Boutwell (Music/Music & Drama Arts)	31	X Paul Hrycaj (LSU Libraries/HSS)	53		Alan Sikes (Theater/Music Dramatic Arts)
10	X Lillian Bridwell-Bowles (English/HSS)	32	X Yongick Jeong (Mass Comm/Mass Comm)	54	X	Andrew Sluyter (Geography/HSS)
11	Konstantin Busch (EE & Comp Sci/Eng)	33	Lisa Johnson (Kinesiology/HSS)	55	X	Kevin Smith (Chemistry/Sci)
12	X Areendam Chanda (Economics/Bus)	34	X Brendan Karch (History/HSS)	56	X	Arash Dahi Taleghami (Petro Eng/Eng)
13	Joseph Clare (Political Sci/HSS)	35	X Ingeborg Langohr (Pathbio Sci/Vet Med)	57	X	Sabrina Taylor (RNR/Ag)
14	Jon Cogburn (Philosophy Rel Stud./HSS)	36	Keri Larson (Inform Sys Decision Sci/Bus)	58	X	David Terry (Comm Stud/HSS)
15	P Christine Corcos (Law/Law Center)	37	X Catherine Lemieux (Social Work/HSE)	59	X	Jose Torres (Sociology/HSS)
16	Belinda Davis (Political Sci/HSS)	38	Kanchan Maiti (Coast Stud/Coast and Envir)	60	X	Arend Van Gemmert (Kinesiology/HSE)
17	Jeff Davis (Entymology/Ag)	39	X Alison McFarland (Music/Music and DA)	61	P	Dottie Vaughn (Math/Sci)
18	P Fabio Del Piero (Pathobiol Sci/Vet Med)	40	Jean McGuire (Management/Bus)	62		Muhammed Wahab (Mech Industr Eng/Eng)
19	X Charles Delzell (Math/Sci)	41	X Ken McMillin (Animal Sci/Ag)	63		Gregory Watson (Architecture/AD)
20	X Margaret Denny (Education/HSE)	42	X Louay Mohammed (Civil Environ Eng/Eng)	64		John Westra (AgEcon/Ag)
21	X John Devlin (Law/Law Center)	43	X Evgueni Nestrov (Chemistry/Sci)	65		Hsiao-Chun Wu (Elect Eng Comp Sc/Eng)
22	Cyndi DiCarlo (Education/HSE)	44	Jim Ottea (Entomology/Agri)	66	X	Yejun Wu (Library Information Sci/LHSE)

Guests:

Jane Cassidy	Les Butler	Kresimir Rupnik	Ryan Landry	John Borne
Stuart Irvine	Dana Hollie	Bill Demastes	Ravi Rau	Brian Ainsworth
Matt Lee				

Consideration of the Minutes from April 18, 2017

Moved by Austin Allen and seconded by David Terry.
 Approved unanimously with potential corrections.

Kevin Cope recognized the work of the graduate assistants to the Faculty Senate, Amy Catania who pursued a Ph.D. in Comparative Literature and Nate Friedman who pursued a Juris Doctorate.

President's Report

1. In the last two weeks there has been a bit of a flap over the emergent email policy. The Faculty Senate intervened to put the policy back on a proper course. The set of experts that we have today will address us and dialog with us about the emergent email policy.
2. The Commencement Atmosphere Improvement committee emanating from central administration has finished its work. There was a moment of misunderstanding concerning the selection of commencement speakers. Ashley Arceneaux of the system office has agreed to remind the President that the Faculty Senate has a commencement committee, which for the time being is co-terminus with the executive committee, and that one of our goal for the immediate future would be to establish a reasonable procedure for selecting commencement speakers then we have had to date. The selection of commencement speaker operates under a variety of determinates that are somewhat adversarial including the fact that we do not pay any money at all. We are all well served to have a schedule and procedure.

3. The 160/90 brand naming consultants has unveiled a new 95% finished package for LSU branding. They have a few items to tweak here and there. The nice thing about the branding package is that it lays a heavy emphasis on academic achievement and also recognizes athletics without putting it in the foreground.
4. Most everyone has complained about the quality of food service in the stadium. The Board of Supervisors has selected a professional concessionaire to operate the food services in the stadiums. The contract is being granted on a ten year basis.
5. We are interviewing for another administrator, an Associate Vice President for Enrollment Services. Many in the faculty are skeptical of adding new administrators. On the other hand the university is increasingly dependent on tuition and what students bring economically as well as intellectually. The search has been successful in terms of the quality of candidates.
6. The PS-36 committee would like to distribute its near finished product to the entire faculty but the university general counsel has to look over the document first. The plan is to distribute that information to all faculty by the middle of August for comment.
7. Ken McMillin has a plan for continuation of the Faculty Senate newsletter when Kevin Cope leaves, so the flow of information will not stop.
8. We conducted the Association of Louisiana Faculty Senates meeting in Alexandria the weekend of April 29th. They will soon tell the campus that other campuses around the state are organizing statewide day of discussion to showcase faculty and their input into higher education on Nov 2. This will be done as town halls within a campus or among groups of campuses.
9. A subcommittee of faculty governance leaders statewide has been commissioned to create a proposal for the governor's chief of staff to create a statewide panel to make suggestions about the higher education future. The plan is out there and a proposal should be ready by mid-summer.
10. A colleague at Southeastern Louisiana University in collaboration with colleges from around the state is going to be organizing a statewide recruiting fair for faculty, for faculty who are weary of present salaries and might want to seek greener grass in some other venue. This will provide an opportunity for faculty to go elsewhere and will make a point to the governor's office and the legislature that faculty are valuable and hopefully the mediocre treatment will end. This of course is controversial and it is going on on a statewide level, not exactly an LSU initiative, but we can look forward to the results and see what impact it will have on campuses around the state.
11. This is Kevin's last time to offer a President's report; it is his 90th meeting as President. The last ten years has been a remarkable and complex and diverting as well as entertaining and rewarding story. The real authors of that story are all of the faculty members who make up that complex effort, the university research, education and service project. He acknowledges the fact that being kept in office for so long a period of time is a great compliment he thanked us very much for that vote of confidence. He looks forward to serving us in other ways when he leaves office on August 29 at 11:59 pm..

Lillian Bridwell-Bowles commented on Kevin Cop's service. She wanted to have an extra special ceremony for Kevin. He is retiring this post after ten years. It's been tireless, energetic leadership of the LSU Faculty Senate. He has done this work so cheerfully that I don't even believe he is real. He has done it with good humor, absolutely with wit, candor, and no small degree of loquacity, but most of all with wisdom. We gave Kevin a standing ovation.

Ken McMillin gave Kevin gifts on behalf of the Faculty Senate including a Louisiana shaped plaque and a book on cooking meals from restaurants and fresh market gift card. Kevin thanked the executive committee and the faculty senate.

Q&A Summary:

None.

Report by Faculty Athletic Representative William Demastes

He spoke about NCAA legislation general observations. The NCAA has made a turn for the better. A lot of legislation has called attention to the needs of student athletes, particularly attention to time management, with a max of 20 hours of participation and practice and other sports related activities. One of his favorite rules is that they have to have a continuous 8 hours between 9 pm and 6 am every evening on non-sports related activities so they get a break for sleep. They also have a seven day break at the end of the season which the student athletes at our level in particular seem to not be interested in. It originated as a 14 day break at the conclusion of every athlete's season, but athletes at this level stated that 14 days of break would be deleterious to their career so it became a 7 day break. Creating a time management plan for each athlete without changes except by approval of the athletes themselves, because coaches tend to announce unscheduled meetings. Another rule is a day off each week during preseason or during school vacations. These are rules that the NCAA is trying to get into the students' rights and privileges. At LSU the Cox Communications Center for Student athletes has sent out their annual report. They have a graduation success rate of 84% for a 6 year graduation rate. In 2005 LSU's graduation rate was 67%. It is moving up in a very significant way. In regards to student athletes' progress towards degree, all the 21 teams that we have are well above the minimum scores. Five teams scored a perfect score of 1000, the football team was 959 and the acceptable cutoff rate was 930. He attended the SEC meeting in March and there was a brief report on two surveys being conducted with one being of faculty perceptions of student athletes and the other faculty perceptions of college athletics. Toward the end of March it became public information that the Athletics department's athletic life skills program was putting on a workshop called "Consequences of Not Taking a Stand Against Violence" at which point they were inviting Brandon Banks, who with Vanderbilt teammates was charged with various charges related to rape. Many of his teammates were convicted. He is still waiting for his trial. The athletic department had hoped to be able to bring the student athlete in to talk about the difficulties about what happened and the consequences of not standing up against his friends, not doing the legal and ethical thing. Faculty member were not directly informed of this but when they heard of this workshop and they registered their protest with the athletic department. The Athletics department reconsidered what the workshop was going to be and withdrew the proposal. There was some positive response to the faculty from the athletic department. He would like to follow-up on this for better dialog between faculty and athletics. It seemed to reveal a strain

between the two very big institutions that operate here at LSU. He was successful at having Senior Women's Athletics Director, Mariam Seger who is in charge of Life Skills to speak with the Women's and Gender Studies Director. Maybe she could also meet with the Faculty Senate Executive Committee.

Q&A Summary:

None.

Presentation by and discussion by John Borne and Sumit Jain (IT Services) regarding Freedom of Information Act rules, IT security, and plans for development of an email and computer communications plan

He wanted to talk about what audits are and how those types of things are addressed on the campus and what does the university do when they received IT audit findings. An IT audit is just looking at Technology to see how it complies with policy of the university and state. There are three different types of audits, federal audits due to research grants of which he has not been a part of, more generally they see Louisiana legislative audits looking at laws and standards and that we are using best practices on technology according to policy. Those reports go to the legislature. One more common is an internal audit conducted by the LSU internal audit the reports of which go to the university leadership and the Board of Supervisors. When we get an IT audit report, which may have been going on for 6 months to a year sometimes longer they come back with a set of findings. It starts for IT when they receive these findings. The university must develop a response to the audit which is approved by the administration and then goes to internal audit. Things bifurcate into a technical response or policy modifications. A group looks at draft policy language which then goes to academic affairs for review through their process. After that they speak to deans and academic departments in parallel. At some point it all comes together. On the technology side they work with the departments and it is presented to the IT faculty committee. At that point it becomes an iterative process and they take the plan and go back and forth to solve all the finds and problems. An email audit was conducted in early 2016. By summer the first report came out with the primary focus on proper retention of email records. If there is lapse in record keeping it should be responsibility of the university not the individual. One finding is that LSU should implement legal holds or archives of emails as soon as possible. Central IT email has the ability to record all emails passing through the central email system so the email is recorded in the archive regardless of if anyone deletes emails elsewhere. The next finding was that all departments' independent email systems should be migrated to Office365 service. The management response was developed over the fall and the final response provided in 2016. There are five findings that came out addressing issue related to the LSU Baton Rouge Campus only. Number one was revision of Policy 06.15 and the response was convening an advisory group to work on revisions of PS 06.15. The policy they developed has not yet been approved by academic affairs but it is close. The first statement is that LSU owns all lsu.edu email addresses/accounts and boxes. These email accounts are assigned as a tool for teaching, research and for conducting university business. Also the primary email account assigned to someone should not be shared with others. Regarding naming conventions, the format and design of the email address will be established by the university. The university has to comply with legislative statute. The email retraction policy of the program is that harmful emails will be deleted by university IT to identify a malicious phishing email and pull all copies of the email. After academic affairs, next the formal policy will be reviewed by the campus units, issues brought up by faculty reviewed and the university has to make a decision on the issue of branding, lsu.edu or department.lsu.edu? This needs to happen very soon because the current system is on the mainframe which is going away.

Q&A Summary:

Charles Delzell

Who is the auditor?

John Borne

This is an LSU internal audit.

Charles Delzell

I didn't see that you met with our department.

John Borne

I have met with the IT persons in each department.

Charles Delzell

Will Faculty Senate have to sign off on this policy review?

John Borne

I don't know what the formal process is and if faculty will review the policy or not. It goes through the Office of Academic Affairs for distribution.

Kevin Cope

The Office of Academic Affairs does determine who the stakeholder groups are. He would be astounded if the Faculty Senate were not included in that check-off.

Charles Delzell

He hopes we vote on something before we give that check-off. He wouldn't want to give an automatic check-off.

Areendam Chandra

What were you saying about the mainframe going away?

John Borne

I will be the first to say I am happy to see it go. Everything at one time was in there. The next thing to come out would be to identity access management systems.

Sabrina Taylor

Are you saying our email addresses are going to change because of this?

John Borne

It's quite possible. There should be a more legible name. Right now it is nonsensical. If you are running a departmental system, that is a possibility.

Sabrina Taylor

Are we able to keep our email addresses if its okay as it is?

John Borne

If it is determined that we have to change all email addresses, typically they would support any pre-existing address and route it to the new one.

Arend Van Gemmert

It will be rerouted to the new email address from the old address. Are the Pennington email addresses going to be change to lsu.edu addresses?

John Borne

They want to know as well. What is the university's branding policy? Are they going to allow other campuses to maintain their specific email identity or are they going to make everybody go to lsu.edu?

Arend Van Gemmert

Is there also discussion about keeping emails addresses after someone leaves LSU? He still gets emails from his old email address from another university because that is the email given on his publications. As he understands it now your email address is gone.

John Borne

A good security practice is to end an account and that is something internal audit is pushing on us to make sure we look at. We need to decide should an email be forwarded or not rather than keeping the email address alive? That is one of first business requirements that has surfaced.

Charles Delzell

When email was getting more popular, the math society suggested having your full last name at math.lsu.edu for example. Those affected departments will have to change them twice, once to a nonsensical name and then in three years again

John Borne

One of the plans was to change in September. Where that timeline holds true is up for discussion? With the time to get internal feedback to solve that is going to take some time.

Charles Delzell

Federal audits can hold back money if you don't do this and state auditors also. What can internal auditors do?

John Borne

The report goes to the Board of Supervisors so then the board has pressure on the President and on university leadership. What that whole feedback loop is and how it gets worked out is above my pay grade.

Charles Delzell

We sometimes refer to the auditors as an extraterrestrial power. No one can question the auditors because they are the auditors.

John Borne

You can question the auditor on the basis on standards and the laws they are looking at.

John Devlin

Part of the concern you are sensing here is that faculty are getting consulted too late in the process. Some decisions have already been made. Is there some way to create a process that allows for faculty input at an earlier stage?

John Borne

In his view, we are early in the review and are not at a stage to putting this in front of the faculty. There is a long road ahead of us. The perception is that we are way down the road and we are not.

John Devlin

There is a distinction in reality between helping formulate a policy on the one hand versus reviewing and trying to change policy after it has already been formulated. Could the faculty be involved in policy formulation?

John Borne

The group formulating the policy that has developed the policy does contain faculty.

Juana Moreno

There are two faculty on the committee of twenty and her concerns were ignored, the comments she made were not included in the policy. She was told they couldn't be done legally or technically.

Charles Delzell

The Louisiana auditor referenced Title 44 concerning archiving and retention and departments could archive or retain. Does Title 44 differentiate between who can retain emails?

John Borne

It doesn't speak to any particular unit. The auditors say its best practice for one place in the university to retain them and whoever does this can archive in perpetuity.

Charles Delzell

Our department has been archiving emails for 30 years.

Gundela Hachmann

What is the concern if a department archives their own email? If we keep our addresses the same as they are now what could happen?

John Borne

The concern is about not maintaining records properly. If the university goes to court and it cannot produce emails requested by the court and they can have an adverse judgement and the university has to pay out money, a very significant sum.

John Devlin

Has it ever happened to the university?

John Borne

My understanding is that it has in significant dollars. He doesn't know the details, because he hasn't been involved in this. The university has lost money due to adverse judgements.

Juana Moreno

Will it be possible to keep all the department servers and collect all the emails?

John Borne

The question is how do we address and meet the findings technically and through policy. We are just starting. Ten months down the line it could be slightly if not substantially different than what we are thinking today. He doesn't know what will happen with the emails addresses. He doesn't know what will come out at the end of it. It is going to be a discussion over time.

Guest

In chemistry there is a concern about colleagues who do controversial research on climate change and the environment and how their privacy is protected from political groups who go on a fishing expedition.

John Borne

That is a real concern. There are about ten a dozen requests for information from the university every month. Most requests target the President or coaches. The requests come to the university and are immediately taken on by the university counsel. Rarely anything targets faculty. If it is a civil matter the attorney will reach out to the faculty and IT and start collecting information. This does not go out without the faculty member's input and approval. If it is a criminal case all bets are off. If it is a criminal case, depending on how sensitive it is, my boss may not even hear about it. If it is civil and involves a faculty member in every case I have seen the faculty member is at the table approving line by line what is going out. It might be good to have university council to come talk about that process and how they handle it.

Mandi Lopez

You described how LSU retains emails. The Veterinary School went to the lsu.edu system in the last six years, but she could no longer access old emails. In the old system she could access it forever, but in the new system, what will faculty access be to these old stored emails.

John Borne

If you deleted it you cannot recover it. In the new system if you kept it, it is probably going to go on for 8 to 10 years.

Juan Moreno

You have thirty days to recover deleted emails.

Mandi Lopez

It was not deleted. It was just removed.

John Borne

There is no plan to remove email from the central system going forth. If you didn't delete it, it should still be there. The email from the old system was not moved to the new system. Since last summer if you had it in your email system it should still be there as long as you didn't delete it.

Sabrina Taylor

The new rule about internet providers being able to sell information, will it affect LSU?

John Borne

It should not affect us on things we have enterprise contracts on, but if you go open your own dropbox account not through an enterprise system then there is a risk that that information will be exposed.

Sabrina Taylor

Can it be encrypted?

John Borne

Depending on the technology they would have to sit down and look at that. On the research side central IT is partnering with research to put more than one enterprise system in place for storage to be protected in that way. They have researched it for a long time. They need to put one or more technologies in place. That is one of the reasons we want to get that done sooner rather than later.

David Terry

The purpose of the email system is to support teaching, research and service at the university, not to deal with lawsuits. The group has been listening to the university council about money issues. Several people are worried about faculty data. Faculty need to have access to email to do their jobs. Information from faculty would be better earlier in the process.

Louay Muhammed

Faculty have not been engaged early enough, for example who is involved in the internal audit not faculty. The main concern is that business or the university council are legitimate input sources. Teaching and research is important and the faculty should be a primary part at every stage and the early stage, but faculty are not involved.

John Borne

I hear you.

Paul Hrycaj

Your slides do a good job of distilling the process, can we make them available on the faculty senate website? Is there anywhere that faculty can send concerns?

John Borne

They can certainly send them to me, they can have my contact information with the slides. There are a lot of groups involved in this process, central IT is just one of them.

Paul Hrycaj

There is a question as to where they can get authoritative answers.

John Borne

Sending them to me is a good place to go right now.

Lillian Bridwell-Bowles

Sending concerns to you is good. She would hope to see some sort of resolution to have the faculty engaged in the process. She is happy to see their resolutions go forward. Think about the resolution you would like to see regarding the process. The aspect of supervision and surveillance and this is also an issue of academic freedom and she urges us to have a resolution in the fall.

Kevin Cope

The Faculty Senate Executive Committee meets regularly with the Provost and will bring up this issue with him.

Election for Committees staffed by vote

Candidates for Committee on Committees, term 2017-2020: Karen Maruska, Ryoichi Teruyama, Jennifer Baumgartner and Angela Webb

Elected persons: Jennifer Baumgartner and Karen Maruska

Candidates for Faculty Adjudication Committee, term 2017-2020: Arthur Penn, Margaret-Mary Sulentic Dowell, Kenneth J. Varner, Robert Peck, Seth Orgel, Alison McFarland, Dana Hollie, and Daniel Whitman

Elected person: Dowell, Penn and Hollie

Old Business

Third and Final Reading, Resolution 17-04, “A Surcharge on Football Tickets to Aid Conservation Efforts”, Introduced at the request of James Wilkins

Read by James Wilkins

FACULTY SENATE RESOLUTION 17-04
A Surcharge on Football Tickets to Aid Tiger Conservation Efforts
 Introduced at the request of James Wilkins

Whereas keeping a live Bengal Tiger mascot has been an LSU tradition for eighty-four years;

Whereas the LSU community has derived many benefits and much pleasure from having six live tiger mascots and seems likely to continue that tradition;

Whereas captivity is not the ideal life for a wild animal;

Whereas there are many who oppose LSU having a live tiger mascot;

Whereas the use of a magnificent wild animal for human amusement carries with it moral responsibilities to treat the animal in the most humane and respectful way possible;

Whereas tigers are critically endangered in the wild;

Whereas the single most important gesture humans can make towards wild animals from which they derive so much benefit is to do everything possible to ensure the survival of their species in the wild;

Whereas helping to ensure the survival of tigers in the wild is a fitting and moral price for keeping a tiger captive for human amusement;

Be it therefore resolved that a one dollar surcharge be levied on every ticket sold for LSU football games in Tiger Stadium, to be donated directly to the World Wildlife Fund and used exclusively for the conservation of tigers in the wild.

Q&A Summary:

James Wilkins

Regarding the question as to whether the LSU Athletic department or TAF can charge anything on tickets, he has found no law or regulation that restricts the amounts the Athletic department can charge. They have a pretty much open door to charge whatever they want, whatever the market will bear. If somebody has some information about whether there is a restriction for a charge let him know. The other question is whether TAF or the Athletic department can be donate the money. There are limitations for donation of public property. There is also a Cooperative Endeavor Agreement or CDA. It allows the donation of state property as long as there is some quid pro quo, so the state has to get something for it. For example giving away state surface water has been done under a CDA, with the thought it will generate some jobs. Green houses on campus space are given with the assumption that they are service organizations that will benefit LSU. TAF operates under several CDAs. There were several score boards built and there was advertising space on the boards. The Attorney General said it generates good will and is quid pro quo. The State of Louisiana gives money to Ducks Unlimited of Canada with the intent it will benefit ducks in Louisiana. What is most important is political will. Where there is a political will in this state there is definitely a way.

Charles Delzell

What is actually involved in conserving a tiger habitat?

James Wilkins

Poaching is one thing, preservation of the habitat itself and providing economic incentives for the local population to conserve the tigers.

Charles Delzell

If you are creating a habitat for tigers you are eliminating a habitat for humans. Some indigenous people in faraway countries are being evicted from the land by people who put up fences. There is no due process for protecting them and their private property. Why are we sitting in air conditioned room telling people somewhere else where they can live and what they can do?

James Wilkins

In many cases local populations don't have any mechanisms to do it. When you say people are being evicted by animals actually the opposite is happening animals are being evicted by humans moving into those areas. There are ways to generate good will where these tigers live with a program, not to push it down their throats.

Charles Delzell

He heard about how the WWF people teamed up with these corporations and governments and people were evicted.

James Wilkins

Most of the harm going on is due to humans. Humans are increasing in population but the goal is to allow that and allow other animals to live.

Sabrina Taylor

There are multiply ways to create conservation. There could be cooperative areas with animals and humans. Having a habitat for animals doesn't mean ruining life for humans elsewhere.

David Terry

Having habitats for those at the top of the food chain ends up creating cascade effects. I suggested that you add the language WWF or some other organization and clearly state that it would be used for conservation of tigers in the wild. Maybe including one more organization that would not be so controversial.

James Wilkins

Yes, he is not with any one group. He just wants to make sure that the money if sued for something useful.

Arend Van Gemmert

It was decided in the last meeting proposed by Senator Hachmann and language was provided saying 'that protects tigers in the wild' instead of World Wildlife Foundation. That WWF should have been deleted in the first place. We voted on this and it was voted in with one abstention. It's in the minutes here.

James Wilkins

He never got an updated copy of that. Was it officially put in there?

Arend Van Gemmert

There was another friendly amendment one by Senator Devlin about TAF.

Sabrina Taylor

I thought we agreed to leave that open.

John Devlin

Yes we did.

Brooks Ellward

In many places in the world in zoos or in captivity there are terrible conditions where they have tigers in a space with less size, maybe ¼ the size as we have here. The better idea would be to focus on the terrible habitat conditions within populations where people are holding these tigers and change the attitude of those people to either release the animals or put them in habitats that are reasonable.

James Wilkins

The goal is to preserve as much of the gene pool as possible. The wild population should be the primary focus.

Gundela Hachmann

LSU is already addressing this issue. They are taking rescue tigers from habitats where they had to live under terrible conditions. Are there are agencies that try to find new homes for the tigers?

James Wilkins

He has spoken to David Baker; they don't like to get tigers from bad conditions because it may affect the temperament of the tigers. They like to get young tigers.

Evgueni Nestrov

People are here to see the football game not to see the tiger. It is unfair to those people. This resolution does not include all the concerns. We cannot vote until this is the final version.

John Devlin

We do need to take out the language about WWF. We should vote today.

James Wilkins

Yes he has all his physical needs taken care of and there is no way to get into the tigers head about whether he wants to be in captivity or not but I guarantee if you open the cage door he is coming out.

Gundela Hachmann

She would like to see a more thorough document about the issues brought up here especially about the legal concerns. Ultimately this is going beyond the senate. She would like to see more specific references and text that explains the rationale. As a good model the next resolution they are going to deal with today shows examples.

James Wilkins

How about a supporting document to go along with it? I have that already.

Kevin Cope

The usual procedure is to submit a revised document after the first reading with faculty input. If indeed such a suggestion by Gundela is to be taken we have to determine if that is a friendly amendment.

James Wilkins

Is that to include all the citations and supporting documentation with the resolution? Including supporting documentation with the resolution would be sufficient.

Kevin Cope

The proposer can propose that with faith that the documentation will be provided.

Gundela Hachmann

Is there a similar sentiment among others or am I the only one who would like to see this?

Sabrina Taylor

I see these as relatively minor changes. I would like to see a vote today. As far as comments, there are more tigers in captivity than in the wild. I don't see how charging an extra dollar on football tickets is a burden.

Arend Van Gemmert

He agrees that we should vote on it today. He wants to say that the WWF needs to be out of there. It is not a minor thing in here.

Brooks Ellward

It leaves it open that the WWF could still be chosen. He would like to have it listed specifically as a non-recipient. He stated a motion to amend it to exclude the WWF.

James Wilkins

The vetting process of that is going to be outside the purview of this body. To exclude one particular agency; he is not tied to one. He prefers not to exclude it from a choice.

Kevin Cope

The point is to see if there is a second to the motion by Brooks Ellward.

Motion seconded.

Kevin Cope

Please state the phrasing you would like to use.

Brooks Ellward

Using the way it is amended now use a semi colon with the words, "but excluding the WWF".

Kevin Cope

Is there any discussion specifically on this amendment?

John Devlin

We are taking a stand to and trying to put a little bit of money behind it. We are managing it to death, which he thinks is a bad idea.

Sabrina Taylor

I agree, we should try to find the best conservation organization and that we should not exclude WWF due to one article.

Arend Van Gemmert

I don't think we should exclude it, but since it is out of the purview of this body that there would be one or two senators on the committee to decide where the money should go.

Charles Delzell

May I amend the amendment, 'donate to an appropriate conservation agency who has a record of not harming the interests of indigenous people'.

Kevin Cope

Do you regard that as an acceptable version or no?

Brooks Ellward

He is really opposed to WWF. He will accept Charles Delzell's motion.

Charles Delzell

"that has a record of not harming the indigenous people'.

John Devlin

Would you accept the amended amendment?

James Wilkins

Yes.

Kevin Cope

The amendment is to follow on previous language 'appropriate conservation agency that has a record of not harming the indigenous people'.

Vote on the friendly amendment: not passed.

Louay Mohammed

If the tiger is for all sports, why is it only for football?

James Wilkins

They are the most profitable.

Original Amendment vote "appropriate conservation agency, but excluding the WWF: not passed.

Kevin Cope

We have now turned to the general debate on the resolution.

Senator

How can prove where the money is going to go since it is not identified in the resolution?

James Wilkins

There are extensive accountability requirements about where the money has to go.

Senator

The federal government can't possible know where the money is going to go.

James Wilkins

You can say it about any federal government.

Steve Pomarico

There actually has been a pretty good movement as to how charities spend their money and they are actually graded as to how they spend their money. With basic research we can find an agency that uses their money wisely. I don't think we have to be overly concerned about this.

Sabrina Taylor

She agrees. There have been plenty of conservation agencies that use their money wisely.

David Terry

I would like to see the information about Ducks Unlimited language included. This serves a pedagogical function to people who benefit from the labor of this one tiger to do this, so they know that tigers don't just grow at gas stations. One dollar a ticket from what is described is for one of the greatest things to do in Baton Rouge on a Saturday night doesn't seem to be a high price to pay. There are plenty of people who are nitpicking the particular organization he is not hearing anyone defending the status quo. He called the question. Seconded.

Vote on calling the question: passes with three opposed.

Vote on the resolution with WWF removed and changed language and documentation added: passes with 22 for and 9 against

Kevin Cope

The executive committee will meet with the Provost and inform him of the resolution.

Second and Final Reading, Resolution 17-05, “Tuition Remission and Fee Reduction for LSU Faculty Children”, Introduced at the request of the Faculty Senate Benefits Advisory Committee

Read by

FACULTY RESOLUTION 17-05
TUITION REDUCTION AND FEE REMISSION FOR LSU FACULTY CHILDREN
Introduced at the request of the Benefits Advisory Committee

Whereas the merit-based TOPS is unavailable to the children of incoming faculty¹ who have not graduated from a Louisiana high school;

Whereas the cost of an LSU education for faculty children has increased because TOPS now covers only 62-69% of tuition² and fees are high³;

Whereas seven of LSU’s thirteen Flagship Peer institutions offer 50% tuition reduction to faculty children, and most state universities in the South do the same⁴;

Whereas the new merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, and thus they are unavailable to some faculty children⁵;

Whereas the Tiger Legacy Scholarships offer only \$500-1000 (depending on ACT score), which is far too little to offset the recent decrease in TOPS (approximately \$3000);

Whereas the recruitment and retention of faculty is crucial to LSU and faculty flight is a growing problem for the University;

Whereas twenty-seven of thirty-six LSU deans, chairs, and directors said in a recent poll that a new tuition benefit and a full remission of fees for faculty children would help “very much” or “some” in the recruitment and/or retention of faculty in their units⁶;

Therefore be it resolved that the Faculty Senate recommends a new benefit for faculty children enrolled at LSU: while remaining eligible for Louisiana Tiger Legacy Scholarships; faculty children should receive (1) a 50% tuition reduction or TOPS; (2) a full remission of fees.

¹ Following PS-36T, this resolution understands “faculty” to include “full-time members of the academic staff having the rank of instructor or higher (or equivalent ranks).”

² TOPS covered 100% of tuition in 2015-16. Tuition in 2016-17 was \$8046, and TOPS paid \$5032-5571.

³ Fees at LSU in 2016-17 are \$2768. Fees are significantly lower at nine of the thirteen Flagship Peer institutions and at most of the state universities in the South. See Appendix A.

⁴ See Appendix A.

⁵ Approximately 40% of LSU students have ACT scores less than 24, and the percentage of faculty children with similar ACT composite scores is probably similar.

⁶ See Appendix B for the poll and results. The new tuition benefit in the poll was what this resolution proposes below. Twenty respondents answered “very much”; seven answered “some”; nine answered “only a little.”

Appendix A to Resolution 17–05: Reduced Tuition/Fees for Dependents of Faculty, 2016-17

<u>LSU</u>	<u>Benefit</u>	<u>Annual Tuition + Fees</u>
	\$500-1000 annually ⁷	\$8046 + 2768 = \$10,814 ⁸
<u>Flagship Peer Group</u>		
University of Maryland	100% of tuition ⁹	\$8314 + 1866 = \$10180
Purdue University	53.9% of tuition ¹⁰	\$9208 + 894 = \$10,002
University of Tennessee	50% of tuition	\$10914 + 1810 = \$12,724
University of Arkansas	50% of tuition	\$7204 + 1615 = \$8820
Mississippi State University	50% of tuition ¹¹	\$7780 (no fees)
University of Illinois	50% of tuition ¹²	\$12,036 + \$3662 = \$15,698 ¹³
University of Nebraska	50% of tuition	\$6750 + 3841 = \$10,591 ¹⁴
Colorado State University	50% of tuition	\$8716 + 2334 = \$11,050 ¹⁵
Texas A&M University	100% of fees ca.	\$8000 + 2000 = \$10,000
Virginia Tech University	\$400-1000 one time	\$10786 + 2076 = \$12852 ¹⁶
N. C. State University	\$1000 annually	\$6406 + 2474 = \$8880
University of Georgia	no benefit	\$9364 + 2270 = \$11,634
Iowa State University	no benefit	\$7098 + 1121 = \$8219 ¹⁷
<u>Other Universities</u>		
University of Alabama	50% of tuition ¹⁸	\$11,270 ¹⁹
Auburn University	50% of tuition	\$10,696 ²⁰ , \$11,216, \$11496, \$15016 ²¹
University of Missouri	50% of tuition ²²	\$10,716 (no fees)
University of Mississippi	50% of tuition	\$7644 + 100 = \$7744
University of Kentucky	50% of tuition ²³	\$10665 + 655 = \$11,320
University of Florida	100% of tuition/fees ²⁴	\$8951 + 3808 = \$12,762
Florida State University	\$500	\$9280 + 3734 = \$13,014
University of South Carolina	no benefit	\$11,482 ²⁵
Clemson University	no benefit	\$13,418 + 900 = \$14,318
University of Texas-Austin	no benefit	\$9626-11,060 ²⁶

⁷ The new Louisiana Tiger Legacy Scholarship Program annually awards \$500 for a 24-25 ACT score; \$750 for a 26-27 ACT score; \$1000 for a 28 or above ACT score.

⁸ TOPS pays 67.43% of the annual tuition in 2016-17, which amounts to \$5031.

⁹ This benefit is for the spouse and dependent children of employees who have worked two or more years.

¹⁰ In addition to this benefit, a partial remission of fees is given to children of staff members who are employed at least half-time for a period of time expected to continue more than one year on a recurring academic or fiscal year.

¹¹ If both parents are employees of MSU, 100% of tuition is reduced.

¹² This benefit is for children of faculty who have 50% or greater employment over a minimum of 7 years at one of the Illinois senior public universities. The 7 years need not be consecutive.

¹³ Higher tuition (\$17,040) is charged for Engineering, Chemistry, and Life Science majors.

¹⁴ Higher tuition is charged for the Business College (\$8400) and College of Engineering (\$9690). The annual fees include \$2094 for health insurance.

¹⁵ For 15 hours, tuition is actually \$5483 per semester, but the College Opportunity Fund (state tax dollars) pays \$1125 in tuition.

¹⁶ The benefit is given to children of university employees who are freshmen or new transfer students.

¹⁷ Some majors have higher tuition, e.g., Architecture (\$8380), Business (\$8852 in junior and senior years), Engineering (\$9410 in junior and senior years)

¹⁸ This benefit is given to children of faculty and staff with at least 6 months of employment.

¹⁹ There are few or no fees at Alabama.

²⁰ The fees at Auburn are small, maybe 0.

²¹ The higher three figures are respectively for colleges of Business, Engineering, and Architecture.

²² This benefit is for spouses and dependent children of employees who have 5 or more years of continuous full-time service immediately prior to the first day of the semester in which the spouse or dependent is enrolled.

²³ The percentage reduction depends on the employee's length of service: 10% for one year; 20% for 2 years; 30% for 3 years; 40% for 4 years; 50% for 5 or more years.

²⁴ This benefit is given to 50 children of full-time employees, randomly selected each year.

²⁵ This figure includes a technology fee (perhaps as much as \$500).

²⁶ Tuition varies between colleges. If there are any additional fees, they are small.

Appendix B to Resolution 17–05: Questionnaire for Deans, Chairs, and Directors

The Faculty Senate Benefits Advisory Committee is studying the possibility of a **new faculty benefit** that would make undergraduate education at LSU more affordable for the children of LSU faculty. Faculty children enrolled at LSU would receive the following:

- 50% reduction of tuition or TOPS, whichever is greater
- Full remission of fees
- A Louisiana Tiger Legacy Scholarship

TOPS and the Legacy Scholarships are merit-based. A 50% reduction of tuition and the full remission of fees would not be merit-based, and so all faculty children could receive them.

If this benefit were in place at LSU, would it help your department/school/college to recruit new faculty and retain current faculty?

- (1) Very much.
- (2) Some.
- (3) Only a little.
- (4) Not at all.
- (5) I don’t know.

POLL RESULTS

The questionnaire went to 54 deans, chairs, and directors in the ten colleges at LSU; 36 responded.

- 1 Very much: 20
- 2 Some: 7
- 3 Only a little: 9
- 4 Not at all.

Breakdown of responses according to college:

	Very much	Some	Only a little
H&SS:	5	1	3
Science:	2	1	1
MDA:		1	
Art and Design:	3	1	
Business:	1		1
Engineering:	1		2
HSE:	3		1
Law:		2	
Agriculture:	5	2	1
Coast and Env:	1		

Note: The entire faculty of the School of Veterinarian Medicine was given the questionnaire. All responded, “Very much.”

Q&A Summary:

Speaker

The Benefits Advisory Committee met to discuss some of the suggestions and questions by the faculty senate. Two thoughts guided their committee as they formulated the resolution. The focus is on faculty recruitment and retention. If the cost of the benefit were astronomical they thought the administration would shoot the resolution down. The resolution includes instructors. There are 215 full time instructors on campus. The committee didn't think of it. There are many instructors and the committee thinks that not including them would create ill will. They do not want to include staff because it would be costly, as there are three times the numbers of faculty as staff. The staff has their own senate and can have their own resolution. They also excluded graduate students because it is too costly. Other universities restrict it to undergraduate education. They considered including faculty spouses but decided to exclude it because most schools don't include them. The committee figures that most spouses would be interested in LSU graduate programs not undergraduate education so they excluded them. An incremental approach is probably the best strategy. The committee considered making the benefit need based which would decrease the cost of the benefit, but LSU already has help that is need based. At other universities faculty get the benefit simply by being faculty and they believe it should be the same at LSU. The real benefit is the full remission of fees because most children would be eligible for TOPS. It wasn't the goal for the committee, the resolution was to recruit and retain faculty even if their students were average, so they don't think the benefit should be merit based.

Austin Allen

Would you consider spouses as a friendly amendment?

Speaker

We would, but not consider graduate programs.

John Devlin

Can we also say undergraduate?

Speaker

Yes. So children and spouses.

Senator

Why only undergraduate education?

Speaker

Because it can be very costly.

Senator

The graduate school is less costly.

Speaker

His fear is that the administration wouldn't accept it because it would become too costly. They would like to get something now.

Kevin Cope

We have an amendment to add the phrase 'and spouses' following 'the faculty children' and 'in undergraduate courses' following 'enrolled', plus revision of the title and other parts to make it congruent with that adjustment..

Vote on amendment: passes.

Arend Van Gemmert

What is the definition of children, does that include adopted children, foster children etc.?

Speaker

I believe it does.

Evgueni Nestrov

What if the faculty leaves the university and their child is still here? At what point do they remove the benefit?

Speaker

I don't know. I hadn't thought of that.

John Devlin

The first order legal definition is that they would no longer be children of the faculty.

Speaker

Then they would no longer have the benefit.

Evgueni Nestrov

That would create a problem for the student.

Arend Van Gemmert

That would have to be negotiated with the new employer.

Gundela Hachmann

There should be policies in place as to what happens when a university employee leaves. She doesn't see why there can't be a policy for this.

Evgueni Nestrov

There is no policy.

Gundela Hachmann

There would be a policy, but she doesn't think that is something that should be put in this resolution.

Steve Pomarico

Would the benefits office or would the bursar's office oversee this?

Speaker

Do we need to resolve this? I don't know. I thought we would be lucky to get the administration to say yes.

Arend Van Gemmert

I would think it would probably be with benefits, but whoever takes it on.

Vote on resolution: passes unanimously.

Kevin Cope

He thanked the one third of faculty senators who will be leaving due to their terms ending.

New Business

None.

All moved to adjourn at 5:07 pm.