

Faculty Senate Meeting Minutes
Monday, August 31, 2020
Zoom



Attendance

Faculty Senate Executive Committee members present:

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| 1. Mandi Lopez (President, VCS) | 4. Joan King (Vice-President, Food Science) |
| 2. Ken McMillin (Past- President, AG) | 5. Fabio Del Piero (Secretary, PBS) |
| 3. John Miles (Member-at-Large, LSU Libraries) | |

Parliamentarian: Louay Mohammed

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

1	X	Kayanush (Kai) Aryana (AG)	25	P	Marwa Hassan (ENG)	49	P	Kevin Ringelman (AG)
2	P	Michael Banks (BUS)	26	X	Katherine Henninger (HSS)	50	X	Julie Wright Rollins (HSE)
3	X	Inessa Bazayev (MDA)	27	X	Tara A. Houston (MDA)	51	X	Kirk Ryan (VCS)
4	X	Pamela Blanchard (HSE)	28		Kelli Scott Kelley (AD)	52	P	Bhaba Sarker (ENG)
5	X	Elizabeth Carter (Law)	29	X	Heather Kirk-Ballard (AG)	53	X	Jonathan Shi (ENG)
6	X	Cassandra Chaney (HSE)	30	X	Joan King (AG)	54	X	Stephen Shipman (SCI)
7	X	Chantel Chauvin (HSS)	31	X	Gerry Knapp (ENG)	55	X	Wei-Ling Song (BUS)
8	X	Senlin Chen (HSE)	32	X	Roger Laine (SCI)	56	X	Shane Stadler (SCI)
9	P	Prosanta Chakrabarty (SCI)	33	X	Lauren Lazaro (AG)	57	X	David Stamps (MASS)
10	X	Jin-Woo Choi (ENG)	34	P	Julia Ledet (SCI)	58	P	Suzanne Stauffer (HSE)
11		Joe Clare (HSS)	35	X	Carlos Lee (HSE)	59	X	Rachel Stevens (HSS)
12	X	Brandi Conrad (HSE)	36		J. Michael Martinez (HSE)	60	P	Matthew Vangiel (MDA)
13	X	Robert Cook (SCI)	37	X	James Matthews (SCI)	61	X	Meredith Veldman (HSS)
14	X	Theda Daniels-Race (ENG)	38	X	John Miles (LIB)	62	X	Muhammad Wahab (ENG)
15	X	Jeff Davis (AG)	39	X	Mustajab Mirza (VCS)	63	A	Nan Walker (Coast)
16		Jennifer Davis (HSS)	40	P	William Monroe (Law)	64	X	Wei-Hsung Wang (Energy)
17	X	Fabio Del Piero (PBS)	41	P	Carl Motsenbocker (AG)	65	X	Sonja Wiley (BUS)
18		William Doerrler (SCI)	42	X	Ioan I. Negulescu (AG)	66		
19	X	Peter Doran (SCI)	43	X	Robert Newman (BUS)	67		
20	X	Jake Esselstyn (SCI)	44	X	Rafael Orozco (HSS)	68		
21		Joseph Francis (CBS)	45	X	Seung-Jong Park (ENG)	69		
22	X	Edward Gibbons (HSE)	46		Rosemary Peters-Hill (HSS)	70		
23	X	Doug Gilman (SCI)	47	A	Tracy Quirk (Coast)	71		
24	X	Jason Harman (HSS)	48	X	Maria Rethelyi (HSS)			

Guests:

Tom Galligan	Arend Van Gemmert	Stacia Haynie	Retha Niedecken	Jose Aviles
Andrew Sluyter	Jane Cassidy	Matt Lee	Craig Woolley	Sasha Thackaberry
Jason Walker	Ernie Ballard	Jake Palmer	Emily Hatfield	Cole Conrad
Kristen Hernandez				

Public Comments on Agenda Items

None.

Consideration of the Minutes from April 21, 2020

Moved by Jeffrey Brooks and Pamela Blanchard.
 Approved unanimously with potential corrections.

University Update, LSU Leadership

Interim President Galligan welcomed faculty back to LSU and thanked the Faculty Senate leadership for their tireless efforts over the summer. With Hurricane Laura and the global pandemic, this is a stressful time for students. Administration will continue to be flexible and accommodating to support faculty initiatives and concerns. There is a campus-wide effort to encourage student COVID-19 testing. It is

critically important to monitor the virus on campus to keep everyone safe. There are several testing sites on campus, and it is free for all students. Employees with LSU First health insurance also do not have to pay for testing. Galligan urged all faculty, staff, and students to fill out the daily symptom tracker. There are quarantine spaces on campus for students that test positive. Continue checking the Roadmap to Fall website. Masks are still required on campus and frequent hand washing is encouraged. The threshold for closure is not limited to a number. It is based on several factors: the total number of cases, capacity for isolation and quarantine, absenteeism of faculty and staff, etc. Summer enrollment increased for the first time in several years and over 600 summer graduates were celebrated. LSU had the highest number of undergraduate and graduate degrees to black and Hispanic students. Fall enrollment saw a 3.7% increase in undergraduate enrollment: 1300 more than last Fall. We are also continuing to see increases in historically underrepresented groups. ACT scores are averaging 25.5 and GPA is slightly up at 3.71. LSU is striving toward inclusivity and diversity and there is more work to be done. A building name evaluation committee has been formed and they will review existing names and offer recommendations, as necessary.

Q & A Summary:

Mandi Lopez: Provost Haynie, would like to say a few words?

Stacia Haynie: We are appreciative of the Senate and the work that it took to get to opening for the fall. As Tom mentioned, we are very focused on bringing real and substantive change when it comes to diversity, equity, and inclusion on campus. I am very excited about the new Faculty Senate committee being proposed in the Bylaws changes. The Office of Diversity has changed the name at the request of the staff there to the office of diversity, equity, and inclusion, so it will mirror the committee that you are creating. And I know that one of the charges is to interact with Derek's office and we are very excited about that committee. It remains such an honor and privilege to serve alongside you every day.

Tom Galligan: We have received some questions regarding HIPAA violations. We are not violating it in any way.

President's Report

1. Mandi Lopez urged senators to wear their masks properly.
2. There are many questions regarding the daily health checkers. It is hoped that administration will comply with applicable HIPAA regulations.
3. Grant money is running out due to the shutdown.
4. Despite rising costs of living, faculty have not had a pay raise. Faculty are more deserving of raises for a job well done in the extraordinary effort that will continue into the foreseeable future.
5. The 36% tax on grants needs to be removed or substantially reduced to protect the stipend partially expended during the shutdown. Details on the calculation and application of the tax should be shared with all.
6. The FSEC will continue to advocate for a non-voting faculty member on the Board of Supervisors. Notably, there is a student government representative, but a physical or virtual seat for faculty representation is a notable and questionable omission.
7. There is a breakdown of message accuracy between higher administration to local administration. In some cases, messages were lost, or the details were so misconstrued to a remarkable extent. We have requested that the faculty policy chairs be included on important messaging.
8. Many are concerned about the sudden switch from Zoom to Kaltura for faculty lectures and video. Apparently, there was a 15-day limit on virtual space and all of those hours of captioning have disappeared. The new CIO was made aware of this situation and there has been a pause on the deletion of any faculty recordings on Zoom for the entire Fall semester.
9. According to the Board of Supervisors bylaws, digital ownership of materials belongs to LSU. However, this did not anticipate the current situation and administration is convening a committee to update the memorandum to present standards and expectations.
10. There are security issues with online materials. ITS is working on the problem and the FSEC will be inquiring about the status.
11. Past-President Ken McMillin has been editing the Faculty Senate Bylaws and we will vote on moving them into discussion. Once the Bylaws are approved, Senate Committee membership will be updated.
12. The Faculty Senate Diversity and Inclusion Committee is a new committee at the urge of the MDA.
13. Each member of the FSEC is serving on the university Diversity and Equity Committee. There have been swift and genuinely responsive action items already drafted and delegated with established timelines. We need to do our part individually and together to keep the momentum going.

Q & A Summary:

None.

Virtual Instruction Support, Sasha Thackaberry, Vice President of Online and Continuing Education

Sasha Thackaberry began her presentation with an update regarding faculty support. A number of faculty have participated in different types of training and professional development. Trainings have been viewed over 2800 times and 380 walk-ins since March. Live Zoom platforms take place daily with limited availability on Saturdays and Sundays. LSU Online is at full capacity resulting in extended wait times. In March, we combined the faculty technology center and academic technology with the design and development team as well as other teams from online and continuing ed. A new website will launch in November showcasing this merge. Moodle was upgraded this summer and support continues for that change. We are in the process of ensuring regular, yearly updates. LSU Online is providing end user experience in Panopto and Kaltura. We have also been working with the learning and teaching collaboration under Jane Cassidy to ensure support for the faculty fellows' partnership. This will embed a learning experience designer in each college at least one day a week. We are also working

with the Uber tech group to have a holistic vision for academic technology. We need a more formal structure for academic technology governance and ensure that it's aligned with the previous structures for the academic technology committee. LSU Online still strives to provide high quality online learning experiences, world class customer service, and continue the sustainable economic model. We have seen a 72% increase in enrollment since Fall 2019. LSU Online is collaborating LSU Alexandria, LSU Eunice, and will be launching a program next fall with NOLA Health Science Center.

Q & A Summary:

None.

Emergency Operations Center Update, Jake Palmer, Manager of the Emergency Operations

Jake Palmer provided an overview of the Emergency Operations Center's activities since March. The EOC did not have faculty representation until Mandi Lopez joined the committee. The committee is staffed on an as-needed volunteer basis and usually operated as a response to hurricanes and other types of campus emergencies. The EOC is lucky to have a physical location on campus and has been activated and continuously working before March. We realized what was going on a global scale and we started preparing the campus. To go to a virtual setup, we began working with different departments on campus to make sure that they had the needed resources and assets. We also limited the number of people on campus during the stay at home order. I know there were some questions regarding campus closure in anticipation of Hurricane Laura. We look at multiple resources and information to inform our decisions. Based on current conditions, we recommended closing the campus for a limited amount of time. The President reviews our recommendations and if he chooses to take it, it is our job to put everything in place to make sure that action is taken and secure where possible. The EOC is looking closely at the tiger check system, events on campus, and provide support where we are able. Future plans include training individuals and continue to monitor the situation.

Q & A Summary:

Mandi Lopez: There has been a bit of confusion regarding decisions made last week. I have been privy to those meetings and understand what happened. Do you want to expand on that a bit?

Jake Palmer: Yes. When we have a weather event, our office starts jumping onto calls with the National Weather Service. We begin communicating with other institutions on a daily basis and gathering as much information as possible. Considering this was the beginning week of classes and the stresses regarding COVID, we tried taking a more conservative approach whether to close campus. We also try to make sure that we communicate decisions as early as possible. If you remember, the day campus was closed, it was a beautiful sunny day. Weather conditions were predicted to be aggressive and they change suddenly. In the end, there were quite a few tornado warnings. There were also indications of closures from other state agencies and rather than complicate the matter, campus was closed.

Mandi Lopez: Do people need to fill out the symptom tracker on the weekends and when will the COVID numbers be updated on the Roadmap to Fall website?

Jake Palmer: Yes. Complete the tracker on the weekends if you are able. This isn't just a campus situation, so, we are trying to get as much information and data possible. It is also about building the memory muscle to complete the tracker.

Mandi Lopez: When will the COVID numbers be updated on the website?

Jake Palmer: That has been compiled and there should be an update by the end of today.

FY 2019-20 Annual Report for the Ombuds Office, Retha Niedecken, LSU Ombudsperson

Retha Niedecken thanked the Senate for the opportunity to present. The Ombuds Annual Report was released this summer. She serves all the LSU campuses, including Pennington and the two Health Science Centers. The report contains more information than last year's report while still maintaining confidentiality. Situations that comes through the Ombuds office do not necessarily reflect trends on campus. Zoom has been a great tool for the office. Many individuals are more comfortable with the online format. The Ombuds office has moved locations from the Union to the Administration building on Lakeshore. In-person appointments are Tuesdays and Thursdays with remote working on Mondays, Wednesdays, and Fridays.

Q & A Summary:

Joan King: Why was your office moved from the Union?

Retha Niedecken: It was for budgetary reasons. The rent at the Union is significant.

Joan King: The last Ombudsperson's office was located in the Geology building. Would you consider an academic building?

Retha Niedecken: Having an office in an academic building does not offer much privacy.

Mandi Lopez: Without identifying any individuals, what would you say is the most common issue brought to your office?

Retha Niedecken: Poor communication skills and abuse of power. Bullying is a multi-layered and complex scenario. Most people do not realize the effect of their behavior on others.

Mandi Lopez: Would you recommend any specific training or suggest a way to help avoid bullying in the workplace?

Retha Niedecken: I think the best thing that I could say would be that if anyone feels that they are being bullied, come see me. We can look at utilizing tools to establish or reestablish your boundaries.

Old Business

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

Read by Mandi Lopez.

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.

Q & A Summary:

None.

Motion to vote: Gerry Knapp and Pamela Blanchard

Vote: Resolution passes.

New Business

Faculty Senate Third Member-at-Large 2020-2021 Election Results

Faculty Senate Member-at-Large: Julie Wright

Faculty Senate Constitution and Bylaws Changes

Motion to pass into discussion:

Q & A Summary:

Stephen Shipman: Will this include any University policy statements?

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Mandi Lopez: No. These are the Faculty Senate governing Bylaws.

Gerry Knapp: Why was the membership deleted?

Ken McMillin: It was felt that a lot of the unnecessary information would be in the committee operating procedures and this would include membership details number of Members, which colleges should be represented and those type things, as well as the operating procedures. Realistically, the only thing that was needed into bylaws was the name of the committee and what they were actually charged to do.

Gerry Knapp: What happens now?

Ken McMillin: The Executive Committee will be empowered to do that, the same as they will be empowered to name the members of the different committees, etc.

Mandi Lopez: Can you name the major changes?

Ken McMillin: One of the major changes is that we have determined that the term of office for the president should be two years instead of a single year. And the reason for that is the past three presidents have indicated, plus Mandy, that it really takes between four to six months to really get into the role of being president. And with our academic year, then that means the academic year is well over before you actually feel comfortable and dealing with Administration and in all the agenda items in and really serving that constituency. Probably the major change in the committee's along with adding the Diversity, Equity, and Inclusion Committee, is we will have a Faculty Appeals Board, which is separate and distinct from the Faculty Adjudication Committee. The other big change in Committee on Committees is to dissolve that committee. It has been having difficulties in filling the committee assignments for the past several years. The other reason for that is that now we have Susannah know as the Coordinator of the Faculty Senate, and we can keep a better track of who wants to serve or not. This will relieve the faculty Committee members who typically then have delegated their assignments to specific faculty and that faculty member's range of contacts might be limited. The Executive Committee will take over the duties of the Committee on Committees. Another major change is that we are forming, or at least its proposed because these are just draft changes, remember that it's proposed that we have a Council of Advisors. One from the policy committee chairs to serve as a policy committee advisory committee. The second is that we have all of the content standing committee chairs and the two past presidents to serve as an advisory committee to the executive committee. There is also a wording change. Now that have representation and we have certain schools that are obviously not within colleges, we're trying to find a wording that adequately addresses that change.

Mandi Lopez: Can we put together a slide highlighting the major changes?

Ken McMillin: Yes. Susannah has already put together a PowerPoint slide indicating all changes. We will send those out before the next meeting.

All moved to adjourn at 5:21pm.