

Faculty Senate Meeting Minutes
Tuesday, September 22, 2020
Zoom



Attendance

Faculty Senate Executive Committee members present:

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| 1. Mandi Lopez (President, VCS) | 5. Fabio Del Piero (Secretary, PBS) |
| 2. Ken McMillin (Past- President, AG) | 6. Marwa Hassan (Member-at-Large, Engineering) |
| 3. John Miles (Member-at-Large, LSU Libraries) | 7. Julie Wright-Rollins (Member-at-Large, Education) |
| 4. Joan King (Vice-President, Food Science) | |

Parliamentarian: Louay Mohammed

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

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

Guests:

Craig Woolley	Clay Jones	Achim Hermann	Stacia Haynie	Arend Van Gemmert
Jane Cassidy	Ryan Landry	Matt Lee	Brian Ainsworth	Isaac Pletcher

Public Comments on Agenda Items

None.

Consideration of the Minutes from August 31, 2020

Moved by Marwa Hassan and Heather Kirk-Ballard.

Approved unanimously with potential corrections.

President's Report

1. Mandi Lopez urged senators to remind students of proper face covering technique.
2. The Council of Faculty Advisors requested a consistent plan for annual cost of living raises to the Board of Supervisors. Salaries are reported to be 12% below the SEC average.

3. The Faculty Senate passed resolution 20-03, Pathway to Censure Removal, at the April meeting. It was requested to the Board of Supervisors to devise a strategy for removal. Administration has reached out to AAUP members Professors Kevin Cope and Brooks Ellwood to lead the discussion.
4. LSU faculty requested Covid-19 and non Covid-19 related plans.
5. The passing of Resolution 20-04, Gender Inequality in Health Insurance, was shared with the Board of Supervisors. This resolution stems from both LSU First and the OGB plans not covering costs associated with dependent pregnancies. Faculty requested that this be given the highest priority in all future insurance negotiations.
6. Yale gave LSU a disappointing suffix grade on Covid-19 reporting. A student campaign wants to forego testing to save the football season. Concerns on self-administration of Covid-19 testing and mask compliance have been forwarded to the administration.
7. Dr. Arbutnot from the Office of Research and Economic Development will be sharing information on the Tiger Tracker in the October meeting.
8. Many have seen uniformed National Guard members on campus. They are trained to help administer the Covid-19 testing. Mandi Lopez plans to reach out for them to address the Senate.
9. Requests for other online testing besides ProctorU have been sent to the administration.
10. Questions have also been sent to the administration on clarification on Phase 3 messaging what it means specifically to student workers, field trips, outdoor labs, etc.
11. The FSEC has requested that ageism be added to the considerations of the University Diversity Committee.
12. The Louisiana legislature recently passed Bill 117, affordable textbooks and open educational resources. The bill requires indication on the syllabus that the course utilizes affordable educational resources (\$29 or less) and clearly state to the student how to access these resources.
13. PS-63 provides a procedure for which those employees and/or students lost are recognized by the administration. This has been raised to their attention and action is underway to appropriately follow the policy.
14. Interviews for the Senior Internationalization Officer and Dean of Students have concluded. The FSEC participated in these interviews.
15. The FSEC have requested a town hall for all IT and Online divisions to answer questions and help re-establish lines of communication.

Q & A Summary:

None.

ITS Update, Craig Woolley, Chief Information Officer, Information Technology Services

Craig Woolley thanked Faculty Senators for their time and started with his background in higher education. He spent 27 years at the University of Southern Florida and is well-versed in large, research one institutions. Woolley also spent 5 years in Ohio before coming to LSU. IT departments in higher education should be focused on supporting not only students, but faculty as well; both in their academic and research missions. IT should make it easier to get work done and not be a roadblock or hindrance. In order to have a true partnership, processes and ideas need to be shared, not told after implementing. Faculty need a voice on what will impact their research and instruction. Woolley is focused on meeting as many groups as possible to understand the role or lack of technology services. One of the main goals will be delivering great customer service, proper communication, and advance notices. There will be a survey for faculty, staff, and students. The results will be synthesized, and actions plans developed for some of the top issues. The discussions with the FSEC regarding Kaltura and Zoom are examples of those priorities.

Q & A Summary:

Stephen Shipman: Will the survey be sent through email?

Craig Woolley: I want to work with the Office of Academic Affairs on what the best avenue would be. Most likely, it will be through email via Strategic Communications.

Stephen Shipman: Will there be some key questions with a field for people to write in suggestions?

Craig Woolley: Yes.

Stephen Shipman: It would also be beneficial for the Senate to send out the survey. We are more likely to see and respond to an official notice from the Faculty Senate.

Mandi Lopez: Absolutely.

Craig Woolley: Sounds great.

Mandi Lopez: What are LSU's greatest strengths and weaknesses?

Craig Woolley: Communication needs to be improved. There are 40 individual IT departments, 41 if you include ITS. Currently, it is a very top-down relationship where we come up with something and then inform the other 40 departments. Sometimes it works for everyone, sometimes not. I'm going to change that model. It needs to be more collaborative. I want to form a committee where a representative is appointed from each Dean. ITS and the committee will work on solutions together. One of the glaring weaknesses is the student information system. With the system being on the mainframe and run from an outdated and antiquated coding system, it takes almost an act of god to make a change. A commercial student information system would not be nearly as difficult, and we must get to that point.

Robert Cook: Sometimes our department receives solutions from ITS that are not conducive to class sizes. What works great for a smaller class size does not always work for a larger class. Also, what works on a PC, does not work as well on an Apple. So, professors are acting as IT support for students. This is something that needs to be changed. For example, with a class size of 200 students, we are sometimes answering questions at midnight. Is this something on your radar?

Craig Woolley: We have been talking about training for students. In theory, they should be calling ITS support to help with those issues. However, we are only open during certain hours and that can lead to students reaching out to their professors.

Robert Cook: Sometimes the students do not know the first point of contact and the easiest solution is to ask the professor.

Mandi Lopez: I am sure that CIO Woolley will take this under advisement and let us know how they can help.

PS-109 Update, Jane Cassidy, Senior Vice Provost, Office of Academic Affairs

Jane Cassidy thanked the Senate for allowing her to present on changes to PS-109. When the Office of Academic Affairs revise policies that have a direct impact on faculty, they make sure that there is an open line of communication. They also look for and welcome faculty input. LSU has permanent memorandum and policy statements. PS-109 is set up not as a dismissal for cause, but to deal with unsatisfactory ratings. It is also used to identify faculty that are struggling and to develop an improvement plan to get them back on track. A committee was formed to update the policy. The committee is made up of administration, faculty, and HRM representatives. Both Professor McMillin and Professor Hassan from the FSEC serve on this committee. The changes have been shared with Deans and the Office of Research and Economic Development for feedback. There are a few minor changes, and the protocol will remain mostly the same. There are only a few more major changes in PS-109. The decision to review PS-109 stems from the length of time for a faculty member to get assistance. We are trying to shorten that timeline so that help arrives earlier. Another major change is to encourage clear and appropriate feedback during the annual evaluation period. We changed the title from PM-35 Campus Implementation Procedure to Satisfactory Job Performance and Performance Improvement of Tenured Faculty Members. The old title is unhelpful. If there is a faculty member seeking information or help, it is unlikely that they will find this policy. The policy was also reorganized and placed in chronological order. What happens first, is first, and second, is second, etc. The language of the policy was modernized as well. The ratings have also been changed. Before, it was either satisfactory or unsatisfactory. There is no measurement or mechanism in place for faculty to know any improvements are needed. Faculty have no warning before receiving an unsatisfactory. Faculty will now need to receive at least 2 "needs improvement" before getting an unsatisfactory. Our suggestion is to also change the required mentorship program from 3 to 2 unsatisfactory ratings within a 5-year period. The Peer Review Committee and the faculty member would develop a plan to get back on track. A timeline was created and is posted in the document. This policy is only for tenured faculty.

Q & A Summary:

Stephen Shipman: How do you sort through all of the suggestions and comments?

Jane Cassidy: Many of the comments center around the same issues which makes it a bit easier to handle.

Mandi Lopez: How would a faculty member defend themselves or overcome office politics? Obviously, they would need a mentoring committee.

Jane Cassidy: In PS-109, there is a paragraph about choosing a mentoring committee. We have left that in place; for the faculty member to seek help within or outside the department.

Mandi Lopez: Thank you. We will be sending out those documents to Senators to share with their colleagues. Please forward all suggestions to the faculty senate email address.

HRM Update, Clay Jones, Associate Vice President and Chief Human Resources Officer, Human Resource Management

Clay Jones is the new Associate Vice President and Chief Human Resources Officer of HRM. Seven years were spent at the University of Southern Mississippi in Hattiesburg. Additionally, he served 23 years at Ole Miss. In March, the department was forced to quickly learn and digest federal leave laws, codes, and Louisiana emergency paid leave. One of HRM's goals will be pushing great customer service; working hard to find the best solutions and experience. Two other goals are transparency and collaboration. HRM needs to be a consultant to departments and aid them in where they want to be. Clay Jones will be working with the Provost's Office and Academic Affairs to shift over

some academic policies that HRM has managed in the past. Open enrollment will begin on October 1. HRM has invested every possible avenue to keep the cost of LSU First from rising as much as the OBG state plans. State plans are increasing by 6%. HRM hopes to keep LSU First at an increase of 3%. They have partnered with Mindwise on mental health offerings and personal assessments. In January, the department hopes to unveil a search engine for mental health and mental health providers. Recently, HRM has partnered with the University Council on gender equity. Another update is that any individual that makes over \$100,000 must fill out the appropriate paperwork and reaffirm annually. Another change is allowing employees to utilize sick leave for other family members become ill.

Q & A Summary:

Mandi Lopez: So, the cost of insurance is increasing?

Clay Jones: Yes. OBG state plans are increasing by 6%. LSU First will not increase that much, but we are still working on those details.

Stephen Shipman: What is the rationale behind the increases? Is it just regular inflation?

Clay Jones: The cost of insurance medical services is going up. The nationwide average of increase is 6%. It is expected to increase by that much next year as well. LSU First is a self-insured plan. So, we pay exactly what we are charged. Other insurance companies are driven by profit. That is not the case with LSU First.

Joan King: Who negotiates the cost of insurance? Do you negotiate the cost of medicine?

Clay Jones: We negotiate all contracts. We have a pharmacy benefit management contract. They have pharmacy wholesalers and their cost is what we pay. It's very unique. These contract costs pass directly into the LSU First plan.

Pamela Blanchard: We used to be able to take a 9-month salary and extend it over 12 months. Why are we not able to do this?

Clay Jones: Yes. I am familiar with this. I will look more into this as this applies to Payroll.

Mandi Lopez: Yes. This makes it quite difficult. Our chief financial officer is heading to Iowa and we will certainly reach out to the new interim.

Clay Jones: HRM and Payroll are partnering on a new billing system software that will overlay with Workday. This will help solve insurance deductions from 9-month employees.

Rafael Orozco: You have said that our health insurance is increasing, but our paychecks remain the same. This happens year after year. Faculty are becoming unsatisfied with this scenario. How should we present this to our faculty that we represent?

Clay Jones: I understand your frustration and the difficulty of bringing bad news to your faculty. We can't control the increasing medical costs; however, we can do our best to minimize the impact.

Old Business

None.

New Business

Faculty Senate Constitution and Bylaws Changes

Motion to pass into discussion: John Miles and Michael Martinez.

Q & A Summary:

Ken McMillin: These changes and bylaws are representative of the faculty. There has been no shortage of discussion.

Mandi Lopez: Could you elaborate on the change from proxies to alternates?

Ken McMillin: The LSU General Counsel has designated the Faculty Senate as a public body. Public bodies may not have proxies. Only an alternate may represent an absent senator. As I stated last meeting, the language has been updated and committee membership and charges are in a separate Operating Procedures document. One of the biggest changes would be the removal of Committee on Committees. That committee was a vestige from when the faculty body was considerably smaller. The Executive Committee will be taking over their charges. Other major changes are the addition of the Diversity and Inclusivity committee and a Faculty Appeals Board. This is different from the

Adjudication Committee. Remember, this is not my constitution and bylaws. This is not Mandi's constitution and bylaws. This is your constitution and bylaws, so we appreciate any feedback that anyone might suggest.

Joan King: Could you clarify people being elected as officers that may not be senators?

Ken McMillin: There was a discrepancy pointed out by Senator Tirone on this issue. One could interpret the wording differently because the President vacates their seat that they held during the year of presidency. Then there is a discrepancy because we technically allow officers and executive committee members to serve three consecutive terms. The contradiction is that if they are not a senator, then they cannot serve and be elected.

Joan King: When I look at Election of Officers under number 2, it says all current senators. It says Faculty Senate Executive Committee membership does not automatically bestow faculty senate membership.

Ken McMillin: Yes, that is the contradiction.

Mandi Lopez: Hopefully everyone will have a chance to go through and identify any more contradictions. We will certainly be working on this to have it refined for the October meeting.

All moved to adjourn at 5:09pm.