Faculty Senate Meeting Minutes
Wednesday, September 5, 2012
Student Senate Room, LSU Student Union

Attendance

Faculty Senate Executive Committee members present:
1. Kevin L. Cope (President, English) 2. Joan King (Secretary, Food Science)
3. Bill Daly (Past-President, Chemistry) 4. (Stephanie Braunstein (Member-at-Large, LSU Libraries)
5. Larry Rouse (Member-at-Large, Oceanography)

Parliamentarian: Louay Mohammed

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

<table>
<thead>
<tr>
<th>Senator Name</th>
<th>Department/College</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sibel Ales</td>
<td>Oceanography/C&amp;E</td>
<td>22</td>
</tr>
<tr>
<td>Linda Allen</td>
<td>Chemistry/Sci</td>
<td>23</td>
</tr>
<tr>
<td>Melissa Beck</td>
<td>Psychology/HSS</td>
<td>24</td>
</tr>
<tr>
<td>David Bertolini</td>
<td>Architect/A&amp;D</td>
<td>25</td>
</tr>
<tr>
<td>Dana Bickmore</td>
<td>Ed Theory Pol Pract/Ed</td>
<td>26</td>
</tr>
<tr>
<td>Graham Bodie</td>
<td>Comm Studies/HSS</td>
<td>27</td>
</tr>
<tr>
<td>William Boehower</td>
<td>English/HSS</td>
<td>28</td>
</tr>
<tr>
<td>Dorin Boldor</td>
<td>Biol Eng/Ag-Eng</td>
<td>29</td>
</tr>
<tr>
<td>Stephanie Braunein</td>
<td>LSU Libraries/Lib</td>
<td>30</td>
</tr>
<tr>
<td>John Caprio</td>
<td>Bio Sci/Sci</td>
<td>31</td>
</tr>
<tr>
<td>Russell Carson</td>
<td>Kinesiology/Ed</td>
<td>32</td>
</tr>
<tr>
<td>Paolo Chiurumolo</td>
<td>Foreign Lang/HSS</td>
<td>33</td>
</tr>
<tr>
<td>Aaron Clopton</td>
<td>Kinesiology/Ed</td>
<td>34</td>
</tr>
<tr>
<td>Kevin Cope</td>
<td>English/HSS</td>
<td>35</td>
</tr>
<tr>
<td>Larry Crumbley</td>
<td>Accounting/BA</td>
<td>36</td>
</tr>
<tr>
<td>William Daly</td>
<td>Chemistry/Sci</td>
<td>37</td>
</tr>
<tr>
<td>Jeffrey Davis</td>
<td>Entomology/Ag</td>
<td>38</td>
</tr>
<tr>
<td>John D'Tusa</td>
<td>Phys Astron/Sci</td>
<td>39</td>
</tr>
<tr>
<td>Neila Donovan</td>
<td>Comm Sci Disord/HSS</td>
<td>40</td>
</tr>
<tr>
<td>Kerry Dooley</td>
<td>Chem/E</td>
<td>41</td>
</tr>
<tr>
<td>Dorian Dorado</td>
<td>Foreign Lang Lit/HHS</td>
<td>42</td>
</tr>
</tbody>
</table>

Guests:
Patti Exner          Joshua Bergeron       Gil Reeve          Koran Addo          George Stanley
Jane Cassidy

Consideration of the Minutes from May 3, 2012

Moved and accepted conditionally

President’s Report

- Re: fate of Moodle gradebook, with assistance from interim CIO Brain Nichols
  basic template will be released soon for Moodle gradebook functions will be in intuitive format so easy to use
- Provost Bell Faculty Senate Executive Committee meeting topics
  o Restarting Executive searches
  o Out of state graduate tuition
  o Election of graduate council
  o Enhancement of commencement and speakers, happy with improvements over past 10 years and signature color regalia, summer commencement decorum issues, more academic credibility in speakers, as side note will look at number of commencements
- AAUP censure was from issues that happened 4 or 5 years ago.
  We are thinking about ways to get out of the issue.
- We had conversations with the foundations over summer in response to faculty concerns about compensation, the LSU Foundation particularly. Ways in which fundraising project of the university can be redirected in ways a little
more faculty friendly not just in bricks and mortar but also in faculty compensation. Lee Griffin will visit Faculty Senate on October 2 to explain operation of the foundation and take input.

- Re: The project for the Institutional Repository, a library area in which university products of LSU faculty are placed for eternity. The person in charge of committee, Will Hires, moved on to another job. Elaine Smith long serving librarian who was first in Hill library and now in Middleton, will now chair the committee.

- The LSU System Board of Supervisors (BOS) had a summer informational retreat at Pennington Biomedical Center with unstructured discussion about significant issues in public, with faculty and the general public allowed to ask questions and to make comments.

- A cross section of faculty leaders across the LSU system campuses including research campuses that cooperate with LSU such as Pennington and the AgCenter will have breakfast with the BOS presidential search committee on Sept 7, 2012. The BOS presidential search committee has yet to define itself. The Association of Governing Boards (AGB) report was received by the BOS and the report took some of the supervisors by surprise because it did not immediately embrace ideas of the Flagship Coalition, the Committee of 100, or CABLE, but instead pointed out ambiguity in the choice of administration.

- The faculty compensation issue was brought to the BOS over the summer. Faculty Senate membership is down by about 20% due to loss of faculty. Supervisors seem to be getting the idea, although none of them have an academic background at the moment.

- Two major administrators in BOS office leaving this year who were extremely able persons who fell out politically. Both had contracts, one of which ran through 2015 and one to the end of this year. Calculation by Kevin Cope using their compensation and fringe benefits indicates that the amount of money would fund a nearly1.5 % raise across the board raise for LSU faculty for one year.

- Jeff Salingo from the Chronicle of Higher Education gave a presentation which enthusiastically embraced the prospect of online education to the BOS. This is a system level matter as well since other campuses are more intensely committed to online education then we have become so state wide committee on issue has been formed to study the real costs of online education and real costs to faculty. The committee needs to look into fair compensation for such efforts.

- A legal opinion on the social security issue found that in 2009 the state fell below legal requirement for social security exemption. In discussions to see where to go regarding issue.

- Quarterly meetings in Alexandria at the LSU Alexandria campus resume Sept 29, 2012. All persons seriously interested in faculty governance are invited and lunch is provided.

- New FSEC assistants were introduced, Candice Brown and Lindsey Harden both from School of Library and Information Sciences, Human Sciences and Education college.

**Q&A Summary:**

None

**Short Address by Provost Stuart Bell**

Provost Bell has been spending time meeting with faculty, students, staff, alumni and donors. He has been pleasantly surprised by the dedication and loyalty of everyone. He will continue to meet with different groups and to meet with every department’s faculty this fall and into spring, to develop a well rounded sense of what is on the mind of the faculty. There are general cost cutting issues that we can all subscribe to but there may be programmatic issues that he wants to hear about and understand in each department.

Provost Bell has also been touring academic buildings. He has met with almost all colleges and schools and had deans show him around the academic buildings to see where we are within our academic buildings, the setting where we are developing our education and producing research. Along with talking to faculty along with understanding our physical structure helps him to better represent LSU in the state and our strengths. We need to be more effective in bringing the message both individually and corporately of the value of LSU and importance of higher education to other states and within state. Provost Bell thanked the faculty for their impact on programs and students.

**Q&A Summary:**

Senator Question:

Say a little bit about the AAUP censure list issue and whether this is a serious matter and what can he do to get us off the list.

- The Provost said this is not a good matter and that he needs to learn more about what got LSU there
Kevin Cope Question:
Could you please comment on the economic status of university and provide a sense of the direction you are going in regards to helping us deal with the issue.

-The Provost said we tend to focus on negatives but we need to be realists about our situation. Forty five other states also had budget issues so it is a national challenge. LSU programs are growing, we are attractive to instate and out of state students for attending LSU. Other institutions do have that case. If we had dwindling state resources and on top of that dwindling tuition and gifts then our challenge would be much greater. Our challenge has been more focused on support we have been receiving from the state. State has had tough economic times and need we need to bring civility back to that. We need to build success on our own terms. There is a lot of work to do to understand the process and it relates back to messaging the value of our product. Our greatest product that we produce is discovery of new ideas and the great students we turn out. The students are the individuals who will be employed and make a difference in the economic development of the state. If companies’ needs are not fulfilled here they will look to other states for their needs to be fulfilled. We need to help those outside university that we play a critical role in meeting their needs, so we need to have effective messaging. There are many great things going on at LSU including how we engage our students in teaching, in terms of research activities going on, coastal activities for research, and the humanities. All across university we are doing great things for Louisiana.

Person in Visitor section question:
Do you have any intangible goals for the university that you would like to accomplish by the end of this academic year?

- The Provost said he is spending lots of his time going around listening to people on campus, cannot move forward without knowing about where we are and the Intellectual Property (faculty) of the university. It would not be productive to message directions or move forward with them without that well rounded knowledge. Vice Chancellors work with the deans, department chairs and faculty to get message out. LSU is great in coastal programs for example and we can differentiate ourselves from other universities in that area. A deliverable is to have that sense of what the faculty has on their mind before he runs off and says what we have to accomplish. There are strategic directions that we need to move in and LSU is already moving in those directions. We have SACCs reaccreditation going on with many important tasks to handle.

Ken McMillin question:
How would you advise faculty senate in what to do to maintain morale of the faculty in the face of no raises and in the face of the hurricane?

- The Provost said to do what we do well as faculty which is discovery, research, teaching and interaction with students. We do not need 1200 individuals wringing our hands about what will occur. In proactive and positive fashion we need to continue to move forward with building our curriculum and research programs, how we interact individually with faculty, build interdisciplinary research programs and have a positive outlook, but recognize the reality of the situation. We should not spend 80% of our time focusing on what might happen. Provost will deal with budget issues which is what administration is supposed to do, so that faculty can know someone is out working on that issue and the Provost will update us on developments. Everyone should move forward within individual and departmental plans rather than worry about budget issues. We need to focus on research programs to build them and be competitive as possible with other institutions out there.

Carol Taylor question:
There is an effect on morale of not having raises for five years.

- The Provost said that clearly raises are a top priority not only for this year but on a reoccurring basis. We do not know about the budget issues this year to say what we expect, but need to address it as soon as possible. We need to do something about raises. Not giving raises was not a choice and we have to give it a top priority. The longer term solution is to build stability in how we are viewed as an institution and as a part of the state so we can create our own success.

George Stanley question:
Should there be a joint system president/chancellor or separate positions and how do you view the roles of each and it joint position a good idea or not?

- The Provost said we need an organizational structure that promotes success of faculty. What makes an institution great is the successes of faculty and graduates. The provost encouraged us to spend most of our time on those aspects.

Election of Member-at-Large among newly elected senators
Kevin explained the duties of the Member-at-Large as a member of the Faculty Senate Executive Committee (FSEC). FSEC meets 2 out of 3 three weeks year round, discuss various issues of day to day faculty governance, meets every three weeks with Provost and others administrators as needed. FSEC is the day to day administrative arm of the Faculty Senate, not a small task, but a rewarding task as one quickly acquires an acquaintance with the university and the people in it, and picks up a good deal of para-administrative experience in the process. Now and then there are interesting tasks such as going downtown to meet with members of our esteemed legislature.
Nominations: Judith Sylvester was nominated by Stephanie Braunstein and the nomination was accepted. There were no other nominations.

Judith Sylvester was asked to provide a statement about background and qualifications. She has been at LSU since 1994, so she has been through lots of ups and downs of faculty, as well as involved in political processes through the cancer coalition and tobacco issues. She is a member of Mass Communications faculty, has taught ethics, is teaching a media military class, has done a fair amount of research and published 4 books. She has served as task force chair for tobacco free campus committee.

Vote: Judith Sylvester was unanimously elected as Member-at-Large for FSEC.

Old Business

Resolution 11-20 “A Plus and Minus Grading System for LSU”

This resolution was deferred until the October senate meeting.

The associated committee has filed a report and it will be placed on Faculty Senate website, the ASH committee will also file a brief on the subject to provide its comments.

Second and Final Reading by Larry Rouse:

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LSU Faculty Senate Resolution 12–6
Scheduling of Classes Monday through Thursday

Introduced at the request of Fereydoun Aghazadeh

Whereas, classes at LSU are scheduled to meet five days a week;
Whereas, classes at many institutions such as Southeastern Louisiana University, Southern University, University of Louisiana at Lafayette (4.5 days), and diverse departments within LSU such as Business Administration, Finance, Horticulture, and Construction Management have a 4-day class schedule;
Whereas, considering that MWF classes meet for 150 minutes per week and TT classes meet for 160 minutes per week, and each class period may require up to 5 minutes of setup time, 15 minutes for MWF versus 10 minutes for TT;
Whereas, 15 minutes per week or 225 minutes per semester of extra teaching time per a 3-hour course would be gained by switching to a 4-day class system;
Whereas, switching to a 4-day teaching will allow the faculty to have a full day of uninterrupted research time and would reduce energy and facility use cost of unused class rooms;

Therefore, be it resolved that the LSU Faculty Senate appoint a task force to study the feasibility and implementation of a 4-day class system at LSU.

Background provided by Kevin Cope

This resolution was developed during the economic crisis of the university. Many universities have been able to implement this type of week successfully. Robert Doolos has stated that there are issues with its implementation here at our university. The resolution does not take action today, but is proposing a task force to examine this prospect. The FSEC has not taken a position due to lack of data.

Q&A Summary:

Senator Question
Did anyone else confirm with Robert Doolos about the problems with scheduling?
Sponsor id consult with Robert and Robert did not greet the proposal well.
Our campus is using our facilities at 100%, so not sure policy would easily transfer to our campus.

Linda Allen
As a scheduler in chemistry, this policy would not work in chemistry do to large classroom needs and availability as a result of loss of faculty and increased class sizes. There are also issues with biology and physics labs that are scheduled all day on Friday.

Suresh Rai
People teaching MWF have uninterrupted research time on TTh, those teaching TTh get uninterrupted research time on MWF, why some get more uninterrupted research time does not seem right.
Senator Question
Assuming a lot that a majority of faculty have either a MWF or TTh schedule. He agrees that due to loss of faculty this is not a good time for this logistically to work. Units extremely pressed for faculty already teach some courses Monday through Friday.

Gary Siner
Two minor points of clarification Finance is a subset of Business Administration.
As written the resolution could be construed as the entire college only teaches 4 days, but they have a mixture of teaching days, so he wants to clarify points
Amend second paragraph about finance by placing Administration in quotes and removing 4 day time.

Carl Montsebocker
Horticulture is no longer a department and needs to be removed also.

Larry Rouse
A motion was given to correct departments in the second paragraph in the resolution.
The motion was unanimously approved.

Jeffery Nunn
If classrooms are continually filled and we teach 7:30 to 7:30 we have 12 slots on MWF and on TTh only 8. This would be a big deduction in number of class times, which is not a good idea.

Senator
He was concerned about how the Legislature will spin this, even though we spend time on research on our days off from teaching, the legislature does not recognize that and will see it as a reduction in our workload.

Bill Daly
He is concerned about when students will leave due to when classes end and also concerned with legislature. We are so strained now we may need to teach on Saturday.

Senator
It sounds too much like we have had exigency and that is what you do when you reduce financial structure in the university. It sounds like something else.

Resolution Failed unanimously by voice vote.

New Business
First Reading, Read by Lawrence Datnoff and unanimously moved into debate

LSU Faculty Senate Resolution 12–9
Graduate Faculty Membership for Faculty with 100% LSU AgCenter Appointments

Whereas Graduate Faculty membership requirements, rights, and responsibilities calls for members to maintain a current and sustained record of scholarly or creative activities demonstrated by publications in recognized journals in their area of study, books, and exhibitions or performances;

Whereas Full and Associate members of the graduate faculty must possess the highest degree appropriate to the field of study or unquestionable evidence of comparable achievement in the field;

Whereas faculty with 100% LSU AgCenter appointments have the same professional credentials and research expectations as faculty with an LSU A&M budgetary appointment such as;

• have terminal degrees in the same disciplines, many with postdoctoral experience;
• publish in prestigious and high impact scientific journals;
• publish books, compendia, and other scholarly outputs;
• serve as Editors, Senior Editors, and Associate Editors of scientific journals;
• serve as President, Vice-President, and as other officers of their respective scientific societies;
• serve on grant panels of NSF, USDA, etc.:
• are senior or Co-PI’s on technology development resulting in disclosures, patents, and licenses;
• receive prestigious and competitive scientific awards – i.e. Outstanding Researcher;
• receive invited keynote addresses/lecturers at international meetings, universities, and other professional organizations;
• give invited seminars and guest lectures in graduate courses;
• are recognized as national and international experts in specific disciplines;
• and have scientific expertise in fields complementary to other departmental faculty that would benefit from graduate course educational
offerings;

Whereas many faculty with 100% LSU AgCenter appointments were granted and maintained full Graduate Faculty membership status for years until the policy was unceremoniously changed;

Whereas 100% AgCenter faculty cannot serve as chair of a graduate student committee without special “dispensation” from the LSU Graduate Council;

Whereas this demotion is interpreted by otherwise highly productive faculty members as an unjust and inexplicable punishment;

Whereas this restriction can diminish a School/Department’s ability to fulfill requirements for graduating the average number of MS and PhD students as stipulated by the Board of Regents;

Whereas this restriction can limit the ability of graduate students to achieve their highest levels of intellectual and personal development;

Whereas this restriction can limit graduate research opportunities designed to attract and educate highly qualified graduate students;

Whereas restrictions in opportunities for faculty to direct research programs of highly qualified graduate students will reduce overall support from funding agencies thereby limiting the available funds to promote research excellence, institutional IP, professional development, and academic growth;

Therefore be it resolved that the LSU Faculty Senate recommends that those faculty with 100% LSU AgCenter appointments whose credentials have been reviewed by a Department or School and given approval to teach or do research meet the membership requirements, rights, and responsibilities to maintain Graduate Faculty status as Full or Associate members of the graduate faculty.

*John Barnett, Regional Director, Northeast Station
Michael Burnett, Director, School of Human Ecology
Patrick Colyer, Regional Director, Northwest Region
David Constant, Department Head, Biological and Agricultural Engineering
Gail Cramer, Department Head, Ag. Economics & Agribusiness
Lawrence Datnoff, Department Head, Plant Pathology & Crop Physiology
John Finley, Department Head, Food Science
James Geaghan, Department Head, Experimental Statistics
Gary Hay, Director, School of Animal Sciences
Donald Labonte, Director, School of Plant, Environ. & Soil Sciences
Benjamin Legendre, Department Head, Audubon Sugar
Steve Linscombe, Regional Director, Southwest Region
Boyd Padgett, Regional Director, Central Region
Allen Rutherford, Director, School of Renewable Natural Resources
Timothy Schowalter, Department Head, Entomology

Q&A Summary:
Evelyn Orman
What is the background on faculty who have or have not yet had graduate faculty status, did they have graduate faculty status before and lose it?

Lawrence Datnoff
He is not sure about all of the background, he came here 4 years ago and has had to write letters for faculty to get permission for 100% faculty to be members of the graduate faculty or serve as major advisors for students. Prior to him coming here this was not an issue. The issue seems to have been changed over the years and become more egregious in a negative sense. For example one highly productive faculty was told she could no longer be advisor to the four graduate students she had and was demoralized. Time had lapsed and she had loss dispensation in that time, so he had to write a letter to request approval for her. He had to write letters for about five members of his faculty. They have Ph.D.s and same credentials as faculty in this room.

Senator
Was there a time when AgCenter people didn’t have to do this and when it was change?

Dorin Bolder
There was as problem as AgCenter employees had either research or extension appointments, at a time most AgCenter faculty were part of the graduate faculty. Around 2005 or so the graduate council made the decision to start dropping AgCenter faculty due to extension appointment faculty not doing research and scholarship. There was discussion even during promotion and tenure review where people who did not have a majority LSU A&M campus appointment could not vote on faculty with majority appointment. At that time most AgCenter employees had full time research and full time extension appointments, but now there are some with research/extension and extension/teaching appointments. Some faculty may see extension publications as not as valuable, but they are valuable to the state.

Vince LiCata
Have you gone to anyone in the graduate school or graduate council yet?
Datnoff – He just recently sent a letter to Dean of Graduate School and came to Faculty Senate.

Senator
Just include faculty with 100% research appointments.

Lawrence Datnoff
He disagrees due to the fact that extension faculty do scholarly work similar to comparing chemistry versus theater. Its different scholarly work, theater go through a promotion process and their body of work is considered to be creative, extension faculty also go through the same process and do scholarly work. It’s a different type of creativity.

Senator
We have instructors who do the same thing and cannot be graduate faculty.

Dorin Bolder
The main issue was with people having 100% extension appointments in the AgCenter. Maybe if the people had a partial research appointment, then the Graduate Council would allow graduate faculty status.

Lawrence Datnoff
His department has had people with 100% extension appointments that are already training students with approval. There are people with 75% research/25% extension appointments and other combinations. All are doing applicable scholarship.

Dorin Bolder
He suggested that people that have partial research appointments already in the AgCenter maybe could be automatically approved with full time extension persons having to write letters for approval to the Graduate Council.

Jeff Gillespie
In addition to productivity several 100% AgCenter appointees fund graduate students.

Lawrence Datnoff
Looking at faculty with 100% AgCenter appointments across all departments and experiment stations in AgCenter there are:
- 63 are involved in graduate education
- 76 are serving as major advisors
- 87 are serving on graduate committees
- There were 116 graduate student authored papers from their programs.
- There were 32 graduate student awards and recognitions from their programs.
- Their programs bring in over $3 million in research funding to mostly support graduate students.
- These people are engaged and should not have to go through dispensation to be a major professor and serve on graduate committees.

New Senator
What was the rational for them not to be eligible for graduate faculty status?
Gil Reeve - The Graduate Council should address this issue as a policy. The real issue not productivity or worth, the issue is AgCenter is separate institution. Pennington and the Law School are separate institutions. Faculty in every one of those campuses has to go through same process for approval. We have a policy that if you are not an employee of LSU you must be judge worthy to be on graduate council at LSU A&M. Graduate Council could make a blanket exception to that rule.

Lawrence Datnoff
In a letter to Dean Byerly he wrote, since LSU A&M excludes AgCenter faculty from regular graduate faculty status because they do not have a percentage appointment on the LSU A&M campus a possible resolution may be to document that these AgCenter faculty have been vetted on campus by LSU A&M faculty. If a department or school has reviewed and approved an AgCenter faculty to teach or do research on campus they would be vetted on the LSU A&M campus. Likewise these faculty are reviewed for graduate faculty status by the Graduate Council, Colleges, Schools and departments on campus which alone may be sufficient enough.

Gil Reeve
I would suggest the Graduate Council consider the process outlined and eventually extend it to Pennington and the Law School. We are opening the door to other universities also besides the AgCenter, Pennington and Law School. LSU A&M is a separate institution from the AgCenter. If a 100% AgCenter appointment you are not a LSU A&M employee.

Lawrence Datnoff
There are several faculty that have split appointments between campuses. They whole idea is that these faculty have credentials and moving things forward, helping us meet SACCs.

Gil Reeve
Propose a process to Gary Byerly and the Graduate Council will consider it.

Senator

AgCenter is no different than Pennington or the Law School. It is not the business of faculty senate to deal with the issue, the Graduate Council should deal with the issue which is a function of the Graduate Council. If I wanted to have someone from another campus serve on my student’s committee I had to get it approved.

Dorin Bolder

The approval process takes too long. One faculty has taken 3 years to be approved and the issue is still not resolved. We have discussed in Faculty Senate what constitutes the graduate council and the issue with them moving slowly to make decisions.

Senator

That is a procedural problem.

Gil Reeve

Graduate faculty status is now more of the responsibility of the colleges as opposed to Graduate Council.

Carol Taylor

It’s not a question of where students come from for these programs because the students are LSU A&M students. Is there an issue with people in biological sciences who need students who are going to work in the AgCenter. Is there competition for students?

Gil Reeve

I don’t think there is any competition for students.

Lawrence Datnoff

People who are 100% AgCenter have trained these students who have graduated from LSU A&M and who came through their programs. We have people who are at the top of their profession just like people in this room here.

Joan King

If it is up to the departments, then can’t they decide if an AgCenter employee can be on the graduate faculty?

Dorin Bolder

The authority is the key; the department makes the proposal to the Graduate Council.

Senator

If we are to vote on this next meeting, can we have a member of the Graduate Council be at the meeting to speak to it. Kevin Cope answered yes.

George Stanley

Did David Constant sign this resolution, the former dean of graduate school?

Lawrence Datnoff - Yes he is the one who signed it.

Senator

AgCenter, Pennington, and Law school are similar but different so we need to look at the big picture before making a decision on the AgCenter.

Senator

Suggested amendment in first line is “right and responsibilities call for”.

Carl Motsenbocker

At a minimum, amend the resolution to encourage the Graduate Council to change their policies. He heard that the Deans were handling more of the appeals process now. In the past non terminal degree persons got tenure in the AgCenter when they changed their faculty titles. There are excellent scientists around the state that do have a whole stable of graduate students and should support them as part of the LSU community.

Kevin Cope

For procedure purposes, advance submission of resolutions is encouraged, but we can introduce amendments to resolutions during the meeting.

Senator

This is a systematic issue with all other campuses.

Datnoff said other campuses are not physically on the main campus, many AgCenter faculty are in departments here on campus and they have 100% AgCenter appointments. They are physically here, they are engaged and teaching.

Senator

Physical presence means nothing. How do you interact as a body with the Graduate Council?
Kevin Cope
Graduate Council has been problematic issue with Faculty Senate for years. Talks with Provost about this issue will hopefully lead to solving these issues. Graduate Council was created without a faculty mandate, to regulate and discipline faculty. Faculty Senate has as part of its mission the maintenance and direction of the educational mission of the university which would seem to include elements of graduate education. It does not appear that we are completely without jurisdiction in this matter.

Gil Reeve
Just as an aside 100% AgCenter faculty cannot serve on faculty senate, so they are excluded for a lot of reasons.

Kevin Cope
This resolution will be taken up again at the next meeting.

Special thanks was given to George Stanley for assisting with transition of secretary and camera duties.

Adjournment at 4:30 PM