

Faculty Senate Meeting Minutes
Wednesday September 6, 2017
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

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| 1. Ken McMillin (President, Animal Science) | 2. Mandi Lopez (Vice-President, Vet Science) |
| 3. Joan King (Secretary, Food Science) | 4. Gundela Hachmann (Member-at-Large, Foreign Languages) |
| 5. Arend Van Gemmert (Member-at-Large, Kinesiology) | 6. |
| 7. | |

Parliamentarian: Louay Mohammed

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

1	X	William Adkins (Math/Sci)	18	X	Brooks Ellwood (Geol and Geophys/Sci)	35		Tracey Rizzuto (SHREWD/HSE)
2	X	Fereydoun Aghazadeh (Mech Ind Eng/Eng)	19		Kenny Fasching-Vamer (Education/HSE)	36	X	Michael Russo (LSU Libraries/HSS)
3	X	Asiya Alam (History/HSE)	20	A	Mette Garde (Physics/Sci)	37	X	Daniel Sheehy (Physics Astro/Sci)
4	X	Austin Allen (Landscape Arch./AD)	21	X	Gregory Griffin (Chem Eng/Eng)	38	X	Gregory Sioles (Music/Music)
5	X	Aly M. Aly (Civil Environ Eng/Eng)	22	X	Gundela Hachmann (Foreign Lang Lit./HHS)	39	X	Carlos Slawson (Finance/Bus)
6		Paul Anderson (Foreign Language Lit./HSS)	23	X	Aixin Hou (Environ. Studies/Coast and Envir.)	40	X	Andrew Sluyter (Geography/HSS)
7	X	Paula Arai (Philosophy & Relig Studies/HSS)	24	X	Paul Hrycaj (LSU Libraries/HSS)	41	X	Kevin Smith (Chemistry/Sci)
8		Christopher Austin (Biological Sci/Sci)	25	X	Brendan Karch (History/HSS)	42	X	Brenton Stewart Ilibrary Info Sci/HSE)
9	P	Dorin Bolder (BAE/Eng)	26	X	Kyla Kazuschyk (Theater/)	43	A	Judith Sylvestor (Mass Comm/Mass Comm)
10	X	Brett Boutwell (Music/Music & Drama Arts)	27	X	Yunjung Kim (Comm Studies/HSS)	44	X	Jose Torres (Sociology/HSS)
11		Areendam Chanda (Economics/Bus)	28	X	Ingeborg Langohr (Pathbio Sci/Vet Med)	45	A	Dottie Vaughn (Math/Sci)
12		Christine Corcos (Law/Law Center)	29		Keri Larson (Inform Sys Decision Sci/Bus)	46	X	Muhammed Wahab (Mech Industr Eng/Eng)
13		Belinda Davis (Political Sci/HSS)	30	X	Elecia Lathon (Education/HSE)			
14		Jeff Davis (Entymology/Ag)	31	X	Catherine Lemieux (Socila Work/HSE)			
15	X	John Devlin (Law/Law Center)	32	X	Kanchan Maiti (Coast Stud/Coast and Envir)			
16		Cyndi DiCarlo (Education/HSE)	33	X	Suresh Rai (Elect Eng/Eng)			
17	X	Levent Dirikolu (Compar Biomed Sci/Vet)	34	X	Laura Riggs (Vet Clinical Sci/Vet Sci)			

Guests:

Robert Doolos	Matt Lee	Ernie Ballard	Rick Koubek	Thomas Glenn
M.E. Hart	Joey Impastato	Kristen Hernandez		

Consideration of the Minutes from May 11, 2017

Moved by Fereydoun Aghazadeh and seconded by Michael Russo
 Approved unanimously with potential corrections.

State of the University – Dr. F. King Alexander, LSU President

On home page there is a Harvey Flood Relief Fund that you can contribute directly to. There is a student aid version in which students can seek additional student aid. The relief fund is a Harvey relief fund and we are hoping not to have to turn this into an Erma relief fund and a Jose relief fund because this may be whatever hurricane six is. We have been notified that it could change a lot of weekend plans with evacuations and other things.

They met with a number of legislators. The DACA issue is a very important issue and we signed on to the American land grant university association a year ago to address this issue resolved and address effectively to have a positive impact on the 800,00 students that are on our many university campuses. Our colleagues all over the United States and APLU are very worried about this. We have also signed on with the Association of American State Colleges and Universities which represent the 420 other public universities. We are very concerned with this and what we are going to do with 800,000 students. He had a lot of experience with this with nine years at California where they had as many as 500 to 700 undocumented students that either grew up in the Los Angeles basin or came from southern California. They urging congress to resolve this issue, get it written in the law that these students are not less advantaged as an economics issue. We have invested tens of thousands of dollars to get them through the K-12 education. It seems it would be bad economics for us to pull the rug out from under them when they are on the tipping point of becoming tax paying citizens. Other countries such as Canada and Australia have welcomed college graduates with open arms. They hope congress along with their colleagues in APLU will resolve this and put this question to bed and

it allows many of our students to finish their college education. Many are fighting in US military forces right now. Many of these students do not know another place, they grew up here. We hope they would address this issue with open heart and that they will understand the economics, that it is good economics to pursue a positive solution on the part of the US congress. Hopefully this won't stay on the front burner, but the sooner this gets addressed the better it is, because we all have a lot of worried students. We have had a lot of worried students many of whom are international students concerned about visa issues. Hispanics students are concerned about where we are going and many DACA students are concerned.

Over the summer they made a decision that Richard Spencer's group was not welcome on campus. The test was not a content of speech issue, but it was a violence issue. What happened at Charlotte is a clear indication that violence would occur. This is a safety issue for us. They will do everything they can to make sure free speech stays safe. Groups are not encourage to come onto college campuses carrying torches, dressed in armor, not carrying weapons and inciting violence that we can reasonably forecast is what the courts have given us the ability to do. It is a reasonable forecast that something that might happen that could interrupt our campus that could impact our faculty, staff and students. That is the position we took several weeks ago and we will stick by that position. A number of other universities have joined us in that position. It's the violence that occurred not the content of speech. He wanted to share the rational as to why they went in that direction because the courts are on our side when it comes to violence and campus safety.

He is pleased to announce this is the best year we have had coming into the year in the last five years. We haven't been playing defense the whole time. The governor protected our budget and this is the first time in nine years we had a protected budget we weren't cut. In the past our budget has been reduced for a number of reasons, one was to fund TOPS. The governor stuck by us in insisting that if TOPS is fully funded then the legislature has to come up with those revenues. It should not come out of the higher education institutions to turn around and fund TOPS. That is what has happened in certainly eight of the last nine years, where we were paying for the TOPS funds that our students use. We are put in a sort of defacto position as 80% of our funding comes from students. When we are cut \$10 million, \$20 million, \$30 million our students are also contributing to that cut. Indirectly students were being forced to pay for their own TOPS. Students that didn't even get TOPS were forced to pay for the cut for students who were getting TOPS. TOPS was never intended to be funded that way. They appreciate the governor, the senate and many of the house leadership for protecting our university budget and at the same time making sure that TOPS was fully funded. They have the same problem rolling into this year. They also allowed us to do some things and use our own funds. They have allowed us to give a 3% merit salary increase. We realize how badly that was needed and necessary. Two years ago we lost 27 assistant professors in one year. We don't want to become a poaching ground or a training ground for other universities. That's not why you are here and that is not why we are here. We are here to be the best and go up against the best and to attract the best. He is pleased to say this is the largest cohort of incoming faculty we have had in five years and maybe ten years. In the last five years he has been here, we have attracted faculty 133 new faculty members. They are coming from Berkley, Harvard, Yale, University of Wisconsin-Madison, Michigan, University of Washington, University of Paris, and Punjab Agricultural University in India. This is a great cohort of new faculty and the largest cohort of new faculty. It gets us back up to our pre-recession years in terms of number of faculty on our campus. He believes there is a great degree of hope and optimism with our budget this year, even though we are going to into a January special session that needs to address a \$1.5 billion budget deficit. There is still a lot of sentiment for not cutting higher education. Higher Education has been cut 16 times in 9 years. We have made that issue a statewide issue. Your colleagues in other states have seen where Louisiana has fallen in the post-recession and prerecession years. We are still waiting for a year where we can possibly get a state increase in over a decade. He hopes that if we can get there, that would be a great resolution for us. We will keep our focus on getting our salaries back up to where they were. In the SEC pre-recession years we were ranked 7th, post-recession we ranked 12th or 13th in the SEC as peers. Their commitment is the same, helping faculty continues doing what they are doing, not tasking federal research money away and not getting picked off by other universities. The work we have done on federal research activity this past year, it has been our best year. We generated nearly \$300 million in federal and external research activity we generated last year. Compared to what we get from the state to run our university, we get \$125 million from the State of Louisiana to run this university, yet we generated \$300 million funds for research activities. It was a very good year, very productive year in the research ranks. We are pleased with the federal house budget on R&D. We hope the senate will see the same thing. When something comes out of the White House don't over react. We knew the President's budget was dead on arrival when it came out of the White House. The capital campaign we are currently in the quiet phase of our second capital campaign. The last capital campaign ended in 2011 and we raised about \$750 million, that was the goal. This year we hope to double that. This year we are off to a good start, we have about two and one half years under our belt. We hope to have a public announcement in a couple of years that we are hoping to break all records. They are looking in the \$1 billion to \$1.5 billion range. They are encouraging our donors and friends to support us all. The expectations should continue to be high through the campaign. They want to continue this effort once we reach our goal this time rather than stop like we did in 2011. They are hoping to ramp up and stay ramped up.

He appreciates our work on the strategic plan. He spoke with the editorial board in Lafayette yesterday and talk to them about it. Our goal is to solve this region's, this state's, the world's problems. We are the only university in this state that can do it. We are the only university in this state to have an AgCenter and research stations in every parish and with our medical schools. Louisiana has all the same challenges this world has from health related to global warming. We are in a hot bed of problems that society needs us to work on solving. That's why land grant universities were created in the first place. There are only 17 Sea, Land and Space grant universities in the United States and we are one of them. We need to step to the plate and help everybody solve the problems and turn to us and help us as we go forward which also requires adequate stable funding. We need to stabilize funding.

He appreciates our work on programs and the attention to the diversity issue. The New York Times came out with an article that affirmative action really isn't working well because many of the elite universities in the country haven't made any progress since 1980. He has been fighting this in Washington to raise awareness of this very issue. Yale has 4% African Americana population in 1980 and 4% today, the only difference is Yale has \$14 billion in the bank and they aren't doing anything about these issues. The reason why is there has been a rapid decline, most of our SEC peer are hovering around 7% African American enrollment as a percentage of the freshmen class. South Carolina

has gone from 17% to 6%. We have gone from 10% in 1980 to 14% in 2015 and seen increases in last two years. Out of 50 flagships universities according to this report, we are the number one university in the nation for enrolling African American students as a percentage of the freshmen class, better than Wisconsin and California. Our Latino population has increased from 2% to 6%. We are second in the SEC African American percentage as a freshman class, number one as a flagship in the nation and for Latino populations we are 4th. Our campus is diversified. Our African American graduation rate is higher than everyone else's aggregate graduation rate in the state and about 18 percentage points above the national average. He appreciates the attention to this issue. The only way we are going to gain ground in this world competition for talent is we have to address our underrepresented population in a growing fashion and become an institution that is starting to show that the numbers matter and that they can succeed here as well as if not better than anywhere else in the country.

He hopes to keep a degree of optimism going forward. They have been talking much more positively with legislators and we want to make sure they stay tired of cutting our education and they actually support us. We have done a lot and accomplished a lot. The number of faculty coming in shows us we are very strong nationally and internationally. That is a tribute to faculty and the students and the work we have been doing under adverse circumstances. Nobody took a bigger hit since the pre-recession years than Louisiana. Our per student allocation from the state in the last ten years decreased \$5,350 more than anyone. Nobody was even close; he thinks Arizona was in the 400s. The governor wants to support higher education and get us back to a 50/50 split of which they only put in 20% now. He thinks it is a very ambitious goal. It would be great if we could get closer and closer to getting the state back in the picture. Now we have a good year to build from. We need your help with outcomes. We want to increase graduation rates of all types of students and that is due to the work of faculty and staff. The numbers help us when we go downtown, they tell us that we are not the problem, but they lump us in to what is the problem with other institutions that haven't been able to gain ground. They have become much easier targets whether it's their doing or legislators are doing it to them.

Q&A Summary:

Senator

She teaches in the religious studies department and they have been without an Islamicist for six years. With all the talk about leaders for the nation and the world, wouldn't it behoove us to provide education in this area?

President Alexander

He agrees with her. Working with Provost Koubek and the deans, that is an area that has been in the forefront for the past three decades. There are several languages that Washington found that need to be taught, such as Farsi and Mandarin that we weren't doing at the university. The Department of Defense and the CIA funded a bunch of programs in these areas.

Senator

Any recommendations on how to convince the dean that this is important?

President Alexander

Get comparable institutions that have had significant enrollment growth in this area and if there is a demand and desire. If you show the story about student demand and growth in enrollments it will help. Many of our languages we have lost and have had to close are going in the opposite direction where demand wasn't there and we protected those a long time. Say that here are some new areas we need to address and contact your colleagues on some of the fastest growing programs in this area.

Senator

So if the demand is there then it is not our responsibility to lead by offering it so students take it seriously?

President Alexander

He thinks her case is in the demand. He would build the case from successful institutions that are her colleague institutions.

Gundela Hachmann

She may want to talk to federal agencies for information and get statements from them, like ROTC and about our students applying for the CIA and other agencies as to whether they are looking for that type of qualification.

President Alexander

Also earmarked grants could apply to this, if it involves the Department of Defense, CIA and State Department and a lot of other areas that have had a great need for this.

Mike Russo

Regarding fundraising for capital improvements does it include the library?

President Alexander

Yes it does, we are trying to keep the library together the best we can. The library is one of the biggest issues we need to address in the capital outlay. He just came from the University of Kentucky library which is about eight years old and he would not want a comparison. The libraries of today are global information commons. It's technology and accessibility. You can significantly increase the usage by faculty and students with an up to date contemporary facility. We are redoing some of the areas to get by.

President Alexander

With our new approach with Mike the Tiger, we got a thank you note from PETA because it was a rescue tiger that was most likely going to be sold on the black market and they appreciate our new effort on conservation to help expand and perhaps double the number of tigers in the wild worldwide, working with Clemson, Auburn, Missouri and Memphis wants to join the coalition. We have great supporters from the former World Bank chairman and others who are part of this coalition to help save tigers in the wild. There are only 4,000 tigers in the wild and currently there are about 15,000 in captivity just in North America. We need to get this dialog turned around and attack the poaching and use this as an educational opportunity to get everyone to buy into the conservation efforts we are pursuing as we go forward.

Ken McMillin

Since Eddie is going to New Mexico State who in the athletic department is going to lead this tiger habitat rehabilitation and kiosk those type things? Have they been identified yet?

President Alexander

We haven't but we want to work with the Faculty Senate to get the right information out there. If you have been by the habitat in any day, there are 100s and 100s of people and it's such a unique opportunity for us to connect them to the right information and right sources and relief funds. We are trying to raise some money to kick it off when we play Auburn. Auburn is doing that this weekend because they are playing Clemson and Clemson is doing it at Clemson. To raise awareness we like to take advantage of the expertise that we have and to provide as much opportunity as possible. We want to work with you to find the right kiosks and information. We will find the resources through athletics or somewhere so we can do this and do it the right way.

Ken McMillin

If you are interested in providing information send an email to Ken McMillin and he will forward to Dr. Alexander.

Gundela Hachmann

Can you give us an update on the status of the search for the Vice President of Strategic Communications person? We have had a lot of discussions concerning communication between faculty and other parts of the university. What is your strategy to address and improve that?

President Alexander

We didn't have a consensus on the candidates and we appreciate the work of the search committee. We decided we want to keep this search open. We didn't decide on any of the three candidates. Each one of the candidates had very specific experiences and very specific careers. One was in military, one in politics and one that was at primarily private universities. We want to go after someone that understands the public nature of what we do, because we are inundated all the time with every possible request that many private schools don't even have to respond to from open records requests to public comment. They are keeping the search open and keeping the committee together. They will work this fall to find exactly what that position will do. We want this position to have an external value to us and also play a role in the capital campaign, but also have an internal value because we are very fragmented in our communication. It comes out of our different colleges and it comes out of the AgCenter has its own communication; athletics has its own communication. We need to get these coordinated much better and we expect somebody to come in with those experiences and actually coordinate our communication to the public at large, to get our faculty work out there, the types of progress in programs, as well as the problems you are all working on solving in your colleges. We haven't been able to that as well as we would like. That's what this position is very vital for us to do. We haven't had anybody in that position for a long time. Really it is a new position in terms of what we have been used to, but it is about coordination of our internal messaging as well as coordination of what we get out to the public at large. We have had two failed search attempts for our enrollment manager. We have got someone from SUNY Buffalo. We are glad we waited as long as we did because he is outstanding. He dissected what we are doing right and what we are doing wrong in about a week and already has us up and running and is a great addition to our administration. He is responsible for 80% of our funding; the legislature is responsible for 20%. Enrollment will be down about 1%, we are down 350 in new freshmen, online continues to grow, graduate education is stagnant at best, but we need to get our enrollment numbers back on track to where they have been. That's a combination of many things, years of budget reductions, the fact they haven't solved TOPS until mid-June and a lot of our higher achieving students have already taken offers that defined what they are going to get by the end of April. They were under the impression that they are only getting 70% like they did before. That is a real challenge to get into our legislators heads not to drag TOPS out until mid-June. Most people have made decisions long before mid-June. The impact has been on our highest achieving students, 36s, 35s, 33s, 34s ACT students. The realm of many universities now is out of state students. Most have gone to 70% out of state students. Out of state students are revenue sources. It is a conscious effort to go after revenue sources and at some institutions it's at the expense of many in state students. We are trying to increase our out of state, but not at that capacity and also not at the expense of our in state students.

Joan King

Has the 160/90 communication plan been decided, because there was an A plan and a B plan?

Ashley Arceneaux

We have been working on 160/90 for over a year. They have implemented some of the online work that they have given us for freshmen material which is out and about in the external world as we speak. As far as internal communications and how we take that brand and use it for our internal communications they have met with campus communicators to teach them about how and what LSU needs to share. They are pretty close to implementation.

John Devlin

What is 160/90?

Ashley Arceneaux

About a year ago we looked at a couple of different firms to reinvision how we communicate with students to get more Louisiana students into and out of higher education. They brought three firms in to look at our strengths and weaknesses and to look at how those should be iterated through copyright. A selection was made for 160/90 to take that communications roll. To make what they represent what LSU is.

President Alexander

It's a marketing firm. One of their clients is University of Florida. They have an extensive background in working with high education institutions. It's to get the right message to the right people at the right time.

Provost Koubek

At the period of time of a 70% budget cut, we looked at all the material we had, so we decided to get an outside firm to help us best articulate the excellence of the faculty and students at LSU. The goal is to make sure people know how good we really are so we went to an outside firm to get that material and determine what that material will look like so we can properly propagate that back home. The driver was that moment in time.

John Devlin

From the Law School perspective it would be good if we can coordinate our efforts.

Provost Koubek

We are working with your representative so you will coincide with the campus message.

President Alexander

No one is in a tighter battle for students than you guys. How asked how many of our law students are on scholarship or getting a discount and he was shocked to find out it is 87% because it's a bidding war for law students and falls in a completely different environment now. His brother is in a law school at the University of Wyoming and they only have 8 people in the state and he has to go out and recruit against everyone. It is a very tough environment that law is in just to maintain your current enrolling classes it takes a lot of work.

John Devlin

The number of LSAT takers has fallen from just over 1700 to 700 in the last ten years.

President Alexander

The billboard to lawyer ratio has never been higher.

Mandi Lopez

A lot of work has gone into the PS-36 policies revisions. Do you know when we can expect that to be implemented?

Provost Koubek

They are still doing the fine tuning. They are incorporating the feedback from Tom Skinner and Jane Cassidy is working with the LSU lawyer to get it done.

Ken McMillin

Which policy version will tenure and promotion committees be using this year, the old PS-36 or the revised PS-36?

Provost Koubek

He will have to investigate further to see what the appropriate pathway is. The one in effect is the one used. It has to be signed by the President to be in effect.

Arend Van Gemmert

Are we going delay until LSU360 is up to speed because at the moment it doesn't fit with the CVs and there is all kinds of problems with PS-36?

Provost Koubek

LSU360 is optional until we are all comfortable with it. It is a tool available to those that may want to use it.

Gundela Hachmann

How will it be determined that we are all comfortable with it? Will there be some kind of analysis of how well it works, what the problems are? Is there going to be a report on it? Will we be able to see the report?

Provost Koubek

They have the information and will make the changes and he will sit with the Faculty Senate Executive Committee who will have to advise on behalf of the faculty on this case. There is no brake pedal on this thing, but we have a steering wheel and an accelerator We need your help on the speed and direction but we still are going to have to do it at some point.

President's Report

1. You have heard a couple of things already that the Provost mentioned, such as LSU360. We did move our offices from one on the first floor, to two on the second floor. We appreciate Academic Affairs and Dr Cassidy for making that switch for us.
2. Faculty senator elections are underway. There was a delay due to getting the census of faculty until May. Kevin Cope and Ken McMillin decided to wait until classes started to have the elections.
3. There are still elections to be held. We had to elect 21 new senators. We like to elect a third of the senators per year. Some will be elected in staggered terms so we can have a third turnover each year for each college. We will get to the full complement of 67 after elections.
4. He thanked the foundation staff who came in to transform the room for Faculty Senate.
5. The Faculty Senate will get a full time staff person. We had to hire a civil service person. We have identified candidates for routine office work, audio visual work, revamping the website and updating past records. He will call upon some of us to interview those persons.
6. We met with the VP of Strategic Communications candidates this summer. The Faculty Senate Executive Committee offered recommendations and those recommendations were accepted.
7. The Faculty Senate Executive Committee (FSEC) met with the student government officers on August 22nd to discuss priorities of each of our groups and to align our goals. We decide there are some areas that we cannot agree on as far as priorities for the university. At least we have a dialog now and he will continue to meet with the Student Government President. He will also reach out to the Staff Senate and establish some initiatives with that group as the opportunity arises.
8. Gundela Hachmann joined the executive committee as faculty representative for the Administrative Process Improvement Committee (APIC) and Mike Russo represents the Faculty Senate. Our new CTO officer Andrea Ballinger, the highest communications person for IT on campus and within the system has a governance counsel and Suresh Rai was asked to serve on it. He will bring reports to us and probably be expanding in that role. We will get CTO Ballinger here to update us some changes being made and what her strategy is as far as getting us where we really need to be in IT. We had planned to meet with her tomorrow, but Kevin Cope is on jury duty so couldn't be here. The Faculty Senate resolution was postponed. We are working with the writers on this.
9. There will be a Board of Supervisors meeting on Friday. Any faculty can attend. If you have something you want to add to the business of the Council of Faculty Advisors let Ken McMillin know.
10. We will be meeting with the new Foundation person, Mr. Benchoff. They want this foundation building to have their tentacles spread out and want to get more information out about what they are doing as far as philanthropical work and also benefits to the faculty.
11. We have been contacting many individuals suggested as speakers and contributors for a forum on Live Animals on Campuses. We are negotiating with a couple of speakers. If they are not available we will wait until next semester.
12. The general education group has been meeting that past year and some have attended a conference this summer. The FSEC will meet with some of the members next week to see how we can propel this forward. The strategic plan adapts well for us using general education courses to address those themes. Matt Lee said this group is one of the formal groups who came up with a model of best practices. They will update the FSEC on what has been going on over the last seven months.
13. The name of the Grievance Committee was changed to the Adjudication Committee, and there is a resolution that we would have a procedure in place that the faculty senate and Provost would jointly approve. We will meet with Provost Koubek about policy and procedure.
14. We are having continuing discussions on issues this summer that continued from the spring. A game day policy is important. Game day policies still need to be worked on.
15. Parking is always a big concern; it was a big problem for students when we met with student government. There is plenty of parking, but not close where the students want it.
16. The Master Plan is fairly well completed. There are a of couple parking garages included in that Master plan. All that has to be found is money.
17. PS-36 revision is in the Office of Academic Affairs and we will try to get that finalized this semester.
18. The tobacco policy is still a concern or lack of enforcement thereof. We spoke to student government and they didn't have many ready solutions. We don't want to set precedence that if one policy is not being enforced then we don't have to follow other policies.
19. Kevin Cope served on a Commencement Atmosphere Improvement Committee. We need more highly visible speakers, we need much more emphasis on the graduate education and the degrees that are granted there for the general public to understand. We don't want to diminish the enthusiasm of the commencement for undergraduates but want some decorum there.
20. We have also heard of LSU360 which is of concern for those with problems entering data.
21. We have been trying to get meetings with someone in the Governor's office or legislative branch to get across that other through the Board of Supervisors to the Board of Regents, there is not really another voice that is heard. There are some issues that come up that don't revolve around the budget. They were able to meet with the Governor's Chief of Staff, their general counsel and educational policy advisor. They will have quarterly meetings with them on how to further develop higher education programs in the state.
22. The statewide faculty collaborative which meets with the Association of Louisiana Faculty Senates is September 16 in Alexandria. Commissioner Rallo will be speaking. Anyone can go to the meetings. Brooks, Mike and Suresh can answer questions about it. One of the results is the previous topic of getting the statewide leaders to meet with the governor's staff.
23. Ken McMillin covered the dates for fall and the tentative spring dates for faculty senate meetings. We try to have meetings on different days of the week so someone is not prohibited from attending.

24. Kevin Cope has agreed to continue with the Faculty Senate newsletter and website for a while and continue with his role in faculty governance around the state.
25. Ken McMillin introduced the Faculty Senate officers.
26. For new members and those who have yet to be elected, one FSEC member at large position is for newly elected faculty senators. We will have that election on Oct 5.
27. Ken McMillin said he is new at this job so if you have anything to say, say it. He will lead us the best way he can. He is open to being the President and what we can do to help him.
28. The Faculty Senate President plaque was updated. Kevin Cope was stated as 10 terms as 2006 to 2017.
29. There were two flyers in the back of the room, one about faculty recruitment from Human Resource Management. The other is one about the American Heart Association.

Q&A Summary:

None.

Office of Diversity lunchtime lecture series and program update – Dr. Kenya LeNoir Messer, Associate Vice Provost and Dr. Dereck Rovaris, Vice Provost

Dereck Rovaris

They have presented before to Faculty Senate but they wanted to update us. The work they do is for the entire university. We are fortunate to have a university committed to diversity. The office is a multi-unit operation, the central office is in 125 T. Boyd Hall right next to the Bursars Office. The Office of Multicultural Affairs is located in the union next to the Atchafalaya room. They do most programing related to students but also some for faculty and staff. The African American Cultural Center, the Veterans Center and the Women's Center are also part of their offices. They opened up a new LGBTQ resource room in the Women's Center. That resource room will be a placed where people from those comminutes can come and those that want to learn more about them. They define diversity in broad terms of race. We are a long way from looking at diversity in terms of just race. They look at diversity in terms of country of origin. In 2015 they had their second African American Homecoming Queen and their first student with a disability and first international student Homecoming King. There is a Muslim Student Association. They define diversity broadly. In 2016 we had our most diverse student enrollment incoming class and highest SAT class as well. We raised the performance on the SAT while increasing diversity. Our graduating class this past May was our largest class of African American, Latino, First Generation and Pell eligible students. There was a 25% increase in African American students since 2013 which is intentional. Our faculty is fairly diverse, but we need to work more on faculty diversity and 27% of our faculty come from an ethnically diverse background. Dr. Isiah Warner was one of the first African Americans who received the SEC Professor of the Year award. Dr. Gabriella Gonzales who will very likely receive a very prestigious award sometime this year. Their commitment to increase diversity in the faculty is paramount. Human Resources Management is going to do another series about the search process and diversity. They will explain how to increase diversity of the pools you attract. The BML lives is the black leadership initiative. They work with them from their freshmen through their sophomore year and they come back and work with cohorts who came behind them. These students are performing and graduating at a much higher rate. They have another group of cohorts the PMSP program is the Presidents Millennial Scholars Program. Next week on the 24th there is a cultural activity program where students come and dance and eat. The LAQC, the Louisiana Queer Conference was able to have Michael Sands come speak. He was a football player who came out. There was lots of support on campus, but he only got through training camp. He is significant in LSU lore because when he started one of our fraternities hung a banner about Michael Sands coming out. This isn't just a Louisiana Conference, we have students that come from South Alabama and other southern states. They have international fair day. They have fiesta night at the 459, with food from the Latin community. They annually celebrate women with Espirit de Femme in the spring. They have other events as well Pow Wow, Lavender Graduation, Asian American Cultural Heritage, etc. They have a number of programs and they use several ways to get their information out about what is happening on campus. They created a diversity book club. They will have a biological scientist speak about hyla cells and the book. They have Chat and Shoot, where they bring faculty and staff together and spend an hour taking on the diversity topic at a brown bag lunch. They have honest and sometimes very candid discussions. The goal is to help meld our diversities and similarities. It is up to folks like yourselves to share these kinds of thoughts and ideas in your classrooms and faculty meetings.

Kenya Messer

She wanted to talk about programs they have that are targeted for faculty and administration. She gave out several handouts. They have their open house next week. They have a number of resources around search committees and faculty searches. You can share all the work being done at the university to support them so it can be used as a recruiting tool. They have a full diversity professional development and training menu. They will meet with anyone in your team about these issues. They are partnering with NCBI, leadership for inclusion. You can go through a day long workshop. They offer the intro to the Office of Diversity presentation. They offer diversity grants through their office to support you and your colleagues with additional travel funds for a conference or research with a graduate student. There is a Chat and Shoot that happens once a month. They have a number of cross cultural and multicultural events. You can use the spaces such as the Women's Center and African American Cultural Center for classes. They partner throughout campus with a number of academic offices. They have one diversity representative in each college that meet to share ideas. There is a black faulty and staff conference that meets monthly. The final way to get involved is they lead an annual fund through the Office of Diversity so they are always looking for support.

Q&A Summary:

Gundela Hachmann

You have given us invitations to events, can you outline what they are about.

Kenya Messer

They are an affiliate member now for an organization called the Coalition Building Institute. There are a number of different time frames, you can do a 2 hr, 4hr or 8hr workshop to bring community members together to talk about ways of eliminating prejudice. It is a workshop on diversity through NCBI. The Chat and Chew is a monthly opportunity that you can attend any time, you bring your own lunch and they have a key note speaker and then it is open for the group to discuss it. Next week they will have the topics for each month listed.

Dereck Rovaris

These workshops are also for students, not just for faculty and staff. They have targeted both student groups and faculty groups.

Senator

Is this a way to recruit students there?

Dereck Rovaris

They bring students from around the state and students that come on campus meet with them. One commitment in his interview was trying to increase the diversity of our student body. It can come down to students, where you might look.

Gundela Hachmann

Is there some kind of training for graduates? We have a diverse body of faculty in foreign languages. When we talk about hiring practices we have to face a lot of questions that are entirely inappropriate, like what is your religion. That is a challenge for many students as well, especially for the LGBTQ community. They need the tools to deal with it when issues like these come up.

Dereck Rovaris

That workshop that is 2hr, 4hr or 8hrs per day is exactly about that sort of situation.

Allen Austin

I want to know some of the things going on that connect LSU to the community in your office.

Dereck Rovaris

They kicked it off after the shooting at the gay nightclub that was predominantly Latino. They looked at the shootings in Baton Rouge. In the local scene they make sure that LSU is involved and committed. There are civic groups they have been involved with and they work with Mayor President Broome. One is ours going out and others coming in. Every 6th grader in Baton Rouge will come to LSU to visit. There are students in Baton Rouge who have never been to this campus. These are incredibly difficult challenges for diversity.

Kenya Messer

We want all of our students to be globally engaged, committed and caring students. We don't just serve one population we serve all.

Dereck Rovaris

It would be a shame for students to graduate to graduate from LSU and not understand diversity. We are committed to reaching all faculty, all students and all staff.

Report by Thomas Glenn, ITS Student Program Director, with Emy Hart on Factors for Success with ERPs

He is giving an update on the student system. He was at Illinois for 30 years at the Urbana campus. He was asked to be Assistant VP of Academic Affairs responsible for the selection and implementation of the student system for the entire University of Illinois system. He then went back to the Chicago campus as Executive Director of Admissions and responsible for records for the entire campus. In May he was asked to come here and help LSU. The mainframe system was built here in the 1980's but it is reaching it's time of life. IBM indicated that we should expect end of life in the next two years. We need to get all of that information off of it into the new system. There are over 8000 integration points in the mainframe system. This project is going to be huge. He listed the stakeholders impacted by his project and the functional areas. There is a challenge not only on the technology side but also the functional side. They were targeting for feasibility and fit. LSU is really in the purchase decision phase of this. They have been obtaining feedback from all student related services on campus, which interact with departments and colleges across the campus. They plan to go out and meet with the colleges and departments to further vet these functional requirements to see if anything was missed.

Senator

Does that mean you might do away with Workday?

That is not the scope of what he is looking at. He is looking at the student system. When an institution is evaluating a product, they write into their project that the ERP does the thin thread life cycle of the students, such as academic foundation, building the curriculum catalog and going through the functionality of recruiting, admission, financial aid and registration, student financials, records and graduation. You have to take into the consideration the number of campuses involved. This campus is the most complex and will take the most time. You want to be able to roll data up to the administration so they can use the information to report to the legislature. This past August they created an IT Governance Counsel. As they go through the process they will report their findings to the counsel. They will report their recommendation to the Provost and CEO in December. They will look at feedback from a scorecard meeting. They will look at the evaluation of the vendor and their commitment to higher ed. If it is a go decision for the Workday product then they will go into implementing the product. The Eunice campus has agreed to an accelerated implementation for their campus. For other campuses we are looking at an 18 to 24 months of work. If it

is a no go decision, the work we collected we will put into an rfp and realistically there are only two vendors out there, People Soft and Banner. What the faculty senates have wanted to know in the past is what you will take into consideration to make sure that this implementation is a successful one. Various universities have had vastly different experiences with People Soft or Banner. It is important to understand that our mission is to bring up this system so people who work with students on a daily basis all the way up to higher administration understand the process. It is also important that those involved know that it is important, that faculty and staff need reports to efficiently do their jobs. The people need to have implementation experience. Robert Doolos will be involved in this. If we are going to look at third party consultants, we need to determine their role. The institution needs to take ownership and allow consultants to help them, not tell them what to do. There will be updates so the campus community can see what the status is. We are going to provide change leadership not just manage change. There needs to be thorough understanding of the functionality of the software. Workday is highly configurable, more so than the Banner product. The experience he has had is that the cooperation and access to the Workday people has been exceptional. There needs to be a careful analysis of the business processes. We constantly try to identify ways to add value to serving the students and find out how to be more helpful. They brought faculty into the development and implementation stage. Reporting and needs have been an afterthought. You need to give appropriate attention to cross functional touch points to students, financial, etc. There needs to be extensive training and documentation before the go live event.

Q&A Summary:

Gundela Hachmann

She wanted to add that you need extensive support for ongoing problems, questions, bugs and anything coming up. That was a major problem with Workday. There have been no answers.

Joan King

Why is it not possible to take another institutions program and tweak it? Why do we have to start with building this thing all over again?

Thomas Glenn

Every vendor product is a shell, you have to configure it so it works for your institution.

John Devlin

Is Illinois internal architecture really different from ours? Why do we need to start from scratch? Others have done similar things.

Thomas Glenn

This campus is fortunate to have had a mainframe system for many years, other universities have had to build their system. We expect it will take 18 to 24 months to do all that. When we did the University of Illinois project, it took us four years.

Mandi Lopez

She suffers from severe new program fatigue. No matter how much training is provided, its mind numbing for her. How much training and how much more duties will the faculty have to take on? What is the period of transition and incremental increase in workload?

Thomas Glenn

Most of what you do is in Moodle and faculty rely on other people to handle mainframe issues. It will have to be integrated with Moodle. His experience when they brought up the Banner system is that the workload of the faculty did not change. There were problems with classes of 1000 students, but they had TAs running discussions, so they needed the TAs to be able to enter the grades.

Mandi Lopez

You have a plan to identify these issues?

Thomas Glenn

His experience of bringing up a new system is what he has experience in.

Mandi Lopez

Will there be a phased implementation?

Thomas Glenn

The Chancellor at LSU Eunice can do a staged implementation there which will allow the people here to look into it. We start recruiting and admissions a year prior to when students start in the fall. Students would come on campus and register in the summer for that fall. Current students register during the previous spring for fall classes.

Mandi Lopez

She was talking about different areas of the university. That makes sense that you are incrementally testing it as you go.

Thomas Glenn

This campus has to move off of the mainframe due to end of life. The other campuses are not in the same situation.

Arend Van Gemmert

What happens if it's a no go?

Thomas Glenn

To go through the rfp process takes about 6 months to go through to the procurement. We may need to target the spring of 2020. It will put us in a precarious position if we decide that Workday won't work.

Arend Van Gemmert

If it is Workday, it is probably easy to integrate with Workday. If we chose People Soft it has to be integrated with Workday, Turning Point, Moodle, etc. Is that in your rfp? How are we making sure that we get a product that will not create problems with our current programs?

Senator

That is exactly the challenge that an implementation team has in bringing in a new system.

Senator

There are many advisors on this campus helping students through the scheduling. The worry we have is that the mainframe has been getting difficult, but there are some useful documents that we can get off of the mainframe. Ultimately will we have those same documents and in the interim be able to access those documents? This might become something that will be critical in this process. The degree audit and the college record are documents that allow us to see where they are in the program and what they need and our courses are offered only in certain semesters.

Robert Doolos

We will meet with the advisors about what it is that is critical for us to help our students. We will have to ensure that it has student record and degree audit capability. Will it look and feel the same, no. None of them are going to look exactly the same. But can we do our job, we want to make sure that whatever the university does will work in the new program. He will do the same with the student services people in the academic colleges. The product has to have built in integrations with other existing systems like Moodle, etc. They will have to make sure that those two types of software work together. He has watched his fellow registrars try to implement student information systems, but have not been able to take one from another university to use. Our admission requirements and academic policies are different from every other university in the country. The mainframe can't keep going, there is an end of life.

Ken McMillin

From the top down, CTO Ballinger and the system, there has been a change in attitude to try to solve the problems before they start. That is why Tom is here.

Charles Delzell

He likes the mainframe. It works great and it is fast. There are a few things he would like it to do but it cannot do it and he has been told it's due to end of life. Is this on some ancient piece of hardware that can't be moved to a PC?

Thomas Glenn

To move data we have to move it off the system to encrypt it. We cannot find people to come work on old operating systems and language. There are a lot of people here to make sure this student information system works and works well.

Senator

Time are changing and that's great, we need to be able to do our jobs.

Thomas Glenn

When he was Dean of Students, he was responsible and he understands the need to make sure that this works.

Paul Hrycaj

Is there a time of decision of go or no go?

Thomas Glenn

We have been told it's December 12th.

Paul Hrycaj

When will it function?

Thomas Glen

It will take 18 to 24 months.

Old Business

None.

New Business

First Reading, Resolution 17-03, “Amendments to Article VI of the Louisiana State University Faculty Senate Constitution and Bylaws”,
Sponsored by Arend Van Gemmert, Michael Russo, and Andrew Sluyter

Delayed.

All moved to adjourn at 5:30 pm.