

Faculty Senate Meeting Minutes
Wednesday September 7, 2016
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

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

Parliamentarian: Louay Mohammed

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

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

Guests:

Ron Moreau	Bonny Botts	Robert Doolos	Barrett Linam	Matt Lee
Richard Koubek	Zach Barnett	Brian Ainsworth	Arthur Penn	

Consideration of the Minutes from May 10, 2016

Motion by senator Russo, seconded by many senators.
 Approved unanimously with potential corrections.

President's Report

1. With the implementation of WorkDay enterprise system, a few things have not gone according to plans. There was something of a summit conference with the Office of Academic Affairs and the Chief Financial officer Dan Layzell at the former LSU systems office. A flyer for an instructional session for faculty was provided for fundamental sessions on WorkDay which is co-sponsored by the Faculty Senate and the Office of Accounting Services.
2. Master Planning is still ongoing. He was asked to let everyone know about the September 15 general meeting for everyone by NBBJ for comments. A flyer was provided.
3. Provost Koubek has initiated a program to look again at the strategic plan. We have been operating under Vision 2020 and the Flagship Agenda. September 13 and 14 there are a pair of workshops for various leaders to chart out the course of action for the next year or year and half or so.
4. He praised auxiliary services for coordinating laundry and food assistance for faculty and the larger university community flood victims.

5. Vice Provost Lee has announced an intention to look at general education as a curriculum and phenomenon of higher education at LSU. This is long overdue because of pressure points from the Board of Supervisors and elsewhere.
6. Last semester we got a dialog going with the Baton Rouge Area Chamber. That is continuing to percolate.
7. There are three Faculty Senate resolutions pending that were tabled last spring. The sponsors asked for a couple more weeks to do some research on the issues so that is why we are not taking them up this time.
8. We have open three dialogs with the Office of Academic Affairs. One is on the evolution of the commencement ceremony. Another is on the future of keeping a live mascot on campus. We are looking ahead to the possibility for faculty input on this issue, also a dialog with regard to validity of teaching evaluations. There has been criticism about the validity and biases about teaching evaluations.
9. We also spoke to the Provost about getting Policy Committees going. We are down about ten senators because several colleges have not completed their election.
10. Security in the classroom is an issue. We are told to lock down classroom but without much guidance on the issue.
11. A strategic plan for the LSU Foundation was announced by Steven Moret. Kevin has spoken to him about the relationship of the foundation to the faculty and academics generally and we are hoping for a faculty advisory committee.
12. September 24 there will be the Association of Louisiana Faculty Senates meeting in Alexandria. The guests will include Commissioner of Administration Jay Dardenne and Representative Chris Broadwater.
13. The Commissioner of Higher Education also plans a meeting in Alexandria on Sept 30th on the status and the purpose of faculty. Kevin suggested he have an implementation plan and travel assistance to make it worthwhile for faculty to be there.

Q&A Summary:

None.

Welcome and comments from Richard Koubek, Executive Vice-President and Provost

They had to change the faculty orientation to a Saturday morning due to the flooding. He thought everyone will say when there was a crisis everyone helped each other. They had a faculty fund and student fund. The heartfelt things happened with the students and faculty. As part of the strategic plan they did a questionnaire and they got about 1600 responses. Some of the opinions sting a little bit. A lot of people are concerned about the budget cuts, future directions and other issues. Other things that came out as strengths were the people we work with and our colleagues. It is because we are a community that we will be able to move forward. For a semester term update, the 14th day is Friday. There are certain deleterious things that have happened that affected us. The numbers will be lower. The floods have impacted us. Students have not all returned. The second issue is the budget committee met and made a recommendation on budget priorities that the President has agreed to. There was \$1 million that was moved into the libraries. Every month when he has meetings with the Faculty Senate Executive Committee they and he make a list. The new Faculty Senate budget committee is involved in budget considerations. The library budget is tough. They have been taking money from books to pay for subscriptions. Graduate student stipends are still an issue. To get to the SEC average it takes \$1.2 million and they moved \$800 million to stipends. Another issue is addressing compensation issues for faculty and staff. The money is budgeted at this time. There is a little set aside, about \$3 million, for deferred maintenance which may get pulled back if enrollment numbers remain low. We have a seven year budget plan now, including increasing staff and faculty, maintenance and graduate student stipends. We can get there in 7 years. The budget model does not have any tuition increase in it. The budget committee has seen this. We will fund these priorities first. We have the priorities down, will fund those and figure out the rest of it. Anyone can go look at the sheet, for example, to get from a 24 to 1 to an 18 to 1 student teacher ratio, its 235 faculty. At \$100,000 a faculty, you can do the math and spread that over 7 years and add 30 to 40 faculty members a year, you can actually do it. You can do the same with the graduate stipends. This is really important for us to work on as a community. We do not need a strategic plan to tell us what to do. You have all the ideas. The important thing is deciding what we don't want to do. September 14 will be an appointed time when Kevin Cope, the student leadership and the deans will work on the big ideas and then faculty and staff groups. The theme is leadership. Why come here, it's because our students graduate above the bell for leadership. The social and economic aspect of our institution and state is about leadership. They asked the University Planning Committee what our core attributes or personalities are with five attributes, like culturally competent, innovative, creative, globally aware, and focused on impact. Mike Martin used to use the phrase comparative advantage. Another way to look at question is where our state needs us the most. The areas are education, poverty and healthcare outcomes, innovation for economic development, our unique arts and culture, our coast and environment. When writing a strategic plan for the State of Louisiana those are the things we would talk about. We must be leaders for state impact. That's our advantage. These are broad categories. He was talking with arts and design. They were talking about how your environment impacts your health. We have to finance that. It's our plan to give a number and explain this to Dr. Moret, to give him a plan. His plan is to ask faculty, if you had \$100 million to help our state, what would you, could you do to help our state? Don't think this is an impossible task to reach that kind of money if we have the big ideas. September 14 the Alumni Association is going to have breakout groups to discuss these concepts. The plan is to get it written up to have something by January 1. They won't have all the metrics or how they will measure all the pieces. He doesn't want to constrain the creative process at this point.

Q&A Summary:

Arend Van Gemmert

He would like to add to something about new faculty. They cannot get appointed. If they can't get into WorkDay they cannot chose their benefits within 30 days as required.

Provost Koubek

Jane Cassidy and he spend 40% of their time on this. Right now they are playing whack a mole to solve problems. Ken and Kevin met with Dan Layzell, Chief Financial Officer, about this issue to deal with this long term.

Arend Van Gemmert

Those people are teaching already because they don't have anyone else.

Mike Russo

Does the seven year plan rely on increased state funding?

Provost Koubek

The seven year plan relies on about a 300 student increase in the undergraduates. We have 70% in state and 30% out of state students. We have 80% undergraduates and 20% graduates. The line is 35,000 students for building capacity before we can build new buildings so we can put money into deferred maintenance. We are not far away from it. There is zero tuition increase, assumes state funding is stable, it includes recycling from administrative units with them becoming more efficient and more efficiency in administrative units, and a contribution from the annual fund of the LSU Foundation. No state funding increase or decrease is listed. The tuition level is a zero for a reason; you can dial that up or down.

Presentation by Ron Moreau of the Campus Federal Credit Union concerning post-disaster financial programs

They had over 28 employees impacted by the flood. He knows the numbers are greater here on campus. Not having flood insurance has been a big calamity. For anyone impacted by flooding, they will truly defer the payments for loans, it does add interest to the loan but there are no other costs. As people are waiting for FEMA they are offering a disaster relief loan at a flat rate 6% unsecured with no collateral involved. It can be up to \$20,000. It is credit specific. Those are the two big parts they are offering. Two forms were handed out, the document relief info and the Small Business Administration document. Both businesses and home owners can take advantage of this, with low interest rates of 1.2% up to \$200,000. The document in front of you has all the details. We have tried to do everything we can. They also have a lot of information on their website under Disaster Relief also on dealing with deconstruction and mold. In regards to WorkDay, from the perspective of payroll things have gone smoothly. They were able to transfer old information over. Starting on September 20 they changed the passwords and such for getting into your accounts. The user names and passwords will get you where you need to go and you will be able to have more functions such as transferring money.

Q&A Summary:

Fabio del Piero

Can you send the handouts as a PDF to us?

Ron Moreau

Yes.

Presentation by Arthur Penn regarding the mission, jurisdiction, and operations of the Faculty Senate Grievance Committee

Most university faculty members have no idea about rules and regulations that can affect their jobs and carrying out their duties. Faculty can agree that they do not know about the procedure and about the faculty grievance committee. There 119 policy statements, 28 are listed under faculty and staff employment as well as others related to research and such. There are several other subjects such as PS-36T. Department chairs and heads should become very familiar with policy statements to make sure they do not violate them. If as a faculty member you feel you have been wronged you can file a grievance. The LSU Faculty Senate Grievance Committee consists of nine members from all colleges. They cannot deal with substantive issues such being denied tenure, being sexually harassed or email system violations, but can deal with violations of due process. The 5th and 14th amendments to the US constitution deal with violation of due process. The committee meets and decides if they will support the claim and they send a letter to the Provost which is advisory. PS-80 does not apply to faculty. There is not a PS for faculty on how to file a grievance. So you must go to the committee and to notify the appropriate university official. If supported by the committee but not the Provost the committee suggests contacting an attorney. Attorney fees can be quite serious.

Q&A Summary:

Mette Garde

Will this presentation be made available to departments?

Arthur Penn

Yes

Presentation by Marybeth Lima concerning a proposal for an Engaged Citizens Program

This program is for undergraduate students to recognize their achievements in engagement. One of the four pillars of Flagship 2020 is engagement. She covered the specifics of engagement. LSU has a commitment to community that was established in 1995. It is used by

students but applies to everyone on campus. LSU has a strong and recognized commitment to engagement. LSU is nationally known for engagement by the President’s Community Service Honor Roll that was started in 2006. We got a Carnegie designation which included more work to be done to take engagement forward, assessment, reciprocal partnerships, faculty rewards and integration and alignment with other institutional initiatives, the last being the one that this proposal addresses. This proposal seeks to integrate service learning in the academic core with work done with volunteerism that is done in student life. Input was gained from CCELL, their advisory council which includes faculty and community partners, the Consortium on Community Engagement and the Faculty Senate Executive Committee. She covered requirements from the handout, there were seven credit hours of coursework designated as service learning by CCELL, students must complete 100 hours of community service and finally write a reflective paper about the work they did and address LSU’s commitment to community. If a student gets the Tiger 12 award they have to write that paper. They are using establish things already on campus. They want it to be on the same level as Distinguished Communicators and Honors Thesis students. These programs are common around the United States; we would be in the middle with our peers. They need resources for this to happen and she is working with Matt Lee on that.

Q&A Summary:

Kevin Cope

He spoke about logistics of approving and supporting the proposal. Since there were no questions we will let it incubate for 4 or 5 days in case anyone has comments and then the Faculty Senate Executive Committee will make a decision.

Election of new member of the Faculty Senate Executive Committee from the cadre of newly elected Faculty Senators

Kevin Cope

He explained the duties of the Faculty Senate Executive Committee and the process of election and asked for nominations.

Nominations: Paul Hrycaj by Mike Russo which was seconded. No other nominations.

Vote on Election of Paul Hrycaj: Unanimously approved.

Old Business

None.

New Business

First reading, Faculty Senate Resolution 16–10, “Free Speech and Academic Freedom at LSU”, Sponsored by Kenneth McMillin

Read by Ken McMillin

**Faculty Senate Resolution 16–10
Free Speech and Academic Freedom at LSU
Sponsored by Kenneth McMillin**

Whereas Faculty Senate Resolution 16-01 “Freedom of Expression on Campus” was adopted February 22, 2016 to affirm the University of Chicago and Princeton University common statement on freedom of expression,

Whereas the first amendment to the U.S. Constitution prevents laws from abridging the freedom of speech,

Whereas the core mission of the American Association of University Professors is to protect academic freedom while ensuring that higher education institutions are conducted for the public good,

Whereas the University of Chicago administration sent a letter to incoming students explaining the institution’s commitment to freedom of inquiry and expression; expectations of rigorous debate, discussion, and disagreement; and reinforcing diversity as a University priority, which necessitate civility and mutual respect,

Whereas statements of LSU commitment to the principle of academic freedom are in the online Faculty Handbook and policy statement PS-36T Tenure-Track and Tenured Faculty: Appointments, Reappointments, Promotions, Tenure, Annual Reviews, and Enhancement of Job Performance,

Therefore be it resolved that the LSU Faculty Senate reaffirms, once again, its commitment to freedom of expression, freedom of speech, and academic freedom,

Therefore be it further resolved that the LSU President/Chancellor, Provost, and Vice President for Student Life and Enrollment publicly affirm the position of LSU on these basic tenets by sending a letter to LSU students that specifically states LSU commitment to freedom of speech, freedom of expression, and academic freedom; sponsoring a forum(s) on diversity and its role in the education of students; and inviting speakers to the university to provide dialogue and discussion of topics affecting the University community, including advancing the status of research at LSU, enhancing the University environment for diversity, and improved engagement of the University with Baton Rouge and Louisiana.

Moved into discussion and seconded.

Q&A Summary:

Arend Van Gemmert

Can the communication also be by email or must we send a letter?

Ken McMillin

Yes. We want to convey that LSU is a great university and how best to do that is to state publicly what your mission and goal is. We definitely want to promote what we have for advantages for attending LSU and last but not least Kevin initiated a dialog with upper administration to have a series of symposiums and this resolution can help make this happen. These are the basics behind this resolution.

Charles Delzell

Could one drop the last Therefore after the semicolon? That is a little different than free speech and academic freedom. What is the connection to having all these speakers and academic freedom and free speech?

Ken McMillin

We are encouraging them to continue with the letter that President Alexander sent. We want him to promote diversity not just state it.

Charles Delzell

Chicago sent a letter they did not have forums.

Ken McMillin

They did not. We would like to that.

Kevin Cope

It is becoming somewhat difficult to initiate action on the campus that has large implications because the system has come to view its role primarily as organizing the whole body of campuses. This campus has receded into the background as one of the campuses that needs to be administered. The administration, once they got the idea of this forum was finally responsive, but they were very slow because a distance has developed between the campuses culture the system office culture. The response time is particularly pointed in regards to this problem.

Gundela Hachmann

The resolution seems to address many different issues and is a blanket resolution. I don't think anyone is opposed. You may be trying to do too many things. There are issues of diversity and conflicts between different social groups in Baton Rouge. You see it as LSU's responsibility to respond to this and to start a dialog. Then you talk about freedom of speech in general where you refer to University of Chicago and then there is endemic freedom of speech which is why you include a reference to the promotion and tenure policy. These seem to be three different things.

Ken McMillin

Can you elucidate why you see these as three different issues? A dialog requires freedom of speech and diversity.

Gundela Hachmann

She is thinking of it more concretely. If we have issues about academic freedom of speech, if people don't feel like they can say what they want. It seems to be a different problem than the kind of issue this summer with conflicts between social groups in Baton Rouge.

Ken McMillin

I do think they are all three connected very intimately. If we are going to be the great university that we think we are going to be then we need to engage the community at large with all of these issues. We need to have a university and community dialog on each of those issues to decide as a community what we stand for.

David Terry

Maybe we can take out the reference to the University of Chicago email. Some felt it was mocking the concerns of the diverse voices. He liked the resolution we passed last year. Referencing an email that mocks safe spaces and people being triggered is a problem. Some people thought that email was an attack on their efforts to make a community diverse..

Ken McMillin

What changes do you want to make?

David Terry

Delete the reference to the University of Chicago email which affirmed freedom of speech since it offended people.

Ken McMillin

The University of Chicago sent the letter to incoming students not the media. That is why he sent the letter, to promote dialog on those issues.

David Terry

Why do we need to make a reference to something that happened somewhere else when it stirs up controversy in those folks that we want in the dialog?

Ken McMillin

That is his backwards way of saying if that is other university administrators are willing to state publically what their universities positions are then we should also.

Lillian Bridwell-Bowles

The email came across as being controversial. Some of the leaders of the University of Chicago didn't intend it that way. We don't want to be caught up in that university's baggage. Just start the sentence with LSU commits to freedom and drop the association with Chicago.

Ken McMillin

If he thought the administrators feel this way, then he would drop it.

Steve Pomarico

If Chicago administrators didn't intend to mock, what is the chance that our administrators won't do the same thing?

Brett Boutwell

What is this resolution meant to accomplish that the spring resolution didn't accomplish?

Ken McMillin

What he hopes to accomplish with this resolution is not having a onetime symposium on the issues. We want to have continuing dialogs on all these issues. We need to know our administrators will invite controversial speakers and have a true dialog and not back out.

Brett Boutwell

He doesn't know what may have happened over the summer with administrators.

Ken McMillin

We have now a Provost and his immediate staff that wants to move the university forward, that want us to be the flagship university that we want to be. We are not sure the central administration really understands how that could happen.

Kevin Cope

The Faculty Senate has visited versions of this before. We addressed that there could be, may be a public forum about these issues. That includes controversy that erupted with Bobby Jindal at the prayer rally, the problems from this summer with shootings and social inequity surrounding the flood. The administration is one out of three and one out of four. Once the

higher administration warmed up to this, suddenly the administration became interested and we will have a forum. Having one major event with the power of the system behind once every three years is not really comparable to our aspirations.

Arend Van Gemmert

All those things do not address the University of Chicago issue. If there are a lot of people against it and we should discuss it.

Ken McMillin

He is in full agreement. It is not whether we support or defend their letter as written, but they did publically state their position and we should publically state our position.

Bill Daly

Change the wording at the beginning, whereas the university administration send a letter to the to the campus students.

Charles Delzell

There would be repetition about sending letter.

Ken McMillin

Are we agreed that we need the sentiment but not need it.

Sabrina Taylor

Re-word it, to whereas Faculty Senate Resolution 16-01 was adopted to affirm freedom of expression.

Lillian Bridwell-Bowles

We confirmed our commitment to freedom of speech and now we want to do something about it. The committee will work to word smith it. We have a set of principles we agreed to, now what are we going to do about it. Nothing has happened that is substantive enough.

Arend Van Gemmert

I thought we were talking about the fourth amendment not the first. We can keep it and that doesn't give us the baggage of Chicago.

Ken McMillin

Bill can you restate your change.

Bill Daly

Whereas the Faculty Senate expects that the university administration sends a letter to the students explaining the institutions.... We are asking for action from the administration.

Gundela Hachmann

You are actually not just asking them to affirm the commitment you are asking them to be proactive and to create occasions for people to discuss their views. Change the wording to actively pursue. You are trying to get the administration to be more active.

Ken McMillin

What kind of activities besides having forum, sending a letter and invited speakers to you suggest?

Gundela Hachmann

It puts too much emphasize on affirmation, but you want the administration to be more active.

Jeff Davis

You could put affirm and be a leader.

Gundela Hachmann

It could be show active leadership.

Charles Denzell

It could just say send a letter.

Austin Allen

The Provost said to demonstrate leadership.

Steve Pomarico

Say publically demonstrate leadership.

Jeff Davis

If the University of Chicago is the hang up just its reference and say other universities. Don't even mention it. If other universities are sending out a letter to incoming students to show the institutions commitment to that, to him that sounds great.

Lillian Bridwell-Bowles

If you believe in freedom of speech you must allow controversial subjects to be discussed in the classroom. If you create an environment that some people perceive to be hostile by doing that, then they may respond by saying they want safe space and they don't want to be exposed to that. We are trying to create an environment for learning at LSU where we can engage in controversial discussions about controversial matters and not make fun of people who want to have a safe space at the same time. How to be respectful in being controversial is not easy. The issues about safe space are coming from those actions by people in the academy with power. Free speech is what we fall back on and then we need to figure out how to create an environment for it that is supportive of learning in an academic institution. She doesn't think administrators know how to do that.

Ken McMillin

This is what this resolution is intended to do is promote this campus wide.

Brett Boutwell

Can you say if speech was stifled on the campus this summer? Is that what is motivating this?

Ken McMillin

No. It's just that the administration did not respond to these issues.

Brett Boutwell

It's not that some people were putting forth propositions to have events on campus that were stifled by the administration, is it?

Steve Pomarico

We didn't do what we could have done.

Kevin Cope

It was somewhere in the middle. There were a couple of benchmark moments, the Faculty Senate Executive Committee raised this issue and it was not until after the flood when the administration found itself forced into addressing these issues. In relation to the shootings, students wanted to hold a vigil and the administration stated there would be no vigils because we needed time to process the events. This is a culture of aversion, LSU is risk adverse. The administration believes that students are not helped by being controversial; others believe that having exciting controversial things actually helps people.

Daniel Sheehy

If this is about the universities response to events this summer why doesn't the title reflect what happened this summer? The list about culture, etc does not cover the issue. You said the purpose is not academic freedom and free speech, which is what the title is and that it was about LSU's response to summer issues.

Ken McMillin

That is only one issue. If he would change the title he would say actively promote academic freedom and free speech.

David Terry

Our students tried to have a vigil for the police officers and it was stifled by administration, which is not leading to an environment of free speech. Some of our students who are most vulnerable were leading us.

Charles Delzell

There is a difference in affirming free speech but we are telling the administration that their failure to speak was a violation of free speech. They exercised their option not to exercise their right to free speech. We individually or collectively might have done the same. The title is all about free speech.

Lillian Bridwell-Bowles

She mentioned a poem; Absence in silence can be read as suppressing free speech. Never assume it's an absence.

Mette Garde

The whole being proactive and encouraging leadership is what all of the last comments have been about right now.

First reading, Faculty Senate Resolution 16–11, “Improving Graduate Student Stipends with the Aim of Reducing Graduate Student Debt and Increasing LSU Competitiveness in Recruiting Graduate Students”, *Sponsored by Arend W. A. Van Gemmert, A. Ravi P. Rau, Jeffrey W. Roland, Fabio Del Piero, Christina Armistead, Stephanie Ganic Braunstein, Rick Moreland, Bryan J. McCann, Ingeborg M. Langohr*

Read by Arend Van Gemmert

**Faculty Senate Resolution 16–11
Improving Graduate Student Stipends with the Aim of Reducing Graduate Student Debt and Increasing LSU
Competitiveness in Recruiting Graduate Students**

Sponsored by Arend W. A. Van Gemmert, A. Ravi P. Rau, Jeffrey W. Roland, Fabio Del Piero, Christina Armistead, Stephanie Ganic Braunstein, Rick Moreland, Bryan J. McCann, Ingeborg M. Langohr

Whereas the minimum graduate stipend at LSU according to PS-21 is \$10,800 for a 9-month appointment¹ which is well below the median graduate stipend of \$20,000 offered by universities around the US² and thus stipends at LSU are not competitive with graduate stipends offered elsewhere;

Whereas the most promising graduate students often receive offers from multiple universities;

Whereas likely the most promising graduate students tend to choose programs that offer competitive stipends, and LSU's stipend is in the lowest 10th percentile³, missing the opportunity to recruit the most promising graduate students;

Whereas the average one room apartment in Baton Rouge costs approximately \$800⁴ per month and basic utilities cost approximately \$165⁴ per month requiring graduate students to supplement their stipends in order to afford to live in Baton Rouge;

Whereas financial difficulties may decrease the performance of graduate students and may even necessitate students to leave (temporarily) their program due to financial hardship, thereby negatively affecting graduation rates;

Whereas graduate student enrollment in many academic programs needs to increase in order to maintain prestige in the field and sustain graduate class offerings;

Whereas the budget constraints of departments do not allow them to increase graduate student stipends without simultaneously significantly decreasing the number of stipends awarded; and

Whereas graduate students play an integral part in the ability to meet increasing teaching demands due to increased undergraduate student enrollment in academic programs;

Therefore be it resolved that budgets for graduate student stipends be increased by at least 25 percent; and

Be it further resolved that the minimum stipend for graduate students be set at a minimum of 125% of the annual federal poverty threshold for a one family household headed by someone under 65 years of age (currently \$12,331⁵), thereby increasing minimum stipends to \$15,500.

¹ LSU. PS-21. Retrieved (9/1/2016) from <http://sites01.lsu.edu/wp/policiesprocedures/policies-procedures/21/>

² Gradpay. Retrieved (8/30/2016) from <http://gradpay.herokuapp.com/results/table/>

³ PayScale. Retrieved (8/30/2016) from http://www.payscale.com/research/US/Job=Graduate_Assistant/Salary

⁴ NUMBEO Cost of Living. Retrieved (8/30/2016) from

http://www.numbeo.com/costofliving/city_result.jsp?country=United+States&city=Baton+Rouge%2C+LA

⁵ U.S. Census Bureau, Poverty Thresholds by Size of Family and Number of Children (Data of 2015). Retrieved (8/30/2016) from <http://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>

Moved into discussion and seconded.

Q&A Summary:

Mike Russo

In the fourth Whereas referring to decreased performance, are there any data we could refer to support that? Is there antidotal evidence?

Arend Van Gemmert

He doesn't have those but he can try. There is antidotal evidence.

Amy Catania

Her home department's annual stipend is \$12,000 and fees are taken out of \$5,000, then taxes are taken out, that leaves about \$6000 and then international students cannot live on \$6,000 a year even with the rent at Edward Gay apartments so the students leave. She works three jobs and she is appreciative of the stipend from the Faculty Senate. They have a fifth of their student body drop out a year because they cannot afford to live on what they are currently getting. Across the university that is an incredible amount of students dropping out. It has become a particular problem with recruiting in their program because they draw from international students.

Mike Russo

Perhaps you could check with the Graduate School to see if they track this.

Arrendam Chanda

The requirement for an international student to come to LSU is either a stipend or income proof either student has money or department has that money. You have to pay them \$18,000. You have to get the department to subsidize you or you don't come. The International Student Office decides this not the graduate school so that is the number we work with. The second observation is that we are struggling with that number. LSU fees have gone up so much that compared with Iowa at \$18,000 LSU fees are higher. Our students are not protected from fees, just tuition. The university raises fees every year due to lack of state support.

Arend Van Gemmert

That figure for international students, is that new?

Senator

They have to show that much income.

Sabrina Taylor

Which departments is this rate really occurring in? We pay between \$18,000 and \$27,000 to our students. Most of those are from graduate assistantships not teaching assistantships. We only get \$40,000 in teaching assistant money and we have 200 undergraduates in our department. Most of these are GAs not TAs. Are these numbers for TAs or Gas and how common are these stipends across the university?

Arend Van Gemmert

This is the minimum. The minimum is currently \$12,000 that is being used. In PS-21 the minimum is \$10,000. You are touching upon what happens in different departments. Some departments try to increase that number and cannot.

Sabrina Taylor

We should make these minimums higher than \$12,000.

Jeff Davis

Is that \$15,500 as a nine month appointment?

Arend Van Gemmert

Yes..

Evgueni Nesterov

Why not say this is an average? Even with 80 or 90 TAs we do not have enough in Chemistry. The salary is about \$19,500 which is low so we have to rely on international students mostly. Can we say increase all stipends and not just the minimum? We want to increase those already at higher levels also. You should talk about increasing the average currently given to a student by 25% not just 25% of the minimum.

Arend Van Gemmert

It is 25% over the minimum wage. If you increase the average you could just make a larger bell shape. If you just increase the minimum it will give a little more to those students.

Sabrina Taylor

We should go back to waiving fees for students and for professors because of effects on grant money. Could we push the administration to reinstate the fee waiving?

Arend Van Gemmert

He doesn't think we should try to put it all in one resolution.

Arrendam Chanda

If you increase the minimum will departments have to come up with the difference?

Arend Van Gemmert

He asked for 25% more so that means they will get 25% more.

Arrendam Chanda

In the Business School there was some fear about butting heads with the administration so they stopped admitting students.

Arend Van Gemmert

He asked for an increase in budgets.

Louay Muhammad

This is an unfunded mandate that departments will have to deal with. It should come from higher administration. Where is this money going to come from? How many of those TAs are on research versus state funds? Do you have that number?

Arend Van Gemmert

If you write a proposal do you put the minimum in there? He puts a living wage in there.

David Terry

He was a graduate student here in 2003 and he received the minimum stipend and the graduate student stipend has not gone up. His rent was \$350 a month and that doesn't include the increase in fees. That was when they stopped taking tuition out of the stipends but you still had to pay the fees. You might include that language since 2003. That is not even keeping up with inflation. A significant portion of our graduate students are on food stamps.

Brendan Karch

Humanities and social sciences have a zero fund budget and the funding went down. Can we include not only the money amount but also the number and number of years that they are funded? May be we can use a one person household instead of a one family household.

Austin Allen

He agrees with the statements, some people are moving the timelines or percentage.

Evgueni Nesterov

The Provost already said that we need to increase the salary of graduate students. It doesn't really have much power. When we write proposals we put more money, so what is the real purpose of this resolution.

Arend Van Gemmert

This is so they get increased not just 5% but a living wage.

Evgueni Nesterov

There is no money for that. You cannot force the administration to do this because there is no funding.

Arend Van Gemmert

You still should do a resolution so they can look for money.

Joan King

Also the Provost said if you had \$100 million what would you do with it? This would be one of the things to put on the wish list.

Evgueni Nesterov

He also said he is using \$1 million or \$800,000 to bring up stipends but he doesn't know what that means.

Senator

If the tuition is going up where is the money going, because TAs are supporting teaching? If increased \$2,000 it will not be much.

Lillian Bridwell-Bowles

In 2014 there was planning document about graduate student retention at LSU. There is a PowerPoint that does make some points. There are some points on how to get income that might be tapped. This is critical issue for many departments.

Sabrina Taylor

She would like to see this resolution put forward in solidarity with graduate students.

Fabio del Piero

He wouldn't dismiss the power of the opinions of the senate. Did you have discussions with the Dean of the Graduate School about this and does she support this?

Kevin Cope

We had a 45 minute dialog about graduate education with the Provost. One is the issue of an extremely low level of graduate students; also the graduate school needs to be more than just processing students. The administration uses Faculty Senate information to propose to donors what we need.

Paul Hrycaj

There are even more things you can put in to make more impact, fees taken out, student insurance, stipends haven't changed in years when expenses were much lower, and many graduate students living on food stamps can be added to give more impact.

Senators moved to adjourn, many seconded.

Adjourned at 5:10 pm