

LSU

Faculty Senate

Summary

Faculty Senate Meeting

Tuesday, November 27, 2018

LSU Foundation Building, Harrison Board Room 107, 3:00pm

ATTENDANCE

Executive Committee

1. Ken McMillin (President, Animal Science)
2. Mandi Lopez (Vice-President, VCS), Chair
3. Kevin Cope, (Past President, English)
4. Joan King (Secretary, Food Science)
5. Fabio Del Piero (Member-at-Large, PBS)
6. Judith Sylvester (Member-at-Large, Mass Communications)
7. Nan Walker (Member-at-Large, Oceanography & Coastal Sciences)

Senators:

1	X	Fereydoun Aghazadeh	25	X	Katherine Henninger	49	X	Laura Riggs
2		Kwame Agyemang	26	X	Paul Hrycaj	50		Tracey Rizzuto
3	X	Priscilla "Lilly" Allen	27	P	Stuart Irvine	51	X	Bhaba Sarker
4	X	Aly Aly	28	X	Brendan Karch	52	P	Dan Sheehy
5	X	Kai Aryana	29	X	Kyla Kazuschyk	53	X	Stephen Shipman
6		Michael Banks	30		Kelli Scott Kelley	54	P	Gregory Sioles
7	X	Chris Barrett	31	X	Yunjung Kim	55		Carlos Slawson
8	X	Dorin Boldor	32	P	Roger Laine	56	X	Andrew Sluyter
9	X	Jeffrey Brooks	33		Elecia Lathon	57		Kevin Smith
10	X	Konstantin Busch	34	X	Julia Ledet	58		Jared Soileau
11	P	Prosanta Chakrabarty	35	P	Vincent LiCata	59	X	Kristen Stair
12	P	Cassandra Chaney	36	X	Juan Martinez	60	X	Rachel Stevens
13	P	Brett Collier	37	X	James Matthews	61	X	Brenton Stewart
14		Belinda Davis	38	X	Bryan McCann	62	X	Judith Sylvester
15	X	Fabio Del Piero	39	P	Mustajab Mirza	63	X	José Torres
16	X	Charles Delzell	40	P	William Monroe	64	X	Matthew Vangjel
17		Michael Desmond	41	P	Carl Motsenbocker	65	X	Nan Walker
18	X	Rodrigo Diaz	42	X	Pius Ngandu	66	X	Sonja Wiley
19	X	Cyndi Dicarlo	43	P	Rafael Orozco	67	P	Cathy Williams
20	X	Levent Dirikolu	44		Niki Pace	68	X	Donghui Zhang
21	X	Brooks Ellwood	45	X	Megan Papesh			
22		Kenny Fasching-Varner	46	X	Tracy Quirk			
23		Gregory Griffin	47	X	Suresh Rai			
24		Kristen Healy	48	X	Maria Rethelyi			

Proxies/Alternates:

Sonya Wiley for Cassandra Chaney
 Kai Aryana for Cathy Williams
 Jeffrey Brooks for Will Monroe
 Matthew Vangjel for Gregory Sioles
 Jose Torres for Rafael Orozco
 Elecia Lathon for Kwame Agyemang
 Bryan McCann for Stuart Irvine

Kristin Stair for Carl Motsenbocker
 Kristin Stair for Brett Collier
 Laura Riggs for Mustajab Mirza
 James Matthews for Dan Sheehy
 Donghui Zhang for Vince LiCata
 Donghui Zhang for Prosanta Chakrabarty
 Donghui Zhang for Roger Laine

Guests:

Matt Lee	Thomas Glenn	Brian Answorth	Stacia Haynie	Jane Cassidy
S Thackaberry	Arend Van Gemmert			

CALL TO ORDER

President Ken McMillin called the meeting to order at 3:00pm.

ATTENDANCE

There was a quorum with 14 alternates/proxies noted.

APPROVAL OF MINUTES

Approval of October 22 Minutes passed with minor corrections to be added later.

PRESIDENT'S REPORT

- Meetings
- Seminars and Forums
 - o FS Sponsored Animals in Society, February 26
 - o EVPP candidates
 - o ALFS Dec. 1
- Updates
 - o EVPP search committee
 - o Faculty Adjudication Committee
 - o PS-22, 27, 76/PM-79, 80
- Spring Semester Activities
 - o College Policy Committees
 - o Election of Executive Committee & FS College Representatives
 - o Salary equity study
 - o Reviews of Associate and Assistant Deans
 - o Revision of PS-104, 109/PM-35

GUEST SPEAKER, SASHA THACKABERRY, UPDATE ON DIGITAL & CONTINUING EDUCATION

- Official goals
 - o High quality, tier one, learning experiences (not expanding at cost of academic quality)
 - o World class customer service (students focus on learning)
 - o Sustainable, scalable model (post-traditional learners, demographic shift, economic driver)
 - o Extension of university mission, social and economic mobility
- Infrastructure
 - o Modernization, innovative thinking to build years out (future planning)
 - Contemporary, responsive design
 - o Partnering with IT
- Program expansion
 - o Year one: infrastructure
 - o Year two: launching programs
 - o Year three: growth and institutional stability
- What they are doing now:
 - o Gathering data, online degree interest but leaving because none offered
 - o Programs: scalable programs
 - interdisciplinary studies, interdisciplinary studies, large market degrees
 - special focus programs, credentials
 - o Accessibility: university support
 - o Course re-design, responsive, modern and engaging templates/interfaces (available on Moodle)
 - o Concierge services
 - o Social media ads
 - o Customer service (expansion 7am to 7pm)
 - o Strategic planning, central LSU identity
- Q&A:

- How will you monitor quality control in the classroom?
 - Technology tools: plagiarism checker, live proctoring, synchronist sessions
 - Quality matters tool for course reviews

GUEST SPEAKER, KENNETH MILES, OVERVIEW OF STUDENT ATHLETE ACADEMIC CENTER

- Success by design
 - Organizational structure
 - Budget, technology, persistence to increase graduation rates
 - Strategic plan, team effort
 - Mission: balance between academic and personal development
 - Transformative support services
- Goals
 - Graduate student athletes
 - Prepare student athletes for life after college
 - Integrity
 - Providing team support, professional development
- GSR
 - 2008 overall student athlete graduation rate: 69%
 - 2018 overall student athlete graduation rate: 89%
- 2018 graduation rates compared to student body
 - Student body, 64%, Student athlete, 49%
- Q&A:
 - How many student athletes does LSU have?
 - Over 500
 - How do you retain students? If they leave, how do you encourage their return?
 - Collective investment: weekly meetings with coaches
 - Academics: progress reports, tutoring
 - Non-cognitive support
 - Project Graduation, come back if leave early in good academic standing
 - What are you looking to improve?
 - Methodical evaluation and assessment to reach/exceed GSR, student body

GUEST SPEAKER, KEVIN COPE, RETIREMENT OPTIONS AND LITIGATION

- Nomenclature:
 - Member contribution: amount you pay into your retirement fund
 - Normal cost/Employer transfer amount: LSU contribution into your account
 - 6.2%
 - Unfunded, accrued liability: total employer contribution that does not make its way into your account
 - K-12 wedge issue: debt arising from underfunding of the public education (K-12) retirement fund
 - Impact:
 - LSU total contribution: 28%
 - Employee plus employer total contribution: 36%
 - Percentage that makes it into retirement account: 14.15%
 - Percentage that goes to unfunded, accrued liability: 21.85%
 - Total amount contributed to unfunded, accrued liability per year: \$300,000,000+
- Administrative oversight issues
 - Short (in comparison to tenured faculty) terms of office
 - Not risking impunity of going against state officials
 - Pyramid administration structure
 - Ultimate answerability to top levels of administration and state officials

- ORP issues
 - o No financial vendor choice
 - Private state auditors under state contract, not answerable to public employees
 - o Conflict of interest questions
 - o Governance: managed by TRSL, yet not considered members, cannot vote
 - o No representation (taxation without representation)
 - o Comparison to best practices questions
 - o Customer service, excessive wait times
 - o Restriction to accessing data
 - o Poor website construction
 - o Backwards financial operations
- Lawsuit (against TRSL and LSU board of supervisors)
 - o Items addressed in the lawsuit:
 - Determine employer of LSU employees
 - Retirement financial responsibility evasion
 - Statements attribute LSU board of supervisors to charge, BoS denies
 - Disentangle LSU and TRSL to identify responsibilities of each entity
 - Social security exemption, is LSU meeting the criteria threshold of 8%?
 - Unfunded, accrued liability legality
 - Can funds earmarked as retirement funds be diverted?
 - Federal law: constitutional takings clause
 - Civil rights: treating all employees equally
 - TRSL defined plan versus ORP
 - Legality of compelling employees to contribute in a governance system at cost, while denying participation in governance
 - o Progress
 - Two years ago: 19th judicial state court granted merit to case (move forward)
 - LSU asked for dismissal to 19th judicial court panel: denied, case has merit and allowed to move forward
 - Employees have a right to ask all questions addressed in lawsuit
 - Two or three months ago: first set of depositions taken from high-ranking TRSL officials and LSU systems officials
- Q&A:
 - o Who is the lawyer and how are you paying for it?
 - Jill Craft
 - Total fees accrued: \$12,000-\$12,500
 - Crowd funding reduced about to approx. \$6,000
 - o Where does President Alexander stand on this issue?
 - Early in career, program to raise employer contribution from 5.2% to current 6.2%
 - o Could this also be pursued by a complaint to federal agencies?
 - Jill Craft decided to try the case in state court before moving to federal zone

OLD BUSINESS

Second Reading of 18-02 resolution, "University Protocol for Death of an LSU Employee"
Sponsored by Faculty Senate Executive Committee in support of Staff Senate resolution 18-01

Whereas Louisiana State University does not currently have a standard University-wide protocol available to guide campus departments through the appropriate actions following the death of an employee,

Whereas the loss of an employee can be devastating to families and work colleagues, a standard protocol or checklist could easily guide departments through the necessary administrative actions and communications to ensure everything is handled in a sensitive, appropriate, and highly coordinated manner,

Whereas the LSU Strategic Plan 2025 recognizes the importance of creating a community in which all faculty and staff are valued for their contributions in their respective roles. This should not only include creating a

culture of support for current employees following the death of a colleague, but should also recognize the contribution of the deceased employee, which can provide comfort to the loved ones of the deceased,

Whereas Louisiana State University does have a similar process in place following the death of a student with PS-63 Procedure for Notice when a Regularly Enrolled Student Dies,

Whereas universities such as University of North Carolina at Charlotte, University of Illinois at Chicago, Utah Valley University and others have similar protocol and resources in place,

Therefore, be it resolved that the LSU Administration, with adequate staff and faculty representation, develop an appropriate protocol and resources to follow when there is a death of a LSU employee.

Vote of resolution: unanimously passed.

NEW BUSINESS

None.

MOTION TO ADJOURN

Motion made to adjourn the meeting. Seconded and unanimously passed at 5:32pm.