

LSU

Faculty Senate

Summary

Faculty Senate Meeting

Monday, February 18, 2019

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. Joan King (Secretary, Food Science)
4. Fabio Del Piero (Member-at-Large, PBS)
5. Judith Sylvester (Member-at-Large, Mass Comm)
6. Nan Walker (Member-at-Large, Oceanography & Coastal Sciences)

Senators:

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

Proxies/Alternates:

Fabio del Piero for Juan Martinez
 Randy Duran for Donghui Zhang
 Nathan Lord for Rodrigo Diaz
 Joan King for Cathy Williams
 Stuart Irvine for Gregory Sioles
 Fred Aghazadeh for Aly Aly
 Jose Torres for Rafael Orozco
 Kyla Kazuschyk for Matthew Vangjel
 Joan King for Kai Aryana

Kwame Agyemang for Elecia Lathon
 Catherine Jacquet for Brendan Karch
 Jeff Brooks for William Monroe
 Carl Motsenbocker for Kristin Stair
 Fabio del Piero for Bret Collier
 Lily Allen for Cynthia DiCarlo
 Rachel Stevens for Chris Barrett
 Dorin Boldor for Suresh Rai

Guests:

Brian Ainsworth	Taylor Bourgeois	Thomas Glenn	Eric Mayer-Garcia	Jane Cassidy
Arend Van Gemmert	Stacia Haynie			

Social Work 7506:

Catherine Schexnayder	Megan Schmidt	Luke Chaddick	Emily L	Grace Bailey
Angelle Bourgeois	Hannah Caplan	Sarah Plaeger	Josie Bridges	Cassandra Twist
Rae Porche	Emily Ponthie			

CALL TO ORDER

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

ATTENDANCE

There was a quorum with 17 alternates/proxies noted.

APPROVAL OF MINUTES

Approval of January 17 Minutes passed with minor corrections to be added later.

PRESIDENT'S REPORT

- Meetings
 - o HRM pharmaceutical coverage, new faculty salaries and start up costs with Budget and Planning and Vice Provost, ALFS, IT and Academic Planning, student rights and responsibilities, faculty technology needs for students, Committee on Committees, Ombudsperson
- Announcements, Seminars, Forums
 - o Accessibility training sessions: Word, PowerPoint, Spreadsheets. Sign up through training.lsu.edu
 - o Feb. 26, 7pm: Faculty Senate Animals in Society forum
 - o Mar. 14, 3pm: Faculty Senate Building Wealth seminar
 - o Sign yourself or colleagues up for Faculty Senate Committees
 - o Elections for Faculty Senate and Executive Committee in April

Q&A:

- What is the nature of the committee vacancies?
 - o Nominees will be sent to the chair of Committee on Committees to be vetted
 - o Helping to expand pool of candidates
- Does the pharmaceutical coverage include Prep?
 - o Yes. That drug was the primary discussion.

GUEST SPEAKER, DR. DEREK ROVARIS, UPDATE ON DIVERSITY AFFAIRS

- Diversity definition: historically defined in terms of race, also includes gender, sexual orientation, country of origin, language of origin, persons with disabilities (temporary or long term)
- Locations: African American Culture Center, Women's Center
 - o Spaces available for events, activities, classes
- Data shows that diversity increased, and SAT average was maintained
- Opportunities to increase diverse faculty
 - o Faculty search training in conjunction with HRM: best practices, strategies
 - o Opportunity hire program: OAA provides 75% of salary for diverse candidate the first year, 50% the second year, 25% the third year
 - Competitive process
- Activities
 - o Jazz Brunch, Feb 23, 10:30am
 - o Chat and Chew: Feb 26, Mar 26, Apr 30, noon, Vieux Carre Room
 - o Rep your flag day: Mar 22, 12:00-2:00pm, Tower Drive
 - o 2019 Esprit de Femme, Mar 28, 8:00-10:00am, Renaissance hotel

Q&A:

- How do you handle diversity in student organizations?
 - o Being proactive, talking to groups, encouraging diversity
- How does a diversity representative on a search committee stay true to the initial intent?
 - o Volunteer advocate but not sole owner of ensuring diversity, working with HRM, chairs and deans holding responsibility for guaranteeing diverse pool, continuous trainings
- What about diversity that is not easily definable? How will we know that a pool of candidates will contain a person with a disability?
 - o Diversity advocate works with HRM to identify number of underrepresented groups, never a person's name

GUEST SPEAKER, ERIC MAYER-GARCIA, LATINX ACTIVITIES

- Purpose of LatinX Caucus: formal support structures, foster community, discuss issues, to be a mechanism to promote concerns and address complaints, act to ensure diverse campus free of discrimination
- Focus on students due to growing student population, 36% increase since 2013
- Faculty outreach: assist with potential candidates, interest in joining caucus
- Activities:
 - o Afro-LatinX Across Disciplines, Feb. 28
 - o Latino Education and Advocacy, Mar 28

Q&A:

- How is LatinX a diverse community? Do you have to be Hispanic?
 - o It is diverse racially and by gender. It does not require any identification to join.

GUEST SPEAKER, BART THOMPSON, CAMPUS SECURITY

- 85% of arrests are non-LSU affiliated
- Can be anywhere on campus within 3 minutes
- 1400 cameras on campus
 - o Looking into updating technology, ID quality pictures
- LSU Shield: GPS locator, take pictures, call 911
- Updates: body cameras, blue lights on in units, traffic division monitoring key intersections, more man power during target times and areas, laptops in all units,
- Projects: geo-fencing, train late night crews, enlarging the building and adding real time camera system, installing license plate readers

Q&A:

- Are you only looking for that 85% outside criminal element? What about crime done by students?
 - o Looking at anything out of the ordinary, making contact.
- Why was the campus not notified of the McKinley High School shooting via text?
 - o The assailant was not coming toward campus and therefore did not view it as a threat to campus.
- If there is a violent situation on campus or in the classroom, should we call 911 or LSU police?
 - o Download LSU Shield app. They will respond quickly, know your location, and be able to view the situation using the phone or computer camera.
- What is the official LSU police stance on an active shooter? Are faculty responsible for guiding students during this kind of incident?
 - o Advise run, fight, hide.
 - o Yes. Faculty oversee the classroom and must make appropriate, safe decisions.
- Should we call LSU police for potential homeless persons in the building?
 - o Yes. Always call. They will assess safety for everyone and determine course of action.
- How many felony arrests are made on campus each year?
 - o Last year there were 600 arrests.

OLD BUSINESS

None.

NEW BUSINESS

First Reading of 19-02 Resolution, Student Rights and Responsibilities
Sponsored by Faculty Senate Executive Committee on behalf of the Staff Senate

Whereas a student enrolled at Louisiana State University should be aware of rights granted and upheld by the administration and their responsibilities necessary to receive these rights, and

Whereas students of the University are protected by established policies, which are numerous and not always easily accessed, and

Whereas there is no central document that informs students or faculty members of these rights and responsibilities, and

Whereas a central document will emphasize and clarify such rights and responsibilities that a student at the University may have and of which faculty members should be aware, and

Whereas violations of these student rights may be addressed by filing a complaint to the Student Government Judicial Branch, and

Whereas the Judicial Branch may offer an endorsement of the validity of the student complaint through a judicial opinion, and
Whereas the proposed list of student rights and responsibilities is not exhaustive and based upon existing policies and practice, including the Code of Student Conduct, Faculty Handbook, PS-22 Student Absence from Class, PS-29 Management of Courses and Classes, PS-30 Student Privacy Rights, PS-44 Student Grading, PS-45 Courses and Curricula, PS-48 General Appeal Procedure Available to Students, LSU General Catalog, LSU Schedule Booklet, and the Family Education Rights and Privacy Act of 1974,

Therefore, be it resolved that the LSU Faculty Senate affirms the Student Senate request that the LSU Student Bill of Rights and Responsibilities will be:

1. Students have the responsibility to know and follow the Student Code of Conduct.
2. Students have the right to meet with professors or instructors concerning their classes.
3. Students have the responsibility to attend class and to seek out work for which they have missed in the case of an excused absence.
4. Students have the right to make up course work for absences deemed excusable by PS-22 Student Absence from Class or an individual professor.
5. Students are responsible for providing reasonable advance notice and appropriate documentation to be excused from class or an assignment.
6. Students have the right to access the syllabi in their courses and to any changes that are made during the semester in accordance with PS-29 Management of Courses and Classes.
7. Students have the right to view updated grade information during the semester.
8. Students have the right to appeal the decisions of their professors in accordance with PS-48 General Appeal Procedure Available to Students.
9. Students have the responsibility to make appeals of final grades within 30 days after the beginning of the next regular semester
10. Students have the right to re-schedule a final examination if there are three final examinations scheduled within a 24-hour time period
11. Students have the responsibility to request to the Dean of their College that their exams be re-scheduled when this occurs.
12. Students cannot have their opinions weighed negatively when expressed within the context of a course and the course material.
13. Students have the right to confidentiality of their records in accordance with University FERPA privacy guidelines.
14. Students have the right to access free on-campus resources when available and appropriate for an assignment.
15. Students have the right to be considered stakeholders in the University policies that affect their abilities to achieve academic and personal success on campus.

Q&A

- Doesn't there have to be a certain number of credit hours for a student to reschedule a final exam?
 - o The minimum enrolled credit hours is at least 7 hours.
- What if there are conflicts within different colleges for rescheduling a final exam?
 - o The student must seek approval from the dean of their enrolled college.
- What happens when a student's opinion contradicts the normative, research-based materials taught in the classroom? Does this restrict the professor?
 - o A student always has the right to appeal a grade. They need to know the difference between an opinion and informed knowledge.

- PS-44: "...grades must not be utilized as coercive for punitive measures reflective of a student's behavior, attitude, personal philosophy, or other personal characteristics except, and I'd be getting to the question about saying evolution, except as those qualities relate directly to that student's level of mastery of course materials..."

Entering Resolution into Business vote: Yes.

First Reading of 19-03 Resolution, Establishment of a Legal Defense Fund
Sponsored by Faculty Senate Benefits Advisory Committee

Whereas employer contributions to LSU's ORP (Optional Retirement Plan) have not met the legally required minimum since 2010, and university faculty members have been forced to sue the Teachers Retirement System of Louisiana and the LSU Board of Supervisors for relief (<http://upload.lsu.edu/senate/lawsuit%20regarding%20retirement.pdf>);

Whereas the plaintiffs (Profs. Kevin Cope and Roger Laine) have since 2014 paid the costs of that litigation out of personal funds and individual contributions;

Whereas that litigation might eventually result in substantial relief for the plaintiffs and all other participants in the ORP;

Whereas the lawsuit is proceeding slowly and will certainly incur further costs before resulting in a judgement;

Whereas that lawsuit is only one of several issues that involve conflict between LSU's faculty and its management, other examples including violations of academic freedom and due process for which LSU has since 2012 been under censure by the American Association of University Professors;

Whereas the foregoing conflicts are longstanding and persistent, with no indication from management of interest in working toward a resolution, so that any reasonable person would expect them to continue for the foreseeable future;

Whereas the continued underfunding of higher education by Louisiana's state government has persisted for more than a decade, so that any reasonable person would expect additional conflicts to arise between LSU's management and its faculty related to low salaries, poor benefits, scarce resources, and a deteriorating physical plant;

Whereas the faculty's ability to seek legal recourse could encourage management to seek solutions to such existing and potential conflicts through a more robust and comprehensive shared governance of the university than currently pertains;

Whereas the major impediment to the faculty engaging in justifiable litigation remains a scarcity of funding to retain lawyers;

Whereas the faculty might be able to secure funding for the purposes of such litigation through individual donations, as have already been used to support the ORP lawsuit;

Whereas the faculty might be able to secure additional funding from foundations, professional associations, private benefactors, philanthropic organizations, public appeals, and other sources;

Whereas standing as a not-for-profit corporation is necessary in order to issue tax receipts for such donations and otherwise solicit, manage, and spend funds in a transparent and appropriate manner;

Whereas the faculty of other postsecondary institutions as diverse as Kent State University, Diablo Valley College, Windsor University, Southern University, and the University of Washington have at various times created legal defense funds to protect faculty rights and advance faculty priorities;

Therefore be it resolved that an ad hoc committee of this body, made up of members with relevant expertise, be timely formed to investigate the possibility of establishing a 501(c)(3) not-for-profit corporation tentatively named the "University Faculty Legal Defense Fund of Louisiana," associated bank accounts, crowdfunding campaigns on GoFundMe or similar services, and/or anything else necessary to a legal defense fund for the protection and advancement of faculty rights and priorities.

Q&A

- Is the corporation name too broad? Is it intended to be a statewide fund?
 - Committee will choose the name, tying LSU to the name requires affiliation standards, leaning toward a statewide fund
- Is this just for ORP? Is it for everything?
 - ORP is the impetus, but will encompass a broader concept to litigate other issues (academic freedom, due process violations, etc.)
- Who would decide how the money will be used?
 - Nonprofits require bylaws and a board of directors which would be the determining body.

Entering Resolution into Business vote: Yes.

MOTION TO ADJOURN

Motion made to adjourn the meeting. Seconded and unanimously passed at 5:07pm.