

LSU

Faculty Senate

Summary
Faculty Senate Meeting
Tuesday, September 22, 2020
Zoom

ATTENDANCE

Executive Committee

1. Mandi Lopez (President, VCS)
2. Ken McMillin (Past- President, AG)
3. Joan King (Vice-President, Food Science)
4. Fabio Del Piero (Secretary, PBS)
5. John Miles (Member-at-Large, Libraries)
6. Marwa Hassan (Member-at-Large, Engineering)
7. Julie Wright-Rollins (Member-at-Large, Education)

Senators:

1		Paula Arai (HSS)	25	X	Jason Harman (HSS)	49	Rosemary Peters-Hill (HSS)
2	X	Kayanush (Kai) Aryana (AG)	26	X	Marwa Hassan (ENG)	50	X Tracy Quirk (Coast)
3		Michael Banks (BUS)	27	P	Katherine Henninger (HSS)	51	X Maria Rethelyi (HSS)
4	P	Inessa Bazayev (MDA)	28	A	Tara A. Houston (MDA)	52	X Kevin Ringelman (AG)
5	X	Pamela Blanchard (HSE)	29		Katharine Jensen (HSS)	53	X Julie Wright Rollins (HSE)
6	X	Kellie Brisini (HSS)	30	X	Kelli Scott Kelley (AD)	54	X Kirk Ryan (VCS)
7	X	Elizabeth Carter (Law)	31	X	Heather Kirk-Ballard (AG)	55	X Bhaba Sarker (ENG)
8	P	Prosanta Chakrabarty (SCI)	32	X	Joan King (AG)	56	Jonathan Shi (ENG)
9	P	Cassandra Chaney (HSE)	33	X	Gerry Knapp (ENG)	57	X Stephen Shipman (SCI)
10	X	Chantel Chauvin (HSS)	34	P	Roger Laine (SCI)	58	X Wei-Ling Song (BUS)
11	X	Senlin Chen (HSE)	35	X	Lauren Lazaro (AG)	59	X Shane Stadler (SCI)
12	X	Jin-Woo Choi (ENG)	36	P	Julia Ledet (SCI)	60	X David Stamps (MASS)
13	X	Brandi Conrad (HSE)	37	X	Carlos Lee (HSE)	61	Suzanne Stauffer (HSE)
14	X	Robert Cook (SCI)	38	X	J. Michael Martinez (HSE)	62	Daniel Tirone (HSS)
15	P	Theda Daniels-Race (ENG)	39	X	James Matthews (SCI)	63	X Matthew Vangjel (MDA)
16		Jeff Davis (AG)	40	X	John Miles (LIB)	64	X Meredith Veldman (HSS)
17		Jennifer Davis (HSS)	41	X	Mustajab Mirza (VCS)	65	X Muhammad Wahab (ENG)
18	X	Fabio Del Piero (PBS)	42	P	William Monroe (Law)	66	P Nan Walker (Coast)
19	X	William Doerrler (SCI)	43	X	Carl Motsenbocker (AG)	67	X Wei-Hsung Wang (Energy)
20	A	Peter Doran (SCI)	44	X	Ioan I. Negulescu (AG)	68	X Sonja Wiley (BUS)
21	X	David Dulceany (HSS)	45		Robert Newman (BUS)	69	
22	X	Jake Esselstyn (SCI)	46	X	Rafael Orozco (HSS)	70	
23	X	Edward Gibbons (HSE)	47	P	Seung-Jong Park (ENG)	71	
24	X	Doug Gilman (SCI)	48		Arthur Penn (PBS)		

Proxies/Alternates:

Achim Hermann for Peter Doran
 Marwa Hassan for Theda Daniels-Race
 Matthew Vangjel for Inessa Bazayev
 Isaac Pletcher for Tara Houston
 Sonja Wiley for Cassandra Chaney

Stephen Shipman for Julia Ledet
 Jin-Woo Choi for Seung-Jong Park
 John Miles for Katherine Henninger
 William Doerrler for Roger Laine

Guests:

Craig Woolley	Clay Jones	Achim Hermann	Stacia Haynie	Arend Van Gemmert
Jane Cassidy	Ryan Landry	Matt Lee	Brian Ainsworth	Isaac Pletcher

CALL TO ORDER

President Mandi Lopez called the meeting to order at 3:00pm.

ATTENDANCE

There was a quorum with 9 alternates/proxies noted.

APPROVAL OF MINUTES

Approval of August 31 Minutes passed with minor corrections to be added later.

PRESIDENT'S REPORT

- Updates
 - o Yale gave LSU a disappointing suffix grade on Covid-19 reporting.
 - o A student campaign wants to forego testing to save the football season
 - o The Louisiana legislature recently passed Bill 117—requires indication on the syllabus that the course utilizes affordable educational resources (\$29 or less) and clearly state to the student how to access these resources
- Activities
 - o The Council of Faculty Advisors requested a consistent plan for annual cost of living raises to the Board of Supervisors. Salaries are reported to be 12% below the SEC average.
 - o A request was submitted to the Board of Supervisors to resolve LSU's AAUP censure. Administration will be meeting with the local chapter.
 - o LSU faculty requested Covid-19 and non Covid-19 related plans.
 - o Resolution 20-04, Gender Inequality in Health Insurance, was shared with the Board of Supervisors.
 - o Concerns on self-administration of Covid-19 testing and mask compliance have been forwarded to the administration.
 - o Requests for other online testing besides ProctorU have been sent to the administration.
 - o Requests for clarification on Phase 3 messaging what it means specifically to student workers, field trips, outdoor labs, etc.
 - o FSEC has requested that ageism be added to the considerations of the University Diversity Committee.
 - o PS-63 procedures have been raised to the administration's attention and action is underway to appropriately follow the policy.
 - o FSEC participated in Senior Internationalization Officer and Dean of Students interviews.
 - o FSEC have requested a town hall for all IT and Online divisions.

ITS UPDATE, CRAIG WOOLLEY, CHIEF INFORMATION OFFICER, INFORMATION TECHNOLOGY SERVICES

- Background
 - o 5 years at Ohio
 - o 27 years at University of Southern Florida
- Focus
 - o Supporting not only students, but faculty as well; both in their academic and research missions
 - o IT should make it easier to get work done and not be a roadblock or hindrance
 - o Processes and ideas need to be shared, not told after implementing
 - Faculty need a voice on what will impact their research and instruction
- Main goals
 - o Delivering great customer service, proper communication, and advance notices
- Survey for faculty, staff, and students
 - o Results will be synthesized

Q&A:

- Will the survey be sent through email?
 - o Most likely it will be through Strategic Communications.
- Will there be some key questions with a field for people to write in suggestions?
 - o Yes.
- What are LSU's greatest strengths and weaknesses?

- Communication needs to be improved with a more collaborative model. One of the glaring weaknesses is the student information system.
- Professors are acting as IT support for students. Is this something on your radar?
 - We have been talking about training for students. In theory, they should be calling ITS support to help with those issues.

PS-109 UPDATE, JANE CASSIDY, SENIOR VICE PROVOST, OFFICE OF ACADEMIC AFFAIRS

- PS-109 overview
 - Not a dismissal for cause policy, used to identify struggling faculty
- Policy updates
 - Shortened timeline for faculty to receive assistance and improvement plans sooner
 - Title change to Satisfactory Job Performance and Performance Improvement of Tenured Faculty Members
 - Language modernized
 - Addition of Needs Improvement—faculty need a warning before getting Unsatisfactory
 - Change the required mentorship program from 3 to 2 unsatisfactory ratings within a 5-year period

Q&A:

- How do you sort through all of the suggestions and comments?
 - Many of the comments center around the same issues which makes it a bit easier to handle.
- How would a faculty member defend themselves or overcome office politics?
 - In PS-109, there is a paragraph about choosing a mentoring committee. We have left that in place; for the faculty member to seek help within or outside the department.

HRM UPDATE, CLAY JONES, ASSOCIATE VICE PRESIDENT AND CHIEF HUMAN RESOURCES OFFICER, HUMAN RESOURCE MANAGEMENT

- Background
 - 7 years at University of Southern Mississippi in Hattiesburg
 - 23 years at Ole Miss
- Goals
 - Providing great customer service
 - Working hard to find the best solutions and experience
 - Transparency and collaboration
- Activities
 - Working with OAA on shifting academic policies under HRM back to Provost's Office
 - Benefits Enrollment Period: Oct 1- Nov 15
 - State plans increasing by 6%
 - LSU First increasing by 3%
 - Can now utilize sick leave for family emergencies/family illnesses

Q&A

- What is the rationale behind the increases? Is it just regular inflation?
 - The cost of insurance medical services is going up.
- Who negotiates the cost of insurance? Do you negotiate the cost of medicine?
 - Yes. We negotiate all contracts.
- We used to be able to take a 9-month salary and extend it over 12 months. Why are we not able to do this?
 - Yes. I am familiar with this. I will look more into this as this applies to Payroll.

OLD BUSINESS

None.

NEW BUSINESS

Faculty Senate Constitution and Bylaws Changes

Q&A

- Could you elaborate on the change from proxies to alternates?

- LSU General Counsel has designated the Faculty Senate as a public body. Public bodies may not have proxies.
- What are the major changes?
 - Senate President term of 2 years
 - Addition of Diversity, Equity, and Inclusion Committee and Faculty Appeals Board
 - Elimination of Committee on Committees
 - Formation of Council of Advisors
 - Appropriate wording for faculty representation
- Could you clarify people being elected as officers that may not be senators?
 - The contradiction is that if they are not a senator, then they cannot serve and be elected.

MOTION TO ADJOURN

Motion made to adjourn the meeting. Seconded and unanimously passed at 5:09pm.