

Faculty Senate Meeting Minutes
Monday, December 12, 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	X	William Adkins (Math/Sci)	23	X	David Donze (Biological Sciences/Sci)	45	X	Steven Pomarico (Biological Sci/Sci)
2	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	24		Brooks Ellwood (Geol and Geophys/Sci)	46	X	Laura Riggs (Vet Clinical Sci/Vet Sci)
3	X	Austin Allen (Landscape Arch./AD)	25	P	Kenny Fasching-Vamer (Education/HSE)	47		Tracey Rizzuto (SHREWD/HSE)
4	X	Paul Anderson (Foreign Language Lit./HSS)	26	X	Mette Garde (Physics/Sci)	48	X	Laurel Romeo (TAM/Ag)
5		Frank Anselmo (French/HSS)	27		Angeletta Gourdine (English/HSS)	49		Christopher Rovee (English/HSS)
6	A	Paula Arai (Philosophy & Relig Studies/HSS)	28		Gregory Griffin (Eng/Eng)	50	X	Michael Russo (LSU Libraries/HSS)
7		Christopher Austin (Biological Sci/Sci)	29	X	Gundela Hachmann (Foreign Lang Lit./HSS)	51		Carlos Slawson (Finance/Bus)
8		Emily Beasley (Kinesiology/HSE)	30		Aixin Hou (Environ. Studies/Coast and Envir.)	52	X	Daniel Sheehy (Physics Astro/Sci)
9	X	Brett Boutwell (Music/Music & Drama Arts)	31	X	Paul Hrycaj (LSU Libraries/HSS)	53		Alan Sikes (Theater/Music Dramatic Arts)
10	X	Lillian Bridwell-Bowles (English/HSS)	32	A	Yongick Jeong (Mass Comm/Mass Comm)	54	X	Andrew Sluyter (Geology Anthro/Sci)
11		Konstantin Busch (EE & Comp Sci/Eng)	33	X	Lisa Johnson (Kinesiology/HSS)	55	X	Kevin Smith (Chemistry/Sci)
12		Areendam Chanda (Economics/Bus)	34	X	Brendan Karch (History/HSS)	56	X	Arash Dahi Taleghami (Petro Eng/Eng)
13		Joseph Clare (Political Sci/HSS)	35	X	Ingeborg Langohr (Pathbio Sci/Vet Med)	57	A	Sabrina Taylor (RNR/Ag)
14		Jon Cogburn (Philosophy Rel Stud./HSS)	36		Keri Larson (Inform Sys Decision Sci/Bus)	58	X	David Terry (Comm Stud/HSS)
15		Christine Corcos (Law/Law Center)	37	X	Catherine Lemieux (Social Work/HSE)	59	X	Jose Torres (Sociology/HSS)
16		Belinda Davis (Political Sci/HSS)	38	X	Kanchan Maiti (Coast Stud/Coast and Envir)	60	X	Arend Van Gemmert (Kinesiology/HSE)
17		Jeff Davis (Entymology/Ag)	39		Alison McFarland (Music/Music and DA)	61	X	Dottie Vaughn (Math/Sci)
18	X	Fabio Del Piero (Pathbiol Sci/Vet Med)	40		Jean McGuire (Management/Bus)	62	X	Muhammed Wahab (Mech Industr Eng/Eng)
19		Charles Delzell (Math/Sci)	41		Ken McMillin (Animal Sci/Ag)	63		Gregory Watson (Architecture/AD)
20	X	Margaret Denny (Education/HSE)	42	X	Louay Mohammed (Civil Environ Eng/Eng)	64		John Westra (AgEcon/Ag)
21		John Devlin (Law/Law Center)	43	X	Evgueni Nestrov (Chemistry/Sci)	65		Hsiao-Chun Wu (Elect Eng Comp Sc/Eng)
22		Cyndi DiCarlo (Education/HSE)	44		Jim Ottea (Entomology/Agri)	66		Yejun Wu (Library Information Sci/LHSE)

Guests:

Jane Cassidy	Matt Lee	Robert Doolos	Barrett Linam	
Jenny Daugherty	Brett Corbitt	Hector Zapata		

Consideration of the Minutes from November 8, 2016

Motion by Muhammed Wahab, seconded by Steven Pomarico.
 Approved unanimously with potential corrections.

President's Report

1. A number of colleagues have complained about persistence of smoking on campus. This has been reviewed with Provost, and campus police regard it not as a law. The FSEC does not accept this interpretation altogether because there is a state law prohibiting smoking near public buildings. We worked with the Provost to come to another solution, to request student life to create student groups to encourage students to follow the policy.
2. There have been comments with standards of business communication among staff members. It has been suggested to the Chief Financial Officer and to the Provost that there be workshops on communication skills to those that want to improve their writing and oral communication abilities.
3. There have been questions about whether the university has an anti-bully policy. It does not. In discussion with the Provost it was decided that it would be best left to the PS-104 and PS-109 committee reviewers to lay out areas in which this problem would be pertinent.
4. Rumors have been circulating around campus about LSU 360, the new program for tracking faculty achievements. It is going to be mandatory but the Provost said not entirely mandatory now and there will be a one year phase in program. There will be

- help to type in information. HRM will demonstrate the apparent ease of LSU 360 in January. We also discussed with the Provost that there may be misinterpretation of data in some areas. The Provost will release some instructions to the Deans that cautioning that LSU 360 is only one tool to evaluate faculty.
5. Ken McMillan and Kevin Cope have suggested to the Chief Financial Officer that we need to assess what campus mail in its present form as Rico could actually do. It could be changed to reduce the number of delivery days and maybe to have centralized mail depots in a few locations on campus. The time to receive incoming postal mail is seven days.
 6. WorkDay is a long way from being solved. There is an agreement from the Chief Financial Officer, Dan Layzell to set up a timeline as to what faculty will be allowed or entitled to do when. In some departments colleagues are forbidden to do anything at all and in others they are told to give it a try and sink or swim. By setting specific target dates at which faculty will be taking over certain areas and be instructed as to how to take them over we can get around some of the folklore that is creating so much confusion.
 7. We have had visits from a number of marketing and branding firms. Two firms were fairly impressive. Faculty Senate sent representatives to make sure that whatever brand the university selects it should reach beyond emphasizing athletics.
 8. There have been difficulties in senate video downloads on the Faculty Senate website. The issue was resolved two to three days ago and the last two or three meeting videos will be uploaded.
 9. Greg Trahan in the Office of Research and Economic Development is trying to get the faculty expertise database going. You may receive a solicitation from that. This is so that if someone is looking for a certain speaker they can find people on the faculty.
 10. Kevin Cope met with the Director of Graduate Studies at Shreveport to discuss the problem of promotion of graduate education around the state.
 11. At a summit of Faculty Senate leaders from around the state they heard from Commissioner of Higher Education. He raised the specter of evaluation of graduate programs and specific programs. Kevin Cope spoke to Vice Provost Lee about this. We want to make sure that the role of LSU as a leader in graduate education is included with evaluating graduate programs.
 12. The commissioner also introduced a program called Fifteen to Finish which is to get students to graduate on time. This is to lead students to a full course load that will not extend beyond the four years for TOPS. There are concerns about allowing a student to proceed at a pace that is reasonable, or to meet accreditation for pre-professional programs or to deal with the shortage of sections or not to get too low a grade point average to get into graduate school.
 13. The Regents are once again attempting to define General Education. It is laden with implications as to what constitutes credit at other schools in the state compared to LSU courses. We have worked with Vice Provost Lee who is also on the state articulation council to keep this definition somewhere in the bounds of rationality.

Q&A Summary:

David Donze

There is also lots of staff smoking too.

Presentation by Hector Zapata, Associate Vice-Provost for International Programs

They have students from China (352) and India (170) and other countries. Honduras is in the top ten. He covered their strategic plan for up to 2020 including increase in enrollment in international students, increase in study abroad, enhance campus life enrichment, develop a risk management program, assist colleges in globalizing the curriculum, improve internal and external communication, and develop QEP for all units. They renovated Hatcher Hall. They tried to combine the two units of LSU and the AgCenter on international programs, but it didn't work out due to their size. He reports to Matt Lee. There are four units each with a director, most of which is funded externally. They have a LSU Global Integrated Accelerator program for students that meet all requirements. Then there is the academic accelerated program for students who need a little more English, the LSU Extended Accelerator Program for students whose scores are too low so they spend time working on English and writing. Then the LSU English Language Program for regular students who are pre-sessional. Robert Doolos is involved for plugging students into the university. They meet almost every other week. He serves as academic director for the LSU Global programs. The Shorelight people are involved. I-17 is the official federal document that allows us to run this program. They are shooting for 250 new international students. There are 23 fields of study with petroleum engineering dominant. They created a scholarship program to allow domestic students to interact with international students. Domestic students earn points and can get \$1000 to \$3000 for a one to three year program. They have internationalization grants for faculty, with different categories such as symposium conferences and scholar programs. The LSU Alumni Association funded four scholarships for international students of \$2500 each. Last year they had 68 applicants. They value academic performance and leadership. They have an international research fair to recognize international scholars. There is a competition. In November they have a fair. International Fusion is sponsored by their office and is where they announce scholarships. They are at 40% participation in study abroad and want to get to 50%. They have a global E3 program for engineering students. They have a service learning program with Honduras. They have a German Fulbright student program for engineers to learn about business and engineering. International SOS allows us to tract international students in real time. They are developing community tours. They have one for Greece and are developing one in Brazil. They have an ICC endowment of \$500,000. They had a \$500,000 grant from USAID. They developed a newsletter called The International Tiger. They publish it three times a year and they have 112 countries clicking on it.

Q&A Summary:

Arend Van Gemmert

He asked about the new directive on visas where you cannot accept students on probation anymore. There are universities around the globe where if you have 75% in classes they are doing extremely well in the classes which is not the same here.

Hector Zapata

What we publish in the catalog is what we have to go by. The other idea is to rethink the requirements.

Senator

He heard from graduate students that they have to go through insurance for \$1350. Why is it so high? You said you want to increase the number of international graduate students, will this be feasible?

Hector Zapata

Two years ago they went from 170 tuition waivers to close to 1400 this year. That is a 600% increase in tuition waivers. It was driven by the Affordable Care Act. Whatever we were giving to the students, \$350 for the fall, we could not do since it was not legal anymore so the students as shopped around to find something more reasonable in cost. That was the first real increase in health insurance costs. As a result of the economics of that they had to think about how this will work out. The new requirements were a little bit more strict since it had to follow the federal requirements. The students were surprised about the increase in costs. The decision was to pull that off and give them more time to adjust. It is going to be a tough issue to deal with.

Presentation by Mr. Saad Aziz regarding insurance for international students

Matt Lee gave update since graduate student did not appear at first. We used to have a policy in place for international students health insurance requirements. It became clear that it may impose unnecessary issues for graduate students. In his view we need to make an institutional decision as to whether we will negotiate a group rate for students.

Saad Aziz, Graduate Student from Mechanical Engineering

Since 2013 the fee has doubled, but the assistantship has remained the same. The fall 2016 monthly expenditure is university fees \$347.68, health insurance \$211, rent shared \$350, internet \$30, phone \$40 and basic expenditures \$978.68, leaving \$208.33. Next Spring 2017 insurance increases to \$320 and university fees increase to \$346.51 leaving \$98.15 for food per month out of a base pay of \$1187.01. The university is imposing new fees like the student excellence fee and imposing a new policy on health insurance for international students. Since they are employees LSU should take responsibility for health insurance. Before Fall 2015, there used to be partial subsidies for graduate assistants. Graduate Assistants at other universities like Texas A&M and University of Southern Mississippi pay zero towards university fees and health insurance. They want graduate students exempted from health insurance fees.

Q&A Summary:

Gundela Hachmann

Other than the delay have any other issues been discussed?

Saad Aziz

They submitted a letter to them according to this issue but have not heard back from this.

Matt Lee

He met with two graduate students to roll it back and implement a task force on the issue. We have to make a decision as to whether we are in or out in trying to get group rates for graduate students and undergraduate students. We want to buy us some time.

Gundela Hachmann

Nothing concrete has been discussed.

Senator

What do you mean by buy time? Is it true that students are not going to have health insurance?

Matt Lee

This was a mid-year policy change and it was clear it would create economic hardship on graduate students. The policy change was that international students were required to provide health insurance coverage that would be equal or greater than LSU plan benefits to get a waiver. With implementation of the Affordable Care Act, equivalence was no longer required or enforced. Students were getting plans from third party providers and not getting good coverage. Their intentions were to get students to get health care coverage that would actually cover them well. The intention was to go to a standard model. They rolled it back to study it more. The actual discussion with insurance brokers has to be made in the coming months because it kicks in in July.

Senator

What is different for internal students?

Matt Lee

For international students for visa requirements they have to demonstrate ability to get insurance.

Saad Aziz

There are two issues. The deduction was \$100 and is now \$250. The maximum benefit was \$400,000. But because of this change the charge per month had increased 3 to 4 times.

Muhammed Wahab

Can students go outside to the open insurance market?

Saad Aziz

There was only one insurance company willing to provide the insurance at 3 times the cost.

Senator

Are you talking about the ISO insurance? It is not a bad insurance. Why did the minimal requirement go up?

Matt Lee

There was a committee that recommended the student health insurance program. They went with a plan that balanced the actuarial risk with the costs keeping with the American College Health Association.

Senator

That is pertaining to all graduate students not just international. There is 35% for fees. The fees go up due to the 35%. But why should fees be more because salary is more.

Saad Aziz

When it comes to paying the tax the student is considered an employee but not in regards to insurance. LSU used to pay \$350 and he had to pay \$295, but if it goes to \$1281 per semester it is a problem.

Lillian Bridwell-Bowles

Given the nightmare that insurance is for all of us, does the university have any plans on what to do with graduate recruiting along the line of reducing fees or even giving food subsidies?

Matt Lee

The Provost is concerned with the fee structure. The food problem is an issue and he was reading about food pantries they will get behind that for sure.

Senator

The stipend we give is 35% over what tuition is being paid.

Gundela Hachmann

She states her support. The fee system that was established over the years is treating the graduate students unfairly. That is not human, less than \$100 per month for food and basic needs. The most obvious alternative is to hold back on all those other fees.

Muhammed Wahab

We will lose our competitiveness and students will go to other schools.

Arend Van Gemmert

At Texas A&M it is paid by the state. Not the university.

Steve Pomarico

How many students, international graduate students are affected?

Matt Lee

This is not just graduate students. He thinks about 1200 students were getting the waiver to get third party health insurance. There are about 20 different providers.

Muhammed Wahab

70 to 80% of their graduate students are from overseas. They will be seriously affected.

Saad Aziz

If we look at the number of international students holding graduate assistantships it is 50%.

Steve Pomarico

Would this need a system wide fix, not just a university fix?

Matt Lee

This is a campus issue.

Steve Pomarico

Is there any thought to having self-insurance on the LSU campus?

Matt Lee

That may be the solution, I don't know.

William Adkins

Concerning the supplement for insurance, which was dropped due to the Affordable Care Act, the graduate school collected that money and sent it back to the colleges for a supplement to graduate student salaries. In the College of Science it is \$550.

Saad Aziz

He is half RA and half TA. At the end of the day he has \$20000. He is not aware of that. Maybe it was for the full time TA.

Senator

There are supplements in the College of Engineering. You have to go through your graduate coordinator.

Saad Aziz

He is not involved, his paycheck is the same.

Old Business

None.

New Business

First Reading, Faculty Senate Resolution 16-14, "Renaming the Grievance Committee", Sponsored by the Faculty Senate Executive Committee

Read by Kevin Cope

FACULTY SENATE RESOLUTION 16-14
Renaming the Grievance Committee
Sponsored by the Faculty Senate Executive Committee

Whereas the Faculty Senate Constitution and Bylaws establish the procedures for and the committee considering grievances;

Whereas LSU and its Board of Supervisors recognizes the Faculty Senate Constitution and Bylaws as the grievance procedure for the University (in lieu of a formal "PS" policy statement on same);

Whereas the aforementioned Constitution and Bylaws places no limits on the deliberations of or the kinds of cases considered by the Grievance committee other than a warning that the Grievance Committee "cannot substitute its judgment for an academic judgment";

Whereas a combination of happenstance and the resulting oral tradition have led to a widespread but erroneous belief that the Grievance Committee may only consider complaints related to procedures;

Whereas the definition of "procedures" has been subject to slippage and has caused confusion among colleagues;

Whereas clarification of the role and scope of Grievance Committee activities is therefore urgently needed;

Whereas the University lacks conflict resolution options, the long-running budget crisis having prevented the appointment of an ombudsperson;

Whereas the lack of conflict resolution options has an adverse effect on faculty morale;

Therefore be it resolved that the Grievance Committee be renamed the Adjudication Committee by way of matching its title with its powers and by way of indicating the range of cases that this committee may evaluate;

Therefore be it further resolved that the Adjudication Committee will have set procedures to follow for each case that have been approved by the Faculty Senate Executive Committee and the Provost;

And therefore be it further resolved that the Faculty Senate Executive Committee, in consultation with members of the Senate, will review the mission of and oversight pertaining to the Adjudication and will, if necessary, make recommendations concerning these matters to the full Faculty Senate.

Moved into discussion.

Q&A Summary:

Gundela Hachmann

I assume this resolution came about from people who are on the grievance committee?

Kevin Cope

Yes the chair of the committee said this.

Fakhri Al-Bagdadi

This resolution will change the function of the committee?

Kevin Cope

No it just changes the name and direct the Faculty Senate Executive Committee to review the committee. Ken McMillin drew up procedures for the grievance committee for them to use. It does not have a real legal standing.

First Reading, Faculty Senate Resolution 16-15, “Regarding the Professor Watchlist”, Sponsored by Tracey Rizzuto and Pamela Monroe

Read by Tracey Rizzuto

**Faculty Senate Resolution 16–15
Regarding the Professor Watchlist
Sponsored by Tracey Rizzuto and Pam Monroe**

Whereas Turning Point USA launched the Professor Watchlist on November 21, 2016, with the mission to “expose and document college professors who discriminate against conservative students and advance leftist propaganda in the classroom;”

Whereas the Professor Watchlist stands to target and stigmatize individual professors without grounds, evidence, or opportunity for defense or rebuttal;

Whereas the Professor Watchlist may result in students avoiding courses, discourse opportunities, and mentorship experiences based on perceived partisanship, thus depriving them of opportunities to develop critical thinking skills and expand the diversity of thought;

Whereas the LSU Office of the Dean of Students already provides an avenue for students to file complaints and appeals pertaining to classroom incidents and professional etiquette;

Whereas an LSU professor has already been named on the Professor Watchlist;

Whereas, our colleagues at an esteemed American institution, Notre Dame University, set the example and showed solidarity with peers named to the Professor Watchlist by petitioning to have the names of the entire faculty added to the list; [similar Faculty Senate statements are currently being considered at other institutions including Syracuse University, Loyola University of Chicago, among others].

Let it be resolved that this body condemns and rejects the punitive targeting of individual faculty members without recourse, defense or rebuttal.

Let it be further resolved that the faculty Senate requests we stand as One LSU to dilute the pressure and stigma imposed by the singling out of faculty by endorsing the collective representation of all LSU faculty on the Professor Watchlist.

Let it further be resolved that LSU A&M submit the attached petition to Turning Point USA requesting that all LSU Faculty be named on the Professor Watchlist in solidarity with those LSU professors targeted, present and future.

Dear Professor Watchlist,

We, the undersigned faculty at the Louisiana State University, write to request that you place our names, all of them, on Professor Watchlist. We make this request because we note that you currently list on your site several of our colleagues, such as Professor Bradley Schaefer, Distinguished Professor of Physics and Astronomy who holds the Nobel Prize in Physics (2011) and the Gruber Prize from Cosmology (2007).

We further note that nearly all faculty colleagues at other institutions listed on your site, the philosophers, historians, theologians, ethicists, feminists, rhetoricians, and others, have similarly devoted their professional lives to the unyielding pursuit of truth, to the critical examination of assumptions that underlie social and political policy, and to honoring this country's commitments to the premise that all people are created equal and deserving of respect. This is the sort of company we wish to keep.

We surmise that the purpose of your list is to shame and silence faculty who espouse ideas you reject. But your list has had a different effect upon us. We are coming forward to stand with the professors you have called "dangerous," reaffirming our values and recommitting ourselves to the work of teaching students to think clearly, independently, and fearlessly. So please add our names, the undersigned faculty at the Louisiana State University, to the Professor Watchlist. We wish to be counted among those you are watching.

Most sincerely,

Moved into discussion.

Q&A Summary:

Senator
How does the name actually show up?

Tracey Rizzuto
There is a web form.

Senator
It was a voluntary signing your name to a statement at Notre Dame not a Faculty Senate issue.

Tracey Rizzuto
There is a range of faculty senate endorsement to having a voluntary list of those that want to include their name.

Gundela Hachmann
I like the humor of this. I don't feel entitled to add others names to this. For that reason she wouldn't support this resolution at this point.

Tracey Rizzuto
In the Notre Dame example the faculty senate explained to them what they were doing and the faculty members were asked to nominate their names.

Arend Van Gemmert
If they are going to ignore us it's not going to help.

Tracey Rizzuto
We could put our own names in there or the university could offer support that they acknowledge that this is a threat and they stand with their faculty.

Evgueni Nestrov
There are many other websites. Why do we make a special consideration of this website? Rate My Professor is very subjective and incorrect.

Tracey Rizzuto
This is due to the political climate and this is a list of targeting.

David Terry

He was on a list and it meant he was targeted with death threats and people boycotting his class. This is different than Rate My Professor. This is geared towards specific groups that target people to harass them for some sense of solidarity of feeling discriminating. He was on a list because he would not tolerate homophobia in the classroom. This is something that we should be aware of and we should protect one another.

Lillian Bridwell-Bowles

She was disappointed that she is not on this list. She is listed on another. In her class she said they will make every effort to be fair and balanced. There is a group on campus of very concerned faculty members who circulated a document to have people sign it expressing their concerns about having their political views watched. It is a disconcerting time for faculty, students and graduate students. We don't have a mandate to speak for the whole faculty. Maybe we could modify it. We need to continually reaffirm this freedom of speech.

Dan Sheehy

There is an error on the noble prize for physics statement. We could just flat out reject it. This is an unreasonable attack on professors.

Tracey Rizzuto

We could work through the language. What would the action be? There is great concern among faculty, especially pre-tenure faculty. She hopes it could be a statement that comes from our administrators as well.

Mike Russo

There needs to be action taken against this website. He would suggest submitting bogus complaints.

Mandi Lopez

She is little concerned that if we put all of our names on this it will affect us and our national standing. These sites are targeting more and more. Would you give any consideration to saying LSU does not give any creditability to any cite that attacks faculty? Maybe requesting higher administration to make a statement, not only from the faculty.

Tracey Rizzuto

She would welcome suggestions from the Faculty Senate.

Senator

It would be helpful to inform all faculty about what to do if they are targeted.

Arend Van Gemmert

Is there any way LSU can have some kind of fund to sue if there is something bogus on websites?

Kevin Cope

It is a difficult matter when a faculty speaks in a classroom they are a public figure.

Senator

The biggest challenge to these websites is language which is being interpreted differently.

Brett Boutwell

Administration in units and higher level should not use these websites indiscriminately during evaluations. It is a very nefarious purpose that these sites could serve. Tell them not to pay heed to these kinds of websites.

Mandi Lopez

It will take the wind out of the sails if the administration says they don't care.

All moved to adjourn at 4:44 pm.