

**Faculty Senate Meeting Minutes**  
**Monday, March 12, 2018**  
**Student Senate Room, LSU Student Union**



**Attendance**

*Faculty Senate Executive Committee members present:*

1. Ken McMillin (President, Animal Science)
2. Kevin Cope (Past President, English)
3. Mandi Lopez (Vice-President, Vet Med)
4. Joan King (Secretary, Food Science)
5. Arend Van Gemmert (Member-at-Large, Kinesiology)
6. Gundela Hachmann (Member-at-Large, Foreign Languages)
7. Aly Aly (Member-at-Large, Mechanical Engineering)

Parliamentarian: Louay Mohammed

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

1	P	William Adkins (Math/Sci)	23	P	Levent Dirikolu (Compar Biomed Sci/Vet)	45	A	Niki Pace (Sea Grant)
2	X	Kwame Agyemang (Kinesiology/HSE)	24	X	Brooks Ellwood (Geol and Geophys/Sci)	46	P	Suresh Rai (Elect Eng/Eng)
3		Fereydoun Aghazadeh (Mech Ind Eng/Eng)	25	A	Kenny Fasching-Vamer (Education/HSE)	47	X	Laura Riggs (Vet Clinical Sci/Vet Sci)
4	X	Priscilla Lily Allen (Social Work/HSE)	26	P	Mette Garde (Physics/Sci)	48		Tracey Rizzuto (SHREWD/HSE)
5		Austin Allen (Landscape Arch./AD)	27	X	Gregory Griffin (Chem Eng/Eng)	49	X	Michael Russo (LSU Libraries/HSS)
6	X	Aly M. Aly (Civil Environ Eng/Eng)	28	X	Gundela Hachmann (Foreign Lang Lit./HHS)	50	X	Daniel Sheehy (Physics Astro/Sci)
7	P	Paul Anderson (Foreign Language Lit./HSS)	29		Kristen Healy (Entomology/Ag)	51	X	Gregory Sioles (Music/Music)
8		Paula Arai (Philosophy & Relig Studies/HSS)	30	X	Aixin Hou (Environ. Studies/Coast and Envir.)	52		Carlos Slawson (Finance/Bus)
9		Christopher Austin (Biological Sci/Sci)	31	X	Paul Hrycaj (LSU Libraries/HSS)	53	X	Andrew Sluyter (Geography/HSS)
10	X	Maria Bampasidou (Ag Econ/Ag)	32	X	Stuart Irvine (Religious Studies/HSS)	54		Kevin Smith (Chemistry/Sci)
11	A	Chris Barrett (English/HSS)	33	X	Brendan Karch (History/HSS)	55	X	Jared Soileau (Accounting/Business)
12	X	Dorin Boldor (BAE/Eng)	34	X	Kyla Kazuschyk (Theater/)	56		Kristen Stair (Agricultural Education/Ag)
13	X	Brett Boutwell (Music/Music & Drama Arts)	35	X	Yunjung Kim (COMD/HSS)	57	X	J. Brenton Stewart (Library Info Sci/HSE)
14		Areendam Chanda (Economics/Bus)	36	X	Ingeborg Langohr (Pathbio Sci/Vet Med)	58	X	Judith Sylvester (Mass Comm/Mass Com)
15	X	Brett Collier (Wildlife Ecology/Ag)	37		Keri Larson (Inform Sys Decision Sci/Bus)	59	X	Jose Torres (Sociology/HSS)
16		Christine Corcos (Law/Law Center)	38		Elecia Lathon (Education/HSE)	60	P	Dottie Vaughn (Math/Sci)
17		Belinda Davis (Political Sci/HSS)	39	X	Catherine Lemieux (Social Work/HSE)	61		Muhammed Wahab (Mech Indust Eng/Eng)
18	X	Jeff Davis (Entomology/Ag)	40		Vince LiCata (Biology/Sci)	62	X	Cathy Williams (Animal Science/Ag)
19	X	Charles Delzell (Math/Sci)	41		Kanchan Maiti (Coast Stud/Coast and Envir)	63		Hsiao-Chun Wu (Elect Eng/Eng)
20	X	John Devlin (Law/Law Center)	42	X	Juan Martinez (Pathobio Sci/Vet Med)	64	X	Jianan Wu (Marketing/Business)
21	X	Rodrigo Diaz (Entomology/Ag)	43	X	Bryan McCann (Comm Studies/HSS)	65	X	Donghui Zhang (Chemistry/Sci)
22	X	Cyndi DiCarlo (Education/HSE)	44	X	Pius Ngandu (French Studies/HSS)			

*Guests:*

Robert Doolos	Cristina Caminita	Matt Lee	Brittany O'Neil	Sarah Simms
Thomas Glenn				

**Consideration of the Minutes from February 8, 2018**

Moved by Michael Russo and John Devlin seconded.

Approved unanimously with potential corrections.

President's Report

1. Ken McMillin re-entered the Faculty Adjudication Committee charge into the agenda for re-consideration due to questions by committee members as to what they could address. We tried to clarify that. The main concern is they cannot address the policies and procedures in place, but can address issues related to outcomes of the policies or how they were used. There is a separate mechanism for changing policies and procedures and the faculty adjudication committee is not the channel for that. It's a channel for if they are not happy with how the procedures were conducted or the outcomes of those procedures. We will also cover the order of business changes as there was some wording changes suggested for that.
2. We will start the elections for officers. He asked four of the retiring senators that go off the Faculty Senate in 2018 to serve as the nominating committee. In April we will have nominations from the floor as well as the elections. The slate of officers will be distributed by email to the faculty senators in advance of our April 11 meeting.
3. College senators should be contacted at some point in time by college policy representatives or dean's office to begin elections for college senators. We will conclude that in spring so we don't have carry over like we did this last year into fall.
4. Jennifer Baumgartner is our chair of Committee on Committees. The committee is determining nominees for those committees that the Faculty Senate has such as Budget and Planning and the Adjudication Committee. If you want to serve on one of those

committees contact Dr. Baumgartner. For the other committees that have representatives from various colleges and terms are rotating not every college will have a nominee this next year.

5. He is looking for a Moodle Development Advisory Committee representative so that we have Faculty Senate representation on that committee that Larry Rouse chairs.
6. He met with Tyler Kearney, Associate VP of Finance and Administration (F&A) about auxiliary services and property management. Tyler Kearney is also the chair of our leadership excellence team.
7. He met with AG Monaco on the retirement manual and some policy changes that we would like in PS-1 and PS-50.
8. Mandi Lopez, Kevin Cope and he met with Dan Layzell, VP of F&A about aspects including security and the search for the Associate Vice President of University Public Safety, which will include eventually all campuses besides the LSU main campus.
9. Risk Assessment is being under the auspices of the Board of Supervisors. He met with Student and IT Risk committees in determining the relative risk which has to do with our self-insurance and how we can negotiate with our insurance agencies for the cheapest rates.
10. FSEC met with Provost Koubek about PS-1 and PS-50 revisions and other things going on in the Office of Academic Affairs. Later we met with Jane Cassidy, Vice Provost on PS-36T and PS-36NT revisions. The changes will be presented to us in the next week or so. They are still working on a few wording changes. Brooks Ellwood served on that committee for several years. The changes are not substantive changes, but are important because everything is aligned with PS-36T and NT to have similar wording in the same places and to provide clarity. Those changes will be presented to us as soon as they are finalized.
11. At the meeting for the Association of LA Faculty Senates and Statewide Colleges Collaborative Commissioner Joseph Rallo gave a closing address since he is retiring and there is a search underway for the next commissioner of higher education. Brooks Ellwood spoke about faculty governance and activism. We had a presentation on higher education and globalization. There was a presentation on outlying institutions primarily LSU-Shreveport. Then there was a presentation on faculty governance. In the comments from Brooks Ellwood these were the salient points. We need to know what we are doing and why we are doing it. We want to give guidance about what we can and cannot do in the classroom and provide things that we prefer you do and not do in a classroom. Not a code of conduct because everyone is responsible for their own course and research and scholarly programs, but classroom decorum. There are some changes in Louisiana due to our civil code setup versus what common law may decide in other states. About two years ago, Kevin Cope put out an email about what faculty members need to think about when in a classroom so you don't have difficulties. Jane Cassidy's committee will be looking at PS-104 and PS-109 regarding dismissal of faculty for cause. We want to be on the forefront of what we do as faculty, for example the adjudication committee role has been expanded to more than, was this policy violated. We want to have some guidelines in place for them if at all possible.
12. We have been found to be negligent with our online accessibility of our websites. Ken McMillin asked Dr. Lee and David Comeaux to speak about it. Dr. Lee came up to speak and said there was a complaint filed with the Federal Office of Civil Rights about LSU websites not being sufficiently accessible to people with disabilities. LSU made an agreement with the Office of Civil Rights to work on the issue to make sure we are meeting a minimum set of standards for online accessibility. There are a set of technical standards that we are working towards. There is a tight set of deadlines. They have a committee that represents a series of stakeholders across campus with four or five faculty representatives on it. The process is that they will outline a series of measures to make appropriately accessible new content that goes online as we go forward and then remediation as well. David Comeaux from the library stated that we submitted a plan for new content to the Office of Civil Rights. The initial plan is for training for web content providers. The first part will be how to prepare new web pages to meet accessibility standards. In addition to web content they are also looking at media and broadcast emails. The next round of training will be for web developers and training for teaching faculty. We have remediation efforts and contracted with a specialist firm which has helped other universities in similar position. They will do an audit of our entire web presence. That process will take at least a year.

#### Q&A:

Brett Boutwell – What is nature of the short coming? Matt Lee– His understanding was that the complaint was filed by activist who has filed several other complaints. The goal is to make sure we have a web presence as accessible as possible. David Comeaux - A lot of it is basic things like not having tags for alt images and not having semantic headings properly. A lot of it can be fixed easily, but some of our systems not built to be compliant. Dan Sheehy – Will this affect faculty and departmental web pages as well? Matt Lee – We don't have a cohesive web presence. Some of it is centrally controlled. Everything that falls under the LSU umbrella will have to come into compliance. Dan Sheehy – So every website in my department has to be changed? Matt Lee – We don't know yet. It seems like an extraordinary amount of work. The new content plan was fairly straightforward to meet federal standards. The remediation component is what we are trying to get a handle on at the moment; we are looking at how other schools are handling it so we can follow best practices.

13. We have several Faculty Senate initiatives in progress including the Lactation Policy which is under way. There is some difficulty with initiating the Gender Equity study. There are two experienced scholars willing to undertake that. He hasn't had time to check with HRM to see if they can provide the data requested. The researchers want to have data from 1997 to now to have as complete a study as possible. The Parental Leave committee has representatives Taylor, Laine and Lathon are our committee members. The draft has been proposed and the next step is to bring it to the university administration building and then to work with our legislative liaison to bring it to the legislature and figure out what laws need to be changed and how to go about getting them changed.
14. The Board of Supervisors meeting is this Friday and they have not published an agenda yet.
15. The recommendations for Greek Affairs implementation were taken by Dr. Alexander who said we will be more stringent than the recommendations and they will meet about the implementation process. A lot of the recommendations will come about in the next six weeks to two months, so that the Greek chapters have everything in place for this fall semester.
16. There are several search committees ongoing. FSEC participated in the Dean for Mass Communications search process and the Provost is looking at the candidates and recommendations. An announcement has gone out regarding the Director of Campus

Oversight and Facilities Services, which he is on the committee for. The Vice Provost of Graduate Studies and Global Engagement and Dean of the Graduate School position search is underway. They will be meeting the second week in April to discuss those candidates. Dr. Cassidy is chairing that committee.

17. A consultant has come in regarding service excellence. He is looking for a representative to serve with him on that steering committee. We don't really provide customer service except in areas when we deal with the public. That is not the same as someone in the registrar's office or academic affairs as staff. We have to train faculty differently than staff.
18. We have many university lead initiatives. The General Education Committee has been working on the Integrative Core. Another area is the Center for Collaborative Knowledge.
19. Flyers were handed out about LSU Internationalization Grants.

**Q&A Summary:**

None.

Center for Collaborative Knowledge – Dr. Sue Marchand, Boyd Professor and Chair of the CCK Advisory Committee

They have put themselves in the strategic plan and have been approved as a center by the Board of Regents. They are building it and trying to figure out what it will be. It is a faculty lead initiative for us at LSU. They are happy to reach out to other schools. They want to enrich the conversations that we ought to have more often between ourselves. They want to take advantage of the rich intellectual life we have here and remind ourselves of why we are here, to exchange ideas between ourselves and generations. They want to reenergize our teaching and have new kinds of research using the resources and people we have here on our campus. She has experienced finding out weeks too late about some grant proposals going in or some course starting in the next door building, that she should have known about. Also going to serve on a graduate committee and finding out people over there are doing great stuff. It's interesting to hear what their students are up to and hear their feedback. They want to enable more of that, particularly with junior scholars to help them find each other on campus and to use their big ideas in new ways in order to write grants or to organize collaborative cross college projects. Everyone has been asking for more interaction between the humanities and the sciences. This is our chance to actually try that. They have had wonderful support so far from Provost Koubek and Matt Lee. They have several people on their advisory board who are leading scholars on campus who have experience doing collaborative work. Their game plan is a three big pillar approach. They are starting with the human coast project first and sent in a proposal for a grant for \$500,000. They hope to submit a proposal to the Board of Regents for the second project Art, Materials and Money. The third one is the Aristotle update. They had a seminar on Friday and are brainstorming that project with scholars from oceanography, comparative literature, philosophy, classics, chemistry, physics, and law. It was an amazing intellectual experience. They want to do more brainstorming sessions as well as the big pillar projects. They want to do more seminars and workshops to build collaborative across campus courses. They want to hear what we want to do and figure out ways to make things happen. They are applying for various other kinds of funding. They hope they will have some more for next year. Even with a little bit of money they can go a long way with energy and support from faculty. April 12 and 13 they have an inaugural conference coming up with scholars from all different fields, from criminology to literature to urban planning to the technology of waste disposal, and the subject of sustainable cities. They also want to have a student poster session related to cities and sustainability. They want to get graduate and undergraduate students involved. Their website is [cck-lsu.edu](http://cck-lsu.edu).

**Q&A Summary:**

Gundela Hachmann

As she understands it you are the temporary chairman of the board. In the future are there any long term plans to administer this center in a different fashion? Are you considering a director?

Sue Marchand

Our structure as devised now will have a halftime faculty director and they are working on appointing someone next year and then hope to have administrative support, either a graduate assistant or staff support to help with publicity in particular, keeping up the website, trying to organize events and those sorts of things. They hope to be lean and mean without a huge bureaucracy. They want the publicity part to be one of their core missions to get information out to people across campus. They would like to be a go to place for information of events across colleges. They will continue to have an advisory board. The new director will probably appoint some new people. Now it has people from all across the university, including Assistant Deans, Deans, Boyd Professors and people of different ranks. They want to keep that structure of a committee of the whole.

Arend Van Gemmert

This is a wonderful idea, but when you said you wanted students to present, he was thinking it's on April 13 and 14, but LSU Discover Day on April 10<sup>th</sup>. There are a lot of people presenting there who probably could have presented at your event. Are you planning on coordinating it so it will be better in the future?

Sue Marchand

We will be doing that. Dr. Galvez has been organizing the poster sessions. She is pretty sure he is connected with LSU Discover Day. They realized that this was a potential source. Because it got going to rapidly they couldn't have a long lead time and couldn't get people for example teaching a course on urban sustainability advised ahead of the semester start about the poster session. We still think we will have a fair number. They have received several student applications already. She, herself, is teaching a course on the history of the city in Europe. Next time there will be more lead time.

Arend Van Gemmert

If students have presented in another context can they present there as well or is this an issue of plagiarism?

Sue Marchand

They are happy for the student to present something else. They students in this context will be doing poster displays. There won't be conference session where they feature them. She doesn't think there is a real risk of plagiarizing themselves too much. It's simply to show off the involvement of undergraduates and to get them to come to the conference in the beginning so that we will bring them into the sessions. Graduate students are absolutely welcome.

Library Research and Instruction Services, Cristina Caminita, RIS Head, Brittany O'Neil, Humanities and Social Sciences Librarian, Sarah Simms, Undergraduate and Student Success Librarian

Cristina Caminita

RIS is a public facing service department. That is where most of the liaisons are housed. You have attended departmental faculty meetings when library liaisons have come to speak about services. They are there to make sure they are recognizing the needs of the university to respond in an appropriate manor. She went over what they do. Their vision is to create an environment that promotes student success. They design programs and services to support research and teaching and learning at LSU. They provide outreach instruction specialists to faculty and students, they advocate for use of library resources. She gave examples about what they do. One was design or revision of class assignments that require library research and workshops and seek department and campus partnerships. They are also charged with helping to develop discipline specific web pages and other internet based materials. They have research guides and tutorials and maintain and update those so students and faculty are aware of the resources available to support their research. She provided examples. They also partner with CxC and other support services. They collaborate with faculty and various units to promote the work of the university and how it impacts the state and nation. They have exhibits at Memorial Hill library of research that has been done at the university for 100 years. They coach students and faculty through library research.

Brittany O'Neil

She focused on their first point regarding faculty collaboration. You may have heard that librarians are intermediaries between faculty and students. Students may come to them to express difficulties they are having in research, rather than talking to the faculty. For example, sometimes they have a group of students all struggling with one piece of a research assignment. She had one course where about half of the class came for help. She was able to relay that information back to the faculty member and collaborate on how to address the issue. They are very knowledgeable about their collections and the limitations and opportunities it presents and faculty members are knowledgeable about the challenges and successes that students have. They have also had collaboration with faculty on instruction sessions. They also do online tutorials. She worked with a faculty regarding student issues with search strategies.

Sarah Simms

They do a lot of outreach with student supports services across campus. They work with CxC a lot, they work with CAS. They also have their big event in October, the library's open house, also known as Frankenfair. They use it as a learning tool for students, they win prizes. They have face to face interactions with librarians, with services points, with CAS to experience the librarians and library as a resource. They have workshops for example citation management workshops. They will be covering various topics in a workshop coming up relating to information searches and see how students can make it visual.

#### ***Q&A Summary:***

Aly Aly

In graduate school he had a course about electronic resources. Can you offer a one hour credit course for graduate students which may be online or in a regular classroom?

Cristina Caminita

They are not a course generating unit on campus so they would have to partner with another unit to get that course off the ground. They do guest lectures in in research methodologies courses. Malcom Richardson is teaching and 4000 level English course for graduate students. It's there to introduce the students to electronic research. She did a guest lecture in the class last week. They are doing it informally.

Arend Van Gemmert

Maybe you want to investigate that with the School of the Library and Library Sciences.

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#### **Old Business**

#### **Faculty Senate Bylaws Change in Article IX. Committees. 4. Standing Committees approved February 8, 2018**

##### *Faculty Adjudication Committee*

##### Definitions

1. The adjudication process provides for actions to address disputes through formal clarification and evaluation of the issues surrounding the complaint and information obtained during any investigations of the complaint for those disputes have not been resolved through reasoned discussions and decisions of the involved parties and/or the University Ombudsperson.

2. A “complaint” is any action or decision that a faculty member feels has adversely affected his or her professional capacity as an LSU employee that appears to have occurred or been decided unfairly, improperly, or in violation of University policy or has caused hostile or intolerable work conditions. The complaint will be considered a grievance when the Adjudication Committee agrees to accept the complaint as a grievance and begin committee activities on the complaint. Misapplications of University policies, but not dissatisfaction with existing University policies, may be considered as grievances. Violations of academic freedom, negative evaluations not based on objective criteria, salary decisions indicative of a pattern of poor administrative judgments, uncorrected inappropriate or unsuitable work environments, continuing intolerable conditions, and continuing behavior or conduct unbecoming a faculty member may be considered as grievances. Actions or decisions that may not be considered grievances are those that are encompassed by specific University policies, including, but not limited to sexual harassment; discrimination based on race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability or status as a disabled veteran or a veteran of the Vietnam era; or policies and procedures associated with for appointment, tenure or promotion decisions. The committee shall not hear appeals arising from the dismissal for cause of a tenured faculty member, after due process as outlined in PS-104.
3. The definition of the term, “faculty member,” as used by this committee, shall be the definition provided in Section 1-2.2 A, Bylaws and Regulations of the Board of Supervisors.

#### Charges

The Faculty Adjudication Committee shall:

1. adhere to the Faculty Adjudication Committee guidelines established by the Faculty Senate Executive Committee and the Vice President and Provost,
2. hear all complaints of faculty members relating to outcomes of salary, promotion, non-reappointment, and tenure decisions believed to be unfair or due to inappropriately applied procedures, and allegations of other unfair treatment, hostile environments, or improper implementation of University policy. Any allegation of unfair treatment can become a grievance, but the Adjudication Committee cannot substitute its judgment for an academic judgment made in a fair and reasonable manner, according to University policies and evaluative procedures. The Adjudication Committee can advise administrators on redress and alterations of decisions when it is judged that it may determine, however, that such an academic judgment has been unfairly made or hopelessly sufficiently corrupted by bad practices or procedures and is, therefore, improper or invalid;
3. decide whether or not the facts of a faculty petition merit a detailed investigation;
4. accept a complaint as a grievance and conduct an investigation when it appears to be warranted based upon the information on the situation provided to the committee;
5. seek to bring about a settlement, if this appears to be possible, among the involved parties with or without a formal investigation of the situation;
6. report its findings and recommendations, if the case is found to have merit, but a settlement cannot be effected. Copies of these findings will be sent to all parties involved in the investigation, and in a case which requires administrative assistance; copies will be sent to the LSU administration and to the Faculty Senate Executive Committee. If the findings indicate that the grievance complaint does not merit an investigation, the committee’s report shall only be communicated to the petitioner and Faculty Senate President. When the case has been considered by the committee, the committee’s report of findings and recommendations shall be communicated to all parties, and to all levels of administration which have been involved in the case. In all cases the distribution of information in reports will comply with all applicable statutes and University regulations and policies, particularly if students are involved in the complaint or grievance;
7. keep confidential all complaints, grievances and findings of the committee relative to complaint and grievance petitions. Parties to a complaint or grievance will be protected from retaliation of any form.

#### Membership

Nine tenured faculty members; three members elected each year by the Senate to serve a three-year term. The Committee on Committees shall nominate six or more persons for the three positions. Additional nominations may be made from the floor of the Senate. The three persons who receive the largest number of votes shall be elected. The fourth person shall be an alternate. If a replacement is needed for a member unable to serve out a full term, the alternate shall serve. Chairs and heads of departments, deans, and directors are ineligible. The Committee at the beginning of each academic year will elect a Chair-elect who will succeed the Chair the next academic year, and the Chair will become the Past Chair, who will not serve on the Committee if the term has expired. Committee members may only be elected and serve for two consecutive 3-year terms. The committee will meet within the first month of each semester to review the operating guidelines and on a regular basis to discuss pending complaints or accepted grievances.

Moved and seconded into discussion.

#### *Q&A Summary:*

Ken McMillin

The adjudication committee will meet this Thursday about how the operating procedures will affect their duties. They proposed to change the wording that was previously approved. The first one will say that the committee cannot consider policies and procedures for appointment, tenure or promotion decisions. The second one will be to specifically say that the committee can look at issues related to outcomes related to salaries, tenure and promotions decisions believed to be unfair or result from inappropriately applied procedures. The confusion was specific policy about discrimination promulgated in a specific manner. We have a policy about how policies are developed and approved. Some time faculty members are involved. In some cases it’s an administration or Board of Supervisors decision. There is a strict line that those are developed and approved by. We do not want the adjudication committee to look at a policy and say the policy is wrong.

We want them to say whether the policy was fairly applied, was the outcome inappropriately determined committee should be looking at whether the policy was followed correctly.

Dan Sheehy

You're saying that what is in red is meant to fix that?

Ken McMillin

The parts in red are meant to fix that along with the cross outs. They cannot change policies but can recommend changes to administration based upon a complaint that the policy change but they cannot change policy. The second is to clarify that they can look at if a department head, dean, university committee of any stature misapplied the policy or they find that the outcome appears to be unfair. The adjudication committee can say they will look into this, ask for more information, and gather evidence. We are expanding the horizons of the adjudication committee so small issues do not go to HRM, for example a faculty not liking their office. We have an ombudsperson, to whom complaints might go to first. We are opening up all avenues and courses that faculty can take.

Brett Boutwell

He understands what we are saying but he cannot find in the document what we are changing.

Ken McMillin

We are only voting on the changes in red and yellow today. We already approved the others. The new material is entirely up there.

Vote: Unanimously approved.

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Revised Proposal to change Order of Business in Bylaws Article III. Order of Business  
(new text in **red font**; text to be deleted shown with ~~strikeout~~; requested changes are in blue)

Article III. Order of Business

1. Distribution of list of members for determining attendance.
  - i. Each member, and/or proxy shall register attendance.
  - ii. Alternate representatives shall be indicated in the minutes.
  - iii. This register shall be filed with the records of the meeting.
2. **Recognition of individuals for having public comments on agenda item(s).**
- ~~2.~~ 3. Approval or revision of minutes.
- ~~3.~~ 4. President's report.
- ~~4.~~ 5. Committee report(s).
- ~~5.~~ 6. Agenda business item(s).
- ~~6.~~ 7. Introduction of new business.

Moved into discussion.

#### ***Q&A Summary:***

Ken McMillin

All we are doing is adding a second line for recognition of individuals having public comments on agenda items in our order of business in our bylaws. It's been pointed out that the revised statutes say that you must allow public comments at any point in the meeting before that item is on any agenda item. The interpretation that he received was that you have to allow public comments throughout the meeting. That is not the interpretation that all public meetings for the most part use. They provide at the first of the meeting, that is when at any time prior is allowed.

Brooks Ellwood

There may be times when a general announcement from an individual in the faculty senate who doesn't have another avenue for doing this may make an announcement germane to everyone understanding that this is going on, has happened or is going to happen.

Ken McMillin

Any senators or recognized guests can speak on any item when recognized by the President.

Brooks Ellwood

Even if isn't in the minutes or agenda for the meeting? For example Dr. Saunders is going to be excavating during spring break the LSU Indian Mounds. That is of general interest and that just came up. The information just became available.

Ken McMillin

If available before the meeting you can be recognized to do that since you are a recognized senator.

Brooks Ellwood

From this it isn't clear that that is something that can be done.

Ken McMillin

We talked about allowing public comments, but keeping the order of business as vague as possible for flexibility. This is your senate and bylaws. I understand your point very well. He is pretty flexible when it comes right down to it. Sometimes we have flyers in the back that are announced. We want to inform faculty and you could even bring it up as new business that we consider this and we could say no or whatever. There are several avenues for us.

Chip Delzell

Can we add one item called invited speakers and put it right after president's report?

Ken McMillin

We usually separate them out but he can embed them in the president's report.

Chip Delzell

He meant to add another items under item number four.

John Devlin

He seconded that.

Dorin Boldor

Anybody that comes and gives an invited speech to the senate is already invited? We don't have to add another item.

Ken McMillin

The motion is to include invited speakers between president's report and committee reports.

Gundela Hachmann

We only want to allow public speakers three minutes. Our invited presentations are generally longer and are informational. I don't think that we need to put it in the order of business. The speakers do not just give public comments.

Lilly Priscilla

Someone bringing something up about the mounds is not invited speakers and public comment and invited speakers are not the same. Public comment is someone who is maybe aggrieved or upset so they are not the same.

John Devlin

He would agree with what Gundela said. It is a separate thing and it would be good to list invited speakers after number four.

Dan Sheehy

Aren't invited speakers under agenda business then?

John Devlin

His understanding is that agenda business is things we have to discuss and vote on which is different than speakers.

Ken McMillin

The invited speakers we have had this year have been of faculty interest or concern. For example inviting CCK or general education for presentations, he agrees we probably need some place designated for that but what will we call it?

John Devlin

Call it invited speakers.

Chip Delzell

He was trying to make it like a model agenda for a typical meeting and close as possible to actual agendas that we have. He looked at ours and saw the speakers came right after the president's agenda.

Dan Sheehy

Then it has to be on old business. Have the speakers on old business.

Ken McMillin

Actually he is right. Agenda business items probably should be old business except there has been discussion that it's really unfinished business.

Dan Sheehy

Just keep it simple and agree that agenda business items include things on the agenda, speakers and old business.

Ken McMillin

Dan may be on the right track because if you look at number one, there is an i, ii and iii and under agenda business items we could have invited presentations, old business and new business.

Chip Delzell

He looked up Robert's Rules. They do give a kind of model agenda for the average assembly. They use the phrase unfinished business and it would be the next to the last item before new business. Unfinished business would be appropriate. It means the resolution like what we are debating now is still not finished. That is nothing to do with an invited speaker that is just finishing up business that we started before.

John Devlin

Can we rename item five committee reports and invited speakers?

Ken McMillin

Sure. The revised motion now that he took as a friendly amendment is that number two will be recognition of individuals having public comments on agenda items and five will be committee reports and invited speakers.

Vote on Bylaws: passed with one nay.

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**Second Reading, Resolution 18-01, "Faculty Development at LSU"**, Sponsored by Gundela Hachmann on behalf of the Faculty Senate Executive Committee

Read by Gundela Hachmann

**LSU A&M Faculty Senate Resolution 18-01  
Faculty Development at LSU**

*Sponsored by Gundela Hachmann for the Faculty Senate Executive Committee*

**Whereas** an institutional framework to achieve the goals in the LSU Strategic Plan is to increase support for LSU faculty and staff in their respective roles,

**Whereas** the Strategic Planning General Education Subcommittee report on Integrative Learning states that the Office of Academic Affairs will support the establishment of a faculty development unit on integrative learning to support career enrichment for faculty and graduate students teaching courses in the Integrative Learning Core,

**Whereas** this proposal from the Strategic Planning General Education Subcommittee highly encourages and envisions teaching approaches that integrate skills, knowledge, and research modes from different disciplines and areas of study,

**Whereas** interdisciplinary programs at LSU, such as Comparative Literature, Life Span Studies, and International Studies, rely on their ability to connect faculty members from different schools and departments,

**Whereas** developing co-taught, interdisciplinary courses requires that faculty members have the opportunity to interact with ~~know~~ faculty members from outside their department personally in order to learn who shares their teaching interests,

**Whereas** training seminars, workshops, resources, and support services for teaching and research by units such as the Center for Academic Success, the Faculty Technology Center, the Program for Communication across the Curriculum, the Office of Diversity, the Office for Research and Economic Development, and the LSU Libraries are not centrally coordinated or communicated and, as such, often ~~do not come to~~ conflict or do not reach the attention of potentially interested faculty members,

**Whereas** mentoring, especially across departments or disciplines, often results from informal social interactions between-among faculty members,

**Whereas** a multi-disciplinary meta-analysis of mentoring research concluded: "Results demonstrate that mentoring is associated with a wide range of favorable behavioral, attitudinal, health-related, relational, motivational, and career outcomes, although the effect size is generally small. Some differences were also found across type of mentoring. Generally, larger effect sizes were detected for academic and workplace mentoring compared to youth mentoring."

**Whereas** LSU does not have a meeting space that is devoted exclusively to faculty ~~concerns~~ and that effectively enables informal interactions within and across departments, schools, and colleges,

**Whereas** LSU, unlike many other public colleges and universities in the U.S., does not have a Faculty Center (see Appendix for examples),

**Whereas** the assigned office space for the LSU Faculty Senate is ~~so minimal it does not even allow for hosting of~~ too small to accommodate the weekly meetings of the Faculty Senate Executive Committee,

**Therefore** be it resolved that the university create a dedicated Faculty Center in a centrally located space on campus,

**Therefore** be it further resolved that this space will serve a variety of purposes relevant to the development and advancement of faculty members, from training seminarsessions, to professional development workshops, and formal as well as informal gatherings,

**Therefore** be it further resolved that the Faculty Center will include offices for the Faculty Senate and the personnel of the proposed "faculty development unit on integrative learning,"



**Therefore** be it further resolved that all available resources for faculty training and development at LSU ~~beare~~ centrally coordinated and communicated to all faculty and, whenever logistically possible, conducted at the Faculty Center.

#### Appendix: Selection of US Public Colleges and Universities with Faculty Centers

University of Missouri: Faculty Center for Teaching and Learning <https://www.missouristate.edu/fctl/>

University of Texas at Austin: Faculty Innovation Center <https://facultyinnovate.utexas.edu/>

University of Colorado at Denver: Center for Faculty Development [http://www.ucdenver.edu/faculty\\_staff/faculty/center-for-faculty-development/Pages/default.aspx](http://www.ucdenver.edu/faculty_staff/faculty/center-for-faculty-development/Pages/default.aspx)

Montana State University: Center for Faculty Excellence <http://www.montana.edu/facultyexcellence/>

Northern Illinois University: Faculty Design and Instructional Design Center <http://www.niu.edu/facdev/>

California State University, Stanislaus: John Stuart Rogers Faculty Development Center <https://www.csustan.edu/campus-maps/john-stuart-rogers-faculty-development-center>

California State University, Long Beach: Faculty Center for Professional Development <http://web.csulb.edu/divisions/aa/personnel/fcpd/>

University of Central Florida: Faculty Center for Teaching and Learning <http://www.fctl.ucf.edu/>

Western Carolina University: Coulter Faculty Commons <https://www.wcu.edu/learn/faculty/coulter-faculty-commons/>

University of Nebraska, Medical Center: Office of Faculty Development <https://www.unmc.edu/facdev/>

#### Reference:

“Does Mentoring Matter? A Multidisciplinary Meta-Analysis Comparing Mentored and Non-Mentored Individuals,” Lillian T. Eby, Tammy D. Allen, Sarah C. Evans, Thomas Ng, David DuBois, J Vocat Behav. Author manuscript; available in PMC 2009 Apr 1. Published in final edited form as: J Vocat Behav. 2008 Apr; 72(2): 254–267. doi: 10.1016/j.jvb.2007.04.005. Accessed on Jan 15, 2018: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2352144/>

#### Q&A Summary:

Priscilla ‘Lilly’ Allen

Is this place already identified?

Gundela Hachmann

The place is not identified. The FSEC has had conversations with the Provost. She doesn’t think they are going to build any building for this purpose. That was not the intention of the resolution. The idea is to have it serve as a space people can go to get information and want to go to meet up with their colleagues, and later routinely stop by. We are in the process of hiring an administrative coordinator for the Faculty Senate would hope that this person as part of their duties will be able to take over some of these communications that are involved in this. It is somewhat vague. For purposes of the resolution this will serve us better.

Ken McMillin

We have spoken to the Provost and VP of Finance and Administration and Associate VP of F&A. The Associate VP of F&A without prompting by Ken McMillin said we are really going to do some of these things we need to have a faculty center like he had at his former institution. Now it’s a question of how are we going to do this? We want the faculty to be aware that we are moving forward and that two out of the three initiatives career excellence and enrichment and also providing a culture of service and operational excellence require some degree of coordination of faculty efforts. This will prompt our FSEC and other committees into action.

Senator

This says to formalize informal gatherings. We used to have the faculty club and we don’t really use it. What is the impetus for having another place since it looks like it has space for formal gatherings?

Ken McMillin

Some of you have been here as long as I have. Faculty members were moved away and excluded from faculty club decisions, and then it was renamed the Club at Union Square. The Faculty Club social organization has had difficulties in holding meetings there and being able to have food and drink. We are trying to get some of that back on track. The building is in need of repair. The second floor is inaccessible due to lack of an elevator. For those of us that go to the faculty club at noon, you are one of the few there; the food service is inconsistent at best regardless of when you are there. There has been a proposal by faculty services to move some of the union food offerings there. He already expressed his doubts as to the success of that in decentralizing some of the food offerings in the union.

Senator

We had some organizational meetings there and it became too expensive. They wouldn’t open on days we needed.

Ken McMillin

Those of you who have gone to the Magnolia room with the buffet and pay \$11 plus drink, plus tax, understand that moving it may not solve that difficulty in the food quality, the number of entrees, etc. Ken McMillin, Kevin Cope and Mandi Lopez are working with Dr. Layzell to circumvent some of those without having a direct confrontation with auxiliary services.

Senator

Why does it say and graduate students? Graduate students are not faculty.

Gundela Hachmann

That's the part where it talks about the report. It's almost verbatim to what the report says.

Ken McMillin

We could change that to graduate teaching assistants because that one of the intents for a holistic approach to teaching and improvement of instruction then it wouldn't seem quite appropriate to cut out teaching assistants. Do you have different wording?

Senator

He does not have a different wording. He just wondered in a faculty sponsored resolution why graduate students were given levity within the actual statement and the explanation is fine.

Gundela Hachmann

She would have also liked to include CCK in this resolution but wasn't aware of it. She doesn't have a specific place in mind but such initiatives wouldn't exactly become part of this center but would be communicated through this in such a way that we are all aware of it, and also a place for brain storming sessions, workshops, or maybe just getting together to talk. Maybe a coffee shop could be there. We want to meet people from around campus and maybe we can do things together.

Vote of resolution: Unanimously approved.

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### **New Business**

Ken McMillin

If you have nominations for Moodle advisory committee let him know or if you have suggestions for the other committees let Dr. Braum know.

All moved to adjourn at 4:31 pm.