

Faculty Senate Meeting Minutes
Thursday April 14, 2016
Student Senate Room, LSU Student Union



Attendance

Faculty Senate Executive Committee members present:

1. Kevin L. Cope (President, English)
2. Bill Daly (Past-President, Chemistry)
3. Joan King (Secretary, Food Science)
4. William Adkins (Member-at-Large, Math)
5. Mandi Lopez (Member-at-Large, Vet Science.)
6. Suresh Rai (Member-at-Large, Elect. & Computer Eng.)
- 7.

Parliamentarian: Louay Mohammed

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

1	X	William Adkins (Math/ Sci)	25		Margaret Denny (Education/HSE)	49		Jacquelyn Sue Moffit (Acct/Business)
2	X	Aghazadeh, Fereydoun (Mech Eng/Eng)	26	X	John Devlin (Law/Law Center)	50	X	Louay Mohammed (Civil Environ Eng/Eng)
3	X	Fakhri Al-Bagdadi (Comp. Biomed Sci/Vet)	27		David Donze (Biological Sciences/Sci)	51	P	Evgueni Nestrov (Chemistry/Sci)
4	X	Austin Allen (Landscape Arch./AD)	28	X	Susan Eades (Vet Clinical Sci/Vet Med)	52		Jim Ottea (Entomology/Agri)
5	P	Paul Anderson (Foreign Language Lit./HSS)	29	X	Kristin Gansle (Education/HSE)	53	X	Steven Pomarico (Biological Sci/Sci)
6		Frank Anselmo (French/HSS)	30	X	Mette Gaarde (Physics/Sci)	54	X	Suresh Rai (EE and Comp/Eng)
7	X	Paul Arai (Philosophy & Relig Studies/HSS)	31	X	Angeletta Gouridine (English/HSS)	55	X	Jeffrey Roland (Philos Rel Studies/HSS)
8	X	Christopher Austin (Biological Sci/Sci)	32	X	Gundela Hachmann (Foreign Lang Lit./HHS)	56	X	Laurel Romeo (TAM/Ag)
9	X	Reid Bates (SHWRED/HSE)	33	X	Wes Harrison (AGEC/Ag)	57	X	Christopher Rovee (English/HSS)
10	X	Jennifer Baumgartner (Child Family/HSE)	34	X	Aixin Hou (Environ. Studies/Coast and Envir.)	58	X	Michael Russo (LSU Libraries/HSS)
11		Emily Beasley (Kinesiology/HSE)	35		Blake Hudson (Law/Law Center)	59	X	Judith Schiebout (Geology/Science)
12	X	Brett Boutwell (Music/Music & Drama Arts)	36		Sherif Ishak (Civil Environ Eng/Eng)	60	X	Stephen Shipman (Math/Science)
13	X	Lillian Bridwell-Bowles (English/HSS)	37	X	Yongick Jeong (Mass Comm/Mass Comm)	61		Alan Sikes (Theater/Music Dramatic Arts)
14		Konstantin Busch (EE & Comp Sci/Eng)	38	X	Joan King (Food Sci/Ag)	62	X	Linda Smith Griffin (Libraries/Lib)
15	X	Areendam Chanda (Economics/Bus)	39	X	Ingeborg Langohr (Pathbio Sci/Vet Med)	63	X	Sabrina Taylor (RNR/Ag)
16	X	Joseph Clare (Political Sci/HSS)	40	X	Keri Larson (Inform Sys Decision Sci/Bus)	64	X	David Terry (Comm Stud/HSS)
17	X	Lauren Coates (English/HSS)	41	X	Catherine Lemieux (Social Work.HSE)	65	X	Arend Van Gemmert (Kinesiology/HHS)
18	X	Kevin Cope (English/HSS)	42	X	Mandi Lopez (Vet Clinical Sci/Vet)	66	X	Dottie Vaughn (Math/Sci)
19	P	Jon Cogburn (Philosophy Rel Stud./HSS)	43	X	Kanchan Maiti (Coastal Stu/Coast and Envir.)	67	X	Muhammed Wahab (Mech Industr Eng/Eng)
20	X	Christine Corcos (Law/Law Center)	44	X	Kenneth Kip Matthews (Physics Astro/Sci)	68		Gregory Watson (Architecture/AD)
21		Belinda Davis (Political Sci/HSS)	45	X	Andrew Maverick (Chemistry/Sci)	69	X	John Westra (AgEcon/Ag)
22	X	William Daly (Chemistry/Sci)	46	P	Alison McFarland (Music/Music and DA)	70	P	Hsiao-Chun Wu (Electric Eng Comput Sc/E
23	X	Jeff Davis (Entymology/Ag)	47		Jean McGuire (Management/Bus)	71	X	Yejun Wu (Library Information Sci/LHSE)
24	X	Fabio Del Piero (Pathobiol Sci/Vet Med)	48		Ken McMillin (Animal Sci/Ag)	72	X	Jun Zou (Interior Design/AD)

Guests:

Jane Cassidy	Matt Lee	Robert Doolos	Roxanne Berthelot	Barbara Reonas
Patricia Brown	Paul Villeinvich	Louis Jacobs	Chip Delzell	W.H. Bill Lee
Chris Cartta	Bonnie Connor	Ross Rouillier	Casey Coughlin	Angelica Couvillion
Victoria Bayles	Arleen Mink	Barry Meyer	Jake Esselstyn	Sydney LeJeune
Robb Brumfield	Fred Sheldon	Sukhamay Kundu	Stanley Wilder	Oscar Couvillion
Alan S. Couvetti	E. Triantaphyllou	R. Clint Whaley	Rebecca Gouvier	Bryan McCann
Ron Moreay	Roger Burford	Barbara Dutrow		

Consideration of the Minutes from March 16, 2016

Motion to approve by Mike Russo, seconded by many.
 Approved unanimously with potential corrections.

President's Report

1. The conversation between the faculty and Baton Rouge Area Chamber has begun. March 31 four faculty members, four members of BRAC and three or four administrators met. They talked about extension of the university into the community and the business community.
2. There is a new version of the financial wellness seminar. This time it will be focused on retirement planning and individual portfolios. It will be led by Don Chance on April 19 at 3 pm in the International room of the Union. Refreshments will be served.
3. The Coalition of Intercollegiate Athletics (COIA) has acknowledged our membership and we have formed a committee at the request of Faculty Athletic Representative (FAR) Bill Demastes, to advise him and COIA on how all of these factors LSU, the LSU Faculty Senate, COIA and the FAR should interact in a productive way. Joan King will be the envoy to COIA and chair of the committee.
4. The course management software is the process of being reviewed. A new committee has been formed for that and you should soon be receiving messages about you can state your opinion regarding Moodle or possible alternatives.
5. There are occasional problems with staff members smoking and littering on campus. Keven Cope and Ken McMillin brought it up with Dan Layzell, Vice President for Finance and Administration. That is in process and resolution and it is a largely a matter of education.
6. The bids from outside providers for the Child Care Center were not satisfactory so the bidding process was suspended. It was replaced by a process where the College of Human Sciences and Education with emphasis on the education curriculum will develop a proposal. Gundela Hachmann is on that committee to evaluate the proposal.
7. We have mentioned to the Provost the concerns from a number of faculty on the excessive frequency in which the university of closed due to the weather.
8. An ad hoc freedom of expression policy has popped up which was disseminated by a dean. Presently the university has only minimal freedom of expression policies in PS-36. The Provost is apprised of the situation and has accepted the idea of developing a freedom of expression policy that we discussed in a resolution a few meetings ago. Be advised that any improvisational efforts at the college or departmental level are simply that. There is a university effort on this matter altogether.
9. There is considerable irregularity in the review of department heads. The provost is happy to receive this information and will be trying to make regular the frequency at which department heads as well as Assistant and Associate Deans who frequently interactive faculty are open to evaluation.
10. The Benefits, Grievance and Budget committees' elections were asked to be delayed by the chair of the Committee on Committees. We will take that up next fall.
11. There was a question about financial exigency. The university financial exigency procedures are under reconsideration by the university. In 2007 some procedures were passed and accepted by then Chancellor O'Keefe, but since that time the documentation trail has disappeared but we are going to recover it.
12. Something strange has happened on the Shorts Travel site where they have deleted the possibility to choose multi-city itinerary option. It seems strange as every other travel agency can provide this option without the overwhelming problems mentioned. We have expressed chagrin with Donna Torrez and Dan Layzell. The position of the Faculty Senate Executive Committee is that there should be a general exemption from using the travel site until such a time that the travel area can be made to function. At the moment many of the itineraries that people book for research purposes have become impossible. The problem is that saving can only be effective if one has guidance. No one has a travel advisor at their disposal.
13. There is a new concept in the Regents office called progressive attainment. You can go to one institution, progress to another, not succeed there, fall back to another institution get your degree and then begin your progress and move. This notion is fraught with difficulties. We have told the Regents that we need to think about that a little bit more.
14. The next statewide summit on faculty governance is on April 23 I Alexandria. The Commissioner of Higher Education will be there. They have a speaker on mass hysteria.

Q&A Summary:

Louay Mohammed

It was disconnected because it saves money. Travel must be done in multiple segments rather than multi-segments.

Briefing on and update the elimination of twelve-month payment for nine month employees: presentations by A. G. Monaco and Gaston Reinoso, Human Resources Management; and Ron Moreau, Campus Federal Credit Union

Gaston Reinoso

They are not the implementers of the policy; they are just the ones who caught the ball. This type of change happens every 25 years in an organization. This change is happening because of a different type of calculation than they have now. The current system is from the 1980s and is limited in what they can do. The way the system works today there is a gross amount with pretax and post tax and from the net amount there is 25% taken aside for salary savings to pay for June July and August. In the new system WorkDay is looking at the gross amount. LSU is accepting the payment when the employees are working not over 12 months and the same with some other deductions that we have. Automatically it is using the gross amount to take 25% and reducing gross amount with the same number of reductions so it affects the net check. It reduces the amount of money for the nine months and giving a lot of money for the summer months.

A.G. Monaco

WorkDay which works off of the gross and not the net, puts them in violation of some rules. The problem is for instance for the pension, because K-12 doesn't have an ORP because they do not have as many 12 month faculty, everything must be paid in the deductions over the 9

month period. The state is concerned about stretching out the 1.5% paid to Medicare over 12 months instead of nine. We cannot meet state rules with the WorkDay process.

Gaston Reinoso

The summer is pretty much doubled because there are no deductions taking place. They look at all possibilities to mimic what they have. They have 4 different places they can send money to mimic what they have today. Right now the university is holding the money until it is disbursed in the summer. Now you can see how much money goes into each account. Some faculty members have asked for advancement for the summer which is an administrative process. You have to go to payroll and payroll has to cut the check. It will not happen on the same day.

A.G. Monaco

They have been doing it the same way for a long time and they are not for the changes. There are some pluses. Under the present system you can only send your money to one account but in the new system you can send it to four different accounts. You can take your money for the summer months and place it into a different account. The disadvantage is that you have to pull it out of the account yourself. The advantage is that you might need it for an emergency. They were concerned about people in payroll controlling money you already earned. In working with banks they can assist you with setting up accounts. You have the advantage on controlling how much you take out. They cannot find another university outside of Louisiana that does this the way that we do, no one takes it off the net everyone takes it off the gross. However because of the way we have to deduct off of your checks it would be a disadvantage to you in deductions coming out the first nine months. Campus Federal offered some help and is willing to talk about it, but it can be any bank. They hope to have it turned on by July 1.

Ron Moreau

He is not here to today to sell the Credit Union. You can direct your money in WorkDay as you see fit. In the past faculty were paid 9 months. Campus Federal was set up to handle it that way. You can set up any kind of account at any bank. It is like you have a car loan, you amortize over months. You have the ability to skip June, July and August, over a loan payment while interest continues to accrue. For a \$50,000 loan over 12 months it comes out to \$3 interest over the life of a loan.

Q&A Summary:

Arend Van Gemmert

Some banking accounts require a certain monthly direct deposit and minimum balance. If he puts it in there and everything is gone after the summer then he is starting to pay. Other universities are taking it off the gross, at Arizona State he had nine months spread out over over 12 months.

A.G. Monaco

It is the problem of us taking out the deductions over 12 months.

Ron Moreau

At Campus Federal with regard to lagniappe checking as long as you do bill pay or deposits or 15 debits card transactions it is not a problem. If you have an aggregate balance of all areas, savings, checking, loans, etc. there is no fee.

Arend Van Gemmert

Not everyone can use the credit union, for example when travelling overseas. It is easier to get money with a big bank than a credit union

Ron Moreau

He argues there is no variance.

John Devlin

If someone is already on nine months will they see a change?

Gaston Reinoso

No. When we go live everybody will be able to go in and set up the deductions.

Senator

Are the other financial institutions aware of this change?

A.G. Monaco

We have been contacted by others. They have not offered us the same level of service as the credit union since there is a partnership. They are willing to talk to them about structure and whether or not fees can be waived. What you may have to do is shop around due to fees. The fact the credit union is here shows they are willing to work something out.

Gundela Hachmann

Will this information be available to other faculty not in the senate, because she does not see being able to explain this to her colleagues.

A.G. Monaco

There will be meetings and use training group of 5 or 6 people to put out information to departments and offer people to meet. They hope to also put something in the newsletter for May 15.

Gaston Reinoso

The last information sent out explained how to set up an account. It is very simple.

A.G. Monaco

He has a request out to his person about whether their office can also cooperate with the credit union on these issues. Giving financial advice stops us.

Ron Moreau

The credit union will have a short message about what we said today. I encourage you to consult with a financial person. Everyone has unique situations.

A.G. Monaco

They agree it has to be a wide spread share of information.

Gundela Hachmann

When will training be available for faculty?

A.G. Monaco

They are training all of their people who are keeping the wheels going and then they will reach out to faculty and staff. Gaston is an expert on WorkDay. You will be able to go in and adjust your benefits. Most people will not want to sit in a classroom so they are working on online tutorials.

Kevin Cope

We cannot use the broadcast email system to send information from the credit union, but we can put information on the website and in the newsletter.

Report on new developments in the LSU Libraries by Associate Dean Gina Costello and occasional comments by Dean Stanley Wilder
Stanley Wilder

He thanked the Faculty Senate for putting together a library committee. Gina's presentation is one that she gave at a recent library committee meeting relating to progress they made recently. Another thing that came up in the meeting was book purchasing. We haven't bought any books since January of this year. The first issue is that we become aware that we have not been routinely purchasing interlibrary loaned books; they will work on recent transactions and then work back with \$20,000 to buy them. They will buy books immediately when we request them. They will start up the program of buying all books that LSU faculty write again.

Gina Costello

She has been with the libraries for about 12 years, and this particular position for about one year. They have been purchasing more E-textbooks. The students love using E-books. It started with a database for students to see if Ebooks were being used in their class. The library put a list from the bookstore together of those classes using E-books and students can access it. The next phase that student government funded was to expand the faculty site. This was in hopes of more instructors assigning E-books. You can type in key words, titles or the author's name and the library lists the book if they own it. They own 107,000 E-books. The students are very enthusiastic about the E-books. The students asked them how to get all faculty members using Ebooks. The Digital scholarship lab has support for faculty and students. Dr. Lauren Coates is serving as Director of the Digital scholarship lab and they have 25% of her time. She has been having many discussions with faculty formally and informally about this. They invited speakers from other places. They received a student tech fee award that allowed them to purchase equipment for students to use on assignments for class. Lauren has been working with other HSS faculty and received money to do workshops, of which there are now seven. They have speakers from here and elsewhere. Lauren is working with the technology group to incorporate the digital scholarship lab into classes. Chris Barret in English is creating a student driven site to highlight library sources on Shakespeare. They are continuing to work on the Edgar Allen Poe project started by Gerry Kennedy. They hope to expand the campus wide initiative. They have purchased all of the equipment that they were given the money for. The lab is in room 105. In 2001 a representative from Tennessee talked about their institutional repository. The desire to create a repository of materials by and for LSU had been wanted for a long time. Our LSU Institutional Repository is now live. They bought a turnkey solution software. It is run by BPress (Berkley Electronic Press). They have been in this since 1989. This will provide access to intellectual output. They have been working with the Graduate School since the ETD system is very old. The repository will allow them to showcase their materials and it has a review mechanism to look at theses and dissertations throughout the process. They will be able to publish E-journals in the repository so they will be searchable. It has a conference platform and you can run the whole process out of this software. There will be faculty research pages and data on who is looking at your items. There is also an Eportfolio platform. The library and the Office of Research and Economic Development have been working together to pay for this. They have lots of buy in from the Graduate School and Academic Affairs. Right now they are working on policies. They hope to disseminate more information in the next couple of weeks.

Q&A Summary:

Steve Shipman

In regards to the search engine, he puts a very specific title for a journal and he gets lots of other items. Has this been discussed in the library committee?

Stanley Wilder

It is hard to diagnose the problem without looking at it. They know there are problems with the online catalog and they are looking towards getting to a place where they can address them. They are one voice in the management of the software that they use. He believes there are research oriented uses for this software exclusive almost to LSU. He believes LSU will play a much bigger role in the future as to what system we have.

Election of Faculty Senate officers for the 2016–2017 academic year

There were no nominations from the floor.

Members-at-Large candidates spoke about their background and ideas.

Christopher Austin

Judith Schiebout has put forth a resolution without support from other curators on campus and he said he cannot vote for her.

Election Results

President: Kevin Cope

Vice President: Ken McMillin

Secretary: Joan King

Member-at-Large: Mandi Lopez and Lillian Bridwell-Bowles

Old Business

A. Second and final reading, Resolution 16–03, “Supporting the Louisiana Museum of Natural History at LSU”, *Sponsored by Judith Schiebout*

Read by Judith Schiebout

FACULTY SENATE RESOLUTION 16–03**Supporting the Louisiana Museum of Natural History at LSU**

Sponsored by Judith Schiebout; by the Faculty Senate Master Planning Committee; and

By Adelaide M. Russon; Elaine Maccio; Susan E. Ryan; Paula K. Arat; Sarah E. Becker; Jeffrey Perry; Michelle A. Massé; Suzanne Marchand; Sarah Pierce; Peter Clift; Brooks Ellwood; and Bryan McCann

Whereas 16 natural history collections at LSU were named as the Louisiana State Museum of Natural History by the Louisiana Legislature in 1999;

Whereas the collections are the natural history treasures of a state exceptionally high in natural history wonders, and some of the collections also rank as world treasures. Collections and research rank high, but museum segments are generally housed in facilities and locations deleterious to the collection contents and in building locations environmentally unsuitable, that place the collection in harm’s way, for example, from flood damage;

Whereas the LSU collections represent millions of research dollars from NSF and other grant, contract, and donation supporters, LSU is a repository for many collections, which means that it does not own them, and could have them taken away if standards are not met, or if a tragedy happens to one collection;

Whereas failure to pursue accreditation for the LMNH may impact LSU accreditation, as subunits of accredited universities such as LMNH at LSU should be accredited;

Whereas a state Museum of Natural History at a flagship university would be attractive to major donors;

Whereas there are whole areas of grant possibilities that are precluded by the lack of unification and adequate space, a job applicant turned down at one of the LSU museums just after she earned her Ph.D., now brings in over two million dollars of grant and contract starts per year at the Florida Museum of Natural History;

Whereas LSU has relatively new leadership in many areas, and a major planning effort underway;

Whereas Provost Koubek has called for new ideas, vision, and the type of balance of science and the humanities that the LMNH represents;

Whereas a tramline is being planned between downtown and the LSU campus, which would make visitation of the major LMNH easier and its influence on the local and regional economy greater;

Whereas the Faculty Senate Task Force on Museums (2011*) called for regular meetings of all the LMNH curators (the museum faculty);

Whereas there is a public support organization for the LMNH, the Friends of the Louisiana Museum of Natural History Foundation, Inc. (formerly known as the Build-a -Museum Team) which has funded informational studies of LMNH before, such as the report of museum experts Mares and Tirrell in 2009*, The Friends are eager to support progress; Dr. Mares led Sam Noble Oklahoma Museum of Natural History during its unification from scattered collections and is its current director. SNOMNH is a winner of the 2014 National Museum Medal [<https://vpr-norman.ou.edu/national-museum-medal-sam-noble-oklahoma-museum-natural-history>];

Therefore, be it resolved that the Faculty Senate Executive Committee host a meeting of all LMNH curators to discuss curator concerns and to institute regular meetings of the curators, and that the Provost meet with the leadership of the Friends of LMNH, and that he consider calling on experts from accredited state museums of natural history at flagship universities, if information is needed to move towards an accredited, unified, full service LMNH.

* Reports are on the Faculty Senate website under the "Under Discussion" button or directly at <http://www.lsu.edu/senate/under%20discussion.html>.

Q&A Summary:

Rob Brumfield, Director of the Museum of Natural Science

The LA Museum of Natural History is a loose consortium of collections. Nine are in the Museum of Natural Science of which he is the director. He met with four of the directors of the other collections of the Museum of Natural History. They find more funding appealing for research collections. The goal of the resolution is around the development of a full service museum on LSU's campus to unite the various collections, but it also had a large public service component. They are all fans of natural history and all do research and public outreach. He hired the first science communications person. A big new full service museum does not fit their vision of what they want to be and what they want right now. The people involved in these collections do not see that as our vision. The goal is to use those collections in research, teaching and public outreach. It is not our vision for the future. They just underwent a master planning exercise in the College of Science. They coordinated with the master plan. He agrees that the research collections are treasures. The museum name means there is an official place for artifacts to be donated. The biggest challenges that they face for research collections is funding. The collections falling under the College of Science are valued and they are given support to improve and grow them. They have challenges of being in old buildings. The collections themselves are protected and they do everything in their power to protect them, preserve and grow them. He reaches out to fix issues with facility services. Other collections such as entomology and textiles have less support. Those collections need a steady funding source to fulfill their mission. We are fans of natural history collections. He can get into details about why it doesn't fit into our master plan right now. They use their collections for research, classes, public exhibits and outreach. They have received \$500,000 for the fish, reptile and amphibian collections.

Gundela Hachmann

It still remains unclear what your concern is with having a museum as suggested and to meeting with the other curators.

Rob Brumfield

They would be happy to meet with the Faculty Senate Executive committee about the concerns and to invite Dr. Murray back to discuss building a museum in the future. They want to determine their own future.

Judith Schiebout

It isn't in there at this time.

Rob Brumfield

He hasn't checked for updates. He is happy to meet with other curators and the committee.

Steve Shipman

Please say a few words about why a museum is not in your future.

Rob Bromfield

This has already been discussed with higher administration. Two years ago all curators met with Jane Cassidy and discussed this and basically there is no support for it at this level. Cost is a problem. The only model sustainable for us would be a sustainable money amount even through bad economic times. The fear is if not funded at that level and we build the museum and then we hit a market that is bad, what happens is which of the two things will go the research collections of the public exhibits. That happened at the field museum in Chicago. They had great collections and faculty working with the collections. If the funds could be generated, we are talking about \$200 to \$250 million to build, and then we need an endowment to maintain and staff it. Knowing there is no support in higher administration and funding cannot be banked on, our vision is a set of things that are visionary but there are also things we have a reasonable chance of achieving.

Guest

He is from the Baton Rouge Gem and Mineral Society and he spoke to Judith about this several months ago. As a person outside LSU he knew there were collections at LSU. His father used to teach here and came here in 1963. The collections are all over the place and they are not protected. In the idea of building this, is your concern that you will lose control or is it truly that you do not think it will be supported? The community doesn't know that we have all those collections here and it is not publicized that it is here. If the public knew they would support it. A new building with proper environmental controls makes sense. Your concern about research compared to a public exhibit, you can keep research collections somewhere else but everything should be controlled all in one space. Then the community could come see them. You don't have high level administrator support because you have a defeatist attitude.

Guest

Her mom got her graduate degree here. Her oldest son loves paleontology and he told her about the collections. She is from Baton Rouge. She barely knew anything is going on. She heard us talk about STEM and public outreach and her son did all the earth sciences but no one knows it exists here. It is like there is a dead zone for science here and we need science to move forward. That stuff doesn't need to be hid there. You have graduate students who need some place to do their research. She has seen natural history museums in Europe, Florida and Denver and they are fantastic. I only knew about it because of my oldest son. Her youngest son in biology and didn't know about it, except what he did in lab classes. This needs to be opened up. The butterfly museum in Florida pulled in people who like plants. You are just dismissing it out of hand. She has two degrees. Her parents had degrees and were professors too. You might pull in some more people and maybe get more students from those elementary schools. You need to take it seriously in view of the public.

Rob Brumfield

All fund raising through the university has to be approved by the President and he was told this is not a priority.

Sabrina Taylor

She doesn't understand why we need a resolution; if the curators want to meet they should meet. It doesn't need to be approved by us.

Lillian Bridwell-Bowles

A lot of people should have been involved in the conversation. Judith meant well to propose something with vision. If we underestimate what we can do, then we will listen to the administration when they say they will not do it. This is what a research university does when it does it best. It draws the community in. She would like to ask all the curators and friends here to get together whether the resolution is voted up or down. We need to think about what we want to be not what we can't.

John Devlin

Moves to table resolution and come up with a proposal that meets everyone's needs. Seconded.

Vote on motion to table. Passed with two abstentions.

Kevin Cope

Faculty Senate will attempt to set up such a meeting.

David Terry

We appreciate the community being here. It is important that when we consider who we are as a community is that we have made allies in the community.

Kevin Cope

We may consider with consultation to invite some community leaders.

Guest

We should recognize Lou Jacobs at Southern Methodist University who flew in today as an expert in the paleontology museum.

Louis Jacobs

He is a former president of the Society for Paleontology. He has roots in Louisiana. He went to Foster Hall and he asked how many people came to see it and whether more went into the Museum of National History than the Art museum. He is a fan of museums because they work. They have a true value in contributing knowledge especially if it is the work of the curators there. The most visited place in the world is the national Natural Museum of Natural History in Washington DC. It would work on some level because you already have collections and fossils for example. What you do is up to you of course. He is glad to be able to come in here and wishes us good luck.

B. Second and final reading, Resolution 16–05, “Recognition and Honoring of Retiring LSU Faculty at the Commencement Ceremony”,
Sponsored by Fereydoun Aghazadeh

Read by Fereydoun Aghazadeh

FACULTY SENATE RESOLUTION 16–05
“Recognition and Honoring of Retiring LSU Faculty Members at Commencement Ceremony”
Sponsored by Senator Fereydoun Aghazadeh

Whereas LSU faculty members devote their professional lives to LSU;

Whereas there is no formal or established procedure to honor the retiring faculty members at LSU;

Whereas, many universities across the nation honor the retiring faculty members during events such as “Annual Faculty Retirement Dinner” or “graduation ceremonies”;

Therefore be it resolved that the LSU Faculty Senate hereby recommends to the “LSU Commencement Committee” to celebrate the accomplishments and dedication of the retiring faculty by recognizing and honoring them during the spring commencement ceremony.

Q&A Summary:

None.

Vote on resolution: passes with one abstention.

C. Second and final reading, Resolution 16–06, “Revision of Membership Requirements for Selected Faculty Senate Committees”,
Sponsored by the Faculty Senate Executive Committee at the request of James Miller, Chair of the Committee on Committees

Read by Kevin Cope

FACULTY SENATE RESOLUTION 16-06
Revision of Membership Requirements for Selected Faculty Senate Committees
Sponsored by the Faculty Senate Executive Committee

Whereas the Committee on Committees routinely monitors the membership of committees and seeks feedback concerning the effectiveness and convenience of the many and diverse configurations of Faculty Senate committees;

Whereas the Committee on Committees also studies the consistency of committee structure and membership with committee duties and with available faculty staffing;

Whereas reductions and other changes in the composition of the faculty have resulted in some minor but noteworthy inconsistencies between regulation and practice;

Whereas the Committee on Committees has therefore recommended a review of committee membership regulations;

Whereas the Faculty Senate Executive Committee completed the recommended review at its meeting of March 10th, 2016;

Therefore be it resolved that the Faculty Senate will implement the following changes in the committee membership requirements enumerated in its bylaws.

1. The two ex officio members of the Benefits Advisory Committee will be appointed jointly by the Vice-President for Finance and Administration and the Faculty Senate Executive Committee rather than by the Provost and the Faculty Senate Executive Committee (rationale: matters relating to faculty benefits fall under the jurisdiction of Human Resources Management, which is now a division of Finance and Administration).
2. In the membership requirements for the Budget and Planning Advisory Committee, the line, “the members should be present or former members of the Executive Committee; present or former officers of a policy committee; or persons with appropriate experience” shall be reduced to “persons with appropriate experience”(rationale: for several years, the Committee on

Committees has encountered difficulty in finding an adequate number of committee alumni; with an eye toward inclusivity, it has, therefore, looked for colleagues with suitable experience).

3. Also in the membership requirements for the Budget and Planning Advisory Committee, the permission to the Provost and Executive Committee to appoint up to two additional ex officio members shall be revised to limit that permission to the Executive Committee (rationale: the committee monitors budget recommendations from the Office of Academic Affairs, hence should remain independent of it).

4. For the Internationalization Committee, the member appointed by the Office of Admissions shall be changed from a voting to a non-voting member; the student member shall be optional and filled if desired by the student senate; and the number of faculty members on the committee set at seven (rationales; the committee regulates at least some policies of the Office of Admissions, hence needs to vote independently of it; no student delegate has attended the committee meetings in many years, with students proving more helpful as advisors and consultants than as voting members; as the present membership of the committee has grown too large to allow for convenient scheduling of meetings).

Q&A Summary:

None.

Vote on resolution: passed with one abstention

New Business

A. First reading, Resolution 16–07, “Affirming the Role of Area Studies and Diversity Programs at LSU” *Sponsored by Bryan McCann and twenty other colleagues*

Read by Bryan McCann

FACULTY SENATE RESOLUTION 16–07

Affirming the Role of Area Studies and Diversity Programs at LSU

Sponsored by Paula Arai, Jacqueline Bach, Chris Barrett, Michael Barton, Sarah Becker, Dana Berkowitz, Lillian Bridwell-Bowles, Joyce Marie Jackson, Catherine Jacquet, Kate Jensen, Benjamin Kahan, Touria Khannous, Elaine Maccio, Michelle Massé, Bryan McCann, Roland Mitchell, Loretta Pecchioni, James Rocha, David Terry, Mi Youn Yang

Whereas LSU’s increasingly diverse student body brings a range of backgrounds, perspectives and needs to our campus;

Whereas LSU identifies diversity as one of its core Flagship 2020 goals, expressing a desire to “Strengthen the intellectual environment by broadening the cultural diversity of the LSU community” by, among other steps, expanding “supportive communities for minority, international, and first generation students;”

Whereas LSU curricular programs like African and African American Studies, Asian Studies, Arabic Studies, Hispanic Studies, Jewish Studies, LGBTQ Studies, and Women’s and Gender Studies play a vital campus and community role in cultivating such support by fostering scholarship that attends to the unique experiences of underrepresented communities, developing curriculum that highlights the contributions and experiences of marginalized people in public life, responding to the unique academic and social needs of underrepresented communities, challenging students from more privileged backgrounds in generative ways, and organizing events that address matters of diversity, inclusion, and social justice;¹

Whereas LSU co-curricular entities like the Office of Diversity, Office of Multicultural Affairs, Women’s Center, and African American Cultural Center play an equally important role in meeting the Flagship 2020 goal of diversity by pursuing policies that address the needs of underrepresented communities on campus, fostering dialogue on matters of diversity, providing essential services like Safe Space training, and supporting student organizations that represent the interests of underrepresented communities;²

Whereas the State of Louisiana is currently facing an unprecedented budget crisis that holds the potential to do devastating damage to LSU and other state colleges and universities;

Whereas this budget crisis occurs in the context of a national political climate that privileges the role of professionalization in higher education over its other important functions connected to critical thinking, personal enrichment, and participation in civic life;

Whereas curricular and co-curricular programs such as ethnic studies, women's and gender studies, and similar entities are often uniquely vulnerable under such economic and political conditions;³

Therefore be it resolved that the faculty of LSU affirms its support of African and African American Studies, Asian Studies, Arabic Studies, Hispanic Studies, Jewish Studies, LGBTQ Studies, Women's and Gender Studies, the Office of Diversity, the Office of Multicultural Affairs, the Women's Center, the African American Cultural Center, and similar programs as vital parts of the LSU community that must, even in times of economic hardship, be preserved;

Be it further resolved that realizing the goal of enhanced diversity at LSU requires efforts above and beyond the status quo, including, but not limited to, a commitment by university administrators to supporting faculty and staff who address diversity issues, promptly filling such positions when they become vacant, and consistently employing measures to gauge the needs and attitudes of the LSU community regarding matters of diversity.

¹On the relationship between pedagogical outcomes and area studies, see Thomas Dee and Emily Penner, "The Causal Effects of Cultural Relevance: Evidence from an Ethnic Studies Curriculum," The National Bureau of Economic Research, January 2016, <http://www.nber.org/papers/w21865>; Christine E. Sleeter, *The Academic and Social Value of Ethnic Studies: A Research Review* (Washington, DC: National Education Association, 2011), <http://guides.lib.lsu.edu/az.php?a=g>.

²On the impact of curricular and co-curricular diversity programs on campus climates, see Nida Denson, "Do Curricular and Cocurricular Diversity Activities Influence Racial Bias? A Meta-Analysis," *Review of Educational Research* 79 (2009): 805-38.

³See Estela Mara Bensimon, "Total Quality Management in the Academy: A Rebellious Reading," *Harvard Educational Review* 65 (1995): 593-611; Tina A. Brown, "Advocates Say Ethnic Studies Misunderstood, Needlessly under Fire," *Diverse*, 14 April 2013, <http://diverseeducation.com/article/52609/>; Colleen Flaherty, "Troubled Icon," *Inside Higher Ed*, 3 March 2016, <https://www.insidehighered.com/news/2016/03/03/iconic-ethnic-studies-college-san-francisco-state-says-it-cant-pay-its-bills>; Carla Rivera, "Cal State's Ethnic Studies Programs Falter in Changing Times," *Los Angeles Times*, 30 October 2013, <http://articles.latimes.com/2013/oct/30/local/la-me-college-ethnic-20131031>.

Moved into discussion Lillian Bridwell-Bowles and seconded by Arend Van Gemmert.

Q&A Summary:

Joan King

Do you want the second therefore be it resolved to cause something to happen? Right now it does ask for anything. It reads like a whereas.

Bryan McCann

Yes. The motivation is both anticipatory as there is empirical evidence that in tough times these types of programs tend to suffer so in some respects is a matter of establishing priorities in anticipation of potential problems. Another issue is there are a number of vacancies across the university for instance there is one remaining faculty member at LSU that teaches non-western religions and those positions have been standing vacant for some time now. There are two vacancies at the Office of Multicultural Affairs. There have been requests to do a campus climate survey which has not come to fruition. Perhaps he can become more concrete.

Fabio Del Piero

Is there any indication that administrators are looking at these areas to cut?

Bryan McCann

The national trend is to cut areas studies first. This has happened in California at higher education and K-12 levels. He cannot say that LSU is also going to target these areas. This also speaks to a political climate. The political climate is such that if you combine budgetary concerns with broader political climates he thinks these kinds of programs will be vulnerable.

Keri Larson

The wording is implying more privileged backgrounds have more flexibility, make the word privilege more encompassing.

Lillian Bridwell-Bowles

In Women’s and Gender studies, about 4 to 5 years ago that program was nearly done in due to number of undergraduate majors in that program. It is an important interdisciplinary program and that argument that it was important fell on deaf ears. These programs are central to the mission of the university.

Paula Arai

She is the lone Asian religion professor at LSU. There was a meeting with the Provost yesterday in response to the review of the dean. He spoke about how LSU produces leaders. He spoke about humanities and social sciences at the center of trying to recalibrate the balance at the university because LSU is one of 35 universities balanced in the sciences and humanities. When she asked about the position in Islam that has been three or four years in the waiting he said you have to get our number up. It is really a chicken problem. We need faculty to be stewards of state money. We need somebody who can talk about the more sensitive complicated dynamics about how people interpret this, to be leaders in the field. She thought she heard the Provost refer to the Dean as his CEO. It still comes down to a business decision. She thought it was telling, that you have to have enough majors to make it fiscally responsible to have a position in Islam rather than the larger vision of responsibilities of the institution to create potential leaders in areas that affect our world.

John Devlin

He had a friendly suggestion, to add a line or paragraph that the faculty thinks that these positions should be filled and funded.

David Terry

These are on the chopping block because they are interdisciplinary. If there is no general good will from the hire powers this is meaningless. If there is good will, it would be covered.

Bryan McCann

Other folks with Women’s and Gender Studies who he collaborates with work with students who are LGBTQ and students of color who were activists doing a lion’s share of work related to the budget crisis. We still affirm these programs that our faculty members work in, but also to our students and it is difficult to overstate the importance to our students. There is something to worry about and so we created our foundation.

Jeff Roland

He is concerned about the bit about promptly filling positions when they become vacant. Lots of us have unfilled positions and he worried about setting up something that seems to show preference to a certain area.

John Devlin

He sympathizes with what he is saying but it is like people who criticize on the theory that Black Lives matter vs All Lives Matter. He agrees that these programs are more at risk. Supporting in a meaningful way means more resources.

Jeff Roland

He has been on the receiving end of that too.

B. First reading, Resolution 16–08, “Parental Leave for LSU Faculty” *Sponsored by Fereydoun “Fred” Aghazadeh and Lillian Bridwell-Bowles*

FACULTY SENATE RESOLUTION 16–08

Parental Leave for LSU Faculty

Sponsored by Sen. Fereydoun "Fred" Aghazadeh and Lillian Bridwell-Bowles

Whereas Louisiana State University does not offer a maternity leave with pay to the faculty;

Whereas under the current policy LSU “employees may use paid leave, leave without pay, or donated voluntary shared leave (for approved recipients only) for absences from work due to childbirth, adoption or foster care placement...”;

Whereas under the current policy it takes several years of employment to accumulate adequate amount of paid leave (initially 8 hours per month of employment);

Whereas a parental leave would provide parents flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations;

Whereas such national universities as Purdue, Princeton, Alabama, Florida, Kentucky, Missouri, provide their faculty with paid parental or maternity leave;

Therefore be it resolved that the LSU Faculty Senate hereby recommends establishment of a parental leave policy for LSU faculty members comparable to those in place at other institutions.

¹See PS-12, Revision 7 (November 8, 2004) for the current policy; on p. 15 of that document, the rate of accrual is set at 8 hours per month for fewer than 3 years; 10 hours per month for 3-5 years; 12 hours per month for 5-10 years, and 16 hours per month for 15 or more years. A young faculty member after one year of service would only be eligible for 72 hours for a nine-month contract or 9 days, assuming no other sick days were used.

Moved into discussion.

Q&A Summary:

Mette Garde

In the first whereas you have maternity leave and it should be parental leave. Do you intend to have a time in there, a number of weeks or months specified?

Fereydoun Aghazadeh

The current policy is up to 12 weeks for parental leave. The faculty has to accumulate that and that will take many years. Other universities usually have 12 weeks after the first year of employment.

Mette Garde

Do you want to put something like that in there?

Lillian Bridwell-Bowles

She looked at those at other universities and it is hard to find a standard. We could suggest something. SEC schools are not providing good examples either with Alabama and Florida being good exceptions. We need more study to state what would be a good proposal.

Sabrina Taylor

She wants to back up Mette Garde's statement to make it more specific as to what we are exactly talking about.

Steve Pomarico

Does the state government have a policy on this at all?

Barbara Reonas

You file for FMLA for 12 weeks which is not paid. You have to be at the university for a year. If you get permission you can use the 6 weeks of sick leave and may be able to get 8 weeks for cesarean birth, then you have to use vacation leave and after that use your own money.

Lauren Coates

Would it be possible to add parental leave for faculty vs staff?

Barbara Reonas

We are working in the staff senate to incorporate paternal leave not just maternal leave.

Lillian Bridwell-Bowles

As a sponsor of the bill, she wants to be in sync with what you are doing.

Fereydoun Aghazadeh

In nine months we only have 9 days. We can have staff also involved. What she is saying is true for all of the state.

Guest

You mentioned other universities. Do you have a handout as to what they have for personal leave and do those states have published policies? How many months do they have?

Fereydoun Aghazadeh

They have published policies. They have three months paid after the first year of employment that does not come out of annual leave.

David Terry

Can you add another part for graduate students in terms of recruitment?

John Devlin

In universities that do have this would it be covered over one semester, if not how do they handle courses?

Fereydoun Aghazadeh

They collaborate with the department chair and state when they will have a baby and they talk about who will teach when.

Jeff Davis

Spell out the universities names in the whereas statement. Speaking from experience at the University of Minnesota, there is either maternal or paternal leave. He was allowed two weeks.

Barbara Reonas

For paternal it's different. With maternal you have recovery time.

Lillian Bridwell-Bowles

She would appreciate any information from others about these things. They will get the details from other universities.

Fereydoun Aghazadeh

There are so many different policies that it would be complicated.

Jeff Davis

An administrator will come and ask you what you want. Have a few listed as examples.

Keri Larson

If you are staff you have to be here 8 hours a day. As a faculty I am home writing, what classifies as being away from your desk?

Lillian Bridwell-Bowles

You may not want it specified.

Sabrina Taylor

She chose that she can only accumulate 176 hours until she reaches 10 years.

Barbara Reonas

She had the same issue as a staff person.

Fereydoun Aghazadeh

What promoted him to do this is that they had a young faculty member. She looked pale one day at work on Wednesday. She had a baby on Monday and she was back teaching on Wednesday. She couldn't afford to be absent.

Arend Van Gemmert

Since it is parental leave, if there are two working at LSU is it one can take 12 weeks before and one can take 12 weeks after or is it per child?

Lillian Bridwell-Bowles

We will have to work it out with HRM and the administration. It will be a long negotiation.

C. First reading, Resolution 16-09, "Amending PS-36-T and -NT so as to Comply with Faculty Senate Resolution 03-04 on Grade Distributions", *Sponsored by Dr. Sukhamay Kundu, Associate Professor, Division of Computer Science & Engineering; Dr. Evangelos Triantaphyllou, Professor, Division of Computer Science & Engineering; Dr. R. Clint Whaley, Associate Professor, Division of Computer Science & Engineering; Dr. Charles N. Delzell, Professor, Department of Mathematics*

Read by Clint Whaley

FACULTY SENATE RESOLUTION 16-09

Amending PS-36-T and -NT so as to Comply with Faculty Senate Resolution 03-04 on Grade Distributions

Sponsored by Dr. Sukhamay Kundu, Associate Professor, Division of Computer Science & Engineering; Dr. Evangelos Triantaphyllou, Professor, Division of Computer Science & Engineering; Dr. R. Clint Whaley, Associate Professor, Division of Computer Science & Engineering; Dr. Charles N. Delzell, Professor, Department of Mathematics

Whereas Faculty Senate Resolution 03-04 (On Grades and Standards, adopted December 11, 2002*) declares:

... The Faculty Senate recommends the adoption of the following practices as a matter of policy:

1....

2. Whenever an administrator or a committee makes or reports an evaluation of teaching—or of a course, or of a program, or of an experimental mode or method of teaching—grade distributions will be on view and will be part of the record along with other appropriate factors such as course requirements, grading criteria, and evidence of student achievement....

Whereas some faculty members, department chairs, and deans have prevented members of PS-36 faculty panels from viewing the grade distributions of candidates for appointment, reappointment, promotion, or advancement to tenure,

Therefore be it resolved that the Faculty Senate recommends that PS-36-T and –NT be amended as follows: In section V.B (“Teaching”), in the (non-exhaustive) “list of examples of appropriate factors and evidence” that may contribute to a judgment of the quality of the teaching of a candidate for appointment, reappointment, promotion, or advancement to tenure, change item 9 by appending the underlined text indicated below:

9. Evaluations of teaching and testimonials by present or former students. Any sampling of student opinion should be carried out in such a manner so that students can state their judgments freely and without fear of reprisal. If student evaluations of teaching are used as a factor in judging teaching quality, grade distributions will be on view and will be part of the record, as well as information on the extent to which the department prescribes the syllabus or grading practices of the instructor.

Therefore be it further resolved that the Faculty Senate reaffirms all other parts of Resolution 03-04, as well.

*<http://www.lsu.edu/senate/Resolutions.html>

Moved to discussion.

Q&A Summary:

None.

Senators moved to adjourn, many seconded.
Adjourned at 5:36 pm