

Faculty Senate Meeting Minutes
Thursday August 29, 2019
Harrison Board Room, Foundation Building



Attendance

Faculty Senate Executive Committee members present:

1. Mandi Lopez (President, Vet Med)
2. Ken McMillin (Past-President, Animal Science)
3. Joan King (Vice-President, Food Science)
4. Fabio Del Piero (Secretary, Vet Med)
5. Prosanta Chakrabarty (Member-at-Large, Biology)

Parliamentarian: Louay Mohammed

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

| | | | | | | | | |
|----|---|-------------------------------|----|---|---------------------------|----|---|-------------------------|
| 1 | X | Fereydoun Aghazadeh (ENG) | 25 | X | Marwa Hassan (ENG) | 49 | X | Maria Rethelyi (HSS) |
| 2 | X | Priscilla "Lilly" Allen (HSE) | 26 | X | Katherine Henninger (HSS) | 50 | X | Kirk Ryan (VCS) |
| 3 | X | Aly Aly (ENG) | 27 | X | Tara Houston (MDA) | 51 | X | Bhaba Sarker (ENG) |
| 4 | X | Kayanush (Kai) Aryana (AG) | 28 | | Stuart Irvine (HSS) | 52 | X | Stephen Shipman (SCI) |
| 5 | A | Michael Banks (BUS) | 29 | X | Kelli Scott Kelley (AD) | 53 | X | Shane Stadler (SCI) |
| 6 | X | Chris Barrett (HSS) | 30 | X | Yunjung Kim (HSS) | 54 | X | Kristen Stair (AG) |
| 7 | X | Inessa Bazayev (MDA) | 31 | | Roger Laine (SCI) | 55 | X | Suzanne Stauffer |
| 8 | X | Dorin Boldor (ENG) | 32 | | Elecia Lathon (HSE) | 56 | X | Jared Soileau (BUS) |
| 9 | P | Jeffrey Brooks (Law) | 33 | X | Lauren Lazaro (AG) | 57 | | Rachel Stevens (HSS) |
| 10 | X | Konstantin Busch (ENG) | 34 | P | Julia Ledet (SCI) | 58 | X | Brenton Stewart (HSE) |
| 11 | P | Cassandra Chaney (HSE) | 35 | | Vincent LiCata (SCI) | 59 | X | Judith Sylvester (MCOM) |
| 12 | X | Chantel Chauvin (HSS) | 36 | X | J. Michael Martinez | 60 | X | Matthew Vangelj (MDA) |
| 13 | X | Senlin Chen (HSE) | 37 | P | Juan Martinez (PBS) | 61 | X | Meredith Veldman (HSS) |
| 14 | X | Prosanta Chakrabarty (SCI) | 38 | X | James Matthews (SCI) | 62 | X | Nan Walker (Coast) |
| 15 | X | Jin-Woo Choi (ENG) | 39 | X | John Miles (LIB) | 63 | X | Wei-Hsung Wang (Energy) |
| 16 | X | Joe Clare (HSS) | 40 | | Mustajab Mirza (VCS) | 64 | X | Sonja Wiley (BUS) |
| 17 | X | Brett Collier (AG) | 41 | X | William Monroe (Law) | 65 | X | Cathy Williams (AG) |
| 18 | X | Brandi Conrad (HSE) | 42 | X | Carl Motsenbocker (AG) | 66 | X | Donghui Zhang (SCI) |
| 19 | A | Theda Daniels-Race (ENG) | 43 | X | Ioan Negulescu (AG) | | | |
| 20 | X | Jeff Davis (AG) | 44 | X | Robert Newman (BUS) | | | |
| 21 | | Michael Desmond (AD) | 45 | | Pius Ngandu (HSS) | | | |
| 22 | X | Levent Dirikolu (CBS) | 46 | X | Rafael Orozco (HSS) | | | |
| 23 | X | Peter Doran (SCI) | 47 | X | Megan Papesch (HSS) | | | |
| 24 | X | Edward Gibbons (HSE) | 48 | X | Tracy Quirk (Coast) | | | |

Guests:

| | | | | |
|---------------|-------------------|-----------------|--------------|------------------|
| Stacia Haynie | Emily Hatfield | Ric Simmons | Barb Dutrow | Jon Snow |
| Tyler Kearney | Arend Van Gemmert | Brian Ainsworth | Jane Cassidy | Victor Castellon |
| Kevin Cope | F. King Alexander | Matt Lee | | |

Public Comments on Agenda Items

None.

Consideration of the Minutes from April 23, 2019

Moved by Levent Dirikolu and Prosanta Chakrabarty.
 Approved unanimously with potential corrections.

State of the University – Dr. F. King Alexander, LSU President

King Alexander welcomed everyone back and indicated that Dan Layzell had a longer presentation on deferred maintenance. He wanted to share with all in attendance that LSU budget is the best it has been in the last 10 years. The previous 9 years have had tremendous cuts, and that this year the budget has held steady with a slight increase in new revenue. The Louisiana governor would like to invest more into higher education to replenish and build back cuts from previous years. The two largest issues LSU administration would like to tackle are mandated, fixed costs and salary increases. Enrollment is steady, around 6200, to last year's numbers, with a higher GPA, 3.70. ACT is about 26. The freshman class is the most diverse in LSU's history with a 30% population for minority students. It is also the largest Honors

College, first generation, and Pell Grant class. King Alexander talked about closing the gap between the underrepresented population and the traditional population attending undergraduate college. There are also more students living on campus—improving retention and graduation. The Capital Campaign over the summer reached around \$750 million—half of its goal and \$150 million ahead of where administration thought the campaign would be at this time. Academics will see more revenue from this campaign than in previous endeavors. There is around \$48 million for capital construction for the state which includes the art studios (\$16 million), Huey P. Long (\$22 million), and Ag Science (\$7 million). The monies came from the LA budget surplus. LSU administration will be working with legislators and the governor to continue these projects. King Alexander talked about the budget surplus about 10 years ago that was given back and reduced LSU's operating budget by \$1 billion. Every discussion for the last 10 years has been about cuts and LSU is negotiating to prevent history from repeating. The sales tax issue will resurface in 2025. The LSU budget approval is unique to the state where 2/3 of the votes are necessary for approval. King Alexander asking Provost Haynie for an update for LSU Online. Provost Haynie stated that LSU Online is meeting and sometimes exceeding every set target.

Q&A Summary:

Judith Sylvester

She talked about her role on the Faculty Senate Executive Committee last in interviewing candidates for the VP of Strategic Communications. She also discussed how none of the candidates were hired for the HRM position and campus safety officer. What is the status of these searches and why are we having difficulties filling these positions?

F. King Alexander

The Strategic Communications position is in its final stages.

Dan Layzell

I'll be talking about the Human Resources position as part of my presentation.

F. King Alexander

The LSU police has fewer officers because of the low pay. It's a civil service issue.

Dan Layzell

We have been able to enhance our police officers pay which has helped. The Public Safety position was a new position and from a budgetary standpoint, we determined not to go forward with filling it at this time.

F. King Alexander

It was a budget decision because we didn't have the resources to create that new position. It was a false alarm experienced at Coates, but we appreciated the staff member that noticed someone wearing a gun going into the building. The former police officer should have known better. I encourage all of you to pay attention the signs that are in each classroom for different types of emergency scenarios. There have been over 250 active shooter issues in this country already making it a national crisis. Everyone needs to stay vigilant. We are a gun-free campus.

Senator

My building was next to Coates Hall and I had a chance to interact with campus police during the situation and they were very professional and had a first-rate response.

F. King Alexander

Thank you. There will be several safety messages issued regarding the app and safety tips on campus. People need the right information. It is not a matter of it, but a matter of when. Until we address this national crisis in the appropriate way, we're going to have to worry about these things all the time.

President's Report

1. Mandi Lopez indicated the numerous administrative searches and numerous committee searches in progress
2. Faculty senate bylaw and constitution update is due and necessary—a committee will be formed
3. PS-? on unsatisfactory job performance is in progress
4. October 18 prohibition of Hazing. Protections are in place. There is a new "Greek life" chair –administrator in place. LSU President King Alexander intervened here: the report of the press that LSU disciplined more sororities than Fraternities is false since there is clear evidence in the percentages that both were examined and disciplined with the same efficacy.
5. The LSU graduate students' fees are amongst the highest in the country. LSU received a negative report in "Science". In a 24K for a research stipend (e.g. PhD salary) there are 4,500 in fees.
6. Elsevier subscriptions to change January 2020. Encouragement to share any feedback with Dean Stanley Wilder.
7. A recent tweet regarding an athletic event invitation specified that they event was not open to women. The message was removed, and the author of the message was educated. Mandi suggested that someone from TAF be on the University Council on Gender Equity.
8. The adjudication committee is in the process of being repopulated. Ken McMillin has been working tirelessly to fill seats. There are still a few vacancies.

9. Benefit advisory committee established to review, and to make inquiries and recommendations regarding, University retirement plans, health care, insurance programs, annual and sick leave, and other benefits. Resolutions for next month.
10. Committee on Committee to nominate persons to the Faculty Senate committees, ensuring appropriate adherence to committee makeup restrictions mandated by the Bylaws, and representation across colleges, as well as among sexes, races, and creeds, when not explicitly mandated. To recommend replacements when vacancies occur, using similar constraints. If interested or want to nominate a colleague, reach out to committee chair Jennifer Baumgartner.

Q&A Summary:

None.

Welcome – Dr. Stacia Haynie, Executive Vice President and Provost

Provost Haynie emphasized that the path forward for independence is controlling LSU's destiny. Resources will be wisely invested into: Recruiting and Enrollment plan. LSU is making all set goals. For example, making the goal and exceeding in some respects the incoming freshman class. Provost reemphasized the numbers and percentages about this year class expressed by the LSU President: e.g. high number of students, increased minority students. LSU will continue to implement intrusive advising. Following a survey, the #1 factor for choosing LSU for students was "the quality of the academic experience"; athletics resulted to be the last reason. "Kickoff LSU" event organized with 1500 participants. Kickoff LSU is the premiere on-campus visit opportunity for high school seniors. At this event, participants learnt about our top-ranked academic programs, interacted with world-renowned professors, and toured LSU campus and state-of-the-art facilities. New electronic software platform at LSU, EAB, to constructively target students at LSU to make sure they receive the needed information. LSU had a summit on what we do well, what can be improved. Communication with students is low. A communication audit will be done to discover ways to improve. A pilot program with UCFY, HSS, HSE, Art and Design, and AG will be testing a new communication tool. Provost Haynie emphasized that faculty need to notice struggling students and report them to the college advisor. Midterm grades are often too late which is the only current concise data point. She mentioned LSU online and thanked the faculty that are working with Sasha Thackaberry to produce the content. This fall, LSU online will be above 1,000 students—above the set goal. Several deadlines including on line undergraduate student education this October, and alignments of fee and courses objective with a summer 2021 deadline, improvement and increased connection and collaboration amongst LSU campuses. Dean searches are currently in progress. Provost Haynie will be working with the Faculty Senate Executive Committee on the search for the Dean of the Graduate School as well as input on the roadmap for faculty academic technology. Provost Haynie discussed the possibilities of cross-college sandbox degrees. The film and forensics degrees were utilized as examples. Students and especially graduate student fees will be addressed in the next future. Faculty raises are a priority of this administration.

Q&A Summary:

F. King Alexander

The LSU budget approval is structured like in some West USA locations e.g. California where 2/3 of the votes from state legislature is necessary for approval and tuition is deemed unconstitutional, so all budget shortfalls and gaps are covered by fees. We have had fee autonomy for 3 years and this is the last year. If higher education is cut and we don't have fee autonomy, LSU has no recourse at all to fill those budget holes.

Deferred Maintenance and Personnel Updates- Dr. Dan Layzell, Executive Vice President & CFO for Finance and Administration

Dan Layzell touched on deferred maintenance and the plan for addressing issues as well as key personnel updates. Deferred maintenance is postponing planned and required maintenance on facilities and equipment due to budget shortfalls. This has been a problem for the past decade. The average replacement value of 205 academic and administrative support buildings is approximately \$2.5 billion. The requirement of those facilities' current maintenance averages around \$33 million a year. We invest \$17 million a year with \$16 million of maintenance accumulating each year that adds to the deferred maintenance backlog. Other SEC peers spend around \$31 million a year. The budget deficits in the last 10 years have add an impact on operating budgets and the ability to maintain facilities. The current deferred maintenance backlog on the 205 campus facilities is \$622 million. Dan Layzell outlined the path forward for LSU maintenance. The capitol, strategic, master plan for LSU includes facilities and lowering the deferred maintenance accumulation. By 2025, the backlog will be lowered by \$517 million. The LSU administration and the legislature supports and recognizes the need. There are 30 major projects in the 5-year plan includes the Science building, the Library, Huey P. Long Fieldhouse, and Studio Arts.

Q&A Summary:

Joan King

Will the state surplus be used for deferred maintenance?

Dan Layzell

Yes. Because this surplus is "one-time money," they are obligated to fund capitol projects. LSU administration is advocating for 61% of surplus that addresses higher education deferred maintenance.

F. King Alexander

LSU has 22% of the square footage in higher education but have 61% of the deferred maintenance. LSU is older than other higher education institutions in the state.

Prosanta Chakrabarty

Does part of the discussion include accessibility?

Dan Layzell

Yes. There is an accessibility component to our master plan.

Judith Sylvester

What is the impact of LSU losing the athletic funding? Where are we losing that money? Will it impact deferred maintenance?

Dan Layzell

During the budget crisis, athletics assisted in funding LSU. Current conversations with athletics include negotiations on future funding. The current yearly \$600,000 in funding benefiting classroom facilities will remain. They will continue to pay overhead expenses. Athletic funding will decrease, but LSU needs to be self-sufficient from athletics and state funding. It will not have a negative impact on the deferred maintenance plan. Athletics will continue to partner with LSU and recognize the value of having an attractive campus and high-quality education and facilities.

Mandi Lopez

Did you want to touch on the recent and impending hires that impact the university?

Dan Layzell

The chief Human Resources Officer last spring had little to no consensus on the finalists. The level of the finalists was lacking and rather than moving forward, it was postponed and re-evaluated. The search firm did not meet the expectations and level that LSU administration was seeking. The current timeframe for finalists on campus is before Thanksgiving break with the hire starting in January.

Joan King

What about Strategic Communications?

F. King Alexander

We have a meeting tomorrow and the decision should be announced shortly.

Dan Layzell

The search for the Chief Technology Officer will begin in January.

Mandi Lopez

Can you remind us when the Public Safety Officer position will open?

Dan Layzell

It will not be this year. Perhaps next year. We are currently focusing on existing vacancies.

A New Take on LSU Research and Economic Development- Dr. Sam Bentley, Vice President for Research & Economic Development

Sam Bentley gave his background including his Interim appointment by Provost Haynie in February. There are old challenges and new directions. ORED will be an entity that serves the entire campus. There are 2 ongoing searches for Associate Vice Presidents. Support proposal development, programs to provide internal funding, assistance in identifying external revenue for research, collaboration on business development, provide vital roles in campus administration, and management of major research infrastructure are some of the roles that ORED serves on campus. Ongoing challenges are campus connections, communicating their functions and services that ORED provides with faculty and campus departments. A goal for ORED is building sponsored research in all aspects of the creative and scholarly enterprise. Dialogue and communication are key components to growth. Shared resources, ideas, knowledge, and revenue are solutions to success. Past research expenditures have been flat to declining with increased cost. ORED's objective is to reverse those trends. A request has been submitted to the Council of Research to recommend how revenue can be used to invest back into LSU faculty. Research funding impacts direct revenue, graduate education, and indirect funding for faculty. ORED's target for growth over the next 5 years is 25% in order to continue providing and improving support as an R-1 university. ORED's mission is to provide a holistic, university-wide environment in which advanced research, scholarship, creativity, and economic development can thrive and support the strategic plan.

Q&A Summary:

Senator

What does that acronym SNCSRT stand for?

Sam Bentley

The Stevenson National Center for Counterterrorism Research and Training. It's a network of organizations that provide a wide variety of applied research support for security threats.

Senator

Do they get their funding from DOD?

Sam Bentley

They have funding from the Department of Homeland Security, Department of Defense, and private contractors. They have a large funding portfolio.

Joan King

What kind of characteristics are you looking for in the Associate Vice President positions?

Sam Bentley

We are looking for consummate scholars, but most of all, we want communicators and integrators. We want individuals that communicate well and build teams.

Fabio Del Piero

How is it possible to make the campus aware of research laboratories that are available? What is guide or system for communication?

Sam Bentley

There are three things: we have a network of campus research institutes, regular meetings will be held starting in September with ORED and the directors of those institutes to share ideas, ORED will meet with the Associate Deans for Research monthly, ORED will meet with Deans of Colleges; the research tool Academic Analytics helps identify research networks will be made more readily available and can provide access to that kind of information, and innovative cross-campus meetings and communication.

Fabio Del Piero

A couple of years ago we tried to have a series of seminars involving college deans but did not continue. This initiative should last.

Sam Bentley

We need to pursue things like that. Communication is the key.

Lily Allen

What is the incentive for a faculty member like me to connect to ORED?

Sam Bentley

If you write a grant proposal, it must go through ORED. We want to elevate any proposals and scholarly performance.

Lily Allen

Is ORED tracking all research?

Sam Bentley

All research enterprise that goes through LSU is tracked by ORED. The exception would be some Foundation funding.

Peter Doran

It would be nice if ORED tracked the NSF trend of no deadlines where no proposals get submitted. Can your office track these trends?

Sam Bentley

We certainly could. The new grant management program will help with this issue.

Aly Aly

How do we control the quality of submissions? How can junior faculty be supported?

Sam Bentley

There is a mechanism for doing that. At the bottom of the submission page, there is a more detailed review option. However, you need to be working ahead of schedule to give ORED time for the detailed review.

Joan King

What is your interaction with AG and the AG Center?

Sam Bentley
It's very little.

Joan King
Have you thought about increasing the interaction?

Sam Bentley
It has been a topic for discussion for many years and has come up. There is a state law that divides LSU and the AG Center making increased interaction more difficult.

Joan King
Couldn't you just enhance interactions?

Sam Bentley
We certainly could.

Mandi Lopez
Many people are unaware of the function of the Council on Research. Can you share a brief description?

Sam Bentley
The Council on Research is a faculty advisory board nominated by the Deans of the colleges. They provide objective, external recommendations to ORED. It is an independent organization, like the Faculty Senate. It does not have representation from all LSU colleges and ORED is seeking nominations from those Deans.

Mandi Lopez
Seek out your representative and that communication should improve.

Background, Update, and Invitation: The Alexandria Summit Meetings- Dr. Kevin Cope, Past-President

Kevin Cope discussed through the formation and history of the Alexandria Summit meetings in Alexandria, LA. Around 2010, during the budget crisis, LSU Faculty Senate partnered with other faculty senates around the state. The first meeting was successful, and they continue quarterly. There are 300-350 faculty members that have attended meetings. The Alexandria Summit group assists faculty in coming to terms with state-wide problems and in some cases, nation-wide issues. The meetings also allow interaction with governing and high administrative individuals. Several meetings have featured state officials. The meetings are not limited to Faculty Senate members. Dr. Cope emphasized that the core commitment is to give a voice to colleagues in all systems. One of the purposes of the meetings is to educate on national standards and best practices for faculty governance and leadership. He outlined the meeting format which included keynote speakers, faculty and AAUP presenters. The summit meetings include breakfast and lunch. Dr. Cope invited those interested to attend the Saturday, September 28 meeting.

Q&A Summary:
None.

Old Business
None.

New Business

Election of Faculty Senate Committee Member-at-Large

Nominees

Marwa Hassan, Engineering, Construction Management
Lauren Lazaro, Agriculture, Plant, Environmental and Soil Sciences

All moved to adjourn at 5:12 pm.