

**Faculty Senate Meeting Minutes**  
**Thursday January 17, 2019**  
**Harrison Board Room, Foundation Building**



**Attendance**

*Faculty Senate Executive Committee members present:*

- |   |   |
|---|---|
| 1. Ken McMillin (President, Animal Science) | 2. Mandi Lopez (Vice-President, Vet Med)      |
| 3. Joan King (Secretary, Food Science)      | 4. Fabio Del Piero (Member-at-Large, Vet Med) |
| 5. Nan Walker (Member-at-Large, OCS)        |   |

Parliamentarian: Louay Mohammed

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

#	A	Senator Name	#	A	Senator Name	#	A	Senator Name
1		Fereydoun Aghazadeh (ENGR)	25	X	Katherine Henninger (HSS)	49	X	Laura Riggs (VET)
2	X	Kwame Agyemang (HSE)	26	X	Paul Hrycaj (LIB)	50		Tracey Rizzuto (HSE)
3	X	Priscilla "Lilly" Allen (HSE)	27		Stuart Irvine (HSS)	51		Bhaba Sarker (ENG)
4	X	Aly Aly (ENG)	28	X	Brendan Karch (HSS)	52	X	Dan Sheehy (SCI)
5	X	Kai Aryana (AG)	29	X	Kyla Kazuschyk (MDA)	53	A	Stephen Shipman
6		Michael Banks (BUS)	30	X	Kelli Scott Kelley (AD)	54	X	Gregory Sioles (MDA)
7	P	Chris Barrett (HSS)	31	X	Yunjung Kim (HSS)	55	X	Carlos Slawson (BUS)
8	X	Dorin Boldor (ENGR)	32	X	Roger Laine (SCI)	56	X	Andrew Sluyter (HSS)
9	A	Jeffrey Brooks (Law)	33	X	Elecia Lathon (HSE)	57	X	Kevin Smith (SCI)
10	X	Konstantin Busch (ENG)	34	X	Julia Ledet (SCI)	58	X	Jared Soileau (BUS)
11		Prosanta Chakrabarty (SCI)	35		Vincent LiCata (SCI)	59	P	Kristen Stair (AG)
12	P	Cassandra Chaney (HSE)	36		Juan Martinez (PBS)	60	X	Rachel Stevens (HSS)
13		Brett Collier (AG)	37	X	James Matthews (SCI)	61	X	Brenton Stewart (HSE)
14	X	Belinda Davis (HSS)	38	X	Bryan McCann (HSS)	62	P	Judith Sylvester (MCOM)
15	X	Fabio Del Piero (VCS)	39	P	Mustajab Mirza (VCS)	63		José Torres (HSS)
16	X	Charles Delzell (SCI)	40	X	William Monroe (Law)	64	X	Matthew Vangiel (MDA)
17		Michael Desmond (AD)	41	X	Carl Motsenbocker (AG)	65	X	Nan Walker (Coast)
18	X	Rodrigo Diaz (AG)	42	X	Pius Ngandu (HSS)	66	X	Sonja Wiley (BUS)
19	X	Cyndi Dicarolo (HSE)	43	X	Rafael Orozco (HSS)	67	X	Cathy Williams (AG)
20	X	Levent Dirikolu (PBS)	44		Niki Pace (Sea Grant)	68	A	Donghui Zhang (SCI)
21	X	Brooks Ellwood (SCI)	45	X	Megan Papesh (HSS)			
22		Kenny Fasching-Varner (HSE)	46	X	Tracy Quirk (Coast)			
23	X	Gregory Griffin (ENG)	47	X	Suresh Rai (ENG)			

*Guests:*

Dr. Judith Schiebout	Chelsie Bickel	Tracy Blanchard	Jonathan Sanders	Gina Costello
Lois Kuyper-Rushing	Tyler Kearney	Angelica Marino	Thomas Glenn	Jane Cassidy
Stacia Haynie	Arend Van Gemmert	Stanley Wilder	R. Vaidyanathan	Victor Castellon

**Consideration of the Minutes from November 27, 2018**

Moved by Brooks Ellwood and seconded by senator.  
 Approved unanimously with potential corrections.

Public Comments on Agenda Items

None.

President's Report

1. Ken McMillin met with a consulting firm for the Strategic Communications position. He met with the Greek Oversight Committee as well as Dr. Haynie. There is a search firm for the VP of HRM position who will be conducting the search. Vice Provost Matt Lee and Vice Provost Sasha Thackaberry met with the Faculty Senate Executive Committee regarding changes in Digital Education on information technology and policy changes needed.
2. We will have an Animal and Society Forum on Feb 26. It will be at the Vet School Auditorium. The speakers are finalized, and publicity will be sent out soon. There will be brief presentations and then open-ended questions from audience members.

3. We are re-initiating the Dean seminar on their scholarship.
4. We are having our Savings Options and Retirement seminar again as well as others.
5. At the ALFS and Faculty Summit meeting Feb 2, Board of Regents member Collis Temple will be speaking and there will be AAUP discussions.
6. Ken McMillin is looking for volunteers for the Academic Technology Task Force and Greek chapter faculty or staff advisors. The business plan by President Alexander states we are trying to increase enrollment, and retention and graduation rates as well as other areas. He explained the needs for each volunteer area.
7. The lactation room information has come out. New Orleans med school wants to expend the Parental Leave policy to crisis leave.
8. Ken McMillin mentioned the training and for accessibility online resources that are available. Faculty Senate will be devising handouts with Matt Lee's online accessibility group.
9. The adjudication committee is being formed and names will come to the Faculty Senate for approval.
10. The Admissions, Standards and Honors committee is dealing with exceptions.
11. The Faculty Senate General Education Committee name may be changed to the Integrative Learning Core committee. We are trying to reinvigorate the Faculty Senate Committees.
12. We are still determining how to fund the salary equity study. None of the entities involved have enough funding. Faculty Senate will be trying to coordinate funding.
13. We are continuing to look at reviews of Associate and Assistant Deans.
14. Dr. Cassidy is working on the Dismissal for Cause policy.

***Q&A Summary:***

Mandi Lopez

What amount of money is needed for the salary study?

Ken McMillin

About \$45,000 which includes a graduate assistant.

**Giving Day Ambassadors, Angelica Marino, Online Giving Coordinator, LSU Foundation**

She worked on planning LSU's First Giving day. This will be on April 30 which is the day the campus was dedicated in 1926 and it will be 24 hours of giving. They feel that this is an opportunity to continue building a culture of philanthropy at LSU. Donors can go online to give money. There is a campaign page for all colleges as well as other areas. They are trying to get 1860 donors in honor of the year LSU was founded. They are looking for 100 social media ambassadors. They are looking for passionate students, alumni, faculty, staff and students to advocate for giving. This could be through social media, emails, texts and calls. There are responsibilities involved. A 30-minute virtual training is needed. Join the SMA Facebook Group. Follow the Alumni Association and TAF on social media. Invite at least five tigers to participate. Use the SMA toolkit with sample content, posting timelines, and a FAQ to promote Giving Day. Sign up Jan 30 through Feb 28. Contact her at 225-578-7121 or amarino@lsufoundation.org.

***Q&A Summary:***

Senator

Where will funds go?

Angelica Marino

To unrestricted funds for each unit.

**Administrative Process Improvement Committee – Dr. Jane Cassidy, Senior Vice Provost, Office of Academic Affairs and Mr. Tyler Kearney, Associate Vice President, Finance and Administration**

They wanted to remind us that they exist and that they are a tool to use. It was started in 2015 to help staff and faculty log complaints. The committee was started with three main points: dealing with policies, processes and procedures. This has expanded to communication issues on campus including what wasn't working and employee training. There are three faculty members appointed, one person from the Executive Committee, a faculty senator, and faculty member-at-large. There is also a representative from staff senate, IT, communications and the financial side. They showed the website [www.lsu.edu/apic](http://www.lsu.edu/apic). You can submit an administrative process concern. Issues may be submitted anonymously. Once received, they will ask the subject matter experts to come to a meeting regarding the concern. When the committee is satisfied with the resolution, they will provide a response if possible. APIC keeps track of concerns. They have lots of travel concerns. Any road blocks faculty and staff are encountering can be submitted. They are getting fewer and fewer submissions, hopefully not from lack of awareness.

***Q&A Summary:***

Senator

Do you deal with LSU360 or is that a separate committee?

Tyler

They have not received any submissions about LSU360.

Jane Cassidy

They have 2 or 3 people in ITS who are trained in Faculty360.

Ken McMillin

They have students available to enter data for you if need be.

Student Advocacy and Accountability – Dr. Jonathan Sanders, Associate Dean of Students & Director

He gave his background experiences. He wants to discuss processes and procedures as well as relay their statistics. Chelsey Bickel and Tracy Blanchard were also here. They introduced themselves and their background experiences as well. They hold students accountable when they make poor choices. The students often have issues going on in their personal lives. They deal with academic misconduct and other issues. They work with transfer students issues also. The Code of Student Conduct was updated in Spring 2018. They now have an Amnesty Policy, they updated the Hazing and Coercive Behavior Policy similar to the state criminal statute. Coercive behavior is new. It was what was considered lower level hazing. They also added Student Organization misconduct is now a part of the student code of conduct. They have a Know the Code campaign this spring. It is an awareness of different parts of the code, especially during peak times of the school year. To update the code, there were five each of students, faculty and staff on the committee. The total cases were 2238 in 2017-2018. Academic misconduct and Student of Concern were on the rise. Behavioral misconduct was flat despite the high-profile incidents last year. He showed a graph by college. Chelsie talked about the process of a report. When submitting a report about a student, a meeting is scheduled with the student. The student is given an opportunity to know the charges. They decide, and the student can either accept the outcome or request a hearing. The University Hearing Panel will issue an outcome. They rely on faculty to sit on these panels and adjudicate cases and need more volunteers. The major accountability response is for disciplinary probation without restriction, 61%. The top charges are copying and use of unauthorized materials. For first violation they usually give a deferred suspension for two semesters, zero on the work and lower overall grade by one letter or fail the course. Graduate students have more severe penalties. Student records are kept for 7 years. There have been issues with GroupMe when student share information massively when they shouldn't be. Quizlets and exam cheating as well as ghost writing and online tutoring or chat features, plagiarism are some of the issues. They have a Faculty Toolkit on their website. Tracy discussed LSU Cares. They focused on student of concern issues. Looking to faculty for noticing different behaviors and reporting. This could be a student that is distressed and there can many problems such as medical issues, loss of family members, and emerging mental disorders all of which have increased. Top care cases included wellness cases, death of a family member, hospitalization and some others for example food insecurity or financial issues. They will have a revised red folder in the summer of 2019. She asked for suggestions for the red folder changes. They are aware that transfer students have different needs. They want us to make a report any time they think a student is having a problem. Academic intervention reports are different than advocacy and accountability. He sent email to anyone who submitted a report on a student to request if we want to serve on the hearing committee. An accountability advisor can assist the student. Their office is room 340 LSU Student Union, 225-578-4307.

***Q&A Summary:***

Senator

He has heard that TAs adjudicate cases unsupervised. Are faculty allowed to appeal any decisions you made?

Jonathan Sanders

They have graduate assistants to help them and all are supervised. No, faculty cannot appeal a decision. They can investigate that for future edits. If the student does not agree with the outcome, a faculty must be involved.

Senator

Have anyone requested medical amnesty?

Jonathan Sanders

They have had one or two in the medical amnesty category. They have had it from an individual and from an organization. They want students to call 911, to get help. They also recognize that that falls into their Know the Code Campaign and getting awareness of resources.

Lilly Allen

As a social worker she is interested in that their office is both the accountability and crises piece. LSU mental health is very busy. When they get a student who is suicidal, who is responding to these people? Is it a risk for your level of workload to be able to take all these cases?

Tracy Blanchard

They do not do counseling themselves. They bring them to the mental health area and connect students with resources. They are not meant for acute distress. You need to call 911 or LSU P.D. It's helpful with a report is made to connect students and help keep them connected to services. She does intervention as a licensed, professional counselor. They work with social worker faculty.

Lilly Allen

What do you tell people like her who handle their own accountability issues? Shouldn't we change the way we teach? What do you tell a skeptic? She does not always send over students.

Jonathan Sanders

They want her to send it because this could be perpetual behavior. They will also speak to the faculty about what they are seeing. They want to make sure the students have due process.

Senator

He said graduate school is a sufficient experience for mental health needs. These are concerns for graduate students as well.

Tracy Blanchard

They have a lot of groups for graduate students. They have a graduate representative on the care team as well. They have resources that students can be directed to.

Senator

There are also issues with LGBTQ+ students who feel the resources are insufficient for their unique needs. Like transfer students, this group experiences campus differently.

Jonathan Sanders

They work with Multicultural Affairs on these issues. Spectrum and other groups need to be on their agenda as well.

Tracy Blanchard

They tried to do some things to open doors there. They are requesting time and feedback to get in touch with those groups.

Ken McMillin

They publish an annual report. There is a pilot program in HHS to help freshman to understand how it is to be a college student. It helps students understand what cheating is, plagiarism is, etc. If the program is successful, it will expand to more colleges.

#### Library Serials – Stanley Wilder, Dean of LSU Libraries

He spoke about a proposal for managing Elsevier journal costs. Journal expenditures have increased 521% for major university libraries from 1986 to 2015. This not just a problem isolated to LSU, but a national and international issue. Over a ten-year period, serial expenditures doubled from 24% to 48%. This resulted in lower FTEs, equipment and programs including books. The lack of control in journal expenditures has eaten their capacity to support book-bound disciplines. The library's contract with Elsevier expires Dec 31, 2019. The cost of a one-year contract is \$2 million. There are new technologies that allow us to provide faster access to journal content. The proposal follows the model invented by Florida State University. FSU has worked out best practice techniques. They will retain subscriptions in highest use to decrease listed of subscriptions from over 1,000 to about 165; up to \$1 million cost. They will expedite delivery of articles from cancelled titles. They will reinvest saved money into improving collections and services including books. He went through an example of how it would affect our day to day work. The current process for articles not in our library is through interlibrary loan where it can be received in 24 to 48 hrs. The proposed process is almost the same, but now articles will be delivered within about 2 hrs. He wants faculty support for the proposal in the form of a resolution. FSU used this method for faculty support. They are looking for opportunities to connect with faculty, especially STEM faculty, about this proposal this semester. He wants a faculty committee to advise them and they can use the Faculty Senate Library Committee.

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

Senator

Has Florida State experienced any pushback from Elsevier about cutting that many journals? Have they increased the price on remaining journals?

Stanley Wilder

They have gone to faculty to lobby and protest this approach. It has little to almost no effect.

Randy Duran

It may be some of the top journals are available through the open access route. NIH mandates some of these articles to be out there free of charge.

Stanley Wilder

Yes, they have researched that. Any agency that does more than \$10 million in grants has an obligation to publish simultaneously or in an open access journal. Many of the ~160 subscriptions are not available by open access.

Tracy Quirk

They have specialized journals in Oceanography. Would Elsevier allow a limited access for a group of people?

Stanley Wilder

The library gets access for everyone in the university. Some journals are used by more disciplines.

Senator

He thinks ILLIAD works well.

Stanley Wilder

Part of their obligation is to accommodate an increase in volume and promise to meet any turnaround time.

Dorin Boldor

Elsevier's job is to help universities. What will stop them from increasing the price for journals if all universities do this?

Stanley Wilder

Pressure is going to increase on Elsevier. There was a journal board who left and journal and started their own open source journal.

Senator

In physics, people are moving away from costly journals to open source.

Stanley Wilder

Elsevier has a 36% profit. They receive that 36% because we give them stuff and then pay to access it.

Senator

Should we avoid Science Hub and use interlibrary loan?

Stanley Wilder

There are a small number of faculty using Sci Hub. Many of those seem to be by mistake. How can he advocate for money if the demand is not there? He needs us to help him make the case for collections at LSU.

Senator

If you carry out this experiment, will you apply it to JSTOR depositories as well?

Stanley Wilder

No. Never JSTOR. This problem is isolated to Elsevier and STEM disciplines.

Lilly Allen

You are more interested in STEM group because they fall into the 160 journals?

Stanley Wilder

Elsevier is almost entirely a STEM journal company. STEM journals cost many times more than others.

Charles Delzell

there a cost for interlibrary loans or is that covered by Elsevier? Are they aware when we use another source like interlibrary loans?

Library Staff

With the expedited proposal, there is a cost per use, but ordinary interlibrary loans do not.

Andrew Sluyter

If this is successful in every university, where will we get our interlibrary loans? No one would have any. Is that possible?

Stanley Wilder

No. The ecosystem is bigger than the few corporate STEM journal sources.

Charles Delzell

Can we join with other universities to each take a group of journals and share through interlibrary loan?

Stanley Wilder

Elsevier is a commercial publisher and deals with any size group put together. Elsevier can say no to smaller contracts.

Ken McMillin

Many professional societies are examining the costs of journal articles. Someone must absorb the costs. We need to figure out what we are willing to support.

### Old Business

None.

### New Business

#### **First Reading Resolution 19-01, “Oversight of Contract Workers and Vendors,”** *Sponsored by Faculty Senate Executive Committee*

Read by Ken McMillin

**LSU A&M Faculty Senate Resolution 19-01**  
**Oversight of Contract Workers and Vendors**  
*Sponsored by Faculty Senate Executive Committee*

**Whereas** Louisiana State University underwent many years of budget shortages, which inhibited the replacement of employees throughout campus,

**Whereas** the ranks of support staff were diminished along with those of faculty members,

**Whereas** the workload of staff was shifted or revised with contract workers and vendors hired to maintain necessary university functions,

**Whereas** LSU has policies that are expected to be followed by contract workers and vendors, particularly, but not exclusionary of tobacco use,

**Whereas** the blatant disregard of these policies by contract workers and vendors is not only disruptive to the decorum of the university, but also leads staff, faculty members, and students to believe that they also do not need to follow University policies,

**Therefore**, be it resolved that each contract or work order by the University to an outside vendor or worker specify which University employee is responsible for checking to make sure that the contracted work is completed according to the contract,

**Therefore**, be it further resolved that the responsible University employee should be present at the time that the work is completed to verify the satisfactory completion of the work,

**Therefore**, be it further resolved that for contracts of longer than a one-day period, the work must be checked daily by the responsible University employee and/or a designee and a written log of the work progress must be completed each day immediately after the work progress is checked.

Moved into discussion.

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

Senator

I do not see the reason for this.

Ken McMillin

When walking around campus contractors are standing around and there is a surcharge that is added to the costs. We expect them to do the work and sometimes it's not on time or its shoddy work. If we can get finance and administration to do something about it will help our community spirit and decorum at the university.

Senator

Is there no oversight now?

Ken McMillin

When presented to finance there was no response.

Senator

Clauses 1 to 3 and 6 make sense. He doesn't understand how 6 through 8 is relevant. The word decorum is a dangerous word and he doesn't know if LSU has a definition of decorum.

Ken McMillin

When a vendor works at LSU they must follow university policies. On decorum, we are open to any other word that expects them to follow university rules.

Lilly Allen

Certainly, people expect decorum, couldn't this be viewed as punitive to the worker themselves?

Senator

Is the purpose to prevent contractors from doing these things?

Ken McMillin

It is to get attention by the finance and administration office. There were also thoughts about what needs to be privatized vs done by LSU in relation to costs. Faculty services people are leaving for better paying jobs.

Lilly Allen

We must fight at the higher level?

Ken McMillin

Some contractors are necessary, so we need oversight.

Lilly Allen

Where does this come from? Where do we see there is no oversight, things aren't getting done and we're seeing people smoking?

Ken McMillin

Would you like me to start pointing fingers?

Randy Duran

Has staff senate weighed in on this?

Ken McMillin

He will send it to Tammy Millican if the senate votes the resolution into business.

Charles Delzell

He doesn't know what is involved in university work contracts, but at home, if something is done wrong he complains. He doesn't need a third party to tell him to complain.

Ken McMillin

We are not asking for a third party. We are asking for university employees to make sure it is done.

Lily Allen

That's not what it says. That's something different than smoking.

Ken McMillin

We are trying to be inclusive as possible with all the things vendors are doing. Looking for suggestions on different wording.

Senator

Do contracts contain a clause for following university policies?

Ken McMillin

We have been told yes.

Stacia Haynie

She had a misunderstanding about this resolution. The contracts must be followed as outlined. When there are complaints, steps are in place to address those issues. Her understanding of the resolution was because of concerns that contract workers are exhibiting inappropriate behavior. She cited an example of this. If it's we want to make work gets done, then that is different from her understanding.

Paul Hrycaj

There are two aspects to the resolution: are our policies being followed and is the work getting done. The "therefores" don't refer to the policies. Is there something that I am missing?

Ken McMillin

We can change the last line to include policies. There must be someone there to make sure they are following policy.

Staci Haynie

Is the resolution suggesting an LSU employee always needs to be on site during contract work?

Ken McMillin

The intent is to make sure the work is done. Several building coordinators have called people due to work not being completed if there is no oversight by a university employee. We want to know who is responsible for oversight.

Senator

Vendors also work during the weekends and holidays. Are you going to have someone come in and supervise them?

Lilly Allen

In a previous meeting, it was stated that there is a designee for each building. Are they the stop gap?

Ken McMillin

That would be nice if it happened, yes.

Entering Resolution into Business vote: Unanimously denied.

Stacia Haynie

When we hire a vendor, we ensure that the vendors do their job and I think the point was correct. If a vendor doesn't do a good job, then they do not hire them again. She will confirm with Finance & Administration and convey the conversation.

All moved to adjourn at 5:07 pm