

Faculty Senate Meeting Minutes
Tuesday November 27, 2018
Harrison Board Room, Foundation Building



Attendance

Faculty Senate Executive Committee members present:

- | | |
|--|---|
| 1. Mandi Lopez (Vice-President, Vet Med) | 2. Kevin Cope (Past President, English) |
| 3. Fabio Del Piero (Member-at-Large, Vet Med) | 4. Joan King (Secretary, Food Science) |
| 5. Judith Sylvester (Member-at-Large, Mass Comm) | 6. Nan Walker (Member-at-Large, OCS) |
| 7. | |

Parliamentarian: Louay Mohammed

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

| | | | | | | | | |
|----|---|-------------------------|----|---|---------------------|----|---|------------------|
| 1 | X | Fereydoun Aghazadeh | 25 | X | Katherine Henninger | 49 | X | Laura Riggs |
| 2 | | Kwame Agyemang | 26 | X | Paul Hrycaj | 50 | | Tracey Rizzuto |
| 3 | X | Priscilla "Lilly" Allen | 27 | P | Stuart Irvine | 51 | X | Bhaba Sarker |
| 4 | X | Aly Aly | 28 | X | Brendan Karch | 52 | P | Dan Sheehy |
| 5 | X | Kai Aryana | 29 | X | Kyla Kazuschyk | 53 | X | Stephen Shipman |
| 6 | | Michael Banks | 30 | | Kelli Scott Kelley | 54 | P | Gregory Sioles |
| 7 | X | Chris Barrett | 31 | X | Yunjung Kim | 55 | | Carlos Slawson |
| 8 | X | Dorin Boldor | 32 | P | Roger Laine | 56 | X | Andrew Sluyter |
| 9 | X | Jeffrey Brooks | 33 | | Elecia Lathon | 57 | | Kevin Smith |
| 10 | X | Konstantin Busch | 34 | X | Julia Ledet | 58 | | Jared Soileau |
| 11 | P | Prosanta Chakrabarty | 35 | P | Vincent LiCata | 59 | X | Kristen Stair |
| 12 | P | Cassandra Chaney | 36 | X | Juan Martinez | 60 | X | Rachel Stevens |
| 13 | P | Brett Collier | 37 | X | James Matthews | 61 | X | Brenton Stewart |
| 14 | | Belinda Davis | 38 | X | Bryan McCann | 62 | X | Judith Sylvester |
| 15 | X | Fabio Del Piero | 39 | P | Mustajab Mirza | 63 | X | José Torres |
| 16 | X | Charles Delzell | 40 | P | William Monroe | 64 | X | Matthew Vangjel |
| 17 | | Michael Desmond | 41 | P | Carl Motsenbocker | 65 | X | Nan Walker |
| 18 | X | Rodrigo Diaz | 42 | X | Pius Ngandu | 66 | X | Sonja Wiley |
| 19 | X | Cyndi Dicarlo | 43 | P | Rafael Orozco | 67 | P | Cathy Williams |
| 20 | X | Levent Dirikolu | 44 | | Niki Pace | 68 | X | Donghui Zhang |
| 21 | X | Brooks Ellwood | 45 | X | Megan Papesh | | | |
| 22 | | Kenny Fasching-Varner | 46 | X | Tracy Quirk | | | |
| 23 | | Gregory Griffin | 47 | X | Suresh Rai | | | |
| 24 | | Kristen Healy | 48 | X | Maria Rethelyi | | | |

Guests:

| | | | | |
|-------------------|-------------------|--------------|----------|----------------|
| Tom Glenn | Stacia Haynie | Jane Cassidy | Matt Lee | Brian Answorth |
| Sasha Thackaberry | Arend Van Gemmert | | | |

Consideration of the Minutes from October 22, 2018

Moved by Suresh Rai and seconded by Aly Aly.

Approved unanimously with potential corrections.

President's Report

1. Council of Faculty Advisors met at Board of Supervisors meeting Nov 2. BOS activities were outlined as agenda items such as an approved Sports Management program and a post hums degree. The main item was a supplier diversity program to help disadvantaged firms in Louisiana. Health Sciences Center had item for remodeling. Phi Kappa Psi fraternity house was approved. LSU Vet Med clinic was named.
2. Kevin Cope and Ken McMillin talked to Andrea Ballinger about IT and needs for faculty.
3. Kevin, Mandi Lopez and Ken met with Dan Layzell and Tyla Kearney about several items.
4. Two searches were ongoing, VP for Public Safety with a decision not hire any of the candidates. They hired a search firm to coordinate the HTM head search. They stressed the urgency and immediacy for more consistent procedures for administrative searches, such as the role of search committee, who is on committee, role of HRM, etc. Also, whether a public forum is needed or not. Tommy Smith agreed to see if he can help us out with costs of faculty searches vs retention. One goal is to make a case to continue to have raises. If we have data, we can look at the financial situation related to this issue. There was discussion about deductions for charitable donations being taken directly from our pay checks, like United Way. It requires Presidential approval. If 15 or more faculty members ask, then it gets considered. If the taxes come in the same level as last year our budget will remain stable.
5. Ken met with Jane Cassidy, Senior Vice Provost about several topics, including policies, retention, faculty decisions, facilities and assigning of them.
6. Ken, Kevin and Mandi met with Jose Aviles, Danny Barrow and Emmet Brown about the exceptions for admissions. In most cases they were justified. There will be an admissions exceptions committee to help staff with exception decisions. What we have done with the algorithms we set up is that students can be successful with the assistance we give them. We have changed terminology a bit.
7. The Campus Honorary Degree Committee that Jane Cassidy chairs met. Those chosen will be announced for spring commencement.
8. Ken and Stacia Haynie met with Student Government President McKenny. The Student Government passed a resolution several years ago to have a Bill of Rights. Kevin and Ken determined that a lot of what they wanted were in guidelines and policies already. Provost Haynie and Ken decided that they didn't really need a Bill of Rights that they turn it into guidelines for student and faculty to help students succeed. Students not only have the right but to attend class and be there when we return assignments. Both sides have duties, privileges and rights.
9. FSEC met with Provost Haynie for our monthly meeting about several items. One of the important items we found in PS-111 which is review of administrative officers, deans level and higher. Faculty are involved in those processes, but there is not mechanism for Associate Dean or Associate Heads for example. We also spoke about admissions exceptions.
10. Ken met with President Alexander and VP of Enrollment Management about comments Ken made to the media. In some respects we do not have the communications out of Lakeshore that we would like. It came out wrong from the media making it seem like we do not get any information from them.
11. One issue that is coming up is Moodle and what will happen to it and what will become of Moodle 3, support issues, etc.
12. Haynie and Ken spoke with Dean of Music, as comprehensive university we need more activities on campus, especially with first year students required to be on campus. FSEC, Academic affairs and School of Music will be working on this issue.
13. In Workday there is no basis for accounting of time. This will protect faculty and it will help with reporting.
14. There was a panel discussion on Intellectual Rights and Graduate Studies on Nov 14. There are legal issues due to students being both graduate students and employees of the university. Because we hired several new faculty members and graduate students find out about them, then there are personality conflicts with the professor they want to leave for the new professor. Nothing was resolved except that there are policies on graduate student rights. There is no mechanism if a faculty member tries to bully them. We have no policy on campus about bullying. Some graduate students are unfamiliar with campus and how graduate programs operate.
15. Faculty Senate sponsored an investment and retirement seminar on Nov 19. There will be another one in the spring.
16. There will be a faculty senate sponsored Animal and Society forum on Feb 26. It will be an evening event with a panel discussion.
17. We are going to re-initiate our scholarship with dean's seminars in the spring.
18. The Faculty Senate will sponsor seminars on several other topics such as Faculty Governance, Academic Freedom and Free Speech, etc.
19. The Executive Vice President and Provost candidates are interviewing and having forums on campus.
20. ALFS and Faculty Summit meeting will be Dec 1 in LSU Alexandria.
21. A consultant was hired for the Strategic Communications search and their work is underway.
22. Ken is negotiating with President Alexander about the Faculty Athletic Representative for three candidates under consideration.
23. Ken still needs some nominees for some colleges for the adjudication committee.
24. The lactation rooms are up and going and there is a map, but they are still hard to find the rooms.
25. The Parental Leave policy will require legislative changes.
26. Several policy statements and PMs are in revision for minor changes. Some of which are mandated by statutes.
27. We will be working on drafting and finalizing the Principles of Academic Freedom and Tenure.
28. Ken will be meeting with the student government president about clickers.
29. We need to have all sites be ADA compliant.
30. We are trying to re-invigorate the college policy committees and the salary equity study.

31. Ken reminded faculty to check on their student evaluations.

Q&A Summary:

Aly Aly

Regarding non-regular admission will it be like graduate student probation? Because regular and non-regular is confusing.

Ken McMillin

Because we have standards for the university for the undergraduates, those will be non-performing students to those standards.

Aly Aly

When they come in they are treated as regular students.

Ken McMillin

It will be difficult to track some benchmarks in that aspect. Enrollment management is working on that. It is not the same as graduate programs.

Stacia Haynie

The students are admitted, the BoR gives exceptions, we do not. In evaluating the criteria before the faculty, they are admitted. This year, using an algorithm, we had a prediction about every student that came to LSU to determine those that may have problems. The main issue is GPA the first semester compared to high school. We must be careful about making assumptions about students.

Ken McMillin

Hopefully most of you have received messages from your dean's office about at-risk students, due to several issues. It's up to us to help and maintain standards.

Bryan McGann

There are Graduate Student Bill of Rights on various campuses, has that come up at all? So, I guess, my question is if that came up at all and second, I would maybe urge us to consider that?

Ken McMillin

I'm going to answer your question in three parts. First, I'll talk about the intellectual rights studies panel in a minute, but this was strictly a conversation about undergraduates and because our graduate student body has not been as active in student government even though they have representatives, as the undergraduates. Quite honestly, that's why we need a stronger student government organization so that they can kind of take up their own difficulties in their own crusades.

Lilly Allen

Bullying is real thing, but there is also a predatory nature that can emerge not only with graduate students, but also junior faculty as well.

Ken McMillin

One of the power dynamics is because we were only able to hire minimal numbers of new faculty, we have a large number of full professors and low associates, but more assistant professors. There may be a handful of faculty members holding those faculty in their hands for P&T decisions. The issue is with the power dynamics, how the policies are going to work now. There are all different types of coercion, predation, and bullying that can occur at many different levels. There are problems like hostile work environments.

Julia Ledet

She spoke about the Faculty Club organization. It was incorporated in 1939. In 1937, Troy Middleton organized a committee to build the Faculty Club building. They meet most Fridays from 4:30 to 6:30. She sent an email about the dinner dance on Saturday night. The reservations for the meal closed yesterday. The dancing starts at 8 pm. They have Rock and Rouge playing. They have Don Chance playing at the TGIF on Dec 7 at 4:30 to 6:30 pm. They have a spring welcome back on January 11. They are not just a social group, they do some fund raising like for the Greater Baton Rouge Food Bank. In the past, they have raised in 1.5 hours anywhere from \$1,000 to \$10,000. She spoke with the management of the faculty club and they were thinking about doing an 80th anniversary of the building. The Food Bank supports the food pantry on campus. They do a spring crawfish boil. You can network with others across the campus.

Fereydoun Aghazadeh

Are events for members only? How are they events publicized?

Julia Ledet

It's hard to get a broadcast email through the university. We have auxiliary members as well.

Ken McMillin

What are the dues?

Julia Ledet

The dues are \$35 for new members. For renewing members its \$70 a year. Retired members are \$35 per year.

Update on Digital and Continuing Education – Dr. Sasha Thackaberry, Vice Provost

Their goal is to expand online programming and have high-quality, tier 1, learning experiences, world class public service and a sustainable and scalable model. But, it is not a world in which LSU cannot play in the space anymore. And part of that is due to more post-traditional learners coming back and needing that continual education as well as the demographic shift. They want to contribute to the economic health of the university. They have an 80-page current state analysis. LSU is towards the tail end of flagships online. We have to build several years out. Currently, they are working on infrastructure, modernizing courses and partnering with IT. Next year they are looking at program expansion and marketing. In the third year they will focus on growth and sustainability. We had a vendor called Academic Partnerships, but now insourced the marketing and minimum retention services. We currently have 8 programs that went through AP and two others that never went through AP, for a total of ten. In gathering data, they know people are coming to the website to search for online degrees but leave because we don't have them. We don't have to sell the brand of LSU, we just have to high quality experiences online. Two kinds of programs, scalable and special focus. They have a B.A. in Interdisciplinary Studies for people who didn't finish early but want to come back. It is an extension of the university mission: social and economic mobility. This is getting to students capable of success but not capable of presence on campus. Special focus programs do not have as good a return on investment. For scalable programs they have graduate degrees, post bachelor's certificates, graduate micro credentials, undergraduate degrees, undergraduate certificates, undergraduate micro credentials and just in time learning and training. In online degree planning, you do not have tons of programs, so it's easier to maintain over time. They do data analysis to determine return on investment. They are prioritizing programs that can scale and have a high need for Louisiana students. Special focus programs are initiated by the program, unlikely to scale to 2000 users, and they can support them, but in a different way. Trainings for online course development are fully online or blended. They have templates for online courses. She covered the anatomy of an online course such as books, quizzes, etc. She showed an image of an original online course template. They updated the template with hyperlinks and then revised it on Moodle. They have two versions, one for 7-week course and one for 15-week course. If you want to use it, you can, it's not required. They have concierge service for all online students. They want to build 87 courses by this time next year. They have customer service for marketing and recruitment, single point of contact and retention. They are working on traffic sources, such as blogging, social networks, email marketing, etc. They had a 99% registration yield rate. They are doing social media advertising. They have 978 students as of fall 2018. She spoke about the costs to students, which was \$29,880. There is a revenue split. They are trying to act like a startup within a university. They want to team to feel empowered.

Q&A Summary:

Bhaba Sarker

He is concerned about monitoring and quality control of the course.

Sasha Thackaberry

They have a plagiarism checker, Turnitin, they have a proctoring system. Some courses may require students to video their presentation and put it online. It depends on what you want the course to be. They will do a quality matters check on courses before they go online. There is a remote machine proctoring.

Overview of Student Athlete Academic Center – Kenneth Miles, Assistant Vice Chancellor and Executive Director of the Cox Communications Academic Center for Student Athletes

He covered the organizational chart of the center. He reports to Matt Lee. Success happens by design. The organizational structure within the center, an academic affairs unit and student affairs unit, and underlying fundamentals such as budget and technology. They have a strategic plan that involves a total team commitment. Their vision is to be the premier provider of transformative student-athlete support services. They do a lot of training for the students to be successful after graduation, such as resume writing. Their mission is help student athletes to reach their highest intellectual growth. He covered the center's four goals such as accountability, diversity, teamwork, success, service, education and integrity and to help students graduate and prepare them for life after LSU and to develop integrity and nurture their well-being. He covered GSR, NCAA Graduation Success Rate, that includes freshmen and transfers to schools on academic scholarship. In 2018, the overall student athlete GSR was 89%. Students who do not graduate within 6 years after leaving, it penalizes the GSR. He gave an example of the GSR for several sports. He also covered the federal graduation rates. For student athletes in 2018 it was 49% with the overall student rate being 64%. He stressed, again, his team in the building defines the culture. They are continuing to achieve higher results with daily assessments.

Q&A Summary:

Ken McMillin

How many student athletes do you have?

Kenneth Miles

We have over 500 student athletes, with the number fluctuating as much as 575.

Joan King

What do you do for retention of student athletes?

Kenneth Miles

Individualized academic support plans. Meetings with coaches to go over every student. They do classroom checking, progress reports. To come back they have a program called project graduation, providing they have good standing when they left, they will pay for them to come back and help them with academics as if they were still an athlete.

Senator

What is the percentage that actually come back and finish?

Kenneth Miles

The data is not necessarily broken down by the cohort. If they come back within 6 years it will be reflected in the numbers, only those on scholarship are counted. If they come back after 6 years, they are not counted.

Senator

Just in general, what are you looking to improve?

Kenneth Miles

He looks at facilities, programs and people. He evaluates everything to be proactive.

Retirement options and litigation – Dr. Kevin Cope, Faculty Senate Past President

He covered definitions of items like member contribution, normal cost, employer transfer amount, total employer contribution and unfunded accrued liability. He explained what the problem was. A vast sum of money collected from all universities is diverted to cover unfunded accrued liability. 88% of the people who that benefit from unfunded liability are in public school system. The cash flow from higher education is disproportionate. It is imposed on the ORP members, but they don't benefit from it. This causes a K-12 and high education wedge. TRSL offer less and less information over time. Faculty contribute 8% minus 0.5% fee, employer contributes 28% for a total of 36%. Only 6.2% of the employer contribution reaches employee accounts. Normal costs are set by actuaries who answer to the Governor. If TRSL did well, those outside of the plan were penalized. The impact of the UAL is a total of \$300,000,000 or more yearly, charged to higher education. Defined benefit plan persons may face insolvency in the future. We are at the low end of retirement contribution of our peers. At Michigan Tech employees received 6.2% social security and 8% match to the employees match for a total of 22.2%. There are several identifiers regarding lack of initiative from higher administration. Short terms of office, in comparison with tenured faculty members, and ultimate answerability to state officials are a couple of factors. There is a lack of choice in the ORP plan and members have no control over vendors. The ORP is managed by TRSL but are not official members and have no say in governance or representation. Higher education only has one member on the board. No other university or state has such a governance system. Our system is designed for rank and file civil service persons. There is uncertainty regarding social security. There is no supervision of the vendors which are selected by persons other than their clients, causing into question conflicts of interest. There is poor vendor customer service. He covered the litigation underway. The lawsuit addresses who is the employer of employees: LSU, LSU BoS, or the State of Louisiana. This will help determine who is responsible for the retirement plan. The lawsuit is directed at both the LSU System and TRSL. It is the ORP at the center of the problem. The lawsuit also looks at determination of whether LSU meets requirements for exemption from participation in social security. They also look at marking UAL as retirement contributions. Federal law stipulates that retirements funds marked as such cannot be allowed for some other purpose. The lawsuit also looks at whether all employees are treated equally under the constitutional takings clause of the United States Constitution. The lawsuit questions the compulsory governance with cost of the plan without representation. The status of the lawsuit is that Judge Janice Clark of the 19th Judicial State Court heard the case three to four years ago to determine merit. It was determined that it had merit and was permitted to move forward. LSU requested a dismissal of the case in front of a three-judge panel of the 19th Judicial Court. It was determined the case had merit and they did not dismiss it. The first depositions have been completed and there are more to come.

Q&A Summary:

Charles Delzell

He asked who the lawyer is and who was paying for it.

Kevin Cope

Jill Craft is the lawyer. The first couple of years it was done on a contingency basis, but now it costs money. There was a crowding funding process that reduce the amount from \$12,000 to \$6,000.

Senator

Where does President Alexander stand on this issue?

Kevin Cope

Early in his career at LSU, he supported a program to increase the employer transfer rate from 5.2% to its current 6.2%. He sold it as recruitment and retention of faculty. In the last two or three years the President's interest seems to have faded.

Andrew Sluyter

Could this also be pursued by a complaint to some federal agency, like the IRS or social security administration with the loss of social security?

Kevin Cope

Attorney Craft decided to try this in state court first before moving to the federal zone.

Old Business

Second Reading Resolution 18-02, “University Protocol for Death of an LSU Employee”, *Sponsored by Faculty Senate Executive Committee in support of Staff Senate Resolution 18-01 Implementation of University Protocol Following Death of an LSU Employee*

Read by Mandi Lopez

LSU A&M Faculty Senate Resolution 18-02
University Protocol for Death of an LSU Employee

Sponsored by Faculty Senate Executive Committee in support of Staff Senate Resolution 18-01 Implementation of University Protocol Following the Death of an LSU Employee

Whereas Louisiana State University does not currently have a standard University-wide protocol available to guide campus departments through the appropriate actions following the death of an employee,

Whereas the loss of an employee can be devastating to families and work colleagues, a standard protocol or checklist could easily guide departments through the necessary administrative actions and communications to ensure everything is handled in a sensitive, appropriate, and highly coordinated manner,

Whereas the LSU Strategic Plan 2025 recognizes the importance of creating a community in which all faculty and staff are valued for their contributions in their respective roles. This should not only include creating a culture of support for current employees following the death of a colleague, but should also recognize the contribution of the deceased employee, which can provide comfort to the loved ones of the deceased,

Whereas Louisiana State University does have a similar process in place following the death of a student with PS-63 Procedure for Notice when a Regularly Enrolled Student Dies,

Whereas universities such as University of North Carolina at Charlotte, University of Illinois at Chicago, Utah Valley University and others have similar protocol and resources in place,

Therefore, be it resolved that the LSU Administration, with adequate staff and faculty representation, develop an appropriate protocol and resources to follow when there is a death of a LSU employee.

Q&A Summary:

None.

Vote of resolution: unanimously approved.

New Business

None.

All moved to adjourn at 5:32 pm.