

LSU Faculty Senate Policy Committee Meeting
December 17, 2024
1:00 PM, Room 251 Music & Dramatic Arts Building, Louisiana State
University

Minutes

Committee Members in Attendance

Ravi Rau
Jeffrey Roland, Secretary
Jonathan Snow, Chair
Daniel Tirone

Committee Members Absent

None

Guests in Attendance

None

A regular meeting of the LSU Faculty Senate Policy Committee convened at 1:14 PM on Tuesday December 17, 2024 in room 251 of the Music & Dramatic Arts Building on the LSU campus in Baton Rouge. All four committee members were present. No guests were present. There were no public comments.

Minutes from the prior meeting on November 4, 2024 were approved.

Snow motioned to suspend the rules and add an agenda item (faculty outsourcing). Seconded by Roland. Unanimously approved.

Committee reviewed PM-23 revisions submitted by Academic Affairs. Discussion centered on addition of new series of instructional positions: Assistant Professor - Instruction, Associate Professor - Instruction, and Full Professor - Instruction. Question was raised about relation of this series to Instructor, Senior Instructor, Distinguished Instructor series. It was agreed that the latter series should be retained. If not, existing faculty in these positions without terminal degrees in their field should be grandfathered in to the new series. Additionally, it was agreed that: (i) explicitly expanding the role of Instructors to include some service work was unobjectionable (especially given that this expansion has already happened in a number of departments) and (ii) criteria for promotion through the ranks of the new series should be addressed in PS-36NT. Roland also drew attention to the problematic use of ‘academic staff’, arguing that ‘academic employee’ would serve the same purpose without encouraging the (pernicious) conflation of faculty with staff that ‘academic staff’ invites.

Committee then discussed the current state of play with respect to the Board of Supervisors revising their recent decision to allow political appointments on faculty search committees.

Committee voted to postpone discussion of Senate Committee Structure to the next meeting after motion by Tirone, seconded by Roland.

Committee then discussed faculty outsourcing concerns (item added at request of Snow). Issue raised by apparent firing of an Instructor with ADA accommodation working out of state (to be close to the site of the employee's care), in the middle of a three-year contract and without due process as required by LSU policy. Arrangement of LSU with nextSource ("Contingent Workforce Management Solutions" firm) appears to be at the heart of this episode. This arrangement, while not unmotivated, seems to have unforeseen downstream consequences which put LSU on the wrong side of its own policies. Worry was also raised about a possible slippery slope leading to LSU leveraging other employees, including regular faculty, into nextSource (or similar) contracts in the future. Committee will consider potential policy home for addressing these concerns.

Meeting adjourned at 2:54 PM following a motion by Tirone which passed unanimously.

Jeffrey Roland, Secretary