

Minutes of the January LSUS Faculty Senate Meeting

February 20, 2019

3 p.m. in the Webster Room of the UC

Present: Doug Bible, Beverly Burden, Tom Du Bose, Kevin Jones, Zsolt Lengvarszky, Jason Mackowiak, Laura McLemore, Russ Perry, Harvey Rubin, and Cheryl White

President Mackowiak called the meeting to order at 3:02 p.m. The first order of business was the approval of the minutes of the January Faculty Senate Meeting. Senator Burden moved that the minutes be approved, and Senator McLemore seconded her motion. The minutes were approved unanimously.

President's report

President Mackowiak met with the Provost about numerous items, including one-time pay-raise and faculty performance another topic. He has also met with various faculty members about some of the issues that the Senate will be discussing today. He has been looking into the matter of faculty-to-faculty harassment. He has discussed this concern with Bill Wolfe in Human Resources and will soon be discussing it with the Provost. The Policy and Personnel Committee will also be looking at existent wording pertaining to this form of harassment to see if phrasing is clear and accurate in policy statements.

Soon the President will be announcing a time for a Faculty Council meeting at which representatives of the various committees can report on their activities. He also reminded Senators that March is when we nominate people to serve as officers in the coming academic year.

Provost

Dr. Jordan told of the work being done to split the College of Business, Education, and Human Development. Department-level meetings have begun and will continue. Any change requires the approval of the Board of Supervisors.

The Provost added that any faculty who can't attend the meetings on this split may send to her any questions or concerns that they may have. She mentioned that the

Academic Council meets on February 25 and that the Noel Levitz people will be on campus tomorrow and Friday.

On the issue of having an FPR policy that is one-size-fits-all, she said that the FPR policies for various programs and departments need to be customized.

Chancellor

The Chancellor began his report by mentioning the one-time salary supplement that faculty will be getting. The supplement will not be extended to non-classified people. LSU has had a 3% raise this year. He talked of how faculty reviews are becoming very important in making decisions about such matters as raises and salary supplements. He explained the significance of the phrase “staff in good standing” might be interpreted differently in various programs and areas. He then asked if anyone had questions.

Senator Perry brought up the loss of funds for out-of-state students on line. The Chancellor replied that we don’t know for sure what the numbers will be. Senator Jones asked if there was a chance that the state will be made to provide for online students from out of state. The Chancellor said that if the legislators boost funding for K-12, perhaps they will also choose to do something for higher ed.

The Chancellor next spoke of the recent decision of the University of New Orleans to provide “instant” admission to Caddo students. He said that he had attended a meeting in the Shreveport mayor’s conference room about this development, and he then distributed to the Senate a hand-out showing comparisons between LSUS and UNO and UNO/Caddo Instant Admit Program as was understood from the media release. (See addendum to these minutes.) He spoke of the need of schools to follow the rules pertaining to such things because the Board of Regents will eventually take note of any possible violations. After some further discussion, Senator Burden as Parliamentarian made a call to order that the Senate proceed with the rest of the reports on the agenda.

Vice-Chancellor Julie Lessiter

The Vice-Chancellor reminded the Senate of what the Provost had mentioned: Noel Levitz people will be on campus tomorrow. LSUS will work on a plan with

them on recruiting and retaining students. She has also been working with folks at Global Strike and the air-force base.

She reported that this year's homecoming was great and drew much student participation. We are still working on the Strategic Plan, and the mission statement will be reviewed at the next board meeting. President Alexander is concerned about the use of the word "innovate" in the policy statement.

Things are going well with the Collaborator and with Thinking Space.

Old Business

President Mackowiak revealed that the issues about the hearing panel seem to be resolved. He said he had met with Rogers Martin to discuss the revisions of the student code of conduct.

New business

The first order of new business involved the timeline and search for the new dean of Education. Senator Burden asked the Provost about the timeline and what kind of search would be undertaken—an inside or outside one. The Provost replied that the search would be for an interim dean, someone external who had previously played a similar role elsewhere. The position would be for two years. She has lists of people with the necessary background and experience but also welcomes faculty input on this interim appointment. She reminded the Senate that we have to get approval from the Board of Supervisors before we proceed. A search firm may help us. It is hoped that someone will be in place by July 1. Senator Perry asked if the search would be internal, and the Provost replied no. Nevertheless, the input of faculty would be sought.

The second order of new business pertained to research and development proposals and grants. A faculty senate committee currently headed by Dr. BinShan Lin deals with these matters. Amanda Lewis checks the formats of the proposals, and the Chairs and Dean keep track. The question arose about what happens if the chair and/or the dean do not favor a proposal. Dr. Burden explained that a similar approach was taken by the tech fee committees: suitability of the proposals are more important than the rankings the Dean may give them. The Provost spoke up and said that this issue is a bit more complicated this year because we have money

this time that we haven't had in the past few years. Therefore, we have many more interested faculty members. She also reminded faculty that there are other sources of support for faculty research as well. A further question arose: Should Deans weigh in on their opinion of the worthiness of proposals. The committee chaired by Dr. Lin can discuss how best to involve the opinions of Deans.

The final order of new business was faculty harassment. The President has promised the Policy and Personnel Committee that he would give faculty a chance to express their concerns and thoughts on this issue. He will then bring these matters to the attention to Dr. Gary Joiner, Chair of the P&P Committee. The President asked for any thoughts on this topic. Senator Burden asked if faculty harassment could be defined. The President replied that this is precisely the problem: it is hard to define, but a faculty member brought up the issue and so it needed to be included in the agenda.

Senator McLemore wondered whether the harassment training that faculty undergo every year covered this concern. Senator Jones asked whether there was anything pertaining to this matter that needs changing. The President replied that this is the fundamental concern: Do we need to change anything pertaining to what may be seen as faculty harassment? Bill Wolfe spoke up and said that employee-employee bullying may be difficult to define, but there are mandates about maintaining professional behavior that may touch on the issue. Bullying is hard to codify. Mr. Wolfe said that he would be happy to work with P&P. The President explained that we have a code of conduct for students but not for employees, and that's why we need a dialogue about the matter.

Observations and Concerns

Senator Burden asked why so many clocks on campus did not provide the correct time. Dr. Lessiter explained that this worry had been discussed. Part of the problem is that some campus clocks are so old that they can no longer be repaired, but ways to rectify the situation are being explored.

The President reminded the Senate that elections to the Senate and for Senate officers would take place soon.

Senator Burden moved that the meeting be adjourned, and Senator McLemore seconded her motion.

The meeting was adjourned at 4:07 p.m.