

Minutes of the November LSUS Faculty Senate Meeting

November 13, 2018

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

Absent: Laura McLemore

President Mackowiak called the meeting to order at 3:04 p.m. He welcomed everyone to the meeting and asked about the approval of the minutes of the October meeting. Senator Burden moved that the minutes be approved, and Senator White seconded the motion. The senate voted unanimously to approve the minutes.

President's Report

President Mackowiak spoke of a system-wide campaign to raise funds. Senator Rubin has agreed to help with this effort, and the President will be meeting with Provost Jordan about the effort as well. The President has met with people from SUSLA, and a reception for SUSLA and LSUS will be held soon.

Provost's Report

The Provost began with some announcements. LSUS has the largest enrollment in an on-line MBA program in the nation. This MBA program is so large because it is a high-quality program at a low cost. It also sports an innovative curriculum and an accelerated format.

She referred to the President's talk about mixers involving LSUS and other schools and spoke of the need for partnerships among these various campuses. We need to increase transfer agreements, a vital concern. Psychology already has such an agreement, and biology may soon have one as well. She has met with other provosts to discuss such things as co-admissions, financial agreements, and co-sponsorship of speakers. We need to contact students who have, for whatever reason, stepped out of education for a while and reach out to them to return.

Work is underway to improve undergraduate enrollment and undergraduate programs. Trey Gibson is chairing a first-year advisory panel to investigate possible improvements and revisions of the first-year program. The Provost will be speaking of these matters at the Planning Council meeting on Friday afternoon. Other plans include revising the first-year seminar, developing strong workshops on advising, and offering more internships.

The Provost announced that five new faculty positions have been approved in the College of Arts and Sciences and new advisor positions have been approved in the other college. On-campus interviews are in progress for the director of non-profit organizations, and interviews have been completed for the position of a director of on-line programs.

Interviews are also underway for someone to help with the budget in Academic Affairs. When Provost Jordan came on board, she audited the Academic Affairs office and realized that

someone was needed to help with budgeting in AA. This person will work with Vice-Chancellor Barbie Cannon and report directly to the Provost. The person will also work closely with the accountants in the budget office.

A new activity called Popcorn with the Provost will begin soon. Vice-Chancellor Julie Lessiter suggested the name of the activity, which will provide an informal opportunity for eight to ten faculty to meet with the Provost in the afternoon. The goal is for the Provost to get to know faculty members well.

Chancellor's Report

The Chancellor is still working on allocating the \$2 million for one-time projects. To date, he has not received any suggestions from Faculty Senate about these allocations. The Deans have turned in ideas for fund-raising projects.

Saturday evening was Indian Night at LSUS, directed by Dr. Sanjay Menon. This event saw the largest attendance ever in the ballroom of the UC.

The Chancellor thanked Vice-Chancellor Cannon for the help the facility people provided after the storm last Monday night during which Bronson Hall took a lightning strike. He also praised Senator White for her work with the Spring Street Museum. He announced that the Board of Supervisors would be coming to Shreveport in January and that all the grants for the Noel Foundation have been funded.

The Chancellor then asked for questions. Senator Perry asked about the possibility of a dormitory and possible funding for a dorm project. The Chancellor remarked that a study for student housing was completed not long ago that indicated that a dorm housing from 80 to 100 students seemed the best idea. The challenge is the need for a cash flow and the 14-plus years left on the agreement with the University Courts people. The Chancellor would like to vacate the property and use it for another purpose to provide a cash flow. Then we could build more housing.

Mr. Bubba Raspberry, who sits on the LSUS Real Estate Foundation, has met with the Chancellor. One possibility for raising money is a hotel where conferences could be held.

Senator Perry asked if any of these possibilities could be fast-tracked. The Chancellor commented that lack of housing for freshmen is a deal-breaker according to the Noel Levitz people and that the matter needs to be addressed.

Report of Vice-Chancellor Julie Lessiter

Vice-Chancellor Lessiter spoke next. She said that the upcoming Pilot Preview Day would be important: it will be the largest Preview day in three years, and two-thirds of those who will be coming are prospective LSUS students.

She also commented on the visit of the Noel Levitz people. They will spend two days on campus looking at data in Shelby's conference room. Seventy percent of our students come from ten local high schools, it seems. The good news is that we are ahead of where we need to be with these ten schools, but we need to reach out to other schools and to other regions.

Applications from further afield were up last year. Again, lack of housing for freshmen presents a problem.

The mission statement and the strategic plan will be presented on Friday at the Planning Council meeting on Friday. Other projects under consideration include Global Strike, leadership training, and possible collaboration with Magnolia School, a local private school. The Veterans' Center is supposed to be finished by December 15.

Senator Perry returned to the issue of housing, and the Chancellor said that if we maintain existing housing, we shall establish freshman housing somehow within it.

Report of Vice-Chancellor Barbie Cannon

Vice-Chancellor Cannon said that she meets with the facilities people once a week. Currently about forty different projects are underway. She meets with the Chancellor and Provost every Friday morning. Test of the Hippo handles work orders and keeps track of how long jobs take and whether they are done efficiently. Accounting Services have been shorthanded lately and are doing revamps on positions. It is hoped that two new hires will soon be found.

She asked for questions. Senator Burden asked whether outside landscapers work on campus. Our workers have been doing the planting and mowing. The Chancellor spoke up and explained that outside agencies do handle three areas on campus. They are paid via alternative funds.

Development

When the President asked if anyone had a report to make on development, the Chancellor revealed that we are getting \$200,000 to set up a scholarship. This money is the result of a bequest by someone who left his entire estate to LSUS.

Old Business

The President announced that Dr. Gary Joiner was present to talk about policy changes about tenure and promotion. The first question pertained to a phrase brought up by Senator Bible about the reaction to an application by the applicant's chair: "recommendation or opposition." New wording was provided in an e-mail that the President had sent out to faculty earlier today. A chair may offer input but cannot stop the procedure of the application.

Senator Burden asked about the difference between Item 6 and Item 7, both of which involve outside reviewers. She wanted to know what the difference was between the two "sets or packages." It seems that Seven deals with everything involved, while Six consists of what the applicant considers essential and most important. Senator Jones asked about the use of the word "tally" in Item 9. It was explained that this involved simply replying to whatever issue has been brought up.

President Mackowiak and Senator Burden thanked Dr. Joiner for his work. The President moved that the changes be approved, and Senator White seconded the motion. Dr. Helen Taylor spoke up and asked if on page 3 the numbers "3 or 5" might be added before the final approval. The President agreed to this emendation, and he and Senator White repeated their motion and seconding. The Senate voted unanimously to approve the proposed changes. Senator Burden,

Senate Parliamentarian, explained that the Senate now needed to vote on the entire document. Senator Perry so moved, and Senator Burden seconded his motion. The Senate voted unanimously in favor of approving the document.

New Business

The President explained that the expectations for promotion and tenure seem to be changing, some feel, from qualitative to quantitative. Number of publications could mean different things in different departments. Some feel that the criteria seem to be headed in a “four strikes and you are out” direction. Dr. Taylor pointed out that Deans and Chairs set the expectations. The President pointed out that peer-reviewed journals do not apply to some fields, so must the number be set in stone? He mentioned that in different disciplines and departments, there was often a distinction between researchers and practitioners. Dr. Taylor explained that ideally someone coming up for tenure/promotion would sit down with chairs and discuss expectations. Also, such concerns could be addressed during the annual review. The Chancellor cautioned that we must be careful not to make abrupt changes just as one is going to through the tenure-and-promotion process. We have the opportunity here at LSUS in that we don’t have to send T&P materials down to Baton Rouge. This fact allows us to have alternatives to traditional research. Within a faculty, different people may choose different pathways. For example, arts and sciences may have separate or different criteria.

The Provost spoke out about this difference as well. She said that she recognizes the challenge of quantitative vs. qualitative methods. Different schools and different disciplines have contrasting traditions. University guidelines may be interpreted differently in different disciplines. It takes many conversations to settle such issues. Also, teaching loads enter into this question. The Provost added that, with the Senate’s recommendation, she would ask department chairs to enter this discussion. Any changes would apply to people applying for T&P next fall (Fall 2019).

The President suggested that a blanket quantitative approach could discourage people from applying for positions at LSUS. The Chancellor mentioned that deans and faculty in general should be involved in decisions about these matters. Senator White expressed her opinion that those who have labored for twenty years under certain expectations should not have those expectations changed after all that time. She also wondered about the correlation between T&P matters and FPRs/annual evaluations. The Chancellor opined that T&P/FPRs should align, but perhaps this is another issue. We need to consider this matter carefully now that, after many years, we are finally becoming able again to hire new people. Senator Bible pointed out that in Business, FPRs and T&P do align.

Observations and concerns

Senator Jones suggested that these issues of T&P and FPRs should begin to be talked about at the departmental level, especially in regard to new people. People who do write letters for applicants for T&P are often unclear about what our criteria are. Perhaps these matters could be entered as items of business at later meetings of the LSUS Faculty Senate.

Senator White moved for adjournment, and Senator DuBose seconded her motion. The President adjourned the meeting at 4:30 p.m.