



LSU Faculty Senate Meeting
 3:00 pm, Nov 29, 2023
 Dalton Woods Auditorium, Coast and Environment

Approved Minutes of the Meeting

Attendance:
Faculty Senate Executive Committee (FSEC)

P=Present
 A=Absent

Name	Position	College	Attendance
Inessa Bazayev	President	Music & Dramatic Arts	P
Mandi Lopez	Past President	Veterinary Medicine	A
Daniel Tirone	Vice President	Humanities and Social Sciences	P
Parampreet Singh	Secretary	Science	P
Kyla Kazuschyk	Member-at-Large	Music & Dramatic Arts	P
Michelle Osborn	Member-at-Large	Veterinary Medicine	P
Kevin Ringelman	Member-at-Large	Agriculture	P

Senators

Name	College	Attendance	Name	College	Attendance
Achyut Adhikari	Agriculture	A	Robert Mann	Mass Communication	A
Priscilla Allen	Human Sciences and Education	P	Paul Manthei	Human Sciences and Education	P
Kayanush Aryana	Agriculture	P	Sarah Mathews	Science	A
Scott Baldrige	Science	A	Carmela Mattza	Humanities and Social Sciences	P
Maria Bampasidou	Agriculture	A	Marcia Newcomer	Science	Alternate: Yong-Hwan Lee
John Bardes	Humanities and Social Sciences	Alternate: K. Stephen Prince	Wayne Newhauser	Science	A
Estanislado Barrera	Human Sciences and Education	Alternate: Rosalind Hudson	Michelle Osborn	Veterinary Medicine	P

Name	College	Attendance		Name	College	Attendance
Gerald Baumgartner	Engineering	Alternate: Fred Aghazadeh		Patricia Queiroz- Williams	Veterinary Medicine	A
Brett Boutwell	Music and Dramatic Arts	P		Leonard Ray	Humanities and Social Sciences	A
James Canfield	Human Sciences and Education	P		Molly Redfield	Music and Dramatic Arts	P
Yan Chen	Agriculture	P		Jeffrey Roland	Humanities and Social Sciences	Alternate: Lauren Griffin
John Church	Law Center	P		Sarah Peppin Rosser	Humanities and Social Sciences	A
Fabio Del Piero	Veterinary Medicine	A		Rosemary Peters-Hill	Humanities and Social Sciences	P
Ray Diamond	Law Center	P		Michael Russo	LSU Libraries	P
Kerry Dooley	Engineering	P		Subramaniam Sathivel	Agriculture	P
Thomas Douthat	Coast and Environment	P		Ingmar Schoegl	Engineering	P
Hallie Dozier	Agriculture	P		Edward Shihadeh	Humanities and Social Sciences	A
Mehdi Farasat	Engineering	P		Parampreet Singh	Science	P
Matthew Freeman	Humanities and Social Sciences	A		Paul Soto	Humanities and Social Sciences	P
Lisa Fultz	Agriculture	P		Brenton Stewart	Human Sciences and Education	P
Meredith Gaglio	Art and Design	A		Chao Sun	Engineering	P
Janene Grodesky	Human Sciences and Education	Alternate: Melissa Thompson		Michelle Todd	Human Sciences and Education	P
Roy Heidelberg	Business	P		Mayank Tyagi	Engineering	P
Achim Herrmann	Science	P		Jim Van Scotter	Business	A
Matthew Hiatt	Coast and Environment	P		Adriano Vatta	Veterinary Medicine	P
Ryan Hulteen	Human Sciences and Education	P		Paulo Waltrich	Engineering	P
Karim Johari	Humanities and Social Sciences	A		Cathy Williams	Agriculture	A
Kayla Kazuschyk	Music & Dramatic Arts	P		Jianan Wu	Business	A
Revati Kumar	Science	P		Yejun Wu	Human Sciences and Education	P
Tracy LeBlanc	Humanities and Social Sciences	A		Alison Zhou	Humanities and Social Sciences	P
Joseph Legoria	Business	A		Jun Zou	Art and Design	P
Kenneth Lopata	Science	P				
James Madden	Science	P				

Guests

Name	Position	Attendance	Name	Position	Attendance
Brian Ainsworth	VP, Campus Federal	P	Clay Jones	Associate VP Chief HR Officer HRM	P
Jacqueline Bach	Vice Provost	P	Ryan Landry	Asst. Vice Provost	P
Jane Cassidy	Senior Vice Provost	P	Nikki Norton	Assistant VP HRM	P
Nicollette Davis	LSU Library	P	William F. Tate IV	President	P
Arend Van Gemmert	Assoc. Dean CHSE	P	Dayton White	Staff Senate	P
Roy Haggerty	Provost	P	Craig Woolley	CIO	P

A regular meeting of the Faculty Senate convened at 3:05 pm on Nov 29, 2023, at the Dalton Woods Auditorium at the LSU campus, the President being the Chair and Secretary being present. President Bazayev announced the alternates and introduced guest speakers of the meeting which included LSU President William F. Tate IV, Vice Provost Jackie Bach, Chief Information Officer Craig Woolley and the Assistant Vice-President of HRM Nikki Norton. There were no public comments on the agenda items. The minutes of the last meeting were adopted by a vote following a motion by Tyagi.

In her report, President Bazayev discussed LSU's plans to implement parental leave for faculty and staff. She mentioned a few pranks and disruptions reported on the campus and that discussions are being held with the offices of Student Affairs and Campus Safety, Emergency Preparedness & Emergency Response. Bazayev praised collaborative efforts between ORED and HR to refine the language in job applications for citizens from "adversary" countries. She mentioned ongoing discussions with the Office of Academic Affairs on the scope of Faculty Appeals Board. Bazayev reported that Tiger Trails – Garden District route service will continue till the end of Spring semester and discussions for continued operation beyond Spring semester are ongoing with the Parking & Transportation Services. Bazayev mentioned two important meetings for all faculty in the Spring semester: Provost's Town Hall on Feb 2 at 2 pm and the Faculty Council meeting scheduled for April 22 at 3 pm. Bazayev also mentioned the extreme temperatures in some buildings. In the discussion, senators discussed efforts to increase attendance in the Faculty Council meeting and understand the scope of the Faculty Appeals Board.

Bazayev then welcomed President Tate to address the Faculty Senate. President Tate expressed pleasure to work with the leadership team of the Faculty Senate. His extensive address covered various important topics including: (i) challenges posed by the demographic cliff on the functioning of several universities across the nation and how LSU has successfully circumvented those challenges with a successful enrollment strategy in which faculty play an important role (ii) the role of faculty in success in the retention of students (iii) favorable impression about LSU and its faculty as reflected in a recent public survey (iv) recent increases in graduate student stipends (v) Louisiana's tax policy and how it affects LSU (vi) plans for new LSU library (vii) enhancing research infrastructure (viii) system wide strategic plan whose details will be available in the next semester (ix) tenure protection (x) importance of making statements

which are clear, non-nebulous and legally defensible by giving an example statement on DEI discussed for SACSOC reaccreditation process, and (xi) free speech and statements coming from the institution. In the subsequent discussion with President Tate many senators participated. They discussed better training for compliance with DEI and power-based violence and requested renewal of a relationship with a local nonprofit Sexual Trauma and Response (STAR). They also discussed details of enrollment management strategy, lack of monetary benefit for non-tenure track promotions, faculty salaries and merit raises, freedom of speech, and how LSU administration views Resolution 23-05.

The first item on the agenda was the first reading on the Resolution 23-05 “To Pursue Legislative Changes that Remove the Irrevocability of Optional Retirement Plan Enrollment” sponsored by the Faculty Senate Benefits Committee. Roy Heidelberg presented this joint resolution from Faculty and Staff Senates to allow one time exception to rejoin TRSL from ORP. In the discussion, senators asked about differences from previous such resolutions and any financial obligations. Heidelberg mentioned that since there is no fiscal note involved, the current resolution is expected to have wider support. Dooley moved to suspend the rules and vote on the resolution. Passed unanimously. The Faculty Senate then approved the resolution with a unanimous vote.

The next item on the agenda was a presentation on the Faculty Survey on Education Technology. President Bazayev welcomed Vice Provost Jackie Bach and Chief Information Officer Craig Woolley who gave a presentation with Secretary Singh. This faculty led survey is jointly designed and sponsored by the Faculty Senate, ITS and the Office of Academic Affairs. It is expected to be released in the Spring semester. In the discussion, senators discussed its scope and implementation and mentioned the need of ambassadors and Department Chairs for better response rates. Incentives are planned for survey participation.

President Bazayev then welcomed Assistant Vice President of HRM Nikki Norton who spoke on the parental leave policy for faculty and staff starting from Jan 1, 2024 reflected in upcoming revisions of PM-12 and PS-20. Leave earning faculty and staff will be eligible for 6 weeks of paid parental leave for birth, adoption or fostering of a child under the age of 18 years. There are also planned changes to the Crisis Leave Management which will allow 6 weeks of paid leave for birth and/or adoption of a child. Faculty and staff can thus be eligible for up to 12 weeks of paid leave. In the discussion, it was asked whether the policy will be affected if the incoming administration changes the Executive Order JBE 2023-18. Norton hoped for this policy to continue as it is a huge win for recruitment and retention.

The meeting was adjourned at 5 pm following a motion by Baldrige. Passed unanimously.

Respectfully Submitted,

Parampreet Singh, Secretary