

**LSUA Faculty Senate  
Minutes of a Meeting  
4 February 2020**

**Senators Present:** Prakash Ghimire, Kerry Ordes, Kent Lachney, Richard Elder, Melissa Parks, Melissa LaBorde, Carol Corbat, Melissa Whitley, Deborah Wood, Jennifer Taylor-Innerarity

**Guest:** John Rowan, Provost

**Call to Order:** Whitley called the Senate to order and established a quorum at 8:06 a.m.

**Minutes:** Elder made a motion to approve Minutes from the meeting on 21 January 2020. They were approved without change by a vote of 10-0-0.

**Provost's Report:** Rowan stated that advising would begin earlier this spring and would start on February 24<sup>th</sup>. He said schedules for summer and fall would be available 1 week before. On 10 February, he believes there will be an event for faculty and staff at Robbie G's that would consist of a bar and heavy hors d'oeuvres. Scholar Day at A is scheduled for May 1<sup>st</sup>. Rowan is expecting every department to have representation. Whitley asked him about faculty presenters and he said the day was just for student research but there may be something for faculty in the fall. Whitley asked about an item on the academic calendar that indicated Spring 3 last day of class and grades due are on the same day. Rowan said that could not be correct. Rowan informed the Senate that Michael Courson from the Registrar's office would be taking a new position of Director of Residence Life at the Oaks, which is more in line with his area of expertise. LaBorde asked about promotion and tenure decisions, and Rowan said the Chancellor's office was finalizing the memos that day and that Rowan would deliver them to faculty in person.

**President's Report:** Whitley invited Dr. Coreil to our meeting but he had a conflict today. He will attend a meeting soon.

**Old Business:** Elder moved to accept minutes from Faculty Personnel Policies Committee. Motion passed 8-0-2.

FPPC Minutes - FPPC had considered suggested revision for Policy Statements 212, 223, and 246. Innerarity, who serves on FPPC, attempted to explain some of the confusing points. She indicated the committee was concerned about a lack of consistency in policies across the LSU System campuses. She noted that LSUA's FMLA information needs to be updated and that there are not enough days of funeral leave for anyone to attend a funeral that isn't local. LaBorde mentioned that some consideration should be given to new technologies that allow faculty to deliver course content even if they are away from campus. Corbat asked Innerarity about the statements in the minutes about sabbatical leave, but Innerarity was unsure. She said the sabbatical leave policy at LSU A&M is separate from the policy on other types of leave. Elder pointed out that #7 in FPPC minutes made no sense. Lachney questioned #13 in the minutes regarding free tuition for faculty. Whitley stated faculty could take 6 hours of courses free of tuition but had to still pay fees. As some of these issues may require changes at the legislative level or LSU System level, and because LSUA's policy is woefully out of date, Corbat made a motion that the Senate forward to the Chancellor a recommendation to revise LSUA Policy Statements 212 & 223 to meet federal, state, and LSU System standards. Motion passed 10-0-0. Senate then discussed PS 246 on commencement attendance. It was noted that the Provost's title needed to be updated. Inconsistency of application of the policy was brought up as an issue. Some faculty don't attend commencement even though they have not been excused. Innerarity made a motion to update the title in PS 246 and to recommend consistent enforcement of attendance. Motion passed 10-0-0.

Chancellor's Funds – Whitley indicated there was a request to use funds to purchase t-shirts for a student organization to sell. Senate did not find this to be an appropriate use of the funds. Whitley also asked about paying student registration (\$40) for the X-ray Tech midwinter meeting at LSUA. It was less clear to the Senate if that was possible with field trip or travel funds. Whitley said she had sent a description of what was considered part of each fund category in an earlier email.

**New Business:** Elder asked to add scheduling to a future meeting scheduled.

Meeting adjourned at 9:08 a.m.

LOUISIANA STATE UNIVERSITY ALEXANDRIA

Faculty Senate

302 Mulder Hall

February 4, 2020 at 8:00 a.m.

AGENDA

- I. Determination of quorum – Call to order
- II. Approval/Revisions of Minutes (1/21/20)
- III. Report of President (see attached)
  - a. Update from Provost, Dr. Rowan
- IV. Report of Committees
  - a. FPPC Minutes from 1/21/20
- V. Agenda Business items (Old Business)
  - a. Remaining Chancellor's Funds
  - b. Dedicated meeting time
- VI. New Business
- VII. Adjournment



**DATE:** February 3, 2020

**TO:** Faculty Senate

**FROM:** Melissa Whitley, M.S.R.S., R.T.(R)  
Faculty Senate President

**RE:** President's Report

1. Invited Chancellor Coreil to come to a meeting at his convenience.

TO: Faculty Senate  
FROM: FPPC Committee  
REASON: Review of Policies 212, 246,  
DATE: January 21, 2020

After further review of Faculty Policy 212, 246, and 223, the review committee brought the following concerns to the fore-front:

1. Concerns about lack of consistency of policy statements among campuses within the LSU systems. Given that we are all one LSU, the faculty questions why each campus has different policy statements that govern administrative and other processes/procedures. Moreover, it may be wise that the FPPC suspend its revisions of LSUA Policies or at least get better guidance from LSUA administration based on this new information from the Board of Supervisors.
2. Under Sabbatical leave, the committee had difficult interpreting whether sabbatical leave is still available; if it is available, how would it be announced and, what is the condition for the granting of sabbatical leave.
3. Concerning the review and approval of faculty leave, specifically sabbatical, is the period of service prior to granting of leave under 212-VII- E, is the period of service considered when granting sabbatical leave. Concerning bereavement leave, the committee questioned whether 2 days was a fair and balanced amount of time in the case of a family death or tragedy. For example, if an employee had a family death in the United Arab Emirates, would 2 two days be enough travel time for such a long trip.
4. PS 246 should be reworded to add clarity on procedures and approval for non-attendance of commencement. The committee feels that in granting request for commencement non-attendance, should only be granted by the Provost and not have to go through the Vice-Chancellor and Student Affairs.
5. Challenges with IT that require manual entry of information. The continued use of 1980's technology hampers employee progress efficiency and accuracy and could lead to catastrophic failure.
6. Required tuition remission for LSU faculty children and spouses. Since LSU is considering granting tuition exemptions to children and spouses, LSUA should consider doing the same. Specifically, this would benefit employees not covered by TOPS.
7. Consider legislation that limits payment to out of network individuals providing services with the network facilities that are providing services.
8. Concerns for lack of family leave policy. This is and should be a high priority for faculty and LSU administration.
9. Requests that insurance should be negotiated and competitively priced. With no raises, coupled with rising insurance costs, the cost of working in the LSU system has increased substantially.
10. Review all of PS 212 where it deals with Family and Medical Leave (FMLA).
11. Properly categorizing policies to avoid overlaps and confusions in accordance with the LSU by Laws and Regulations.
12. **p.26 Sabbatical leave-** The committee agreed that it was unclear of conditions for the granting sabbatical leave. For example, the statement "sabbatical leave will normally be approved for the purpose of seeking a high degree only under circumstances." The committee agreed that criteria should be set for the granting of sabbatical leave.
13. Under Leave to Obtain Advanced Degree (Page 212-27, Section XVII), criteria for eligibility should be changed to two consecutive years of service instead of three in accordance with the LSU By Laws and Regulations.
14. Furthermore, the committee agree that the granting of sabbatical leave should not have to be approved by the President of LSU and the Board of Supervisors. This should be handled by LSUA administration.

15. Medical leave and official leave- Stay with the current LSUA policy. Consider revising funeral leave. Those who have extensive travel for this purpose should be allowed to use additional days by using sick leave. The committee agreed that 2 days was not enough time for this type of leave.
16. Stay with the current workman's comp policy.
17. The committee agreed to delete the term maternity leave and include maternity leave in the updated version of the Family and Medical Leave Act (Section 5 subsection C). Additionally, include the term surrogate under subsection C and delete #6 in subsection C.
18. It was unclear to the committee if sabbatical leave is still available and how will the availability of sabbatical leave be communicated to the faculty.