

Faculty Senate Meeting
Tuesday, April 10, 2012

The meeting was called to order at 3:05 pm in the Assembly Room of the Noel Library.

Faculty Senate Members Present: Julie Bergeron, LaWanda Blakeney, Matyas Buzgo, Emre Celebi, Amy Erickson, Trey Gibson, Chris Hale, Mary Jarzabek, Kevin Krug, Robert Leitz, Harvey Rubin, Carl Smolinski, Raymond Taylor, and Marjan Trutschl

Faculty Senate Members Absent: Mary Hawkins

Several corrections to the **minutes of March 14, 2012**, were provided by Senator Bergeron: Dr. Magner's title is Interim Vice Chancellor of Development; omissions were inserted into comments made by Dr. Raines and Dr. Trutschl. Senator Gibson approved the minutes to reflect changes. This was seconded by Senator Erickson. The minutes were unanimously approved.

President Jarzabek praised the hard work of our administrators and many others citing "good results from good people" in reference to the power outage suffered on campus during the last week of March. President Jarzabek stated, "I want to officially commend the work of the many people who kept us up and running while the buildings were dark. It gives me great pride to be a part of this family." She stated that she was impressed with the time, ingenuity, and herculean effort demonstrated by faculty and staff in order to deliver services to our students. Facility Services and the Information Technology leadership and staff worked endlessly to create a means of communication during this time between the LSUS faculty, staff, and students via campus email, webpage, and MOODLE. She thanked LSUHSC, Centenary, and Shreve Memorial Library for allowing classes to meet in their facilities. Jarzabek stated, "I'm sure there are many others who I am forgetting, but this type of community support is overwhelming."

President Jarzabek stated that with all of the heightened interest in our university with the talk of the merger, it is more important than ever that we stay informed. She praised the efforts of administration in getting the information out to us. Jarzabek said she was encouraged and enthusiastic about the new ideas for programs coming from LSUS faculty, administration, and the LSU System. She referenced the Commitment Plan proposed by the LSU System Work Group to offer additional programs to our campus. Dr. Marsala distributed this plan campus-wide the previous week.

Administrators' Reports:

Chancellor – Dr. Marsala echoed President Jarzabek's thanks to the many who helped during this catastrophic event. He discussed our budget and acknowledged that the last 5 years have been sad for all of Louisiana. Regarding the merger, he is unsure of how things stand in the legislature because it all comes down to the votes. He stated that some of our own Foundation people are spending a lot of money trying to get the merger accomplished. Dr. Marsala stated his disappointment with the misinformation being circulated concerning the merger. He said that those in favor of the merger are claiming that LSUS and LSU System administration have denied conversations to take place. Dr. Marsala stated that dates offered by the group have not been workable for the LSUS staff due to the events which led to the power outage. Dr. Marsala stated that he is in favor of open conversations.

Dr. Marsala stated that Mr. Ferrell and Dr. Sisson will discuss budget numbers. He cautioned that we don't know the real numbers yet. He asked Mr. Ferrell to speak next. Dr. Marsala stated that Mr. Ferrell will present us with the worst case scenario.

Business Affairs- Mr. Michael Ferrell, Vice Chancellor of Business Affairs, discussed the severity of the electrical problem which produced the power outage. He is hopeful that the insurance company will not view the incident as two separate events which would cause LSUS to pay two deductibles. If so, he will be seeking emergency reimbursement funds from the state. The expected bill will be about \$450,000. LSUS deductible is \$1,000 per incident.

In regards to our budget, Mr. Ferrell stated that the state is restoring part of the budget cut and making adjustments based on a formula. There is a \$146,000 loss for LSUS. Part of the misinformation circulating is that La Tech and LSUBR are the only schools that will not be losing money. He stated that this is not true; La Tech will lose 1.3 million in funding as part of next year's state funds reduction and LSUBR will lose funding too. He also stated that universities are able to submit budgets that project more income on the self-generated side based on projected growth in enrollment as all schools should budget (105 – 110%) of what they anticipate receiving in self-generated funds. He stated that four universities are showing a gain in the reallocation of state funds via "the formula," these schools are LSUBR, ULL, Grambling, and La Tech. LSUS is down on the list for amount of money lost from funds reallocated by "the formula." One institution is losing 1.4 million in the formula. Mr. Ferrell stated that the amount lost in the formula by LSUS is \$146,000. LSUS will begin the fall semester with \$380,000 less than last fall. "There is a maximum that institutions can lose, and it is 4%. Where we are now is about one million in the whole." Mr. Ferrell discussed increases in retirement costs. However, he stated that looking at new programs and enrollment, we can change things. He stated that if we had 4200 students on campus, we would be in good shape. Mr. Ferrell stated that things are still changing. The Revenue Estimating Committee has not met yet. We are also on a budget freeze and there is rumor of another budget cut. Any budget cut is difficult at this time of the year because 99% of our funds are committed.

Senator Bergeron asked Mr. Ferrell if the statement put out by the proponents of the merger were accurate: "LSUS will face a 1.5 to 2 million deficit in the fall." She asked, "Are you saying that we only have a \$380,000 deficit, not a 1.5 to 2 million deficit?" Mr. Ferrell said "No, there are a lot of things that we don't know. Right now we're probably at one million." Dr. Bergeron asked, "Do we have a plan? Will programs or faculty be cut?" Mr. Ferrell stated that he'd have to defer to the Chancellor. Dr. Marsala stated that all of these options may be possible. He reported that LSUS may need to do some restructuring, but we won't know until we know the budget. Dr. Marsala stated that those in favor of the merger paint the worst scenario for LSUS. Mr. Ferrell stated, "We aren't going to close the doors." Every school in the state will be suffering from less money coming from the state. We are becoming supported more from self-generated funds. Our money is in our students.

Senator Rubin asked what the breakeven point would be in regards to enrollment. Mike Ferrell stated that he was not sure. Senator Bergeron responded that Dr. Magner's handout from last meeting showed 3700.

President Jarzabek asked about the comment that LSUS students would bring in more funding from the state if our students were to become La Tech students after the merger. Mr. Ferrell reported that the funding is based on a wide range of things, but mostly on the type of program in which the student is enrolled. Some programs, such as engineering or nursing, cost more to deliver and receive more funding. Lecturing is low cost; labs are high cost. President Jarzabek asked where the money would come from if our students were now Tech students. Mr. Ferrell answered that it would come from other schools. There may be a recalculation, but there are only "x amount of dollars" regardless of where the students are located.

Senator Celebi inquired about the effect that an increase of tuition would be on student enrollment. Mr. Ferrell responded that it would have a negative effect.

Dr. Karen James asked about a constitution amendment to share the wealth for healthcare and higher education. It was stated that this is not currently being considered. Mr. Farrell stated, “PK – 12 is protected, not higher ed.”

Senator Gibson stated that there was a bill by Louisiana Representative John Schroder concerning the parity of tuition rates. It would allow small schools to increase their tuition at a greater rate than the Grad Act allows. Mr. Ferrell stated that he is only aware of a bill that would allow schools to charge for all hours above 12 hours but that any student who received TOPS would be exempt from the increase. He commented that students on TOPS have a 35-37% lower rate than that of their peers.

Dr. Urska Cvek questioned whether the \$146,000 cut that LSUS will face from the formula is based on LSUS meeting the requirements of the Grad Act. Dr. Sisson stated that we have met the Grad Act requirements for next year. Mr. Ferrell stated that Jim Purcell, State Commissioner of Higher Education, has said that either this session or next the Grad Act will need to be revisited because every school will have difficulty meeting requirements. Dr. Cvek inquired about the increase that La Tech will show based on an expected increased enrollment. Mr. Ferrell stated that LSUS did the same thing last year to increase its budget in FY 11-12 by \$500,000 because it “needed the play room.”

Provost – Dr. Paul Sisson stated that since LSUS has met all goals of the Grad Act for this year, we will be allowed to increase tuition. He stated that we have one of the lowest tuition rates in the state. We will be able to increase by 10%. He stated that not all universities will be able to do this. For example, he has heard that LSUE has not met their goals and will not be allowed to increase tuition. However, Dr. Sisson expressed his concern for LSUS and next year’s Grad Act goals. Some of our goals have reached institution high marks. First and third year retention targets have reached the highest level they have ever been. Our first and second year targets attained the second highest level ever. Last year was the highest. However, he is worried about goals for next year. He thanked everyone for their hard work in reaching these goals, but stated that the pressure is not going away. We need to keep working as hard as we have been. Dr. Sisson stated that most schools will have difficulty meeting their new goals. He thinks there will be a move to have the Grad Act revised.

Dr. Sisson thanked Julie Lessiter and those who assisted with the 150 page report just submitted to SACS. He stated that the use of WEAVE (the data collection program) will help the process in the future. There will be a series of meetings to review assessment data. It is important for all to keep up with inputting their data. The purpose will be to prepare for our review visit. If our interim report is acceptable, we will be getting ready for our onsite visit in 2014.

Dr. Sisson also discussed the Commitment Plan of the LSU System. It is posted on the LSUS website. He stated that there were two parts to this document. One part was devised by LSUS. This includes Letters of Intent for the Ed.D., the doctorate in Psychology, and additional master’s or baccalaureate degrees that are either already submitted for approval or will be submitted shortly. Dr. Sisson stated that he was very proud of the work that had been done on this campus. He said that now we need to wait on the action of the Board of Regents’ (BoR). He hopes that this proposal will make it through the BoR as there are 30 – 40 people in our area interested in the program. The second part of the plan involves housing LSUBR programs on our campus. For these programs, BoR approval is not needed. Therefore, these are concrete, doable programs that can begin as early as the fall. The two programs that have generated the most interest are a BS in Petroleum Engineering (focus in Natural Gas) and the BS in Construction Management. Dr. Sisson stated that there is every

reason to believe that these two programs will happen at LSUS. Dr. Sisson has met with the Dean of the College of Engineering at LSUBR, Dr. Richard Koubek. The program at LSUBR is highly rated and is unable to accept any more students on their campus. Some of their students come from the northern part of the state. These students could stay here through their second or third year and we would receive all of the revenue. Then LSUBR would either send instructors here or students would take courses online to receive instruction on courses that we don't offer. LSUS would then share revenue with Baton Rouge. The initial stages of these programs have been worked out so that the student will begin here but end up with an LSUBR degree.

Dr. Marsala interjected a comment at this point. He stated that in an article published in the Shreveport Times written by Mike Woods, a proponent of the merger, blame is placed on the LSU System for the lack of new programs. Dr. Marsala stated that the system has set the standards high. He said it is true that "we've had to jump through hoops." But Dr. Marsala emphasized that the LSU System has approved Letters of Intent that LSUS has submitted to them. Dr. Marsala plans to write a rebuttal this week to Mr. Woods' letter.

President Jarzabek inquired about the timelines for the programs and assistance to market the programs properly. She asked, "How long will LSUBR assume it will take in order for the success of the programs to be determined?" Dr. Sisson responded that Dr. Lombardi is committed to giving these programs 5 years before deciding their fate. President Jarzabek asked if LSUBR will send students here. Dr. Sisson replied in the affirmative. He said that LSUBR will be actively marketing and are not able to expand there. Senator Gibson inquired about the effect of these programs on our goals with the Grad Act. Dr. Sisson stated that although we could not count those who finished in Baton Rouge, we hope for LSUS to evolve to the point where these will be joint programs.

Dr. Sisson announced four other programs that could begin soon: Human Resource Education, Sports Administration, Master of Public Administration, and a B.S. in International Studies. He stated that Dr. Koubek will be on campus April 23rd for a day of discussions. LSUBR currently has 6 areas in their engineering program. The three of highest demand in our part of the state are software engineering, petroleum engineering, and construction management. We already have software engineering covered with our computer science degree.

Senator Blakeney asked, "Dr. Lombardi told us when he was last here that he couldn't help us. What made him change his mind?" Dr. Sisson responded that it was difficult to know what motive LSUBR or LaTech have when it comes to LSUS. He doesn't feel we need to look for altruistic motives that don't exist for either entity. He suggests that we look at which proposal is most doable and most concrete. He feels that LSUBR's proposal is substantive and the better option for us.

Mr. Riley Young, Instructor in the Criminal Justice program, asked if the engineering programs would be open to our students as well as those sent to us by LSUBR. Dr. Sisson replied that they would. Dr. Cvek asked if the students needed to meet LSUBR entrance requirements. Dr. Sisson replied that they would meet our requirements for entrance. These students would have to meet LSUBR standards for transfer.

Dr. Sisson stated that enrollment will be the biggest issue for all universities. He stated that regarding the budget, there can't be anything concrete because there is just too much unknown. As an example, he stated that budget cuts on the state level began almost as soon as he entered his current position four years ago. He said that under the worst case scenario there would be lay-offs. However, these have been part of contingency plans all along. Thankfully, LSUS did not need to implement these. He stated that the best way to avoid the worst is with enrollment. He reiterated that with 300 more students, LSUS would be in great shape.

Dr. Sisson discussed certificate programs that LSUS would be implementing soon. Eight have been proposed thus far with a few more on the way. One example is a certificate for high school teachers who want to teach

dual enrollment classes. If these individuals don't have 18 graduate hours in their discipline, this program would address that.

Dr. Trutschl asked if it were too late to try to get students admitted in the fall. Dr. Sisson replied that he will register students up until the last minute. Dr. Raines added that, technically, students can register up to the 5th day of classes.

Student Affairs – Dr. Gloria Raines, Vice Chancellor of Student Affairs, addressed the importance of student retention by sharing the following numbers for students who are currently enrolled at BPCC: 551 former LSUS students; 432 former Northwestern students; 402 former Tech Students, 140 former ULM students, and 88 former Grambling students. She emphasized that we serve a very cost sensitive population who often transfer to BPCC or SUSLA to save money, and many new freshmen choose to attend the community colleges for the same reason. She also added that students believe they can make better grades at the community colleges, so they often transfer to keep from losing their financial aid when they are in academic trouble.

In response to a faculty question, Dr. Raines stated that the number of transfer hours we accept from other colleges and universities are dictated by regional accreditation requirements more than by state law or Board of Regents regulations but that the regulations for all three are similar. Students can earn a degree from a university if they complete the last 30 hours in residence. Universities accept only 60 hours of freshman and sophomore coursework; although, students sometimes earn 80 to 90 hours of credit at a community college before transferring because they were not aware that universities can accept only 60 hours toward the degree. These students took the extra hours in hopes of saving money.

In response to a question about honors program, Dr. Raines stated that there have been numerous efforts to start an honors program at LSUS but that many students have been so concerned about maintaining their grade point averages, scholarships and financial aid that they often resist any program that might require extra work. An honors program adds prestige to the university, so she said that she would love to see one on our campus.

Dr. Raines stated that there are only a few scholarships available to currently enrolled students. These scholarships are awarded by each school with a faculty committee selecting the recipients who typically are in their senior year at LSUS. The scholarships are funded by local donors with the School of Business having the largest number of scholarships. The faculty review the academic records of each student in making their selections. Dr. Raines stated that over 50 students have accepted the new guaranteed scholarships, and that there has been a 30% increase in applications for incoming freshman scholarships. She cautioned that many students “shop” multiple universities seeking the best offer by applying for admission, accepting a scholarship, attending orientation, and registering for class with the final choice made when classes start.

Dr. Raines stated that she was pleased to see the Faculty Senate addressing enrollment and budget issues. She stated, “The more you know, the more effective you can be in representing the university.” She commended Senator Trutschl for his efforts in striving to make our students successful, and she encouraged all faculty to do what they could to help our students.

LSUS Development – Interim Vice Chancellor of Development, Dr. Johnette Magner, stated that the BOR has suspended matching Professorships. We've had two matches a year. If a donor put up \$60,000, it would be matched with \$40,000. This program has been ended. In anticipation of that, LSUS loaded up the queue with 14 Professorships. She is hoping that instead of the two we normally get, all 14 will be matched since this was the expectation of the donor at the time. We will find out

very soon if the funds will be matched. The program may go away completely, or it may become a competitive process. As of now, it is suspended.

Senator Gibson asked if it were true that the LSU System was trying to take the Foundation funds. Dr. Magner replied that on the advice of Representative Carmody, the Foundation Board of Directors has hired attorney Jerry Jones to assist in securing legislation to keep the 18 million in endowment funds in Shreveport regardless of who is running the campus (Baton Rouge, Ruston). Dean Gustavson asked if there was some way to keep the unmatched funds on our campus and direct these funds to other departments or even scholarships. Dr. Magner responded that those are our funds and will stay here, though they may not be matched. She stated that we do need to look at generating scholarship funds. We have a match for a first generation scholarship, and we will continue to pursue other funds for scholarships. Senator Leitz inquired about the status of Professorships for next year. Dr. Magner stated that a change had taken place in the funding of our professorships. In the past, LSUS could only spend from the professorship if the balance in the account was above the initial donation and the adjusted value according to the Consumer Price Index (CPI). Funds given ten years ago are worth less today due to inflation. However, the new CPI formula accounts for that and maintains present value. The change is that we can spend as long as the amount is above the initial gift, which is helpful in these turbulent markets. Dr. Magner also emphasized that the initial donations stay in place.

In a break from the agenda, **Mr. Bill Wolfe, Director of Human Resources**, was asked if the deadline for ethics training could be extended. He stated that this is a state mandate, but that due to the power outage, he will give employees an additional week to complete this.

Old Business:

a. Report from Ad Hoc Committees

- i. Legislation – President Jarzabek** stated that any legislation concerning us should have a stamp of our ideology on it. She said that the Faculty Senate called everyone to action concerning the legislation on the merger which "handed us over carte blanche" to Tech. There are new versions of that legislation being worked on with an LSUS voice. President Jarzabek encouraged all to stay informed and be involved with what was going on with the Louisiana Legislature. "You need to email your legislators and make sure that they know which way you want the vote to go."
- ii. Program and Collaboration – Senator Bergeron** reported that her committee met on March 26th. Dr. James will be meeting with Dr. Martin, Dean of Business at Centenary, to discuss possible collaborations. Dr. James also reported that Senator Gibson will be submitting a Letter of Intent on a collaborative degree, Organization and Communication. Dr. Sisson discussed the Commitment Plan from the LSU System and ways to encourage dual enrollment students to enroll as a full time student upon graduation from high school. Mrs. Wanda Huhn will examine a Math Specialist Degree and a Math certification for middle school teachers. Dr. Bergeron agreed to contact Drs. Vassar and Harris about a BA in Comparative Literature and to examine certificate programs for +30 in education. Dr. DuBose suggested an ESL program. Mrs. Tracey Burrell will help determine need in the area. Dr. Buzgo will examine Outreach Programs for Adult Education. Mr. Robert Alford will examine possible collaborations in Performing Arts.
- iii. Recruitment- Senator Gibson** – stated that his committee had decided to rename their group the Faculty Outreach Committee. The goal is for LSUS faculty to get facetime with high school students. Dr. Ruth Ray Jackson inquired about the contact person on campus for these efforts. She stated that she had spent the day at BPC. President Jarzabek stated that recruitment efforts need to be coordinated through Admissions. Senator Gibson stated that he

would like to be informed of faculty outreach efforts. Senator Bergeron mentioned the initiative by Mrs. Christianne Wojcik which strives to get presenters from LSUS to lecture to dual enrollment classrooms. President Jarzabek stated that many volunteers are needed for this event. She reminded us that these students should be interested in LSUS after high school. Senator Bergeron also reminded faculty of the Career Fair held in Bossier on Saturday. Senator Gibson added that Pilot Preview Day was this weekend also, and any help would be appreciated.

iv. Revenue – Senator Rubin stated that the committee is evaluating options and talking with people. President Jarzabek added that the committee was incorporating ideas from Julie Lessiter and working with the Vice Chancellors. Mr. Adnan Samhan, Director of Accounting Services, discussed biases of local students and peer pressure to attend other universities. He stated that we have a lot of work to do in order to increase our enrollment.

b. Report on Faculty Survey of Merger – President Jarzabek stated that the data from the survey will be sent to all. There were 91 of the 131 faculty members who responded. In response to the statement, “Please rank each [option] from 1-4 with 1 being ‘the best option’ and 4 being ‘the worst option,’” the following was reported:

- a. 67.5% felt that the merger of LSUS and LA Tech with LSUS joining the UL system was the worst option (4). 15.7% felt it was the best option (1).
- b. 38.5% felt that it was the best option (1) to grow LSUS through collaboration with other 2 and 4 year colleges...another 38.5 % ranked this as a “2”
- c. 55.6% felt that to transfer LSUS to the UL system without a merger would rank a “3”
- d. 40.2% felt that to import programs from LSU or other collaborators to LSUS would rank a “2”

i. Factors that influenced the participants choices regarding the merger were: Expanded educational offerings in higher education in Shreveport/Bossier (85.7%), protection of existing programs at LSUS (72.5%), and lack of specific merger plan included in legislative bills (71.4%).

ii. Factors that determined preferences (on a scale of 1 - 3) were: Loss of LSUS identity (2.8), increase in tuition and fees (2.6), expectation of increased travel for students/ faculty (2.5), and elimination of LSUS extracurricular activities including sports, academic organizations, etc. (2.5).

iii. President Jarzabek stated that this survey makes the choices clear- and why the choices were made. She encouraged campus-side discussions through email, etc.

- c. **Report on status of visit from Dr. Kevin Cope, Faculty Senate President from LSUBR- President Jarzabek** stated that this date has not been set yet. Dr. Cope will probably address retirement issues facing faculty and insurance issues when he comes.
- d. **FPR Review Results – Senator Erickson** stated that further analysis is still required. Once the committee has reconvened, the results will be presented.
- e. **Review cost for CLEP/Challenge Exams – Senator Trutschl** had to leave to teach a class. Motion to table by Senator Leitz. Seconded by Senator Smolinski. Motion passed unanimously. This item was tabled until May meeting.

- f. **Proposed Stipend for Instructors of Online Courses – Allen Garcie, Director of Online Learning and Instructor of Fine Arts**, stated that the Distance Learning Committee has begun conversation about providing compensation for Full Time Faculty or Adjuncts who teach online. He emphasized that this is not the "end all" but that this issue would be ongoing. The proposal is for \$1750 for an out-of-load or overload with \$10 per credit hour per student up to 35 students (\$2800). President Jarzabek stated that this would be similar to the \$2,450 for overload that we used to get. When asked if there was a difference between out-of-load and overload, Mr. Garcia responded in the negative. He also stated that if a teacher had an extremely large class, there should be additional compensation. He made reference to Senator Erikson who works with up to 300 students in a course that usually has 150 students. Mr. Garcie stated that the committee would also like to pay for mentors and reviewers in the future. This could be done if there were a minor increase in the online fee. In the future, Mr. Garcia would also like to see the university compensate departments with heavy online offerings. Senator Gibson asked if there will be compensation for coursework that is part of an inload. Mr. Garcia stated this is not in the proposal at this time due to funds, but this is something that the committee would like to do. Dr. Raines suggested that many students look for online courses and that many of the traditional campuses have as many as 1/4 of their enrollment online. Mr. Garcia states that we are growing with our online offerings and that about 1/4 of our students take an online course. Mr. John Miralles, Director of Animation and Visual Effects, asked about the success rates for online instruction. Mr. Garcia stated that he had no metrics but that much depended on the student. Senator Erickson stated that based on her experience, results are the same for online and traditional courses or slightly higher for online learning.
2. **New Business:**
- a. **Spring Faculty Council Meeting - Set Agenda/Proposed Constitutional Changes-** President Jarzabek combined these two items. She stated that the Faculty Council meeting will be April 30th at 11 AM. A constitutional amendment vote will need to be held. Notice of changes to the constitution must be issued not less than 10 days or more than 20 days before the meeting. Two amendments will eliminate student representatives from committees (student conduct board and financial aid) due to privacy issues. These changes are being made due to legal concerns about confidentiality. President Jarzabek will email the proposed changes. Dr. Stephen Banks presented two changes/additions for the Senate to consider. One dealt with the breaking of a tie, and the other dealt with inserting a timeline for an individual to respond to a reply in a grievance. Dr. Banks spoke briefly on both of these issues. He felt that ambiguity could be removed from the *Article VI, Election of Senate Officers and Article VII, Election of Senate Members* by defining the "casting of lots" as "the flip of a coin." He also discussed *Policy Statement 2 15.00, Faculty Grievance Procedure*. Once a grievance is filed by a faculty member, the dean (chair, etc.) has 7 days to give a written response. The person filing the grievance has no time constraints place upon him/her to accept the response or to notify whether or not he/she wishes to proceed to Step 2 of the procedure (notify the Personnel and Policy Committee). Thus there is the opportunity for the whole process to be left wide open. Dr. Banks proposes that a similar requirement be put in that the faculty member has 7 days to determine whether he/she will accept the written reply or move to Step 2. President Jarzabek recommended that the time period be 10 days or two work weeks. Dr. Banks stated that since he is no longer a member of the Policy and Personnel Committee, he needed to approach the Faculty Senate with this. The Policy and Personnel Committee may

debate this and report back to the Senate or administration. President Jarzabek stated that this could now be sent to the Policy and Personnel Committee with the recommendation of the Faculty Senate. Senator Taylor stated that this change would be important from a legal standpoint since the law requires that any grievance first be taken through the organization's grievance procedures before going through the judicial system. He expressed surprise that this omission existed in our policy. A motion was made by Senator Smolinski and seconded by Senator Erickson to include the constitution changes for Article VI and VII for a vote at the next Faculty Council meeting. There was no discussion. The Senate voted unanimously to present these proposed changes at the Spring meeting.

- b. **Election of 2012-13 Faculty Senate Executive Committee-** President Jarzabek held elections for officers. The constitution states that these elections should be done by ballot. Senator Bergeron moved to suspend the ballot and vote by a show of hands. Senator Gibson seconded the motion.

Nominations were taken for Secretary. Senator Bergeron nominated Senator Erickson. Senator Leitz moved that nominations be closed; seconded by Senator Gibson. No discussion; elected unanimously.

Nominations were taken for Parliamentarian. Senator Rubin nominated Senator Smolinsky. Senator Leitz moved that nominations be closed; seconded by Senator Bergeron. No discussion; elected unanimously.

Nominations were taken for Vice President. President Jarzabek nominated Senator Rubin. Senator Leitz nominated Senator Bergeron. Senator Bergeron respectfully declined. There was a move to close nominations by Senator Gibson; seconded by Senator Erickson. No discussion; elected unanimously.

Nominations were taken for President. Senator Bergeron nominated President Jarzabek for another term. Senator Gibson moved to close nominations; Senator Smolinski seconded the nomination. No discussion; elected unanimously.

Nominations were taken for two At-Large Members. Senator Smolinski nominated Senator Trutschl. Senator Leitz nominated Senator Blakeney. Senator Leitz moved to close, but the question arose as to whether the group was voting for one At Large member or both. It was decided to vote for both seats and to continue taking nominations. Senator Smolinski, Parliamentarian, suggested that a ballot be taken for these votes. Senator Erickson nominated Senator Gibson and President Jarzabek nominated Senator Bergeron. Senator Bergeron and Senator Trutschl were elected as the two At-Large members. In summary, the slate to be presented to the Faculty Council will be:

President- Mary Jarzabek
Vice President – Harvey Rubin
Secretary – Amy Erickson
Parliamentarian – Carl Smolinski
At Large Members of the Executive Committee:
Julie Bergeron and Marjan Trutschl

- c. **Faculty Senate Standing Committees-** Senator Smolinski stated that there were 13 vacancies. He will send a campus-wide email which will detail which college and schools need to fill slots. He will request that those interested and eligible respond by April 30th so

that the Faculty Senate Executive Committee could make recommendations at the May meeting. Those who are currently serving are eligible to serve again.

d. Proposed Changes to Retirement System- Rogers Martin was not able to attend this meeting. Senator Gibson moved that this item be tabled until the next meeting; seconded by President Jarzabek. There was no opposition. This item was tabled.

3. **Observations and Concerns-** There were no additional items.

Senator Butzo moved that we adjourn. Senator Krug seconded the motion. Motion passed unanimously. The meeting was adjourned at 5:13 pm.

Minutes respectfully submitted by Julie L. Bergeron, Secretary