

Faculty Senate Meeting
Thursday, May 10, 2012

The meeting was called to order at 2:04 PM in the Webster Room of the University Center.

Faculty Senate Members Present: Julie Bergeron, LaWanda Blakeney, Matyas Buzgo, Emre Celebi, Amy Erickson, Chris Hale, Mary Hawkins, Mary Jarzabek, Kevin Krug, Harvey Rubin, Carl Smolinski, and Marjan Trutschl.

Faculty Senate Members Absent: Trey Gibson, Robert Leitz, and Raymond Taylor.

After minor changes due to typographical errors, a motion was made by Senator Trutschl to approve the minutes of the April 10, 2012, meeting. This was seconded by Senator Buzgo. The minutes were unanimously approved.

President Jarzabek discussed the budget cuts and merger speculation that seems to both vacillate and consume us each day. She expressed her disappointment with the state legislation that passed with a 14-4 vote out of the Education Committee and is headed to the House. She added, ...”And yet – we here at LSU Shreveport persevere, nay, we prosper. In the face of all these dire actions and predictions...we continue to offer quality education to our community; we are hard at work to improve our programs, recruitment, our class offerings, and to answer the needs of our students.”

However, she cautioned that everyone at LSUS has to counter the “perception ‘out there’ ... that we are wasting away.” President Jarzabek stated that the dire news concerning the LSUS budget – and the budget of every other institution of higher education -is a direct result of our state’s economic problems. The positive news, she reported, is that our faculty are coming together to try to help this institution add new students, add new programs, and add new revenue. She continued, “But these efforts, herculean they may be in so short a time, cannot solve all the significant budgetary problems we face in the next 12 months. So that leads me to ask three tough questions of our Administration: First - What needs to be done? Second -What is the Administration doing? And most significantly – What can this faculty do to help you?

President Jarzabek stated that only with honest answers to these questions and exchanges of concerns and requests for assistance can we face the challenges before us. Only with a clear plan of action can this faculty assist in the preservation of this fine institution.

President Jarzabek stated, “ ‘Perception is Reality’ is a long-standing advertising concept. And our community seems to have a poor perception of us. We MUST work to change that perception!” She concluded by saying, “We, as faculty, MUST promote a CAN DO attitude both on and off campus. We must think and act with a *Yes, We Can* attitude! “

Administrators’ Reports:

Chancellor – Dr. Marsala discussed the vote for the merger in the Education Committee. Due to Dr. Lombardi’s termination the previous week, the LSU System was represented by Dr. Jenkins, the interim President of the System. However, Dr. Jenkins had not even been to work yet. The cost of the merger will be a major factor. Proponents originally said the total cost would be \$300,000. Now the figure being quoted is 1.5 million. The bill is expected before the House on Tuesday. If it passes there, it will go on the Senate side. In response to President Jarzabek’s question, “What can we do?”

He suggested that all faculty embrace the LSU System Commitment Plan. It is imperative that departments redesign programs and develop new certificate programs. Dr. Marsala discussed the difficulty in getting the true picture to the public concerning the role that the Board of Regents (BoR) has played in hampering the growth of LSUS. As an example, he stated that the MS in Biology went for two years without being put on the agenda. Dr. Marsala stated that the untruths that have come out of these hearings are most disappointing. He reported that one Senator called to ask if it were true that LSUS would not be meeting our Grad Act for this year. This is not factual.

Senator Buzgo asked if LSUS could have strong community representation at the next hearing that faced the legislature. He stated that he felt that LSUBR needed a larger presence since so much is at stake.

Dr. Marsala reiterated that he did not favor of the merger unless it was our only option and only if there was a complete plan for the merger.

Provost – Dr. Paul Sisson stated that his lesson learned from the legislative meeting on Tuesday was the need to stay positive. He expressed his thanks to Dr. Liebert and her Advising Committee for the tremendous effort which he feels, has directly impacted LSUS's ability to meet the requirements of the Grad Act. Dr. Sisson stated that LSUS was commended for its efforts in reporting data on the Grad Act.

Business Affairs- Mr. Michael Ferrell, CFO, reported that the state's decisions on how to face the 211 million deficit may be delayed until September. It could mean an 8 million loss to LSUBR (125,000 to LSUS) and a 30 million reduction in state appropriations (400,000 for LSUS). However, at the moment, we are not sure how either stands. President Jarzabek noted that the lack of solutions from the Louisiana legislature and Governor was unconscionable. She mentioned that pitting one campus against the other in the grab for funding, rather than working for revenue solutions for the LSU System, was short-sighted and dangerous.

Mr.Ferrell stated that revenue streams are not present, and there would likely be a 25/hr fee per student per credit hour.

Mr.Ferrell stated that the retirement bills were still being discussed. It is also his understanding that if the merger goes through, health insurance would continue as usual for one year before going under the new system. LSUS retirees would keep with their current insurance.

Accounting Director Adnam Samhan stated that there were inaccuracies reported in the hearing about the funds received by Nichols State University compared to LSUS. He suggested that someone from LSUS correct this misinformation. President Jarzabek requested the Mr. Ferrell send the information to her and she would pass it on.

Dean David Gustavson, who was present in Baton Rouge on Tuesday's hearing, stated that he was amazed at how individuals were able to present misinformation without being asked to substantiate their claims. He stated, "I was amazed that much was not questioned."

Student Affairs, Vice Chancellor Dr. Gloria Raines, stated that she feared the BoR was pushing high school students too far too fast. "There are not enough community colleges to hold them all." She stated that LSUS has 860 new freshmen applications of which 30% were African Americans. She mentioned that Eva Klein stated that this is a group that we don't serve. Dr. Raines stated that there is usually a 67% rate of acceptance. She stated that 10 students had been given a full scholarship with the others receiving between \$1,500 to 1,000 per semester. Many of our students will be on financial aid. However, she stated that with the phenomenal default rate there would be tougher restrictions for

students. She, too, emphasized the need to portray a positive attitude when visiting with students. She stated that the perception in the public is that LSUS is hard. “We need to get the word out that students can succeed and that faculty will help them.” Dr. Raines stated that there are two myths: LSUS needs more international and/or out of state students, and LSUS needs to offer specific programs. Dr. Raines discussed the international brokers with questionable integrity. She stated that these students are always looking for scholarships and all schools are fighting for a diminished field of students.

President Jarzabek asked if we are able to populate summer online courses now. Scott Harwick of IT told her that she would not be able to update MOODLE until Spring grades were in, but she could email students via myLSUS.

LSUS Development, interim director, Vice Chancellor Johnette Magner, reported on two items. First, she just returned from the Caddo Magnet Senior Assembly. She stated that many graduates have pledged their intentions to attend LSUS. She also stated that the LSUS Foundation was being added by Jerry Jones and Senator Carmody in their efforts to make certain that funds earmarked for Shreveport remain in Shreveport.

Senator Bergeron asked if the help of those two individuals was not seen as a conflict of interest since both are publicly endorsing the merger with La Tech. Dr. Magner stated that she views these as two separate issues.

Old Business

- a. Report on vote on Constitutional Changes- President Jarzabek stated that the changes would be incorporated into the constitution and uploaded on the website.
- b. Review cost for CLEP/Challenge Exams – Senator Trutschl discussed the manner in which LSUBR charges for testing as an independent study (at a rate per credit hour). He also stated that UT Austin requires a score of 90% for passing. Senator Bergeron and Senator Erickson offered to work with Senator Trutschl. Moved by Senator Hawkins and seconded by Senator Krug, the Faculty Senate approved a motion to hear recommendations from these senators at the fall meeting.
- c. Approval of Faculty Senate Committee Members– Senator Smolinski provided the following list:

Admissions and Standards:

Education: Deborah Williams, Sciences: Wanda Huhn

Courses and Curricula:

Education: Larry Garrison; Human Sciences: Katherine Wickstrom

Faculty Research and Development

Education: Cay Evans; Liberal Arts: Megan Conway

Instruction and Professional Development

Human Sciences: Jesse DeMello; Library; Business: Mike Brendler;

Education: Cathy Singletary; Human Sciences: Jim Evans

Board of Student Conduct

Human Sciences: Jeff Lawley; Sciences: Gary Boucher

An election still needs to be held to fill the position on the Policy and Personnel Committee from Human Sciences (currently held by Mary Lusk.)

- d. FPR Review – Senator Erickson

40/129 faculty members responded to the FPR Review Survey, which represents 31% of the faculty. Responses dealt to Teaching and Advising. In regards to **Teaching**:

- 82% of respondents want the SRTE in the FPR.

- Regardless of class size, 70% of respondents suggested that a certain percentage of a class must respond to use the SRTE in the teaching score.
- 76% said that the SRTE should be used even if there are <5 student responses for small class sizes.
- There needs to be a way to improve response rate (i.e. use class time, conduct it on paper).
- Teaching should be evaluated in multiple ways. This should include SRTE scores but also should include peer and supervisor review.
- Faculty should be awarded points not just based on the total teaching load but also on the number of preps they have.
- There should be some consequence for not conducting the SRTE regardless of whether faculty are tenured or not. For instance, those who fail to conduct the assessment could receive a zero on that portion of the teaching score.

In regards to **Advising:**

- 58% of respondents suggest leaving advising under the service category of the FPR. According to LSU System guidelines, we are evaluated in 3 areas (teaching, research, service).
- It must be made clear to faculty members HOW they will be evaluated as far as advising is concerned and WHAT percent of a given category the score will represent. Some suggestions about how advising can be evaluated include the student survey, use of new advising tools, the number of advisees (i.e. categories such as 0-10, 11-20), participation in advising workshops, and assessment of quality by supervisors. We also must be mindful that there is significant variation in the number of advisees that faculty members have, which may lead to variation in quality of advising.
- Previously, student satisfaction with advising has been on average 11%. The student survey has been a pre-requisite for registration, and thus, students may have filled out the survey as quickly as possible and not taken it seriously. The survey is no longer linked to registration and now stands alone in Moodle. What was this based on specifically? If the survey is to be used, we will need to increase the response rate.
- Faculty members should not be held accountable for student failure to participate in advising or the student survey. The importance of advising and students' personal responsibility must be stressed.

In general, responses from the survey also included the following:

- Faculty members need to be informed why the FPR is important (i.e. promotion, tenure, raises if they come up, SACS requirements). A protocol should be established as to how money will be awarded should money become available for raises - i.e. will raises be given across the board or based on merit? If merit-based, it may be advisable to use an average of multiple years versus that of the current year.
- Individual faculty scores should be placed in the context of what faculty members earn on average in departments, colleges, and university wide, so they have some basis for comparison.
- Individual colleges should create standing committees to review the FPR as it pertains to their own requirements and methods of assessment. For instance, points awarded for research activities need to be readjusted to reflect quality of research and time investment, and the definition of scholarship in the humanities should be reevaluated.
- If the total amount of points that can be earned on individual sections of the FPR is capped (i.e. you can only earn 20/100 points on service), faculty members do not have incentive for becoming more involved, nor is all of the work they do being taken into consideration in their evaluation when being rated against other faculty members. If raises should become available or if awards are given, faculty members who have the higher scores in each category but

lower absolute scores (i.e. they max scores out BUT do not exceed the max in terms of work) could receive awards instead of faculty members who may not have maxed out each score but have done far more than max in at least one of the other areas.

- FPRs should be returned in a timely fashion so that faculty members can make adjustments during the next academic year in response to the previous year's FPR. All faculty members should be evaluated every year and if there is some delay, evaluations should be completed as soon as possible so that faculty members know how to improve and so that they are protected in the event their work ethic is questioned.
- Department chairs are often unaware of how much work faculty members contribute to individual committees or how often they attend meetings; thus, an assessment from committee chairs would help.

Dr. Sisson agreed to accept the report on the FPR study. He will meet with the deans during the summer to discuss the findings.

- e. Retirement System Changes - Mr. Bill Wolfe, Director of Human Services, told the group that he would continue sending out updates via email. He reported that two of the three bills regarding retirement had been delayed. The first bill extends the final average of income from 3 to 5 years. This will be phased in month by month. The delayed bills include the bill which moves retirement to age 67. This will be based on current conditions and service. The last bill involves employee contributions. They will probably be 8 – 10% and will be phased in as well.
- f. Report from Ad Hoc Committees
 - i. Legislation – President Jarzabek stated that these items had been covered already in the meeting (Dr. Marsala, Mr. Wolfe)
 - ii. Program and Collaboration – Senator Bergeron reported that her committee was made up of Robert Alford, Tracey Burrell, Matyas Buzgo, Tom DuBose, Wanda Huhn, Karen James, Sibylle Mabry; Paul Sisson serves as ex-officio. The committee learned of programs that LSUBR has committed to send to our campus. Two engineering programs (**petroleum engineering** and **construction management**) are set to begin here in Shreveport this fall. Students will begin classes on campus as our students, but they will be considered LSUBR students when the upper level courses are offered here through LSUBR. Plans are also underway to begin a **Human Resource and Leadership Development** program at LSUS in the fall. Members worked independently and with colleagues to assist in the development of additional programs on campus. The following developments are reported:
 - An **Honors Program in the School of Humanities and Social Studies** will begin in the fall semester. (Linda Webster, Elizabeth Liebert)
 - The Letter of Intent for an **Organization and Communication** degree has been submitted. This should help fill the void created by the Speech Major program lost by the Communication Dept. (Trey Gibson)
 - The Letter of Intent for the **Ed.D.** (Doctor of Education in Learning and Leadership) has been approved by the LSU System and the Board of Regents (BoR). The intent to include this program on our campus has been submitted to SACS. Committees are currently working to address issues submitted by the BoR and to implement the program by Fall 2014. (Graduate Education- Julie Bergeron, Ruth Jackson, Larry Garrison)
 - A Letter of Intent has been sent to the LSU System for a **doctorate in psychology**. (Kevin Jones)
 - A Letter of Intent for a **History** degree and **Criminal Justice** degree have been submitted to our campus administration. (Bernadette Palombo/Chris Hale)

- A Letter of Intent is in the works for a **Nursing** degree, both a fast-track BSN and an LPN to BSN. A health informatics track will be included. These classes will be delivered through distance learning. (Tisha Samhan)
- **Certificate programs** will be added in Hospitality Management, Forensic Accounting, Accounting, Business Analyst Transportation Policy, Operations and Logistics, Energy Management, Health Informatics, and Secondary Content for Teachers (Math, Science, English, and Social Studies).

Discussion continued on the certification programs. President Jarzabek expressed an interest in developing a certificate program for TV production. She inquired about requirements. Dr. Sisson stated that there was a great deal of flexibility with these programs. There was BoR guidance on their website. Dr. Gustavson reported that these programs were aimed at enhancing or advancing training in a given area. Allen Garcie reminded the group that a 100% online certificate program was available for non-profit work. Dr. Raines inquired about the possibility of having a certificate program for accounting. Dr. Smolinski replied that due to the accrediting agency, there would probably need to be a non-credit course for certification purposes. The coursework that prepares one for the accounting tests is too rigorous.

The following programs are currently under study by the group:

- A **collaboration** of major specific degrees, such as management, marketing, accounting, or finance with Centenary (Karen James)
- A **Math Specialist Degree** and/or math certification for middle school teachers (Wanda Huhn)
- **BA in Comparative Literature** with a focus on English, French, or Spanish to offset the loss of our French and Spanish programs. (Terry Harris/John S.Vassar)
- Graduate education programs for teachers to take advantage of +30 pay increases. (Julie Bergeron)
- An **ESL Program** (Tom DuBose and Tracey Burrell)
- **Outreach Programs for Adult Education** such as Writer Groups and Film Groups (Matyas Buzgo)
- Collaborations within Shreveport/Bossier community for a **Performing Arts** degree (Robert Alford)
- **Creation of a degree** with components of critical thinking and creativity such as a marketing focus which also includes elements typical to psychology programs (Sibylle Mabry)
- Revenue – Senator Rubin discussed work with Dr. Erickson to develop brochures and work with Dr. Magner in the Development office.
- **Faculty Outreach Committee Report**- Senator Gibson. The following are members of this committee. Rocke Musgraves, Kyle Pierce, Tim Shaughnessy, Riley Young, Rhonda Failey, Kui Chen, Dr. Paul Sisson, Christianne Wojcik, and SGA Vice-president Cody King. The following activities have occurred:
 - “72 classrooms 72 hours” focused on the 950 dual enrollment students in the LSUS system. Phase I began between April 18 and April 30. Our faculty visited 17 classrooms in Caddo, Bossier, and Desoto Parishes, volunteering as guest lecturers. We collected 258 contact cards from students interested in LSUS. Phase II will begin shortly when we will begin following up by distributing to key faculty members in our various departments and degree programs. All of this was planned very quickly, and faculty were given less than 2 weeks’ notice to try and schedule a classroom visit. We have received excellent feedback from the high school teachers, and we have been asked to set this up for the fall, when more high school classrooms will be able to schedule.

- The committee had a very highly productive meeting with recruitment and admissions staff identifying strengths and weaknesses. Promises were made to share information. All 258 contacts made from 72/72 will be provided to Admissions and they will be providing us with names, interest areas, and contact information so faculty can personally sell their programs. Of important note, the admissions staff were very interested in the “Bragging” list started. All are encouraged to put together a briefing of their programs that sell their “product”. Additionally, the admissions staff would like to be invited to a scheduled meeting where each department help train them on the product that they are selling.
 - In the fall, the dual enrollment program will expand into 5 new high schools: Mansfield High, Stanley High, Logansport High, Huntington High, and Booker T. Washington High. This will bring our count of contact schools to 18, including Magnet, Shreve, Byrd, Loyola, Southwood, Woodlawn, Caddo Career and Technology, Bossier, Benton, Haughton, Parkway, Airline, and North Desoto High Schools. This is our target audience—local, highly qualified and motivated students. We look forward to reorganizing our efforts and beginning again in September.
 - The committee also plans to expand its efforts into SUSLA and BPCC and non-dual enrollment classrooms.
2. New Business. There was no new business brought to the meeting.
3. Observations and Concerns:
- Dr. Blakeney stated that it was brought to her attention that the LSUS id cards for faculty does not state “Faculty.” She said that this is a problem when faculty visit other university libraries. Dr. Raines agreed to examine this problem.
 - Senator Trutschl issued a handout which showed banners on display at UMass Lowell in Boston. He suggested that LSUS develop something similar. President Jarzabek suggested he submit a formal report with his specific suggestions at the fall meeting.

There was no further business. Senator Buzgo moved that the meeting be adjourned. This was seconded by Senator Krug. The motion passed unanimously. The meeting was adjourned at 3:58 pm.

Minutes respectfully submitted by Julie Bergeron.