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Faculty Senate Meeting Minutes September 20, 2018

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Faculty Senate Meeting Minutes
Thursday September 20, 2018
Harrison Board Room, Foundation Building
Attendance

Faculty Senate Executive Committee members present:

1. Ken McMillin (President, Animal Science)
2. Kevin Cope (Past President, English)
3. Mandi Lopez (Vice-President, Vet Med)
4. Joan King (Secretary, Food Science)
5. Judith Sylvester (Member-at-Large, Mass Communications)
6. Nan Walker (Member-at-Large, Oceanography & Coastal Sciences)

Parliamentarian: Louay Mohammed

Senators present (X = Present; A = Alternate; P = Proxy):

#		Name	#		Name	#		Name
1	X	Fereydoun Aghazadeh	25	X	Katherine Henninger	49	P	Laura Riggs
2	P	Kwame Agyemang	26	X	Paul Hrycaj	50		Tracey Rizzuto
3	P	Priscilla "Lilly" Allen	27	A	Stuart Irvine	51	X	Bhaba Sarker
4	X	Aly Aly	28	X	Brendan Karch	52	X	Dan Sheehy
5	X	Kai Aryana	29	X	Kyla Kazuschyk	53	X	Stephen Shipman
6	X	Michael Banks	30	P	Kelli Scott Kelley	54	X	Gregory Sioles
7	X	Chris Barrett	31		Yunjung Kim	55		Carlos Slawson
8	X	Dorin Boldor	32	X	Roger Laine	56	X	Andrew Sluyter
9	X	Jeffrey Brooks	33	X	Elecia Lathon	57	X	Kevin Smith
10	X	Konstantin Busch	34	P	Julia Ledet	58	X	Jared Soileau
11	X	Prosanta Chakrabarty	35		Vincent LiCata	59	X	Kristen Stair
12		Cassandra Chaney	36		Juan Martinez	60	P	Rachel Stevens
13	X	Brett Collier	37	P	Bryan McCann	61	X	Brenton Stewart
14		Belinda Davis	38	X	James Matthews	62	X	Judith Sylvester
15	A	Fabio Del Piero	39	X	Mustajab Mirza	63	X	José Torres
16	X	Charles Delzell	40	X	William Monroe	64	X	Matthew Vangjel
17		Michael Desmond	41	X	Carl Motsenbocker	65	X	Nan Walker
18	X	Rodrigo Diaz	42		Pius Ngandu	66	X	Sonja Wiley
19	X	Cyndi Dicarlo	43		Rafael Orozco	67	X	Cathy Williams
20	X	Levent Dirikolu	44	A	Niki Pace	68		Donghui Zhang
21	X	Brooks Ellwood	45	X	Megan Papesh			
22		Kenny Fasching-Varner	46	P	Tracy Quirk			
23	X	Gregory Griffin	47	P	Suresh Rai			
24	X	Kristen Healy	48	X	Maria Rethelyi			

Guests:

Dr. Alexander	Dr. Jane Cassidy	Thomas Glenn	Sumit Jain	John Borne
Hope Dawan	Ashley Arceneaux	Summer Steib	Jose Aviles	Julie LeFebvre
Arend Van Gemmert	Daniel Bozard	Daniel Barrow		

Consideration of the Minutes from August 29, 2018

Moved by senator and seconded by Cathy Williams.
Approved unanimously with potential corrections.

<u>President's Report</u>

1. Ken McMillin recognized the new senators from Art and Design, HSS, Law Center and Science.
2. The Faculty Senate website is almost ready to go. The old information is being downloaded.
3. Pricing for Faculty Senate apparel is being obtained.
4. Building coordinators have been listed on a website, http: bc.lsu.edu.
5. Administrative Process Improvement Committee (APIC) committee is accepting issues with travel difficulties and has sent out a travel survey.
6. The search for Registrar has been completed and decision is being made.
7. The search for Provost is underway.
8. Three candidates for Associate Vice President for Public Safety have or are being interviewed, September 10, 17 and 24.

9.   The Animal and Society Forum will be held in the spring. It will be a campus wide community type forum.
10. A survey was provided for faculty training, seminars and workshops needed. Space was left to add training that faculty may be interested in. The accessibility training for faculty members is not on there because they are still working on the logistics.
11. There is a sheet for nominations for committees such as the faculty adjudication committee. A faculty senate member is needed for APIC which looks at all the complaints and determines which office to send the complaint to. The APIC website is totally anonymous or you can put your name. Dr. Cassidy is chairing the committee. Liaison faculty members are needed for Staff Senate and Student Government. Aly Aly has volunteered to serve on the Organizational Relief Fund committee. A faculty member is need for the Faculty Parking Appeals Committee. A senior faculty member is needed for Faculty Athletic Representative. A position description was emailed to all senators. The Faulty Senate will nominate three or four persons and Dr. Alexander's office picks the person. Dr. Alexander said we need a person with a balanced view of athletics. This is an important positon because of all the issues associated with intercollegiate sports. The big issue was Chapel Hill which was related to academics.
12. Stuart Lockett, Tammy Millican and Ken McMillin have met concerning commencement. They are looking at what they can do to tweak commencement activities for fall. We will have a main ceremony and graduates like to receive their diploma at the ceremony.
13. FSEC have worked on the Faculty 360 project and annual report process. We are trying to streamline, synchronize.
14. The Association of Louisiana Faculty Senates with AAUP meeting on September 8. Dr. Kim Hunter Reed spoke of things the Board of Regents is doing right and things they need to improve.
15. Regarding holistic admissions, we are not lowering standards. For example, students may have not met a Louisiana core have been denied admission even though they have great GPAs.
16. Ken McMillin meets with Provost Haynie, Caleb Green of the Daily Reveille, and the Steering Committee for Beyond the Ballot Presidential Symposium. He also met with CTO Ballinger.
17. For our meeting on October 22 we will have Matt Lee for online accessibility requirements and aspects of training, Steve Beck from ORED on the latest developments and Tom Glenn regarding the Student Modernization Act

Q&A Summary:
None.

Enrollment Update – Jose Aviles, Vice President for Enrollment Management

This is his 8th institution he has served. His leadership roles have been at flagship institutions. The work they have done here has been most impactful regarding the community here. He gave a year in review. Holistic admission was one of thousands of things to move to achieve what we have achieved this year. He benchmarked everything we were doing in terms of recruiting a class. We were not consistent with the national landscape or student population composition. Matt Lee informed him of the Faculty Senate Resolution 06-06 concerning holistic review. Everyone who did not meet the minimum GPA and ACT was able to appeal to show information beyond ACT and GPA. For students to go through another hurdle to get into LSU discourages students from attending LSU. Students are applying from 8 to 12 schools. It's a buyers' market right now. Only three SEC institutions this year reported that they increased enrollment, most declined. We need to strategically position ourselves to be competitive and this is why holistic admission works. Holistic review is the most rigorous assessment. We have gone from looking at only two metrics to looking at the student in totality. Holistic review for the last 40 years has identified that there is so much more to identified successful students than scores. They highest success is when considering not only board scores, but backgrounds associated with success. Holistic review helped us to find access for students and to understand the students in totality. Before we were only looking at ACT and GPA without looking further at their application. Not all GPAs are created equally. There is a need to understand what is behind that GPA. Holistic review has given us higher qualifications than any other class at LSU. We are out performing all other classes. First gen, low income, or coming from low performing schools, students have improved, especially in our home state. We have enrolled more high achieving students looking at the traditional metrics. We had more than 24,000 applications, the largest in LSU history. It was the largest number of out of state students applying. This is the largest honors class. There were 48% of applicants as students of color. There were 27% of students that received Pell grants. There was a 57% increase on Pell grant students with ACT of 30 or above. The final incoming enrollment was 5818. He showed some data by college and overall information. The number of students with greater ACT scores increased. Underrepresented students increased at all ACT levels of 25 and up. We had students choose us over other high-level universities. He wanted to make sure that our outreach and marketing pieces were about our academic reputation which is the number one driver for choice. Before we were highlighting the athletic brand, but we want to lead now with academic information. One student chose us over TCU, Georgia Tech and Berkley. We increased the number of students from Shreveport by close to 70%. The average GPA from Shreveport is 3.8. We have increased the number of students from Texas by 44%, FL by 85%, CA by 224%, PA by 150%, and NY by 191%. The students in the north have higher mobility rates. The change in number of students at LSU was due to big data, zip code level data and predictive analytics. They ran data from LSU to find who chooses LSU to apply to and enroll. They get data on mobility rate, scores and other areas. There are 17 universities that are Land Grant, Sea Grant and Space Grant universities of which we are one. He described research about holistic admissions. LSU did a more rigorous review of the high school transcript such as what was available for courses vs. what the student took for courses. For example, if a student wants to major in engineering they should have taken all math classes available at their school. LSU looked at grade trends and issues why grades may have gone up or down. They look at senior year schedule as rigor matters in the senior year for success in college. LSU also looked at essays and recommendations. He covered research on non-cognitive variables. The newest research is called GRIT, which includes sustained and focused application of talent over time, perseverance and passion. IQ was shown to be inversely related to GRIT. Every application is read two times at LSU, once as a deep read for non-cognitive variables and once for program-based evaluation related to the college. They keep an eye on the profile of the admitted class and shape it for each discipline. He mentioned the WICHE 2013 report which says the status quo is no longer sustainable. President Alexander spoke and said he likes to say we are innovative in this, but we could have done it back on 2006 with the Faculty senate resolution but didn't have the personnel or tools available back then. We have room to bring in out of state students to help our instate students. We were

rejecting 25% of international students who had to go through an appeal process even though they would have been accepted at other competitive universities due to core curriculum issues. International students have different standards. We are doing what all our peers are doing across the United States. We are seeing growth at all Louisiana universities. Texas has a top 10% rule. We are not doing away with GPAs and ACTs. We are talking about 400 students that were on edge, international or out of state. We looked at them on the front end instead of having them go through an appeals process. They ran a regression model to find out who are the students at LSU have historically struggled under their retention approach. A lot of these students are low income first generation students. We have Cadillac model services. We must get the right students in the right places to get help. Over 1300 students were given workshops during welcome week. We are needing to really understand with the situation that we're in nationally, and what we're heading into over the next two decades.

Q&A Summary:

Bhaba Sarkar
How do you measure the quality of these students, just reading or is there more of a qualitative way?

Jose Aviles
The biggest part of our evaluation is the deeper dive into the transcript, how many courses did they take and what were their grades. People ask if students should take the honors courses and get a B or take the easier courses and get an A. Jose Aviles tells them to take the more rigorous course.

Bhaba Sarkar
Is cooperation due to other schools?

Jose Aviles
Temple released a study that showed students with a GPA of 3.7 or higher was predicting a retention into the second year. GPA still predicted higher than ACT. Delaware is looking at the predictive assessment by college, GPA and ACT used to be the greatest predictor of success, only two colleges showed that, undeclared and nursing. We need to build our data sets. On the back side we can find out who may struggle on this campus.

Ken McMillin
The point of scaling up interventions is coming.

Fereydoun Aghazadeh
Do the students know they were admitted holistically? How many students have lowered ACTs?

Jose Aviles
They do not know. He can share that with us.

Fereydoun Aghazadeh
When we had open enrollment before, there were problems. His community is concerned about holistic admissions. We must do a better job telling people that we are not accepting students just based on letters and essays. We need to tell the community about this in a simpler way.

Jose Aviles
He hopes that he armed us with information that we can use to debate. His presentation was based on faculty knowledge and intelligence. There is a different presentation for the public. He will be meeting with guidance counselors at a conference in Salt Lake City about all this information.

King Alexander
One of the great myths is that we adopted the ACT and GPA regulations in the mid 80's, but we only really used ACTs starting in 2001 as a mandate. This is just a progression in understanding students. We are not going back to open admissions.

Senator
He praised Jose for his work. In the freshman class, international students are under 1% and graduate students are 5%. Other schools are about 20%. Are we going to focus on increasing the internationalization of the student body?

Jose Aviles
This is the most anxious community he has walked into. He was banking on the brand effect of LSU to capture freshman headcount that we needed. The first year we were focused on national students rather than international.   We are speaking to LSU Global.

King Alexander
We are 30% below where we used to be. We have to be more aggressive on the international market.

Senator

The media thinks we are relaxing our ACT scores. The example was that we had someone denied in the past because of something other than scores. We need to have an anecdotal example for which the ACT was lower, but they were a great student.

Jose Aviles
The board requires 3.0 or 25 ACT. Of 400 there were only 15 students who missed because of the ACT composite. Their GPAs were strong enough because of that or statement to classify them in that bucket. That has been historical at LSU. There are stories of students who are in the 20s. There have been students on the cusp. It is unconscionable to admit a student with an ACT of 15 even though their GPA was good. We are looking for students who are ready to engage.

Senator
What is the retention monitoring plan for students on the cusp? Will there be stats on students that were accepted based on non-cognitive students as well for graduation rates?

Jose Aviles
Not necessarily by those cutoffs. We want to look at retention comprehensively. Some folks are saying why are these students with high ACTs on the list of students who may be at risk, even with an ACT of 30. We need to look at the whole class not just those on the cusp. This is the way admissions have worked nationally. He believes these students will exceed metrics. They are going to be releasing robust yearly reports on the assessments of this class.

King Alexander
The graduation rate of exceptions is about 49%. Our exemption places as the second-best university in the state. La Tech has an overall graduation rate of 54%. Our graduation rate is better than all other universities except one other.

Jose Aviles
The students that were in the exception bucket were no different than kids without exceptions, but the metrics look the same. It is an arbitrary cut-off line.

Joan King
Are we using the same metrics for giving out scholarships?

Jose Aviles
We are using metrics to determine scholarships and increased the number of scholarships. We were off from what we were awarding students for out of state students. We made sure we were market appropriate.

Ken McMillin
While Julie LeFebvre was setting up, he reminded the senators that some of the training and seminars on the sheet mentioned at the beginning of the meeting were there for a reason. We want to build LSU to be the best place it can be for whoever is here. First-generation faculty members are at risk and need guidance. We are looking for all faculty members to be successful.

<u>Foundation Crowdfunding – Julie Aguilar LeFebvre, Senior Director of Annual Giving, LSU Foundation</u>
She spoke about Launch LSU which is the first crowdfunding initiative at LSU. They hosted some events recently, one for the band, the Good Samaritan at Vet Med, and with the College of Agriculture. This is to empower the students, faculty and staff to fundraise. They are here to provide the platform to do that. They connect the global Tiger community to campus projects. This showcases the projects and passions at LSU, fosters innovation and philanthropy, it provides additional fundraising opportunities. It gives students real world experience in managing campaigns. They have project leaders that tell the world about projects and team members help get that word out. People can contribute directly to the project through Launch LSU. Showing the impact is important. Student organizations must have their advisor involved and the Foundation checks with the advisor. They ask faculty to follow crowdfunding research project procedures on the web. You must have a foundation account that is tied to your state account, so they can send the funds. The project should have three members. Visit launch.lsu.edu.

Q&A Summary:

Joan King
Are we limited as to who we can speak to?

Julie LeFebvre
If you have a personal contact, you can use it. Crowdfunding is more organic. You are using your contacts; people that follow you or your work. The foundation is not there to say which project will or will not work. They will help to make sure there are enough contacts and community. Projects range from $500 for ice cream to $22000 for the band.

Senator
Can we use Kickstarter or other platforms?

Julie LeFebvre
They are not here to say no, but it would be helpful to use their platform, so they can help track the funds and assist in stewardship. They can help build your community.

Ken McMillin
They key is the support before and after.

Clicker precaution update and changes to account and password management and new services, Sumit Jain, Chief Information Security Officer ITS
Clicker precaution update: There are different clicker modes, mobile, physical and web based. There is limited protection on the platforms. Some will collect IP addresses, some won't, so you may not be able to figure out of the student is physically here. TurningPoint is a single solution supported by the faculty technology center, but there are multiple solutions. Some programs use GPS as an option, but this would only work with a mobile device. If it is a mobile app clicker being used, if the vendor provides the IP address, you can say they have to be on campus on the LSU wireless. The other option is collecting data and correlating data. Another new clicker is being developed by TurningPoint. It will be like a physical clicker connected to a laptop. Only those students' clickers within the vicinity of the laptop will work. They are working with TurningPoint for solutions.
Changes to Account and Password Management: ITS is talking about making changes to credentials to access systems or applications like LSU and the network like Eduroam. Now if you have a user name you see the two ids and passwords to log in, for MyLSU and email. ITS has a third one. They are managing several systems. In the past you never had to change your LSU password, but your MyLSU password must be changed every 90 days or 180 days depending on its strength. They are moving to one account for ids and passwords for the user but on the back end they will still be managing three ids and passwords. We need to move off the Legacy system. It helps to consolidate things on the back end. They have to make sure all systems and applications have one user interface. MyLSU login page looks completely different. They are trying to make the login for everything to be one. With the transition they are talking about enhancing security for example people will need to authenticate that it's you if you want to change where your payroll goes. You will be required to use multi-authentication. With the change they can prevent international hacking into our information. With the change we can send encrypted messages to anyone. There is a lot of phishing ongoing, so they have locked several URLs, over 7000. They will be able to stop malicious attachments that are malware. ITS has already gone through the process as test subjects. For all other departments they will begin migrating on October 10th and students will start November 28th. Anything related to Office365 we will have to re-authenticate using MyLSU credentials. Two new services: Box and Microsoft Teams. We will be using Box to store files for network sharing. HIPAA data cannot be stored in Box. They will have Microsoft Teams where you can share and collaborate on documents. It does not work for higher education to higher education owing to Microsoft account set up for institutions. You can have internal collaborations on the cloud. He reminded us about utilizing complex passwords and to set up our reset questions in MyLSU. They have met with departmental IT contacts and deans. They will have GROK articles to help with these new items.

Q&A Summary:

Senator
His department in RNR there is a large general education class with 190 students in fall and 125 in spring. It is typically clicker based. Some students were passing out the pass code that was broadcast out to all students and they did the quiz. Students have been counted in class, but not all students doing the quiz were there. Should we abandon Turning Point? Should we stop using clickers in our large classrooms?

Sumit Jain
There are two things. One, the capability of current technology is limited in terms of academic dishonesty. TurningPoint can collect IP addresses from the networks where clickers are coming from. Everyone gets an individual IP address. Can determine if student is connected to eduroam or not, but not more specific than that.

Senator
If the student logs on is the problem just getting that IP address to TurningPoint?

Sumit Jain
It is not necessarily true because someone standing outside could get a different IP address. There is a lot of work to do to correlate them to being in the class. The actual physical location cannot be determined, just that you are on campus.

Aly Aly
He believes there is a technology to do that, by scanning their id first when they come in the class.

Sumit Jain
There are different technologies other than clickers to do this. However, these are the capabilities of clickers currently.

Ken McMillin
Student Government is looking at scanning cards for events, but they need to know if they can scan out of an event.

Senator

He thought that TurningPoint could prevent students from seeing the questions.

Senator
The students are sharing the quiz questions and answers. We are not going to scan all cards for a large class. The larger question is should clickers be used in the classroom if we cannot ensure academic honesty.

Sumit Jain
There is one clicker by TurningPoint that connects to a computer and you have to be in the class. TurningPoint has a clicker that has text capability as well. There are limitations to mobile technologies.

Fereydoun Aghazadeh
Why is there a two-step process for logging into the classroom computer?

Sumit Jain
Moodle is a different application, so a different password is needed than for signing into LSU. They are working on syncing everything up, so we can use just one user name and password.

Judith Sylvester
She had to change her password recently. It said not to try to use it for 30 minutes to two hours. She could not get into the computer. Her phone said she had to redo Eduroam to get in. She still had a problem with her laptop and trying to get into it. It takes a very long time to be able to change the login. She would have to have it on campus for it to work to pick up the new id.

Sumit Jain
The reason they said 20 minutes to 2 hours it has to go to different systems. It depends on what is happening with Microsoft or other applications that day, it may take more time.

Judith Sylvester
She gets logged off from her email through Microsoft. Then when she reopens Microsoft email, it will ask for her Microsoft account password, not her email password. She wants to know why.

Sumit Jain
He has not heard of that issue and so he will get back to her if she gives him the information and they want to watch it happen.

Senator
She uses Microsoft Teams. It works with other entities non-university.

Sumit Jain
Is it other higher education groups that you work with? It does not work between higher education entities. It has to do with how Microsoft sets up higher education institution accounts. It is an open-ended question with Microsoft.

Senator
Does Box also offer chat?

Sumit Jain
There is no one on one chat feature in Box. Each document has chat capabilities, not the program as a whole. It will be linked with Microsoft. They just need a Box account.

<u>University Council on Gender Equity – Summer Steib, Director, Director, LSU Women's Center</u>
She spoke about the mission of the council. They are under the Office of Diversity at LSU.   The status of women group started in 1999. They have worked on the sexual assault policy, maternity leave, partner benefits, the child care center, stop the tenure clock, dual career hires and the faculty salary survey. They were instrumental in keeping the child care center as a part of LSU. It is now managed by the College of Human Sciences and Education. They are currently working on mentoring, pregnant and parenting students on campus such as lactation spaces for compliance, and closing the gaps that exist on campus, such as leadership for women, women in STEM, political climate for women, holistic wellness, the gender wage gap and the #MeToo at LSU, and they had a Closing the Gaps Leadership Symposium in April 2018. They have about 20 members on the council including faculty, staff and students. The terms are three years. They strive for a diverse council. The council chair rotates between a faculty member and a staff member. They have three standing members, Women's Center Director, GA for Women's Center, and the VP for Diversity. Faculty Senate always has a member on the council. There are affiliate representatives also.

Q&A Summary:

Paul Hrycaj
How many general members do you have?

Summer Steib
About ten. There is not set number, right now they have about 18.

Joan King
How did members get chosen?

Summer Steib
They have a running list from members and they met with Jane Cassidy and Provost Haynie for a list of names. You can send your name in if you are interested. Everyone on the council must serve on a subcommittee.

Mandi Lopez
Every member serves on a subcommittee, it is a very active and sometimes aggressive committee.

Ken McMillin
They address not just women's issues, but some general university issues.
_____

Old Business
None.
_____

New Business
None.

All moved to adjourn at 5:46 pm.