

**Southeastern Louisiana University**  
**FACULTY SENATE**  
**Meeting Minutes**  
**2007 November 07**

**[Approved by the Faculty Senate on November 28]**

**I. Call to Order and Roll Call**

Senate President White called the meeting to order at 3:00 PM. Membership Secretary Ply called the roll. Senators absent were Bell, Bornier, Boykin, Burke, Campbell, Echols, Jeansonne, Harper, Hathorn, Kirylo, Marshall, Nero, Ratliff, Schulte, Tillman, Trowbridge, Wyld.

**II. Approval of the Minutes of September 05**

The minutes of the October 3 meeting received approval after a correction—recommended by Senator Yeargain and accepted by the Recording Secretary—of the service date (2007 July 1) from which Northshore Imaging will retroactively accept claims for reimbursement by the State Employees Office of Group Benefits. The corrected and approved minutes of the October 3 meeting appear at <http://www2.selu.edu/Academics/Depts/FacSen/100307minutes.pdf>.

**III. Old Business**

Items A through D (*infra* this section) constituted Old Business on the agenda.

**A. Definition of “General Faculty”**

President White recognized Senator Lewallen, Chair of the Constitution & Bylaws (C&B) Committee, concerning the issue of the Definition of “General Faculty.” Senator Lewallen (seconded by Senator Neuerburg) moved Resolution 07-08-03, which appears at <http://www2.selu.edu/Academics/Depts/FacSen/resolution070803.pdf>. A discussion ensued on the inclusiveness of “general faculty” with respect to the library by Senators Ply, Dunnington, and Guillot and with respect to the Center for Student Excellence by Senators Nelson and Ply and Provost Crain. Senator Jones requested assurance that the resolution was compatible with statutory requirements. In response to the discussion Senator Lewallen defended the resolution as originally moved. The resolution passed by voice vote.

**B. Minute-Taking at Executive Council Meetings**

President White recognized Senator Lewallen, Chair of the C&B Committee, concerning the issue of Minute-Taking at Executive Council Meetings. Senator Lewallen reported that the C&B Committee continues to deliberate the issue. The issue remains in Old Business.

**C. Annual Evaluation Procedures**

President White recognized Senator Shwalb to speak on behalf of the Professional Rights and Responsibilities (PR&R) Committee regarding the issue of Annual Evaluation Procedures.

1. Senator Shwalb (seconded by Senator Schwartz) moved Resolution 07-08-04, which in the form in which it finally passed after discussion appears at <http://www2.selu.edu/Academics/Depts/FacSen/resolution070804.pdf>. In moving the resolution, Senator Shwalb went through each clause and explained the PR&R Committee’s rationale for presenting the statement. Considerable discussion, occupying most of the meeting, ensued (Paragraphs 2 through 7 *infra*).

2. *Senator Genre (seconded by Senator Muller) moved to amend the “differing weights to the same criteria” phraseology out of the resolution.* Senator Muller expressed a concern about the phrase “differing weights to the same criteria . . .,” which appeared in the original motion. Senator Schwartz explained the committee’s rationale. Senator Muller demurred. Senator Neuerburg spoke to express support for the resolution as it was. Senator Ply alleged that the “differing weights” phraseology is in conflict with the statement on “specific job requirements,” which is in the resolution. Senator Neuerburg said that the concern of “differing weights to the same criteria” has been smoothed out and mooted by the University committee charged with revising the Annual Evaluation Procedures. Senator Genre’s amendment was **adopted** on voice vote.
  
3. Senator Reidel asked whether the PR&R Committee had considered remediation of tenured faculty. Senator Shwalb: “No, too complicated to include in this resolution.” President White and Provost Crain indicated that today is the last time, during Academic Year 2007-2008, that the Faculty Senate will be able to influence or effectuate any modification of the University policy on Annual Evaluation of Faculty. Senators Riedel and Ply and Provost Crain discussed remediation of tenured faculty, Provost Crain clarifying that such remediation is separate from the Annual Evaluation issue, such that the two arenas should not be included in the same resolution. Senator Bancroft questioned whether a university-wide resolution is appropriate. Provost Crain responded that the *Faculty Handbook* statement is a set of guidelines which set the parameters to border what departments can enjoy in departmental guidelines. Senator Burns inquired about the extent to which the Annual Evaluation requirements can be applied by departments to the rank of instructor. Senator Crain explained that department latitude is essential on Annual Evaluation of instructors and on other “fine-tuning” matters within University-wide policy on Annual Evaluation Procedures. Senator Dranguet observed an omission in a distributed-in-the-meeting copy of the *Faculty Handbook* statement on Annual Evaluation Procedures, but Senator Ply read the full statement, to fill in the omitted part. Senator Dranguet sought assurance that academic department heads cannot unilaterally change the departmental Annual Evaluation policy and procedures. Provost Crain assured Senator Dranguet that the Annual Evaluation policy and procedures can only be changed via due process involving faculty input. Senator Muller sought clarification of whether formal advising is part of “mentoring” or “service.” Senator Neuerburg stated a viewpoint that formal advising is in “service.”
  
4. *Senator Ply (seconded by Senator Genre) moved that that “shall” replace “should” in Annual Evaluation procedures where the sense is necessity instead of volition.* Senator Lewallen expressed concurrence. Related “Whereas” and “Resolved” statements, now appearing in the final resolution as passed, were offered by Senator Ply and **adopted** on voice vote.
  
5. On discussion of the main motion as amended, Senator Bancroft asked whether quantification of number of students actually taught should be a criterion in Annual Evaluation Procedures. Senator Neuerburg said that number of students is not to be equated to quality of instruction *per se*. Senator Ply, likewise, expressed a view that quantity of students and quality of instruction *per se* are separable and that the quantification-of-students issue is not germane to the resolution. Senator Root queried whether the phraseology “student enrollment statistics” (which appears in the University’s current Annual Evaluation Procedures) means quantification of students taught. Senator Neuerburg said that the phrase “student enrollment statistics” means a retention issue, not a class-population issue.
  
6. *Senator Yeargain (seconded by Senator Ply) moved an amendment to the resolution to include the following “whereas” and “resolved” statements,*

respectively: “Whereas the annual evaluation is linked to merit pay” and “be it resolved that merit pay be distributed consistent with the annual evaluation in each department.” Senator Yeargain noted that Annual Evaluation Procedures are mandated by authorities above the University, and he argued that Annual Evaluation needs to be tied more closely to merit pay. Senator Shwalb argued that the relationship between annual evaluation and merit pay is already implicit in the resolution but supported Senator Yeargain’s amendment as an explicit specification. Senator Dranguet asked Senator Yeargain whether the individual’s annual evaluation record can be open to examination by others. Senator Yeargain said No unless the evaluated individual agrees to make the evaluation open. Senator Ply observed that the evaluated individual’s academic dean, who does have access to the annual evaluations, can observe disparities in the department head’s annual evaluation of the faculty. Senator Neuerburg expressed that correlation between annual evaluation and merit-pay numbers are not predictable in current procedures. Senator Mitchell queried whether annual evaluation can be more closely tied to tenure and promotion (T&P). Provost Crain expressed that annual evaluation and T&P are different processes, that poor annual evaluations can mean no T&P and vice versa but that the T&P decisions are NOT a summary of annual evaluations (if that were the situation, T&P decisions would be mechanical and currently provided-for faculty and administrator input would be unnecessary and inevitably nonexistent). Provost Crain cited situations in which a long-term grant, as an example, may be a T&P issue but never appear in the annual evaluations. Senator Neuerburg expressed that the University committee charged with updating the University’s Annual Evaluation Procedures sought to make a stronger equation between annual evaluation and T&P; Senator Neuerburg expressed doubt on whether Senator Yeargain’s amendment was germane to the resolution on Annual Evaluation Procedures. President White said that whatever statement the Faculty Senate makes on Annual Evaluation Procedures must be made today or wait until at least Academic Year 2008-2009. Senator Ply said that merit pay has been “amorphous” and urged that faculty members need a sense of whether administration of merit pay is known to the faculty in fairness. Provost Crain observed a Legislature/Regents concern in the issue, to the effect that the *Faculty Handbook* must be consistent with statutes and with Regents policy. After a brief dialogue between Senator Yeargain and Provost Crain on Legislature/Board involvement, *President White stated her desire to entertain an amendment to Yeargain’s amendment, to call Senator Yeargain’s amendment a recommendation, but no senator moved such an amendment to Senator Yeargain’s amendment.* Provost Crain said to be careful what you ask for. Senator Yeargain observed that merit pay should ideally be based on a sustained, not one-year, performance. Observing no further desire for discussion, President White called for a vote on Senator Yeargain’s amendment, which was **adopted**.

7. Subsequently, there being no further discussion on the main motion, the **amended resolution passed**.

#### **D. Electors for University Tenure and Promotion Committee**

President White recognized Senator Lewallen, Chair of the Constitutional & Bylaws (C&B) Committee, concerning the issue of Electors for University Tenure and Promotion Committee. Senator Lewallen reported that the C&B Committee continues to research the issue and requested deferment of the issue until the November 28 meeting. President White deferred the issue, which remains in Old Business.

#### **IV. New Business**

Items A and B *infra* constituted New Business on the agenda.

**A. Faculty Safety**

On recognition by President White, Senator Ply cited concerns about the threshold at which a student “crosses the civility line.” She cited a specific anonymous case involving “battery.” Senator Ply (seconded by Senator Yeargain) moved to send the issue of Faculty Safety (“thresholds of behavior”) to committee. Senator Jones requested information about the definition “battery.” Proxy Senator Merckx (representing Senator Naquin) responded with a definition of “battery.” Senator Riedel described another case in indication that the issue is serious. Senator Ply’s motion to refer was approved on voice vote, and the issue of Faculty Safety (Thresholds of Behavior) was referred by President White to the Facilities Safety and Security Committee. Senator Bancroft requested observations and other input on the issue to be e-mailed to him (kbancroft@selu.edu).

**B. Progression Scholarships**

President White cited this concern: “Does a student lose a Progression Scholarship if the student’s curriculum is in a department which requires student majors to have a grade-point average [GPA] above 2.0?” (The University-wide minimum GPA requirement for a Progression Scholarship is 2.0 on the University’s 4.0 scale.) Senator Ply (seconded by Senator Burns) moved to refer the issue to committee, which referral was approved on voice vote. The issue of Progression Scholarship Grade-Point Average Requirements was referred by President White to the Academic Committee.

**V. Announcements**

Items A through C infra were on the agenda; items D and E were added during the meeting.

**A. Selling Books on Campus**

Provost Crain cited a 1991 Louisiana Ethics Commission ruling that a state employee cannot benefit financially from the state position. He stated that, with regard to faculty members, the ruling means textbooks received *by virtue of the position* can neither be sold in benefit to the holder of the position nor donated as a tax deduction; the Ethics Commission’s ruling applies irrespective of whether a book was requested on a *gratis* basis by the faculty member or simply received without being requested. Alternate courses of action include giving, without tax deduction, the proceeds of such a sale to the University’s Development Foundation or to a student organization. Senator Genre solicited donations to Sigma Tau Delta, a student organization under the sponsorship of the English Department. Senator Guillot solicited donations of books or cash proceeds to the Linus A. Sims Memorial Library. Various commentary ensued, including the clarification that books which the faculty member purchased with personal funds and books which the faculty member received not *by virtue of the state position* are unaffected by the Ethics Commission ruling.

**B. FAC/BOS Report**

Senator Ply, Southeastern faculty Representative to the Faculty Advisory Council (FAC), summarized the October meeting of the Board of Supervisors (BOS), her written summary to appear ultimately at <http://www2.selu.edu/Academics/Depts/FacSen/FACBOS1007.doc>. Senator Ply called attention in particular to the following items from the FAC/BOS October meeting:

- Approval of Southeastern’s proposed letter of intent regarding the baccalaureate degree program in supply-chain management (SCM).

- Contracts for head coaches to include expectations on academic performance of athletes.
- FY 2006-2007 financial compliance.
- Renewed BOS interest in alumni associations, athletic booster clubs, and other organizations related to universities.
- Desirability of retention- and graduation-rate improvement.
- Workforce preparation tied to academic preparation.
- Lifetime achievement of Charles Willie in serving as a faculty member at Grambling State University for 46 years (which, because of the retirement formula, meant effectively that he worked the last 6 years for no pay beyond what he would have made as a retiree).
- Other items including faculty retention, faculty search committees, and data on levels comparing institutions by Southern Regional Education Board (SREB) categories.

Senator Yeargain, Southeastern faculty Alternate Representative to the FAC, added that, at the October meeting of FAC, Senator Ply was elected FAC Chair.

**C. SGA Report**

Senator Traylor, who represents the Faculty Senate to the Student Government Association (SGA), complimented SGA on its observance of parliamentary procedure during SGA Senate meetings.

**D. Homecoming**

Provost Crain encouraged faculty to be involved in homecoming activities. He mentioned a Homecoming Day volleyball match between the College of Business and the College of Science and Technology.

**E. Faculty Senate President's Birthday**

Senators Root (Member at Large) and Burns (Vice President), on behalf of the Executive Council, announced that the meeting was occurring on the birthday of President White and presented her a gift.

**VI. Adjournment**

At 4:24 PM President White declared the meeting adjourned, the next regular meeting being scheduled for November 28.

Respectfully submitted by

*David Ramsey*

David Ramsey  
Recording Secretary