



October 29, 2024

Dear Senators,

There have been a number of developments since we last met in September and I will provide a brief overview of the most notable events below, beginning with the Board of Supervisors meeting on October 10.

1. Board of Supervisors Meeting

The Board took a number of actions at their most recent meeting which I believe are of particular interest to the faculty. I will address the four most pressing items below, and additional information about the first three can be found in the Board's [agenda and information packet](#) available online. I have included the headings for these items as listed on the agenda to make them easier to locate in the supporting materials.

Request to Amend Article II, Section 6 of the Regulations of the Board from Louisiana State University

This item creates a series of new titles for full-time non-tenure track faculty whose primary responsibility is instruction. The new titles are Assistant Professor – Instruction, Associate Professor – Instruction, and Professor – Instruction. I believe this is a positive change which provides a pathway for promotion for these faculty members which did not exist previously. Utilization of the new titles will require revision of [Permanent Memorandum 23 Ranks, Provisions & Policies Governing Appointments and Promotions to the Academic Staff](#) at the system level and associated changes to policy statements at each campus.

Request to Amend Article III, Section 1 of the Regulations of the Board from Louisiana State University

This section of the Board regulations addresses sabbaticals and the principal change added the following language: "Institutions may restrict sabbatical eligibility to certain ranks and may take into account tenure status, as appropriate to the mission of the institution."

This action extends back to Faculty Senate [Resolution 22-09 Creation of a Committee to Review Sabbatical Policies](#) which was adopted in November 2022 at the request of the Office of Academic Affairs. The committee made a number of recommendations for revisions to [Policy Statement 12 Employee Leave](#) which this update to the Board regulations will assist the administration in implementing. The committee recommendation which is likely of the greatest interest is that sabbatical eligibility be restricted to full-time tenured faculty who have completed at least six years of service and have not taken a sabbatical in the last six years.

Resolution by the Board Of Supervisors of Louisiana State University and Agricultural and Mechanical College to Address the Decision in *Students for Fair Admission v. President and Fellows of Harvard College, et al.*

The Board adopted this resolution in response to the recent U.S. Supreme Court case *Students for Fair Admissions v. President and Fellows of Harvard College, et al.* Among other items the resolution directs the administration to “undertake a comprehensive review of all programs and bureaucracies...in which classifications are maintained on the basis of race, sex, color, ethnicity, political views or national origin” and eliminate them. It then further requires the administration to “provide a full report, which shall include a detailed listing of all programs or bureaucracies that have been eliminated or will be eliminated within 90 days from the adoption of this resolution”.

Members of the FSEC were informed of the resolution two days prior to the meeting and I was able to meet with the General Counsel’s office that afternoon for additional information about its impacts. In considering the consequences of the resolution it is important to note that academics, including teaching and research, are specifically exempted. The third to last paragraph of the resolution states:

“BE IT FURTHER RESOLVED that nothing in this resolution shall be interpreted to limit academic freedom—including research, scholarship, grant funding, or fulfilling accreditation requirements.”

It is also my understanding that faculty and staff interest groups such as caucuses will not be impacted. The Staff Senate President and I will be meeting with members of some of these caucuses over the next few weeks and I have also met with leadership from academic departments and programs who may have concerns about the resolution to provide additional information and hear questions they may have.

Changes to the Board’s Bylaws

The Board made a number of changes to their Bylaws, including one which authorizes the Chair to make an unlimited number of appointments to any search committee within the LSU system including those for faculty positions. I only learned of this proposal at the meeting and immediately reached out to members of the administration afterwards to express my concern. President Tate contacted me that evening and assured me that the actions of the Board were not directed at faculty and he would work with the Board to have this matter addressed.

I am pleased to say that there have been very productive discussions since that time, including a meeting with Board Chairman Woods last week. The Chairman echoed President Tate’s comments, stating that the inclusion of faculty searches was an unintended outcome. He also said that he believes the Board will be taking action at their meeting on December 5th to clarify the positions to which this appointment authority applies and that faculty hiring processes will be excluded. Although state Open Meetings Law precludes official action on or discussion of the proposed amendment collectively amongst themselves prior to the meeting, I trust that the Chairman knows his committee and is operating in good faith. Finally, while I have concerns about the process which preceded the original change, I thank Chairman Woods, President Tate, and others within the administration for their efforts to address this issue. This change will allow us to continue to

compete for the best and brightest faculty in the global marketplace, and I hope the collaborative process of the last few weeks can be a model for future engagement.

2. Workday Student Rollout

I recently met with University Registrar Clay Benton to discuss the ongoing adoption of Workday Student and the plan for communicating upcoming changes to the faculty. The Workday Student team will begin messaging faculty in early November about what to expect and will continue regular communications from that point through final implementation around the end of the spring semester. Faculty who advise students will be the group most affected, while most faculty will see little to no impact even after the transition is complete. Please monitor your inbox for these messages and information about important dates and training opportunities.

3. Summer Course Schedule

Faculty Senate leadership has been in contact with the Office of the University Registrar and the Office of Academic Affairs about changes to the summer course schedule. These discussions were prompted by faculty who contacted us with their concerns regarding the scheduling of three credit hours courses immediately back-to-back with no time in-between. Our discussions have been productive and I look forward to continuing to work together to address each group's needs.

4. Remote Learning Plan Updates

The Office of Academic Affairs shared a draft of proposed revisions to the Remote Learning Plan with the FSEC and other stakeholder groups for feedback. These changes incorporate information obtained from the recent survey of faculty on implementation of the RLP during Hurricane Francine. We generally viewed the new version favorably and provided minimal suggestions for revisions.

5. Faculty Council Meeting Planning Process

I have reached out to the offices of President Tate and Executive Vice President & Provost Haggerty to begin the process of scheduling this year's Faculty Council meeting. I will let you know once a date and time have been selected.

6. New Senator and Committee Chair Orientations

The FSEC was pleased to host new Senators and Senate committee chairs for our annual orientation. The event was held October 16 at the Club at Union Square and it was a pleasure to meet the new members and spend time with those individuals who are returning. My thanks to all who attended for taking the time out of their schedules to join us.

Sincerely,



Daniel C. Tirone
President, LSU Faculty Senate