

12-2015

## Faculty Senate Newsletter, Holiday 2015

Louisiana State University and Agricultural & Mechanical College

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# Faculty Senate Newsletter

## PRESIDENT'S COLUMN

At the end of the LSU-Texas A&M game, television captured Les Miles standing in the embrace of a burly player, insistently singing the LSU alma mater. Any comedy that might have inhered in such an effort at roughhouse opera deteriorated under the impression that the performance was sending a bullying message to LSU officials about the alleged high level of public support for a coach rumored to be fighting for his job. By exploiting a musical component from the sacraments of the academic community for exclusively personal ends, the beleaguered coach helped everyone to understand what has gone wrong with big-time athletics and to see precisely why universities should dismantle the monster that they have wrought.

Miles's cooptation of community musical property for personal purposes points up that big-money intercollegiate athletics now emphasizes *exclusion* rather than inclusion. Setting aside all the obvious problems and corruptions in the revenue sports—the injuries; the traffickers known as “agents”; the enrichment of an oligarchy of old men by the unpaid services of young players—college athletics has flipped its original justifying narrative. The old stories about the all-American boy who quotes Shakespeare while occasionally playing football or the orphan who makes good or the minority empowered by a sports career have now given way to tabloid-quality yarns about ambition, yarns that stress the rarity and exclusivity of both playing and coaching talent. The inordinate attention given to recruiting, for example, underlines the difficulty of joining teams that have almost no social or ideological connection to other groups. Participation requirements that exclude all but the superhumanly fit directly conflict with the mission of colleges and universities, which aim to uplift large populations and extend their benefits to the many.

A review of the full apparatus of high-revenue athletics reveals a repeated thematizing of exclusion, hierarchy, and disconnectedness. Only a few wealthy fans may consume potent beverages in cordoned-off bars; season tickets pass from generation to generation through dynastic inheritance that excludes the *hoi polloi*; some academic buildings remain closed off, on game day, even to faculty members; prime real estate on and around campuses is commandeered for training and administrative facilities—for highly secured castles; some facilities, although used only a few days per year, remain sealed to all but a few; through a regressive tax on the poor and by way of extreme stratification, low-yield fans are shoved into the cheap seats while the well-heeled and influential hide in royal sky-boxes. Occasionally, the acts of exclusion perpetrated by the rulers of the athletic revenue pool insult the intelligence, the latest example of unrepentant absurdity being the claim that the multimillion dollar LSU A&M sports nutrition center will be open to anyone in the student community (anyone, that is, who wants a mega-dose of protein at 3:00 in the morning).

Perhaps the greatest calamity wrought by high-revenue athletics is the contravention of the academic mission by the teaching of folly rather than philosophy. There are some obvious examples: the regressive image of women perpetuated by exclusionary para-athletic organizations such as the LSU Golden Girls; the maintaining of captive wild animals on campus for the primary purpose of amusing vulgar audiences; the false suggestion the poor-quality logo products (think “Tiger Chardonnay”) deserve approval; the endorsing of junk food or anti-education political candidates by high-profile coaches; and the provision of “media training” for athletes, training that schools youngsters in evasion and in the avoidance of free speech and critical thinking. The worst effects of the athletic cult are, however, more subtle. A common myth among athletics boosters and sports foundation heads holds that donors and “foundation” members do not misapply their gifts—that those folks would not give to academic charities, hence should be hit up for athletics-related purposes. This claim ignores the training effect: the gradual and insidious sending of the message to the public that the business of athletics is a perfectly acceptable charity. That message trains donors not to give to academic causes and thereby perpetuates the bizarre phenomenon of philanthropists who only want to support “ball.” On an even larger scale, top-level academic administrators should ask themselves whether revenue sports in their modern form teach the public either the habit of analytic thinking or what coaches themselves like to call “values.” Given that more than a few presidents and chancellors find themselves under the tail that is wagging the dog, such reflections would seem to be salutary.



Kevin Cope

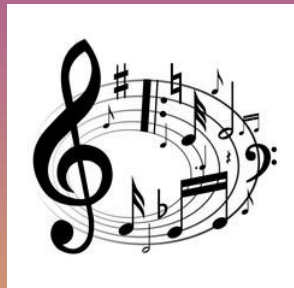
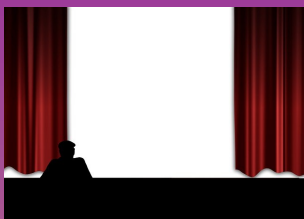
## TABLE OF CONTENTS

President's Column.....	1
Higher Education Headliner .....	2
Barbering Battle Continues; Grambling Faculty Senate Peppers President; Former King Stomping Ground Erupts in Protest: Shreveport Students Self-Tax to Save Faculty; LSUA Campus Captain Howard Turns Spyglass Upward.....	3
Commissioner Walks a Narrow Gap While Narrowing the Gap; Rainy Day Fund Dip Spares Higher Education; LSUUnited Launches Retirement Petition; Retirement Lawsuit Clears Another Hurdle.....	4
2016 AAUP Election Abounds in Louisiana Candidates; LSU IT Services to Review Course Management Software; Shreveport Medical Faculty Activist Draws Acclaim; Constructive Campbell to De-Clutter Curbs; Hester Holds Holden Forum .....	5
A.G.'s Corner; Capitol Park Museum Ad, LSUUnited Ad ...	6
Lifestyle Feature.....	7
Previews of Coming Attraction: Zimmerman Confab on Open Access; Tip of the Month: The Denver Museum of Art; Center for Academic Success Gets Certified as a National Center for Excellence.....	8
ALFS Releases Service Time Standard, LSUA Chancellor Howard First to Affirm; Middleton Ends Pigskin Exile, Sets Stacks as Goal; Dean Forum Series Highlights Unity of Scholarship and Administration; AAUP Ad.....	9
Veterinary School Ad.....	10
King Kongs SACS, Clears Clutter; LSU Faculty Senate Releases Advisory Letter on Personnel Actions; Back to Freshman Composition for LSU Spin Doctors .....	11
Guest Column: The Lafayette Gastronome .....	12
McNeese Faculty Senate Hosts Inter-Campus Faculty Governance Event; Faculty Senate Celebration Week at SUSLA; Freedom of Expression Panel Draws Full House; Media See the Censures; Faculty Call for Condensation of Mandatory Training .....	13
Supervisor Publication Reverses Fifty Years of Social Progress, Stereotypes Women; Regents Chair Makes Fun of Threatened Species; Kirylo Slam Dunks Again with Another Statewide Forum; LSU Faculty Senate Mobilizes Two New Committees, Tackles Child Care and Master Planning.....	14
Regents Deloitte Consult: First Step Leaves Nine Hundred and Ninety Nine Miles; What Can You Do with a Degree in Philosophy? Make Money!; LSU UCGE Pursues Salary Data .....	15

# Higher Education Headliner



Dr. Edward White



Dr. Edward C. White, Director of the Performing Arts Academy and Educational Outreach at LSU's Baton Rouge campus, upon arrival into the world, found himself part of a family dedicated to the study of music. Although born in Greencastle, Indiana, White grew up in Tuscaloosa, where his parents were tenured faculty in the music department at the University of Alabama. Although exposed to music from his infancy, White confessed, "I wasn't that interested in music growing up." In fact, when he attended Rhodes College, he majored in economics. But then, he began to take a couple of music classes to satisfy his general education requirements and "had this feeling of 'this is it.'"

So, with an interest in music kindled, White consulted his parents. They wanted to make sure that he was serious about majoring in music and insisted on him attending the University of Alabama. He was in fact serious. After graduating from the University of Alabama, White went on to complete his Master's at the University of Texas at Austin, which ended up being a fortuitous choice, as he met his wife, a native of New Orleans, there. Once finished with the Master's, the final leg of his studies ended with a DMA at the University of Kentucky.

Through the efforts of his wife and in-laws, whom he considers two incredibly unique and great individuals, White was indoctrinated into Louisiana culture, and after a brief stint at the University of Arkansas Fort Smith, he and his family settled in Louisiana. Concerning Louisiana culture, White remarks, "The culture of Louisiana—really, there isn't just one. There are really two or three different cultures here, and the food and the music are great. I like the culture. I get it." In terms of LSU, White chose the purple and gold because he felt that the university has one of the nation's best and most consistent music programs of any public university. He envisions the music department at LSU doing a greater amount of outreach than in the past, which he feels would benefit both the Baton Rouge community and the state.

A big part of that outreach is the Performing Arts Academy, which is a community music school. Individuals of all ages and levels can take lessons from mainly graduate students for a reduced fee. This is especially important as many music programs at secondary schools have suffered from budget cuts or have been done away with altogether. The academy also offers opportunities to perform. For example, there are chamber ensembles, composed of quintets of many varieties, and these groups perform in retirement communities and hospitals, like Baton Rouge General. In addition, part of the academy involves working with the Louisiana Opera Outreach Program (LOOP), which also performs in community spaces. White would like see a lot more

of these programs, which help in distilling passion, as well as a dedicated work ethic, in the younger generation.

Another very successful part of the academy is the series of summer camps. These are run almost exclusively by faculty and tend to become vehicles for recruiting students to LSU. Such camps give students the opportunity to see if there are faculty members with whom they might like to study. In addition, there is a very popular band camp, the Chamber Winds and Percussion Camp. This particular camp draws students from all over the region and has historically been incredibly successful. White would like to see graduate students, though, and not just faculty, have an opportunity to work with these youngsters, as this aids in gaining valuable teaching experience. White believes that a music and art education is an important part of any education, as folks who graduate with a degree in music tend to be open-minded, accepting of others, and contributors to the community. He also believes that the rigors of music education aid students in other areas of their lives, especially when students must perform or even write their own compositions. The skills learned in studying, performing, and creating music transfer not only to the working world, but help to make individuals into better people.

White's enthusiasm for music is tangible, and he possesses a positive vision for the future of the Performing Arts Academy. One of his desires is to make his office into a community affairs and outreach office where the community can come together to participate in and support the program, and, in turn, the program would become a permanent fixture in the community. In addition, White envisions a dedicated space where, in the afternoon, graduate students and faculty can offer a variety of music lessons, ranging from ensembles to individual instruments to voice. As another arm of his vision for the program, students would be required to do community outreach, rather than just service learning, through their music classes. White believes that such changes will present a better face not just to Baton Rouge, but the greater Louisiana area.

Like any program in the beleaguered world of university funding, though, creating new avenues in such programs presents some challenges, but White is enthusiastic about the possibilities, especially with the newly installed dean of the Music and Theater Department. With enough support from both the university and the greater community, and some much needed funding, White's ideas have seeds that could successfully come to fruition.

— By Amy Catania and Nate Friedman



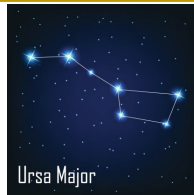
## BARBERING BATTLE CONTINUES

In the Halloween issue, the *Newsletter* reported, on the basis of information from anonymous but well-placed sources, that the departure of the barbers from the historic LSU Student Union barbershop had been amicable and had resulted in the improvement of the tonsorialists' lot owing to their establishment in a nicer shop in the prosperous Baton Rouge mid-city culture zone. Following that story, several former barbershop customers submitted contrary reports, suggesting that excess economic pressure had been applied and that the separation had resulted from the acceptance of one of those offers that could not be refused. The barbers are now gone, but if reconciliation is to occur, Auxiliary Services should make sure that the next occupant of the former barber shop is a local businessperson with a unique, university-appropriate product or service, not another national chain or junk food outlet paying poor wages.



## LSUA CAMPUS CAPTAIN HOWARD TURNS SPYGLASS UPWARD

The *Newsletter* staff never ceases to be surprised by the innovations of Chancellor Dan Howard of LSUA, the home campus of the Association of Louisiana Faculty Senates (ALFS). Scanning the headlines, our cub reporters discovered that, in early November, LSUA hosted an "astronomy night" for the benefit of the public, with all who possessed "bug spray and flashlights" invited to gaze at the wonders of the heavens. Although Alexandria may be a bit lower down the slope than Mauna Kea or Atacama, at seventy-five feet above sea level, it qualifies as the Everest of Louisiana—and, of course, the altruistic ambition of Chancellor Howard and his team of stargazers will lift the intellectual ambitions of Alexandrians higher than any kite that Winnie the Pooh ever flew! Congratulations to our mid-staters for reinstating the Great Library of Alexandria by opening the infinite book of the sky.



## SHREVEPORT STUDENTS SELF-TAX TO SAVE FACULTY

Those who tend to write off Shreveport as a sleepy little place need to hear the loud drumbeat in the LSUS (LSU in Shreveport) Student Government Association. Disproving, in one grand gesture, the longstanding position of the Jindal administration that students want low tuition, low taxes, and low user fees—that college populations endorse the "do more with less" movement—students at LSUS have voted to impose a fee on themselves to provide a raise for and to promote retention of faculty. Announced at the December 11<sup>th</sup> LSU Board of Supervisors meeting by an LSUS student who had also been charged with reading the opening prayer, the disclosure of a desire for higher taxes in the service of the public good drew stunned silence from the Supervisors (and not a word from LSU President King Alexander, who, everyone previously thought, was in the business of promoting student commitment, including financial commitment, to higher education). Bravo and thanks to the Shreveport students who took a stand and spoke out loud and clear for an educated society.



## GRAMBLING FACULTY SENATE PEPPERS PRESIDENT

Grambling faculty governance practitioners upped the ante in December with a series of fervid letters to Grambling President Willie Larkin. Penned on behalf of a unanimously supportive Grambling Faculty Senate by faculty leaders Herbert Simmons, Bobby Burkes, David Hodges, Hugh Wilson, and Gary Poe, the letters chronicled a series of mishaps and a history of inadequate cooperation with faculty governance. The litany of charges in the letters centered on dangers to the accreditation of assorted Grambling programs; ineffectiveness in recruiting and retaining both students and faculty; and, above all, a reluctance to engage in open and earnest dialogue with faculty governance personnel. Hard but thoughtful criticisms abounded: "Grambling," warned the authors, "is not a 'football school,' a shabby pretext to sponsor a football team confirms stereotypes of African Americans." The letter-writers also urged free and easy access to budget information, information which, in any case, abides in the public domain. Confronted with widespread faculty discontent, novice President Larkin fired off a letter assuring the Faculty Senate correspondents that he had carefully considered their contributions and hoped to work together but providing no particular plan of action. Grambling colleagues are now hoping that words will translate into some kind of action.



Grambling President Willie Larkin encounters turbulence without a seatbelt

## FORMER KING STOMPING GROUND ERUPTS IN PROTEST

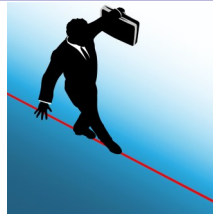
An old adage holds that the fruit seldom drops far from the tree: that effects have something to do with causes. Proximity may occur in time as well as space, and so it is that, only two years after the regime of now-LSU President King Alexander, California State University at Long Beach (CSULB) has emerged not only as the epicenter of faculty discontent but the focal point of revolutionary action. According to academic labor expert [Hank Reichmann](#), the California Faculty Association (CFA), the union representing faculty in the California State System, voted by an overwhelming 94% to strike and further selected labor-averse CSULB as the location for the first demonstration march and as the starting point for reform of labor practices. Now, we have heard a lot from King Alexander about the protection of students, but what about students who have grown up to become professors? Does CSULB faculty outrage emerge from habitual discontent or from past labor practices?



Faculty at former King Alexander campus revolt

## COMMISSIONER WALKS A NARROW GAP WHILE NARROWING THE GAP

Despite its reputation for wondering rather than determining what might come next, the office of the Commissioner of Higher Education has, over the last year, come up with an astounding number of events, ideas, and proposals. The latest stuffer in the Regents' Christmas stocking was the December 4<sup>th</sup> "Narrowing the Gap" event in which an assortment of educational and business leaders convened to discuss methods for enrolling more adult learners in Louisiana higher education institution. Proceeding with more balance than the Flying Wallendas, Commissioner Joseph C. Rallo and the conferees that he assembled opened the prospect of more revenue for tuition-hungry institutions as well as for greater age diversity in the classroom, all while genuflecting to the workforce development crowd. The high-wire on which the Commissioner is walking, poised as it is between the intellectual goals of higher education and the high ambition of industrialists seeking a trained but wage-content cadre, is a thin one. Let us hope that, as the Commissioner continues his tightrope walk over the canyons of error, he introduces a few capers that call attention to the full range of opportunities for adult learners, including those that involve the study of non-revenue-intensive discipline or those that lead to careers emphasizing social service.



The suits down at the Regents office are successfully if cautiously walking a narrow path

### NARROWING THE GAP FOR ALL...

Can the Regents narrow the gap without falling in?

## RETIREMENT LAWSUIT CLEARS ANOTHER HURTLE

One of the standard tactics for higher education institutions facing lawsuits is the combining of delay with excess: of piling on lawyers and processes in the hope that, if the process is dragged out long enough, the plaintiff will give up, collapse, go bankrupt, or otherwise crumble. Universities never learn that the justice system sometimes works and that the pursuit of unjust, losing causes at high cost for legal support not only fails but aggravates a host of constituencies, whether faculty or students or the public. The aforementioned strategy—what might be called "inertia amplification"—has been the approach used in the case of the lawsuit filed against the Teachers Retirement System of Louisiana (TRSL) and the LSU Board of Supervisors. No less than five legal professionals have spent more than a few billable hours attempting to slow up the fight to end the diversion of funds from faculty retirement accounts. Fortunately, just causes often prevail. That is what happened on November 30<sup>th</sup> when a panel of judges in the 19<sup>th</sup> Judicial Court surprised the cynics by turning down a request from TRSL and LSU for a supervisory writ. By rejecting the request for a writ, the court has cleared the way for a full and public trial of the case. Could it be that the judges are telling Louisiana universities that they ought to solve the retirement problem and also that they ought to stop fighting against faculty welfare?

**BEFORE: GUIDRY, HOLDRIDGE AND CHUTZ, JJ.**

**WRIT DENIED. To the extent plaintiffs**

The court blocks the TRSL and LSU fight against fair retirement plans

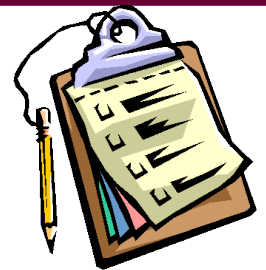
## RAINY DAY FUND DIP SPARES HIGHER EDUCATION

As legislators position themselves to work under a new, more liberal governor—as even hardliners such as House Speaker Chuck Kleckley begin to sound like "tax and spend liberals"—higher education is benefitting from ingenious governmental efforts at creative financing. From secret sources, the *Newsletter* received advance notice that the legislature had foreseen a \$28,000,000.00 midyear cut to higher education but had also condensed enough support to dip into the Rainy Day Fund by way of sparing higher education from what would amount to an eight percent desiccation. Eighty-seven legislators, seventeen more than needed, voted to plunge the ladle into the aforementioned bucket. Eventually, per law, the Rainy Day Fund must be repaid, but by that distant time, a series of special and regular sessions will surely revise the revenue model for our institutions.



## LSUNITED LAUNCHES RETIREMENT PETITION

Independent faculty advocacy group LSUnit-ed, which has been making headlines through its outreach to the University of Louisiana Lafayette AAUP chapter and Faculty Senate, has taken another bold step toward financial equity for faculty members. This ingenious group has created an online petition that simultaneously informs its readers of the shortcomings of the retirement plan and also seeks endorsements supporting a letter to LSU officials that calls on those leaders to take the necessary steps to correct deficiencies that leave devoted and long-serving faculty members in a state of economic uncertainty for the duration of their retirement. Included are accessible as well as chilling graphics illustrating the gap between Louisiana retirement programs and those in place at all other comparable universities. The [petition](#) may be read, reviewed, and endorsed online.





## 2016 AAUP ELECTION ABOUNDS IN LOUISIANA CANDIDATES

Censures and misdeeds are not the only reason that Louisiana higher education enters the national spotlight. Hardened, tempered, and otherwise upgraded by long stays in the furnace of adversity, Louisiana faculty leaders have developed both the skill sets and the vigor required to lead whole nations of educators. One happy symptom of the upsurge in Louisiana faculty leadership is the emergence of a strong field of candidates for the annual election for seats on the National Governing Council of the [AAUP](#) (American Association of University Professors). Pursuing a post as Council Member for the expansive AAUP District V, which covers the southeastern United States as well as Guam, the Virgin Islands, Canada, and foreign countries, is Leslie Bary of the University of Louisiana Lafayette. Entering the race for an at-large Council seat is Sonya Hester of Southern University Shreveport. These two candidates will likely join Kevin Cope of LSU A&M, who is already a Council Member for District V, and Linda Carroll of Tulane, who remains in office during 2016. That Louisiana should come to represent ten percent of the entire AAUP National Council demonstrates that, like the prophets of old, are lauded nationwide even when overlooked by decision-makers at home.



Leslie Bary to join pool of Louisiana AAUP candidates

## HESTER HOLDS HOLDEN FORUM

It might be awkward to paraphrase or otherwise borrow from Anita Bryant, but it can surely be said that a day without a major event hosted by Sonya Hester is surely less usual than a day without sunshine in Florida! The latest enterprise of this Titan of faculty leadership was the mounting of a forum on the status, future, and resuscitation of Louisiana higher education. Following up on Professor Hester's precedent-setting regional forum on higher education that took place at the SUSLA downtown Shreveport campus, the second installment featured Baton Rouge Mayor and candidate for Lieutenant Governor Melvyn "Kip" Holden. Another big crowd not only heard Holden's proposals but also profited from the collected wisdom of the SUSLA Faculty Senate, the SUSLA Student Government Association, and the countless community members who took to the microphone and thereby took destiny into their own hands. As is always the case with the charismatic Hester, the media came running, providing pre-event publicity through a major television interview on Shreveport over-the-air television outlet KTAL. Be sure to catch [Hester's interview](#), which brought an understanding of the importance of properly funded higher education to an enormous audience.



Sonya Hester and members of the SUSLA Faculty Senate with Baton Rouge Mayor Kip Holden

## LSU IT SERVICES TO REVIEW COURSE MANAGEMENT SOFTWARE

Perhaps one of the truest aphorisms in the collection of ancient wisdom is the old saw that "you get what you pay for." In the second stage of course management software—when former startup programming companies such as Blackboard waxed overconfident with regard to their control of this lucrative but small market—institutions lunged after the shareware opportunity represented by Moodle, a purportedly free, open-access solution to campus instructional needs. Sadly, from day one onwards, the limits of freeware, the costs of consultations, and the infrequency of faculty adoptions began a long period of underground evaluation that is now surfacing in the form of a welcome decision, at LSU A&M, to review Moodle and to compare it to the options now available on the greatly enlarged market for course management software. Congratulations for Buddy Ethridge and his team for setting an example of intelligent self-criticism that will very likely draw imitators at other Louisiana campuses, where the Moodle grass is not all that much greener.



A proposed review suggests that the Moodle mortarboard may be slipping

## SHREVEPORT MEDICAL FACULTY ACTIVIST DRAWS ACCLAIM

One of the old myths of faculty governance is the allegation that those who mix it up in the politics of education must have abandoned their research careers or otherwise abandoned the ship of intellectuals in favor of the ship of fools. That odious suggestion is disproved by the recent media adventures of Shreveport medical faculty member John Vanchiere, whose appearances at the Alexandria Summit Meetings and whose statewide activism have been turning heads and winning victories. Vanchiere recently garnered major media attention when actor Charlie Sheen disclosed his HIV-positive status and when, consequently, the media sought out experts in retro-virus treatment. Hear Dr. John's delightful and informative [interview](#) online.



Medical master and faculty activist John Vanchiere takes to the airwaves

## CONSTRUCTIVE CAMPBELL TO DE-CLUTTER CURBS

Motorists with access to the interior of the LSU A&M campus will welcome the news that parking and transportation czar Jeff Campbell has embarked on a long-awaited project to "normalize" the intersection of Fieldhouse Drive and South Campus Drive while also developing a new connection between South Stadium Drive and the Nicholson Extension. At press time, the bulldozers are already rolling. This project bodes fair to relieve traffic pressure in the aforementioned zones while also paving the way for a solution to the chaotic situation at the main bus hub near the Indian Mounds. Applause is due to Jeff for his forward-looking activities—and for putting his hand on the heavy equipment throttle!

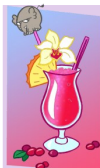




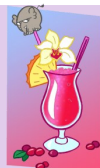
## A.G.'s Corner

LSU HUMAN RESOURCES MANAGER, CHIEF A. G. MONACO, ADDRESSES QUESTIONS ABOUT HRM AND "EMPLOYEES' LIVES" IN GENERAL. IF YOU HAVE A PRESSING HRM ISSUE FOR A G TO ADDRESS, PLEASE SEND YOUR QUERIES TO [ENCOPE@LSU.EDU](mailto:ENCOPE@LSU.EDU).

A.G. is temporarily on sabbatical from journalism and should continue his column in January 2016.



## Thirsty Thursday



JANUARY 14, 2016

CAPITOL PARK MUSEUM AND PELICAN HOUSE

6:30 P.M.—7:30 P.M.

JOIN THE FRIENDS OF THE CAPITOL PARK MUSEUM AND PELICAN HOUSE FOR A LIVELY LECTURE ON THE HISTORY OF SPANISH TOWN'S MARDI GRAS PARADE. SIGNATURE MARDI GRAS COCKTAIL TASTING AND PELICAN HOUSE APPETIZERS TO GO AROUND.

ADMISSION IS FREE FOR FRIENDS OF THE CAPITOL PARK MUSEUM AND \$10 FOR GUESTS.



## JOIN LSUNITED

### WHO WE ARE:

An independent advocacy organization formed to serve LSU faculty and graduate assistants

### OUR GOALS:

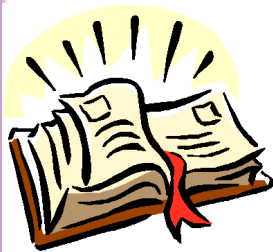
- Securing regular, periodic raises for faculty
- Improving starting salaries for Instructors
- Protecting and improving health and retirement benefits

### CONTACT:

Mike Russo, [6923louis@gmail.com](mailto:6923louis@gmail.com)

# Lifestyle Feature

## LIFESTYLE CHRISTMAS: REVIVING CHRISTMAS



Owing to a combination of cultural anxiety—to the not altogether unreasonable fear that any cultural or religious practice at all will offend or exclude someone—and the overall cheapening effect of commercialism, celebration of Christmas has become somewhat quiet, if not outright repressed. Almost every campus showcases a Christmas tree—at LSU A&M, it stands in the LSU Student Union—but the identity of that symbol remains strangely downplayed, with even its ornamentation slipping into iconographic confusion. In the highly ecumenical *Newsletter* office, the staff celebrates not only Christmas, but every holiday, if only by way of rejecting the modern as well as post-Puritan cult of work and by way of reminding everyone that good humor expresses confidence while plaintiveness expresses only peevishness and uncertainty. For those who want to restore the festivity in the “holiday” season, we are therefore offering a set of recommended activities that cost little, that pertain to Christmas but that can enhance almost any other religious or cultural tradition, and that suit the celebratory needs of academic people.

The first move for the candidate celebrator is the revival of some forgotten aspects of the holiday cooking tradition. Cookware manufacturers and vendors of expertise such as specialist television channels present classic holiday dishes as devastatingly difficult—as the province of experts. Yet nothing is as simple as a traditional steamed pudding. For thirty dollars to buy a [mold](#) and with a few eggs, a bit of cream, come bread crumbs, and whatever flavorings or mix-ins might appeal, even the novice can, in minutes, create a pudding that would dazzle the eye of Dickens or any other Christmas caroler. Being cheap and voluminous, such a pudding opens up another Christmas classic good deed, the giving away of food. Share some of that fig pudding with a novice who might be inspired to take up the ladle and learn to cook, the art of self-nourishment being the greatest of all gifts! If even this much cooking is too much, reconnect with the raw ingredients that define the festive season. Few blessings are greater than that of citrus fruit, which, ripening in the late fall and winter, festoons the Christmas season with natural tree decorations and which sends vitamins into the system while spraying aromatics into the air. A [rudimentary juicer](#) costs less than \$20.00 for those who prefer direct intake of the bright fluids from the Florida tree. Or chop in a few cranberries with a bit of honey and a smidgen of heat to develop an exquisite relish with a combo Massachusetts-Bethlehem tang! One complex act of charity that one can perform at Christmas time—complex, because it grazes on commercial culture—is the patronizing of traditional, single-proprietor, or high-quality but economical merchants. Buying from a modern mom-and-pop or helping an entrepreneur or sustaining an old-line shop may well do more to help society than a thou-



sand coins in the Salvation Army kettle. Consider, for example, buying one surprisingly low-priced European top-quality [glass ornament](#) from south German and American Christmas store proprietress Käthe Wohlfahrt by way of breaking the stereotyped imagery on the Christmas tree (maybe the little Bavarian bear with the smiley face?). Similarly, liberate yourself from predictable designs by seeking out [gift wrapping paper](#), whether on the low but admirable end represented by better big-box stores such as Container Store; by book and stationery e-tailers such as [Bas Bleu](#); or by an assortment of museum shops. In the same survey of online retailers, take a look at the Christmas cards, which, generally, rise above the safe and familiar designs that line drug- and grocery-store shelves. With a nice Christmas card in hand, you will be tempted to perform another good deed by jotting in a tiny bit of a personal message to complement the printed greeting, thereby adding the personal touch! Finally, with respect to the mercantile side of Christmas, consider splurging on a one-use item that will encourage participation in the Yuletide culture. How about that pair of ice skates that would bring you back to your childhood either in Minnesota or in a hockey practice rink in



Florida? Old-fashioned figure skates, with the braking rake at the front of the blade, are still available from specialist merchants such as the [Figure Skating Store](#). All too often, low-quality equipment deters folks from enjoying the winter wonderland; strap on some “real” skates and consider how productive a per-moment-cost investment those sharp shoes might be!

Then there are the simple gifts that one can give to oneself and others: taking a few hours to bedaub the house with sparkling Christmas lights, which, nowadays, come in a dazzling array of intensely colorful varieties; improvisational caroling along the streets of America’s often bleak subdivisions (who cannot help but smile when a solo singing professor cruises down the sidewalk?); taking a cold-weather walk by way of inebriating oneself with arctic air and encouraging sportiness in one’s fellow man and woman; reading a classic Christmas tale, whether *The Gift of the Magi* or even *Rudolph the Red-Nosed Reindeer*; viewing a holiday classic film such as *The Miracle on 34<sup>th</sup> Street*; hooking up with an online streaming audio source that includes a Christmas channel (consider [Calm Radio](#) or, for a peppier approach, [JazzRadio](#)); or making good use of faculty status to call a reporter and thereby to direct media attention to someone doing something cheering and invigorating such as creating a connoisseur-level front-yard display or building a snowman or snowwoman during one of Louisiana’s occasional cold snaps.

There is no place like home for the holidays! Even though Louisiana lacks the Christmas “look” that a cold climate offers, there are still plenty of nice things to do and plenty of ways to undo the modern aversion to happiness. A joyous Yule to all!





## PREVIEWS OF COMING ATTRACTION: ZIMMERMAN CONFAB ON OPEN ACCESS

One key but overlooked aspect of the national debate concerning the affordability of higher education is the cost of textbooks and other information-bearing media. With some textbooks in the STEM areas reaching deep into the three-figure range and with even modest humanities volumes trailing not far behind (after all, three novels in standard editions will total up to a higher cost than one physics book), those struggling to keep tuition and fees under control are looking for help from the publishing and distributing communities. Answering the clarion call, LOUIS (Louisiana Library Network) Executive Director Sara Zimmerman is working with the Regents and the commissioner to assemble a statewide conference on open-access books, libraries, and, indeed, information generally. Tentative date for an event that will interest anyone who has ever cracked open a book is February 15<sup>th</sup>. The *Newsletter* will continue to post updates.



Sara Zimmerman of LOUIS plans statewide synod on open-access information

## TIP OF THE MONTH: THE DENVER MUSEUM OF ART

Come late fall, Christmas shoppers slide under an avalanche of catalogues from mail-order and online merchants. Most prominent among these are the offerings of museum shops, many of which, despite the apparent authenticity and locality conferred by their brand names, are often only aggregators for products found elsewhere. Those who seek high-quality gifts as well as superior exhibitions should try the overlooked [Denver Museum of Art](#), an expansive, unfortunately underrated collection housed in a gigantic asymmetrical Daniel Libeskind building of a sort that makes Louisiana university buildings look naive and primitive. The collections of the unfortunately-acronymed DAM juxtapose ancient, colonial American, native American, and focused old-world art and artifacts by way of highlighting a curatorial program that is both respectful of the past but unafraid of innovation. An abundance of special exhibitions—the most recent being on the art of flowers—punctuates an exhibition space that refreshes, educates, and ennobles. Both the on-site and the online shops excel, offering high-quality, often one-of-a-kind or locally designed goods (including ravishing accessories!) at prices well below standard big-city charges. This is the place either for a holiday visit or a holiday gift!



The Denver Museum of Art

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## ALFS RELEASES SERVICE TIME STANDARD, LSUA CHANCELLOR HOWARD FIRST TO AFFIRM

During its September 21<sup>st</sup> meeting, ALFS (The Association of Louisiana Faculty Senates) passed a resolution recommending standard response and action times for queries submitted by faculty leaders to administration. ALFS resolution 2015-2, authored by Vipin Menon of McNeese State University, stipulated that all communications from faculty to administration should be acknowledged within two business days and that the first steps toward resolving those matters presented in such communications should occur within seven business days. This resolution, accompanied by a friendly and informative cover letter, was distributed, in late November, to every campus chancellor and president in Louisiana as well as to the four higher education system heads. Feedback has been favorable. For example, LSU of Alexandria Chancellor Dan Howard demonstrated leadership, grace, and generosity by promptly responding that he had presented the measure at his Chancellor's Council, that the measure had received a favorable reception from same, and that LSUA, the home campus of ALFS, was already in glad compliance with the resolution. Applause to Chancellor Howard for his responsiveness and wisdom!



LSUA Chancellor Dan Howard leads those giving a warm reception to the ALFS service standards resolution

## MIDDLETON ENDS PIGSKIN EXILE, SETS STACKS AS GOAL

Perhaps owing to the failure to recognize the structural similarities between goal posts and book stacks, LSU's blocker of a building, the Middleton Library, has long remained closed during football games, even despite the scheduling of those contests during the core of the academic term. Now, a freak convergence between the need for a Noah-style ark and the ark of the covenant of knowledge has led to the liberation of the Middleton from its imprisonment by the pigskin cult. When the devastating flood that drenched South Carolina led to the relocation of the LSU-SC football match to Tiger Stadium, LSU A&M officialdom had already geared up to close down the portals of knowledge. Backed by students who begged for access to study materials, LSU Libraries Dean Stanley Wilder sought and obtained permission for an experimental mid-football opening of LSU's largest library. Despite major logistical problems—one can only imagine a library patron attempting to convince an LSU parking prefect of the necessity of entry to campus to pay an overdue fine!—the champion knowledge curators who comprise the Middleton staff succeeded in manning the ramparts of reading. So convincing was the success that Wilder and his crew have resolved to keep the Library open during all future football matches. Huzzah for those who didn't punt on this one!



Middleton Library leadership resists football-driven closure pressure

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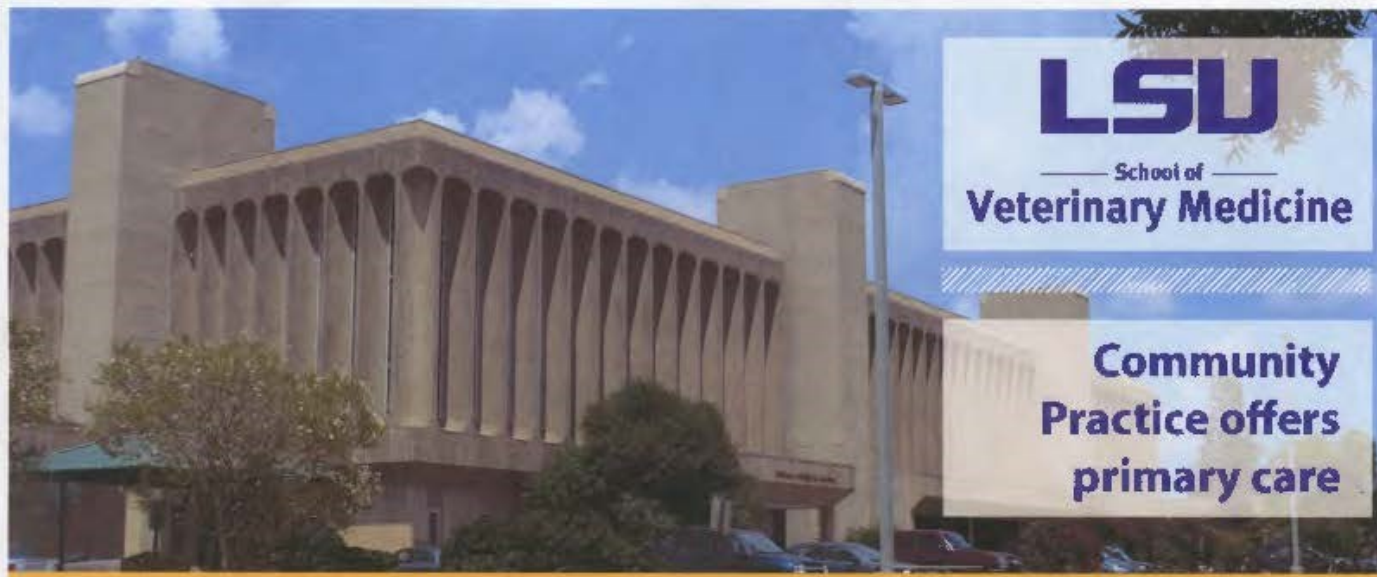
## DEAN FORUM SERIES HIGHLIGHTS UNITY OF SCHOLARSHIP AND ADMINISTRATION

One of the most mischievous myths promulgated by executive search firms is the notion that academic administration requires a special skill set that is not only alien to but exclusive of scholarly achievement. According to this tall tale, certain lucky persons possess an elusive talent—a certain *je ne sais quoi*—that qualifies them to deal with the management and advancement of universities but that stands above and away from the humdrum work of research. To counter this evidence-free theory, the LSU A&M Faculty Senate has created a new series of forums, "The Scholarly and Artistic Work of Deans," that will showcase both the achievements of administrators and that will highlight the integral relation of scholarship or creativity to administration. Opening the series before a sellout crowd was no less than Christopher D'Elia, Dean of the LSU School of the Coast and Environment, whose presentation, *Limits to Sustainability*, examined the history, ideology, theory, practice, and reality of certain popular environmentalist creeds. Generously hoping to promote the Deans Forum series, D'Elia has made his presentation available online via the [LSU Faculty Senate Multimedia Archive](#). Additional forums are planned for the spring semester and are open to everyone!



Dean Christopher D'Elia critiques the theory and practice of sustainability





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## KING KONGS SACS, CLEARS CLUTTER

Those who are fans of the golden age of animation know that, whenever Wile E. Coyote hammers the Road Runner or Quickdraw McGraw weaponizes his guitar, the cartoon screen fills with visualized sound effects such as “WHAM” and “BOING.” Such renderings would be appropriate for the latest success from the LSU mega-university office, where multi-campus chief King Alexander has successfully KONGed accrediting agency SACSCOC. In the wake of an assortment of campus consolidation, SACSCOC had wanted a quick repeat of the LSU accreditation cycle, which would have run up enormous expense to minimal result, a prospect that Alexander deflected through tough-love diplomacy. Congratulations to the Lakeshore tribe for saving Louisiana thousands if not millions in personnel and bureaucracy costs.



SACSCOC President Belle Wheelan taps out from Alexander head lock

## LSU FACULTY SENATE RELEASES ADVISORY LETTER ON PERSONNEL ACTIONS

During the last twelve months, known disciplinary actions on LSU campuses have increased by over two-thousand percent over the rate for the preceding eight years. Startled by the number of colleagues caught in the personnel dragnet, the LSU Faculty Senate has issued a letter to campus colleagues warning academic professionals of the intensifying level of scrutiny and surveillance; of the increase in student complaints; of organized reputation attacks on social media; and of the dangers of ready cooperation with investigators. Now available [online](#), the letter will also prove instructive and helpful to those on other campuses. Although most campuses offer policies that provide considerable protection to accused faculty members, information about guarantees is hard to find and stresses associated with investigations induce costly mistakes. The LSU Faculty Senate is especially concerned about parallel investigations—probes carried out by human resources personnel outside the channels prescribed by disciplinary policies—and about the use of information gathered by unconventional means to pressure faculty members to surrender rights to due process in exchange for lenient treatment. Fortunately, the LSU office of academic affairs has partnered with Faculty Senate officials to begin a review and revision of disciplinary policies.



## BACK TO FRESHMAN COMPOSITION FOR LSU SPIN DOCTORS

Surprised by the reaction to its preemptive actions in the Teresa Buchanan dismissal case, the LSU System officials continue to release damage control memoranda on this topic, even despite repeated claims that this, that, or the other announcement will be the last word. The latest attempt to erase what Lady Macbeth calls that “damned spot” of guilt comes in the form of a November 16<sup>th</sup> “Message from the President,” a message that, if grammar and logic are any measure, could not possibly have been written by the head of a major institution, but must have emerged from a subordinate in the spin machine. Analysis of this bizarre letter would take more space than the newsletter can provide, but a look at the second paragraph alone will dazzle the rhetorician’s imagination. In the first sentence, we have an illogical claim that exploration is based on the sharing of ideas (tell that to the autocratic captain of the ultimate exploration vessel, Columbus!), a claim that forgets that the idea must be discovered (by exploration) before being shared; in the second sentence, an agreement error (no *one’s*/their views) leads into a grandiose claim that LSU’s “Commitment to Community” trumps all laws—that “no one” is exempt (hey, we need a first amendment lawyer!); in the third sentence, we find a logical solecism in which certain moral obligations derive not from an ethical standard, but from being an “LSU Tiger”; in the fourth sentence, we find that success is not possible without safety, a claim that would have prevented almost every discovery in the history of the world, from Galileo’s public speculations on astronomy to the moons of Jupiter to the Apollo moon missions; and, in the fourth sentence, in addition to alluding to a hybrid phenomenon designated as “symbolic” “oppressive behavior,” we hear that “oppressive behavior” “cannot” “be tolerated at LSU,” when, in fact, it is routinely tolerated in myriad forms, whether in exploitation of athlete or graduate student labor or in the overturning of recommendations from faculty disciplinary panels. Perhaps some of those instructors to whom LSU will not grant due process rights after their seventh year of employment ought to go over to the System office and provide lessons in writing, rhetoric, and logic.



# Guest Column



## The Lafayette Gastronome: Lewis Deaton

Colleagues, should you find yourself in Lafayette for personal or professional reasons, you are in a town where the food will spoil you to the extent that eating anywhere else will not measure up. I have been asked for some suggestions about where an out-of-towner might find a satisfying meal. What follows is by no means the work of a gastronome, food faddist, wine connoisseur, heritage cocktail enthusiast, etc.; these are simply places that I like. There are plenty of outstanding restaurants in Lafayette that are not on my list. Here goes.

**Breakfast** (that won't break the bank): Hub City Diner.—In addition to standard breakfast fare, the beignets are good, and you can indulge in a chocolate malted milkshake if you are so inclined.

Meche's doughnuts are fabulous (A Krispy Kreme opened in town a few years ago, but shortly went out of business).

**Lunch:** For a burger—Twins Bakery.. The beef, turkey, crab or crawfish burgers on buns are baked in-house.

Pork—Johnson's Boucaniere

Pboys—Old Time grocery (cash only)

Variety of hot and cold dishes—Joey's (my favorite is the California BLT sandwich). The dessert case will make you swoon. Hub City Diner is also a good lunch spot.

Trendy locovore, more upscale—Saint Street Inn. You can sit outside on the porch. This is also an interesting place for dinner.

Columbian--Patacon. Where else can you find a sandwich with the "bread" consisting of smashed fried plantains?

Pizza—Deano's. As a marine biologist I find myself drawn to the Marie LeVeau (blue crab).

Most food for your money—China One. Not much in the way of ambiance, but an enormous variety of simple Chinese; one order will easily feed three or four people.

**Dinner:** for a romantic occasion—I Monelli. Great Italian food, quiet, they never rush you.

Cajun style food—Charley G's. Duck and andouille gumbo is unreal, white chocolate bread pudding may cause diabetes. Some dishes prepared on an open fire grill. These two places will put a dent in your pocketbook, but are worth it.

**Ethnic Food:** Masala—good Indian food; vegetarians will find lots of choices.

Blu Basil—Vietnamese; curries, noodles. The pineapple shrimp fried rice is served in a hollowed out pineapple.

Fuji Sushi—Japanese and sushi. Unprepossessing with an unending menu of great sushi rolls and personal, conscientious service. No liquor license, but you can BYOB.

Cuban—Café Habana City. I like the vaca frita.

I hope you have the opportunity to try these (or other) places in Lafayette; you have to work hard to find a bad meal here.

*Lewis Deaton arrived in Lafayette in August of 1987 and is a comparative animal physiologist in the Biology Department at the University of Louisiana at Lafayette.*

## MCNEESE FACULTY SENATE HOSTS INTER-CAMPUS FACULTY GOVERNANCE EVENT

Faculty governance innovator Vipin Menon, the amiable but firm President of the McNeese State Faculty Senate, demonstrated yet another aspect of his creativity by staging an inter-campus faculty governance event during the December McNeese State University Faculty Senate meeting. Menon, recognizing the statewide nature of the challenges that higher education faces, invited ALFS (Association of Louisiana Faculty Senates) Vice-President Kevin L. Cope to address and to workshop with the McNeese faculty governance ensemble. At the energetic Menon's request, Cope reviewed the history and character of shared and faculty governance in Louisiana; the opportunities presented by the statewide ALFS initiatives; the centrality of the AAUP (American Association of University Professors) to the maintenance of faculty prerogatives; and an assortment of issues ranging from the progress of litigation concerning retirement plans to the status of academic freedom and on to the monitoring of personnel, "HRM" policies. As an added treat, Menon arranged for welcoming comments from McNeese State University President Philip Williams, who declared that everyone would be "in for a treat" owing to Menon's inpresarioship. Magnanimous Menon capped the evening with a lavish and generous reception at the creativity center that is his home!



ALFS President, Kevin Cope, visits McNeese

### FACULTY CALL FOR CONDENSATION OF MANDATORY TRAINING

One contributing factor to the hostile work environment in which many faculty find themselves is the requirement for repeated and multiple training sessions. The *Newsletter* staff identified three species of training to which either all or a great majority of faculty were subjected: sexual harassment; ethics; and payroll (for those who supervise student workers). Reader and former AAUP chapter office Brooks Ellwood, however, has identified three more varieties of mandatory training that pertain to many faculty members: Clery Act training; La Carte Card (procurement card) training; and drivers' training. On the LSU A&M campus, faculty members have appealed to multiple officials who have, indeed, attempted to condense or otherwise limit the training (for example, by requiring only one session, rather than one session every year). Unfortunately, state officials have refused to budge. Would someone like to estimate the hourly rate of faculty members and, extrapolating from that information and from fringe costs, calculate how much all this repetitive training costs?



### FACULTY SENATE CELEBRATION WEEK AT SUSLA

At the very moment when it appeared that innovation was at an end, the endlessly energetic Sonya Hester, President of the Faculty Senate at Southern University Shreveport (SUSLA), deployed the greatest recognition and motivational tool in the history of academic and industrial relations. Declaring "Faculty Senate Celebration Week," Hester and her faculty governance colleagues outdid every administration in the state by providing a program of dining, entertainment, and relaxation events that expressed appreciation for faculty contributions and that injected the faculty with the biggest dose of emotional amphetamines that the pharmacy of gratitude could provide! There are plenty of examples, in Louisiana academe, of faculty who serve far beyond the call of duty, but Hester's innovative thank-you to the colleagues whom she serves merits a special badge of honor.



### FREEDOM OF EXPRESSION PANEL DRAWS FULL HOUSE



Owing to the spate of recent cases and emerging phenomena, whether dismissal trials or trigger warnings or student demonstrations, scholars everywhere are debating, with renewed vigor, the full range of academic freedom issues. The latest success in the genre was the panel organized by James Stoner, Director of the LSU Voegelin Institute, on the topic of "Freedom of Expression on Campus Today." Moderated by LSU Faculty Senate President Kevin L. Cope, the panel featured two major commentators on academic freedom and free speech: Donald Downs of the troubled University of Wisconsin and Geoffrey Stone of the University of Chicago. The full house, which included a surprising—and heartening!—number of administrators, peppered Downs and Stone with provocative questions and, in general, enjoyed a freewheeling moment in the life of the mind. A DVD video of the panel is in preparation by a group called "The Champions of Freedom" in Lafayette (\$14.00 by mail order); for information on obtaining a copy of the video, contact [Professor Stoner](#) in the Voegelin Institute.

### MEDIA SEE THE CENSURES

Louisiana higher education institutions have the highest professional organization censure rate in the nation. Professional groups see the problems that administrations try to hide. If you are tempted to believe that no one notices censure actions, see the latest media [report](#) on the numerous censures of numerous higher education institutions in Louisiana.





## SUPERVISOR PUBLICATION REVERSES FIFTY YEARS OF SOCIAL PROGRESS, STEREOTYPES WOMEN

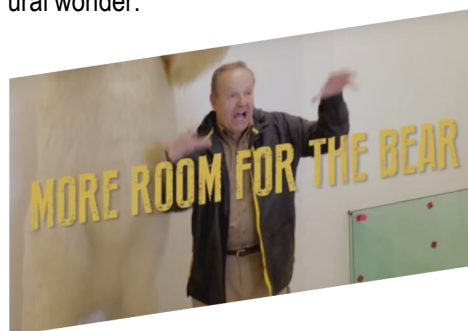
Since the end of the Stuart dynasty, one of the most cherished precepts of law has been that of the subjugation of rulers to the rules that they enforce. No king is above the law; no president is above the Constitution. It is thus more than a little alarming that, in an era that is acutely aware of hostile work environments, sexual harassment, and stereotypes, the very same Supervisors who approve the dismissal of faculty members for the use of robust language or offbeat teaching techniques also engage in provocative stereotyping of women. A recent issue of the high-society tabloid *inRegister*, a pulpy production published by one of the members of the LSU Board of Supervisors, epitomizes the subtly salacious and not-so-subtly demeaning presentation of women. The November release from this publication selects as its lead, cover story an account of the doings of "Dinner Party Dynamos," all of whom are women, women who "truly thrive on hosting a dinner party." Should the party responsible for this kind of material pass judgment on hard-working academic professionals of any gender?



Startling images of women promulgated by LSU Supervisor raise questions

## REGENTS CHAIR MAKES FUN OF THREATENED SPECIES

In the latest round of [internal elections](#), the Board of Regents has selected arms merchant Richard Lipsey as its incoming chair. Shortly after the announcement of his election, Lipsey unhesitatingly told an assortment of newspapers that he intended to act as the spokesman for higher education. Those who want to conjecture what utterances may emerge from Lipsey might do well to view the latest video from armaments mega-merchant [Lipsey's LLC](#), which reports on a move to a new warehouse owing to an increase in the sales of guns and munitions and which includes in its storyboard a bizarre attempt at comedy in which a stuffed polar bear—a remnant of a threatened [species](#)—is moved into its new "home." Attentive viewers will catch a quick sequence in which Lipsey himself makes satirical threatening poses in front of the heartlessly pickled natural wonder.



Incoming Board of Regents Chair satirizes threatened species



Scene from Lipsey video showing moving of stuffed endangered species

## KIRYLO SLAM DUNKS AGAIN WITH ANOTHER STATEWIDE FORUM



James Kirylo's statewide panel at MSERA

Educators statewide never stop admiring the achievements of Southeastern Louisiana University faculty hero James Kirylo, who, in addition to his daytime job as a reformer of K–12 education, burns the midnight oil during his quest to upgrade post-secondary studies. Last March, ever-committed Kirylo organized a panel in the Hammond community that brought together journalists, legislators, professors, and community leaders in a full evening of debate concerning higher education; now, in the recently passed November, Kirylo teamed up with leaders of the Mid-South Education Research Association (MSERA) to assemble an all-star team for a plenary panel on Louisiana higher education. Positioned as the focus event for the grand luncheon banquet for the MSERA convention, Kirylo's all-star panel included McNeese State University innovator Vipin Menon; University of Louisiana Lafayette interdisciplinary intellectual Lewis Deaton; Shreveport chemistry professor and environmental activist Brian Salvatore; courageous Kirylo himself; and Southern University Shreveport change-agent Sonya Hester. Questions ranged over an astounding span of topics, from financing higher education to coordinating college with K–12 curricula. Thank you, James, for keeping the lighthouse shining!

## LSU FACULTY SENATE MOBILIZES TWO NEW COMMITTEES, TACKLES CHILD CARE AND MASTER PLANNING

The LSU A&M Faculty Senate has mobilized two new special-purpose, non-standing committees to address emergent needs and projects on the big campus with small funding. In mid-November, the Faculty Senate learned of a plan to out-source child care on campus. Although not opposed to creative solutions to campus problems, faculty governance officials want to maintain the local flavor (and local control) over campus units, hence have partnered with Finance and Administration Chief Daniel Layzell as well as Auxiliary Services Director Margot Carroll to create a task force on the child care challenge. Meanwhile, NBBJ, the firm contracted by LSU A&M to create a new campus master plan, has begun its cycle of campus visits and stakeholder consultations. Following a request from planning experts Tammy Millican and Roger Husser, the LSU A&M Faculty Senate created a four-colleague delegation to meet with the NBBJ visitors and also to represent the faculty in subsequent master planning discussions.



## REGENTS DELOITTE CONSULT: FIRST STEP LEAVES 999 MILES

Anyone who has consulted a self-help book knows the aphorism, attributed to Taoist philosopher Lao Tzu and directed toward those eager for a quick fix, that “the journey of one thousand miles begins with one step.” That observation certainly pertains to the recent effort by the Board of Regents to re-evaluate Louisiana higher education. Readers of the *Newsletter* have been kept abreast of this consultation, which culminated mid-fall with a visit by disarmingly youthful experts from competency merchant Deloitte. Participants in the consultation were surprised to learn that the Regents had pared down the project from a comprehensive review to an analysis of three propositions within the statewide higher education master plan. A condensed version of the results are now in and available [online](#)—“condensed” being the appropriate keyword for what is found in this excruciatingly simple document. The Deloitte consultants recommended that Louisiana follow a program summarized in the slogan “Elevate Louisiana! Educate—Create—Innovate.” Setting aside the oddness of an altitude metaphor applied to a state where one of the few claims to renown is status as a colorful lowland, the imperative-enhanced “educate—create—innovate” mantra would seem somewhat less than original for universities, which have been performing those operations for several centuries. Also alarming in the report is the heavy emphasis on industrial, workforce outcomes and the neglect of critical input from faculty. If this item is the first step, then, along with poor old Lao Tzu, we must admit that considerably more than 999 miles remain in the journey.



## WHAT CAN YOU DO WITH A DEGREE IN PHILOSOPHY? MAKE MONEY!

Feeling daunted by claims that some lines of work and associated training curricula draw “four- and five-star” ratings from the Workforce Development Commission while other disciplines and vocations wallow in neglect or even contempt? The economic data undo the claim that students will earn more money as welders than as philosophers. Starting salaries behind the torch may dazzle, but ten years later the users of syllogisms outdistance the practitioners of searing. See the data [online](#).



## LSU UCGE PURSUES SALARY DATA

Anecdote and intuition have long supported the thesis that women in Louisiana universities earn less than their male counterparts in comparable jobs. To date, however, hard data have been difficult to find owing to the awkward and often minimally accessible venues in which compliance with public records laws occurs. The LSU A&M University Council on Gender and Equity (UCGE) is now seeking to evaluate gender-correlated salary differentials using hard data. With laudable assistance from LSU Human Resource management (HRM), UCGE members are working with personnel professional to create meaningful categories in which to conjugate the information. Faculty governance enthusiasts hope that the model created by the UCGE and HRM team can be exported to other institutions around the state.



Happy Holidays from the Staff of the *Faculty Senate Newsletter*

May the New Year bring you much good cheer!

(The next installment of the *Newsletter* will come out January 31, 2016.)