



Faculty Executive Committee  
Meeting 29 March 2023  
2pm, Virginia Martin-Howard Boardroom, School of Music

**Present:** Inessa Bazayev (President), Daniel Tirone (Vice-President), Meredith Veldman (Secretary), Kyla Kazuschyk (Member-at-Large), Parampreet Singh (Member-at-Large), Kevin Ringelman (Member-at-Large)

**Absent:** Mandi Lopez (Past President)

**Invited Guests:** Arend Van Gemmert, HSE Associate Dean for Research and Graduate Studies; Tammy Millican, Staff Senate President; Lyric Mandel, GSA President; Laura Choate, Director, School of Ed (HSE); Cynthia DiCarlo, Executive Director, ECELP

**Observers:** 17 members of the LSU community, most from HSE.

President Bazayev called the meeting to order at 2:00 pm.

**Public Comments:** Ken Lopata, Chemistry—on Agenda Item 8: Meeting with the leadership of ECELP, Staff Senate, Student Government, and College of Human Sciences and Education  
Need for readily accessible day care on campus; essential for retention and recruitment.

**FSEC Minutes** from 8 March 2023. Move to approve by Tirone. Passed unanimously.

**President's Updates**

--hired Coordinator: Tricia Cobb, starts April 11

--meeting with Provost: Discussed a number of issues including campus infrastructure, APA, and Nextsource. On the latter: Grad students serving as research assistants will not be transferred to NS but will remain under HR—Jane Cassidy promised a presentation or document on the restrictions that limit a PI's use of grad students in the fall. Singh: asked that this presentation or document be released as early as possible.

--Sabbatical Comm'ee's rec for creation of a committee on leave-with-pay for instructors. According to Cassidy, some sort of leave opportunity will be in place by Fall 23, when the new PS-12 takes effect.

--Safety Event for students, faculty, staff—have met with Title IX office 3 times, event will be early next fall.

--Faculty Council Committee now complete: Brett Wolfe, Ravi Rau, Meredith Veldman

--Res 23-02 aftermath: Student Govt leaders have asked to make a public comment at the Faculty Senate meeting in April.

--Tirone and Bazayev met with HSE Dean Mitchell and Interim Director of School of Ed Laura Choate about ECELP issues in preparation for today's meeting.

--Tirone and Bazayev met with Craig Wooley, ITS. ITS Governance Committee is preparing/revising 14 ITS Policy Statements with "new standards" docs. FSEC will meet with Wooley and Steve Beck (chair of ITS Governance C'ee) next week. The committee is developing a resolution to lay out a process by which to

get faculty input on such changes and to develop standing mechanisms for greater coordination.

Ringelman expressed concern about a lack of communication between Ag and main campus IT units on the recent cybersecurity breach. Bazayev explained that according to Wooley, Ag is now an active crime scene, with info available only on need-to-know basis Tirone pointed out that the have to maintain operational security also limits the public release of information about such breaches.

### **Unfinished Business**

- Committee on Committees: Tirone.  
No responses yet from those FSEC has nominated for membership (Louay Mohammed, Suzanne Marchand, Julia Ledet, Prosantha Chakrabarty, James Ottea, Sabrina Taylor). Ringelman recommended Leonard Aparcar. All agreed to come up with more names. Agreed that members will serve a 3-year term.
- Faculty Council Meeting: Tirone.  
Possible/probable agenda: President's Report from Tate, President's Report from Bazayev, presentation on campus Infrastructure problems, Provost's report on budget, review and hopefully approval of new FS constitution.  
Registration link should be available in a week.

### **New Business**

- Broadcast Email: will go out on Friday. Will include President's Report, What Every Faculty Member Should Know, OER/AER links, blurb on Faculty Council meeting, blurb on Res 23-02. Tirone moved to approve content as discussed. Approved unanimously.

Tirone moved to reorder agenda to take up item #8. Passed unanimously.

### **Meeting with the leadership of ECELP, Staff Senate, Graduate Student Association, and College of Human Sciences and Education**

Bazayev and Tirone opened the discussion by asserting the widespread sentiment on campus that ECELP exists to serve the needs of LSU faculty, staff, and students, the dire need for affordable and accessible childcare on campus, and FSEC's hope that the stakeholders-- via the Staff Senate, the Faculty Senate, the Graduate Student Associate, the School of Ed, and ECELP-- could coordinate efforts toward that goal.

Cynthia DiCarlo, Executive Director of ECELP offered a history of childcare/education on campus:

1975: child development center for 3 and 4-year-old children opened. Limited hours: M-Th 8:00am - 12:00pm during the semester (never during summer). Aim: to be a site for teachers in training.

2004: LSU Child Care Center opened—was created for LSU faculty and staff and community.

2015: LSU Child Care Center in bankruptcy, put out to bid. LSU's Early Childhood Education Program submitted bid: proposal explicitly stated the aim was to develop a Laboratory Pre-School, along the lines of the LSU Laboratory K-12 School. Focus on high-quality care & education, pre-service teacher training, model demonstration and research.

Aug 2016: ECELP created under School of Ed as a research site and model demonstration of the best practices in early childhood education; sited at LSU as an agent of change in the state.

Tirone outlined the concerns that parents have relayed to the FSEC:

- Availability of program (new calendar mooted last year: ECELP proposed closure on 28 days when LSU was open—for staff members, amounted to 6 weeks of paid leave)
- Lack of alternatives for parents seeking care when school is closed

- Cost (ECELP's tuition – some of the highest rates for daycare/preschool in BR)
- Perception of a shift in mission from serving the students, staff, and faculty of LSU to a different model

DiCarlo provided the following information:

- ECELP's tuition rates land in the middle range of NACCRRRA (National Association of Child Care Resource and Referral Agencies) tuition rates
- ECELP is 1 of 21 centers in LA accredited by NACCRRRA
- Tuition hike enabled payment of staff during 3 months' COVID closure; able to retain staff, able to reopen in just 3 months unlike many preschools and day cares that lost teachers
- Eliminated LSU faculty and staff discounts to raise teachers' salaries
- New calendar provides only two additional half-days off (before Thanksgiving and Christmas). But ECELP needs to move toward mirroring K-12 school calendar to retain teachers. Main reason for losing teachers = teachers desire school holidays and summers off.
- ECELP teachers: all with bachelor's or master's degrees. All certified or working toward Birth-K certification in LA (certificate inaugurated two years ago). ECELP is part of campaign to professionalize the early child education profession. Early child caregivers/teachers should be treated like K-12 teachers.

The discussion at this point opened up to include several of the meeting's observers. Many participants emphasized the desperate need among staff and students in particular for affordable childcare and the importance of accessible, affordable, year-round, on-campus childcare in the recruitment and retention of staff, faculty, and graduate students. Other participants stressed the constraints on ECELP fulfilling these needs, given its unique role as a laboratory school and the severe teacher shortage in LA.

Despite the sometimes contentious nature of the debate, the meeting appeared to reach consensus on two issues:

- The perception on campus of the role of the ECELP (many still view it as "LSU day care") and the need for better communication RE the changes (and the rationale for those changes) since 2015
- The need to continue the conversation and to work together toward solutions

Key issue: Is there a way to retain the benefits of the move toward the research model embodied in ECELP while fulfilling needs of faculty, staff, students for affordable, accessible childcare? FSEC would like to see the formation of a committee with representatives from all the stakeholders.

**Adjourned 3:47 pm.**

**Postponed until next meeting:**

- Staff Senate
- Internationalization Committee
- April Faculty Senate meeting agenda