

Faculty Senate Resolution “For a Rational Pay Scale at LSU”

Sponsored by Senators Dominique G. Homberger and Charles N. Delzell

Whereas our Nation and State are experiencing a severe contraction of the economy, and

Whereas Louisiana’s Governor is considering severe cuts in the budget of higher education and LSU, and

Whereas salaries for CEOs and public servants are being reviewed nationwide, and

Whereas the salaries for upper administrators in public universities have grown disproportionately relative to those of the faculty and staff, and

Whereas LSU was at the forefront among public universities five years ago in this drive towards extravagant remuneration for top administrators¹, and

Whereas other public servants, including the President, his Cabinet Secretaries, and four-star generals, manage far weightier responsibilities and budgets than university officials while earning far less, and

Whereas the public in these times of economic distress is acutely worried about rising costs placing university education out of reach for their children, and

Whereas such distress and anger is likely to tar the entire academic world as it has the corporate sector, and

Whereas, at a time when “this country’s culture of excess is over”, it is fitting for LSU as Louisiana’s Flagship University to again assume a leadership position among public universities in reversing the trend it initiated,

Therefore be it resolved that the current compensation of LSU’s upper administrators² be brought in line with other public salaries in the state and nation and be tied to a particular ratio of the salaries of the faculty and staff³, and

Therefore be it further resolved that the Faculty Senate appoint a task force that will work out a proposal for fair salaries at LSU by the end of this spring semester in order to expedite the process of instituting a rational pay scale at LSU.

¹ http://www.bus.lsu.edu/accounting/faculty/lcrumbley/facsen_critcize.htm (see attached);
<http://www.lsu.edu/senate/Resolutions/R03-03.pdf> (see attached)

² As exemplified by the President, Chancellor, and Provost

³ For example, no more than the highest paid full professor plus a supplement equaling the lowest staff salary on campus.

Article from *The Advocate Online*

LSU Faculty Senate criticizes chancellor's raise

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The LSU Faculty Senate approved a resolution Wednesday that criticizes Chancellor Mark Emmert's recent 70 percent pay increase.

The vote was 23-11, with about half the Senate's members absent or not voting.

The group rejected a separate resolution that was less critical of the pay raise and asked Emmert to meet with the Senate to discuss ways to improve the university.

The LSU Board of Supervisors approved the pay raise in July. It boosted Emmert's salary by \$205,000 a year, to \$490,000. The increase is financed by private foundations that support LSU.

Backers say the pay boost was needed to keep Emmert from leaving for the University of South Carolina, which showed interest in the chancellor earlier this year. Critics contend the salary increase is too high, especially for a school that is chronically underfunded.

Emmert is also scheduled to get \$100,000 a year from LSU support groups if he stays at the school for another five years.

The resolution said the raise makes Emmert the top-paid chancellor of any state university in the nation, that it did nothing to enhance LSU's academic standing and was not accompanied by a rigorous evaluation of his job performance.

Dominique G. Homberger, a professor of biological sciences and one of the sponsors of the resolution, told the group that "stratospheric" pay raises are driving a wedge between top administrators and faculty.

"All of us are overworked," Homberger said. "All of us are underpaid."

Homberger also questioned whether Emmert should make more than the chancellor of the University of California at Berkley, one of the top schools in the country and that is located in one of the most-expensive parts of the nation.

Emmert could not be reached at his home or office Thursday to comment on the faculty representatives' criticism. LSU was shut down Thursday because of Hurricane Lili.

Michael L. Cherry, a physics professor, offered a competing resolution that praised the

LSU Board of Supervisors for retaining Emmert and gently criticized the size of the pay hike.

Cherry's proposal asked Emmert to meet with the Faculty Senate to discuss his ideas on boosting LSU's academic rank to a level in keeping with Emmert's salary.

Cherry said that, if the chancellor had been hired away by the University of South Carolina, "that would have been a major issue."

The Faculty Senate rejected Cherry's proposal.

While the pay raise has triggered lots of talk on the LSU campus, several faculty members trickled out during the hour-long debate.

The Faculty Senate includes 68 members and a five-member executive committee.

**The Disproportionate Salary Increase of the Chancellor
SR03-03**

**Introduced by Faculty Senators Dominique G. Homberger, Paul F. Bell,
and James V. Catano**

Whereas LSU's Board of Supervisors has recently nearly doubled the Chancellor's pay, making LSU's Chancellor the highest paid chancellor among the Nation's state universities, while the State's expenditure per student is among the lowest in the Nation; and

Whereas LSU's prestige and ranking among the Nation's state universities rests on the combined efforts and performance of the faculty, staff and students, along with the support given to them by the university administrators, while a disproportionate pay hike for the Chancellor will do nothing to enhance LSU's standing in the academic world; and

Whereas this pay hike was not predicated on a rigorous performance evaluation in contrast to pay raises given to staff and faculty, who have been subjected to increasing scrutiny, accountability, and performance evaluations; and

Whereas a significant portion of this pay hike includes unregulated private funds of undisclosed origin, which may throw suspicions on the Chancellor's integrity and ability to remain impartial in his decision making, while LSU is a public institution that must avoid any appearance of being influenced by private special interests; and

Whereas the disproportionate pay hike of the Chancellor appears to be in contradiction to rules of the Board of Regents concerning salaries of administrators; and

Whereas the Board of Supervisors has shown extreme insensitivity to the concerns of LSU's students and faculty by recently awarding further salary increases to the other chancellors of the LSU system and considering a disproportionate salary increase for the president of the LSU System; and

Therefore, be it resolved that the Faculty Senate of LSU express its concern about and disapproval of the recent actions of the Board of Supervisors in giving a disproportionate pay hike to the Chancellor; and

Therefore, be it further resolved that the Faculty Senate of LSU suggest to the Board of Supervisors that salaries and other compensations of Chancellors and the President of the LSU System should, as in the case of vice-chancellors, deans and faculty, be part mainly of the machine-run budget that is subject to audits and oversights; and

Therefore, be it further resolved that the Faculty Senate of LSU urge the Board of Supervisors to tie salary raises for university administrators to rigorous performance evaluations that include faculty input and that measure, among other things, their actual accomplishment in furthering support for students, staff, and faculty; and

Therefore, be it further resolved that the Faculty Senate of LSU ask the Board of Supervisors to revisit the recent raises and to desist from awarding an equally disproportionate pay raise to the President, Vice-Presidents, Vice-Chancellors, and other administrators of LSU's System.