Session 1: GOVERNANCE

Of the ten subtopics of available, Group 2 addressed three of them.

Subtopic 1. Status of faculty senates and councils statewide.
   a) Faculty senates should be independent of university administration.
   b) The faculty senate should have a defined role on each campus.
   c) Administration should establish a schedule of regular meetings with
      senate representatives outside regular senate meetings.

Subtopic 2. Formation of staff senates statewide and of statewide staff senate association.
   Only a minority of campuses statewide have staff senates. Therefore, we
   recommend that staff senates be established at all institutions of higher
   learning within the State.

Subtopic 3. Interim Administrative appointments.
   a) Interim appointments should be discouraged.
   b) Policies should be established to deal with interim appointments.
      These policies should address issues of the conditions that
      necessitate the making interim appointments, assessment of interim
      appointees, term limits on interim positions.

Session 2: ASSESSMENT

This topic generated a lively discussion. We need additional time to flesh-out the
issues involved. With the passage of the GRAD Act, it we are already behind. Certain
metrics are already “baked into the cake” as a matter of law. Rather than address the
five given subtopics categorically, our responses address these issues generally.

   a) LaGRAD I has been passed, but GRAD Act II has not yet been. There
      should be a statewide unified strategy developed to influence
      LaGRAD II.
   b) Metric formulas should be individualized so that they are aligned
      with each institutions role, scope, and mission.
   c) Public education has a constitutional mandate to add value to the
      population of the State. However, this is not reflected in the metrics
used to assess each institution. The value of the education program to the population should be included in all metrics.

Session 3: BENEFITS

The consensus opinion is that the benefits packages at our public institutions of higher learning are less generous than in other states, particularly those in the Southern Region. Our retirement funds have been adversely affected by State policies of long standing and by more recent National economic conditions. Rather than address the four given subtopics categorically, our responses address these issues generally.

a) Ensure that the higher education representation to the TRSL is a faculty member.

b) The TRSL controls the ORP. However, the members of the ORP have no voice in the selection representatives to the TRSL. Add an ORP member as a representative to the TRSL or give ORP members a voice in the selection of the higher education representative.

c) Public institutions of higher learning have a mandate not to discriminate on the basis of sexual preference. However, this mandate is not reflected in our benefits policies. Therefore, we recommend that benefits be extended to same sex partners of employees at each institution of higher learning.

d) Ensure that the benefits packages at each institution of higher learning are equivalent to the SREB average for comparable institutions.

e) Improve the lines of communication between faculty and the Office of Group Benefits and with the TRSL.

f) Establish as policy that all candidates for new positions who visit the campus include visits to the institutions benefits office and human resources department where their prospective benefits package will be explained to them.
Faculty, Staff, and Friends in and of Louisiana Higher Education—22 January 2011

GROUP THREE: ALAN ELKINS, SECRETARY

CONTRACTS, WORK RULES, PROMOTION, UNIONS, AND BARGANING

Group memory:

The group discussed the authority of the Faculty Senates. It was suggested that most have very little actual power. LSU’s Faculty Senate seems to have the most influence due to LSU’s flagship status and size. LSU in some instances can provide a model for others. It was recognized that Faculty Senate’s influence depends greatly on the cooperation and personalities of the administrators, but each F.S. must assert itself as to governance. Someone commented that the Faculty Senate’s influence was greatest during accreditation reviews and action at this time was most effective.

The discussion turned to the need for unity with all employees in our schools. Where staff has their own independent representation, and especially where it is absent, faculty must make every effort to include staff in all actions that affect the entire college community. Only then can we wield the power necessary to accomplish common goals.

The current administration and the legislature have continued their attack on tenure and rolling contracts. It is up to us to defend our positions. The awarding of rank with no increase in compensation has led to salary compression and the erosion of our organizational structure. The public sees tenure as a lifetime job guarantee when in fact it is a due process safeguard. We need a better public relations campaign to correct misconceptions. On a related note the group commented on several administrations attempt to use supposed financial exigency to reduce programs and employees. Most of these failed due to lack of formal policies and procedures. Faculty Senates must not abdicate their responsibility and allow administrations to promulgate these rules. The LSU Faculty Senate’s plan dealing with financial exigency was suggested as a model for each school to modify and adopt.

NETWORKING AND COMMUNICATION

Group memory:

The group was divided on the need for a survey on issues and job satisfaction. It was agreed that a survey could lend power to our concerns and become a tool for increasing public awareness. Any survey when done should include items that directly impact students and their families and not become a list of complaints. Such a survey could become a means of positively influencing the public, administration and the legislature. Any survey must be anonymous and not have the potential to be used to compile an enemies list. ALFS and/or AAUP might be the best choice for the lead in a survey.
The group agreed that faculty and staff have more influence when we present a united front. The structure differs at the various schools but we have to be diligent in our efforts to form coalitions. United we can accomplish so much more.

ECONOMICS

Group memory:

All agreed that the funding of non-sustainable athletic programs was a dangerous issue we did not care to discuss.

The discussion turned to LSU’s Flagship Coalition plan. The consensus was that it is an attempt to semi-privatize higher education. Faculty structure and input is lacking from the planning. Faculty and staff must oppose the de facto privatization especially in the areas of “labor” relations.

It was pointed out that in Virginia and Kentucky the move toward privatization resulted in more than a doubling of tuition. The shift to “pay for services rendered” places the responsibility for funding public education on students and families rather than the taxpayer. It was suggested that economies could be found such as procurement rules designed for higher education instead of the general procedures now geared to state agencies. Schools should strive for more autonomy, not privatization.
ALPS SUMMIT MEETING 22 JANUARY 2011
STATUS OF THE PROFESSORS AND STAFF

GROUP 1 - KEN McMILLAN, SECRETARY

TENURE

JUIN SLU
TERMS AND CONDITIONS OF EMPLOYMENT - CONTRACTS

DISCUSSION
REMOVAL OF GRANDFATHER CLAUSES FROM EMPLOYMENT CONTRACTS

TO ONLY INCLUDE STATUTORY REQUIREMENTS

DUTIES AND RESPONSIBILITIES SOLEY DOMINION OF ADMINISTRATION

BOB BOSSTOP CC
LOSS OF TENURE TRACK POSITION

ULM CAUSE ABOUT TENURE AND RETENTION OF RIGHTS
CONTINUED TO BE IN CONTRACTS OF CURRENT EMPLOYEES

ANNA ULM
REMOVE TERM PROGRAM ABDUCTION FROM POLICIES

JOHNNY ADMINISTRATIVE VIEW NOT ACADEMIC VIEW

JANUARY LSU

FINANCIAL EXIGENCY - PROGRAMS

DOMINIQUE LSU HOW
EACH CAMPUSES NEEDS EXIGENCY PLAN

5 LA UNIV. ON CONSENT BY ARUP AFTER KPRINT

STEVEN LSU
ULB SYSTEM - EXIGENCY PLAN DEVELOPED BY SYSTEM NOT
BY FACULTY AT EACH CAMPUSES

LISA LSUK OR PROGRAM ELIMINATION UNIV PLANNING COUNCIL

STAFF NOW REPRESENTED ON UPC

BOB LSU-5
EXIGENCY - CONTINUITY #5 LAYOFF PROFESSORS WITHOUT DUE
DID NOT TOUCH BUSINESS COLLEGE

ROLLING TENURE - COVERED BY THIRD GROUP

BOB-BOSSON
ALPS DEVELOPMENT OF COMMUNITY
OF EXIGENCY PLANS - MANEUVE - INVOLVE KEVIN

MICHAEL LATE
OPPORTUNITY TO PLAY IN LEVEL PLAYING FIELD IS FACULTY IS
FRAGMENTED AND SYSTEM IS ORGANIZED AND NEURAL-
Organization itself - Random acts of defiance such as AAUP contest

Strength or power in terms of the whole or numbers and assets - All recommendation to each campus to have committee to handle exigency plans

3rd exercise of authority in the unexpected.
MUST CREATE UNITY OVERNIGHT - POLICIES ALREADY IN PLACE
STEVENS - JLU without tenure, individuals lose control of their own destiny

Governance
FAC Senate should be independent of administration
FAC Senate should have defined role in system
Admin should meet with faculty outside senate meetings on a regular basis
Most campuses do not have state senators
Interim appointments should be discouraged and policies developed governing interim appointments

Contracts, work rules, promotion
FAC bodies are generally advisory with little power
Requires cooperation of administration
Structural - FAC bodies are important for accreditation and ignored in-between times
Must take small steps in unifying and organizing
Tenure under attack, not allowed in some institutions

Rolling contracts - terms defined
Need Faculty Representation on Governing Boards

ALPS to provide some committees or task forces on most important issues

Pat-LSU union structure exists to provide unity and organization

Michael Lab need structure on each campus and also superstructure for entire state to deal with legislature, inclusive of both faculty and staff

Jindal's staff keeps track of "Labor Relations" state archival rules on paper copies, not on electronic media

Public Relations

Steven - SLU faculty mandate - cannot move quickly without united organization

Need single vote to change mandate

Good - how would mandate be structured - generally or specific campuses

Local provides direction for each campus

Must protect collective rights rather than individual rights

Pat - Union worked in Florida state or Michael Russo - LSU Governor's Office has microphones cannot force joining of union

MAOP - 70 members

Other unions besides LAB exist
DONNA ULM - TURNED AROUND SABBATICAL IMPRESSIONS OF PRESS
TALKED TO JORDAN ULM STEVE LARGENT

BRENT BACC CONVY POSITIVE SUCCESS STORIES OF UNIVERSITY TO COMMUNITY

Bob - Science Fair - Regional

Work with Students - Press Releases - Measured by Column Inches

SCOUT FITNESS SEMINARS

- Opinion columns to papers

STEVEN - CAN INDIVIDUALLY BE PROACTIVE - Letter to editor opinion column

CONTACT REPORTER FOR COVERAGE

# UFS SEMINAR ON MEDIA RELATIONS, DEALING WITH MEDIA

Bob - Keep plugging PR Department

BRENDA - Accomplishments of Department

Bob - Work PR at individual colleges

STEVEN - HOW DO WE EDUCATE THE PUBLIC

About faculty importance

Students are powerful

Visit with Student Government Leaders

DOMINICUS MUST CONSIDER ISSUES & RESPONSIBILITY NOT

LSUA FACULTY - ADMINISTRATIVE FORUM INSTITUTED BY

STUDENT GOVT

DONNA ULM - DIFFICULTY WITH RECOGNIZATION TO INDIVIDUAL AND TO UNIT

ANTIDOTE IS TO OVERCOME FEAR

UNION PROVIDES PROTECTION
WHAT MESSAGE DO WE CONVEY TO PUBLIC?
HOW TO GET MESSAGE TO PUBLIC?

**ALPS - PUBLIC SERVICE ANNOUNCEMENT**

* STUDENT SUCCESS DUE TO FACULTY CARE AND DIFFERENCE THAT IS MADE IN LOUISIANA'S LIVES *

**BCCC - MEDIA EXPERTISE**

* STEVEN - SEQUENTIAL STRATEGY BASED ON MASS MEDIA *

**LAB** 26 LAB STATEWIDE MEDIA EVENT ON READING

**ASSESSMENT**

ASSESSMENT IS PART OF GRAD ACT BUT NOT INCLUDED IN GRAD ACT

**NETWORKING & COMMUNICATION**

SURVEY MUST ON ISSUES OF CONCERN AND JOB SATISFACTION ADVANCE PERSPECTIVES

**STUDENT ENGAGEMENT & SATISFACTION SURVEY**

FACULTY ENGAGEMENT & SATISFACTION SURVEY

SURVEY MUST MOBILIZE ACTION INCLUDE FACULTY AND STAFF NOT ALLOW WAIVER BETWEEN FACULTY & STAFF

NOT DOING GOOD JOB AT EDUCATING PUBLIC ON WHAT WE DO AND WHY

**NEED TO FOCUS - TARGET OF POLITICIANS** 74% HAVE NOT
**Post-Tenure Review at LSU Linked to Dismissal for Cause**

Faculty pressure may not eliminate or change policy, but may force less or no enforcement of policy.

**Continuing Question**
Is IF Tenure is a Property Right or Not?

US Supreme Court Case of Roth

Fact patterns must be established to have background that governing documents do establish the right.

Pract - Fac governance or shared governance needed so faculty can initiate policy or influence policy.

**Character of the University Community**

**Curtis:** Acceptable faculty & staff cooperation especially among respective senators.

**John LSU-E:** Problems with athletic dept advisors wanting grades; students waive rights.

**Steven:** Must communicate to students only through university.

**Lisa:** Difference between privacy and public records.

**Steven:** Liberal arts faculty - determines educational policy. Outside interests may be making these responsibilities.
DOMINIQUE
MUST FIGHT FOR LIBERAL EDUCATION OF FUTURE GENERATION
PREPARE SECTION 8 EDUCATION
EXCELLENT EDUCATION = QUALITY OF LIFE
EQUAL OPPORTUNITY FOR
BEST POSSIBLE EDUCATION

BENEFITS
ADD FACULTY REP TO TRSL BOARD
NO OR P REPRESENTATION TO TRSL BOARD
SWIMMING POOL NEEDED
BENEFITS PKS LOW COMPARED TO COMPETITION
AND SREB AVERAGE
IMPROVE COMMUNICATION BETWEEN EMPLOYER
AND GROUP BENEFITS AND TRSL
SHOULD GIVE FULL DISCLOSURE OF
BENEFITS PACKAGE TO PROSPECTIVE EMPLOYEES

ECONOMICS
ATHLETICS FUNDING IS AN ISSUE
"SELF SUSTAINING" OR PAID BY STUDENT FEES
FLAGSHIP COLLEGE - MOVE TOWARDS TOWARDS OR
HIGHER ED TO MORE LIKE
A BUSINESS WITH STUDENTS AS
PRODUCTS RATHER THAN CONSUMERS
DIFFERENCES BETWEEN TAXES AND FEES

CHANGES IN PROCUREMENT, CLASSIFIED EMPLOYMENT SYSTEM MOVING TO AUTONOMY OR TO PRIVITIZATION

HUGH IS TOPS WELFARE? MERIT, NOT NEED BASED

BUSINESS WOULD SEE K-12, HIGHER ED AS NEW FRONTIER

PUBLIC BELIEVES THAT WE'RE NOT DOING GOOD JOB, NEEDS TO BE TORN DOWN AND REBUILT.

K-12 TEACH FOR AMERICA FOR 2 YRS - OUTSOURCING NEXT PLACE FOR BUSINESS TO MAKE MONEY - CHEAP LABOR BY REPLACING PROFESSIONS

CERTAIN DISCIPLINES HAVE GREATER FINANCIAL RETURN BY REPLACING PROFESSIONS

MUST EDUCATE PUBLIC ON REAL COSTS AND BENEFITS

MUST CENTER MANY INSTRUCTORS FORCED TO HAVE ADDITIONAL INCOME

MICHAEL LEE
NO ORGANIZATION AVAILABLE TO PROTECT BENEFITS, INTELLECTUAL PROPERTY, ETC. RIGHTS

K-12 SYSTEMS, TEACHER AND INSTRUCTIONAL MATERIALS NOT THE CASE IN HIGHER ED
POSSIBLE COMMITTEES

DONNA RHOADE

BUDGET FOR ALFS

COMMUNICATION WITH RETIREMENT & BENEFITS BOARD

STRATEGIES FOR DEALING WITH REOVERTIES

EMERGENCY POLICY

MEDIA EXPERTISE

APPROACHES TO MOBILIZE FACULTY

METRICS, MEDIA, COMMUNICATION TO PUBLIC