... Nothing constant in this world but inconsistency.

“We are supposed to attract and conduct industry sponsored research; however the administrative and contractual hurdles make LSU one of the last places industry is willing to sponsor research. I have been told point blank – ‘We will work with you regardless of where you are, but, just so you know, there is a company policy against working with LSU’.”

The governor and legislature micro-manages education (at all levels), directly, or indirectly through political appointees, then goes on TV and tells people if their students’ school gets a bad report card they should go to teachers and administrators and demand better performance.

“We are told to write grants, but the administration of those funds is almost not worth the hassle of complying with state rules involving contracts, travel, and personnel.”

“We are supposed to foster collaborative relationships with other universities, but, again, the administrative and contractual hurdles are arbitrary, unpredictable, and inconsistent. My colleagues from a prestigious university in the north have conveyed to me that they are unwilling to work with LSU again based on their most recent experience trying to get the paper work for a funded study through campus. The process took a total of about 100 e-mails.”

“We are to be fiscally responsible, but purchasing equipment and supplies is both inefficient and ineffective. The amount of time and effort required to make a purchase outweighs any potential financial benefit that "putting it out to bid" may secure. The end result is generally nowhere close to what the intended product was.”

“We are required to book flights for job-related travel through the state travel office. Though the fares may be the same as obtained through a discount service or directly from the airline, the state travel office charges a $24.00 booking fee that the airlines and discount services like Priceline do not.”

“We are supposed to cut staff while increasing enrollment and retention, which requires more staff to interface with students and process paperwork. I know for a fact that we've lost students because they were accepted at another university first, and had to make a decision before LSU responded. This was not a problem before staff cuts, so it's not an issue of the staff not doing their job. It's an issue of too few staff to process the materials in a timely manner.”

“We are told to increase and retain enrollment, but our materials, faculty, staff, and programs have been cut. Tuition and fees have been raised.”

We are told to reduce duplication and increase and retain enrollment, but the baccalaureate-granting institutions are forced to compete with and duplicate the efforts of 2-year colleges,
because transfers from 2-year colleges are not counted as “completers” when they graduate from
the baccalaureate-granting institution. At the same time, graduates of 2-year institutions, who
transfer to 4-year institutions but fail to graduate, are retroactively counted against the 2-year
institutions’s graduation rate.

“We are supposed to increase our graduate enrollment and retention with fewer financial aid
dollars. We are losing students to other universities because we can't even offer GA positions, let
alone scholarships.”

“With fewer (or no) GAs, faculty are having to do more of the routine work, such as
photocopying, maintenance of syllabi, etc., which means we have less time to devote to
improving our teaching and mentoring and retaining students -- to say nothing of research.”

“We are supposed to increase our online offerings, while maintaining our current research,
teaching, and service activities and with no additional funding. It takes about 80-160 hours to
convert a course to online (I know -- I've done it 4 times, and created 3 from scratch). We either
take time away from one of our other duties, or end up doing it for free.”

“We are also supposed to increase our online offerings with no increase in faculty. Currently,
many of our online courses have 50 or more students. These are graduate seminars. Given that
we don't have any additional faculty, there's no sense to adding additional sections, since the
same faculty member would be teaching them all.”

We are told we should operate more efficiently, so LOUIS online library services, which saves
the state more than any other single program in higher education, is defunded.

“LOUIS online library services are cut and we are told to pick up the slack out of our individual
campus library budgets, but those have been zeroed out.”

We are told that to make higher education less costly and more effective, duplicated and low-
completer programs will be eliminated, so the first program to be proposed for elimination was
the LSU Library School, which is unique in the state and a high-completer program.

“Just this week, a press conference was held to announce new endowed professorships, and those
of us with professorships wonder where the money will go. I haven’t received any funds from
my professorship in three years.”

“We are told to excel but the truth is that competent new faculty are not attracted to positions that
promise no pay raises for the duration of their careers. Tenure means little (the promotion raise
was 3%; healthcare premiums increased 10%), because we are threatened with either financial
exigency or furlough.”
“We are constantly told to do more with less, and we rise to the challenge, and instead of being thanked or told that we have done an admiral job, we are told the problems in higher education are our fault.”