Faculty Senate Meeting
March 14, 1995

[✓ = Present, ⬜ = Proxy]

[✓] Ajmera, Pratul
[✓] Apostolou, Nick
[✓] Artunc, Sadik
[✓] Barston, William B.
[✓] Bartley, Mary
[✓] Bartley, Sue
[✓] Barwinski, Emily
[✓] Beck, Stephen
[✓] Bidelman, Lucie
[✓] Burnett, Michael
[✓] Canon, Robert
[✓] Cohn, Marc
[✓] Collier, Bille
[✓] Collier, John
[✓] Crepin, Neal
[✓] de Carr, Frank
[✓] El-Abawy, Ahmed
[✓] England, David
[✓] Epperson, Ellen S
[✓] Friswold, J Michael
[✓] Fall, Carol
[✓] Fleita, Donald
[✓] Freeberg, Barbara
[✓] Geaghan, Jay
[✓] Hammond, Alliner
[✓] Hebert, Paulette
[✓] Hegsted, William
[✓] Henk, William
[✓] Homyack, James
[✓] Justis, Robert
[✓] Kappel, Leonard
[✓] Koeppel, Janet
[✓] Lawson, Jimmie
[✓] Lipsett, Sarah
[✓] Lordsey, Kofi
[✓] Luzar, Jane
[✓] McGee, Mary
[✓] McKee, Daryl
[✓] Mendelsohn, Iv
[✓] Mercado, William
[✓] Murray, James
[✓] Nofs, Dorinda
[✓] O'Reilly, Kathy
[✓] Paxton, Ken
[✓] Petasoff, Edineh
[✓] Richardson, Malcolm
[✓] Rhee, Dain
[✓] Roumine, Kathleen
[✓] Schneck, Roba
[✓] Schneider, Linda
[✓] Scott, John
[✓] Segal, Robert
[✓] Shano, Barbara
[✓] Shindo, Charles
[✓] Simon, Mary
[✓] Stockbauer, Roger
[✓] Stone, James
[✓] Strat, George
[✓] Sheboda, Robert
[✓] Van Fleet, Connie
[✓] Viegels, George
[✓] Waggenapack, Warren
[✓] Walker, William P
[✓] Wilcox, Gregory
[✓] Wilson, Paul
[✓] Windhauser, John
[✓] Wittkopf, Barbara

PROXIES: [✓] Joe Smith for Peter Brown

Nick Apostolou for David McKee
Marc Collier for Alliner Hammond
Frank de Carr for Ellen Epperson

David England for Barbara Freeburg
Elmer Godeny for Kathy O'Reilly
Warren Waggenapack for George Voyiadjis

David England for Mary McGeehe
Ken Paxton for Donald Franke
Roger Stockbauer for John Scott

The meeting was called to order by President Strain at 3:00 pm. President Strain corrected the February meeting's minutes to indicate that Senator Hebert was represented by Senator Artunc. The corrected minutes were moved and approved. Guests present included Vice Chancellor and Provost Jenkins, Dean Fogel, Mike Hawkins (President, A&S Faculty Senate), Ken Colby (President, Staff Senate), Floris St. Amant and Mary Bourdoux (Staff Senate).

President Strain thanked Charlie Roberts for the invitation to hold the March Faculty Senate meeting at the Lod Cook Center.

President's Report:

President Strain reported that SECURE (Select Council on Revenue and Expenditures) had completed its first phase which included the constitutional amendment, approved last fall, to allow a change in the way the 8g funds are invested to permit an increase in their return. The group is now in the midst of completing the second and final phase involving the Education Subcommittee Review which has been looking at priorities and funding in education from early childhood development up through higher education. This subcommittee on education has adopted the framework recommendation of the 21st Century Commission which recommended bringing higher education funding in Louisiana up to the SREB average over a five year period. Of the ten categories examined, the subcommittee ranked Higher Education Funding first, Community Colleges second, and K-12 salaries third. They have also recommended a constitutional amendment changing the current restriction on non-recurring end-of-year surplus funds from going toward early debt retirement to either early debt retirement or maintenance expenses in higher education's capital outlay program. These recommendations were to go before the full SECURE group for adoption on March 14th. Dr. Clausen was confident that the group would adopt measures that would be supportive of higher education.

State Senator Mike Foster is sponsoring a proposed constitutional amendment to protect higher education funding and supplemental pay. This amendment would set the 1994-95 budget as the level below which funding could not be cut except in dire circumstances, in which case all protected funds would be cut proportionally. Since the 1995 Legislative session is not a tax-writing one, protecting current funding is the only major action that can be taken this year to protect higher education.

On March 23rd the Governor will be announcing the appointment of the Proaction Commission for the 21st Century, which will be charged with designing an implementation plan for the recommendations of the 21st Century Commission. They are to select those recommendations that can be accomplished in this legislative session. This is an attempt to go to the legislature with plans which can effect change this year. President
Strain announced that he would serve as a full-member liaison on the new commission representing all state faculty through the Association of Louisiana Faculty Senates. Jackie Bartkiewicz will be the representative of all the university public relations offices. Members also include Mark Drennan (Public Affairs Research Council) and Milton Womack (LSU Board of Supervisors).

President Strain reported on the changes in the Faculty Senate Constitution that were approved at the February meeting. All faculty should have received in campus mail a ballot to either approve or disapprove the changes in the Faculty Senate Constitution. The outcome of the vote will be reported at the annual Faculty Council meeting which Provost Jenkins has scheduled for Tuesday, April 11, at 3:30 pm in the Union Atchafalaya Room.

"Bumpy" Triche (SGA President) recently submitted the SGA proposal on repeat/delete which was passed on to the Admission, Standards and Honors Committee. The Senate should hear their recommendations soon.

President Strain corrected a statement at the January meeting stating that the SACS Re-affirmation Team had reaccredited LSU. LSU has not yet been reaccredited. This reaccreditation does not occur until our response to the SACS report has been received and approved in full. It may take as long as two years for an institution of LSU's size to be reaccredited.

President Strain introduced Vice Chancellor for Academic Affairs and Provost Jenkins. The Executive Committee had invited the Provost to address the Senate on his first draft of his White Paper. This White Paper is his plan for implementing programmatic planning that evolved from the college programmatic plans submitted last spring.

Guest Presentation:

Vice Chancellor Jenkins stated that it is necessary to develop strategic initiatives and directions to cope with what LSU must deal with in the upcoming decade. He noted that after visiting several other Southern universities, many of them are in the same financial situation as LSU. LSU has been under profound fiscal strain for about 10 years during which time it has been impossible to plan effectively and to develop reasonable programmatic order. One of the problems is that many of the programs have continued to grow. Another problem is that there will not be any dramatic increase in state appropriations for LSU in the foreseeable future. Therefore, LSU will have to deal with a "flat" budget. However, a flat budget does not exist since there are some automatic expenditures that are going to occur irrespective of the situation, and secondly there are going to be some annual fixed costs that by their very nature tend to escalate. Faculty promotional increases total approximately $350-$400,000. With other anticipated costs, LSU's "flat" budget implies a $1.5M drop. Only two parts of the revenue equation can be effected—interest rates and student tuition. Interest rates have gone up so there may be a small gain due to this increase. If LSU can attract 1000 additional students, it would mean a $2.6M increase. LSU has to develop priorities for funding academic programs and move further toward being as cost effective and productive as possible.

Provost Jenkins outlined two major components of programmatic planning. The first component was the faculty. Currently LSU has 1200 FTE's. This number will probably remain stable. He intends to stand by his promise to create a milieu in which every faculty member can attain his or her ultimate potential as a scholar; and to support each faculty member in teaching, research and service. It is necessary to maintain reasonable workloads which are currently at the national averages for the respective college and schools. Salaries must also be competitive. LSU is between 7 and 12% behind peer institutions in faculty salaries. It is troublesome that many of our faculty are being made offers by other institutions which LSU very often can not match.

Continued development of a Center for Faculty Development was a part of the University's commitment to its faculty. As technology continues to expand, LSU needs a support structure for those faculty who desire to engage in multi-media development and distance learning. LSU must support young faculty in terms of their development as scholars and teachers. LSU needs a computing infrastructure that is fully functional on campus. The present computing structure is under severe strain. The University needs more administrative support, library resource programs, good sabbatical leave programs; office and laboratory facilities that are adequate, and a campus environment in which everyone is comfortable. These are commitments of Academic Affairs to the faculty. However, Academic Affairs will be starting the new fiscal year with a million dollars shortfall.

Tenure and alternative career paths are currently being examined by a committee. Tenure is the cornerstone of higher education in the U.S. Provost Jenkins articulated his support for tenure as it exists. There has been an assault on tenure which might be gaining momentum nationally. The development of alternative career paths for the faculty that are not in the tenure track might obviate a serious threat to the
tenure system. Those on the teaching track need to have a career path that is better defined. LSU has research professors who have been here 25 years, devoted their careers to LSU, but do not enjoy tenure. It is time to develop alternative career paths for them.

The second most indispensable unit on campus is the students. LSU must create a student receptive environment. The pragmatic reason is that Academic Affairs and Admissions offices are in serious competition with peer institutions such as the University of Texas and Southern Mississippi. Therefore, Provost Jenkins is devoting energy to recruitment and the development of new scholarship programs. A greater number of fee-paying students is one factor of the revenue equation we can do something about. Faculty will be asked for help in advising. Students who come to LSU to look at our programs have reasonable expectations and the ability to pay tuition is one factor of the revenue equation we can do something about. Faculty will be asked to help with the development of alternative careers for them.

It is necessary to look at collaborative ventures and interdisciplinary programs. Low-completed programs and the low-enrollment programs must be examined. These programs are not cost effective, and the University must undertake strategic initiatives. It cannot sustain every program as it exists today since next year it will be necessary to cover a $1M shortfall in the academic programs on this campus. Faculty lines are not always filled; they are being used to operate the schools, colleges and departments. In fact, this means collapsing lines, not replacing faculty, and moving faculty from one college to another. It is necessary to look at collaborative ventures and interdisciplinary programs. Low-completed programs and the low-enrollment programs must be examined. These programs are not cost effective, and the University must undertake strategic initiatives. It cannot sustain every program as it exists today since next year it will be necessary to cover a $1M shortfall in the academic programs on this campus. Faculty lines are not always filled; they are being used to operate the schools, colleges and departments. In fact, this means collapsing lines, not replacing faculty, and moving faculty from one college to another.

Regarding the 56 Ph.D. programs at LSU, all have insufficient funds for graduate stipends. LSU could probably enroll 7,000 graduate students if there were the funding. LSU has the fourth largest number of doctoral programs and is 2nd or 3rd from the bottom in graduate student support. There are presently three requests on the Provost's desk for new PhD programs - Spanish, Anthropology and Industrial Engineering. Yet, another doctoral request cannot be submitted to the Board until one is surrendered.

The budget for 1995-96 has changed from the "salary-savings model" in which unfilled faculty lines had been kept open for years because those monies could then be used for operating the college. This practice is dangerous because it misrepresents the University's open faculty positions; the reality is that those funds are being used for operating costs in the various departments. The salary savings model now has a ceiling, set by Academic Affairs, which will be retained within the colleges. However, all open faculty lines with salary savings will revert to Academic Affairs, and the Provost will have position control at LSU. He will also reallocate lines to other units where there are instructional needs. It is also time to look at curricula duplication. Provost Jenkins stated that there was not a "freeze" on positions at LSU since it is impossible to have an absolute freeze when an instructional mission must be met. Chairs and deans have been asked to be cautious about their hires for '95-96 because of the uncertainty of LSU's budgetary situation. It is also dangerous to allow positions to become so competitive that they are filled the moment a position becomes available so as not to lose them. The Provost has also asked the deans to look at 1% and 3% reduction scenarios for their colleges and schools. Most of the responses indicated that a 3% reduction would be very difficult. The rumor that there would be a 3% cut was not true.

There must be some mandates as strategic planning is defined: LSU must remain a comprehensive university; the University's research mission remains central to its identity; it is necessary to provide an emphasis on teaching and service. The Provost said he would work with the faculty, but that he had to look at positions, as about 74% of LSU's budget is in positions. Schools and colleges must remove barriers and start working together in collaborative ventures and start looking at the efficiency of their operation. This is already happening - as Business Administration and Arts and Sciences have formed a unit together.

Mike Hawkins (President, A & S Senate) asked if, in order to implement, a 3% cut in the college, it would require the elimination of filled faculty lines? Provost Jenkins responded that he would not eliminate filled faculty lines. Senator Ajmtra noted if a position becomes vacant and it goes to the Provost's office this is not programmatic planning. The present reallocation of resources depends upon who is leaving or retiring. Jenkins responded that the alternative is to ask faculty to leave. Senator Ajmtra commented that the Chancellor has already said that there will be no major changes in programs, and this limits options. Jenkins responded that there are options. In many cases vacated positions will be returned to the college, if not the
department, depending on need. Senator Ajmera noted that this limits the Provost's options in implementing programmatic planning based on the planning documents prepared last year. Now this process of programmatic planning is gone because it is being implemented on an ad hoc basis. Jenkins answered that the old plan was still viable and will be revisited. Senator Liggett asked if any groups are looking at creating retirement plans for faculty who have been here for 20-25 years? Jenkins responded that it is being looked at as an option with the provision of the University's hiring these faculty back part-time. Senator Collier asked about the possibility of re-training faculty to work in other disciplines. Jenkins responded that was a possibility which has already been implemented at other institutions.

Senator Waters noted that LSU cannot compete with other institutions in salaries and is losing the ability to staff. Jenkins agreed that the situation was bad, and that if LSU does not fulfill students' needs they will go elsewhere. Senator Lawson asked if there were funds that the University gets per student besides their tuition. Jenkins noted that there is a formula for state funding, but it has not been followed for years.

Classroom. There is a need to protect academic freedom, but this resolution does not take this away. Senator Collier noted that this is not the creation of a new position, but rather the urging of the re-establishment of a position which formerly existed. An officer with EEO background on campus in charge of these problems makes the statement that the University will not tolerate discrimination. Senator Stoner replied that the position had been vacated after the settlement of a lawsuit brought by a member of the faculty who had received a censure from that officer without due process. The resolution was passed as amended.

The "Statement of Commitment to Community" document was developed through the Dean of Students Office in an attempt to address the lack of collegiality and sense of community that sometimes exists on this campus. The Senate had been asked to endorse this statement. Dean Risch was present to answer questions raised at the last meeting. Dean Risch had prepared an amended document for the Senate's consideration which incorporated concerns of the Senate. He added that the SGA had endorsed this Statement of Commitment, and that he would like the Faculty Senate's endorsement before presenting it to the Chancellor. Senator Collier asked why this type of statement was being adopted, and what it would be used for. Dean Risch responded that it would be used as a means to promote value discussions in student orientation and faculty staff meetings. Senator Hagenspack asked why there was the presumption that LSU not adhere to these ideas. Dean Risch responded that in much interaction among students on a one to one basis, these ideals or models are not being used. Senator Wittkopf commented that publishing this statement would not change the situation. Dean Risch replied that this document would become a tool to raise questions, promote issues, and engage the students in conversation to promote the idea. Senator Wittkopf noted that this type of statement could become a distraction to students, although she agreed with the statement philosophically. Dean Risch answered that this document will provide more meaning to the students in their everyday life than the University's mission statement. Senator Van Fleet objected to the specific wording, "hold myself and others to the highest standards of academic, personal and social integrity." This suggested that the imposition of an individual's standards on someone else was part of the program. Dean Risch responded that in his student discussions, the word "hold" was not viewed as "imposing" but rather as "challenging" individuals to hold others to the same basic standards and respect for each other. Senator Waters moved to amend the resolution by deleting the words "and others." Senator Collier offered a substitute motion that the Senate endorse the philosophy set forth by the document and not the specific wording. This motion was
seconded by Senator Apostolou. Parliamentarian Stoner noted that the amendment proposed by Senator Waters was still on the floor for discussion. Senator Waters withdrew his amendment. The substitute motion was then seconded and passed.

New Business:

The Senator Van Fleet reported on the procedures of the Senate Nominating Committee consisting of Senators Van Fleet (chair), Liggett, Svoboda, and Voyiadjis. President Strain announced the slate of nominees. For President: Strain (VPT); Vice-president, Senators Ajmera (EE), Barkley (CHEM), and Collier (ENGR); Secretary, Senators O’Reilly (VMP) and Paxton (AGEC); for Members-at-Large, Senators Koehnke (CMD), Stockbauer (PHYS), Waters (PSYCH) and Wittkopf (Library). President Strain then asked for nominations from the floor; there were none.

Senate Resolution 94-07 (Library Funding) was introduced by Senator Barkley and seconded by Senator Wittkopf.

SENATE RESOLUTION 94-07

Therefore be it resolved that the University take steps to provide additional funding for the Libraries to remedy this decline in the campus’ research resources as measured by the ARL ranking and enable the Libraries to regain a ranking in the top 50.

President Strain reported on the administrative raises granted to LSU System President Copping and LSU Chancellor Davis. At the January Board meeting, when Cusimano introduced a motion to adjust the salary of President Copping, Dr. Copping declined in light of the need to address salaries for all LSU System employees. The Board directed Vice President for Finance Silvia to study the salaries of all System positions and report back with a summary and both short-term and long-term solutions. Based on this report, Board member Roger Ogden proposed a motion of Salary Goals and Policy: (1) as a minimum, average faculty salaries by rank should equal those paid by campuses with similar roles, scopes, and missions (not just SREB averages), and (2) salary policies should be structured to reward productivity, provide financial incentives, and remove inequities. A second motion was moved and passed that the University take steps to provide additional funding for the Libraries to remedy this decline in the campus’ research resources as measured by the ARL ranking and enable the Libraries to regain a ranking in the top 50.

In response to these administrative raises, Senator Collier introduced Senate resolution 94-08, which was seconded by Senator Van Fleet. Collier said that he did not object to correcting salary structures for administrators. However, the perception is that our priorities are wrong. The resolution suggests to the Chancellor and other senior administrators, that they do what they asked of faculty when they were asked to contribute 2% of their salaries during the fiscal crisis.

RESOLUTION 94-08

Whereas, higher education in Louisiana has no consistent reliable source of funding and
Whereas, the funding situation has reached a critical point as evidenced by the necessity of escrowing funds and eliminating instructional positions, and
Whereas, salary increases should be part of an integrated program plan,
Therefore be it resolved that the LSU Faculty Senate concurs with the LSU Board of Supervisors’ commitment to providing raises to all faculty and staff, but urges consistent rather than piecemeal action. Due to the adverse perception of raises only to senior administrators in the Board’s most recent action, the Faculty Senate request that the affected senior administrators donate the amount of their raises in this fiscal year to the library materials and educational equipment funds.
Senator Wittkopf objected to the last sentence which dictated how the administrators dedicate their raises. President Strain commented that if this resolution is passed and the Chancellor complied, it would be a strong, positive political move on his part: it would express his appreciation for the Board's action and his understanding of how negatively the raise would be viewed by the faculty. This resolution expresses in a firm, but tempered manner the dissatisfaction of the LSU faculty. President Strain added that at the Board meeting (3/10/95), Victor Bussie indicated that it was incumbent on all the Board members to pursue vigorously ways to correct the salaries for everybody employed by higher education. Senator Koehneke moved to amend "recommend" to "request", and "direct" to "donate." Senator Collier accepted this as a friendly amendment. Senator Richardson noted that, this resolution might cover up the fundamental issues. He, therefore, urged that the resolution express the Senate's displeasure without focusing on what the administrators would do with their raise. Senator Ajmera questioned whether the leadership of LSU has shown good judgement by accepting such big raises. The public probably believes that everyone at LSU received large raises, and that the money came from the site, which means it was already here. Let the message go out that the leadership of LSU refused the money because the money was not there for the faculty; and until the faculty receives a raise, the leadership will not have it. Senator Koehneke added that if, as Vice-Chancellor Jenkins said, the two most important components at LSU are faculty and students, then one way for Chancellor Davis to endorse this philosophy is to go along with something like this resolution. Senator Poliakoff added that the wording and details are almost secondary to the faculty's disassociating themselves from the action of the Board.

Senator Collier moved that the rules be suspended so the Senate could vote on the resolution immediately. The motion to suspend the rules was seconded and passed. The amended resolution was voted on and passed.

There being no further new business, President Strain entertained a motion to adjourn at 5:15 pm.

Emily Batinski
secretary