Minutes of the Called Faculty Senate Meeting
4 November, 1992

1. Welcome to Senators and Visitors. President Culbertson called the meeting to order at 3:05 P.M. The
following proxies were announced:
Gary Rice for Donna Mealey
Barbara Wittkopf for Peggy Chalaron
Quentin Jenkins for Bill Bankston
J.C. Cortney for Erno Sajo
Samuel Godber for Robert Grodner
Erwin Pollakoff for William Daly
Jim Catano for Margaret Parker
Joel Tohline for Bill Metcalf

2. President's Report and Related Matters. President Culbertson stated the purpose of this meeting was to
disseminate recent information obtained pertaining to the budget cuts and to hear from faculty. The Provost
was scheduled to attend today, but was summoned to attend a Senate education committee meeting that was also
being held this afternoon.

The Senate was informed that meetings were being held concerning the budget cuts and the University
response by other faculty groups. The faculty of Basic Sciences were meeting at 3:30 today and the Arts and
Sciences Senate is scheduled to meet tomorrow afternoon.

Senator Hebert asked about plans for summer school. It was announced there will be a long session
during the first part of summer and also two short sessions. Cancelling summer school was said not to be a
big money saver.

It was reported the Board of Supervisors had approved the Chancellor's plan including a $200 tuition
increase. It was mentioned the Board seemed to address the problem with a positive attitude toward the
University.

The President of the LSU Student Government Association, a student representative of the Board, was
reported to oppose the tuition increase and thought the Board should adopt mandatory pay cuts for faculty,
but the Board did not respond to this.

The Board adopted a generic document on financial exigency so that the Board would be in a position
to say yes or no to a request from a chancellor for exigency. Prior to the meeting, the Executive
Committee, through Jim Catano, distributed a set of questions we have about exigency. Board members did
discuss some of the questions, not necessarily in the desired way, but they did get the material to prompt
their attention to some of our concerns. Chancellor Caffey of the LSU Agricultural Center then requested
permission to declare financial exigency and got approval. Thus the Agricultural Center is acting under
financial exigency with the permission of the Board of Supervisors at this time.

President Culbertson reviewed the Chancellor's tour of the state, one purpose of which was to alert
people of the state of the impact of the budget cuts. LSU was said to be hit harder than the rest of the
state and other areas did not seem to be as aware of the implications of the budget cuts as the Baton Rouge
campus. As a result of this tour, it was reported some key people in other areas of the state are beginning
to organize and make contacts to address the problem.

The Senate was reminded the state faces a possible $600-700 million shortfall next year, all of
which could fall on higher education and health and hospitals if nothing is done. The entire higher
education budget in the state is currently around $600 to $20 million. It was stated a special session
after the regular session would force the University to go through the spring and summer planning for a 40-
50% cut in budget to be implemented for the fall. If there is going to be a special session that will help
higher education, it must be held before the regular session.

There was discussion about reserves in the auxiliaries: how long did it take to accumulate these
reserves, what was the size of the budget that created these reserves, and other questions. It was
generally concluded it is still difficult to get an understanding of the demands on these reserves and how
much might be available.

Senator Collier spoke of the Executive Committee's meeting with Vice Chancellor Norman Moore. It
was mentioned that there are pressing needs for renovations of several student facilities and that much of
the reserves in the area of student services came from about 5,000 students such that it does not seem fair
to tap these reserves for the benefit of a much larger portion of the LSU community.

Senator Catano reviewed avenues suggested by faculty and discussed with University administrators to
make the cuts visible to the state. The administration offered reasons for not wanting to close the
University for specified days, substitute lectures on the state budget process for regular lectures, or
other means. The only agreement reached was the administration would be willing to support a day of
voluntary discussion outside of classroom time.

Senator Catano read a resolution and moved it be considered by the Senate on the 17 November
meeting, and Senator Strain seconded the motion. This resolution read:

The University is facing a very real possibility that restructuring of academic programs will need to be
planned for and perhaps undertaken. In addressing academic programs, such restructuring would directly
affect areas of faculty governance.
Given this situation, the University Faculty Senate supports meetings of the Faculty Senate Executive Committee with appropriate administrative personnel to discuss and implement roles for the faculty in any plans for restructuring.

Discussion continued on problems in getting agreement to do something visible that is not perceived as negative by the administration, when the desire is to do something positive and proactive, and, there was discussion on the difficulty the Senate seems to have in taking a stand. Regarding Senator Catano's resolution, comments were made that exchange with the administration was mostly one way and there is nothing in it (the resolution) to give the administration reason to listen to us. The suggestion was made the Senate could take a stand indicating it would recommend faculty participation in the 2 percent donation if faculty got a voice in the budget, got a voting member on the Board of Supervisors, and could make a visible statement to the people of Louisiana by taking furlough days at the same time (see comments about a resolution that follow). It was pointed out that the Senate has no legal status as a bargaining unit.

There continued to be discussion about not wanting a "toothless" resolution, the Senate needs to present a mandate to the faculty, and that this meeting is the appropriate time to make a strong statement. It was mentioned the English faculty wants the Senate to make a recommendation today about the 2 percent donation and that decisions are going to be made by other groups, especially if the Senate does not lead and take a stand. A statement was read from Arts and Sciences faculty on their views of the budget cuts and procedures being implemented to deal with it, and, this statement offered a recommendation that faculty do not voluntarily give up 2 percent of their salary unless three specified conditions were met. A motion was subsequently made to offer this as a resolution by Senator Malcolm Richardson and seconded by Senator Strain and others. There was discussion on the resolves or action statements of this proposal and a feeling by many that some of these were not appropriate. For one, if the faculty agreed to honor the same furlough days, what would happen to staff on those days, and, for reasons previously discussed, it was believed many faculty would find it in their best interest to make a donation rather than take furlough days. There was general consensus on the "Whereas" statements, but concern over the three conclusions. Also, there was concern that the Senate did not want to put itself in a position of indicating it could influence a majority of faculty to make a decision to donate if any conditions in a resolution were met by the administration, though it would look bad if the faculty does not do our part.

The Senate approved a motion by a two-thirds vote (needed 32 favorable votes, received 36) to suspend the rules to allow a vote on the resolution presented. The resolve statement was modified, deleting the original statements and substituting wording to recommend that faculty members not voluntarily give up 2% of their salary before the Chancellor indicates in writing that the faculty will be involved in any plans for restructuring the University if this becomes necessary. This resolution was approved by a 43 to 1 vote and is given below:

Faculty Senate Resolution 92-06.

WHEREAS Chancellor Davis has asked the faculty to take voluntary pay cuts of 2%;
WHEREAS the LSU Faculty has already sustained de facto pay cuts annually through the relentless cutting of benefits, particularly in health care;
WHEREAS the LSU Faculty has already endured the lowest salaries in the region despite numerous broken promises from the state to bring salaries to at least the Southern average;
WHEREAS the current budget crisis has been wholly manufactured at the state level through inflated budget estimates and managerial ineptitude;
WHEREAS faculty salaries supposedly cannot be cut, but experience has shown that any Louisiana law or constitutional provision can be bent, exempted, ignored or outright broken if the governor and legislature so wish it;
WHEREAS the LSU Faculty is in effect being asked to tax itself without representation, having no voice in governing this university at the upper administrative or Board of Supervisors level except that voice granted to us gratuitously;
WHEREAS it is not the responsibility of the LSU Faculty to fund the education of Louisiana students any more than other Louisiana taxpayers;
WHEREAS 2% of our salaries is a larger financial sacrifice than the students are being asked to give;
WHEREAS we believe holding our staff hostage to force faculty to take pay cuts is, to say the least, poor managerial policy;
AND WHEREAS the LSU faculty does not wish to be voluntarily complicitous with the further destruction of higher education in this state;

The LSU Faculty Senate therefore resolves that faculty members not consider contributing 2% of their salary before the Chancellor defines in writing continuing faculty participation acceptable to the Faculty Senate in financial and academic planning at the University, including any restructuring following declaration of financial exigency.

The meeting adjourned at 5:39 P.M.