

# Faculty Senate Budget and Planning Advisory Committee Report 2019-2020

## Budget and Planning Advisory Committee Members

Judith Sylvester (Chair)	Mass Communications
Gina Costello	Libraries
Joan King	Agriculture
Joseph Mason	Business
Ye-Sho Chen	Business
Fabio Del Piero	Veterinary Medicine
Jacquelyn Moffitt	Accounting
John Miles	Libraries
Tommy Smith	LSU Budget & Planning

## Meeting Timelines

Mon 11/18/2019 3:30 PM - 4:30 PM (Committee)

Tue 12/10/2019 11:00 AM - 12:00 PM Discuss Mobility Implementation Plan (Sylvester only)

Wed 12/18/2019 12:00 PM - 1:00 PM (Committee)

Fri 1/31/2020 10:00 AM - 11:00 AM (Committee)

Fri 4/3/2020 10:00 AM - 11:00 AM (Committee)

Wed 4/29/2020 9:30 AM - 10:30 AM (Committee)

## Summary of Work

The goal of this committee from the start was to look for ways to support faculty when meaningful salary increases were unlikely. This goal became at once more important and unlikely when COVID-19 changed LSU's future prospects. This has made faculty retention more important, so we shifted to looking for possible ways to support the faculty.

The committee did not get off to a quick start because the first attempt at a meeting revealed that at least two members were unable or unwilling to serve. The Faculty Senate had to approve replacements, so pulling the entire committee together took a couple of months. We had five meetings, three in person and two via Zoom.

Following the presentation of the Mobility Implementation Plan to the full Faculty Senate, Dr. Sylvester was asked to follow up with the implementation committee to obtain some information ahead of a meeting with the full committee. However, other issues presented themselves, and we were not able to continue along these lines, although Dr. Sylvester presented a summary of her meeting to the committee. We are unsure of the status of this plan at this time. Most concerning is the increase in parking fees (and currently questions about whether parking fees might be partially returned to faculty given that most of us were not allowed on campus from mid-March through mid-May. Gate cards were distributed to all of us, but as of the time of the shutdown, the cards were not operational. Whether faculty would still be allowed to park in the center of campus was of concern. The response from the committee is that such parking will be allowed, but at a premium. We also discussed at length problems with the busses and whether a more environmentally friendly system might be put in place. An app was supposed to help students know when the busses were coming or delayed, but this app also was likely delayed or, at least, was not available for long before the shutdown.

Next, our attention was shifted to looking for ways to support Faculty Senate Resolution 19-07 Tuition Reduction and Fee Remission for LSU Faculty Children and Spouses (an updated FSR 17-05). Tommy Smith hosted a meeting with the rest of the committee and Niki Norton from HRM to discuss numbers and potential administration reaction. We got some preliminary numbers, but Tommy Smith said that fees would be harder to remit than tuition because the fees were set to pay for infrastructure and programs that all students used. We attempted to determine how many faculty children were between the ages of 13 and 19, but we could only determine those who were receiving LSU benefits. We asked for the number of faculty dependents who are currently enrolled at LSU, but apparently the registrar's office does not track this.

Other difficulties with the resolution also arose that made putting dollar estimates together:

1. The resolution did not consider that children of LSU faculty who were accepted by LSU would also be eligible for TOPS. So, giving  $\frac{1}{2}$  of the tuition to these freshmen would be more substantial than it needed to be. However, paying what wasn't covered by TOPS seemed possible.
2. Whether this was money that would be paid to faculty dependents for the freshmen year only or for all four years or what would happen if the student lost TOPS.

We all agreed, however, that this should be consider a benefit for faculty rather than a benefit for the student. The Committee approved this proposal.

Then, the FSEC asked us to more or less scrap this part and instead focus on the spousal benefits and consider a benefit for new hires with children who would not qualify for TOPS but who would come to LSU. Once again, we had questions that were not answered by the resolution. First, the resolution did not define "spouse." We used the "official" HRM term, which requires the couple to have a marriage license. Some of the committee questions whether new hires, coming in at market value, needed to tuition break as much as current faculty who had experienced several years of salary suppression. We also had no idea how many "spouses" would want this benefit. They also cannot be LSU employees because they would be eligible for employee tuition benefits. We provided the best estimates that we could of what new hire and spousal benefits would cost LSU.

Finally, we were asked to determine what compensation might be possible for faculty who moved in-person classes online for the second half of the summer and the summer. LSU Online pays faculty a

setup fee for new online classes. Schools and departments determine compensation for teaching the class. So, again estimates are a bit difficult to determine, but prorating a portion of what LSU Online pays is a start. Members of the committee agree that teaching online required more time than teaching in the classroom. Larger classes and labs also would have required more creativity and time.

Whether faculty had any out-of-pocket expenses also is up to the schools and departments. Tommy Smith indicated that the spending freeze does not include teaching supplies. But, that information was not well distributed before LSU's quick shutdown or when the spending and hiring freezes were announced. Setting up home offices might have required supplies, but faculty could not go back on campus to get them and possibly could not get them ordered or paid for through the department. Now, however, faculty might be able to be reimbursed if they have receipts, and they can now request purchases for teaching supplies.

The survey that the Faculty Senate distributed might provide a more comprehensive picture of faculty out-of-pocket expenditures.

The committee had planned on working on several things that would benefit all faculty, including:

1. LSU was still trying to recover from the lost enrollment in Fall 2016 caused by the Great Flood. We have some hope with the increase in deposits over other years. But no one knows if that will hold.
2. Several departments are concerned about the high graduate student fees. This has been termed a "crisis" in some STEM areas as it is impacting the ability to attract and keep quality graduate students whose stipends are not enough to cover the fees and other expenses. Provost Hanie has been reducing those fees over time. We have the added problems of graduate students, especially international students, not being able to return to campus so more online courses may have to be available for them. However, graduate students will need access to labs.
3. What is the status of the Fierce for the Future campaign? Prior to the shutdown, the fund was half-way to the goal. All that money is designated for specific departmental use. However, the LSU Foundation has been re-organized, staff has been laid off and donors are being asked to redirect some of their giving.
4. LSU Athletic Director, Scott Woodward, said before the shutdown that he wanted to stop giving money from the Athletic Department to LSU academics. With the loss of revenue from baseball and all other spring/summer sports, and the threat that the football season will be less profitable, that source of support for the academic side is likely gone for good.

We had hoped to meet with people from these areas to discuss the outlook, but the shutdown and redirection of effort meant those meetings did not happen.