

Faculty Executive Committee Meeting
29 November 2022, 3:15pm,
President's Conference Room, University Administration Building

Present: Inessa Bazayev (President) Daniel Tirone (Vice-President), Meredith Veldman (Secretary), Kyla Kazuschyk (Member-at-Large) Parampreet Singh (Member-at-Large), Mandi Lopez (Past President)

Absent: Kevin Ringelman (Member-at-Large)

Guests: Roy Haggerty (Provost), William Tate (President), Kimberly Lewis (Finance Administration Executive Vice President Chief Administrative Officer)

Called to Order by Bazayev at 3:14 pm.

Roll Call

Public Comments: none

FSEC Minutes Approval from 22 November 2022 –moved by Tirone. Approved.

President's Updates

--Town Hall meeting set for Dec. 12, 1:00 pm, Halliday Forum, School of Journalism
--Working with Jackie Bach (Academic Affairs) on undergraduate concerns RE

- grade reporting,
- anonymous reporting on LSU Cares website,
- CATS (Comprehensive Academic Tracking System),
- LSU Online wanting a Provost's List of high-achieving students

Meeting with President Tate and Provost Haggerty

Tate and Haggerty arrived at 3:20 pm.

Tate's report:

- FS Budget and Planning Committee asked to meet with him; he said no; wants to meet with FSEC—Budget should send concerns to FSEC.
- Library: legislature gave money for design; hired firm to do analysis: 300,000 sq feet: = about \$300 million. Working on 100 \$1 million donors, \$100 million from legislature. Library=main focus of Capital Campaign.
- "Socializing" the legislature on requests: faculty and staff merit raises. Urgent because looks like revenue will fall after 2023. Higher ed gets average of 11% of revenue.
- Only strategy for dealing with salary compression: move away from historical budgeting model.
 - Bazayev: HR was doing study on this issue: why was this study stopped?
 - Tate: don't know why but it doesn't matter. Waste of money: Historically-Based Budget doesn't allow the sort of reallocation needed.
 - Lopez: study was about gender disparities.
 - Tate: no way to remedy historical structural inequality unless you change the budget model.
 - Singh: faculty fear that reallocation will simply shift inequalities and compression problems.
 - Tate: budgeting is key. Other options: Responsibility Centered Model (e.g. Michigan)—money follows student credit hours and majors, taxes from big

- colleges used to sustain shared functions and small colleges. Creates competitiveness between units. Discourages interdisciplinary programs and initiatives. Zero-Based Budget: can think long-term, can plan; fosters big ideas, fosters planning together: interdisciplinary programs and joint hires. No centrally based money in Historically-Based Budget—money is in the schools and colleges, controlled by deans.
- Tirone: what about getting tuition authority back?
 - Tate: appropriations have been solid—but when the legislature says no more money, then LSU has the argument for “tuition freedom.” Infrastructure maxed out. Facing a demographic cliff in terms of recruitment. Should we be planning for a smaller LSU? Fewer students might be better for the university.
 - Singh: would that imply that faculty hires would also be reduced?
 - Tate: if we get the right distribution of in-state and out-of-state students, would be able to continue hiring.
 - Tate: Big Priority: get more resources to LSU for raises and for funding grad students. Grad stipends: for artists, humanists and social scientists not grant-driven. But trickier for scientists and engineers. Need for a deep conversation of what’s morally appropriate.
 - Lopez, Singh: under current system: on a grant, faculty who pay their students more, are taxed more. Tax goes to grad student tuition remission.
 - Tate agreed that existing tax isn’t workable. Need to unwind, figure out where the money is going and what is the reasonable amount a PI should pay for tuition. Need for PIs to be able to plan ahead.
 - Singh: much cheaper to hire post-doc than grad student with Zero-Based Budget model and new grad stipend regime. No tuition tax.
 - Haggerty: LSU is subsidizing postdocs (via benefits), whereas with a grad student, IP is paying the full cost. But arts, humanities, social sciences: grant IPs will pay more under new, more equal model.
 - Tate: need to look at endowed funds. Money is sitting in endowed funds for chairs that need outside match—can we convert it to scholarships?

Unfinished Business

- Tirone moved to reconsider OLOL mgt of health center. Passed unanimously.
 - Kimberly Lewis explained the rationale behind Our Lady of the Lake’s impending takeover of the student health center: s
 - Center was short-staffed. Compensation levels not competitive.
 - OLOL already had a health care partnership for student athletes. Aim is to provide same level for non-athletes. OLOL’s existing partnership expanded to include all students.
 - Will include rotating residency program.
 - Final decision: Will go before Board of Supervisors in Dec.
 - LSU, not OLOL, will maintain all gynecological services; Student health fee will maintain existing staff—stay with LSU. New employees: OLOL.
 - Student health fee covers basic services, but other services now billed for insured students; billing thru insurance just instituted a year ago. Uninsured: LSU covers costs or sets them on Medicaid if they’re Medicaid eligible.
 - Lopez asked about mental health and nutrition concerns. Lewis: mental health services will be expanded with OLOL partnership. Also health and wellness.
 - Singh: will student health fee increase? Lewis: not right now (tho’ it needs to).
 - Tirone: how does this affect cost of health care for LSU? Lewis: student health fee will still cover cost of operations of Student Health Center. Expanded services: covered by OLOL.
 - Tirone: how long is the agreement? Lewis: 10 years

- Bazayev working with Lizzie Shaw (head of student govt), Ryan Landry (Academic Affairs) on syllabus language: add RE timely response to graded assignments. PS-45, Appendix A controls what's on the syllabus—need to know how to revise that PS. Waiting on Landry's response
- Senate Meeting Agenda 12/01: Tirone moved to approve. Passed unanimously

Remaining items not addressed:

Unfinished Business
LSU ECELP

New Business

FSEC Spring 2023 schedule: Wednesdays 2–3:30
Faculty Senate Facebook Account and Website
New Templates for Minutes and Agendas
Sabbatical Committee appointees
APIC appointees
Faculty Merit Increases Beyond Full Professor
Cope/Laine Retirement lawsuit update
PM-11
“Backdoor routes” document
ILC Assessments and Action Plans
Faculty Senate Resolution 19-07, Tuition Reduction and Fee Remission for LSU Faculty Children and Spouses
Building Temperatures – Tony Lombardo
Phi Kappa Phi awards

Adjourned 4:54 pm.