**Faculty Senate Minutes**

October 9, 2024

Mulder Hall, Room 146

**Members Present:** Cynthia Thomas (President), Julie Gill (Vice President), Rusty Gaspard, Matthew Stokes, Jacob Whitmore (Secretary/note taker), Jialin Lei, Cole Franklin, Beverly Alwell, Sona Kumar, Guoyi Ke, Christof Stumpf (Parliamentarian), Jennifer Innerarity, Lisa Bradford

**Members Absent:**

**Guests Present:**

Dr. Carol Corbat

Dr. Zebulon Bell

**Welcome and Determination of quorum:** The meeting came to order at 3:10 p.m.

**Brief guest updates:**

Dr. Liz Beard: not present

Dr. Paul Coreil: not present

**Report of President:**

* **Cythina Thomas Discussed the Following:**
* Nursing is now hiring 12-month employees as faculty while trying to hold 9-month employees to the same standard of 8-4 M-F hours. The Provost expressed that she would investigate further.
* The faculty will have a chance to work with the library for further research materials.
* The higher ed budget for the state is facing a cut based on a potential deficit from tax shortfalls.
* The Provost will have a conversation with StratCom about shortfalls, but StratCom is also asking that they need more lead time from faculty to meet their deadlines. Cynthia Thomas asked for increased responsiveness even if the request could not be met.
* Approximately $141k in revenue from Shrimp Jam.
* Over 500 Fall graduates
* RSI for online courses: The RSI flyer was not supposed to be distributed to faculty but is guidelines to come from Deans to ensure that faculty, not AAs, are teaching online courses. This should come from Senate but has not yet.
* Christof Stumpf gave an update on the most recent ALFS meeting.

**Reports of Committees**:

**Ad-Hoc Committee Reports**

**PS 209 Ad Hoc Committee:** Carol Corbat and Zeb Bell attended as guests reporting on the data collection from last semester’s survey for PS209.

* Zeb Bell gave an overview of the data results regarding summer teaching. Most indicated that there were ample teaching opportunities during the summer. There was some concern over the equity regarding summer teaching, the load of summer teaching, and feeling pressure for summer teaching from both program matrices and LSU Online. There was an appreciation for 9-month appointments, but there was significant dissatisfaction with summer pay.
* There results for overload teaching and overload pay were like that of the summer teaching results. Faculty expressed a pressure to teach overloads due to scheduling and burnout as a result of it.
* There is a trend of reported class caps being lower for higher-level classes. We would prefer class caps to be lower across the board for online and in-person classes. There were significant opinions on how overload pay should be calculated based on the number of students and course caps.
* Discussion ensued on other topics that came out of the data based on class sizes such as caps, academic assistants in on-campus classes, compensation for managing AAs, caps being left to departments,
* Carol mentioned that she recently found out that AAs are given the opportunity to take on more students, with concerns about quality control. Discussion ensued about AA pay being more than adjuncts and about faculty choosing certain AAs.
* Carol also mentioned that overload pay here was lower than other universities and that it is still lower than the normal market rate. Concern was expressed that overloads are not lower effort and should not be compensated lower (also for summer). The PS209 formula for summer pay is only addressing pay for teaching, not for advising.
* Beverly Alwell expressed that the subcommittee learned that there were many ways of doing things across campus, with most not adhering to PS 209.
* The Senators agree to go back to their departments regarding the main changes of summer pay, course caps (online and on-campus, course level), and summer advising.
* Cynthia Thomas suggested that we discuss other summer pay formulas with the idea that we can be more successful in making positive changes for the faculty after having a brief conversation with SLT. Julie Gill stated that she had a similar conversation regarding promotion pay with SLT.

Motion to modify the agenda and go out of order: M. Stokes

Second: J. Gill

Approved: 13-0-0

**PS 202 Ad Hoc Committee:** No discussion

**Admissions & Standards Committee:** No discussion

**Old business:**

P**olicy Statement Revisions**

**PS 202:** No discussion

**PS 254:** No discussion

**Introduction of new business:**

1. **Approval of Senate Funds:**
* Travel requests for $17,018; $9,813 for Field Trips; $11,255 for Research
* $38,068 total in requests ($35,000 total to be allocated)
* Discussion ensued on how to best approve such a large amount of funds and the priority of how they are approved.
* Travel: reward everyone up to $2,000
* Research: reward everyone up to $3,000
* Field Trips: fund Missy Laborde for full amount of $1,800 since she has gone through SGA for student funds; table to approvals for the other field trips and take this amount as approval for field trips moving forward. Julie Gill expressed that we look at what else SGA is doing for field trips and that administration should set aside money for student experiences.

Motion for acceptance of Senate Funds as allocated above: Julie Gill

Second: Guoyi Ke

Approved: 12-0-1

1. **ALFS Meeting Report:**
* Given during the Report of the President
1. **PS 209 Discussion:**
* Julie Gill asked if faculty that continue to advise over the summer, should we include language about summer advising pay. Some expressed that their departments get overload pay as a singular summer advisor. Jacob Whitmore stated that all Senators go to their departments and get feedback on advising improvements because we may need to create a policy for roles and responsibilities for advising.
* Further discussion ensued on AA pay and the workload for faculty for classes with AAs. Others expressed that while this was an issue, the number of students in online classes was a bigger problem.
* The Senate agreed that it was time to discuss the PS209 revisions with their departments for the biggest changes and we will discuss it at the next Senate meeting.
* There was extensive discussion on the goals and how to write them on the Faculty Plan.
1. **Curriculog Meeting and Nursing Appointment:**

**Announcements/Looking ahead**

Next meeting: October 23, 2024

Departmental accomplishments or planned events: None

Motion to adjourn: Julie Gill

Second: Cole Franklin

Vote: 13-0-0

The meeting adjourned at 5:09 p.m.