

**Minutes of Faculty Senate Meeting**  
**Thursday, October 17, 2013**  
**Student Center 160, ULM Campus**  
**12:30 – 2:00 p.m.**

* indicates excused absence; Name/Name indicates Moved/Seconded
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**Senators Present:** Anderson, Bray, Caldwell, Craighead, Cumming Strunk, Dagley, Giles, Hill, Jackson, Lasiter, Loeb, Niemla, Stockley, Sylvester, Vangelisti, Wiedemeier, White

**Senators Absent:** Frye\*, Gissendanner\*, Pope

**Handouts circulated:** Electronically circulated documents included the Agenda for FS October 17 meeting, the Draft of FS Minutes for the September 19, 2013 meeting, a Revised Copy of the Faculty Handbook, October 4 of the Statewide FS Newsletter, and the Draft of Academic Program Review Guidelines.

President Anderson **called the meeting to order**, at 12:30 p.m.

Secretary Cumming Strunk **called the roll**.

The **Minutes of the FS September 19** meeting were **reviewed and changes noted**. The motion to accept the minutes with changes passed (Loeb/Wiedemeier).

**Agenda Items:**

- The **Executive Committee** reported on their meeting with VPAA Dr. Pani and the Deans Council.
  - No reorganization plan was unveiled at this meeting, but it is expected to be available next week. The plan will be submitted to the Board of Regents in December, and implementation is expected on January 1, 2014. Program and degree concentration elimination will be part of this reorganization and will affect tenured faculty members.
  - The university is attempting financial stability by making cuts to the budget in order to reduce the depletion rate of ULM reserves to less than the replenishment rate. Dr. Pani said, without reorganization, ULM will be forced into exigency in 24 months. Concerns were raised about what ULM will do if the State cuts our funding again.
  - Dr. Pani stated that the administration is still considering reducing or capping summer salaries. President-Elect Stockley raised the points that this is an “effective salary decrease” for many faculty members who have not had salary raises for a number of years. Salary action on summer courses will limit the number of summer courses that Faculty will be willing to undertake, which will effectively “increase the time to completion for some majors” who must complete required classes to stay on track. Dr. Pani cited, “Last summer, ULM paid \$900,000 in salaries,” but he had not yet determined the amount of revenue brought in by teaching these summer classes.

- Dr. Pani mentioned the University of Florida model for increased fees for online students. Their fees were significantly higher than what ULM charged, and so ULM could realize higher revenue from online courses.
- Dr Pani noted that mid-year budget cuts were not expected.
- Tenure and Promotion was a department-level function prior to the ULM restructuring. With the restructuring, departments will be eliminated, and so Tenure and Promotion procedures require reevaluation and revision.
- No reports from the Faculty Advisory Committee, the Academic Standards Committee, the Elections Committee, Faculty Welfare Committee, and Fiscal Affairs Committee.
- The **Constitution and By-Laws Committee** has been charged to investigate what changes, if any, are required to better accommodate the use of electronic media/technology in the work of the Faculty Senate.
- The Faculty Handbook Subcommittee is **updating the Faculty Handbook**. Secretary Cumming Strunk asked for input on additions on Foundation Awards guidelines.
- The **Ad Hoc Committee Selection Committee** has filled all the open seats on requested committees.
- Unfinished business
  - Senator Niemla reported on **ULM Faculty Senate's 40<sup>th</sup> Anniversary preparations**, and the Faculty Senate will hold the needed dialog on Moodle.
  - The **Faculty Workload Ad Hoc Committee** will meet on Friday, October 25, 2013 to finalize their report.
  - The **Administrative Structure Ad Hoc Committee** had nothing to report at this time.
- New business
  - Senator Giles requested for **a reconsideration of the 10 office hours per week policy** in light of the administration's latest initiatives: including reassessment of faculty workload and encouragement of increased innovation and collaboration across the university.
    - Currently, most tenured or tenure-track professors have at least 22 contact hours (including courses and office hours) per week per semester.
    - Senator Giles presented results of a straw poll that she conducted: one respondent thought the 10 office hours were a good idea and four respondents found the amount of hours unnecessarily long.
    - President Anderson remarked that you may ask your dean for a reduction, but you must justify your request.
    - This will be an agenda item for the November meeting.
  - **Northern and Central Louisiana Interfaith**, a Community Action Group, came to give a presentation about their group and discuss with the FS how we might be able to work with them help to explain the impact of the budget cuts on Higher Education and on ULM, in particular, to the community and the state legislators.
    - Interfaith is a non-partisan group that crosses lines of racial, economic, religion, and political affiliation. They have existed for over 15 years.

- Interfaith will not do for someone what they can do for themselves.
- Their methodology is relational, not partisan or confrontational. They believe in building power for action. They train people to be leaders in their own organizations.
- Interfaith organized a letter writing campaign to keep EA Conway Medical Center open, and also organized a stand against the Tax Swap (the elimination of the Louisiana income tax).
- Interfaith is preparing for an Accountability Session on Nov. 7, 2013. This is a larger group meeting with elected politicians and citizens. It focuses on issues and concerns which may be local, state-wide, or national scope.
- Interfaith and associated groups are very concerned about education in our area.
  - Interfaith's interest in ULM is two-fold: (1) the economic impact of an institution of this size on the community, and (2) affordable educational opportunities for our families. Interfaith is vocal that education at all levels is the solution to many of this state's long term problems. Education is an investment, not a cost.
  - A coalition is required to be effective in addressing the problems of Higher Education. This coalition must be broad enough to influence policies that will persist over time and are visionary enough to comprehend and communicate the role of Higher Education as a common good.
- Q&A Period:
  - ULM must communicate our value to the greater community of Northeast and Central Louisiana. The actions of our state sometimes can be lost on the local community. For example, the community does not complain when ULM is cut. The Interfaith group suggested developing a “civic academy” to inform the community of our concerns.
  - Would they lobby to help Higher Education in Monroe or statewide? Northeast leaders would organize to help Monroe, but there is a network of similar groups statewide that are needed to participate.
  - Interfaith noted that saving Higher Education is a harder sell than saving hospitals (e.g. EA Conway). ULM makes an important impact on people’s lives.
- **What is required of the ULM Faculty.**
  - We need individual testimonies of how ULM provided the needed education for them or their loved ones to be effective citizens and provide them opportunities would not have otherwise been possible. High tuition would have prevented them achieving the Higher Education required in a modern society. We will need faces to go with the stories.
  - Involvement of ULM Faculty members is required, but it was clearly stated that Interfaith is voluntary. We need to work through those people and their

connections to their churches and their other organizations. We need to tell our stories to support our position including student testimonials.

- Interfaith invited us as primary participants in the **Accountability Session** to be held at **Mt. Zion Baptist Church in Monroe on Nov. 7 at 7pm.**
- The Faculty Senate continued to discuss working with Interfaith after they left at 1:55pm. Some of the questions and issues raised were:
  - What arguments or statements do we need to make? And are we allowed to make such arguments and statements?
  - Faculty (as a group) may freely address issues, but publicly discussing individuals or specific departments may be unwise.
  - President Anderson announced that he will start a Moodle discussion to craft a case for ULM with a deadline of Nov. 7.
  - Some examples of the previously mentioned testimonials are:
    - students would have to take longer to graduate,
    - students would have to borrow more money to pay for classes,
    - students may have to drive 3 hours away to go to school, and
    - grade school students may not have the tutoring they need because of budget cuts to Higher Education.
  - We need to use our personal contacts to effect change.

The meeting was adjourned at 2:09 pm (Sylvester).

Respectfully submitted,  
Christine Cumming Strunk, Faculty Senate Secretary

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