



Faculty Senate Meeting
August 29th, 2022
Noon to 1:00 p.m
Room A-126 or Zoom

Senators Present: Angela Greaud, Cassie Jobe-Ganucheau, Amanda Dunlap, Jud Eldridge, Hannah Henry, Claudia Guilbeau-Brand, Nikki May, David Asbury, Kina Sweet

Senators Absent: Brandon Borill, Tony Baltakis

Administrative Council Representative: Dr. Fowler (present)

Staff Senate Representative: Ray Zorn

Student Government Association Representative: Bettina Trumps (absent)

Administration: Chancellor Sorenson, Dr. Hamlin

Guests: Todd Dozier, Kyle Smith, Manny Rodriguez, Mona McCall, Jim Robinson, Rachel Andrus, Jennic Denker, Maura Cavell, Angela Sonnier, Kristen Sonnier, Mary-Kate Coligan, Summer Ford, Ashley Blankenship, Kevin Jacob, Lisa LaFleur, Rob Jones, Symantha Jones, Dotty McDonald

The Faculty Senate meeting was called to order at 12:00 on Monday August 29th, 2022, by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes

A motion was made to approve the minutes from the May 2nd, 2022, meeting. The motion was seconded and carried.

II. Chairperson's Report

A. Administrative / Academic

- i. Dr. Nancee Sorenson** stated that she was pleased with Faculty Senate participation lately. She explained that she plans to continue to focus on raising money and gathering resources and partnerships and/or collaborations for/with the university. She reminded the senate of ways that LSUE is trying to connect to the region such as the First Annual Cajun Prairie Authors Expo that was held on campus this Summer and possible involvement with the restoration of the Liberty Theater in downtown Eunice, both of which allow us to help promote those humanities in the area. Chancellor Sorenson informed the senate that she would be heading soon to Walker, Louisiana to see about the Workforce Opportunity and Readiness Task Force which aims to study workforce readiness programs and activities in the state's public schools, see more via link:

(<https://www.legis.la.gov/legis/BoardMembers.aspx?boardId=1174>). \$25,000,000 was reappropriated from a healthcare bill into rapid response training for healthcare. This money could go towards expanding first responder programs, but that the amount would be based on our number of completers. The LSUE Foundation Board will soon be presented with a presentation from a firm on investing in the STEAM Innovation Center, and the Athletics Department will also have a firm come in to test the market for investment opportunities in athletics. The Board of Directors did okay an increase on energy fees and the student excellence fee per credit hour for students. Finally, Dr. Sorenson reminded the senate of our partnership in the works with Amazon, where LSUE faculty could teach classes on the Amazon “campus” in Carencro for their employees, and a possible partnership with Shop Rite convenience stores as well for their employees to take classes with us.

- ii. **Dr. John Hamlin** discussed enrollment, which is currently pretty level compared to last year, and asked faculty to push for enrollment in C-term classes whenever possible for a student (see attached list of available C-Term classes as of this moment). He notified the senate that there were searches underway for Staff/Faculty in Dual Enrollment, Grants, and Continuing Education.
- iii. **Dr. Paul Fowler** presented the senate with various updates:
 - a. **Curriculum Development Manual updates:** Items 1 and 2 on the curriculum development manual page have been updated. He asks that faculty review them before the October 3rd senate meeting. Dr. Fowler informed the senate that Form F has now been split up into two forms, F₁ and F₂, where F₁ is to be used for minor changes to an existing curriculum and F₂ for major changes to an existing curriculum. He also wanted to remind faculty that any request for new programs must be approved through Academic Council, the LSU Board of Supervisors, the Courses and Curricula Committee, the Chancellor’s Cabinet, and the Louisiana Board of Regents. Program expansions require the approval of Academic Council and the Chancellor’s Cabinet. Also, that the C&C Committee would like for anyone submitting paperwork to show up to that corresponding meeting in case there are questions from the committee.
 - b. **Status of Achieving the Dream plans:** The plans can be found on the Institutional Effectiveness page of the university website (under Faculty/Staff) by clicking on the Strategic Planning tab on the left of the screen and scrolling down to item 3 under Progress. On Tuesday September 6th from 2:00 pm – 4:00 pm, there will be a faculty professional development workshop held in room 127 of the Mumphrey Center. It will be hosted by our Achieving the Dream Coaches and will focus on the digital economy and digital literacy, academic advising, and retention. All faculty are encouraged to attend.
 - c. **Success and Withdrawal Results from AY 2021-2022:** Overall success rate was 71.1% and the overall withdrawal rate was 11.4%. This report can be found on the Institutional Effectiveness page, under Strategic Planning, item 1 under Progress. Also see Item 2 concerning Digital Literacy at LSU Eunice, and the Ledoux Library Learning Commons (or L³C).
 - d. **SACSCOC Quality Enhancement Plan:** A survey has been designed to help decide the QEP and is almost ready to go out. It consists of two questions: the first is about your affiliation (staff, faculty, etc.) and the second asks what you think the QEP should be. The second question has

several options, and the last choice is “other” to leave room for input on other ideas. A QEP Committee is in the works of being established. Senate members gave feedback on the survey, especially the wording of the list of possible QEPs, for the version of the survey that will go to students, suggesting simpler and more explanatory verbiage. There was also some debate concerning whether first year faculty should be allowed to take the survey, which some saying they may not know enough about teaching or our university to be able to answer, and others commenting that every case can be different as some first-year faculty members have taught at other institutions for years and many schools experience the same issues.

iv. **Dr. Kyle Smith** discussed student complaint procedures in regards to review of PS 8, which covers the appeal procedures available to students. He specified that it should not be used just for a complaint from a student (that would go through the CARES site). Only in the case of a true grievance should PS8 be applied, and that PS 8 is actually under review right now.

B. Student Government: The SGA representative, Bettina Trumps, was absent and so nothing was reported.

C. Faculty Senate Chair Report: Ms. Greaud reminded the senate that we need to be diligent monitoring the tenure-debate legislation. She mentioned something sent out by Dr. Robinson from ALFS concerning come new admissions policies to 4-year institutions that may negatively affect us as a 2-year school and said she would like to defer it to the next senate meeting.

D. Library/Student Success: Cassie is still looking for student tutors and mentors, so please direct any candidates to her. She reminded faculty to report pathways student’s absences via Navigate.

III. Committee Reports

A. Policy Committee: No updates.

B. Courses & Curriculum: No updates.

C. Retention Subcommittee: Committee report was agreed to be deferred to the next senate meeting due to time.

D. Teacher Excellence Subcommittee: Committee report was agreed to be deferred to the next senate meeting due to time.

IV. Old Business

A. Teacher Excellence Award: It was agreed to be deferred to the next senate meeting due to time.

B. Departmental Web Pages: It was briefly discussed that Laurie Seeder had explained in a previous meeting that technically MyLSUE has “pages” that could be used for this.

V. New Business

A. End of Semester Work dates/Summer Overload- 9-month faculty: (This was pushed towards the beginning of the Senate meeting). Several questions were asked by senators about the dates of our work contracts, especially for Summer, overload pay and what is expected of faculty over the summer. It

seemed that the main confusion was around advising in the Summer and in-between semesters, and when exactly faculty are expected to report to and work until. Dr. Hamlin explained that it has always been the case that our 9-month contract lasts until commencement, and that summer pay *is* more than adjunct pay as we are being paid to serve in the same capacity as any other semester (meaning still teach, attend any meetings, and advise your advisees, etc.) If a faculty member decides not to teach over the Summer, arrangements should be made to handle their advisees. The meeting ended with some confusion still, but on the issue of Summer pay and workload, the secretary wishes to refer faculty to PS 46.

B. Community Involvement:

- i. Trunk-or-Treat:** was a great success last year (about 1700 attended) and is being planned to run again this year by the Staff Senate, the Campus Activities Board, and the Faculty Senate. It will likely occur on the same day as the Eunice trick-or-treat event. Faculty and staff are encouraged to volunteer and/or donate candy. For any questions they can talk to either Angela Greaud or Ray Zorn.
- ii. Cajun Prairie Run:** The Cajun Prairie Run will be held on Saturday October 15th on campus and will support the Louisiana Special Olympics. It will be coordinated by Andy Gaspard.
- iii. Eunice Community Garden Christmas Festival:** will be planning for it sometime in December and looking for volunteers.

VI. Announcements

The next senate meeting will be Monday September 12th.

VII. Adjournment

The meeting adjourned at 12:55pm.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*

Attachment I: C-Term Classes and their availability as of 09/05 9:28 pm



JUNIOR

**Faculty Senate Meeting
September 12th, 2022
Noon to 1:00 p.m
Room A-126 or Zoom**

Senators Present: Angela Greaud, Amanda Dunlap, Jud Eldridge, Hannah Henry, Tony Baltakis, Claudia Guilbeau-Brand, Nikki May, David Asbury, Kina Sweet, Brandon Borill, Cassie Jobe-Ganucheau

Senators Absent: (none)

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn

Student Government Association Representative: Bettina Trumps (present)

Administration: Nancee Sorenson, John Hamlin, Amy Greagoff, Todd Dozier

Guests: Gloria Parrino, Mary-Kate Colligan, Mae Simoneaux, Mona McCall, Rob Jones, Billy Fontenot, Ashley Blankenship, Donnie Thibodeaux, Branesha Moore, Doug Narby, Adele Fuselier, Symantha Jones, Renee Robichaux, Rachel Andrus, Emmanuel Rodriguez, Jude Meche

The Faculty Senate meeting was called to order at 12:00 on Monday September 12th, 2022, by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes

Dr. Baltakis made a motion to adopt the minutes from the August 29th, 2022, meeting with the agreed upon edits from the senate. The motion was seconded and passed.

II. Chairperson's Report

A. Administrative / Academic

- i. **Chancellor Sorenson** informed the senate that Wednesday the 14th from 5:00pm-8:00pm there would be a Tri-Parish Chamber of Commerce celebration in the Mumphrey Center for LSUE's 55th Anniversary, and that there would also be a brunch proceeding this event on Tuesday. She shared some updates from the LSU Board of Supervisors, such as the election of Ms. Valencia Sarpy Jones as Board Chairman, who is actually the first African American Female Chair of the LSU Board of Supervisors (your faculty senate secretary wishes to express her disappointment that it is 2022 and

we're just now having "firsts" like this), also Mr. Jimmie Woods was elected as chair-elect. This makes for a historic moment in LSU history as the LSU president, the LSU Board of Supervisors chair, and the chair-elect are all African American. The Board of Supervisors has also agreed to end 2-day board meetings and go back to 1-day board meetings, and unanimously passed some scholarship items on the agenda such as the Margaret Edwards Nursing Scholarship and the LSUE Athletic Scholarship. On the topic of enrollment, the Chancellor informed senate that LSUA enrollment was up about 9%, and that she was optimistic about changes to try to raise our own enrollment and student success (the university is in the process of choosing the QEP still.) In other updates, this Friday the LSUE Foundation Board will be presented with the results of consultants on the Steam Innovation Center, including the belief that we can possibly raise up to \$10 million for the project. Tuesday (Sept. 13th) the campus will also host the Acadia Parish Tourist Commission quarterly meeting which will discuss education and what LSUE contributes to the community. On December 9th LSUE will be hosting the LSU Board of Supervisors meeting, which is open to the public.

- ii. **Vice Chancellor Hamlin** agreed to answer questions and continue the discussion from the last senate meeting on Summer work and 9-month contract details. He explained that the expected work dates for 9-month faculty are the first day of Fall convocation week to Spring commencement (so August 15th to May 19th this AY). 9-month faculty sign their first initial contract upon being hired but then the contract is automatically renewed which is why faculty do not see them or sign them in the following academic years. He brought a sample contract which was passed around for senators to view. Dr. Sorenson added that, when it comes to pay, faculty must remember that days of accountability are not the same as pay period dates. Dr. Hamlin further elaborated on Summer responsibilities, for those teaching in the Summer, which include university service and advising (just as with Fall and Spring semester); this is why Summer pay is higher for 9-month employees than adjuncts. This pay information can be found in PS-46, and Dr. Hamlin agrees that we are underpaid. He finished by letting the senate know that he is open to further discussion on this matter if wanted.
- iii. **Dr. Paul Fowler** informed the senate that the Achieving the Dream Digital Literacy workshop slides/information are posted online for anyone who missed the workshop on the institutional effectiveness [page](#), under strategic planning, item 1 under progress. Some faculty have been selected or volunteered to come together to look at digital literacy across campus and what can be done. He wanted to remind faculty that the QEP survey was still out but will close today at 4:30 p.m., also that the edits to the Courses and Curricula Manual will come in front of the Senate at the next meeting (Oct. 3rd), so please review them by then.
- iv. **Associate Vice Chancellor for Business Affairs, Amy Greagoff**, attended the senate meeting to inform the senate on some details concerning the university budget. All faculty 3% raises have been entered into the system. This applies to all faculty here as of August 21st 2021. Ms. Greagoff asks for patience with payroll/overloads/etc. processing as they are a little shorthanded. Last year we ended with a \$1.3 million deficit. \$750,000 from stimulus funds were used to help cover that, so we no longer have stimulus funds. The self-generated budget for the university is less than last year. Our self-generated budget is really based on enrollment, and 80% of the budget overall goes to payroll

and benefits. This is why we are being so careful with the budget. Inflation has affected us in many ways, for example the price of our property insurance went up \$150,000 and Jenzabar went up by \$125,000.

- B. Student Government:** SGA representative Bettina Trumps let the senate know that they were working on the QEP survey participation as well, and that Wednesday Sept. 14th would be their elections for officers for the 2022/2023 Academic Year. On October 18th at 5:30 p.m. SGA will be co-sponsoring, along with the Eunice Chamber of Commerce, a Eunice Political Forum in the Health Technology Auditorium from 6:00 – 8:00 p.m. which will allow the public to get to know the candidates on the November 8th ballot. Finally, the next SGA meeting will be on September 21st.
- C. Faculty Senate Chair Report:** Ms. Greaud informed the senate that she did attend the LSU Board of Supervisors meeting and LSU Council of Faculty Advisors unofficial meeting where there was a discussion about the LSU Ombuds Office, (which many are not aware of) which provides assistance to faculty, staff, and students on all campuses in resolving conflicts. Their most commonly utilized service is probably policy clarification, but they offer help in many other areas. She requested to defer discussion of PM 24 to the October meeting, which involves elections for the LSU System Council of Faculty Advisors, to which the senate agreed. Ms. Greaud discussed with the senate the idea of an information page for Faculty Senate so that agenda items or requests could be added ahead of time by faculty, potentially making it easier to include all requests and shorten meetings. It would potentially look like the LSUE CARES webpage. She encouraged the senators to email her their opinion on this. The Senate Chair reminded faculty to use Navigate (not LSUE CARES) to report attendance violations, tutoring referrals, and general academic concerns.

III. Committee Reports

- A. Policy Committee:** Committee chair Dr. Borill said nothing to report as the committee has not met yet this semester but requested for the committee members to send him their schedules so that he can plan meeting dates. It was recommended that PS 8 will be the first policy to be reviewed.
- B. Courses & Curriculum:** Nothing to report.
- C. Retention Subcommittee:** Subcommittee chair Dr. Sweet had nothing to report but asked about when cabinet meets (which was reported to be every Tuesday) and stated that the subcommittee is open to any new members. If you would like to join, feel free to contact Dr. Sweet.
- D. Teacher Excellence Subcommittee:** The senate continued discussion of changing the Teaching Excellence Award into a Faculty Excellence Award. Many agreed that would be better as it would consider more about a nominee. The change, if it's agreed upon, would have to be approved by the body that funds the actual award. Dr. Baltakis shared some complaints about the decision process such as the number of nominations as well as any statements of nomination for a given nominee not being available to the committee deciding the winner. Dr. Borill brought up that it would also be nice for a nominee to have more time between being nominated and having to submit supporting documents to the committee. Dr. Robinson suggested maybe having a site that shows what faculty are up to as far as research, etc. It was argued that a *Faculty* Excellence Award would consider more than research/publications, but things

like teaching, such as university service, community service, etc. Dr. Baltakis stated that any opinions on the process can be directed to him.

IV. Old Business

- A. Departmental Web Pages:** Discussion was deferred; the senate Chair said she may bring it to Academic Council or Cabinet.

V. New Business

- A. Student/Faculty Communications:** it was brought up that complaints had surfaced about student-faculty communications being bad, or faculty either not getting back to students, or taking too long to reply to students. Also, complaints about timely grading have been reported. Senators discussed what was considered expected and/or reasonable timewise, mostly agreeing on about 24-48 hrs for emails during the week except for Friday and the weekend, for which it obviously would be longer. It was also discussed that we should remember to set an away message on our email and office phone in between semesters or over the Summer semester if you are not teaching.
- B. Faculty Parking:** complaints were brought to the senate's attention about availability of faculty parking by the C building, with students taking faculty spots. Ms. Greaud encouraged faculty to email her the day and time when they experience this so that she can report it to the right parties.

VI. Announcements

Senate was re-reminded about the CDM changes that will be voted on next meeting, and the next senate meeting will be Monday October 3rd. Also, faculty are encouraged to watch out for volunteer opportunities and meetings concerning the Cajun Prairie Run, Trunk or Treat, and Eunice Community Garden Christmas Festival.

VII. Adjournment

The meeting adjourned at 12:53 p.m.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*



COUNCIL

**Faculty Senate Meeting
October 3rd, 2022
Noon to 1:00 p.m
Room A-126 or Zoom**

Senators Present: Angela Greaud, Amanda Dunlap, Jud Eldredge, Hannah Henry, Tony Baltakis, Claudia Guilbeau-Brand, Nikki May, Kina Sweet, Cassie Jobe-Ganucheau David Asbury, Brandon Borill

Senators Absent: (none)

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (present)

Administration: Nancee Sorenson, John Hamlin, Todd Dozier

Guests: Donnie Thibodeaux, Summer Ford, Rachel Andrus, Rob Jones, Symantha Jones, Jennie Denker, Diane Langlois, Billy Fontenot, Gloria Parrino, Mac Simoneaux, Doug Narby, Rachel Kopp, Mona McCall, Jim Robinson, Lisa Lafleur, Mary-Kate Colligan, Ashley Blankenship, Emmanuel Rodriguez, Jude Meche

The Faculty Senate meeting was called to order at 12:00 on Monday October 3rd, 2022, by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes

A motion was made to adopt the minutes from the September 12th, 2022, meeting, which was seconded and passed.

II. Chairperson's Report

A. Administrative / Academic

- 1. Chancellor Sorenson:** The Chancellor started by saying that she would like to stick around to hear about the QEP survey results as well as faculty's opinions, and she thanked everyone for responding to the survey. The senate was informed that Student Workday is set to go live in 2024 and that Navigate is already partially available and being worked on as well. The Chancellor announced that she would be holding an on-campus retreat for cabinet, extended leadership, and chairs and program coordinators on October 13th-14th (Thursday and Friday). The topic will be the Strategic Planning for

our future. She understands everyone will not be able to attend the whole thing if they have classes to teach but may come and go as they can. At the next Board Meeting, the university's mission statement will be reaffirmed, which is required by SACSCOC. It will be reaffirmed as is but is now much shorter. Last Friday we had a partner from a local foundation who has been working on the strategic planning for the visioning of the STEAM Innovation Center. They interviewed potential investors in the Acadiana area, and it seemed good, even despite the economy right now. We are looking for about \$10 million for the STEAM Innovation Center. The Chancellor will be focusing on investors and partners for that project. She stated that she believes the Steam Innovation Center is just as important as the construction of the campus in 1967.

2. Vice Chancellor Hamlin: Dr. Hamlin announced that we have finally found someone to steer the grant for Agriculture (the person will hopefully be starting around the 17th of this month) which will help to increase both academic and non-academic offerings. This should increase our Agriculture program enrollment. In addition, we've been working with LSU Ag to create 2+2 programs in Agricultural Business and Animal Sciences. This will use courses we already have. In other Academic news, Dr. Hamlin and Dean Dozier have been working to create a Certificate program in General Studies to increase our number of completers and will not require any new classes or faculty than what we already have and will act as an early step stone to transfers. Finally, he introduced our new Dual Enrollment coordinator, Alisha Fontenot, who comes to us with a lot of K through 12 experience and whose daughter is actually in the second year of Academy.

3. Dr. Paul Fowler: Dr. Fowler reminded senate that PS-8 Appeal Procedures available to students is under review. He then presented the results of the QEP survey, which he would like to get online but just has not had a chance to meet with OIT yet about that. The number of student responses outnumbered employees by about 3 to 1. The top 4 choices of the QEP survey (combining both student and employee responses) were presented as: improve engagement of first year students, improve online learning, improve academic advising and improve support for math and/or English. The QEP Committee has met twice but has yet to come to a resolution. It was noted by many that a lot of the choices/topics overlap. Dr. Fowler informed the senate that improving engagement of first year students, improving advising, and centralizing support were all already in the works through Achieving the Dream and the Library. Dr. Robinson mentioned the idea of trying to survey students who had already graduated, but unfortunately, we don't have time for that. Dr. Fowler reported that advising will be crucial when implementing corequisites. Miss Amanda Dunlap informed the senate that Math 1029 Introduction Contemporary Mathematics will be available starting Fall of 2023, reinforcing that advising will be crucial come next Fall. Dr. Robinson asked for a math flow-chart to be created and distributed to which Miss Dunlap (current Math Chair) answered that it is in the works for distribution. The senate was then asked about their opinions on using Corequisites as the QEP. Miss Angela Greaud remarked that using coreqs as the QEP really encompasses many things, not just Math and English. Hannah Henry stated that though others may feel it encompasses other things, using the QEP would put the majority of the work on Math regardless. Bettina Trump believes students feel that improving engagement of first year students and improving advising are the most important. Mrs. Henry feels it's unfair because it would put the Math department under the microscope to get everything correct, and Math have three paths to build whereas English only has one. Miss Greaud shared her opinion that there would be support for Math and English from other faculty and the QEP Committee, so she does not feel it would be just Math and English on their own. Rob Jones asked if since coreqs are being mandated by the state, are they even eligible for a QEP, to which Dr. Fowler replied that yes, they are.

Next, Rob agreed with Hannah Henry and Amanda Dunlap that although this should be an all-hands-on-deck type of project, we must acknowledge that the majority of the work would fall on Math and English. Dr. Fowler remarked that coreqs already exist in the catalog and have been taught for years to which Math faculty argued that although they are on the books they rarely make and/or have not been successful. Dr. Sweet explained that she runs Medical Billing and Coding, which is a completely online program, and that her students start in Math and English as do all degrees/programs, so she believes that everyone would support Math and English.

Dr. Fowler discussed revisions to the Curriculum Development Manual. These include:

- CIP codes will now be required on the form instead of being handled on the back end as some have potential for federal funding, and we don't want to miss that (see Question 7j on Form D)
- Form F has been split into two forms: F₁ for minor changes and F₂ for major changes, and the directions for both forms have been updated.
- The C&C Committee requests that the faculty who submitted the forms attend the meeting to be available for questions and reduce any delays in form processing
- The Flow Chart was only updated on verbiage on approvals
- There's a new section in the CDM about Program Expansion such as adding new sites, etc. (no form is needed, just an official memo to the VCAA, and it may or may not be routed through the C& C Committee)
- The Syllabus template *must* include a grading scale in the Evaluation and Grading section; this can be updated starting in Spring not this semester. We can add the comment to "please see LSUE Catalog section 7). It has always existed in the catalog but should really be included on syllabi as well.

A motion was made by Amanda Dunlap to approve the Curriculum Development Manual changes and seconded by Hannah Henry. The motion passed.

B. Student Government: SGA representative Bettina Trumps let the senate know that additional funding for Soccer was approved by SGA. She also reminded the senate that on October 18th at 5:30 p.m. SGA will be co-sponsoring, along with the Eunice Chamber of Commerce, a Eunice Political Forum in the Health Technology Auditorium from 6:00 – 8:00 p.m. which will allow the public to get to know the candidates on the November 8th ballot. Also, to not forget that Trunk-or-Treat will be held on campus on October 30th. The Chancellor mentioned that Bettina Trump and herself were hosted at the Governor's mansion for a Leading Ladies Luncheon by Kim Hunter Reed.

C. Faculty Senate Chair Report: A question was brought up about the ADA survey that was emailed out. Dr. Kyle Smith had answered that it is required under ACT 103 lines 25-30 state that state agencies have to send out that disability form. You do not *have* to disclose any disability but must at least sign and submit it. Cassie announced that she will be reaching out to program coordinators and chairs for advice on advising for Spring semester.

III. Committee Reports

A. Policy Committee: Nothing to report

B. Courses & Curriculum: Nothing to report.

C. Retention Subcommittee: Nothing to report

D. Teacher Excellence Subcommittee: Nothing to report

IV. Old Business

Nothing to discuss.

V. New Business

A. QEP – Endorsement of Corequisite Model: Cassie proposed that senate have a separate meeting on October 10th at noon just to discuss the QEP. Dr. Robinson seconded, and the motion passed. Miss. Greaud announced that all faculty are invited and plans to email out an invite.

B. Trunk or Treat: Angela asked for volunteers and donations for Trunk-or-Treat. A meeting will take place on Tuesday October 11th at 11:00 am in A-109 from Staff Senate to help discuss the plans. The Faculty Senate and Library spaces will be a Harry Potter theme. Senate was informed that the Campus Activities Board will be providing candy to all student organizations to hand out.

VI. Announcements

A. The next meeting will be on Monday November 7th , 2022.

VII. Adjournment

The meeting adjourned at 12:55 p.m.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*



UNICE

**Faculty Senate Meeting
October 10th, 2022
Noon to 1:00 p.m
Room A-126 or Zoom**

Senators Present: Angela Greaud, Amanda Dunlap, Jud Eldredge, Hannah Henry, Tony Baltakis, Claudia Guilbeau-Brand, Nikki May, David Asbury, Kina Sweet, Brandon Borill, Cassie Jobe-Ganucheau

Senators Absent: (none)

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (present)

Administration: Nancee Sorenson, John Hamlin

Guests: Jim Robinson, Liz Vidrine, Joan Vidrine, James Jean, Cody Miller, Billy Fontenot, Jude Meche, Rob Jones, Jennie Denker, Monica Lejeune, Doug Narby, Rachel Kopp, Symantha Jones

The Faculty Senate meeting was called to order at 12:00 on Monday October 10th, 2022, by Angela Greaud, Chair of Faculty Senate. This was a special meeting dedicated solely to discussing the QEP.

I. Adoption of minutes

As this was a special meeting, the previous (October 3rd) minutes had not yet been completed and so were unable for consideration of adoption.

II. Old Business

A. Discussion of QEP:

- **Jud Eldredge** voiced his opinion on interpretations of the questions from the QEP survey, remarking that someone may interpret it as one thing and someone else another. He gave the example of “improve online learning”, which was a high choice among students, and which did not really clarify what that meant. Do students want more online offerings? Do they feel the quality of online learning needs improvement? It’s not clear what is meant by “improving”. Jud just wanted to warn the senate that the questions on the survey were a bit vague and so everyone may interpret them differently, which could be the cause of a lot of conflict amongst faculty, and so he encouraged faculty to be open-minded.

- **Bettina Trumps** stressed that, from the student point of view, (even though it was the second most chosen topic), advising is one of the biggest issues as either advisors are unavailable, or given incorrect information. She believes communication between student and advisees should be better and that the “pairing” of student and advisee should be better so that the advisor is familiar with that particular major.
- **Cassie Jobe-Ganucheau** remarked that Navigate will improve a lot of these advising issues. As for the QEP, she believes that coreqs should be the QEP as choosing another topic would just add even more work to her team at the Integrated Learning Center (the library’s new name) since she believes they will already have a lot of work to do with the implementation of corequisite classes and the Pathways program.
- **Jude Meche** remarked that there was a lot of hesitancy on the English Department’s side on using the coreqs as the QEP as they do not see what the value is to the university in using coreqs as the QEP when we already have to do them anyway. He voiced his opinion that the last QEP relied heavily on the math department as it was modular math and it’s unfair to dump so much on only two departments on campus. He then suggested to utilize math across curriculum (MAC) and writing across curriculum (WAC) as a possible other option.
- **Rob Jones** stated that using WAC and/or MAC would emphasize to the students the importance of these courses and would do a better job of breaking up the work across campus so that everyone is truly involved, and we would have a more all-hands-on-deck approach, which shares both responsibility and accountability across campus on the QEP.
- **Amanda Dunlap** began with a couple of questions: First, are the other top choices on the survey already being addressed? And if so by whom? Cassie remarked that the first year advising is being addressed by her team. The university is working closely with LSU to improve LSUO offerings/quality, and help to train faculty who have not been through any best practices-type of training. She remarked that many faculty were just confused why there were obviously other choices on the survey chosen above coreqs and yet they were seeming to be skipped over. If there are already committees or groups working on these issues, that’s great, but many feel that that information is not widely known or being distributed to faculty. The idea was brought to her by other faculty to maybe have a campus-wide Teams folder that could contain some committee minutes or progress summaries/reports from subcommittees and unofficial groups so that all faculty could stay in the know, and be aware of what’s happening on campus and to improve communication. She explained that there were a lot of complaints about the survey and why we bothered to do it if it seemed obvious that administration had already decided on it. The next question was in regards to flexibility on coreqs if they were used as the QEP; would math and English faculty be allowed to make changes down the line if they see that their design is not working? Dr. Fowler answered yes, but it just needs to be justified to SACSCOC. Jude Meche made the comment that he was getting the sense that there wasn’t a lot of Math faculty buy-in to using coreqs as the QEP, to which Miss Dunlap replied that Math faculty were feeling much better about the idea now that they know why it seemed some issues on the list were being “skipped” as they were already being addressed by other groups/committees, and that communication is so bad on campus. If they had known about these things before hand, the Math faculty would have been much more open to the idea.

- **Kina Sweet** shared that she understands that we want everyone to have a part in the QEP, but was confused about the friction with the Math and English departments. She remarked that we should not shy away from the extra work that will need to be done.
- **Bettina Trump** stated that she sees it as the majority of the work falling on English and Math, as no other instructors in other fields will be able to help. She again stressed that the biggest issues expressed from students are Improving online learning, improving advising, and improving first year experience.
- **Jude Meche** stated that he does not approve of the insinuation that English and Math faculty are shying away from the extra work, as they know they have to do it and plan to do it as best as possible, but he just still doesn't see the value in choosing coreqs as the QEP as it would be piggybacking off of something that we have to do anyways. Why not choose something else beneficial to the students than something we already are mandated to do?
- **Amanda Dunlap** agreed with Jude that Math faculty have no problem shying away from work as this is not just a project but will be a new way of life so of course a lot of work and attention will be given to the project of coreqs.
- **Angela Greaud** agreed with the idea of the university-wide Teams folder. She remarked that many faculty are already overworked and "stretched thin" so choosing a different QEP will just add extra work which would be unmanageable. She agreed that the work being done on campus to address other issues should be more widely communicated to the university.

She also stated that the QEP should be holistic in its approach and not only center on the math and English coreqs, but also support those courses including advising, tutoring (student success center) and a revision of Pathways (UNIV courses) to ensure success in the gateway courses.

- **Rob Jones** discussed WAC at his previous jobs and the effectiveness it has and could be on our campus.
- **Liz Vidrine** stated that the name of the QEP if chosen as coreqs needs to be changed so as to convey that it encompasses many other things and will enforce to the campus that it will cover many things, not just coreqs.
- **Jud Eldredge** explained that for the question of what value making coreqs the QEP would be, it could be simply that the value is not having a second project to work on it.
- **Dr. Fowler** stated that the majority of the time an institutions QEP is too broad, never too narrow, and so has to be adjusted. We can name several things that will be addressed by the QEP but the learning outcomes must be narrow enough that they're easy to be assessed.
- **Dr. Hamlin** thanked faculty for being part of the conversation and sharing our honest opinions and ideas. He also explained that to be realistic, we really need to address all the things on the list of topics from the survey but we are limited in resources and need to decide which one is going to be the best investment of those resources.

- **Jude Meche** again asked what's the value of choosing any one of those topics on the list as the QEP instead of just working on that topic on our own. Also, will the advisor from SACSCOC be a content area expert? To which Dr. Fowler replied yes.

III. Adjournment

The meeting adjourned at 12:55 p.m.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*



JUNICE
Faculty Senate Meeting
January 23rd, 2023
Noon to 1:00 p.m.
Room A-126 or Zoom

Senators Present: Angela Greaud, Amanda Dunlap, Jud Eldredge, James Jean, Claudia Guilbeau-Brand, Nikki May, Kina Sweet, Brandon Borill, Cassie Jobe-Ganucheau, David Asbury

Senators Absent: Tony Baltakis

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (present)

Administration: John Hamlin

Guests: Jim Robinson, Maura Cavell, Donnie Thibodeaux, Billy Fontenot, Summer Fontenot, Lisa LaFleur, Ashley Blankenship, Rachel Andrus, Doug Narby, Rob Jones

The Faculty Senate meeting was called to order at 12:00 on Monday January 23rd, 2023 by Angela Greaud,
Chair of Faculty Senate.

I. Adoption of minutes

Amanda Dunlap made a motion to adopt the minutes from the November 28th 2022 meeting, Jud Eldredge seconded, and the motion carried.

II. Chairperson's Reports

A. Administrative/Academic:

1. **Dr. Hamlin** informed the senate that a complete rewrite of the entire Master Schedule was being considered due to the implementation of corequisites coming this Fall. Dr. Robinson asked if there was enough faculty to cover these new coreq classes, to which Dr. Hamlin explained that since they are, in a way, replacing developmental courses, we should have coverage but we really won't know until everything is implemented. Jud Eldredge asked about advisor training for advisors to understand corequisites and how best to advise for them and work around them, and was told by several people that there is a subcommittee of the QEP committee that will work on that and some type of training will definitely be provided. Finally, Dr. Hamlin explained that he and other delegates from the school would be attending the 2023 Louisiana Higher Education Meauxmentum Summit in Baton Rouge next

Wednesday and Thursday which would focus on topics such as student success, equity in classrooms, and corequisites.

2. **Dr. Fowler** discussed with the senate next Tuesday's (January 31st) visit from the Vice President of SACSCOC, Dr. Lynn Crosby, who will be with us all day Tuesday for various advisory meetings and to discuss possible issues with compliance of standards, ideas, and to answer questions about the QEP. The 2:00 pm – 3:45 pm meeting with the QEP Committee in A-127 will be a great opportunity to pick her brain, ask questions, and/or voice concerns, so any senator or faculty is welcome to come. He also reassured the senate that the QEP Committee will be planning for advising training (with Math and English together) hopefully by March 1st. Finally, Dr. Fowler reminded the senate to kindly stop sending C & C paperwork to him directly (and the C & C Chair seconds this opinion) as the Courses & Curricula flowchart clearly outlines that the appropriate Dean signs the completed paperwork and then passes it on to Academic Affairs, which later routes it to him and the Courses and Curricula Committee. This process flowchart is available on the CDM website on the university webpage along with the C & C forms. He also encouraged Deans to hand-deliver the forms to Academic Affairs themselves.

B. Student Government: SGA representative Bettina Trumps informed the senate that she will be attending the Washington Mardi Gras Ball with other SGA presidents from the nation, and also intends on attending the 2023 Louisiana Higher Education Meauxmentum Summit in Baton Rouge next Wednesday and Thursday. Finally, Miss Trumps explained that SGA was focusing on trying to get a tiger statue to put in front of the Mumphrey Center.

C. Faculty Senate Chair Report:

Angela Greaud let the senate know that the next Board of Regents meeting is scheduled for Friday February 10th and she plans to attend. Major topics should include Faculty salaries, tenure policies, and the ability to increase fees on campus to help with increasing costs.

D. Library/Student Success:

Cassie Jobe-Ganucheau wanted to remind faculty to continue to send alerts through Navigate, especially for Pathways students, and to see/contact her if you need help using Navigate or have any questions. She also brought the question to senators of the Student Success Center advising students up to 24 credit hours instead of only 12 credit hours and *then* moving them over to a specific faculty advisor. Many senators stated that they would agree with this change; other faculty are encouraged to email Cassie their opinion on the matter.

III. Committee Reports

A. Policy Committee: Nothing to report.

B. Courses and Curriculum: The first C & C meeting for the semester is scheduled for Wednesday February 1st at noon in S-247. The C & C Committee asks for faculty to try to have forms submitted by the close of business this Wednesday (the 25th).

C. Retention Subcommittee: Nothing to report.

D. Teacher Excellence Subcommittee: Nothing to report, but any suggestions, ideas or opinions should be submitted to Tony Baltakis.

IV. Old Business: No old business.

V. New Business:

A. Tuition Exemption for Dependents:

The question of Faculty and Staff receiving tuition exemption has been a frequent topic at various meetings. Currently, it's only tuition exemption for courses related to improving in one's field and only face-to-face classes at one's own campus. Both faculty and staff senates have been pushing for it to apply to the whole LSU system, for online classes as well as face-to-face, and for dependents. So far Shreveport has seemed to be willing to work with us, but it currently does not appear likely to happen with the whole LSU system.

B. Advising – General Studies Concentrations:

There have been faculty and student complaints about a student being listed as a General Studies major but actually being something else, especially when it comes to LSUO and LSUE/CALL Online students. The reason for this was that the student would choose their campus/online choice and then their major but choosing LSUE Online would then default their major back to General Studies. The issue should be fixed now so that students can now choose their major first and *then* this choice will drive the campus available. If any issues arise where a student is listed as General Studies or undecided, advise them to fill out the change-of-major form as soon as possible to make sure that they are properly labeled and can therefore be advised suitably.

VI. Announcements:

A. Next Meeting: Monday February 6th, 2023, will be the next Faculty Senate meeting. Angela Greaud wanted faculty to know that they can submit agenda items as soon as possible as well as any Bengal Brags.

VII. Adjournment:

James Jean made a motion to adjourn the meeting and Jud Eldredge seconded. The meeting adjourned at 12:53 pm.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*



JUNIOR

**Faculty Senate Meeting
February 6th, 2023
Noon to 1:00 p.m.
Room A-126 or Zoom**

Senators Present: Angela Greaud, Amanda Dunlap, Jud Eldredge, James Jean, Claudia Guilbeau-Brand, Nikki May, Kina Sweet, Brandon Borill, Cassie Jobe-Ganucheau, David Asbury, Tony Baltakis

Senators Absent: *none*

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (present)

Administration: John Hamlin, Nancee Sorenson, Todd Dozier

Guests: Billy Fontenot, Mark Richards, Mona McCall, Kristie Leger, Symantha Jones, Mary Kate Colligan, Summer Ford, Gloria Parrino, Rob Jones, Leonor Gonzalez, Rachel Andrus

The Faculty Senate meeting was called to order at 12:00 on Monday February 6th, 2023 by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes

Tony Baltakis made a motion to adopt the minutes from the January 23rd 2022 meeting, Jud Eldredge seconded, and the motion carried.

II. Chairperson's Reports

A. Administrative/Academic:

1. **Chancellor Sorenson** informed the senate that Carey Lawson, Bettina Trumps, and herself went to the national Mardi Gras Ball in Washington D.C. and networked with senators and legislators. She and other delegates from LSUE also attended the 2023 Meauxmentum Summit at the main campus in Baton Rouge on the 1st and 2nd of the month, where all 28 undergraduate public institutions in the state were present. The Summit focused on improving student success and closing equity gaps, as well as the state's higher education goal "60% by 30", which aims for 60% of all citizens to have completed some type of higher education credential by the year 2030. Dr. Sorenson then passed it over to **Dr. Hamlin** to go

over some metrics that were presented at the summit showing how LSUE is performing well above other 2-year schools in the state in student success/graduation rates. He thanked everyone for their contributions and encouraged us to continue bringing the numbers up. Chancellor Sorenson also thanked everyone for everything. She informed the senate that she will be attending the National Achieving the Dream convention the following week and plans to share our metrics with them and discuss the respiratory therapy apprenticeship program with Oschner. She also has asked Dr. Tristan Denly to compare us to our immediate neighbors (such as SOWELA and SLCC, etc.) and will share that data with us. She expressed how she was looking forward to our implementation of the corequisite model in Math and English, while acknowledging that it won't be easy. She met with a Dean from Houston Community College who had offered a lot of advice to us for free on coreqs as he is an expert on coreq education, and she acknowledged that the online side of coreqs will definitely be the biggest challenge. The next legislative session opens in April and her goal is to leave with \$5.5 million for the STEAM Innovation Center. She also discussed the QEP summary due March 1st. Dr. Hamlin then spoke on the reverse transfer mandate from the state in which the state will identify students for us who may qualify for reverse transfer to earn a credential, and the idea of a "unified transcript", which will serve as an official transcript and show all credits earned from various institutions.

2. **Dr. Fowler** spoke on the visit of SACSCOC Vice President Dr. Lynn Crosby and how she will return to accompany the on-site reaffirmation team in October. He believes things went well.

B. Student Government: SGA representative Bettina Trumps discussed her trip to Washington D.C. for the National Mardi Gras Ball. She brought back connections for internships for students. She said last Friday they said goodbye to Dr. Kyle Smith and would like either Chad Jones or Quanna Smith as their new advisor. February 15th is the next SGA meeting where they will discuss applications for the new SGA president and senators who will start in April.

C. Faculty Senate Chair Report:

Angela Greaud let the senate know the next Board of Supervisors meeting will be occurring soon and she will have updates for us when we have our March meeting. Rachel Andrus asked about the "60 by 30" plan and Ms. Greaud explained we are currently only at about 40%, so we need to get more people started on this endeavor. It was discussed that a Certificate of General Studies is in the works to give students a credential they can earn after completing 30 credit hours towards a degree or program. Jud Eldredge asked about looking back retroactively to award a 1-year certificate, but the Chancellor would only want to go back so far, it's unsure how far back yet.

D. Library/Student Success:

Cassie Jobe-Ganucheau did not have much to report other than that she is currently trying to hire more people.

III. Committee Reports

- A. **Policy Committee:** Dr. Fowler noted that we still need a new chair for the policy committee as the current chair, Dr. Borill, stepped down. Amanda Dunlap suggested that Dr. Borill call a meeting so that a new chair could be elected, but he stated he'll just go ahead and stay chair.
- B. **Courses and Curriculum:** The next C & C meeting is scheduled for Wednesday the 15th (later changed to the 22nd) at noon in S247 or via Zoom. Amanda Dunlap, the current C & C chair, asked senators to remind faculty of the process for filing and submitting forms.
- C. **Retention Subcommittee:** Nothing to report.
- D. **Teacher Excellence Subcommittee:** Nothing to report.

IV. **Old Business:** No old business.

V. New Business:

- A. **QEP Name:** The QEP name that has been chosen by the QEP Committee is "On TRACK" where TRACK stands for Targeting Retention and Achievement of Core Knowledge. Travis is working on a logo for us. The QEP committee felt it encompassed all of the goals of the QEP. The senate was asked if they would endorse it, which the senate did, but it will still go through cabinet.

VI. Announcements:

- A. **Next Meeting:** Monday March 6th, 2023, will be the next Faculty Senate meeting. Angela Greaud wanted faculty to know that they can submit agenda items as soon as possible as well as any Bengal Brags.

VII. **Adjournment:** Claudia Guilbeau-Brand made a motion to adjourn the meeting and Tony Baltakis seconded. The meeting adjourned at 12:45 pm.

*Respectfully submitted by the 2022/2023 Faculty Senate Secretary,
Amanda Dunlap*



MINUTE

**Faculty Senate Meeting Minutes
March 06, 2023
Noon to 1:00 p.m
Room A-126 or Zoom**

Senators Present: Angela Greaud, Cassis Jobe-Ganucheau, Amanda Dunlap, Jud Eldredge, Nikki May, James Jean, Claudia Guilbeau-Brand, Kina Sweet, Brandon Borill, David Asbury

Senators Absent: Tony Baltakis

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (absent)

Student Government Association Representative: Bettina Trumps (present)

Administration: Nancee Sorenson, John Hamlin

Guests: Michael Alleman, Rachel Andrus, Leonor Gonzalez, Jim Robinson, Mona McCall, Angie Sonnier, Symantha Jones, Rob Jones, Donnie Thibodeaux, Billy Fontenot, Gloria Parrino, Kristie Leger, Mary Leslie

The Faculty Senate meeting was called to order at 12:02 pm on Monday March 6th, 2023 by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes from February 06, 2023

Jud Eldredge made a motion to adopt the minutes from the February 6th, 2023 meeting, Amanda Dunlap seconded and the motion carried.

II. Chairperson's Report

A. Administrative / Academic

1. Dr. Sorenson:

The Chancellor began by recognizing Leonor Gonzalez, who defended her dissertation on Friday, and congratulating her on her PhD. She then thanked Dr. Fowler and everyone who contributed to the SACSCOC Compliance Certification and stated she was excited about the work on the QEP and it's logo. Dr. Sorenson informed the senate that that morning there was a check presentation from Cleco for \$250,000 towards the STEAM Innovation Center and that there is a lot of support at the state level for us. Tomorrow on campus there will be a community steering committee meeting to discuss the campaign for the STEAM Innovation Center. At the next Faculty Senate meeting, she would like to share some more metrics from the Meauxmentum Summit. In terms of teaching and learning, LSUE ranks number one in academic performance and achievement of students in 2-year schools in the state, but we still want to increase the number of completers as that increases our chances for funding. Dr. Simoneaux is working to have the nursing exam paid for

to motivate students and hopefully increase the number of completers. The Chancellor encouraged any way that we could offer micro-credentials and/or certifications to students on their way to completing their degree. Governor John Bell Edwards has put forth money towards raises for higher education faculty (and hopefully staff). LSUE plans on participating again at an LSU day at the legislature to show off our programs and students.

2. Dr. Hamlin:

Dr. Hamlin informed the senate that the master schedule for Spring Intercession, Summer, and Fall semesters has been submitted and is being modified as needed. This is intended to be a complete rewrite of the previous schedules. Advisor training is being planned to begin soon, with multiple sessions offered to give everyone a chance to attend. Attendance will be mandatory. The training will cover how to deal with the changes due to Math and English corequisite classes, amongst other things.

3. Paul Fowler:

- a. **SACSCOC Compliance Certification** – has been submitted. Usually this does not come back to us unless there are issues.
- b. **Policy Statements for Review** – There are policy statements on the employee review website available for review. These are all IT related the review period ends Friday April 14th. Please read over and email any policy comments to Courtney Fruge and any technical issues to Dr. Fowler.

B. Student Government- Bettina Trumps:

Miss Trumps reported that SGA was currently working on the Miss LSUE pageant for next month as well as dealing with applications for the next round of SGA officers.

C. Faculty Senate Chair Report:

Ms. Greaud informed the senate that the next Board of Supervisors meeting will be on April 21st in Alexandria.

D. Library/Student Success:

Nothing to report.

III. Committee Reports

A. Policy Committee:

Nothing to report.

B. Courses & Curriculum:

The committee has been busy considering all of the forms submitted to adjust prerequisite verbiage to courses in the catalog due to the upcoming implementation of English and Math Coreq

courses. The committee approved the proposal for a Certificate in General Studies, so that is on it's way through the next steps of approval.

C. Retention Subcommittee:

The committee has had a little trouble finding days/times to meet, but Kina Sweet is working on getting a meeting planned.

D. Teacher Excellence Subcommittee:

An email did go out on Monday February 27th calling for nominations for the Teaching Excellence award. Nominations are due by Friday March 31st.

IV. Old Business

None

V. New Business

- A. LLC digital literacy document** - Dr. Alleman discussed the Recommendation for Assessing General Education Digital Literacy (GEDL) document that was prepared by the Ledoux Library and Learning Commons Committee. It consisted of three recommendations. The first states the four GEDL skills that are considered to be most vital to all LSUE students: basic computer skills, basic internet skills, basic email skills, and basic Microsoft Word skills. The second recommendation outlines how these four skills are to be assessed, which will be through Northstar Online Learning badges. And finally, the third recommendation explains how data collection and reporting will take place, which is planned initially through UNIV 1005 classes beginning Fall 2023, but eventually through other General Education courses. The committee asked for the senate's approval and support of the recommendations, to which Brandon Borill made the first motion to do so and Jud Eldredge seconded.
- B. Employee Handbook- "F grade"** – Dr. Fowler wanted to remind the faculty that per page 60 of the Employee Handbook, you *cannot* assign an "F" grade to a student for Academic Misconduct until the allegation has passed through Student Affairs first and you have been told you may do so. The Department Chairs and Program Directors/Coordinators were encouraged to make sure that their adjuncts are aware of this.
- C. Noel-Levitz Student satisfaction inventory** – Dr. Fowler also reminded the senate/informed any faculty who were not aware, that the results of the Noel-Levitz Student Satisfaction survey as well as faculty and staff surveys are published on the Institutional Effectiveness webpage under *IE Reports*. The only thing not published to the site are comments given on the survey by faculty and staff as they may inadvertently identify the writer.

D. SCR-6 tenure – Dr. Robinson again discussed the issue of tenure and Senate Concurrent Resolution 6 with the faculty senate. Any questions or concerns can be brought to our ALFS representatives. Ms. Greaud noted that president Tate adamantly supports tenure.

VI. Announcements

A. Next Meeting April 03, 2023

B. Bengal Brags:

- **Gloria Parrino** was voted in as Louisiana Vice President of LaMsMATYC (the Louisiana and Mississippi Association of Two-Year Colleges) over the weekend.
- **Leonor Gonzalez** successfully defended her dissertation and is now Dr. Gonzalez.
- **Summer Ford** also successfully defended her dissertation and is now Dr. Ford.

VII. Adjournment

Jud Eldredge made a motion to adjourn the meeting and was seconded by James Jean. The meeting adjourned at 12:54 pm.



**Faculty Senate Meeting Minutes
Monday April 3rd
Noon to 1:00 p.m
Room A-126 or Zoom**

Senators Present: Angela Greaud, Cassis Jobe-Ganucheau, Amanda Dunlap, Jud Eldredge, Nikki May, Claudia Guilbeau-Brand, Kina Sweet, Brandon Borill

Senators Absent: Tony Baltakis, James Jean, David Asbury

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (absent)

Administration: (None present)

Guests: Gloria Parrino, Jim Robinson, Lisa LaFleur

The Faculty Senate meeting was called to order at 12:00 pm on Monday April 3rd, 2023 by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes from March 6th, 2023

Jud Eldredge made a motion to adopt the minutes from the March 6th, 2023 meeting, Nikki May seconded and the motion carried.

II. Chairperson's Report

A. Administrative / Academic

1. Paul Fowler:

- a. **EMM data** – Dr. Fowler broke down the pdf (see attached) of early momentum metrics. Ethnicity seemed to display the biggest contrast.
- b. **IT Policy Statements out for Review** – He also wanted to remind faculty that IT Policies 127, 128, 129, and 130 are out for review on the [employee review website](#). The review period ends Friday April 14th. Please read over and email any policy comments to Courtney Fruge and any technical issues to Dr. Fowler.

B. Student Government- Bettina Trumps:

Nothing to report.

C. Faculty Senate Chair Report:

Ms. Greaud informed the senate that the QEP Committee continues to meet regularly and that the Chairs will undergo training in the Summer. The Master Schedule is under implementation as registration has begun for Summer and Fall 2023. Please bring any questions about advising to your department chairs. She also reminded the senate that the next Faculty Senate elections will occur in April, per the usual process, as voted on last November.

D. Library/Student Success:

Pre-advising for incoming freshmen has been taking place and seems successful. There is consideration of trying to make a Tik-Tok video for high schools to raise interest and preparedness for incoming freshmen. On another note, Cassie stated that she was willing to schedule a Navigate training session if there is a need, just contact her.

III. Committee Reports

A. Policy Committee:

The committee has not met this semester, but Dr. Borill plans to, or at least to conduct a vote for a new chair over email.

B. Courses & Curriculum:

The committee hopes it is done considering all of the forms submitted to adjust prerequisite verbiage to courses in the catalog due to the upcoming implementation of English and Math Coreq courses. The committee also reminds all faculty to please try to make it to the meeting if you submit a form or at least send a representative, and to update the dates on any forms if you have to edit and resubmit them.

C. Retention Subcommittee:

The committee met 2 weeks ago and discussed what to look at and revisited the idea of having a "Center for Teaching and Learning." Dr. Sweet has met with Stephen Heyward about the idea. Today's retention meeting is cancelled but the next one will be in 2 weeks.

D. Teacher Excellence Subcommittee:

Nothing to report.

IV. Old Business

None

V. New Business

A. Overload and Summer Pay Increases – Mrs. Greaud stated that faculty research has shown that the average pay for a 3-credit course at other local schools is about \$2318, we are currently around \$1800 for instructors. The administration does also believe we are underpaid but that we cannot increase tuition and fees at this time (which is what would need to happen to help increase pay). Increasing Summer pay would cause us to increase the pro-rata head count, requiring more students to register for a course in order for it to make. The Summer schedule has continually shrunk over the years with more online options being offered (which is contributing to low enrollment) and 4-days a week offerings have not been loved by students. A discussion ensued about maybe doing 3 days a week but longer class meetings. Lisa LaFleur asked about the idea of hybrid classes, but many agreed that this would defeat the purpose of an online class. Many faculty remarked that pay has been an issue for years and years, and those who teach in the Summer remarked that the pay is not worth it as it basically covers pay and/or childcare and that's it, so it doesn't seem worth it. Ms. Parrino remarked that Summer and adjunct pay has not changed in 23 years. Jud Eldredge brought up that Summer instructors who teach online versus in person and also advise should not be paid the same as they're doing more work, to which Nikki May replied that in the past even when she taught classes online in the Summer she was still required to advise through email or Zoom, etc. Jud made a motion for a resolution to be drafted to be considered next meeting about this issue, which Gloria Parrino agreed to write up. This was seconded by Amanda Dunlap, and unanimously agreed upon.

VI. Announcements

A. Next Senate meeting will be May 01, 2023

B. Bengal Brags:

- **Cassie Jobe-Ganucheau** – Student Support Services hosted a successful Career Fair Expo, for the first time in 5 years.
- **Kina Sweet** was awarded the Innovation Series Meeting Students' Needs Award by LSU Online and Continuing Education.
- **The campus** remains the Etouffee Champions.
- **Staff Senate** still plans to have the Easter Egg Hunt, so please bring eggs/candy donations to the bookstore.

VII. Adjournment

Jud Eldredge made a motion to adjourn the meeting, and this was seconded by Nikki May. The meeting adjourned at 12:54 pm.

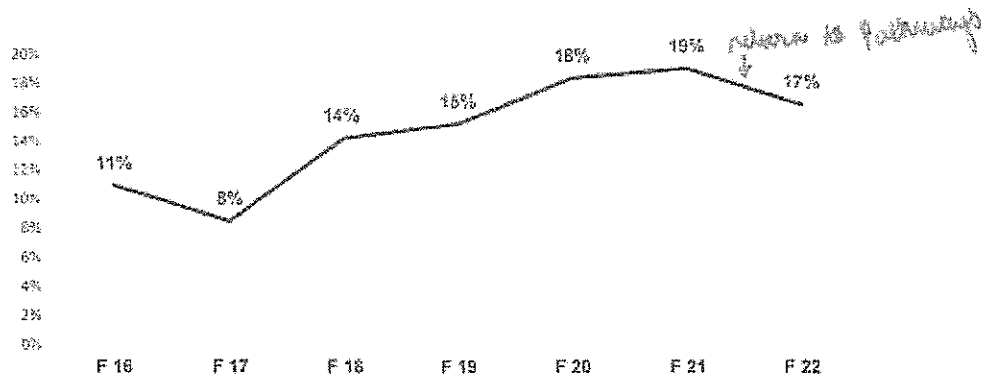
Attachments:



EUNICE

Office of Institutional Effectiveness and Accreditation

| Overall Number and Percentage of new First-Time Students Earning No Credits in Their First Semester of Attendance (based on 0.00 GPA) | | | | | | | | |
|---|------|------|------|------|------|------|------|---------|
| Semester | F 16 | F 17 | F 18 | F 19 | F 20 | F 21 | F 22 | Overall |
| n FF 0 credits | 95 | 68 | 131 | 119 | 162 | 146 | 129 | 850 |
| total n FF | 859 | 801 | 920 | 784 | 863 | 768 | 761 | 5805 |
| % | 11% | 8% | 14% | 15% | 18% | 19% | 17% | 15% |



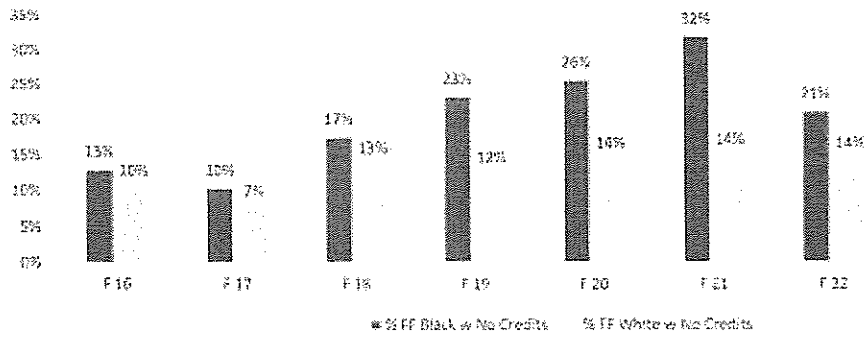


EUNICE

Office of Institutional Effectiveness and Accreditation

Overall Number and Percentage of new First-Time Students Earning no Credit Hours in Their First Semester of Attendance by Two Largest Ethnicities

| Semester | F 16 | F 17 | F 18 | F 19 | F 20 | F 21 | F 22 | Overall |
|-------------------------|------|------|------|------|------|------|------|---------|
| n FF Black | 258 | 204 | 271 | 199 | 284 | 195 | 220 | 1639 |
| n FF White | 583 | 542 | 563 | 500 | 507 | 504 | 485 | 3683 |
| n FF Black w No Credits | 33 | 21 | 47 | 46 | 75 | 62 | 45 | 330 |
| n FF White w No Credits | 55 | 40 | 75 | 61 | 71 | 73 | 69 | 447 |
| % FF Black w No Credits | 13% | 10% | 17% | 23% | 26% | 32% | 21% | 20% |
| % FF White w No Credits | 10% | 7% | 13% | 12% | 14% | 14% | 14% | 12% |



No Credit First Semester

Prepared by Paul Fowler on 3/20/2023 at 7:27 AM

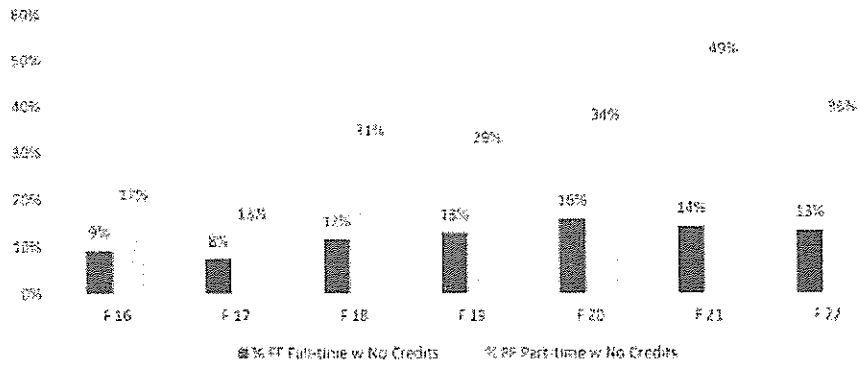
2 of 5



EUNICE

Office of Institutional Effectiveness and Accreditation

| Number and Percentage of new First-Time Students Earning no Credit Hours Their First Semester of Attendance by Number of Hours Enrolled (Part-time < 12 hours) | | | | | | | | |
|--|------|------|------|------|------|------|------|---------|
| Semester | F 16 | F 17 | F 18 | F 19 | F 20 | F 21 | F 22 | Overall |
| n FF Full-time | 684 | 664 | 794 | 678 | 763 | 663 | 675 | 4921 |
| n FF Part-time | 185 | 137 | 126 | 106 | 120 | 105 | 106 | 885 |
| n FF Full-time w No Credits | 63 | 50 | 92 | 88 | 121 | 95 | 91 | 600 |
| n FF Part-time w No Credits | 32 | 18 | 39 | 31 | 41 | 51 | 38 | 250 |
| % FF Full-time w No Credits | 9% | 8% | 12% | 13% | 16% | 14% | 13% | 12% |
| % FF Part-time w No Credits | 17% | 13% | 31% | 29% | 34% | 49% | 36% | 28% |

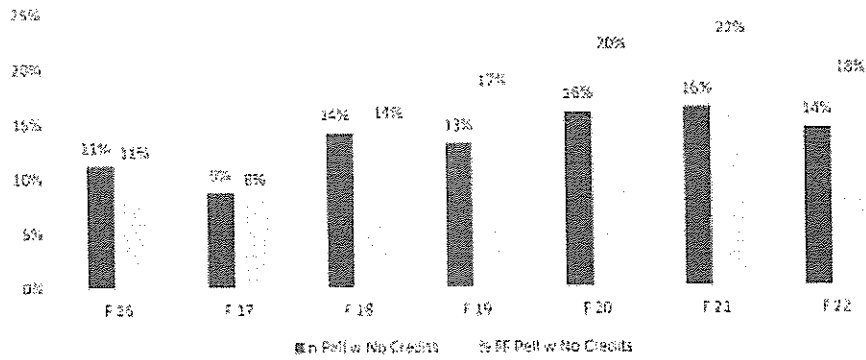


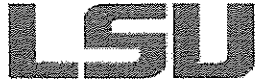


EUNICE

Office of Institutional Effectiveness and Accreditation

| Number and Percentage of new First-Time Students Earning no Credits in Their First Semester of Attendance by Pell Eligibility | | | | | | | | |
|---|------|------|------|------|------|------|------|---------|
| Semester | F 16 | F 17 | F 18 | F 19 | F 20 | F 21 | F 22 | Overall |
| n FF Non Pell | 394 | 381 | 418 | 388 | 414 | 392 | 340 | 2737 |
| n FF Pell | 475 | 410 | 502 | 396 | 489 | 378 | 441 | 3069 |
| n FF Non-Pell w No Credits | 44 | 34 | 59 | 51 | 66 | 64 | 49 | 367 |
| n FF Pell w No Credits | 51 | 34 | 72 | 68 | 90 | 82 | 80 | 483 |
| % FF Non Pell w No Credits | 11% | 9% | 14% | 13% | 16% | 16% | 14% | 13% |
| % FF Pell w No Credits | 11% | 8% | 14% | 17% | 20% | 22% | 18% | 16% |

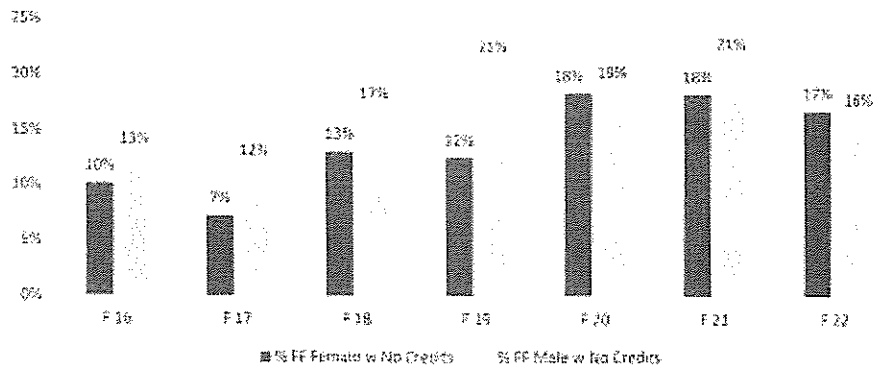


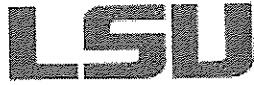


EUNICE

Office of Institutional Effectiveness and Accreditation

| Number and Percentage of new First-Time Students Earning no Credits in Their First Semester of Attendance by Gender | | | | | | | | |
|---|------|------|------|------|------|------|------|---------|
| Semester | F 16 | F 17 | F 18 | F 19 | F 20 | F 21 | F 22 | Overall |
| n FF Female | 591 | 558 | 614 | 530 | 830 | 550 | 570 | 4043 |
| n FF Male | 278 | 243 | 306 | 254 | 253 | 218 | 211 | 1763 |
| n FF Female w No Credits | 60 | 40 | 80 | 66 | 115 | 100 | 95 | 556 |
| n FF Male w No Credits | 35 | 28 | 51 | 43 | 47 | 46 | 34 | 294 |
| % FF Female w No Credits | 10% | 7% | 13% | 12% | 18% | 18% | 17% | 14% |
| % FF Male w No Credits | 13% | 12% | 17% | 21% | 19% | 21% | 16% | 17% |

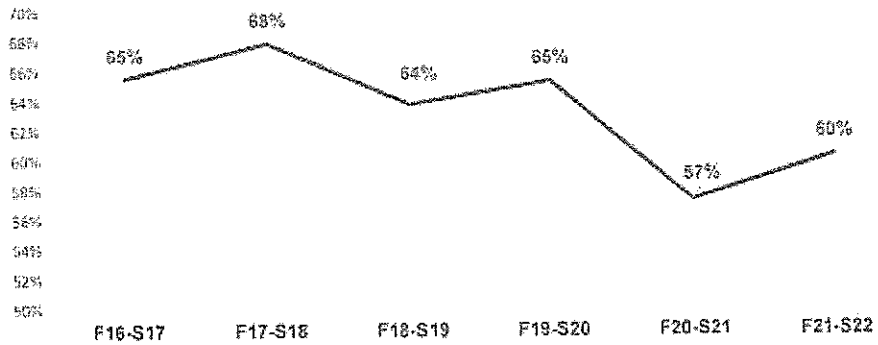




EUNICE

Office of Institutional Effectiveness and Accreditation

| Overall Number and Percentage of new First-Time Students Earning ≥ 15 Credit Hours in One Year | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|
| Semester | F16-S17 | F17-S18 | F18-S19 | F19-S20 | F20-S21 | F21-S22 | Overall |
| n FF ≥ 15 Credit Hours | 569 | 543 | 505 | 511 | 505 | 462 | 3176 |
| total n FF | 869 | 801 | 920 | 784 | 883 | 768 | 5025 |
| % | 65% | 68% | 64% | 65% | 57% | 60% | 63% |



AKS do not include summer

Earning ≥ 15 Credit Hours in First Year

Prepared by Paul Fowler on 3/17/2023 at 10:52 AM

1 of 4

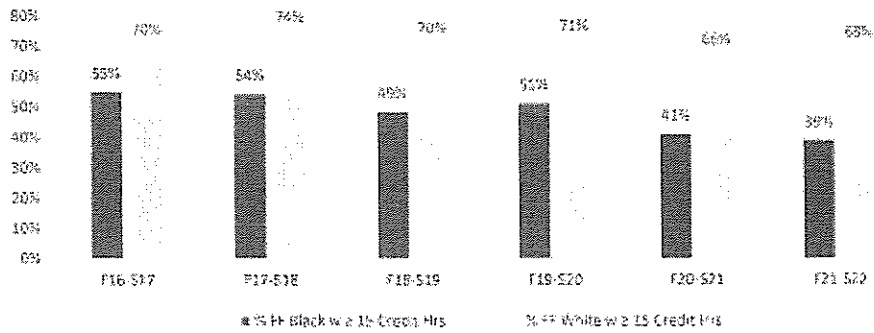


EUNICE

Office of Institutional Effectiveness and Accreditation

| Overall Number and Percentage of new First-Time Students Earning ≥ Credit Hours in the First Year of Attendance by Two Largest Ethnicities | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|
| Semester | F16-S17 | F17-S18 | F18-S19 | F19-S20 | F20-S21 | F21-S22 | Overall |
| n FF Black | 255 | 204 | 271 | 199 | 294 | 195 | 1419 |
| n FF White | 563 | 542 | 563 | 509 | 507 | 504 | 3188 |
| n FF Black w ≥ 15 Credit Hrs | 141 | 111 | 132 | 102 | 121 | 76 | 583 |
| n FF White w ≥ 15 Credit Hrs | 392 | 400 | 395 | 360 | 335 | 345 | 2227 |
| % FF Black w ≥ 15 Credit Hrs | 55% | 54% | 49% | 51% | 41% | 39% | 45% |
| % FF White w ≥ 15 Credit Hrs | 70% | 74% | 70% | 71% | 66% | 69% | 70% |

need to look on the address

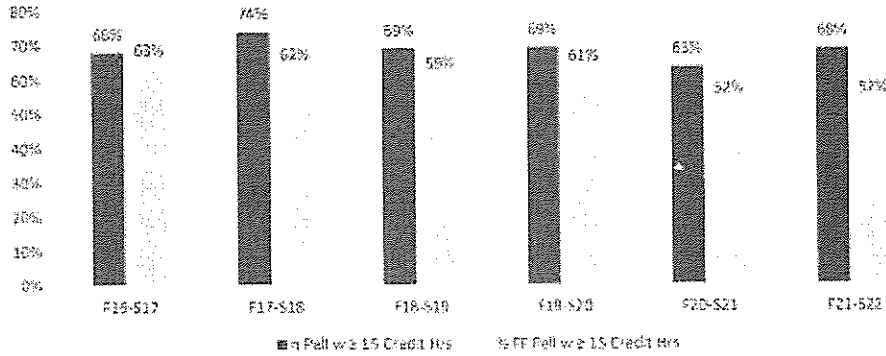




EUNICE

Office of Institutional Effectiveness and Accreditation

| Number and Percentage of new First-Time Students Earning ≥ Credits in the First Year of Attendance by Pell Eligibility | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|
| Semester | F16-S17 | F17-S18 | F18-S19 | F19-S20 | F20-S21 | F21-S22 | Overall |
| n FF Non Pell | 394 | 391 | 418 | 388 | 414 | 392 | 2387 |
| n FF Pell | 475 | 410 | 502 | 396 | 469 | 376 | 2628 |
| n FF Non-Pell w ≥ 15 Credit Hrs | 268 | 289 | 286 | 268 | 262 | 268 | 1643 |
| n FF Pell w ≥ 15 Credit Hrs | 301 | 254 | 296 | 243 | 243 | 194 | 1533 |
| % FF Non Pell w ≥ 15 Credit Hrs | 68% | 74% | 69% | 69% | 63% | 68% | 69% |
| % FF Pell w ≥ 15 Credit Hrs | 53% | 62% | 59% | 61% | 52% | 52% | 55% |

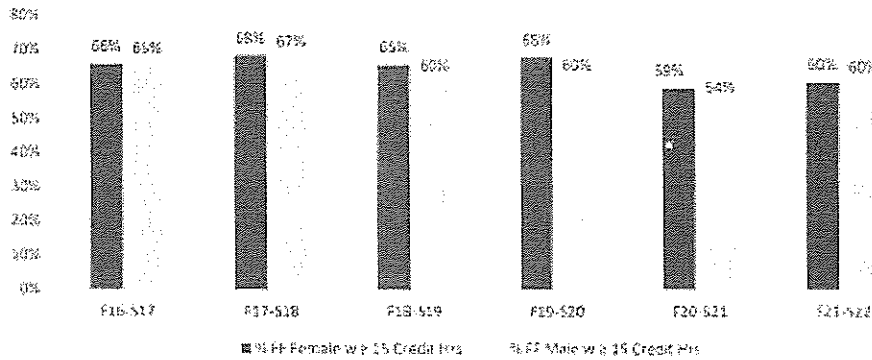




EUNICE

Office of Institutional Effectiveness and Accreditation

| Number and Percentage of new First-Time Students Earning ≥ Credits in the First Year of Attendance by Gender | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|
| Semester | F16-S17 | F17-S18 | F18-S19 | F19-S20 | F20-S21 | F21-S22 | Overall |
| n FF Female | 591 | 558 | 614 | 530 | 630 | 550 | 3473 |
| n FF Male | 278 | 243 | 306 | 254 | 253 | 218 | 1552 |
| n FF Female w ≥ 15 Credit Hrs | 358 | 380 | 402 | 358 | 369 | 332 | 2229 |
| n FF Male w ≥ 15 Credit Hrs | 181 | 163 | 194 | 153 | 136 | 130 | 947 |
| % FF Female w ≥ 15 Credit Hrs | 65% | 65% | 65% | 68% | 58% | 60% | 64% |
| % FF Male w ≥ 15 Credit Hrs | 65% | 67% | 60% | 60% | 54% | 60% | 61% |





Faculty Senate Meeting Minutes
Monday May 1st
Noon to 1:00 p.m
Room A-126 or Zoom

AY 22/23 Senators Present: Angela Greaud, Cassis Jobe-Ganucheau, Amanda Dunlap, Jud Eldredge, Nikki May, Claudia Guilbeau-Brand, Kina Sweet, Brandon Borill, Tony Baltakis

AY 22/23 Senators Absent: James Jean, David Asbury

AY 23/24 Senators Present: Angela Greaud, Cassis Jobe-Ganucheau, Liz Vidrine, Gloria Parrino, Jud Eldredge, Michael Alleman, Summer Ford, Kina Sweet, Nikki May, Laurie Seeder

AY 23/24 Senators Absent: Kathleen Warner

Administrative Council Representative: Paul Fowler (present)

Staff Senate Representative: Ray Zorn (present)

Student Government Association Representative: Bettina Trumps (AY 22/23, absent), Anniston Blanchard (AY 23/24, present)

Administration: Nancee Sorenson, John Hamlin, Todd Dozier

Guests: Jim Robinson, Leonor Gonzalez, Billy Fontenot, Mona McCall, Ashley Blankenship, Mary Kate Colligan, Bridget Thibodeaux, Kristen Sonnier, Kristie Leger, Angie Sonnier, Rob Jones, Monica LeJeune

The last Faculty Senate meeting for the 2022-2023 Academic Year was called to order at 12:02 pm on Monday May 1st, 2023, by Angela Greaud, Chair of Faculty Senate.

I. Adoption of minutes from April 03, 2023, meeting

A motion was made by Jud Eldredge to adopt the minutes given the provided edits were made (some edits given in person and others via email.) Brandon Borill seconded and the motion carried.

III. Chairperson's Report

A. Administrative / Academic

1. Nancee Sorenson, Chancellor

- a. Senator Bob Hensgens will be our graduation speaker this May. He represents us now due to redistricting.

- b. A team has been selected to become an NSF mentee. That team will consist of Dr. Hamlin, Laurie Seeder, Kristie Brucks and our new grants coordinator and they will learn how to successfully submit NSF proposals, focusing on cyber security.
- c. On April 19th, LSUE received an ACCELERATOR award and partnership for expanding respiratory therapy with Oschner Lafayette General, to target underserved students.
- d. We should be hearing soon if we are part of a consortium for a Department of Labor grant that Oschner wrote to expand our LPN to RN program.

2. John Hamlin, Vice Chancellor for Academic Affairs and Provost

- a. Dr. Hamlin gave updates on legislation and funding for the campus. A state mandated cap was hit and we were not able to secure money.
- b. The tenure bill by Senator Cathey is still being considered but the formation of a committee has been slow and very little progress has been made.
- c. As of May 1st, we have a director of grants, Ms. Aaliyah Evins.
- d. Also, a new hire in Workforce Innovation and Continuing Education, Ms. Virginia Correll (Shiver), who will start in the middle of the month and coordinate with faculty to see what additional credentials we can get for our students to enhance what they're already learning in the classroom.
- e. LUS Fiber is coming up here all the way to Mamou and partnering with us to use us as a hub and would like to also partner with us to help with building out their IT and Business workforce.
- f. The Humana partnership will allow us to offer summer programs such as precollege bootcamps and healthcare experiences this Summer, as well as offer more tutoring services in the coming semesters.
- g. With the new changes at LSU with respect to promotion and tenure, the information of promotion and tenure on *our* campus is late to arrive but faculty will be updated as soon as we can.
- h. The advising and faculty appreciation awards will actually be announced at a luncheon after graduation this year due to the changes.

3. Paul Fowler, Administrative Council Representative- area updates

- a. Academic Policies in review: 131, 132, and 133, all IT related, will go out for review after cabinet approval, and then 65.1, 65.3, 65.4 and 65.5 will be rescinded automatically as they will become redundant.
- b. Faculty and staff survey results will be posted on the IE Website at <https://www.lsue.edu/institutional-effectiveness/reports.php>. Please keep in mind that comments are *not* published but are discussed among the Chancellor and Vice Chancellor.
- c. Please make sure to get SLO data in on time before leaving for the Summer.

B. Student Government – Bettina Trumps

<Miss Trumps was absent; nothing to report>

C. Faculty Senate Chair – Angela Greaud

Ms. Greaud reported attending the Board of Supervisors and Council of Faculty Advisor's meetings. LSU Baton Rouge presented a resolution that proposed revisions to clarify expectations around course grading and communication, specifically including statements in their syllabus pertaining to anticipated timelines to returning graded coursework and course communication policies. Also, a resolution was presented (which was sponsored by the Benefits Advisory Committee and adopted by the March meeting) calling on LSU administrative leadership to pursue legislation to allow expanded retirement choices for LSU employees and allow employees to revoke their election into the ORP to participate instead in TRSL. There is actually a pending lawsuit against the LSU system accusing them of underfunding the ORP. Should the lawsuit be won, if you are currently on the ORP you could be granted a lump sum which would allow you to buy into years in TRSL. There was also a resolution

concerning election of representatives from LSU A&M to the Council of Faculty Advisors as this is tied with election as president to Faculty Senate, just aiming to clarify the process concerned.

D. Library/Student Success – Cassie Jobe-Ganucheau

Mrs. Jobe-Ganucheau reported that the library will have night hours for Finals week, and to expect ODS requests for Final Exams. She also reported that so far advising and registration for the OnTrack programs was making progress, with many students choosing the 5-day a week option.

IV. Committee Reports

A. Policy Committee

< nothing to report >

B. Courses & Curriculum

< nothing to report >

C. Retention Subcommittee

Dr. Kina Sweet reported that the Center for Teaching and Learning website is being worked on and will be co-administered by Nikki May.

D. Teacher Excellence Subcommittee

< nothing to report >

V. Old Business

A. Resolution- Summer Overload/Adjunct Pay

Ms. Gloria Parrino presented the resolution and supporting data (See attachments). She looked at several schools in the state and how much they pay based on degree during a regular semester as well as during a summer semester, and adjunct pay. A discussion followed. Dr. Hamlin informed the senate that around 1997 is when Dr. Nunez changed things to a set scale designed to make it worth it for younger faculty. He agreed with Gloria's findings but reminded the senate that unfortunately while the administration agrees that we should get to at least the same two-year scale as other schools in the area, we lack the flexibility in the budget to accommodate this. He also stated that we shouldn't be comparing ourselves to four-year schools though due to their higher tuition rates. His two recommendations were to look at making firm decisions on our student-to-teacher ratios for classes and our prorates (right now, 11 students is our break-even point for a class). These two things need to be considered and adjusted in order to raise salary. Dr. Hamlin stated he would much rather keep faculty over the Summer than lose them to competing schools. Nikki May asked if classes with higher enrollment (such as large biology classes) get paid more, to which Dr. Hamlin answered no because the workload for different class types has to be considered as well. Just because a class has more students doesn't necessarily mean the workload is more than a smaller class, such as an English class with lots of papers to grade or allied health classes that have more requirements but smaller sizes. Dr. Sweet asked about the raise in LSUO tuition, to which Dr. Hamlin explained it was permitted because it's considered an exception. Jud Eldredge asked if tuition is on "lock-down" do we have the ability to control fees, to which Dr Hamlin replied unfortunately no. We just have to find a way to be creative. Tony Baltakis made a motion to approve the resolution and forward it to cabinet, Claudia Guilbeau-Brand seconded, and the motion was approved. Dr. Baltakis made further comments on the matter concerning how the university invests money on things which don't seem to bring any returns, and that this should be looked into, to which many senators agreed. Amanda Dunlap made a motion to rearrange the agenda due to time to allow for elections to take place. Jud Eldredge seconded, and the motion carried.

VI. New Business

Ms. Greaud introduced the new SGA president Anniston Blanchard to the senate.

A. Election of 2023-2024 Executive Committee (new Senators)

The AY 23/24 elections results were as follows:

- Chair – Angela Greaud
- Vice Chair – Cassie Jobe-Ganucheau
- Secretary – Liz Vidrine
- Parliamentarian – To be appointed later

B. Discussion of the AAUP Resolution on the Midwest Academy Strategy Chart

The last order of business was a discussion of the AAUP Resolution on the Midwest Academy Strategy Chart. Dr. Robinson discussed that every university could have three voting members on ALFS. To be a voting member, you must be eligible to be on Faculty Senate. Administrators are excluded and there was a discussion about whether the Chairs here on campus were considered administrators. According to the faculty senate chair, her position is not considered an administrative role by LSUE. The chair requested clarification on how ALFS defines an administrative role. Also, concerns were expressed about how the executive committee for ALFS is being appointed. There was also concern over the fact that the university does not appoint a representative to serve on ALFS rather it is an individual volunteer basis. The discussion was tabled until the August 2023 meeting. A motion was made by Michael Alleman. Liz Vidrine seconded the motion. The motion carried.

VII. Adjournment

The meeting adjourned at 1:15 pm.

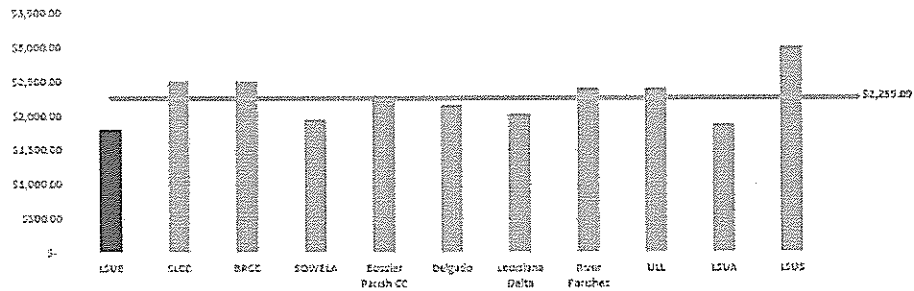
Minutes submitted by:

Amanda Dunlap (AY 22/23 Secretary) and Liz Vidrine (AY 23/24 Secretary).

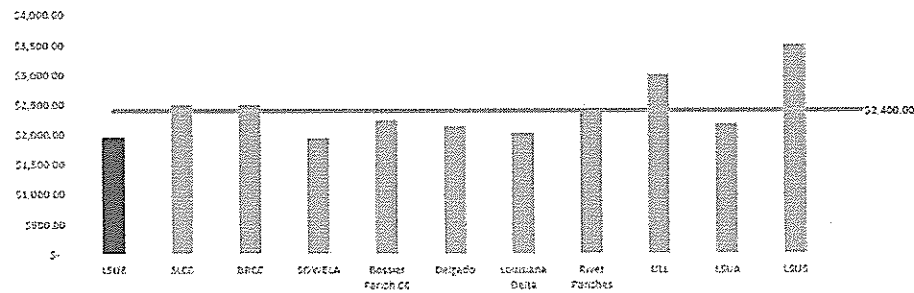
Attachment I: Supporting Data for Resolution

Pay Scale for Louisiana Public Higher Education

Adjunct - Master's Degree



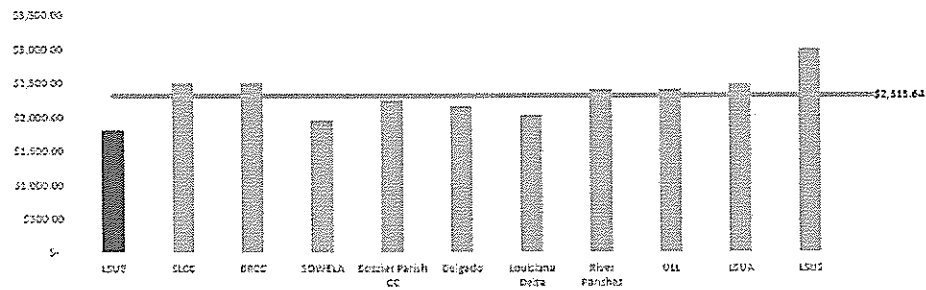
Adjunct - Doctorate Degree



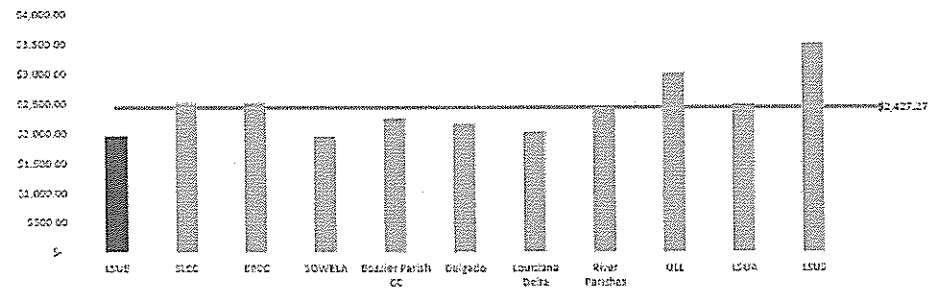
compiled April 2023

Pay Scale for Louisiana Public Higher Education

Overload - Master's Degree



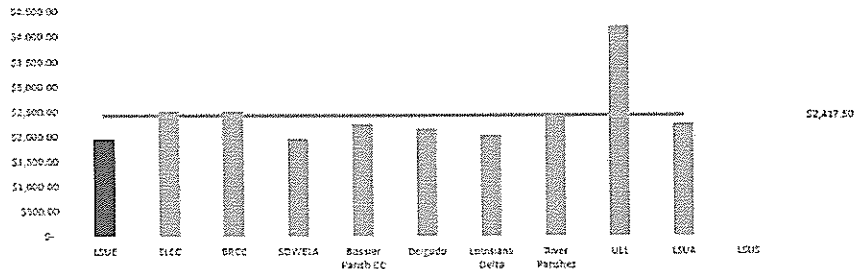
Overload - Doctorate Degree



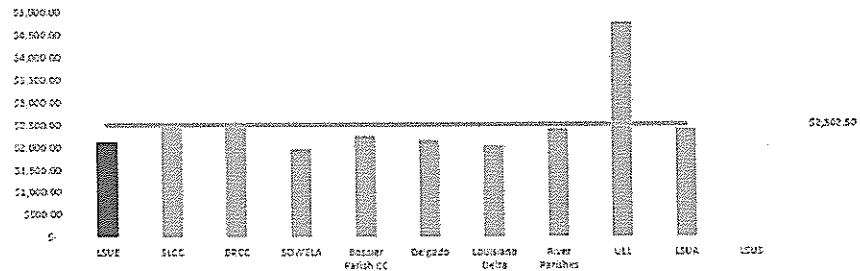
compiled April 2023

Pay Scale for Louisiana Public Higher Education

Summer - Instructor



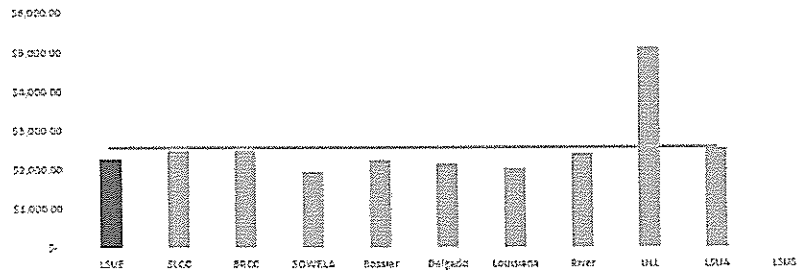
Summer - Assistant Professor



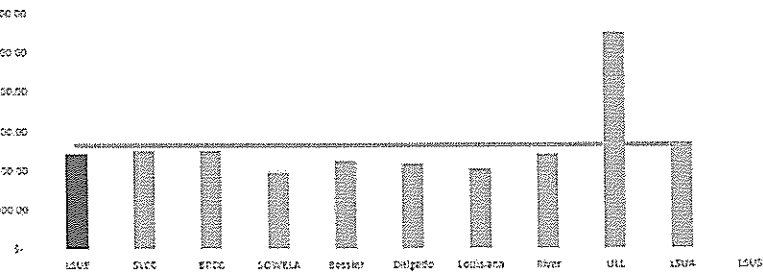
compiled April 2023

Pay Scale for Louisiana Public Higher Education

Summer - Associate Professor



Summer - Professor



compiled April 2023

Louisiana Public Schools Adjunct, Overload, and Summer Pay Scale

| | Adjunct | | Overload | | Summer | | Instructor | Asst Prof | Assoc Prof | Prof |
|-------------------|--|--|---------------|---------------|---------------------------|---------------|---------------|---------------|---------------|---------------|
| | MA/MS | PhD | MA/MS | PhD | MA/MS | PhD | | | | |
| LSUE | \$ 1,800.00 | \$ 1,950.00 | \$ 1,800.00 | \$ 1,950.00 | | | \$ 1,950.00 | \$ 2,100.00 | \$ 2,250.00 | \$ 2,400.00 |
| SLCC | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 | \$2400-\$2500 |
| BRCC | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 |
| SOWELA | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 | \$ 1,950.00 |
| Bossier Parish CC | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 | \$ 2,250.00 |
| Delgado | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 | \$ 2,150.00 |
| Louisiana Delta | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 | \$ 2,025.00 |
| River Parishes | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 |
| ULL | \$ 2,400.00 | \$ 3,000.00 | \$ 2,400.00 | \$ 3,000.00 | | | \$ 4,200.00 | \$ 4,750.00 | \$ 5,100.00 | \$ 5,500.00 |
| LSU | PS 43: Academic Year Salary x [(2/9 number of calendar days in Summer Session A) x number of calendar days in period of appointment] | | | | | | | | | |
| LSUA | \$1575 - less than 10 yrs; \$1875 - 10 yrs+ \$2175 - 10+ yrs | \$1875 - less than 10 yrs; \$2175 - 10+ yrs | \$ 2,475.00 | \$ 2,475.00 | | | \$ 2,250.00 | \$ 2,400.00 | \$ 2,550.00 | \$ 2,700.00 |
| LSUS | \$2000-\$3000 | \$2500-\$3500 | \$2000-\$3000 | \$2500-\$3500 | 7.5% of nine-month salary | | | | | |

Social Security Automatic Cost-Of-Living Adjustments

| Fall 2000 | Adjunct/Overload - Master's Degree | \$1,800.00 | Adjunct/Overload - Doctorate Degree | \$1,950.00 | Example: Instructor with Master's Degree Base Pay | \$29,000.00 |
|-----------|------------------------------------|------------|-------------------------------------|-------------|---|-------------|
| 1/1/2001 | 3.50% | \$1,863.00 | \$2,018.25 | \$30,015.00 | | |
| 1/1/2002 | 2.60% | \$1,911.44 | \$2,070.72 | \$30,795.39 | | |
| 1/1/2003 | 1.40% | \$1,938.20 | \$2,099.71 | \$31,226.53 | | |
| 1/1/2004 | 2.10% | \$1,978.90 | \$2,143.81 | \$31,882.28 | | |
| 1/1/2005 | 2.70% | \$2,032.33 | \$2,201.69 | \$32,743.10 | | |
| 1/1/2006 | 4.10% | \$2,115.66 | \$2,291.96 | \$34,085.57 | | |
| 1/1/2007 | 3.30% | \$2,185.47 | \$2,367.60 | \$35,210.40 | | |
| 1/1/2008 | 2.30% | \$2,235.74 | \$2,422.05 | \$36,020.23 | | |
| 1/1/2009 | 5.80% | \$2,365.41 | \$2,562.53 | \$38,109.41 | | |
| 1/1/2010 | 0.00% | \$2,365.41 | \$2,562.53 | \$38,109.41 | | |
| 1/1/2011 | 0.00% | \$2,365.41 | \$2,562.53 | \$38,109.41 | | |
| 1/1/2012 | 3.60% | \$2,450.57 | \$2,654.78 | \$39,481.35 | | |
| 1/1/2013 | 1.70% | \$2,492.23 | \$2,699.91 | \$40,152.53 | | |
| 1/1/2014 | 1.50% | \$2,529.61 | \$2,740.41 | \$40,754.82 | | |
| 1/1/2015 | 1.70% | \$2,572.61 | \$2,787.00 | \$41,447.65 | | |
| 1/1/2016 | 0.00% | \$2,572.61 | \$2,787.00 | \$41,447.65 | | |
| 1/1/2017 | 0.30% | \$2,580.33 | \$2,795.36 | \$41,571.99 | | |
| 1/1/2018 | 2.00% | \$2,631.94 | \$2,851.27 | \$42,403.43 | | |
| 1/1/2019 | 2.80% | \$2,705.63 | \$2,931.10 | \$43,590.73 | | |
| 1/1/2020 | 1.60% | \$2,748.92 | \$2,978.00 | \$44,288.18 | | |
| 1/1/2021 | 1.30% | \$2,784.66 | \$3,016.71 | \$44,863.93 | | |
| 1/1/2022 | 5.90% | \$2,948.95 | \$3,194.70 | \$47,510.90 | | |
| 1/1/2023 | 8.70% | \$3,205.51 | \$3,472.64 | \$51,644.55 | | |
| | | | | Actual | \$46,144.45 | \$51,644.55 |

Source: <https://www.ssa.gov/cola/>

DRAFT

Attachment II: Resolution

LSUE Faculty Senate Resolution for Faculty Overload, Summer, and Adjunct Pay

May 2023

Whereas, salaries for public servants and the private sector are being scrutinized;

Whereas, LSUE has experienced an increase in enrollment over the last four semesters;

Whereas, LSUE has expanded the nursing and allied health programs over the last 6 years thereby increasing not only the demand for foundational classes but also more flexibility in when those classes are offered;

Whereas, the number of faculty has decreased over the past 7 years and class sizes have increased by 5.9% and the student to faculty ratio is 5 students higher than SACSCOC peer institutions, thus taxing the workload and demand on faculty; *

Whereas, LSUE is challenged with attracting and retaining qualified, dedicated, and engaging faculty including adjunct and summer faculty;

Whereas, faculty morale towards and interest in teaching overload and summer classes is low although teaching extra classes and teaching on summer contract is necessary to meet the demand for courses;

Whereas, the faculty pay earned during the summer is insufficient to offset the personal cost incurred (i.e. childcare, gas, etc.) given the increase in the cost of living;

Whereas, LSUE faculty pay has not adjusted compared to the Social Security Automatic Cost of Living Adjustments** (\$1,800 in 2000 would be \$3,205.51 in 2023);

Whereas, LSUE adjunct and overload pay is the lowest in the state when compared to pay scales for other two-year schools in the state (mean \$2,253.57, min \$1950 for Master's Degree);

Whereas, although LSUE faculty overload, summer, and adjunct pay has not increased in over 25 years, average full-time faculty pay fell 2.4% after inflation in the 2022-23 academic year according to preliminary data for the American Association of University Professors;

Whereas, the average faculty salary at a two-year institution in Louisiana is approximately 17% lower than the Southern Regional Education Board average (2019-20)***, forcing LSUE fulltime faculty rely on overload and summer pay to bridge the earnings gap; and

Therefore, be it resolved that the Faculty Senate requests that administration increase the pay scale for faculty overload commensurate with that of comparable schools in the region,

Therefore, be it resolved that the Faculty Senate requests that administration increase the pay scale for faculty summer work commensurate with that of comparable schools in the region,

Therefore, be it resolved that the Faculty Senate requests that administration increase the pay scale for adjunct faculty commensurate with that of comparable schools in the region.

Sponsored by Gloria Parrino, Instructor of Mathematics

*Source-LSUE 2023 report for SACSCOC Standard 6-1
The Integrated Postsecondary Education Data System (IPEDS) <https://nces.ed.gov/ipeds/>.

**Source-<https://www.ssa.gov/cola/>
(a faculty member who started at LSUE in Fall 2000 with a base salary of \$29,000 should be making \$51,644.35 in 2023 according to SSACOLA, but is only making 46,144.45)

***Source-Southern Regional Educational Board-9 month equivalent average salaries of full-time faculty as presented by the Louisiana Board of Regents in the Fiscal Year 2023 Executive Budget Review-Higher Education

The Midwest Academy Strategy Chart

| Goals | Organizational Considerations | Constituency People Power | Decision-Maker | Tactics |
|--|--|--|--|---|
| <p>Long term:</p> <p>What you really want.</p> <p>Example: Fair & liveable wages for all faculty in the university.</p> <p>Intermediate:</p> <p>What you are trying to win now.</p> <p>Example: Cost of living increase for faculty.</p> <p>Short term:</p> <p>A step to the intermediate goal.</p> <p>Example: Get the Chair of the Board of Trustees to say vote yes.</p> <p><i>Goals are always concrete improvements in people's lives.</i></p> | <p>What resources can you put in now?</p> <ul style="list-style-type: none"> • Number of people? • Social media followers? • How much time do you have to contribute to the effort? • Do you have meeting space, copiers, computers? • Money? <p><i>Be specific.</i></p> <p>How will you build your chapter?</p> <ul style="list-style-type: none"> • How many new members will you sign up? • How many new leaders will you build? • How many news stories do you want to get? <p>Internal Problems?</p> <ul style="list-style-type: none"> • What are they within your chapter and how can you reduce or solve them? | <p>Who cares about the issue?</p> <ul style="list-style-type: none"> • Who is most directly impacted? • What do they gain if we win? • Who will be an ally? • What power do the people who care have over decision-maker? • How are your allies and constituents organized? • What risks are they taking by being involved? <p><i>Be specific.</i></p> <p>Opponents? Who will push back against you?</p> <p>Can you neutralize or divide any opponents?</p> | <p>Who is the person with the power to give you what you want?</p> <ul style="list-style-type: none"> • Elected, appointed, corporate? • Do you have electoral or consumer power? • Analyze your concrete power over them so you can use it strategically. <p><i>The decision-maker is always a person with a name, not an entire institution.</i></p> | <p>How will you show your people power to the decision-maker so that they will say yes to your goals?</p> <p>Show power directly to the decision-maker:</p> <ul style="list-style-type: none"> - Letters - Petitions - Calls - Social media - Group visits to decision-maker - Media events - Rallies - Public forums - Other kinds of creative actions <p>Public education & organization building</p> <ul style="list-style-type: none"> - Teach-ins - Media events - Social media - Rallies/banners - Civil disobedience |

Checklist for Choosing an Issue

A good issue is one that matches most of these criteria. Use this checklist to compare issues or develop your own criteria and chart for choosing an issue.

| Issue 1 | Issue 2 | Issue 3 | Will the Issue ... |
|---------|---------|---------|--|
| | | | 1. Result in a real improvement in people's lives |
| | | | 2. Give people a sense of their own power |
| | | | 3. Alter the relations of power |
| | | | 4. Be worthwhile |
| | | | 5. Be winnable |
| | | | 6. Be widely felt |
| | | | 7. Be deeply felt |
| | | | 8. Be easy to understand |
| | | | 9. Have a clear target |
| | | | 10. Have a clear time frame that works for you |
| | | | 11. Be non-divisive |
| | | | 12. Build leadership |
| | | | 13. Set your organization up for the next campaign |
| | | | 14. Have a pocketbook angle |
| | | | 15. Raise money |
| | | | 16. Be consistent with your values and vision |

from Organizing for Social Change, Midwest Academy, 225 West Ohio, Suite 250, Chicago, Illinois 60610