

Minutes
HSS Faculty Senate Meeting
February 11, 2022
11:00 a.m.
Acting President: Alan Baumeister

Agenda:

1. Approval of minutes, 19 November 2021
2. Old Business
 - a. Letter regarding tenure/tenure-track faculty compensation (Laura Martins)
 - b. Instructor/graduate assistant compensation initiative (Clay Weill)
3. New Business
 - a. LSU faculty Senate (Alan Baumeister)
4. Adjourn

Present:

Christina Armistead – ENGL
John Bardes – HIST
Alan Baumeister – PSYC
Kelly Clark – PSYC
Matt Freeman – WLLC
Matt Valasik – SOCL
Clay Weill – ENGL

Call-to-Order:

- I. Meeting was called to order in 139 Allen Hall at 11:00 a.m.

Approval of Minutes from Previous Meeting:

- I. Minutes from 19 November 2021 were approved unanimously and without objection.

Old Business:

- I. **Letter regarding tenure/tenure-track faculty compensation (Laura Martins)**
 - a. Members of the HSS senate praised senator Martin's effort, but noted that the letter contained very forceful language that may not accurately reflect the views

of some HSS faculty members. Some senators expressed reservations about signing the letter in its present form.

- b. Faculty suggested that the letter might also maximize reader engagement by restructuring its key claims as bullet points.
- c. Faculty suggested that among those bullet points, the letter should include data on payment levels at peer institutions.

II. Instructor/graduate assistant compensation initiative (Clay Weill)

- a. Clay Weill reported that the relevant data regarding Instructor and graduate assistant compensation at LSU had been gathered. This data confirmed perceptions that compensation levels at LSU lag significantly behind compensation levels at peer institutions within the SEC. As a next step, Clay Weill suggested that faculty should analyze this data and find ways of clearly presenting it.
- b. Kelly Clark and Alan Baumeister offered to help analyze and present data.
- c. Faculty raised concerns that petitioning for increased instructor pay might inadvertently encourage the university's growing reliance on its dual enrollment program, as an alternative to the employment of instructors. Faculty agreed that advocates for increased instructor pay must also be prepared to address the counterargument that an expanded dual enrollment might be used to supplement instructors altogether.
- d. Faculty debated whether the two letters in preparation – regarding tenure-track faculty compensation, and regarding Instructor/graduate assistant compensation – might not be merged into one. Some faculty supported the merger; others felt that the issue of instructor compensation was more urgent than the issue of tenure-track faculty compensation, and that the latter concern should not be allowed to distract from the former. Faculty agreed to return to this question at a later date.

New Business:

1. LSU faculty Senate (Alan Baumeister)

- a. Alan Baumeister voiced the need for greater communication between the LSU faculty senate and the HSS faculty senate. In theory, Matt Freeman would seem to be the natural liaison between the two bodies, as he serves on both. In practice, the LSU faculty senate always meets at a time that Matt Freeman teaches.
- b. The assembled members of the HSS faculty senate agreed to attend the LSU faculty senate, as Matt Freeman's substitute, in turns. Alan Baumeister offered to serve as Matt Freeman's substitute at the next LSU faculty senate meeting (February 23). Subsequent substitutions should be scheduled over email.

Adjournment:

Meeting was adjourned by Alan Baumeister at 12:02 p.m.

Minutes Submitted by: John Bardes