

College of Humanities and Social Sciences
Faculty Senates
Oct 25th, 2017
Submitted by Hyunju Chung

Present: Wilfred Major (president/Interdisciplinary Studies), Dorothy McCaughey (ENGL), Hyunju Chung (COMD), Angeletta Gourdine (ENGL), Jamie Greer (FLL), Maria Rethelyi (PHIL&REL), Matthew Valasik (SOCL), Michael Barton (SOCL), Steven Greening (PSYC), Emily Batinski (FLL), Joe Clare (POLI), Jennifer Davis (ENGL), David Chicoine (Geo&Anth), Isiah Lavender (ENGL), Williams Saas (CMST)

1. Open and introductions
2. Approval of minutes for September 27, 2017
 - Approved
3. Dean Haynie

a. Implementation of faculty pay raise

Dean Haynie was at the meeting. Some justifications for the average 3% merit pay raise were discussed:

- Within the average of 3%, the % was adjusted based on each faculty's rank, current salary, or performance, as determined by the chair of each department.
- Why average 3% raise? LSU experienced a drop in enrollment this year (500 students down from last year + 600 lost in retention), resulting in about 10-million-dollar low in budget. There are long-term consequences of this (pattern follows for the next 4 years). Much to make up.
- Equity adjustments were made separately, but with more limited funding than originally hoped. These adjustments were made by comparing faculty salaries with the Southern Regional Average for faculty in the same discipline at the same rank.
- Different efforts are being made to raise funds from other resources (i.e., external funding, active student recruitment with new hired personnel (Kickoff LSU), donation from alumni, etc.); any possibilities of donation/donor can be discussed with the personnel of the Development office
- Faculty pay raise issue will remain as one of the priorities of the college

Questions from the floor:

- *How merit was assessed:*

Although research, teaching, and service are all important expectations, scholarship and teaching are the two contracted expectations; service is necessary to functioning of university, however.

Assistant professors are encouraged to focus on research over service or additional teaching (in response to a question about Assistant Professors not being allowed to teach intersession courses)

Merit evaluation of faculty is based on annual evaluation by the department chair and the dean's review

b. HSS initiatives related to LSU Strategic Plan

HSS strategic plan needs to be finalized by Spring 2018, so Faculty Senate is reviewing with a goal toward approval by full faculty at Spring 2018 College Faculty meeting; The HSS Strategic Plan is a bridge between the new LSU Strategic Plan and initiatives in the works funded by donors (e.g., microgrants, \$1m faculty chairs, etc.)

Questions from the floor:

- *Diversity. How has this been evaluated/managed?*

Efforts are being made to address this topic.

For the Diversity and Culture part of the strategic plan: by Mass Comm.

4. Old Business
5. New business
6. Adjourn: next meeting on **November 29th, 2017 at 3:00pm**