

AAUP of LSU

Louisiana State University Chapter
American Association of University Professors
Academic Freedom for a Free Society

Chancellor Michael Martin
Office of the Chancellor
156 Thomas Boyd Hall
Louisiana State University
Baton Rouge, LA 70803

March 16, 2009

Dear Chancellor Martin,

The LSU Chapter of AAUP supports your efforts to plan ahead so as to avoid layoffs and to minimize damage to LSU resulting from the projected budget cuts. However, we are concerned about the wisdom and long-term effects of your request to the LSU System for greater power to implement furloughs without having to invoke financial exigency. In the hands of future chancellors, such powers may easily be abused.

We feel that extraordinary financial conditions require deliberations by experts, such as are concentrated in universities. AAUP-approved policies on financial exigency make provisions for the involvement of faculty expertise in the decision making. A declaration of financial exigency ensures that extraordinary measures, if necessary, are supported by the faculty. It also alerts the legislature and public to the consequences of cuts in public funding of higher education.

Hence, the LSU Chapter's preliminary position regarding your proposals is as follows:

1. No reduction of the 1-year required notice of non-reappointment for untenured faculty with two or more years of service, unless a declaration of financial exigency is made.
2. No furloughs or pay cuts without a declaration of financial exigency.
3. No declaration of financial exigency until the LSU A&M campus adopts a PS (Policy Statement) on financial exigency approved by the Faculty Senate and the AAUP.
4. No abolition of the right to appeal a furlough decision.
5. For faculty, no furlough on research without an equal furlough on teaching.

In addition, the LSU AAUP Chapter recommends:

6. Consider the option of pay deferrals, redeemable upon retirement without interest, instead of furloughs.
7. Apply any furloughs, or pay deferrals or cuts, to all LSU employees progressively, with higher percentages on higher incomes.

We would welcome meeting with you to discuss any of the points in this letter or in the attached flyer, which will be distributed to the faculty tomorrow, before your forum on Wednesday, March 18.

Thank you for your consideration.

Sincerely,

Charles N. Delzell
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President, LSU Chapter of AAUP
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Chapter Executive Committee:

Vice President: Brooks B. Ellwood (Geology & Geophysics)
Secretary: Pratul Ajmera (Electrical and Computer Engineering)
Treasurer: Larry Crumbley (Accounting)
At Large Member: Kent Mathewson (Geography & Anthropology)
At Large Member and Webmaster: John Protevi (French Studies)
Past President: Dominique G. Homberger (Biological Sciences)

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A. Statement on Budget Cuts

The LSU Chapter of AAUP supports Chancellor Michael Martin's efforts to plan ahead so as to avoid layoffs resulting from the expected budget cuts. However, we are concerned about the wisdom and long-term effects of greater power for the chancellor to implement furloughs without having to invoke financial exigency. In the hands of future chancellors, such powers may easily be abused.

Hence the LSU Chapter's position on five of the Chancellor's proposals:

1. No reduction of the 1-year required notice of non-reappointment for untenured faculty with two or more years of service, unless a declaration of financial exigency is made.
2. No furloughs or pay cuts without a declaration of financial exigency.
3. No declaration of financial exigency until the LSU A&M campus adopts a PS (Policy Statement) on financial exigency approved by the Faculty Senate and the AAUP.¹
4. No abolition of the right to appeal a furlough decision.²
5. For faculty, no furlough on research without an equal furlough on teaching.

In addition, the LSU AAUP Chapter recommends:

6. Consider the option of pay deferrals, redeemable upon retirement without interest, instead of furloughs.
7. Apply any furloughs, or pay deferrals or cuts, to all LSU employees progressively, with higher percentages on higher incomes.

B. The LSU AAUP's Committee for Academic Freedom and Professional Integrity (CAFPI)

Mission Statement: CAFPI was established to lend a sympathetic and nonjudgmental ear to colleagues and students in distress. It is composed of senior faculty members who are actively involved in teaching, research, and service—individuals who are experienced in serving as peer or faculty advisors to colleagues and students. The Committee focuses on mediation (not confrontation) between parties, and seeks win-win and fair solutions for all parties involved. Confidentiality is guaranteed.

Academic freedom and professional integrity are defended and protected one person at a time.

To make an appointment, contact any CAFPI member:

Dominique G. Homberger (Biological Sciences), zodhomb@lsu.edu, 578-1747 (Committee Chair)

Charles N. Delzell (Mathematics), delzell@math.lsu.edu, 578-1602

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**Isn't it time for you to join
the American Association of University Professors?
<http://www.aaup.lsu.edu>**

¹ Such a PS was already drafted by the Faculty Senate on July 6, 2006; see www.lsu.edu/senate (scroll to the bottom). This draft was an update of a 1995 Faculty Senate draft. The administration has not responded to either draft. Meanwhile, a sister campus, the LSU Health Sciences Center New Orleans, avoided AAUP censure by adopting an AAUP-approved exigency policy in 2008: <http://lsuhsc.edu/no/administration/academic/FacultyHandbook.pdf> (subsection 9.4). Cf. also the AAUP's 1957 guidelines on exigency: <http://www.aaup.org/AAUP/pubsres/policydocs/contents/RIR.htm>.

² This right is stated in http://www.lsusystem.edu/userfiles/file/bylaws/BYLAWS_Chapter%20V.pdf, section 5-13c.