



**American Association of
University Professors**

Academic Freedom for a Free Society

Overview of the Financial Situation for Higher Education in Louisiana;

**The Environment for Academia in the Trump Administration
– and What We Can Do About IT!**

Howard Bunsis

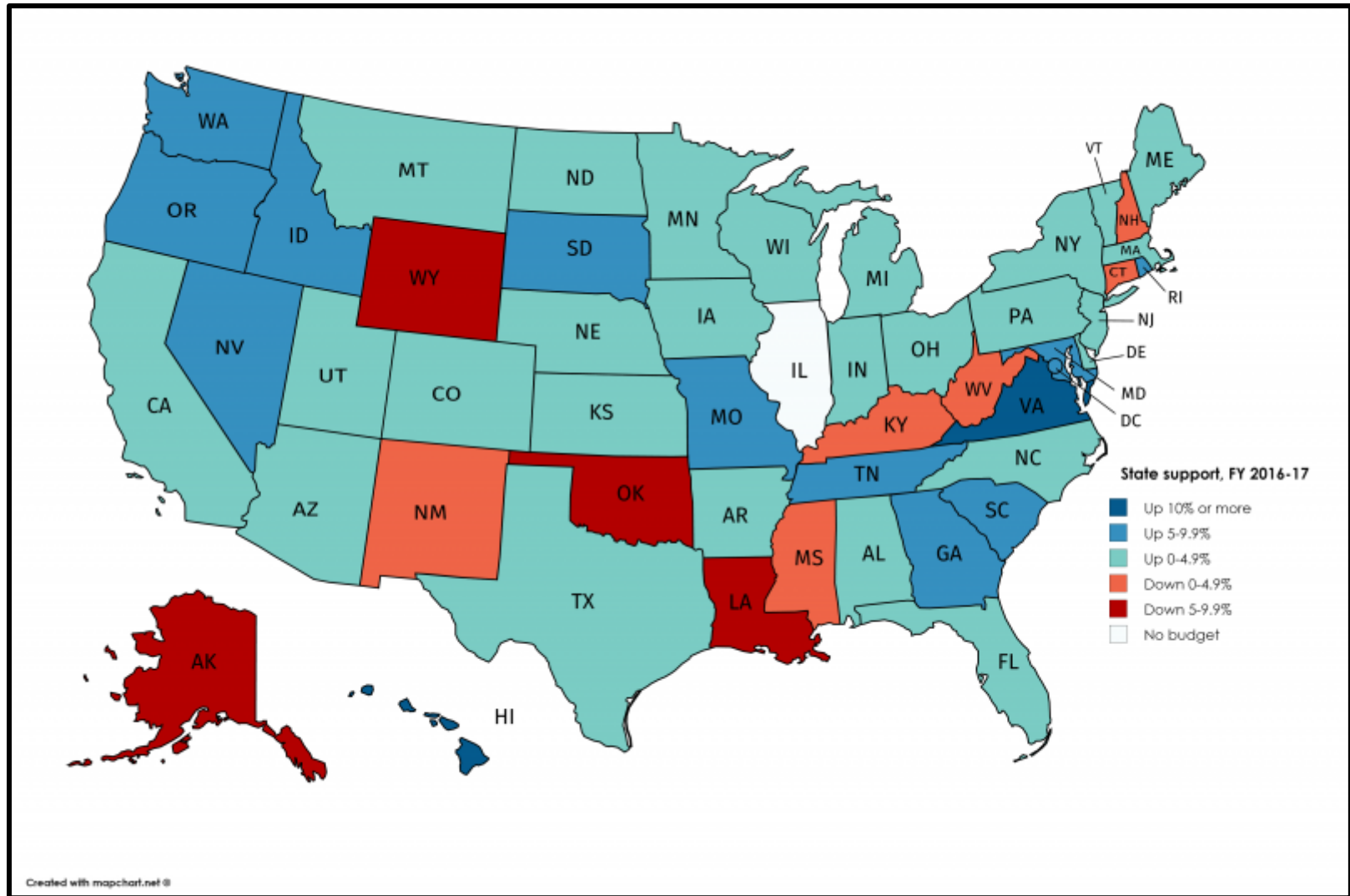
**Professor of Accounting, Eastern Michigan University
Chair, AAUP Collective Bargaining Congress**

February 2017

**Financial Situation of
the State of Louisiana
and the Appropriation
for Higher Education**

Change in State Support for Higher Education, 2016 to 2017

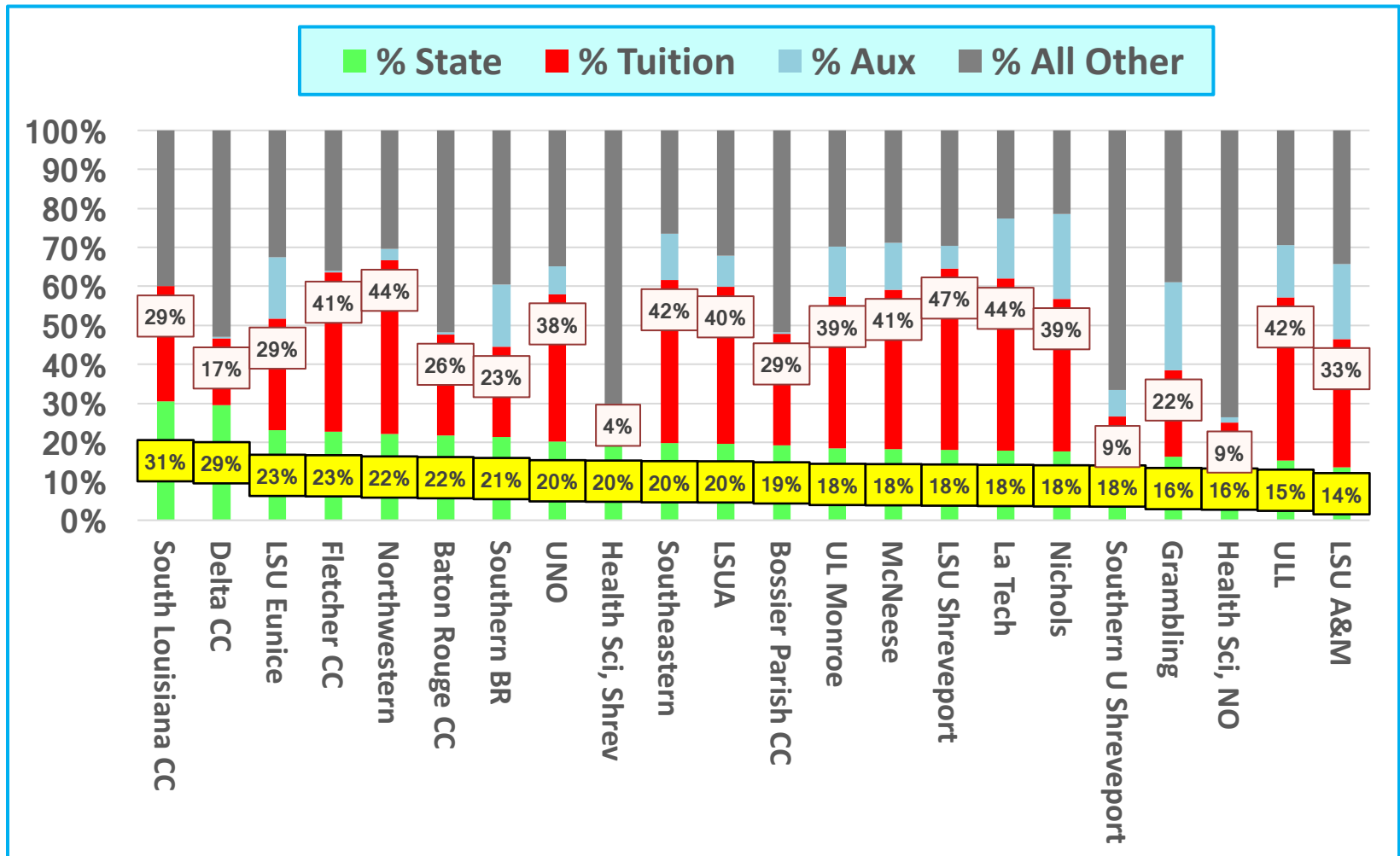
Source: Grapevine, 2/6/2017



Created with mapchart.net ©

2016 Revenue Distribution of Louisiana Publics

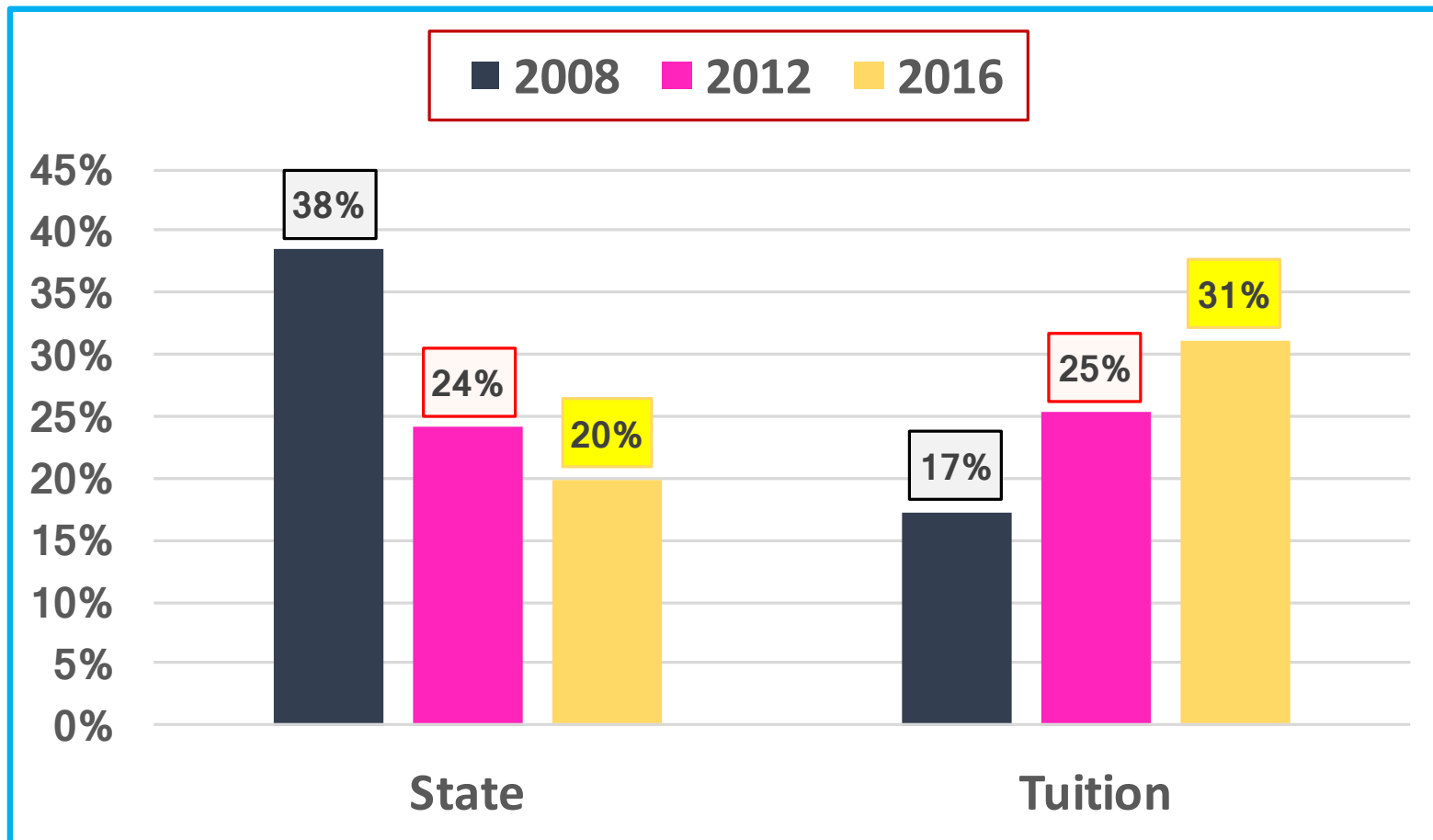
Source: System Audited Financial Statements



Average Percent of Total Revenues from The State and Tuition 2008, 2012, 2016

Sources: Audited Financials and IPEDS

(Integrated Postsecondary Education Data System of the U.S. Dept. of Education)



More Trouble Ahead for Louisiana Public Higher Education

Louisiana colleges and universities bracing for cuts, shift of costs to students
The Acadiana Advocate
January 26, 2017

The one bright spot, says Higher Education Commissioner Joe Rallo, is that the actual dollars lost won't be that much — \$22 million to \$60 million — because the state has so often reduced its support over the past eight years.

Of greater concern is that the withdrawal of support has shifted the bulk of a college education's cost from state government to individual students. The change endangers higher education's traditional mission of helping lower and middle income students to move up the economic ladder.

Higher education leaders have long stressed the importance of providing an avenue for upward mobility in a state with such high poverty and low incomes.

More Cuts to Higher Education in Louisiana

Gov. Edwards wants higher education stability, but more cuts loom

January 11, 2017

Nola.com

- Gov. John Bel Edwards vowed that he won't allow the budget "to be balanced on the backs of our students," while later acknowledging that's more of a long-term aspiration than a pledge he can immediately fulfill.
- As he marked the one-year anniversary of his tenure in office, the Democratic governor talked of his administration's ongoing work to stabilize the state budget after he inherited the worst financial problems Louisiana's seen in nearly 30 years.
- The cut was \$12 million out of a total appropriation of \$900 million – significant, but not huge
- Funding of the TOPS program is only at 42% this semester

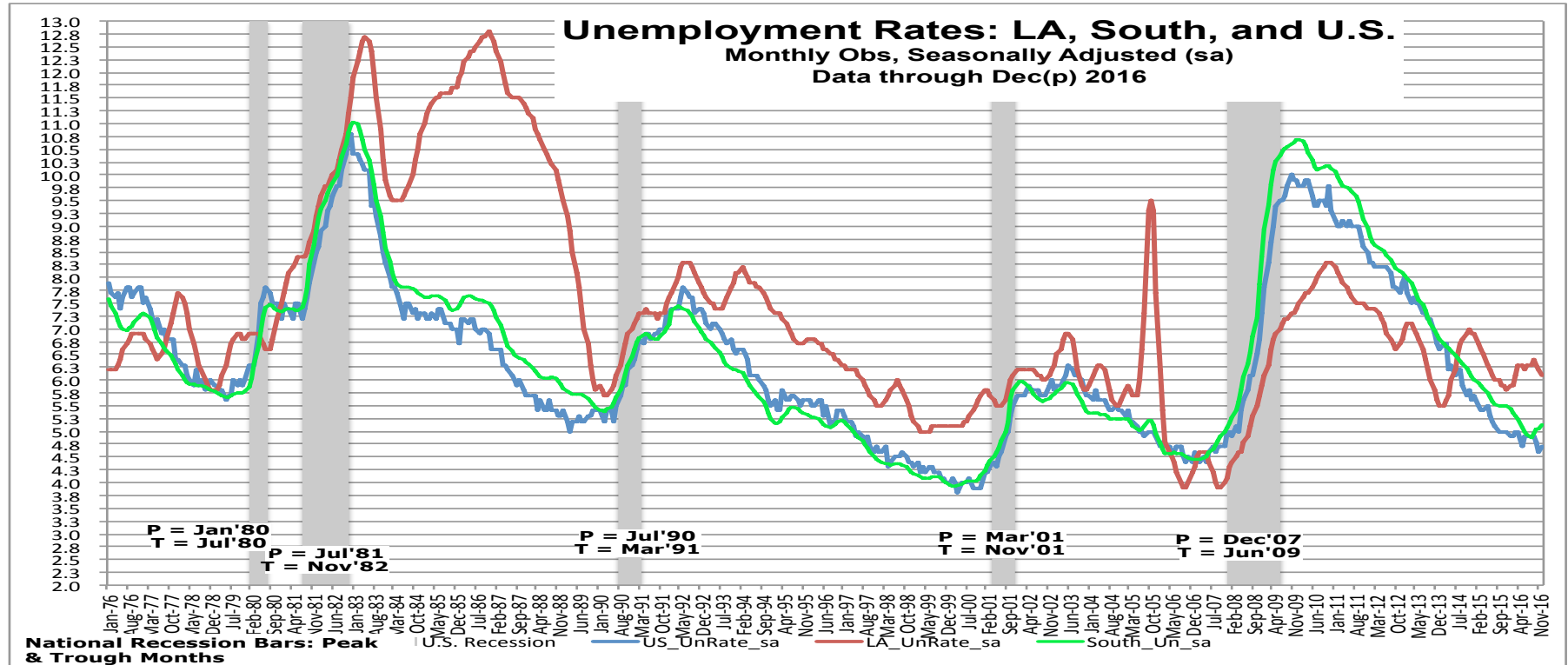
Higher education is a loser again in Louisiana's latest budget battle

November 17, 2016

Nola.com

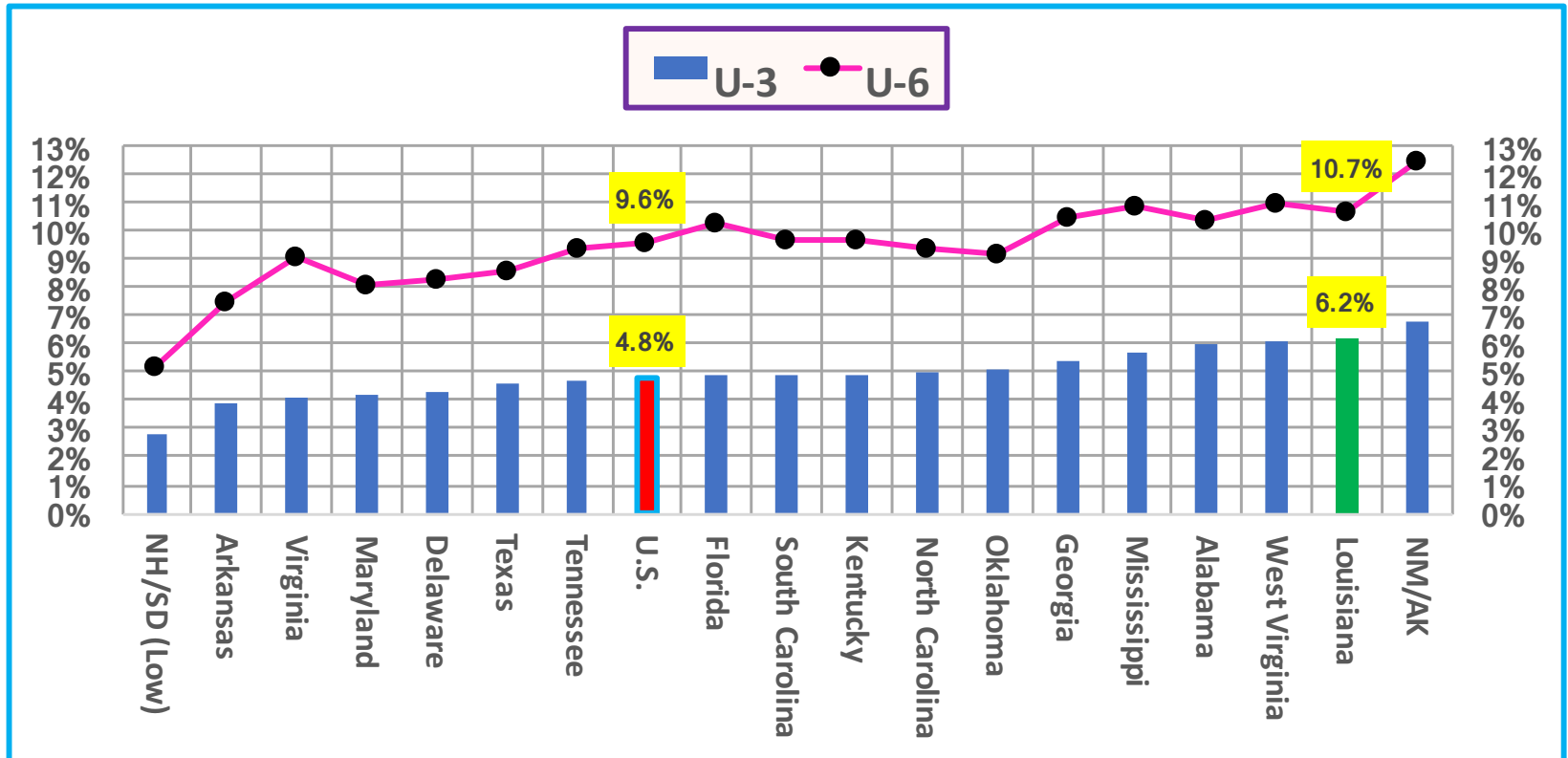
Louisiana Unemployment Rate

Source: Legislative Fiscal Office, State of Louisiana



U-3 and U-6 Unemployment Rates for Southern States per Bureau of Labor Statistics, January 2017

Southern States as defined by the U.S. Census Bureau



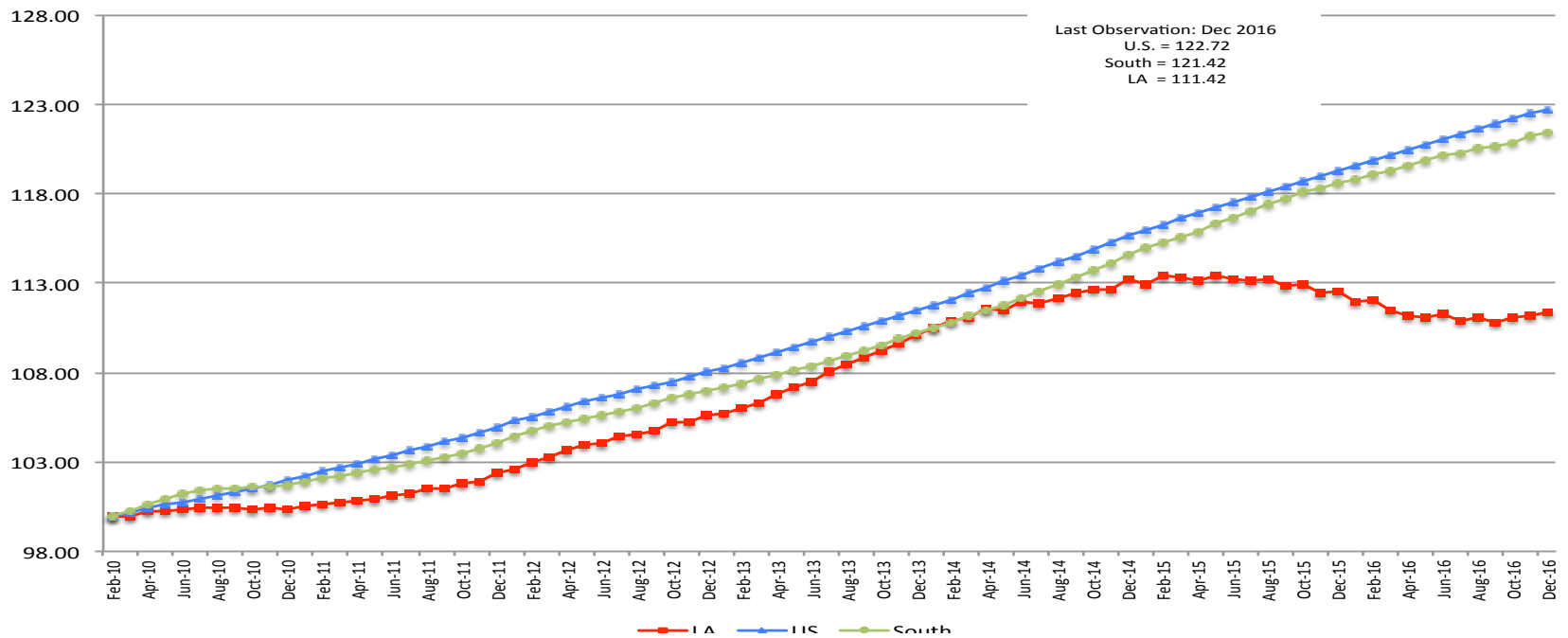
U-3: Standard unemployment Rate

U-6: Numerator = total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons

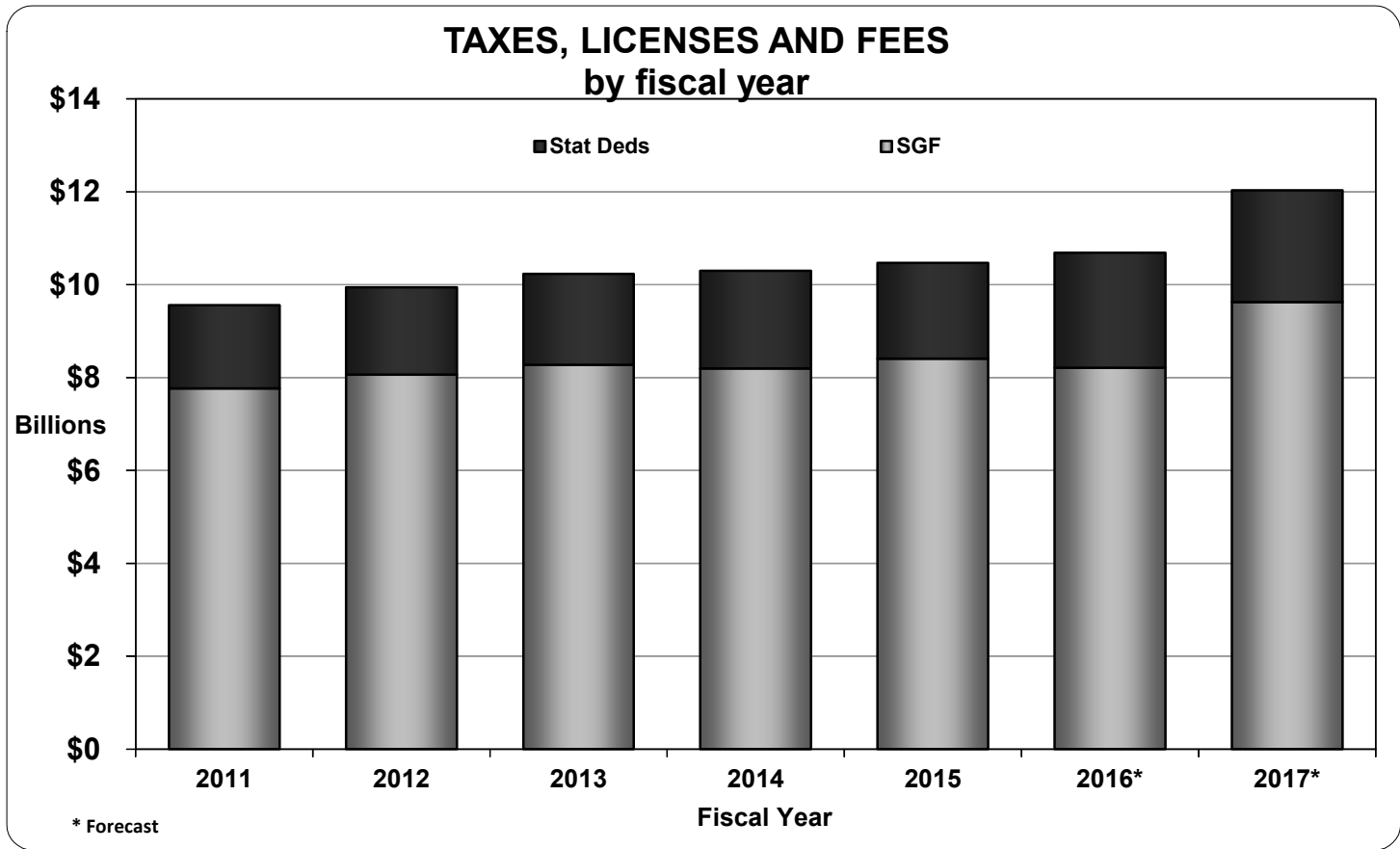
Denominator = civilian labor force plus all marginally attached workers.

Relative Economic Indicator Performance, December 2016

Louisiana Relative Coincident Indicator Performance
Feb 2010 = 100, Louisiana National Recession Trough



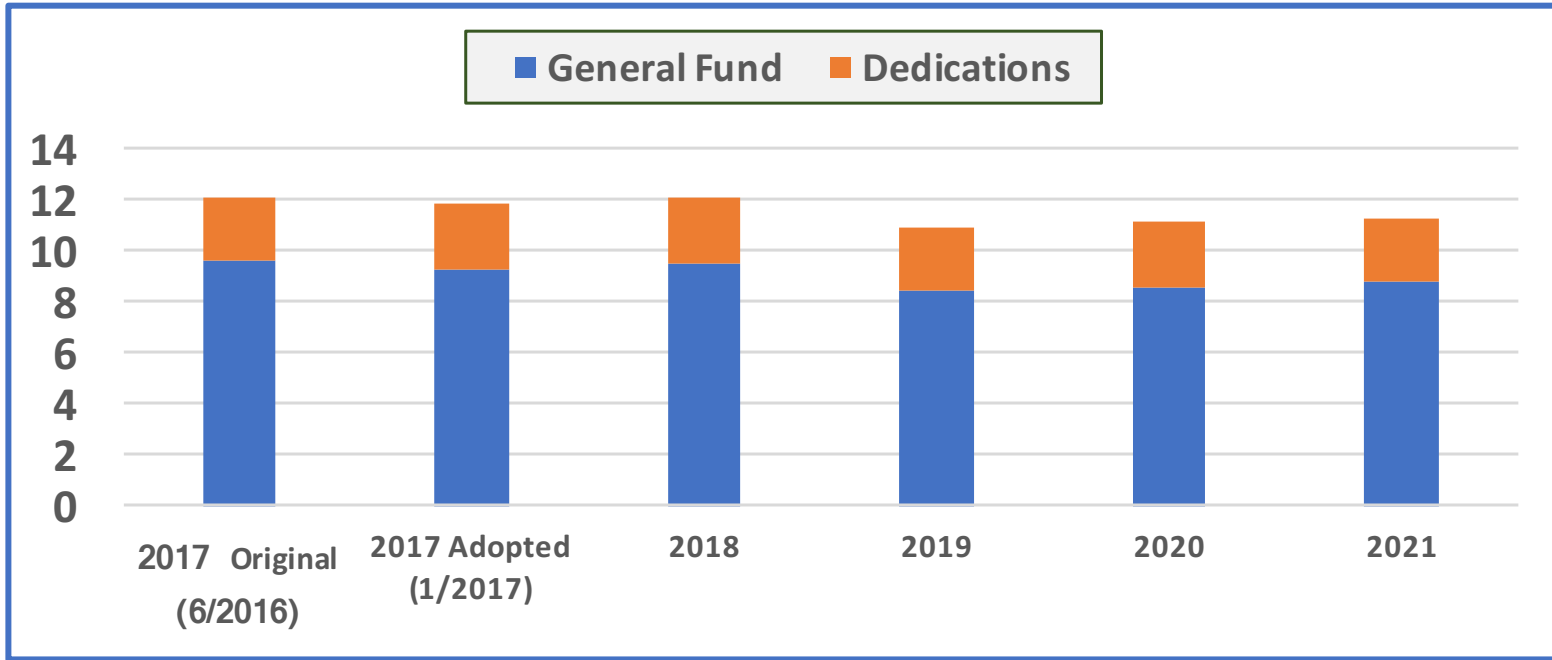
State Revenues Are Forecast to Increase in 2017



State Revenue Forecast for 2017 to 2021

LA State Revenue Forecasting Conference, 1/13/2017

Sales Tax Increase set to expire for 2019

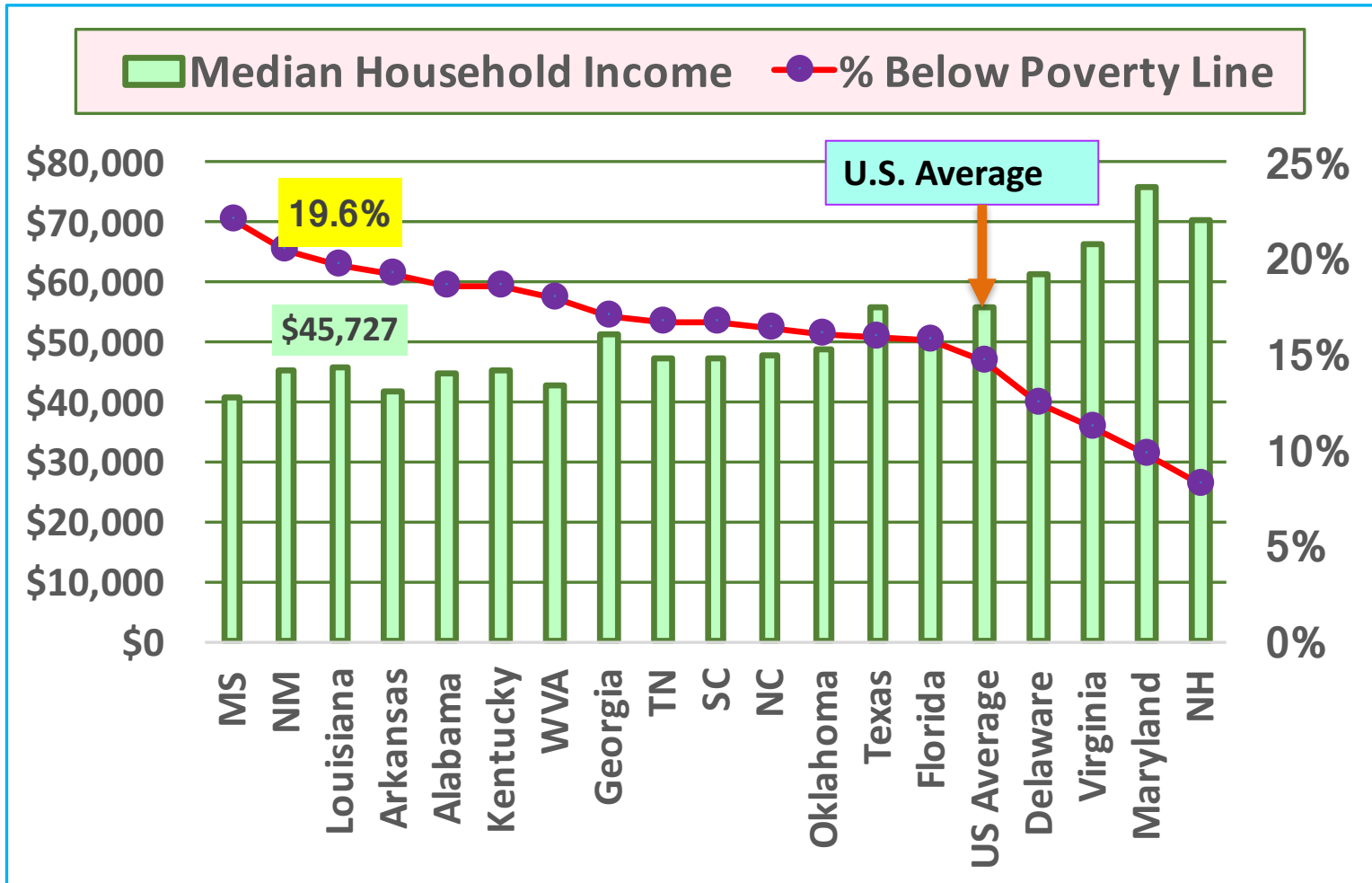


In Billions	2017 Original (6/2016)	2017 Adopted (1/2017)	2018	2019	2020	2021
General Fund	9.62	9.28	9.47	8.39	8.61	8.75
Dedications	2.41	2.51	2.57	2.55	2.55	2.56
Total	12.03	11.80	12.04	10.94	11.16	11.32
Oil per barrel	\$30.00	\$48.13	\$51.41	\$53.37	\$53.93	\$54.55

Is Louisiana a Poor State?

Louisiana has the 2nd highest poverty rate 6th lowest per capita income

Source: US Census Bureau, 2015 Rates



\$304 Million State Deficit To Fill

- **Total budget is about \$12 billion, so \$300 million is 2.5% of the total**
- **Louisiana Budget Project: Jan. 30: Fees, but no taxes in special session**
 - **Governor Edwards said no new taxes, but fees could go up**
 - **Mix of budget cuts and using the rainy day fund**
- **What is off the table:**
 - **K-12 schools**
 - **Departments of Corrections and Children and Family Services.**
- **What is on the table for cuts:**
 - **Health care services,**
 - **Higher education**
 - **Offices of other statewide elected officials**

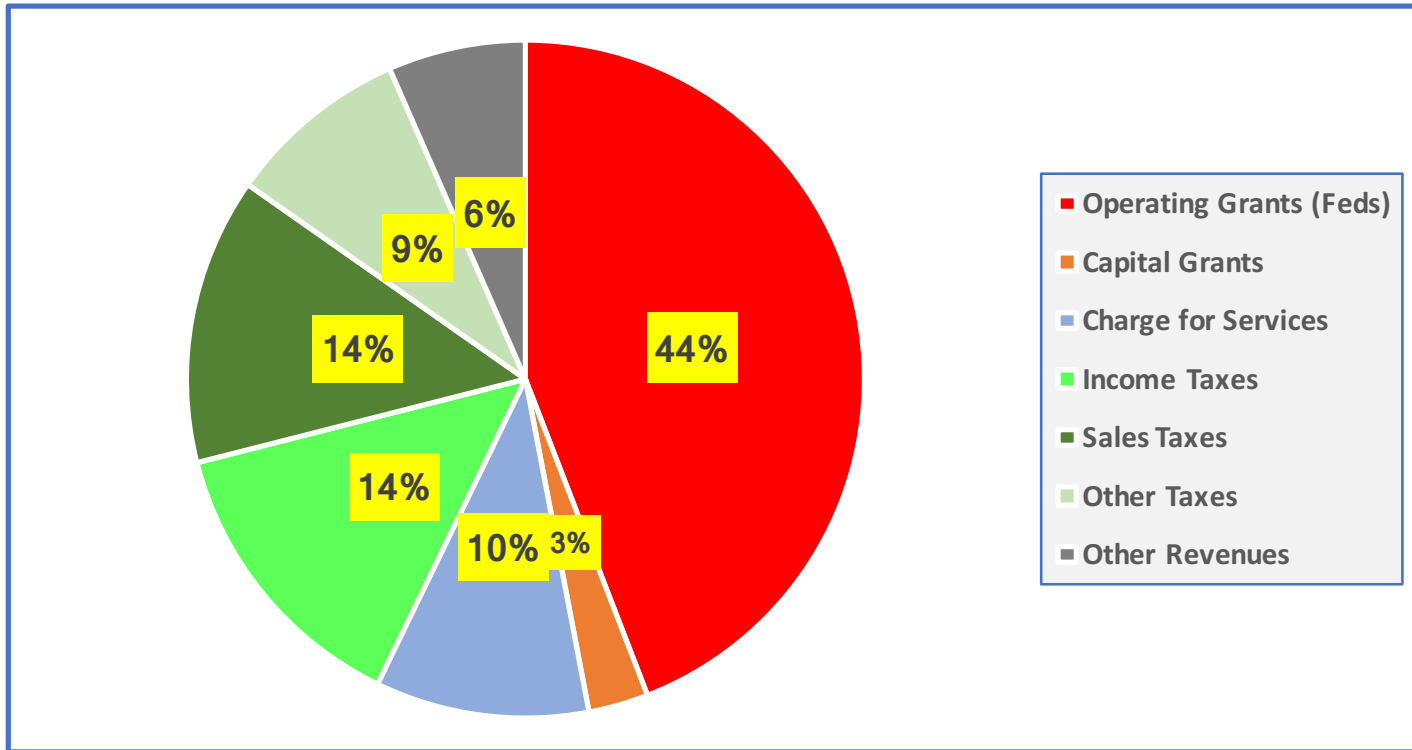
State S&P Bond Ratings, 2016

Source: Pew Charitable Trust, December 2016

AAA	AA+	AA	AA-	A+	A	A-
AK	ID	AL	CA	KY		IL
DE	MA	AZ	MI			NJ
FL	MN	AR	PA			
GA	NM	CO	WV			
IN	NY	CT				
IA	OH	HI				
MD	OK	KS				
MO	OR	LA				
NE	SC	ME				
NC	TN	MS				
ND	VT	MT				
SD	WA	NV				
TX		NH				
UT		RI				
VA		WI				
WY						

2016 Total State Revenue Breakdown

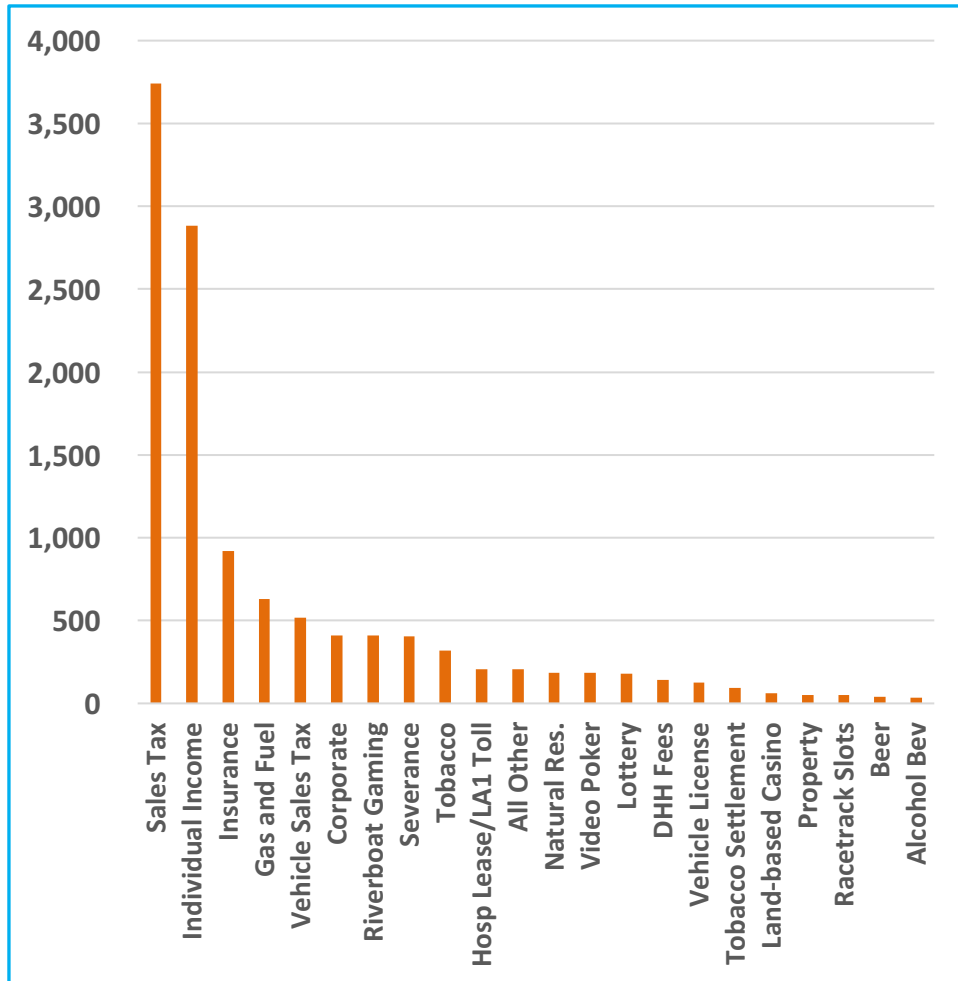
Source: State of Louisiana 2016 Comprehensive Annual Financial Report



In Billions	Dollars	% of Total
Operating Grants (Feds)	10.6	44%
Capital Grants	0.7	3%
Charge for Services	2.5	10%
Income Taxes	3.3	14%
Sales Taxes	3.3	14%
Other Taxes	2.1	9%
Other Revenues	1.6	7%
Total Revenues	24.1	100%

State Revenue Breakdown – Taxes Only

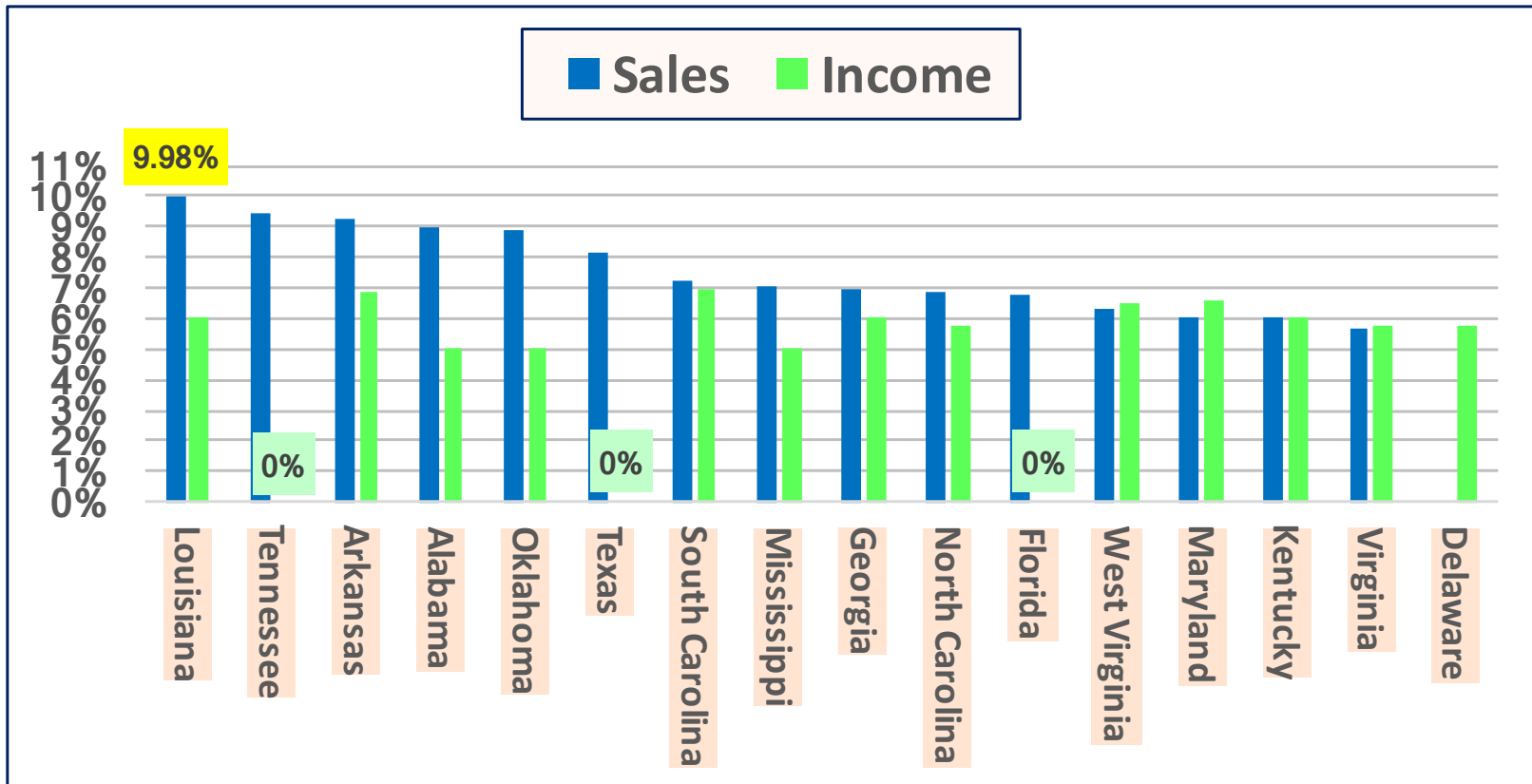
Source: State Revenue Estimating Conference, 1/13/2017



In Millions	Dollars	% of Total
Sales Tax	3,741.2	31.7%
Individual Income	2,881.3	24.4%
Insurance	917.5	7.8%
Gas and Fuel	632.5	5.4%
Vehicle Sales Tax	517.3	4.4%
Corporate	412.1	3.5%
Riverboat Gaming	411.3	3.5%
Severance	404.2	3.4%
Tobacco	320.0	2.7%
Hosp Lease/LA1 Toll	207.8	1.8%
All Other	203.7	1.7%
Natural Res.	183.0	1.6%
Video Poker	183.0	1.6%
Lottery	178.1	1.5%
DHH Fees	141.8	1.2%
Vehicle License	127.7	1.1%
Tobacco Settlement	94.3	0.8%
Land-based Casino	60.0	0.5%
Property	51.2	0.4%
Racetrack Slots	50.7	0.4%
Beer	41.7	0.4%
Alcohol Bev	36.4	0.3%
Total Taxes, Lic, Fees	11,796.8	100.0%

State Tax Rates

Source: Tax Foundation



- Income Tax is the highest marginal tax rate; TX, FL, and TN do not have a tax on wages
- Sales Tax is the combined state and average local rate, 2017
- Louisiana has the highest sales tax rate in the country

Blue-Ribbon Panel Recommendations on Changing the State Tax Structure

Source: The Advocate, 1/25/2017

- **13-member panel, Co-chairs are a Legislative appointee and an economist from LSU**
- **Eliminate the 1% addition to the sales tax, and capture the same revenue by reducing the number of items subject to the state income tax**
- **Get rid of the individual and business tax breaks passed by Jindahl**
 - **In 2015, the state gave away \$1.18 in sales tax breaks for every \$1 it collected in sales taxes.**
 - **In 2015, the state awarded \$2.72 in corporate income tax breaks for every \$1 in corporate taxes it collected.**
- **Do not allow taxpayers to deduct, on their state tax returns, the income taxes they pay to the federal government. This change would net \$900 million a year and mostly hit higher-income taxpayers, but also would allow a decline in the income tax rate. This was rejected by Republicans**
- **Reduce by ½ the deduction on state tax returns the amount deducted for federal Schedule A itemized deductions. This was also rejected by Republicans, as well as the leading democrat (Abramson)**

2017 Makeup of State Legislatures and Governors

Source: National Conference of State Legislatures

State	Governor	Senate	House
Delaware	John Carney	11-10	25-16
Maryland	Larry Hogan	33-14	90-51
Louisiana	John Bel Edwards	25-14	60-42-3
Virginia	Terry McAuliffe	21-19	66-34
West Virginia	Jim Justice	22-12	63-37
North Carolina	Roy Cooper	35-15	74-46
Mississippi	Phil Bryant	32-20	72-48-2
Texas	Greg Abbott	20-11	94-56
South Carolina	Henry McMaster	28-18	80-44
Florida	Rick Scott	25-15	79-41
Kentucky	Matt Bevin	27-11	64-36
Georgia	Nathan Deal	38-18	118-62
Alabama	Robert Bentley	26-8-1	72-32-1
Arkansas	Asa Hutchinson	26-9	76-24
Tennessee	Bill Haslam	28-5	74-25
Oklahoma	Mary Fallin	42-6	75-26
Rhode Island (Bluest state)	Gina Raimondo	33-5	64-10
Michigan	Rick Snyder	27-11	63-47
Wyoming (Reddest state)	Matt Mead	27-3	51-9

- States all red: 25
- States split: 18
- States all blue: 7
- Governors:
 - 33 red
 - 16 blue
 - 1 independent (Walker in Alaska)

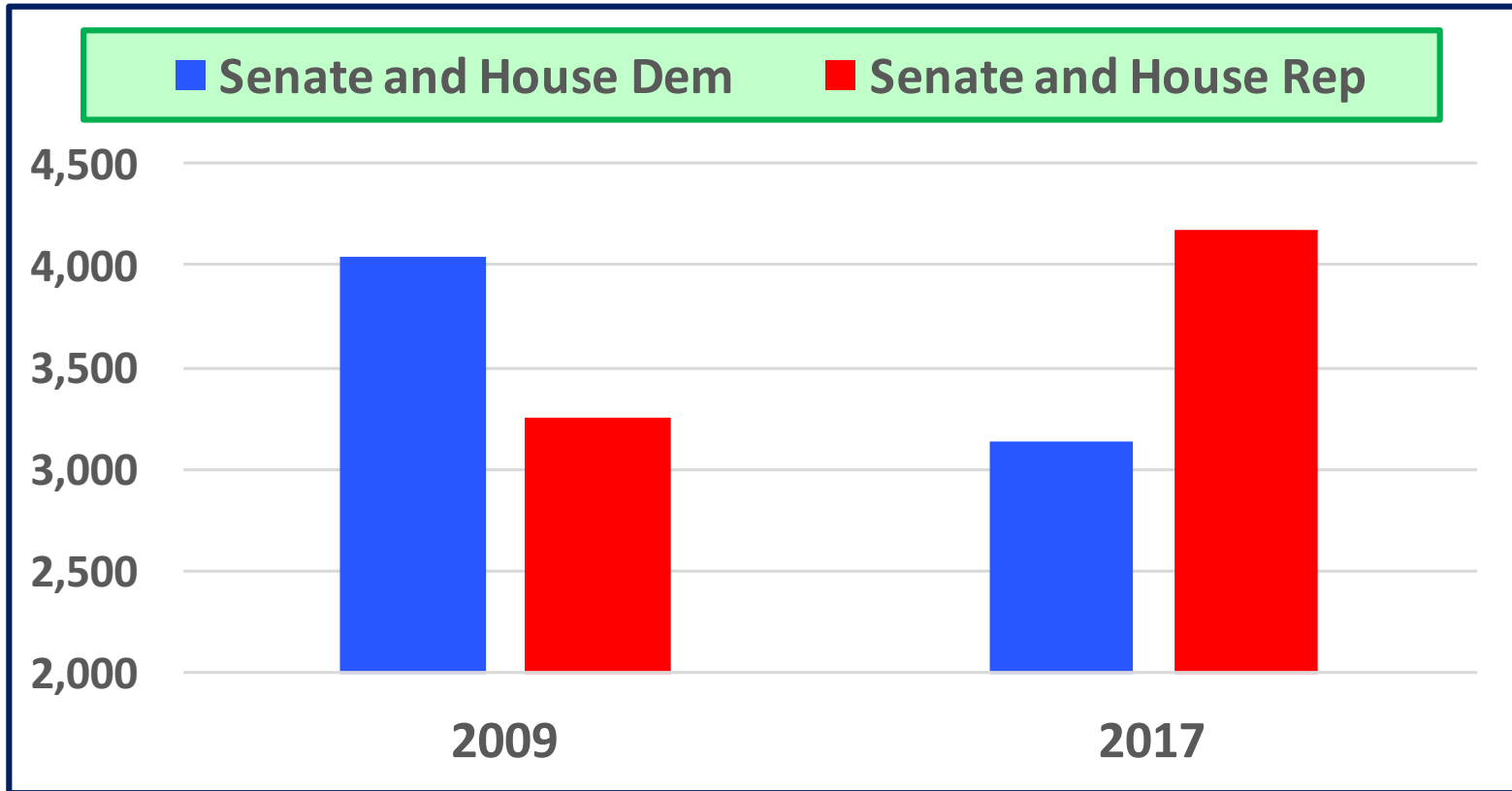
Makeup of Legislatures: Changes From 2009 vs. 2017

Source: National Conference of State Legislatures

16 Southern States	2009	2017	Change
Governors	9-7	12-4	+5
State Senates	9-7	14-2	+5
State Houses	8-8	14-2	+6
All U.S.:	2009	2017	Change
Governors	26-24	33-16-1	+9.5
State Senates	28-21-1	36-14	+14.5
State Houses	34-15-1	33-17	+17.5
All U.S.:	2009	2017	Change
States All Red	9	25	+16
States Split	25	20	-5
States All Blue	16	5	-11
Louisiana	2009	2017	Change
Louisiana Senate	23-16	25-14	+9
Louisiana House	52-50-3	60-42-3	+10

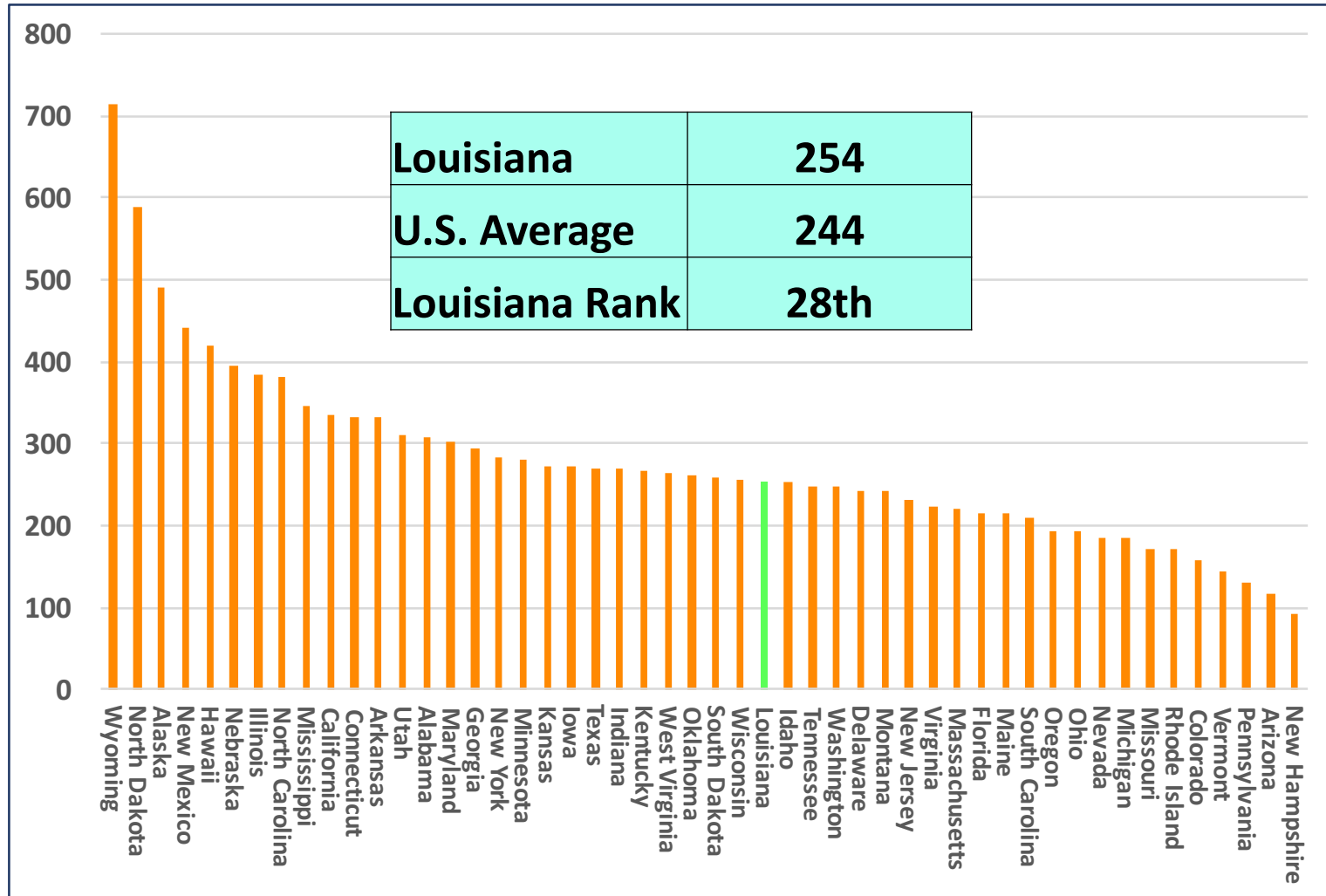
Total Number of State Legislators, 2009 vs. 2017 (All U.S.)

Source: National Conference of State Legislatures



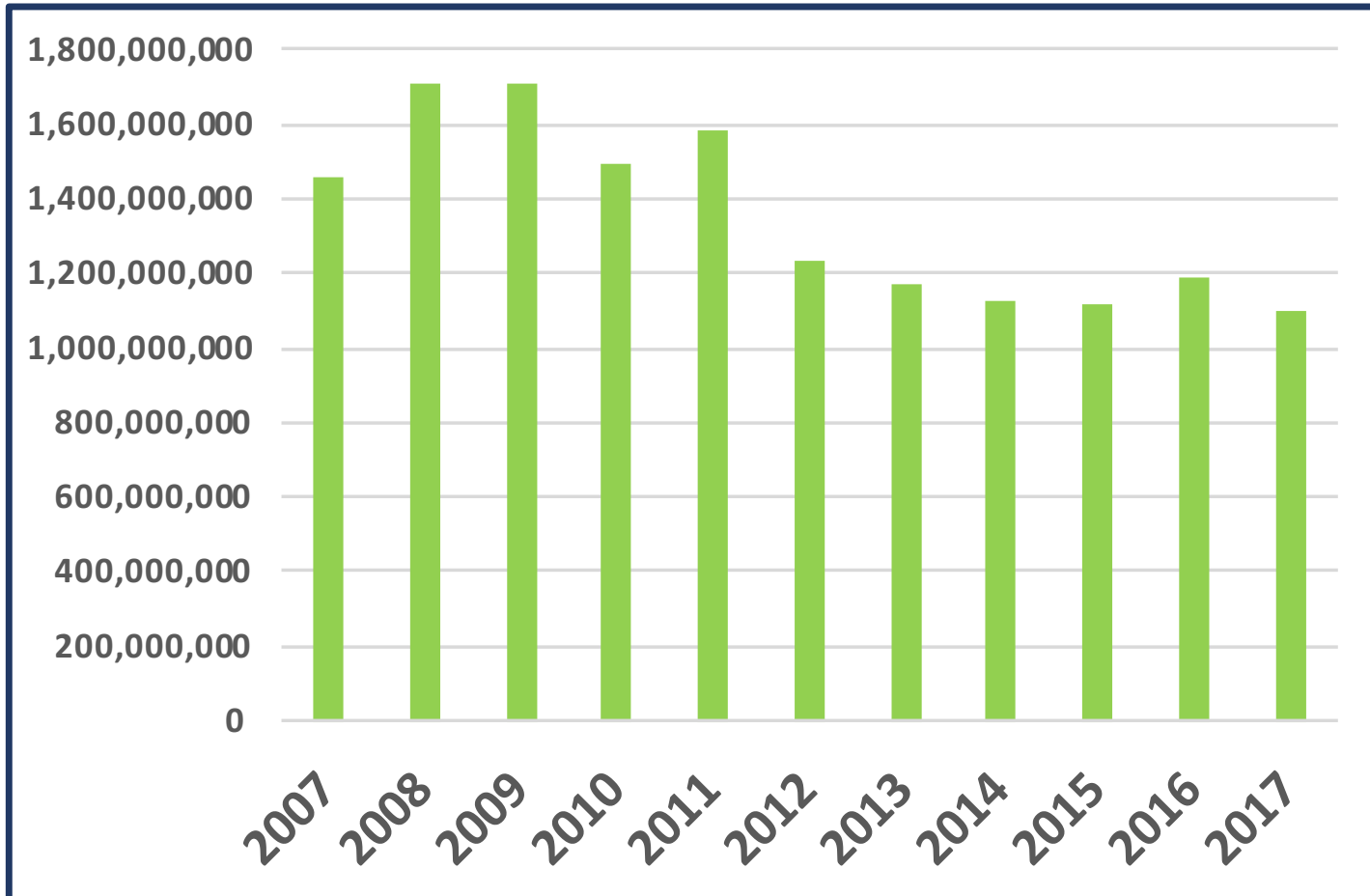
All U.S.	2009	2017	# Change	% Change
Senate and House Dem	4,047	3,135	(912)	-23%
Senate and House Rep	3,246	4,177	931	29%

2016 State Appropriation per Capita for Higher Education by State per Grapevine

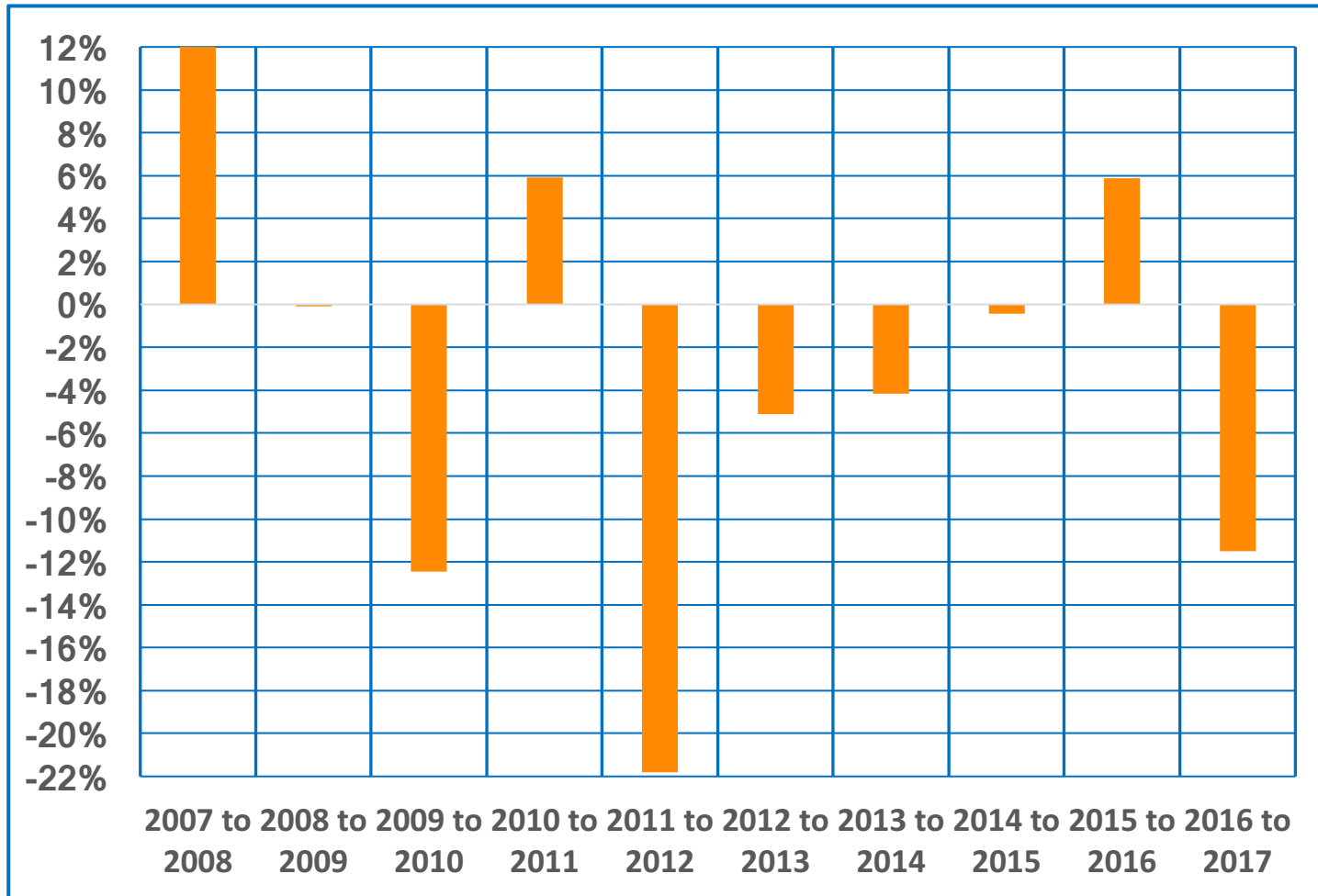


Total Louisiana Appropriation for Higher Education, 2008 to 2017

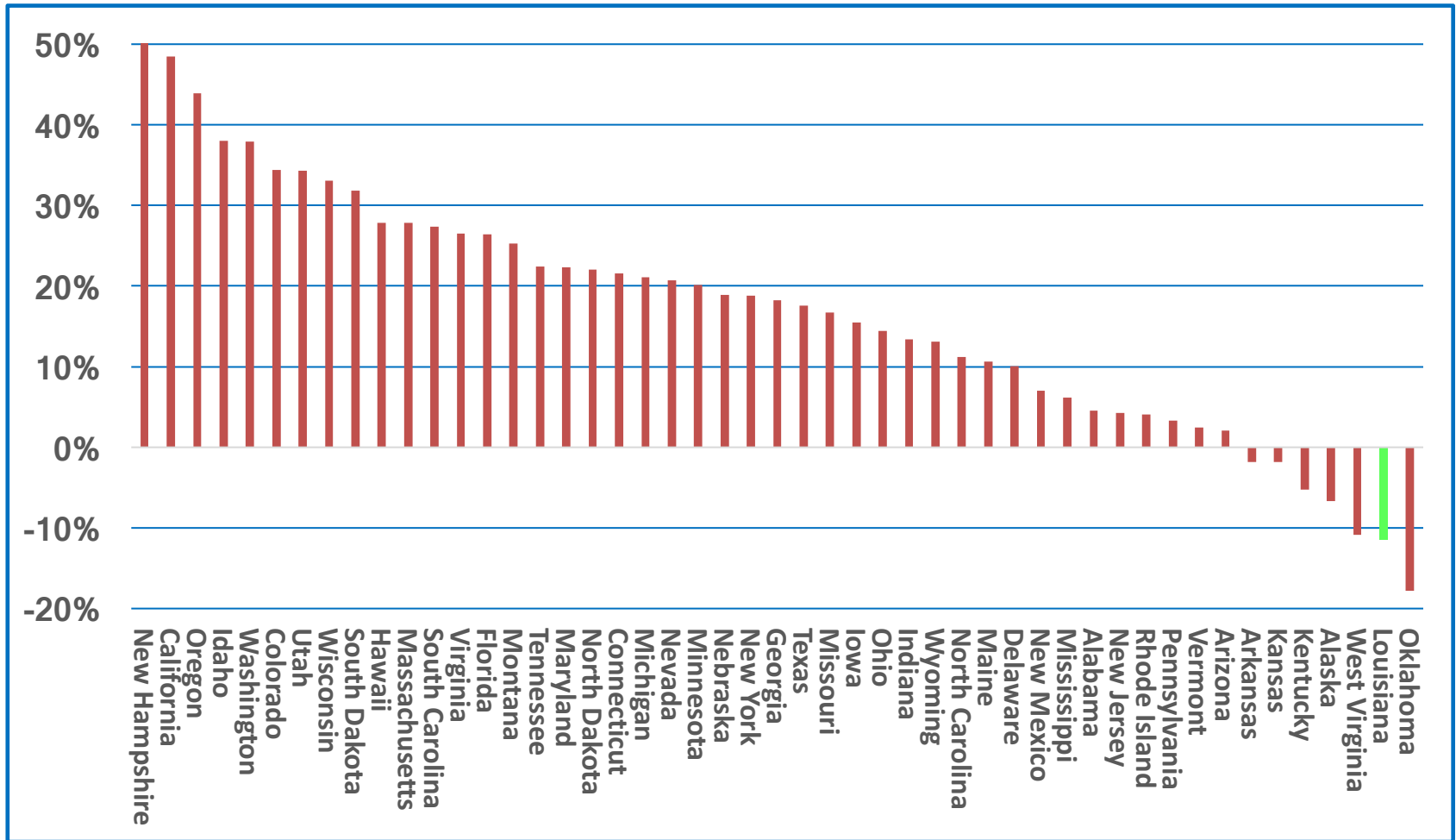
Sources: Grapevine and Louisiana Public Postsecondary Education Operating Budget Review, 2016



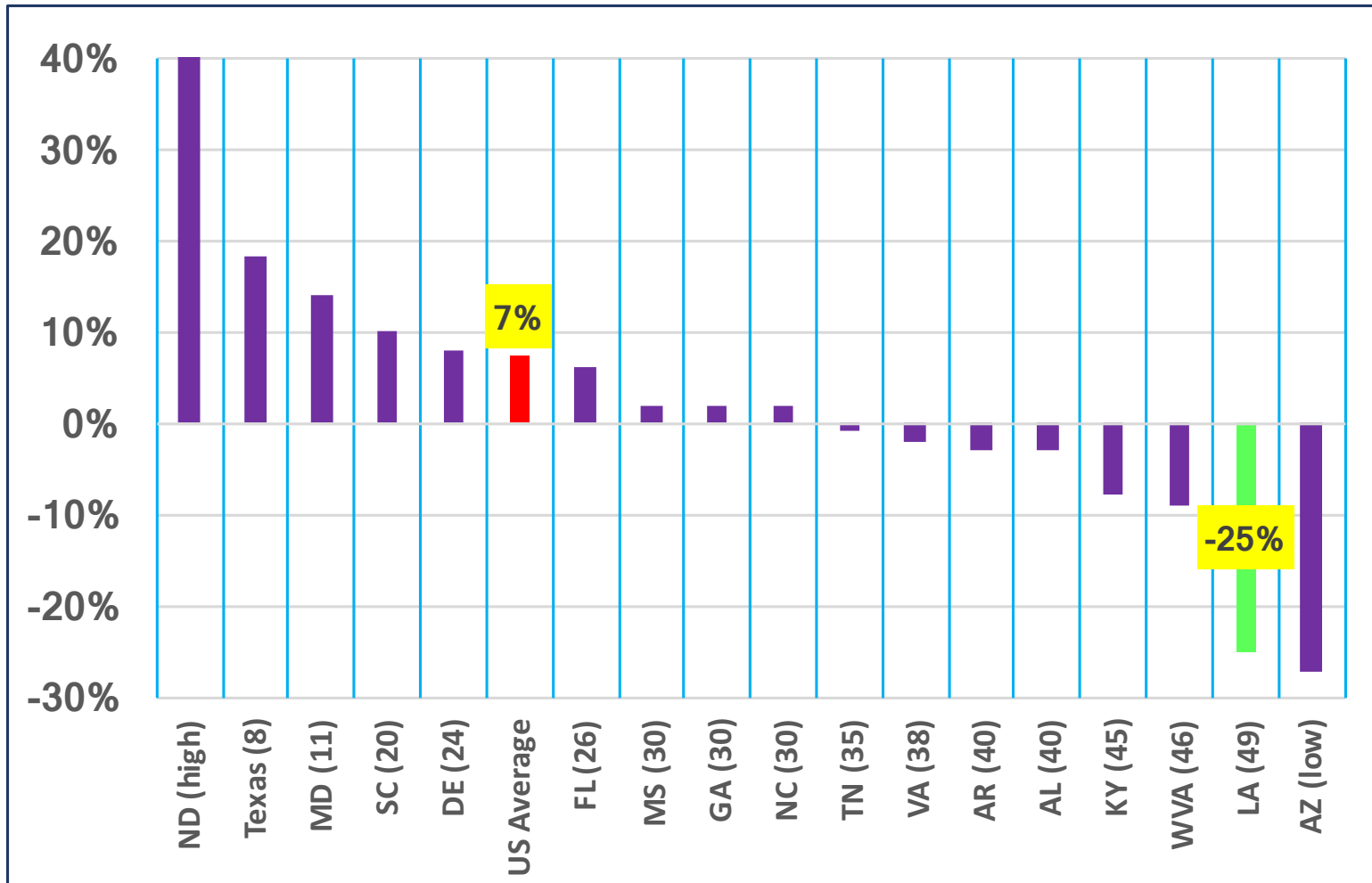
Annual % Change in Louisiana Appropriation for All of Higher Education



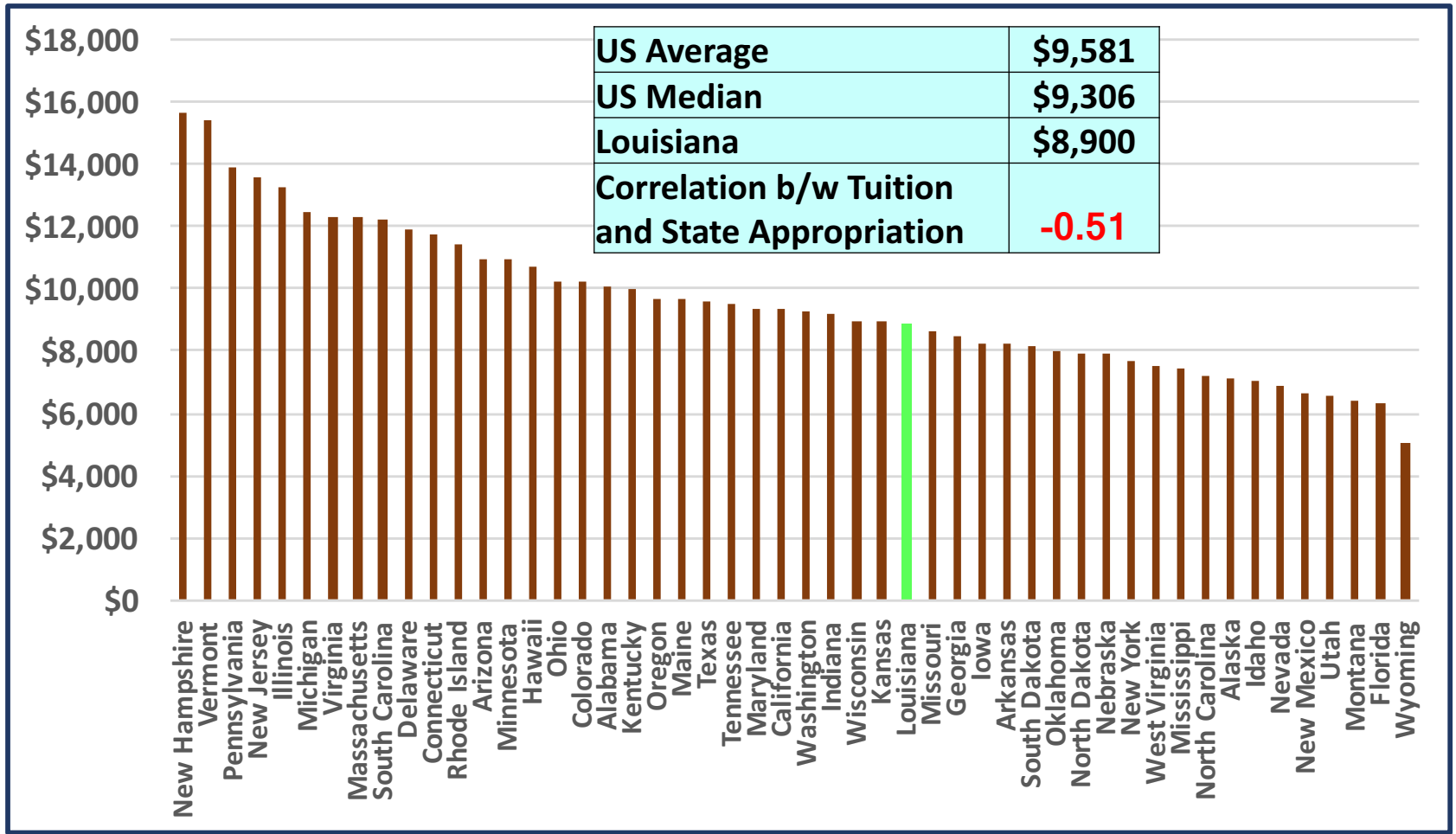
Change in Total Higher Ed Appropriation by State, 2012 to 2017 per Grapevine, 2/6/2017



Change in State Appropriation per Capita, All States per Grapevine, 2011 to 2016



Average In-State Tuition at 4-Year Public Universities, 2016-17 per College Board

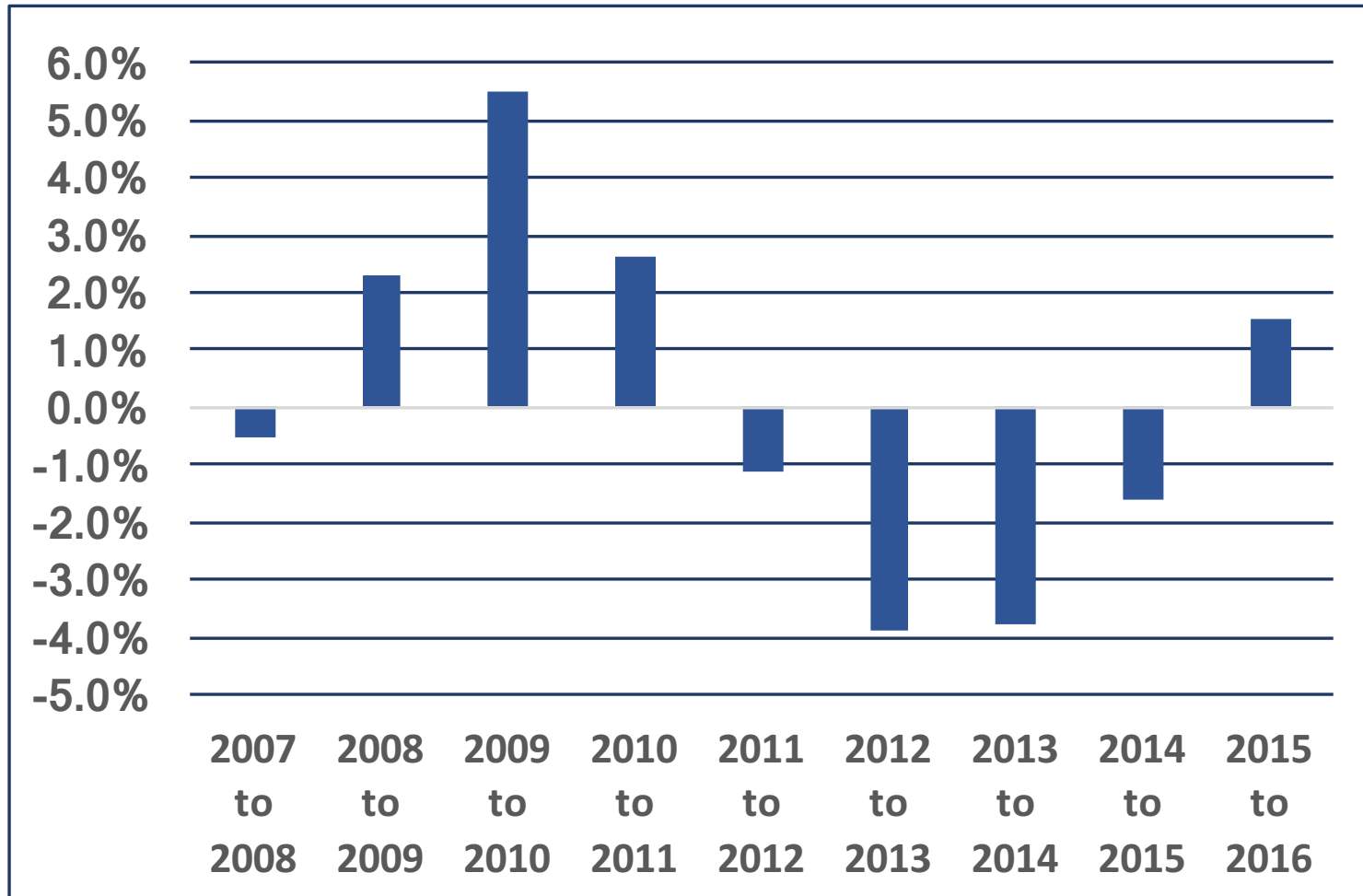


Change in Public 4–Year Tuition By State, 2007 to 2017 per the College Board

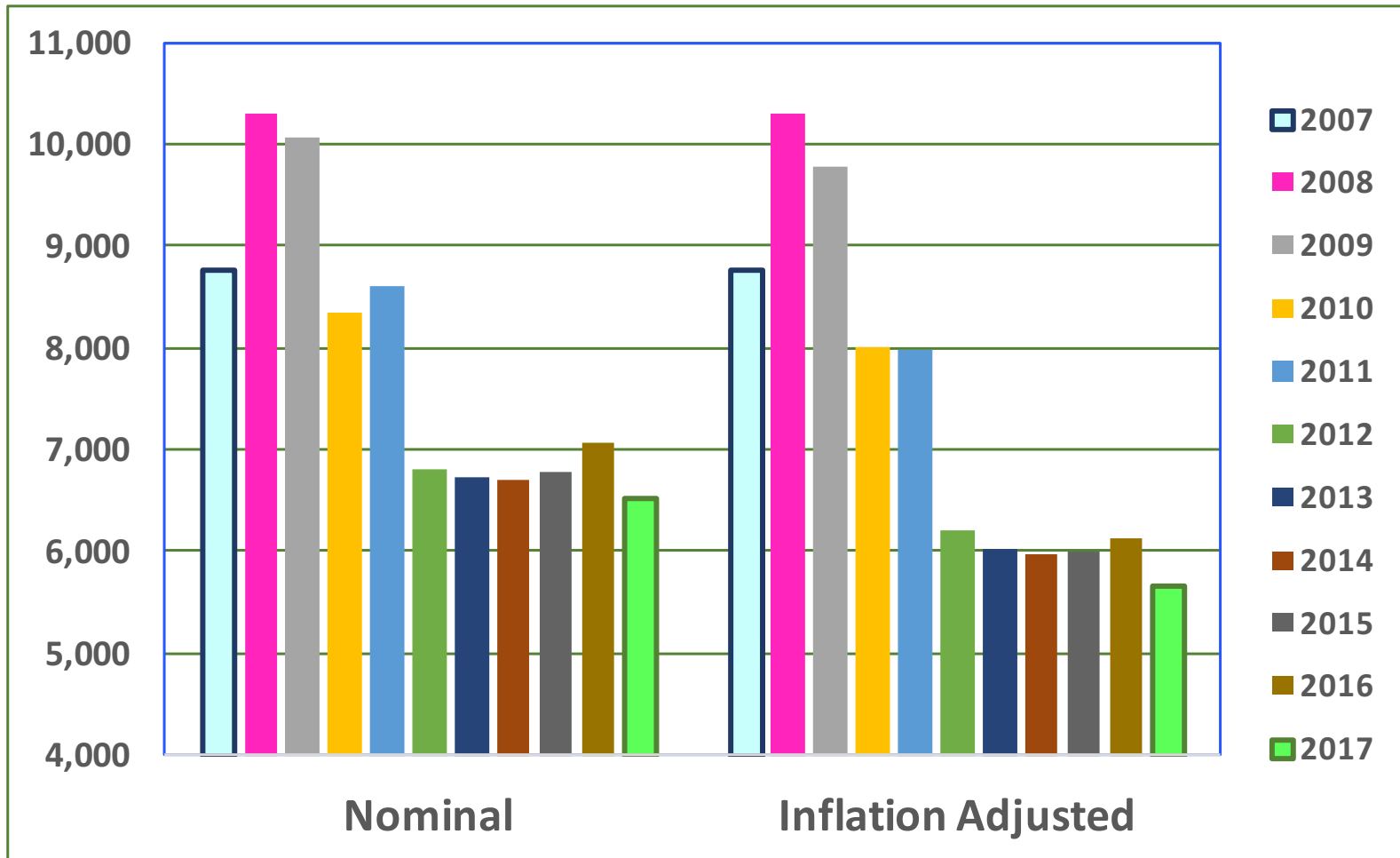
	2007 to 2012	2012 to 2017	2007 to 2017
US Average	27%	12%	43%
Louisiana	25%	59%	100%
Louisiana Rank (highest change from 2012 to 2017)	20	1	2
Louisiana 2007/2012/2016	\$4,458	\$5,588	\$8,900

Change in FTE Enrollment for All of Louisiana Higher Education

Sources: Higher Education State Fact Books, Louisiana Board of Regents; Grapevine

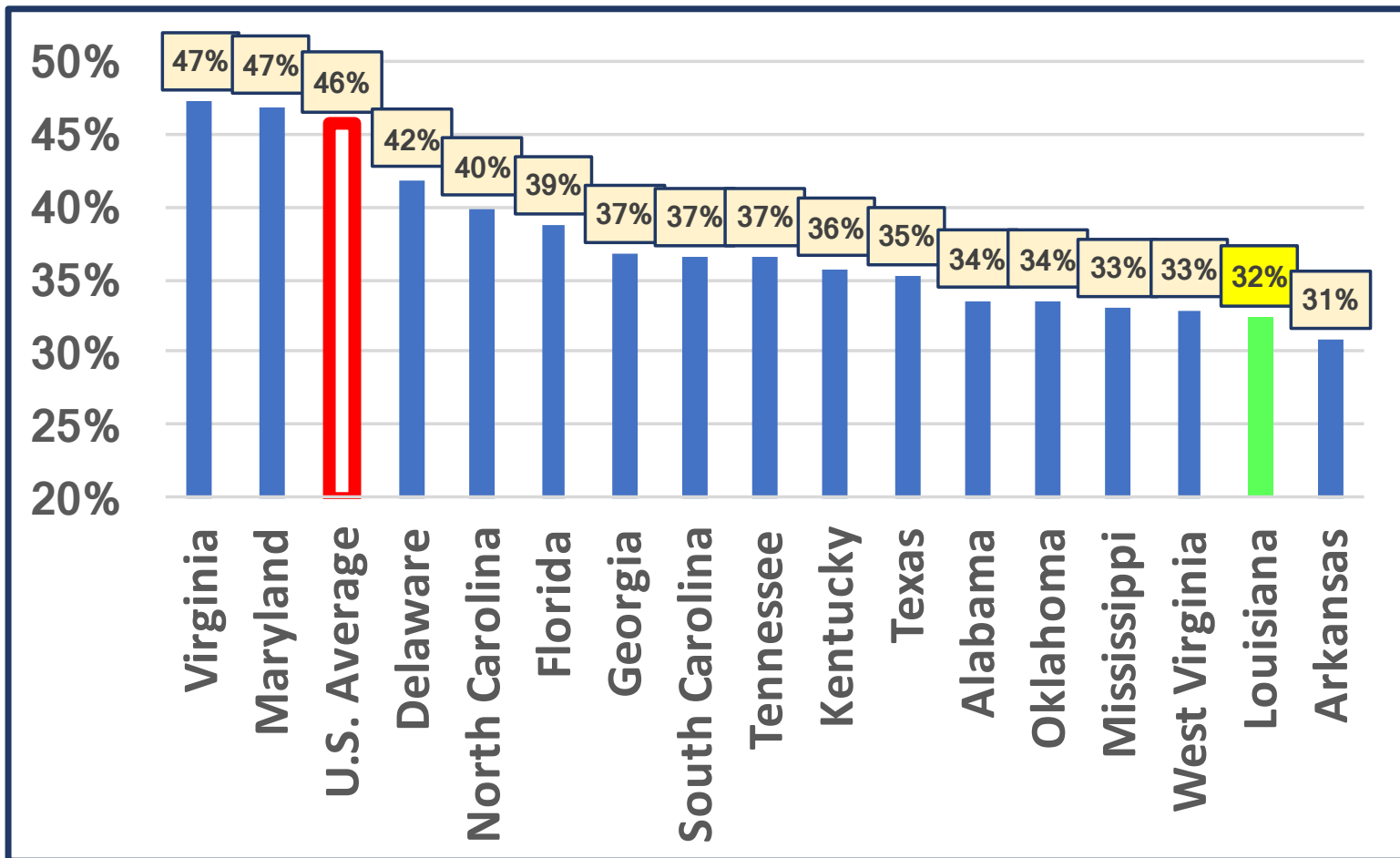


Appropriation Per Student, With and Without Inflation



Educational Attainment by State: Percent of Adults Ages 25-34 with Associates Degree or Higher

Source: American Community Survey, Census Bureau



**Unions, Activism, and
Standing Up and
Fighting Back in the
Current Environment**

AAUP President Fichtenbaum in the January-February 2017 Issue of Academe

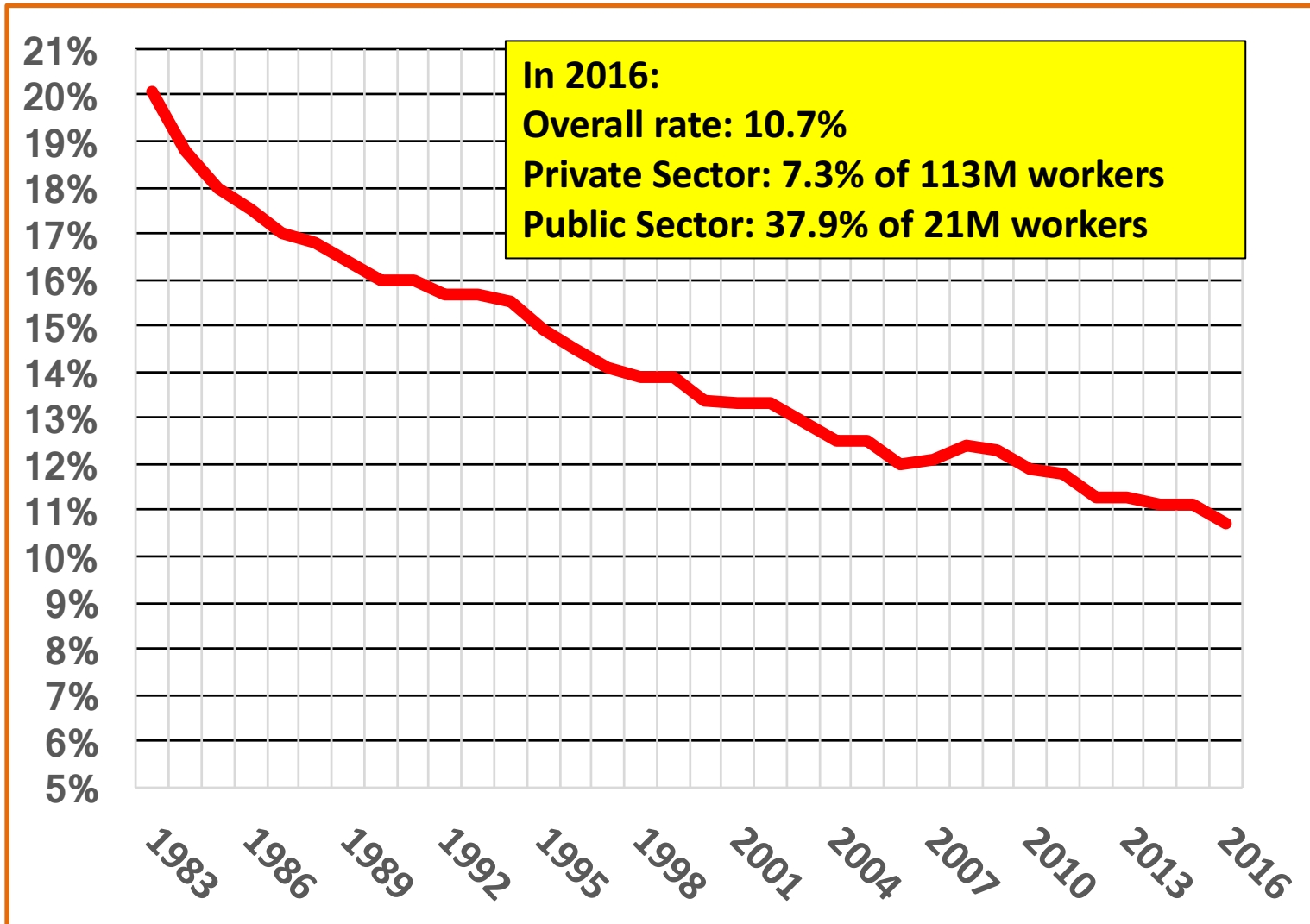
It has been open season on public education and teachers' unions, and in higher education we have seen massive cuts in funding, attacks on tenure and academic freedom, the growing use of faculty on contingent appointments, rising student debt, and the adoption of questionable performance-based funding measures.

The transformation of higher education into a highly stratified, for-profit business aimed at serving the interests of the wealthy and America's corporations will accelerate under the new administration.

The goal of creating an educated citizenry will be subordinated to the demands of wealthy and corporate interests, and academic freedom for faculty, students, and researchers will consequently be under attack.

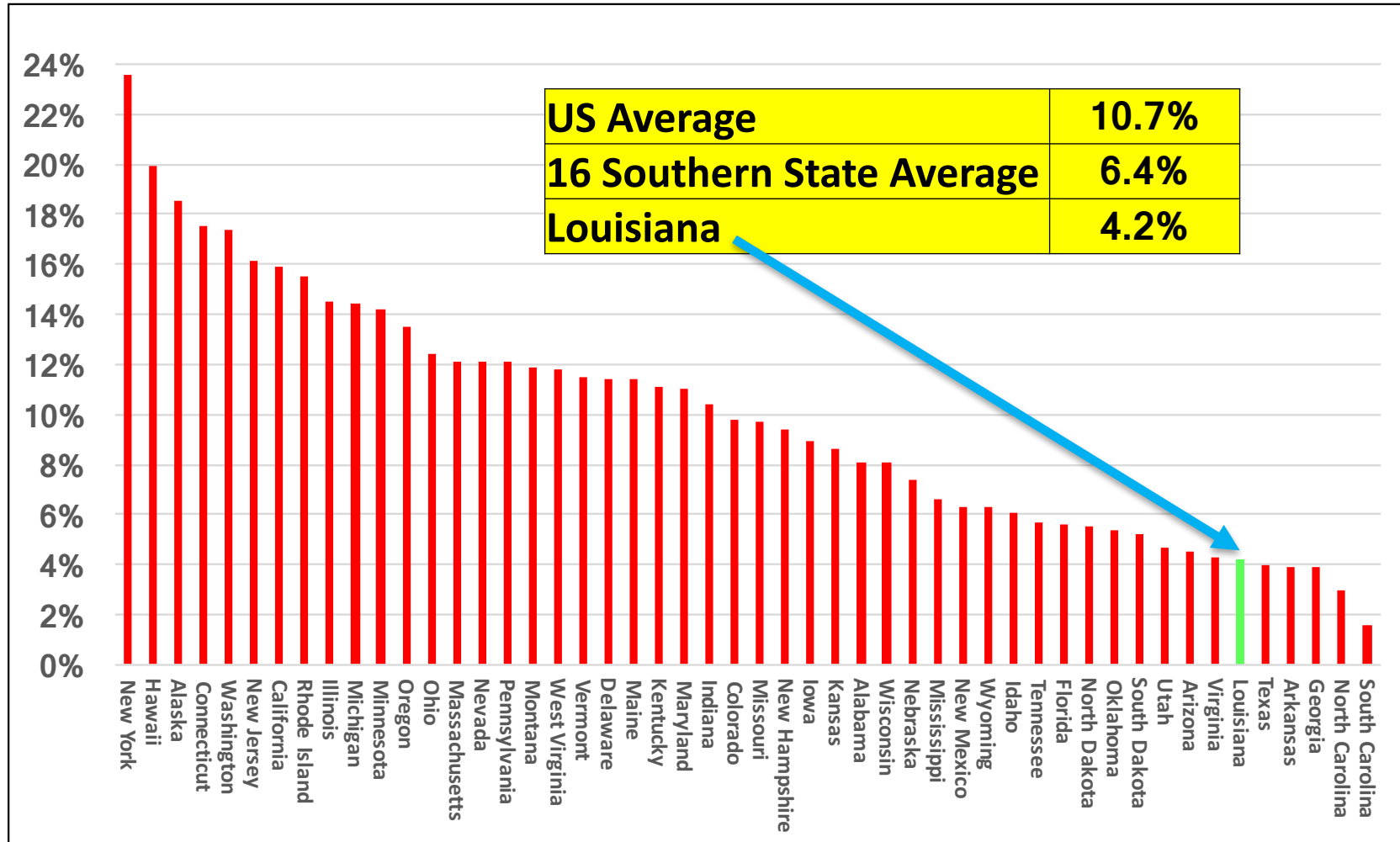
Percent of Workers In Unions

Source: Bureau of Labor Statistics



2016 State Unionization Rates

Source: Bureau of Labor Statistics



Labor Law in Louisiana

- **Collective bargaining IS legal for government workers**
- **The law does not articulate:**
 - **How unions are certified**
 - **What items may be negotiated**
- **Unions DO have a right to exclusive representation of workers (see Jarvis v. Cuomo case)**
- **Louisiana is a right-to-work state**
- **Binding arbitration is not required during the collective bargaining process**
- **Pubic sector strikes are legal, except for police and fire**

Higher Education Unions in Louisiana in the Public Sector?

- In 1935, the National Labor Relations Act gave private employees the right to unionize and bargain collectively.
- But that law left to individual states the decision of whether to give the same right to their public employees
- In Louisiana, there is a public sector law with limited rights
- However, for higher education, there is no “Enabling” legislation that details who can be in a union, how elections are held, etc.
- There still can be a union, if:
 - A majority of workers voted for a union, AND
 - The administration of the university will have to voluntarily recognize the union. This is just not going to happen

Higher Education in the Private Sector in Louisiana?

- The *Yeshiva* case gets in the way
- *Yeshiva*, a 1980 U.S. Supreme Court case, concluded that unions are managers and therefore are not considered workers covered by the National Labor Relations Act
- We have many AAUP unions that were formed before 1980 and still exist
- For a new union, we would have to challenge *Yeshiva*, claiming faculty are not managers. Recently, the NLRB gave us hope, articulating new standards and guidelines, recognizing that many faculty do not really have any say in terms of hiring, budget, or operations.
- However, Trump is going to name a majority of members of the 5-member NLRB
- This is very unlikely to be successful
- Again, it would take voluntary recognition by the administration

Legislative Challenges at the State and Federal Levels

- **National Right-to-Work-is-Wrong Legislation is now being proposed**
- **State Right-to-Work-is-Wrong Legislation**
 - Kentucky just went down
 - Ohio, New Hampshire, and Missouri may be next
- **Iowa**
 - Wisconsin-like restrictions on collective bargaining
 - Tenure not legal?
- **Missouri eliminating tenure and proposing right-to-work-is-wrong legislation**
- **In Michigan and other states, there is potential legislation to disallow employers from collecting union dues in the public sector, as well as eliminating release time for union leadership**

National Right-to-Work Legislation

- **GOP introduces national right-to-work legislation**
- **Washington Examine: Fox News Politics**
- **January 30, 2017**
- **Republicans in Congress plan to introduce legislation Wednesday that would prohibit workers nationwide from being forced to support a union.**
- **Reps. Joe Wilson of South Carolina and Steve King of Iowa are sponsoring the legislation, which would amend the National Labor Relations Act and the Railway Labor Act to prohibit what unions call "security clauses." These are provisions that permit union-management contracts that require all employees to join a union or pay one a regular fee as a condition of employment**

The Anti-Tenure Proposal In Iowa

<https://www.legis.iowa.gov/legislation/BillBook?ga=87&ba=SF41>

- **Prohibit**, at each institution of higher learning governed by the state Board of Regents, **the establishment or continuation of a tenure system for any employee of the institution.**
- Acceptable grounds for termination of employment of any member of the faculty shall include but not be limited to just cause, program discontinuance, and financial exigency.
- The **dean** of a college under the authority of the state board of regents and the president of the institution of higher learning governed by the state board shall employ faculty as necessary to carry out the academic duties and responsibilities of the college.
- The board of regents shall also have and exercise all the powers necessary and convenient for the effective administration of its office and of the institutions under its control, and to this end may create such committees, offices and agencies from its own members or others, and employ persons to staff the same, fix their compensation and **tenure**

Collective Bargaining Law Proposal in Iowa

- Iowa lawmakers push bill to severely restrict collective bargaining by employees in higher education.
- Inside Higher Education February 10, 2017
- The bill would:
 - Prohibits contract negotiations over insurance, leaves of absence for political activities, supplemental pay, transfer procedures, performance evaluations (for faculty members and other employees), procedures for staff reduction, grievance procedures for resolving questions arising under the agreement, and any employment “advantage” based on seniority.
 - The only mandatory topic is wages, and increases can be no more than 3% or the rate of inflation, whichever is lower
 - Unions would have to be recertified by election prior to the end of every collective bargaining agreement in a two-thirds vote by all members
- What is left to bargain?



AAUP Response to Right-to-Work is Wrong

Rudy Fichtenbaum, Columbus Dispatch, 1/24/2017

- **With Kentucky becoming the nation's 27th right-to-work state, it's more important than ever that people understand that right-to-work is wrong for Ohio.**
- **Those who favor right-to-work-is-wrong argue that average job growth is greater. Averages can be deceiving. If I have \$2 million and you have nothing, on average, we are both millionaires.**
- **If one looks at the 20 states with the highest job growth, 10 were **free-bargaining states** and 10 were **right-to-work-is-wrong states**.**
- **In right-to-work-is-wrong states, workers make less money and are less likely to have retirement benefits and employer-sponsored health insurance.**

More from the AAUP President

- **Here's the thing: Voters have never passed right-to-work-is-wrong. Like in Kentucky, right-to-work-is-wrong has always been rammed through statehouses by extreme lawmakers and signed by governors in the dead of the night.**
- **It's a fallacy and a myth when extreme lawmakers say businesses consider right-to-work-is-wrong in their relocation decisions. It's never even on their radar. Employers are looking for qualified and dedicated employees, good neighborhoods and high quality of life.**
- **Right-to-work-is-wrong divides workers. No one is required to join a union and unions have to represent everyone on the job regardless of their status. However, right-to-work-is-wrong allows some workers to be free-riders, paying nothing but still receiving union representation. This weakens unions because it weakens their ability to fight for workers, and that hurts all of us.**

AAUP Response To Attacks on Tenure

<https://www.aaup.org/news/concerted-attack-academic-freedom#.WleUJ7GZOjQ>

- **Academic tenure safeguards academic freedom and higher education's contribution to a functioning democracy.**
- **In today's political climate, with academics and independent media under attack, what is needed is certainly not less due process or fewer protections for open debate, dialogue, and research.**
- **It is already the case that many educators lack the protection of tenure.**
- **The regressive attacks on tenure that we are now seeing are part of a general attack on education and an educated citizenry. They come hand-in-hand with the defunding of public higher education and are being conducted by the same players who wage right-to-work battles against working people and seek to privatize our public services in a race to the bottom.**
- **Recent legislative assaults on higher education in Wisconsin were a model, and they are being replicated by a large network with deep pockets. We saw a collection of legislation that compromised working families' collective bargaining rights, challenged tenure protections, and defunded the public university system**

From the Univ. of Iowa AAUP Chapter 10 Ways Tenure Benefits Students and Everyone

- 10. Tenure promotes stability, enabling the development of a community of scholars to explore new research and mentor future scholars**
- 9. Tenure routinizes intensive evaluation of faculty members' work. Once a faculty member has passed a rigorous review of research, teaching, and service, it represents that a faculty member has achieved at the highest level**
- 8. Tenure permits independent inquiry, free from commercial and political pressure**
- 7. Tenure encourages first-rate teaching, as faculty bring their findings and research methods directly into the classroom**
- 6. Tenure promotes effective faculty recruitment and retention**

Reasons 1 to 5 on the Benefits of Tenure

5. Tenure helps the economy. It is not, as some claim, a “job for life.” The security induces many highly credentialed scholars and professionals to forego more highly paid employment elsewhere, and these faculty teach our future community leaders

4. Tenure fosters students’ creativity and analytical skills. In classrooms led by faculty insulated from commercial and political pressures, students may examine important issues from a variety of perspectives

3. Tenure advantages our communities. It encourages scholars to contribute their expertise to the communities in which they live when issues related to their work arise, because they may do so without political or commercial pressures

2. Tenure increases the value of student’s degrees. It enhances the academic standing and economic value of degrees from our public universities in national and international markets.

1. Tenure is indispensable to academic freedom. It allows professors the independence to do the best work they are capable of doing without fear that they will be fired for their opinions or conclusions.

Legal Challenges – Friedrichs Type Case

- We escaped a bad outcome when *Friedrichs* was decided 4-4 in the aftermath of Scalia's passing. This would have made fair share or agency fee nonexistent in the public sector
- However, there are other cases in the pipeline. The most prevalent is *Janus v. AFSCME*
 - This case, like *Friedrichs*, could overturn *Abood*, which supported the collection of mandatory agency fees for public sector unions
 - In *Janus*, the governor of Illinois, Bruce Rauner, set the money associated with agency fees aside in an escrow account
 - This case can possibly hit the U.S. Supreme Court this term

Legal Challenge – *Jarvis v. Cuomo* or the Nuclear Catastrophe

- Exclusive representation/collective bargaining in the public sector would be declared unconstitutional if the plaintiffs win
- Yes, that is what this case is about – it originated with a AFSCE local in NY
 - Plaintiffs claim that the defendant union violated their *First Amendment* rights because it entails union association
 - The Second Circuit, in September of 2016, soundly rejected this argument, citing *Minnesota State Board for Community Colleges v. Knight*, 465 U.S. 271, (1984).
 - In *Knight*, the Supreme Court held that a state law requiring public employers to "meet and confer" with a bargaining unit's exclusive representative did not infringe the First Amendment rights of nonunion unit members

More on the Nuclear Case

- There are anti-union groups seeking to upend established Supreme Court precedent.
- If the Supreme Court agrees with them, it is likely that virtually all public sector bargaining, in its current form, would disappear. It is likely that any collective bargaining agreements would be rendered invalid as would many current dues authorizations.
- While it is possible that some form of collective bargaining would be constitutional, it would likely require a reworking of our conception of union representation and passing new legislation to authorize such bargaining.
- With a new Supreme Court justice, are there enough votes to overturn *Knight*?
- Will the Supreme Court grant cert? If so, will it happen this term?

The best and most effective way to effect change is to have a large and active AAUP chapter!

- Even if We Cannot Form a Union, we need to act like a union!

- We (and I) need to stop whining

- We need to Act!

- Activate our current full members

- Talk to our colleagues who are not members and get them to join

- Work with other progressive groups locally, state-wide, and nationally (LSU United)

- Work with AAUP nationally

- The only thing that will move the administration and the legislature and the public is concerted action



University of Louisville AAUP Chapter

<https://aaupatuofl.net>

- **Link on their website: How to Defend the Liberal Arts:**
<http://louisville.edu/artsandsciences/why/defend>
- [AAUP-UofL Report on Gov. Bevin's Executive Orders 2016-338 and 2016-339](#)
- **Governor Bevin's unilateral and precipitous actions constitute major departures from AAUP- supported standards of academic governance. For these reasons, the AAUP chapter at UofL finds that Governor Bevin's actions constitute an unprecedented executive overreach that exerts improper interference in the governance of the University of Louisville; his actions have put at risk the core principles of shared governance and academic freedom on which higher education rests.**

U of L AAUP Quoted in These Articles

- **Legislation could re-appoint Bevin's board**
 - *The Louisville Cardinal*; January 3, 2017
 - In a Facebook post, president of U of L's chapter of American Association of University Professors Avery Kolers said if the bill passes, "there is a serious chance that we will lose our accreditation," continuing to ask readers to [contact their legislators](#).
- **Louisville Foundation Mess**
 - *Inside Higher Education*; December 15, 2016
- **[Louisville Business Journal](#)**
 - What U of L professors want from the new board of trustees
 - July 14, 2016

What We Are Doing

- In Louisiana:
 - Organizing Real Faculty Governance in Northern Louisiana
 - *Reestablishing the faculty voice on campus*
 - Sonya D. Hester, Harolyn Wilson, and Joslin Pickens
- In Iowa
 - AAUP launches Iowa petition supporting tenure
 - Iowa Gazette, January 26, 2017
- In New Hampshire – Robert Reich video on why right-to-work is wrong https://www.youtube.com/watch?v=ILV4P5Pq0_0

AAUP Taking a Stand

- **Stand Against the Muslim Ban: AAUP Calls for Reversal of Muslim Ban Executive Order, Praises Widespread Citizen Resistance**
- **Reject Betsy DeVos's Nomination: The AAUP urges the United States Senate to reject Betsy DeVos's nomination as education secretary**
- **Block Andrew Puzder Nomination: The AAUP urges the Senate to block the nomination of Andrew Puzder as secretary of labor.**





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**WOMEN'S
MARCH**
- ON WASHINGTON -

"I exist because the U.S. admitted Eastern European Jews early in the 20th century. Other members of my family ceased to exist when the U.S. limited the admission of refugees in the mid-20th century."

-- Bea Opengart, Department of English & Comparative Literature, The University of Cincinnati

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#NoBanNoWall

AAUP President's Call to Action

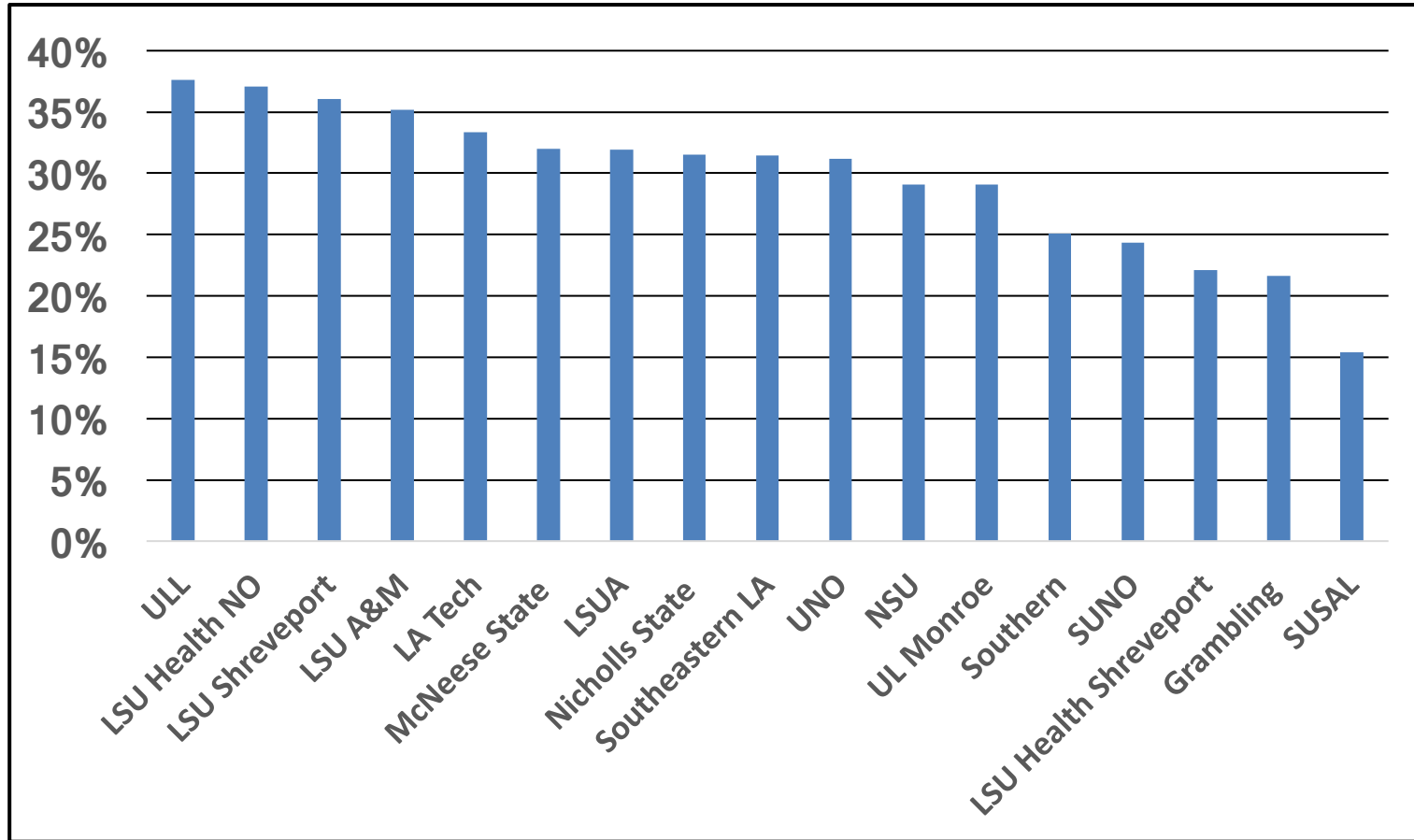
It is imperative that the AAUP join with other organizations and individuals to build a progressive movement for change and reclaim higher education as a public good.

Motivated by these objectives, the AAUP will continue organizing chapters, building state conferences, and developing coalitions with natural allies.

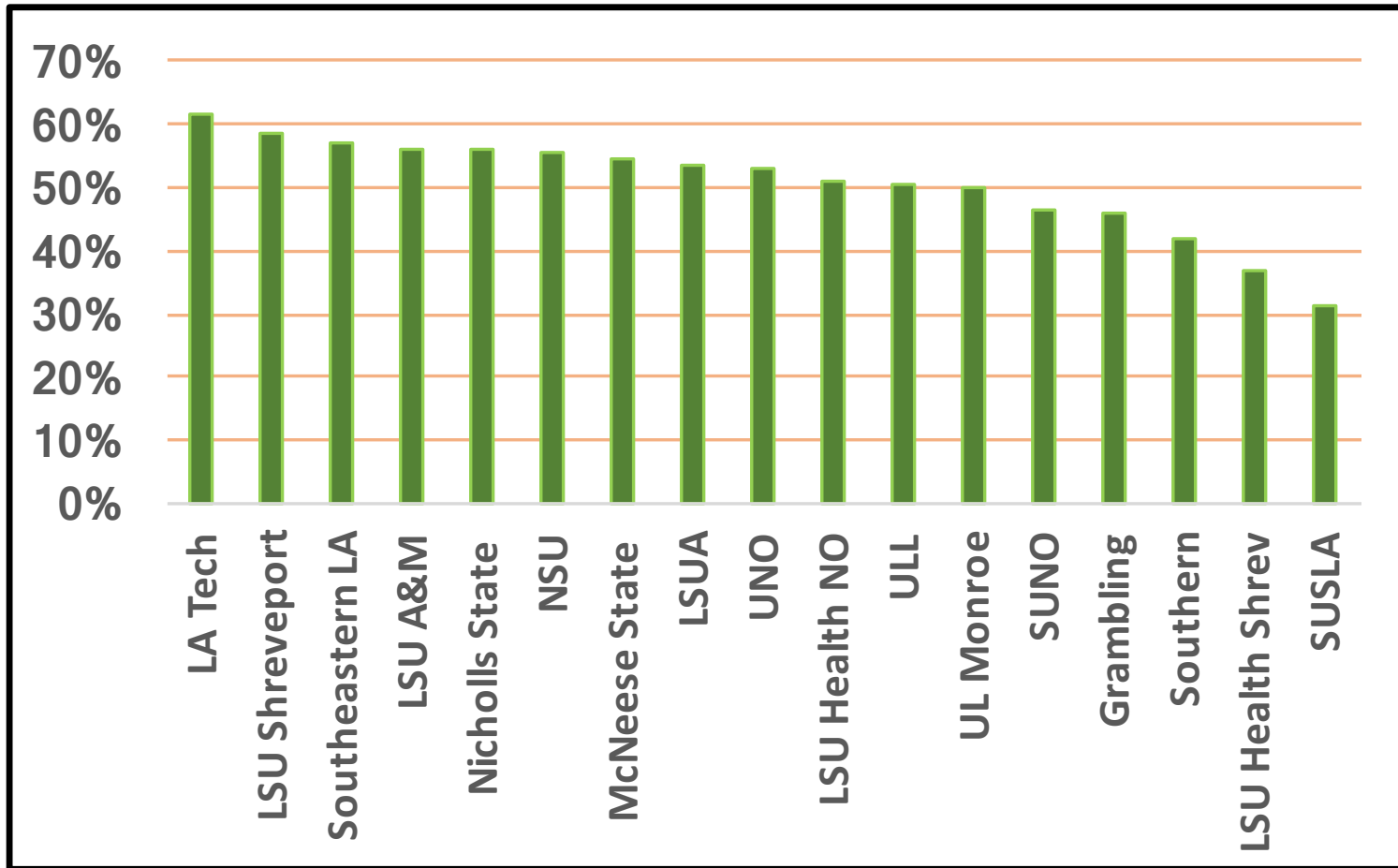
Your AAUP chapter and conference and the national organization—and indeed our society—need you to continue to work with us as we build a movement for change.

Priorities:
Salaries and Benefits for Instruction;
Number of Faculty Over Time

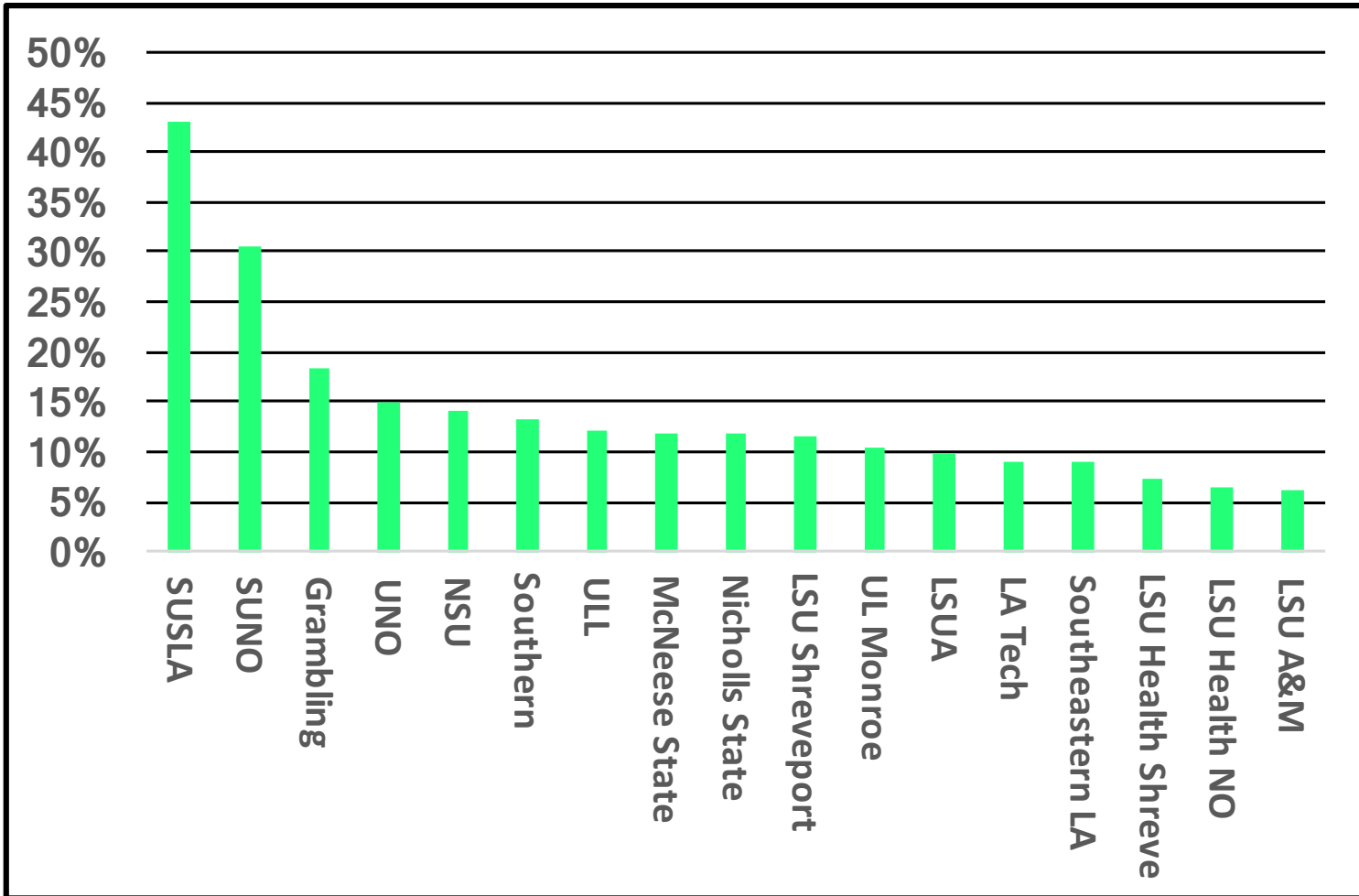
Using IPEDS Data: Instruction and Research Salaries and Benefits as a % of **Total Expenses** for all 4-Year LA Publics, 2014



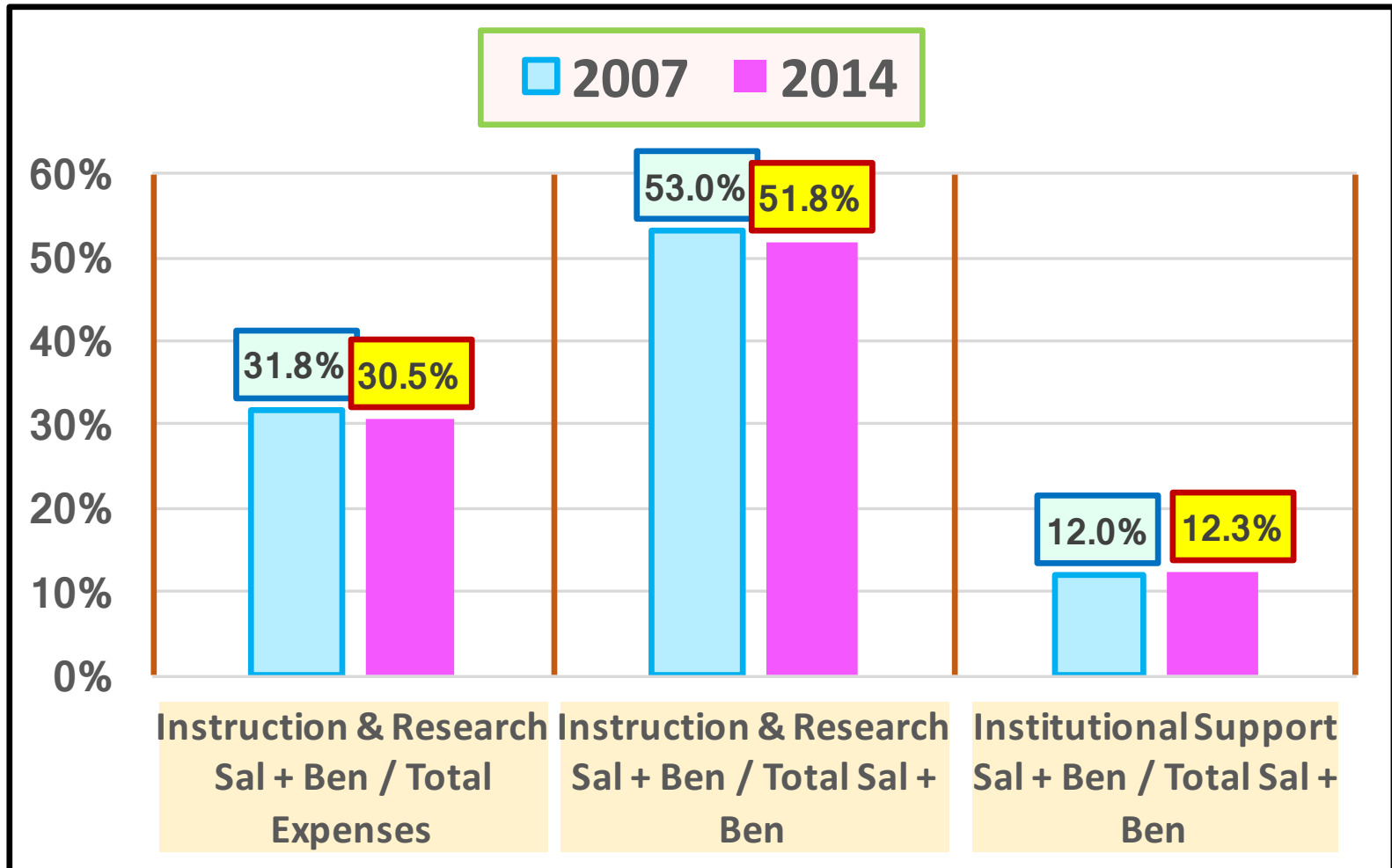
**Using IPEDS Data:
Instruction and Research Salaries and Benefits as a % of
Total Salaries and Benefits for all 4-Year LA Publics, 2014**



Using IPEDS Data:
Institutional Support (Upper-level admin) Salaries and Benefits as a
% of **Total Salaries and Benefits** for all 4-Year LA Publics, 2014



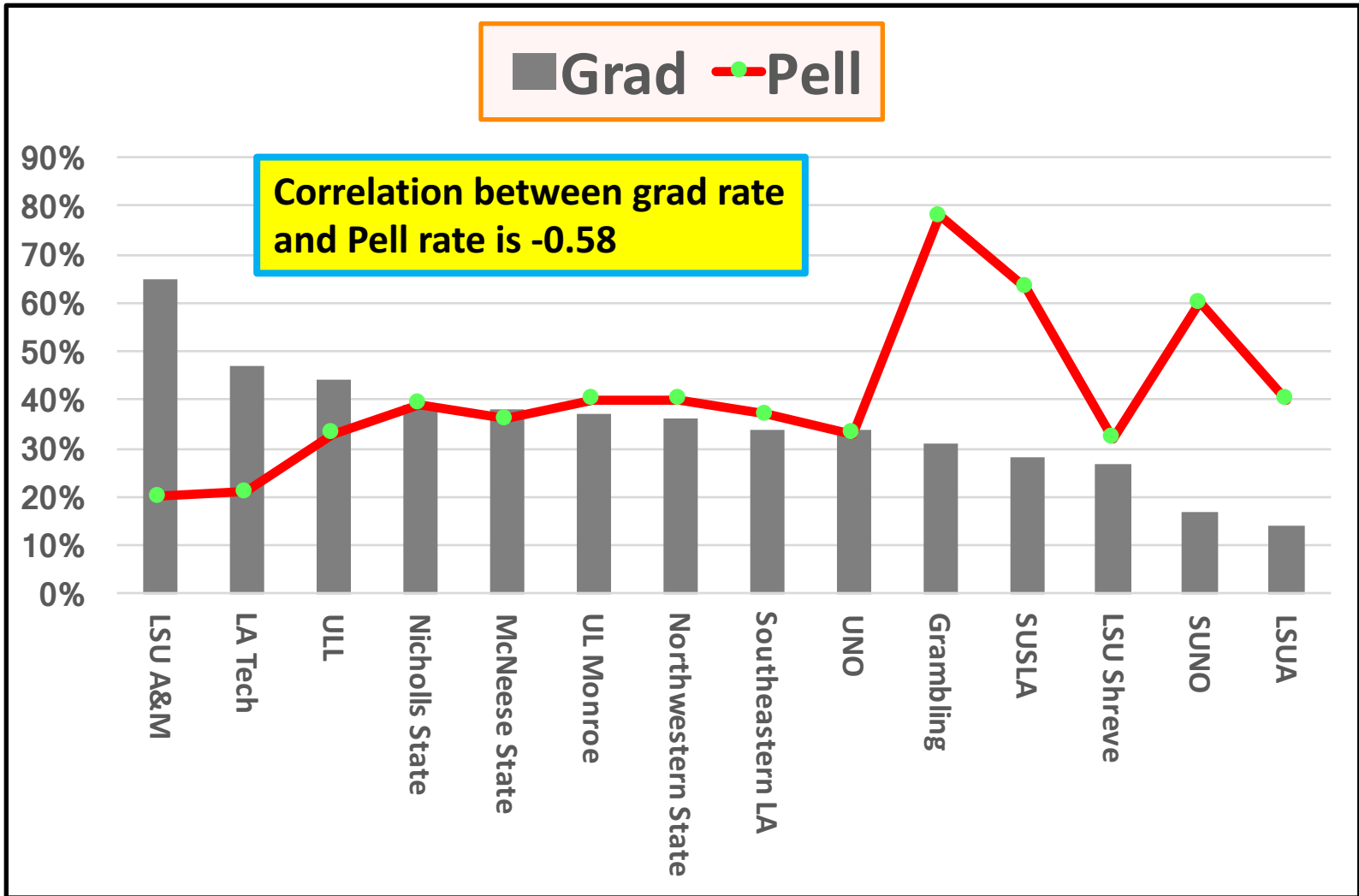
Changes in Main IPEDS Measures: Averages for all LA 4-Year Publics 2007 vs. 2014



Current Moody's Bond Ratings

	Moody's Rating
State of Louisiana	Aa3
LSU	A2
UL Monroe	A2
University of Louisiana System	A3
LSU Health Science Center	A3
Southeastern Louisiana	A3
LA Tech	A3
McNeese State	A3
Southern University System	Baa2

6-Year Graduation Rates and % of Students Receiving Pell Grants, 2014 per IPEDS



AAUP Members in Louisiana

Institution	System	Members 2015	Members 2017	Change
LSU and A&M	LSU System	34	35	1
LSU Alexandria	LSU System	1	2	1
LSU Health Sciences NO	LSU System	6	1	(5)
LSU Shreveport	LSU System	1	2	1
Southern Univ and A&M	Southern Univ System	4	4	0
Southern Univ at New Orleans	Southern Univ System	2	2	0
Southern Univ at Shreveport	Southern Univ System	16	11	(5)
Grambling State	Univ of Louisiana System	1	2	1
Louisiana Tech	Univ of Louisiana System	2	3	1
McNeese State	Univ of Louisiana System	0	2	2
Nichols State	Univ of Louisiana System	1	0	(1)
Northwestern Louisiana Univ	Univ of Louisiana System	1	1	0
Southeastern Louisiana Univ	Univ of Louisiana System	14	11	(3)
UL Lafayette	Univ of Louisiana System	24	12	(12)
UL Monroe	Univ of Louisiana System	3	4	1
University of New Orleans	Univ of Louisiana System	1	1	0
Centenary College	Private	10	5	(5)
Loyola University New Orleans	Private	2	4	2
No Institutional Affiliation	Private	3	3	0
Univ of Holy Cross	Private	3	4	1
Tulane Univ	Private	31	35	4
Xavier University of Louisiana	Private	7	9	2
TOTAL		167	153	(14)

AAUP Members in Louisiana Compared to Total Number of Full Time Faculty (per IPEDS)

Institution	Total # of Full Time Faculty	# AAUP Members	% in AAUP
Southern Univ. at Shreveport	120	11	9.2%
Centenary College	59	5	8.5%
Univ. of Holy Cross	48	4	8.3%
Tulane Univ	690	35	5.1%
Xavier University of Louisiana	209	9	4.3%
LSU and A&M	1,277	35	2.7%
LSU Alexandria	81	2	2.5%
Southeastern Louisiana Univ	479	11	2.3%
UL Lafayette	601	12	2.0%
Southern Univ. at New Orleans	103	2	1.9%
LSU Shreveport	120	2	1.7%
Southern Univ. and A&M	240	4	1.7%
Loyola University New Orleans	276	4	1.4%
UL Monroe	292	4	1.4%
Grambling State	195	2	1.0%
All Other Private	327	3	0.9%
Louisiana Tech	366	3	0.8%
McNeese State	265	2	0.8%
Northwestern Louisiana Univ.	267	1	0.4%
University of New Orleans	281	1	0.4%
LSU Health Sciences NO	685	1	0.1%
Nichols State	251	0	0.0%
LSU Health Sciences Shreveport	442	0	0.0%
TOTAL	7,674	153	2.0%

Joining AAUP

Band #	Salary Range	Annual Amount	Monthly Amount
1	\$30,000 or Less	\$61	\$5.08
2	(\$30,001-\$40,000)	\$78	\$6.50
3	(\$40,001-\$50,000)	\$101	\$8.42
4	(\$50,001-\$60,000)	\$124	\$10.33
5	(\$60,001-\$70,00)	\$170	\$14.17
6	(\$70,001-\$80,000)	\$198	\$16.50
7	(\$80,001-\$100,000)	\$222	\$18.50
8	(\$100,001-\$120,000)	\$244	\$20.33
9	(More than \$120,000)	\$268	\$22.33

