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## Faculty Senate Resolution 09-07

Louisiana State University and Agricultural & Mechanical College

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## Resolution 09–07

### “Conditions and Procedures for Furlough Plans”

*Introduced by the Faculty Senate Executive Committee at the Request of the Office of Academic Affairs*

*Whereas* it is in the mutual interest of the faculty and the administration to find solutions to budgetary problems that threaten to impair both the national standing and the basic functions of Louisiana State University; and

*Whereas* the legislative and executive branches of the Louisiana state government have asked the LSU community to propose an array of alternative plans for dealing with the current revenue shortfall while inflicting minimal damage on the state’s Flagship University; and

*Whereas* the LSU faculty deplors the failure of state government to provide, over the years, a stable economic foundation for higher education, even while applauding the desire for input from university faculty;

*Whereas* there is no practical way to distribute furloughs in such a way as either to be or to be perceived as fair and equitable to all members of the University, many of whom fear recrimination or reprisal for opposing “shared sacrifice”;

*Therefore be it resolved* that the Faculty Senate regards furloughs as an inadequate and unfair solution to budgetary problems that should be used only in the most extreme of circumstances;

*But therefore be it also resolved* that, although the LSU Faculty Senate questions the need for furloughs, layoffs, or any other form of wage diminution and while it fundamentally opposes the violation of good-faith employment understandings with higher-education faculty, it recommends that any furlough be conditional on the following actions by the LSU administration:

- i. That an impartial, outside expert is retained to confirm that the furlough is necessary and is the best economic option for LSU;
- ii. That, for faculty, employee permanent salaries of record will not decrease;
- iii. That the University provide at least three elective ways of taking the furlough (for example, [i] payroll deductions to go to the University via the LSU Foundation or [ii] one-time donations via check or other payment instrument via the LSU Foundation or [iii] multiple smaller payments or deductions);
- iv. That the furlough would take the form of a percentage of income, e.g., circa four percent or less;
- v. That employees earning less than 150% of the federal poverty line for a family of four would be exempt from the furlough;
- vi. That the Board of Supervisors negotiate in earnest with faculty representatives so as to change financial exigency and furlough procedures so as to minimize the chance of future furloughs, layoffs, or other concessions.
- vii. That the character of the furlough reflect the job description of the furloughed employee (e.g., if a furloughed faculty member is engaged in teaching as well as research, the furlough will apply to teaching time as well as to research assignments);

viii. That the furloughed employee be allowed a choice among furlough dates and that those dates occur sequentially, as blocks, rather than in segments (i.e., that the employee be allowed “meaningful time off” rather than scattered hours during a working period);

ix. That a furlough will not be requested from or imposed on faculty members unless a furlough is also required of all other state employees and elected officials.