

10-11-2016

Faculty Senate Resolution 16-12

Louisiana State University and Agricultural & Mechanical College

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Recommended Citation

Louisiana State University and Agricultural & Mechanical College, "Faculty Senate Resolution 16-12" (2016). *LSU Faculty Senate Publications*. 482.

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Faculty Senate Resolution 16–12

Regarding the Workday

Implementation

Sponsored by Kenneth Fasching-Varner; Cynthia DiCarlo; Margaret Denny; Margaret-Mary Sulentic Dowell; and Pamela Blanchard

Whereas the Workday Steering Committee was comprised of 18 administrators and no faculty members or ground-level staff members most likely to be impacted by implementing a new system, and;

Whereas Workday was imposed on Faculty and Staff on July 1, 2016 with no viable transition plan and a seemingly arbitrary roll out structure, and;

Whereas Workday training and support has been minimal, and has been characterized by mixed messages and confusion regarding interacting with departments and units such as Accounts Payable and Travel, and;

Whereas the Workday implementation has compelled many faculty to change their payroll delivery arrangements without consultation, shared decision-making, or transparency, and;

Whereas Workday has created a substantive shift in faculty workload with no adjustment of compensation nor renegotiation of faculty workload, and;

Whereas LSU A&M has seemingly dismissed faculty concerns regarding workday, reducing concerns and frustrations as simply “growing pains,” while paternalistically suggesting that anyone involved in workday including faculty should “be rightly proud” in complete avoidance of what has been a catastrophic roll out for faculty and staff, and;

Whereas the outreach efforts described to colleges described by LSU Chief Financial Officer Dan Layzell in a recent broadcast message is not starting until nearly four

months after the transition to workday, and are only targeted to staff support not faculty concern or support, and;

Whereas individual units have vastly different interactions, policies, and practices related to Workday, causing great inconsistency in how systems are processed and approached, and;

Whereas faculty and staff are having to wait months for reimbursement of personal expenses with only 'we are behind as a result of Workday' offered as an explanation by administration, and;

Whereas faculty are already under immense pressures caused by faculty attrition and other institutional complexities.

Let it be resolved that this body condemns and rejects the implementation of workday, a system that has been enacted with questionable transparency and attention to detail.

Let it be further resolved that a faculty Senate requests LSU work with a professional consultant team to establish an accountability plan to address the myriad negative impacts of Workday.

Let it be further resolved that a committee of Faculty be established by the faculty Senate to interact with LSU administration and any outside consultant charged to fix the issues with Workday.

Let it be further resolved that any faculty owed money for more than 4 weeks be reimbursed for their expenses within the next 5 business days.

Let it further be resolved that 9-month employees who previously were paid over 12 months be given the option to return to that distribution.

Let is further be resolved that faculty are able, across all units, to delegate their workdays travel and financial tasks to the administrative staff members within their units until such a time that a new system can be put in place that does not add workload to faculty members.

Let is further be resolved that LSU A&M provide faculty with a short term plan to address immediate issues surrounding workday within the next 10 business days and a long term plan by to address broader and less immediate concerns related to Workday by December 1, 2016.