

Faculty Senate Resolution 10–04

“Full Disclosure of Benefits Packages for Job Candidates”

Sponsored by the Faculty Senate Executive Committee

Whereas the suite of benefits offered to all university employees, whether faculty or staff members, supplies a large portion of the compensation received during a working life and, in many cases, accounts for nearly all financial resources during retirement;

Whereas research by the Benefits Advisory Committee and by Faculty Senate Assistants convincingly demonstrates that LSU, the LSU System, and Louisiana higher education all lag far behind comparable institutions, systems, and states with respect to the benefits packages offered to higher education employees;

Whereas the first qualification to become a great university is a commitment to truth and truthfulness;

Whereas zeal for the advancement of LSU and its sister campuses has led recruiters to stress the advantages of working at LSU while sometimes downplaying the shortcomings of our institutions;

Whereas LSU faculty governance officials and committee members have worked and bargained in good faith with campus and systems officials;

Whereas the progress in the development of adequate benefits packages has been definitive but extremely slow, in large measure owing to the intransigence of state government;

Whereas the inadequacy of benefits, especially in retirement programs, inflicts a “loyalty penalty” by reducing lifelong compensation in proportion to length of service;

Whereas participants in the Optional Retirement Program have been singled out for excessive surcharges to satisfy an “unfunded accrued liability” for which they have no responsibility and with regard to which they can exert little influence owing to the unorthodox and unfair method of managing retirement funds for higher education professionals;

Therefore be it resolved that if, by the end of the 2009–2010 academic year, satisfactory progress toward improving the benefits package and especially toward resolving the problems with the retirement programs has not been made, the Faculty Senate Executive Committee may require Human Resources Management to provide all finalists for academic and staff appointments at LSU with a plain-language explanation of the limits on and instabilities of the LSU benefit packages, an explanation that has been examined by and deemed acceptable to the Faculty Senate and its officers; and

Therefore be it further resolved that Human Resources Management may not allow the appointment of any new faculty member or staff member earning a salary above \$40,000.00 per annum until that job candidate has signed an appropriate form acknowledging receipt and understanding of the aforementioned truthful benefits explanation.