



71272

From the Office of President Les Guice

May 2016

Your Voice, Our Louisiana Tech University

As the 2015-16 academic year draws to a close, I want to take this opportunity to thank you, our faculty and staff, for your tremendous efforts in advancing Louisiana Tech University. I also appreciate your open and constructive communications that are such an essential part of an institution of higher learning. I recognize that listening to and discussing the ideas and opinions of faculty, staff, and students offers an excellent opportunity to improve both the learning and work environments at our university. Over the course of the academic year, representatives of the University Senate, faculty, staff, and student government have worked with my administration to create opportunities for feedback and to make improvements for our campus community.

I'd like to share with you a few of the things that have been implemented over the past couple of years because of these collaborative efforts. Thanks to all of you who have taken the time and effort to share your insights, and who have contributed to this very important process.

2016 University Survey

Beginning in the Winter Quarter, we collected valuable information and feedback from the campus community through a university survey about the strengths that we can and should continue to leverage as well as the areas that challenge us to continue growing our institution. Through an ongoing collaboration with AROS (Applied Research for Organizational Solutions), we plan to continue this process regularly and will use the results to help us make continuous improvements. The complete results of the 2015-2016 survey can be found at <http://2020.latech.edu/graphics/aros2016survey.pdf>.

New Unclassified Staff Awards

Based upon recommendations of the University Senate, three new awards have been established to recognize the commitment and service of Louisiana Tech staff. The Outstanding Service Award, Student Outreach Award, and Loyalty Award are intended to acknowledge extraordinary service and dedication to Louisiana Tech University and its students. Each award will be presented at the Fall Faculty-Staff Meeting and will come with a \$1,500 check and a plaque commemorating the achievement.



Revisions to Policy 2114 - Tenure and Promotion Procedures

As a result of valuable feedback from the University Senate and the faculty and staff it represents, revisions to Policy 2114 (Tenure and Promotion Procedures) were implemented which added a “Request for Extension” for routine and discretionary reasons. The revised policy can be reviewed at <http://www.latech.edu/administration/policies-and-procedures/2114.php>.

Revisions to Endowed Chair and Professorship Award and Expenditure Process

Effective for the fiscal year 2016-2017, the funds awarded to the Endowed Chair and Professorship holders are no longer required to be spent during the same fiscal year. New opportunities include awards expenditures being allowed in the fiscal year awarded and in the following two fiscal years. Also, if the holder of the Chair or Professorship changes during this three-year period, the new holder is eligible to spend the remaining funds not utilized by the previous holder.

Increased salaries for promotion and tenure advancement

Recognizing the importance of rewarding faculty promotion and to continue to compete for top faculty talent, we have increased the compensation schedule for faculty and tenure promotion. Effective July 2015, faculty annual salary increases for promotion to Professor moved from \$2,400 to \$5,000, promotions to Associate Professor increased from \$1,800 to \$3,000, and promotions to Senior Lecturer (new) were \$3,000.

These are just a few of the mechanisms and initiatives that have been developed as a result of faculty, staff, and students sharing their voice and their ideas for creating a stronger Louisiana Tech University. Open and insightful feedback has also begun the process of launching other initiatives such as developing a career path for faculty holding lectureships, joining the Tuition Exchange for faculty and staff dependents enrolled at participating colleges and universities, and an expansion of the Early Childhood Education Center and A.E. Phillips Lab School facilities. Participation in the University Survey has also led to current and future improvements in administrative processes such as electronic routing of travel requests, proposals, student evaluations, etc., centralization of help desk services for all technical support, and common software and hardware acquisitions across units.

The voice of our faculty, staff, and students is invaluable in helping our University take the next steps in achieving our strategic goals and vision. There is no sunset on this process, and we look forward to continuous and unencumbered feedback and participation from our campus community.

I encourage you to provide me with your thoughts and ideas at any time on how we can work together to advance this institution. I am grateful for all you have contributed this academic year and your continued commitment to our students and our university.

Have a wonderful summer!

71272

