

LSU Agriculture Faculty Council Meeting-Agenda
9:30 AM, Friday March 17, 2023
Room 212, J. Efferson Hall



Call to Order

Invited Guests

Dr. Matt Lee, Interim Vice President of Agriculture/Dean College of Agriculture

1. Administrative Update- Provided at Open AgCenter Update Forum Teams Meeting

Ashley Gautreaux, Assistant Vice President; Department, Human Resource Management

1. Policy project update
2. Performance Review-Revision from Binary (Satisfactory/Unsatisfactory) to a four-point Expectation Achievement Scale

Overall Rating

For 2023, the supervisor will indicate the overall rating for the faculty member using a new format. Previously, department heads were only able to indicate if the faculty member's performance was unsatisfactory or not. This year, the department head will select one of four options:

Satisfactory Ratings:

- o Exceeds Expectations,
- o Meets Expectations,
- o Partially Meets Expectations, OR

- o *Unsatisfactory Rating:* Does not Meet Expectations

Questions:

1. What was the impetus for changing the ratings?
2. How are the different levels specifically classified as far as expectations?
3. Who decided what the expectations would be?
4. In hindsight, should the LSU Agricultural Faculty Council have been involved in the decision-making process?
5. Is this new performance designation going to be used for (a) tenure decisions and/or (b) merit raises?

Dr. Tara Smith, Interim Executive Associate VP and Director for the Louisiana Cooperative Extension Service

Dr. Mike Salassi, Interim Executive Associate VP and Director for the La. Agricultural Experiment Station

1. Administrative Updates Provided at Open AgCenter Update Forum Teams Meeting

Dr. Fred Piazza, Chief Information Officer, LSU AgCenter

Dr. Piazza is not able to participate in person. Updates:

1. **LSUAgCenter.com Restructure** – Drs. Salassi and Smith have worked with the IT and Communications units to restructure the LSUAgCenter.com homepage.
2. “Research,” “Extension,” and “Teaching” are all now prominently featured on the homepage. In addition, two new portals were created:
 - a. LSU AgCenter Research: <https://www.lsuagcenter.com/portals/research>
 - b. LSU AgCenter Extension: <https://www.lsuagcenter.com/portals/extension>

Organizational Matters

1. AFC Website: <https://faculty.lsu.edu/ag-faculty-council/index.php>
2. Post-Meeting Council Updates will be shared with All AgCenter/All College of Agriculture with full support from Dr. Matt Lee. To paraphrase Dr. Lee:

“Work with Tobie Blanchard who oversees communications. Each month we can send a nice professional looking email that has a brief summary and messaging that really drives faculty members and others to the council website where all of your information is contained.”

Ken Gravois will be Alternate for April 21, 2023 Council of Faculty Advisors & Board of Supervisors meetings at LSUA in Alexandria.

Old Business

1. Motion to accept the minutes from the February 2023 LSU AFC meeting.

Reports

1. Diversity, Equity, Inclusion (Mark Schafer)
2. VP Agriculture/Dean, College of Agriculture search update (Rich Vlosky)
 - a. Campus Visits-First-ever opportunities for meetings with the LSU Agricultural Faculty Council.

- b. The three candidates were sent an email from the search firm directing them to the LSU Agricultural Faculty Council, LSU AgCenter/College of Agriculture website. The site offers historical and up-to-date agendas, minutes, documents, bylaws, member list, etc. I felt this could give the candidates an understanding of what the Council does as well as the issues and outcomes from the faculty perspective. Whoever gets the position would be the direct administrative liaison to the Council.

Discussion Items

New Business

~~January 20~~
~~February 17~~
~~March 17~~
April 21
May 26

June 16
July 21
August 18
September 15
October 20

November 17
December 18, 8:30 a.m.-
11:00 a.m. (Current and
New Members)

Adjourn