

LSU AgCenter Faculty Council  
Minutes of the March 26, 2004 meeting

Call to order at 10:00a by Chairman Steve Harrison.

Members present -- Don Boquet, Chris Clark, Denyse Cummins Nona Fowler, Kurt Guidry, Steve Harrison, Allen Hogan, David Lanclos, Brian Leblanc, Debbie Melvin, Troy Menard, Carl Motsenbocker, Krishna Paudel, Todd Shupe, Jerry Whatley, Paul Wilson.

**Old Business**

Carl Motsenbocker reported on PS – 24. Ann Coulon suggested changes in the revised version to state that regardless of advanced degree the position was still that of a research associate. Hours allowed per week was changed from academic hours to clock hours. Allen moved to approve, second by Jerry Whatley. The motion passed.

Steve Harrison brought up the proposed PS on political activity for discussion. This is a new PS. It was tabled for later discussion when Ann Coulon could be present.

Steve Harrison updated the Council on PS – 35, the PS on student wages. It has been completed, posted and distributed.

Jerry Whatley updated the Council on PS – 42. It was brought out that a campus-wide committee on tenure and dismissal procedures will be set up, which will have to be worked into this PS. There is concern with some that the optional same discipline review procedures are too vague. Further discussion was postponed until Ann Coulon's arrival and participation in the discussion.

Chris Clark reported on PS-38. The AgCenter attorneys are reviewing it and, once it has received their approval, will be posted on the web, presumably very soon.

Nona Fowler gave a report on PS – 39. An appendix was added to describe the selection process and duties of the review committee. Several editorial changes were discussed and agreed to. Department was changed to Unit; "Circumstances of specific situation" was judged to be too vague and deleted. It was moved to approve with allowance for a comment period of one week and then send to Ann Coulon.

Ann Coulon discussed needed revisions for the PS on political activity. Currently, there is a provision in the LSU By-laws that requires that employees have approval of the President of the University to seek political office. The purpose of the proposed PS is to make employees aware of this policy. The proposed PS is specific for local political offices and does not include non-remunerative positions. It was decided that the PS needed to have a disciplinary action statement. Denyse Cummins moved that the PS be revised accordingly. It was decided to allow until April 2 for Council approval through e-mail. The Executive Council will be allowed to make final decisions on the revisions if e-mail comments are in disagreement. Jerry Whatley seconded the motion. The motion passed.

Ann Coulon reported on revisions for PS – 42. She recommended changes in the same discipline review procedures. Under Responsibilities for Review and Approval, the Council agreed to delete “all” from “all higher ranking” and change LSU AgCenter scientists to LSU System scientists. The sentence that began with “A list of” was also deleted.

Steve Harrison moved that the revisions be accepted. Carl Motsenbocker seconded the motion. The revisions were approved.

Ann Coulon stated that discussion will begin next week on a Campus Wide Tenure Review Committee balanced across the AgCenter. Addition of this committee to PS – 42 will be discussed by The Council at the April meeting with plans to finalize by July.

Don Boquet reported on the new PS for Job Descriptions. The PS and Appendices A and B have been completed. Appendix C that covers Field and 4-H Agents was not yet completed. Steve Harrison moved to accept the new PS with Appendices A and B. Paul Wilson seconded the motion. Nona Fowler agreed to work with Debbie Bairnsfather to complete Appendix C.

### **New Business**

Steve Harrison asked for discussion on the “Dual Citizenship” issue in which, in a memo dated February 16, 2004, Chuck Wilson interprets regulations of the Board of Supervisors to say that 100% AgCenter faculty members cannot vote on hiring or promotion of campus faculty with greater than 50% campus appointment. Jerry Whatley proposed that the Council ask Chancellor Richardson to meet with the campus chancellor to address this issue administratively. Allen Hogan seconded the motion. The motion passed. It was also decided that a resolution should be written expressing the concerns of the Council that this policy would cause divisiveness between campuses, adversely affect the blending of Campus, Research and Extension faculty, and that the Council supports the recognition of academic faculty of the AgCenter as academic peers. Chris Clark, Todd Shupe and Jerry Whatley were appointed to the Resolution Committee. Steve Harrison volunteered to e-mail Paul Coreil that the Council is working on this issue.

Steve Harrison introduced for discussion the proposed PS on Support for Membership in Professional and Scientific Organizations that was developed by Paul Coreil. The Council supported the PS and modified the statement on use of grants funds, suggesting removing the \$100.00 limit and added with the approval of the unit head. Allen Hogan moved the new PS be accepted as revised. Deborah Melvin seconded. The motion passed.

Steve Harrison introduced PS – 22 on Intellectual Property and Royalties. It was tabled for discussion at the next Council meeting.

Steve Harrison introduced PS – 20 on Grievance Procedure, which needs revision. A committee will be appointed in April to work on PS – 20.

Jerry Whatley gave a report on the Prioritization Committee on Organization and Structure. The charge of this committee is to recommend ways to increase organizational efficiency and effectiveness. What areas are over administrated? What areas are under administrated? Initial

recommendations are to combine Extension and Research Director, not use academic titles for support personnel, find ways to increase organizational productivity, and support for financial exigency.

Chancellor Richardson gave a report on issues affecting the AgCenter. President William Jenkins will be in interim Chancellor and there will be a national search for a new chancellor. The LCES and LAES Priority Reports will be posted on the internet as they are. Other reports will be posted when completed. The Chancellor views the reports as a response to the current budget situation and as a means to increase organizational efficiency.

The budgeting process will begin to fall into place on May 1 when state income estimates will be made but the final budget won't be known until June 20. The Council will have further opportunity for input before priorities are implemented. The administration of the AgCenter will ask the Board of Supervisors for permission to begin a contingency plan and begin to look preliminarily at financial exigency as early as April.

### **Question and Answer Session with the Chancellor**

Paul Wilson asked where we should focus -- on budget cuts or on longer-term organizational structure?

Chancellor indicated both short term and long term solutions are needed.

Only two southern states Florida and Texas spend more on ag issues than Louisiana. Capital outlays will be delayed for 1 to three years, which will make planning difficult.

Nona Fowler asked if the findings of the regional and departmental meetings of last year will be used in prioritizing?

Yes, these will be taken into consideration.

Brian LeBlanc asked if there was already a prioritization plan in place?

Yes, there is one being developed.

Jerry Whatley asked about the process for declaring and carrying out financial exigency?

Civil service is difficult because of bumping privileges. Defining a program is very difficult but important and may be broadly interpreted or more narrowly defined, but must stand up to legal scrutiny. When cuts are made the entire program must be cut – good and bad. Once cut, it cannot be re started next year. The plan has to be approved by the Board of Supervisors.

Paul Wilson asked how much would be saved by merging departments?

Merging departments may not save much money.

Denyse Cummins asked about the future of fruits and vegetables in the state?

This question has been addressed by the Horticulture faculty and they want to increase emphasis on urban and ornamental horticulture.

Todd Shupe asked about teaching support by the AgCenter?

This is a concern that needs addressing but is difficult to address right now with Chancellor Emmert leaving. Steve Harrison added that pulling out of teaching would destroy the Campus departments.

Allen Hogan asked if the College of Agriculture could be taken into the AgCenter?  
This has been thought about but not being worked on right now.

Allen Hogan asked about AgCenter access to fees from various training functions conducted by the AgCenter but whose fees now go to the Department of Agriculture?  
This has been discussed with Bob Odom..

Brian LeBlanc asked about corporate payments for commercial spots on the AgCenter Web page?  
This has been looked at but was not well received by a faculty review.

Deborah Melvin asked if units that received grant monies and used those funds for salaries would get additional consideration if budget cuts occurred?  
No, Soft money in not stable enough.

Krishna Paudel asked if charging clientele for certain AgCenter services was possible?  
Not to a great extent. Salaries of AgCenter faculty are paid by taxes and so clientele have already paid once for services. We may charge for some publications and some services. We need to stop printing most publications and make them easily available on the web.

Paul Wilson asked why we have an associate vice chancellor for IT and are we spending too much on IT?  
The title is not important, whether it is director or vice chancellor. With the loss of FTE positions, we need ways to get information into people's hands. We have fewer agents and more web content.

Brian LeBlanc asked whether 4-H is a sacred cow?  
Yes, it is very important politically. We do, however, have to change how we deliver this service. FCS has also made major changes – fewer people but better quality programs and working across parish lines. We may need more local funding for 4-H with the AgCenter providing a certain base level of funding.

Todd Shupe asked what had become of the new policy on indirect costs?  
This was implemented as of July 1. 30% is returned to units this year and 50% in coming years to be divided 50-50 between unit and faculty member. 50% goes to the Chancellor's office to be used as a pool for incentive grants.

Steve Harrison asked about the time line for the Council's report on the LCES and LAES Priority Reports.  
This should be completed between April 6 and 20.

**End of Chancellor's question and answer session**

To begin assembling a Council report on the Priority Reports Steve Harrison volunteered to e-mail all AgCenter faculty requesting comments.

The next Council meeting was set for Wednesday March 31 at 10:00a.

The Council adjourned at 3:30p