

Minutes of the 24 September 2004 Faculty Council Meeting

The meeting was called to order at 10:00 by Steve Harrison.

Members present: Steve Harrison, Don Boquet, Chris Clark, Denyse Cummins, Clayton Hollier, Linda Hooper, Allen Hogan, Becky Kelley, Brian Leblanc, Debbie Melvin, Krishna Paudel, Todd Shupe, Paul Wilson.

AGCENTER UPDATE BY CHANCELLOR RICHARDSON

Chancellor Richardson updated the Council on several important topics including pay raises and administrative actions in response to the Prioritization Reports.

Pay raises for AgCenter Faculty will be effective 1 October 2004 and will average 2.5%. All raises will be merit based, 0 to 6% on an individual basis. Raises for the Baton Rouge Campus will be effective 1 November 2004.

Definity Health is having financial difficulties due to several large major medical bills. The AgCenter will make up the deficits with a one-time payment to Definity of \$300,000.00. Next years premiums will be adjusted to make up the deficit. This will result in dramatic increases in health care premiums. Humana bought out Oschners and will probably pull out of the LSU system.

Allen Hogan asked why Definity Health had such large deficits?

Chancellor: There were large spikes in major medical. They have hired a consultant to look at the reasons for cost increases. This may be management related – they did not require prior approval for hospital admittance.

Extension Service Prioritization Recommendations

The classified staff to field agent ratio is being corrected by attrition and retirement. Administration is working toward a ratio of 1 classified staff:3agents.

Livestock Show Office – The director has been moved back to the Department. The new director will be part-time. Other PhDs have been moved into Departments. Non-LSU AgCenter events have been or will soon be terminated.

4-H membership dues have been increased to \$1.00 and will increase further to \$3.00 in 2006.

Hardcopy publications are being reduced – a few will still be published (Insect, Weed and Disease Guides).

Subscription rates – It may not be profitable to charge subscription fees because costs are involved in collecting the fees.

Sharing revenue with Louisiana Department of Agriculture will probably not happen as Bob Odom is not interested in sharing fees. There are some challenges with Ag Chemistry. LSU AgCenter is obligated to pay the utility bill, which is very high.

Local contributions to support Extension. We would like to move to a system in which the AgCenter provides the basics and parish funding provides for what they would like to have beyond that. The average local support in the South is 17%, Florida is at 50%, we are at 3% and would like to get to 10%.

Eliminate diagnostics with Georgia, which is only \$11,000.00. This is not much money and we have not decided.

Charging fees for analyses and diagnostics. We are looking into this.

Additional State funding. We are looking at possible revenue streams that can be put into place that not everyone can go after.

Eliminate Commercial Vegetable and Fruit programming. We are getting out of breeding efforts. We will still need people to disseminate information.

Watershed positions. We are looking to see if these positions are accomplishing what they should, and perhaps modifying them.

One agent/2 parishes. We have some and there will be more movement in this direction.

FCS has had more programmatic changes than any other programs and more changes are planned. FCS needs 48 people and now have 43.

Financial incentives for retirement. We may do this again. It is important not to fill positions that are vacated with the incentive program. Forty people opted out in the last buy out, mostly federal. There are still 100 people in the federal system some may opt out if incentives were offered.

Experiment Station Prioritization Recommendations

Citrus Research Station – The AgCenter does not own the land, so will not profit from sale of the station. The AgCenter will phase out of the citrus program but there are other important programs at the Citrus Station, termite and medicinal plants.

Administration of Idlewild -- The directorship is a full time job according to Vice Chancellor David Boethel. The administration recognizes that there is some concern as to how Ph.D.s are used. Administrators of stations usually have other responsibilities.

Sweetpotato Station – Administration is looking at moving clerical and administrative responsibilities to the Macon Ridge Research Station in Winnsboro. Mike Cannon will remain there as the Sweetpotato Specialist.

Calhoun Research Station – has already been downsized.

Rosepine Research Station – There is a critical mass problem with this station and Iberia Station. The number of cattle herds is excessive and we are looking at the impact of concentrating types of research at certain locations, Idlewild, Iberia, Rosepine. Rosepine is one location that can handle research without an onsite project leader.

Linda Hooper commented that consideration should be given to the value of using these locations as replicates of experiments. Steve Harrison noted that this could also be done across state lines as well.

Combining Departments – Some groups do not want to be combined. Administration will look first at combining Animal Sciences. Others will take more study and time.

Reducing support to Experimental Statistics and Biological Sciences – Administration is looking at what we are getting back for the investment. What will happen to teaching is a concern if support is reduced. Changes are being made in Biological Sciences to shift support to ensure we have the right people supported there.

Freezing positions – This has been done, some are being filled but not all and choices are having to be made.

Savings within Unit Budgets – Not much can be saved, units are already at poverty level. We are cutting globally – printing shops have been reduced from 5 to 1. The Extension and Experiment Station Motor Pools will be consolidated into one.

Firing non-productive faculty – Dealing with this is a faculty matter. This is a small group and there is disagreement over who is and is not productive.

Steve Harrison pointed out that two faculty members did not fill out an Evaluation Form, and we may need a PS to address this situation.

Research Associates – Project leaders should have RAs but not all should be on state funding.

Allen Hogan asked if RAs on soft money were provided benefits by state funding?

Chancellor: Some may be partially supported by state money, not many are split.

Linda Hooper noted that split funding helped to attract grant funding.

Todd Shupe asked if faculty with RAs should be expected to have higher level of performance?

Chancellor: Probably, but this does not happen.

Allen Hogan asked about the sale of Jesse Harris 4H camp site?

Chancellor said this was approved by the Board of Supervisors, who made it clear that they owned all LSU property. A deal was underway headed by Paul Coreil to lease/buy Camp Windywood using donations.

Steve Harrison asked about replacements for the greenhouses?

Chancellor: The campus wants the property and can take the property but the AgCenter needs to ensure that funding is provided to replace the greenhouses.

Paul Wilson asked about the Calegari facility and Aquaculture unit?

Chancellor: These are currently free-standing units but probably need to be in a department. We need to look at where they might fit in a department.

Steve Harrison asked if arrangements could be made to help faculty who purchase less costly non-refundable airline tickets to save money, if the person cannot use the ticket for some reason?

Chancellor: We will look into it.

Todd Shupe asked if there was any involvement of the AgCenter in the search for the new LSU Campus Chancellor?

Chancellor: No, there is no involvement or consultation with the AgCenter, nor is there any involvement of faculty

Denyse Cummins asked how the comments of faculty on the prioritization process will be used?

Chancellor: They are on my desk. Some are very good with lots of thoughtful suggestions.

Allen Hogan asked about the recommendation that no administrative jobs below vice chancellor be 100% administrative.

Chancellor: We have tried not to add any net responsibilities to any individual positions, asking individuals with 100% extension appointments to teach for example.

Steve Harrison asked about the recommendation that someone be appointed as head of all support services?

Chancellor: We are not ready to do this yet. Once we get through reorganization of IROD and Sponsored Programs, we will look at this.

End of question and answer session with Chancellor Richardson

Allen Hogan reported on the tuition waivers for faculty and dependents. As of the last Board of Supervisors' meeting, only Jerry Whatley had brought up the issue with their respective Chancellors. Other members of the Faculty Advisory Council agreed that they will do so.

John Chandler reported on PS 36, PM 35 and the 'Dual Citizenship Question'. The new PS 36 is close to complete. President Jenkins wants a resolution with regard to the legalities of PM 35 within 6 months. PS 104 will be kept until something is written to replace it.

With regard to the 'dual citizenship' issue, Most faculty have seemingly accepted the Chuck Wilson memo without any problems. Some people are apprehensive about the situation, however.

Associate Vice Chancellor David Morrison informed the Council of plans to standardize the AgCenter Exchange (ACE) Groups so that ACE Groups can serve a greater purpose. The current purpose is to facilitate discussions between Research and Extension personnel. There is a meeting scheduled for 8 October with ACE leadership to discuss proposed changes in the way ACE Groups operate. The goal is to make ACE Groups work better, more efficiently for the mission of the AgCenter. Agendas will be formed sooner for the annual conference and groups will meet more often.

Questions and comments for David Morrison on ACE Groups:

Allen Hogan stated that the ACE Groups were still primarily acting as the original Research Advisory Committees, which is not a bad thing. The ACE Groups need more meetings with longer programs. The primary benefit of ACE is agents meeting researchers and developing collaborative projects.

Steve Harrison stated that the ACE Groups should not meet at the Annual Conference. He asked what the authority of the ACE Groups was?

Allen Hogan asked what happened to recommendations that came from ACE Groups? There was usually no response from administration on recommendations.

Todd Shupe asked if funding could be provided for agents to attend ACE meetings?

David Morrison indicated he would pass on these comments and suggestions to others in administration for answers.

Clayton Hollier stated that the ACE meetings at the Annual Conference should perhaps be devoted to discussing what will be done at more extensive meetings during the year.

Debbie Melvin asked how the names of ACE Groups came about, as the Consumer Nutrition and Health ACE seemed to be misnamed? She further commented that, in her experience, the ACE Group was used for information exchange only, was perceived as a way to spend time at the Annual Conference, that there was little participation of Human Ecology faculty in ACE as most are COA and their areas of expertise do not match up with FCS needs.

David Morrison answered that he thought the ACE names arose from the original RAC names.

End of ACE report and discussion with David Morrison

OLD BUSINESS

Faculty Evaluation Forms and Support Services Survey update and discussion postponed until next meeting.

Grievance Committee report: Paul Wilson reported that the PS has been revised and will be emailed to the Council members before the next meeting.

IT Strategic Plan: Linda Hooper pointed out that the new CMS will not be able to support her research as it does not support 'Flash' or other new technology. CMS is archaic and flawed and will be a problem.

Steve Harrison commented that once up and running, IT with input from the Advisory Committee may be willing to make changes.

The new proposed Policy Statement on how to obtain input from faculty on new Policy Statements was reported by Todd Shupe. Becky Kelly motioned to approve, seconded by Clayton Hollier. The motion to accept the proposed PS was approved.

Krishna Paudel presented the proposed Policy Statement on continuing education for faculty for discussion. Additional revisions were accepted and will be incorporated into a revised document.

Allen Hogan gave an update on posting of information on the timelines for promotion and tenure.

NEW BUSINESS

Election of new members to the Council – Steve Harrison.

Members whose terms are expiring are Carl Motsenbocker, Chris Clark, Nona Fowler, Allen Hogan, Denyse Cummins and David Lanclos.

Nominations have been completed for the November election. Elections will be held to select on-campus representatives from one full-rank and one associate position. Off-campus representatives will be elected from two full-rank, one associate and one assistant position. A list of the candidates running for each position was distributed.

Steve Harrison agreed to notify the two candidates running for on-campus assistant representative that the election for on-campus assistant is being held only to have an alternate in the event the current on-campus representative (Linda Hooper) does not complete her term.

A Council committee composed of Steve Harrison, Chris Clark and Bill Branch was appointed to meet with IT in October to set up the web site for the election.

Steve Harrison requested that PS 16 on misconduct in research be reviewed by the Council for possible amendments as per LSU PS 59. A committee was appointed to propose revisions to PS 16. Committee members are Clayton Hollier (chair), Chris Clark and Paul Wilson.

The next meeting date for the Council was set for 22 October. The meeting adjourned at 2:00.