

## Minutes of the 27 May 2005 Faculty Council Meeting

Meeting called to order by Steve Harrison at 10:00a.

Members present: Don Boquet, Bill Branch, Kurt Guidry, Steve Harrison, Allen Hogan, Becky Kelley, Joan King, Brian Leblanc, Ken McKillan, Krishna Paudel, Markaye Russell, Todd Shupe, Jerry Whatley, Paul Wilson.

Members absent: Denyse Cummins, Clayton Hollier, Linda Hooper-Bui, Debbie Melvin, Troy Menard, Cynthia Stephens.

Brian Leblance moved to accept the minutes as distributed. Seconded by Todd Shupe. Minutes were approved.

### **Old Business**

Paul Wilson reported on the Faculty Senate meeting.

The Faculty Senate did not meet in March.

Election of officers was done at the April meeting. Paul Wilson was elected Secretary.

There was discussion of changing the dates for spring and Christmas breaks. The Senate opposed any changes.

The Senate voted to oppose the proposed changes to the state retirement system and support the current system for retirement.

There was a report on the Foundation of Excellence Program -- designed to increase status of some campus departments. Departments already funded continued to receive funding. The decision on which department to fund was based on presentations and experience (practice) in making the presentations, which enhanced chances of being continued as a designated Department of Excellence.

There are new Vice Chancellors for Development and Communications and University Relations.

Electronic journals subscriptions for library have increased substantially. The library is asking for more money to pay for the subscriptions.

There was discussion of initiating a Faculty Forum Website thru PAWS.

The Senate is working on PS36 to include non-tenure positions.

Jerry Whatley reported on Board of Supervisors' actions.

The legislative tuition amendment is supported by the Board. It is out of committee and going to the House. It is anticipated it will pass. This will not affect the AgCenter because the AgCenter does not collect any tuition. The House restored funding for mandates to all institutions except the AgCenter. The AgCenter got one-half of mandate funding restored.

Ronnie Anderson on behalf of the AgCenter questioned the Board's lack of support for the AgCenter. The Board suggested getting funding from tuition increases as a donation from

universities to the AgCenter. The AgCenter seems to have support on the House floor but not from House leadership or Governor.

President Jenkins strongly supported the mission of the AgCenter in discussions with the Board.

Krishna Paudel said that maybe we (the AgCenter) would be better funded if we went back to the main campus.

Jerry Whatley replied that although this sounds good, we would end up getting less funding.

Steve Harrison noted that at a number of land grant institutions, the dean is head of the college and also research and extension.

Allen Hogan commented that we are still better off than most other institutions in the Northeast and South, who already have been severely cut.

### **Comments and Discussion with Chancellor Bill Richardson.**

The legislative process has taken interesting turns. The budget is on the way to the Senate. The House Appropriations Committee restored full funding for higher education but only ½ for the AgCenter. An amendment to put in an additional \$2 million for the AgCenter was deleted. We are taking our cause to the Senate, where we hope to fare better. The Senate will be asked to restore the funding deleted by the House leadership.

The Tobacco Tax includes \$31 million for a 5% pay raise for university faculty. Only 40 of 70 votes needed for approval are certain. The AgCenter administration proposed through Representative Bryan Hammett to dedicate 25% of the tax revenue to other state agencies to help enhance passage of the bill.

We have a decent chance of getting approval of the capital outlay money for the Animal Science Project.

The AgCenter budget is still short \$1.4 million for mandates, and missing the 1.75% (\$1.2 million) cut from the 2004 budget. The 1.2 million is in the hands of the Board of Supervisors and we may get that back. The present budget leaves us in dire consequences.

### Questions asked of Chancellor Richardson

Jerry Whatley asked Chancellor Richardson to comment on the Commissioner of Higher Education comments at the Board of Supervisors meeting?

Answer. The Commissioner suggested to the Board the AgCenter should try to get voluntary contributions from universities from the proposed tuition increases. This will not happen. Some legislators still think the AgCenter gets tuition money.

Joan King asked why the Governor does not support the AgCenter as an economic development tool?

Answer. Commissioner Savoie thinks we are \$10 million over funded. He tells that to the Governor's staff, who tells the Governor.

Krishna Paudel asked whether the AgCenter would be better off to bring the College of Agriculture into the AgCenter?

Answer. Probably not, nor would it help to have the AgCenter back in the College of Ag. Jerry Whatley asked what happened to the \$200 million increase in money from the oil price increases?

This was one-time money and there has been a feeding frenzy to spend all of it.  
Krishna Paudel asked if we could get more local support?

Answer. We are working on this. The level of support is coming up. We are trying to go to 10% support, then to 17%, the Southern average.

Brian Leblanc asked about the status of financial exigency?

The Governor is against exigency and does not want us to do that. We won't know until all the numbers are in. We will if we need to.

Allen Hogan commented that field agents are better off with financial exigency because without it, because they are not tenured, they will suffer a greater portion of any cuts.

Steve Harrison asked about the Chancellor's evaluation?

It is not yet on the Web. We are not hiding anything. The President asked all chancellors to delay posting results, possibly because some other chancellors had problems with the evaluation.

Steve Harrison asked about the prioritization plans?

These were not wasted efforts. We will use as needed. After 23 June, we will follow through.  
Steve Harrison, Will this include reconvening of the Experiment Station and Extension Service Master Committees?

Yes.

Joan King, No matter what happens to the budget, will we still make changes?

Yes.

### **Discussion with Mark Legendre, head of accounting services and chief fiscal officer for the LSU AgCenter.**

LaCarte Discussion

A notice is sent out 30 days after entry if the invoice has not been received.

Accounting is trying to get more details on purchases into the initial email. Most of the problems with bookkeeping and payment of LaCarte purchases seem to be in the departments.

There is a \$1000 per day limit on purchases at the same vendor. Splitting of tickets is not acceptable. Cannot make large purchases exceeding \$1000 in consecutive days without documentation of needs. All purchases must have an account number, just a default if necessary. The account number can be changed when the invoice is received.

Steve Harrison asked if the GLS system is antiquated?

Answer. No.

Joan King asked where the Visa statement went?

Answer. There is no statement – everything is on tape.

Paul Wilson asked if there was some way of indexing what is missing?

Answer. No.

Bill Branch asked what the instate hotel rate was and if registration could be charged to LaCarte.?

Answer. \$55.00. There should be no problem paying for registration with LaCarte.

### **Comments and Discussion with Ann Coulon and Vice Chancellor David Boethel.**

Ann Coulon said the first training meeting for Promotion and Tenure candidates was held last week. The meeting went well and there was good feedback.

David Boethel on Early Promotion. Last year the Campus-Wide Promotion and Tenure Committee questioned the need for the excessive number of early promotion and tenure requests prior to 6<sup>th</sup> year. The System has a policy of not considering or accepting tenure until the 6<sup>th</sup> year, unless the candidate is truly outstanding. The same for promotion to full professor - 5 years is considered the minimum in rank time. The time served in a previous position can be negotiated for promotion criteria at the time of hiring.

Krishna Paudel asked if a very qualified individual – with 35 publications and millions in grants - could go up early?

Answer by David Boethel. Yes, as long as they are a very strong candidate. I would support a strong candidate.

Bill Branch asked, Does the Provost have any say on 100% Extension appointments.

Yes. It is a System policy.

Steve Harrison commented that a candidate does not want to try for full professor until ready to avoid having too many negative votes on their record.

David Boethel commented that candidates for tenure should have as a minimum a program with national recognition and for promotion to professor a program with international recognition. There should also be a record of continuing career productivity and not just productivity in the two years just before promotion eligibility.

Krishna Paudel asked if two years at another university counted toward the 6 years of service and how was years of service calculated for mid-year hires.

Answer by Ann Coulon. We will have to look at the letter of offer to see what the agreement was. Anybody can go up for tenure in the 5<sup>th</sup> year. For mid-year hires, the candidate would go up in the 5<sup>th</sup> year.

Steve Harrison asked if the PS 36 format could be used for AgCenter promotion packets?

Ann Coulon --Yes, use the format for the majority campus appointment.

Brian Leblanc asked what the criteria were for promotion to associate agent?

Ann Coulon -- 15 hours toward Masters.

Paul Wilson asked what action had been taken by HRM on PS 20?

Ann Coulon -- I don't remember. Send it to me again.

Krishna Paudel inquired about actions taken on tuition waivers for faculty?

Jerry Whatley replied that Bob Rassmutin said the cost was too great, an estimated million dollars, but no analyses have been done on cost. Secretaries qualify for waivers, other universities exempt dependents. LSU is the only state university that does not grant tuition waivers for faculty and dependents.

Todd Shupe asked what had happened to the PS on PS development written by the Council?

Ann Coulon said she did not know the status of the PS.

Joan King asked if candidates for promotion, who have teaching appointments with LSU A&M, should get letters informing them of the progress from the Provost and Chancellor O'Keefe?

Ann Coulon replied that letters are required only from the majority campus appointment. The Board of Supervisors sends letters on the final decision.

### **Discussion of the Support Services Survey – Kurt Guidry**

Steve Harrison said that there was concern expressed by some about deletion of comments from the survey, but there were few deletions.

Kurt Guidry said the spelling errors were due to the typist who's first language was not English. There were 40 late surveys due to postal errors.

As a whole, most units are OK. There were different responses from on campus vs. off campus. The comments indicate some specific problems.

Jerry Whatley commented that unit usage rates are important – low rates may indicate a unit that is not needed.

Allen Hogan stated the comments were important – some were positive and some were negative - and unit heads should pay attention to the comments.

Jerry Whatley said the comments need more editing before posting on the Web.

Kurt Guidry and Joan King volunteered to work further on editing.

Krishna Paudel noted that Diversity scored lowest in the survey.

Todd Shupe thought that campus faculty probably interacted more with the units and had more negative opinions of the units.

Steve Harrison asked if there was information on how much funding each unit received?

Allen Hogan replied that this information is on the Web in the priority reports.

Steve Harrison asked for discussion on whether the Faculty Council should provide summaries and interpretive analyses of the survey.

After discussion, the Council decided it would be helpful to summarize but not to interpret survey results.

Council members who serve on Unit Advisory Committees were assigned to write a ½ page summary of their respective unit survey as per below that would be due on 3 June. The summaries will be sent to all Council members for review and comments, then discussed at the next meeting.

International Programs – Krishna Paudel  
Communications – Kurt Guidry  
Sponsored Programs – Steve Harrison  
Information Technology – Bill Branch  
Accounting – Paul Wilson  
Diversity – Clayton Hollier  
HRM – Allen Hogan  
Facilities Planning – Don Boquet and Paul Wilson

Paul Wilson pointed out that some faculty members still think the Unit Survey is related to the earlier survey that was not finalized and reported.

Steve Harrison agreed to send an email to allagcenter reminding everyone the Faculty Council originated the current survey and giving credit to Richard Vlosky, Kurt Guidry, Michael Dunn and others for their contributions.

### **New Business**

**Departments of Excellence** - Krishna Paudel brought up for discussion a proposed development of a Program of Excellence for the AgCenter similar to that of the Baton Rouge Campus. This program would designate units of Excellence who would receive increased funding.

Steve Harrison commented that this might create feelings of ill will or of being left out by the remaining units.

Jerry Whatley asked what the goal of the program would be?

Krishna Paudel answered it would have the same goal as the campus – more resources to allow and stimulate excellence by certain departments.

Don Boquet commented that funding was limited and increasing funding for one unit would curtail funding for other units.

Jerry Whatley moved to appoint a committee to investigate and develop a policy on excellence. The motion was seconded by Ken McMillan.

The motion failed by a vote of 7 opposed and 6 in favor. It was agreed to discuss again after the budget situation is known.

**Environment of Research** - Krishna Paudel brought up for discussion a proposal for reorganization of AgCenter research that would place graduate students in the field and project leaders in campus departments. This would improve the strengths of the departments by having a larger faculty.

Steve Harrison suggested this would neutralize a major strength of the AgCenter – clientele support.

Don Boquet pointed out it was important to have project leaders at the Research Stations and Extension Centers who could work closely with producers on their problems. The AgCenter should, however, reduce the number of stations and have only a few strategically located Research and Extension Centers. The Priority reports of last year recommended moving faculty at stations near Baton Rouge to the main campus departments and consolidating some research stations.

**Outside Consulting** - Ken McMillan brought up for discussion the need for guidelines for faculty members' outside consulting activities. Other universities allow time for consulting. PM 11 states faculty members have to have permission for consulting, but there are no guidelines on what can or cannot be done. New faculty members in particular need guidelines. Jerry Whatley noted that other disciplines are allowed outside consulting work.

A committee was assigned to write a policy. Ken McMillan (chair), Paul Wilson, Todd Shupe and Don Boquet comprise the committee.

### **Discussion of Chancellor's review.**

Paul Wilson said that anonymous comments in the Chancellor's review should be accepted because most faculty members have a fear of retribution and will not criticize administration for fear of reprisal.

Steve Harrison said the Evaluation Committee raised a number of valid criticisms. The biggest was the expanding bureaucracy in the AgCenter. There was a disparity in the increase compared with the decrease in research and extension faculty. Generally, however, the review was favorable.

Brian Leblanc asked if there was anything in the report that was cause for the Chancellor to stop and to address or take action on to correct.

Steve Harrison answered no.

Allen Hogan stated that the report from the Louisiana County Agents Association sent to the Chancellor and Vice Chancellors also had statements of concern about the expanding AgCenter bureaucracy.

Jerry Whatley noted that the questions for the evaluation was a standard set for all Chancellors. The Board of Supervisors is interested in PR and stake holders' interests. The Chancellor has good rapport with the Ag community and a good record of down sizing the AgCenter.

Allen Hogan - The message is consistent – downsize the AgCenter.

**Next meeting date** – Steve Harrison suggested changing the date of the next Council meeting from 17 June to at least as late as 24 June. The legislature will probably not finalize the budget until late on 23 June and we probably do not need to meet again before that is done. There was no date in late June that all members could be present, so a tentative date of 24 June was set for the next meeting.

The FC adjourned at 2:00p.