

## **LSU AgCenter Faculty Council Meeting Minutes for August 25, 2006**

Attendees: Joan M. King, Dale Pollet, Wayne M. Gauthier, Allen Hogan, Debbie Melvin, Clayton Hollier, Miles Brashier, Ken McMillin, Todd Shupe, Linda Hooper-Bui, Jerry Whatley, Donnie Miller, Brian LeBlanc, Roberto Barbosa, Markaye Russell, Paul Wilson, Guest: Bill Branch

Absent: Cynthia Stephens, Rich Vlosky , Denyse Cummins, Troy Menard

1. Call to order at 9:43 AM
2. Comments by Chancellor Richardson

Chancellor Richardson mentioned that the LSU System President search had begun. The process for choosing search committee members has been set up. The search is to be an open, full-scale national search. Governor Blanco will most likely not be involved in the decision making process. The LSU AgCenter Faculty Council was asked to nominate people for the list of candidates for the search committee. The committee may use a head hunter to find candidates for LSU System President. The LSU AgCenter may be involved in the search process this fall. The committee hired to determine the characteristics wanted in a system president did not look at re-organization of campuses and systems, but only at how system staff should be organized and operated. Currently there is no staff and president creativity allowed by the Board of Supervisors (BOS) Executive Committee. The last BOS Executive Committee meeting was only 30 minutes long. There is current micromanagement of campuses by the BOS, so it takes forever for items to get through the system. There has been no mention of campuses moving between systems.

Jerry said that Bill Daly, who is chair of the Faculty Councils and Senates of the LSU System, asked the Council of Faculty Advisors for names of six persons they wanted to nominate for the list of names to submit to the BOS for them to consider when putting the LSU System President search committee together. This list will include faculty, board members, past faculty, students and others and three people will be chosen out of the pool of names. Jerry asked for nominees later in the meeting.

Chancellor Richardson mentioned that raises were approved by the LSU Board of Supervisors. A surplus was found in the state budget of from \$700 million to \$1 billion. This is an election year so the expectation is that there will be lots of spending in the state budget. We might get another pay raise due to the election year. We will know more in the fall from the state budget committees. The state is telling campuses not to ask for tuition increases. The capital outlay budget for the Food and Animal Sciences Bldg. is #9 on the list at the Board of Regents.

The LSU AgCenter will come out of exigency this fall. We are still looking for ways to give our budget more stability similar to that of tuition based campuses.

Clayton asked about the article in the newspaper concerning Dr. Clausen as a candidate for LSU System President. Chancellor Richardson said that she will most likely not be a candidate. Jerry mentioned that if she has an avenue, she may make it work out, but she's on her own. Chancellor Richardson said it depends on whether the governor wants to get involved. Allen said it may not be good politically for the governor to be involved.

Allen said, in regard to the tuition linked budget revenue for the LSU AgCenter, that at a Farm Bureau meeting, the parish president in his area said the LSU AgCenter should get something. Another farmer from the Rice Association asked Allen if a coalition came together to force the issue would it help the situation.

Chancellor Richardson said that our budget is still \$2 million less than last July, 2005. Implementation rates have gone up for budgeting, and according to the Board of Regents (BOR) we are above 100% of where we should be budget wise. The State and BOR are looking at funding models for higher education that take into account implementation rates. The State and BOR think that there is too much money in agriculture. We have more than one AgCenter in the state and this also involves Pennington and the Health Science Centers.

Joan asked where the extra state money is coming from. Chancellor Richardson hypothesized that it was coming from sales taxes, gambling money, income taxes and cigarette taxes.

Allen asked about exigency ending in October. Chancellor Richardson said no one was laid off other than attrition. The AgCenter was still looking at mergers and consolidations. Some stations were changing to become more farm oriented. The citrus station will be handled differently.

Linda asked about parish offices in the hurricane affected areas. Chancellor Richardson said Jefferson was back, Plaquemines was getting ready to move back in, St. Bernard was using a trailer, and Cameron will need to build a new extension office that will include a resource center. The Citrus station was waiting for FEMA money for repairs. Some repairs were made with AgCenter money. Lots of trees were lost. Orleans was waiting on the National Guard to see if they will rebuild.

Wayne asked about the status of the Promotion and Tenure issue with Chancellor O'Keefe and mentioned that they are looking for a new Provost for LSU A&M. Chancellor Richardson said there was no news yet.

Debbie asked if the AgCenter planned to raise the starting salaries of 4-H agents. Chancellor Richardson said there may be a problem due to teacher salaries, but that he would check with Dr. Coreil.

Miles asked about retiring agents and the 4-H career path, agent to FCS, with concern about replacements coming up the pipeline. Chancellor Richardson said county agents will have to be more specialized and that the model of promotion will probably change.

Jerry asked whether the staffing plans being made by the Vice-Chancellors, Dr. Boethel and Dr. Coreil, would be general or specific. Chancellor Richardson said that the VCs were working on the plans. Clayton said he would ask Dr. Boethel and Dr. Coreil to come to the Faculty Council meeting to inform us about their staffing plans.

Allen said that there are no youth agents to fill open positions anymore, that M.S. students may be needed. There needs to be training to teach people how to be 4-H agents, how to educate, instead of just learning through years on job. Chancellor Richardson said the methods by which the clientele now obtain information are very different. The AgCenter needs to hire people with both subject matter knowledge skills and knowledge dissemination skills in a high tech environment. Some of the areas we are teaching now we can do without, like teaching sewing for example. He asked why we still have 4-H sewing with cotton and that people need to focus. Debbie said FCS has focused their programming and this should not be happening. Debbie said very few clientele are asking for this kind of information. Allen said it is important to ask the clientele what their priorities are.

3. June 30, 2006 minutes were approved by council with wording corrections.

4. General Discussion about Exigency lead by Clayton

Clayton asked us what we have heard from outside universities regarding our exigency issue. Clayton said he has had phone calls asking about our status. Paul said not many people understand our system and how one part can be bankrupt and another not. Ken said those persons who left LSU are glad. Recruits want to know how to function in this situation. Outsiders have no confidence in the management team here. Paul said that his neighbors do not understand how we cannot have enough money when Chancellor Richardson received a raise. Todd said this happens in the private sector, for example the stock drops but the CEO still gets a raise.

Jerry said faculty at other universities are sad and concerned about how the LSU AgCenter handled exigency, vacancies and such. There is concern in the legislature about how we are handling money. The \$2 million cut was absorbed by field positions. The priority issue is where we are going to put the money. Raises are not the issue. We have done very little in exigency.

Allen said one effect is on field agent openings. People do not want to apply because of financial exigency.

Todd said we will probably come out of exigency in October. The LSU AgCenter wanting tuition money may not happen. Economists around the country are saying Louisiana's economy will tank after the sales tax income goes back to normal. This happened in North Carolina after Hugo. Todd asked how confident are we that we will not be in a bigger hole in three or four years.

Jerry wanted to know if the staffing plan is going to be specific through prioritization as it relates to budget. He said it looks like we are doing the same things now as always because we haven't done anything for changes under exigency. Todd said we need to make changes now in order to better respond to future economical issues. Jerry said we need to prioritize areas and inventory what we have now in people, assets and what we can afford through a plan.

Debbie said Chancellor Richardson did not address the issue about tuition increases related to our budget specifically. Jerry said the positive result out of exigency is that legislatures may now see LSU AgCenter budgets are not tied to tuition.

Allen was worried about faculty and staff openings and whether applicants could be found. Todd said School of Renewable Natural Resources director interviewees would not take the job. Ken said that there are still issues without exigency, for instance no start-up packages and low salaries. The LSU AgCenter is not very attractive to people to begin with.

#### 5. CMS General Discussion

Brian mentioned the survey results by IT and how they are trying to deal with CMS issues. Linda said the survey stated that 30% of the participants thought CMS was good. Brian said most people said that the most valuable people are those that help you directly. The survey information given out by IT was a summary only not complete results.

Todd asked about what happened to the loyalty survey. Allen said the loyalty survey was brought up at the HRM advisory meeting. They might not be able to find the survey information.

Allen said that pages are all clumped together under CMS. The chancellor says we need to answer instantly, but we can't get the information online quick enough. Is this problem related to review of material or time availability? Jerry said we need to zero-in on why there is a time lag to get items online, that we need Kappie to address the response time. Clayton said he will talk to Kappie about the issue. Wayne asked if review was that critical for a potential of preventing a 2% error. Linda said we need a fast track system for emergency issues. Jerry said we need back up people for reviews for immediate response. Dale said who you deal with could be the delay.

#### 6. Ombudsman Issue Discussion

Clayton mentioned that in the June 30, 2006 Faculty Council minutes it was stated that LSU A&M wanted their own ombudsman. He asked if that was correct. Wayne said that if the students have a BOS seat then the faculty want one also. Paul said that when LSU A&M first wrote the resolution for an ombudsman that it would be together with the LSU AgCenter, but the AgCenter split off and declined being part of it. Ken said LSU A&M Faculty Senate now says that we have an AgCenter Faculty Council so we can have our own ombudsman if we want. Wayne said that the ombudsman would be a

roamer/listener without a chain of command. Ken said that an ombudsman cuts through red tape to get factual information, to see both sides of an issue and to help negotiate between parties. If the administration names the ombudsman it doesn't work, if the faculty name the ombudsman it works. Ken said the University of Kentucky has an ombudsman. Linda said the University of California has them on all campuses. Paul said there is a national organization of ombudsman with a rule book and that Dr. Advokat from LSU A&M has the book. The ombudsman must be outside the HRM chain. The Provost wanted the ombudsman to report to her, but now the ombudsman reports to O'Keefe.

Clayton asked Wayne to get information on the ombudsman issue and asked people to call Wayne if they would like to help. Wayne said he would also call people for help.

#### 7. LSU A&M Faculty Senate issues by Paul Wilson

LSU A&M now has an ombudsman to deal with issues before they get to a grievance stage and that the position is part-time.

The Provost is leaving and it may be due to a riff between the Provost and Chancellor O'Keefe. The position of Vice-Chancellor of Research and Dean of the Graduate School has been split. There is a new Vice-Chancellor of Research and Economic Development. Dr. Monroe left as Associate Dean of the Graduate School and Dr. Silverman was moved to the Dean's office. Paul said that LSU A&M wants to get rid of the graduate school and move graduate students to individual colleges.

Paul said there was a decline in graduate and undergraduate students with 1500 less students which resulted in less tuition. Clayton said the decline in students may be due to higher standards of admission which will stabilize with time.

Paul said Academic Affairs is moving to a holistic approach for entrance requirements, not just GPA and SAT scores. The new catalog already has the changes. There will be no automatic admittance based on GPA and SAT scores anymore. The different indicators to be used were not identified.

Paul said that there is a new rule that new freshman must live on campus. The rule excludes students who live in a 30 to 40 mile radius. There are new college dorms based on certain majors.

#### 8. Board of Supervisors Report by Jerry Whatley

The Board of Supervisors has fifteen people plus the chair, of which there are seven new people and one college representative.

The biggest change is that the executive committee meets one week prior to the meeting to decide which items will be on the agenda. One half of the meeting time is spent on the hospitals and medical schools issues, which is a tremendous financial issue. It used to be

that the President's office would bring recommendations and the Board of Supervisors would discuss them.

The President of the LSU Faculty Senate asked for a pool of names to send up for consideration by the Board of Supervisors for the LSU System President search committee. The LSU AgCenter Faculty Council had to submit six names to Dr. Daley. A total of 14 people will be on the search committee.

Allen said there will be two screenings to determine committee members. Jerry said he gets the names for our Faculty Council and he sends them to Dr. Daley.

Jerry opened the floor to nominations. The following persons were nominated: Clayton Hollier, Jerry Whatley, Steve Harrison, Witoon Prinyawiwatkul, Roger Lenard, Ken Paxton, Joan King, Marybeth Lima and Mary Grodner.

Jerry has a friend who was recently appointed to the Board of Supervisors who said he has no running orders from the governor. Jerry asked him about the issue concerning rearrangement of campuses and his friend said that it will not happen. The governor told his friend to make LSU A&M the flagship university. Jerry said some supporters of the governor may not have the same agenda as the governor.

Faculty do not get a full packet of information from the Board of Supervisors anymore. All meetings are open meetings, so anyone can attend.

Jerry said that there is a movement to get a faculty person on the Board of Supervisors since the students have one member. All campus student governments vote on a student to represent them. The student representative changes very year. The governor has the authority to add a new person as a district or at-large member or the legislature can approve the extra member. Ken said it has to be passed by the legislature.

## 9. Service Advisory Committee Reports

### HRM Advisory Committee –

Allen said that they met in May and in July. Mike Salassi and Allen are on the training programs subcommittee with two administrators and classified employees. In the HRM advisory committee meeting they covered staff training issues. They discussed ideas for monthly trainings. One section related to LSU AgCenter, state and federal regulations coverage for new faculty and staff with printed handouts. This would be the first half of one day and the second half would be on successful work habits for classified persons.

Diversity training issues were also discussed. Clayton asked if there will still be a Diversity Committee. Allen said if we want to not have a Diversity Committee then we have to send a letter to the Chancellor. Linda and Allen made a motion that Clayton send a letter to Chancellor Richardson recommending that the Diversity Advisory Committee be dissolved and related issues be covered under the HRM advisory committee. Faculty Council approved motion.

The other subcommittees of the HRM advisory committee are the Diversity subcommittee and the Improving the HRM website subcommittee.

Debbie asked to have HRM advisory committee discuss a having consistent process for merit increases.

Communications Advisory Committee-

No meeting has been held.

IT Advisory Committee-

Nothing to report since Jerry and Paul were not there at this time of the meeting.

Diversity Advisory Committee-

They had not met.

Facilities Advisory Committee-

Had not met.

Sponsored Programs Advisory Committee-

They met several months ago and nothing of significance was covered.

Linda said that there is an issue with sponsored programs and letting grants be authored by students and post-docs, who are treated like third-class citizens and who are told their names would be taken off the grant proposal. Todd said they do allow students to be on proposals but not as the principal investigator (PI). Linda said different people in sponsored programs say different things. She asked that when the advisory committee meets again that they discuss this issue of student as PIs on proposals.

Accounting Advisory Committee –

They covered the auditing process.

Communications Advisory Committee-

No report.

## 10. Other Business

The Faculty Council election process has to begin now.

The next time Clayton will ask the Directors to tell us about their staffing plans.

The meeting was adjourned at 1:04 PM.

## 8. Meeting Dates

Meetings time will be 9:30 AM approximately every 4th Friday of each month in the Sullivan Conference room. Next meetings: Oct. 27<sup>th</sup> and Nov. 17<sup>th</sup>.