

LSU AgCenter Faculty Council Meeting Minutes for June 15, 2007

Attendees: Joan M. King, Rich Vlosky, Denyse Cummins, Allen Hogan, David Blouin, Mary Grodner, James Hendrix, Mike Hebert

Absent: Jerry Whatley, Dale Pollet, Markaye Russell, Cynthia Stephens, Wayne M. Gauthier, Miles Brashier, Ken McMillin, Donnie Miller, Donna Lee, Collins Kimbeng, Phil Stouffer, Roberto Barbosa

1. Call to order at 9:34 AM by Rich Vlosky.

2. Comments by Chancellor Richardson

Chancellor Richardson wants to have an ombudsperson selection committee. He also wants someone to sit in on Board of Supervisors meetings.

Note: Jerry Whatley was assigned to this task last year and again this year as vice-chairperson of the LSU AgCenter Faculty Council. The chancellor also approved the recommendations of the Faculty Council for selecting individuals to serve on LSU AgCenter service unit advisory committees.

HB1 (fiscal budget) and HB2 (capital outlay) in the 2007-2008 state budget only required a majority vote to pass. HB3 (omnibus spending act for capital outlay) needed a 2/3 vote and was held up for two weeks before finally passing. The legislative fight shifted to how much money can be used for recurring funds which was a key to funding. There were a couple of changes in the budget including a 5% raise with 2.5% of that required to be across the board. Allen asked if the 2.5% was additional to the 5% or comes from the 5% itself. Dr. Richardson said it is part of the 5%. The LSU AgCenter was trying to sort out who was covered by the required 2.5%. Unfunded mandates were totally covered. Of the appropriation to the LSU AgCenter, 3% is discretionary funds. The legislature tried to increase the amount to 6% by an amendment by Senator Cleo Fields. An additional \$4.4 million was added by Senator Ellington. Mike asked what the \$4.4 million would be used for and if it was recurring funds. Chancellor Richardson said it could be used for anything like faculty hires and such and that it would be recurring funds. The future was uncertain for these budget amounts due to the recurring funds issue in the legislative debates. In the capital outlay bill, the food and animal sciences building was priority one. Funding was also included for the emergency shelter to be built by the state at the Dean Lee station, which was underbid. All of the out buildings that were requested were not included and the legislature was asked for \$6 million more for buildings to properly house people and pets. Another related issue was identifying who was going to pay the staffing and utilities charges for operating the facility. The LSU AgCenter is trying to get the state to pay for the operation of the facility indefinitely.

With respect to the federal government, there is still an issue to be resolved regarding earmarked funds and whether they will be included in the Farm Bill. The AgCenter should hear something by August. There are plans to increase the inner loop in Northern

Louisiana which will affect the LSU AgCenter's Pecan Station orchids. The LSU AgCenter is working with Louisiana's congressional delegation to move the loop away from the station.

Mike asked about the status of the Lamar Dixon Expo Center. The chancellor said that the facility may be bought for \$5 million by Bob Odom and given to Ascension parish to run. The estimated annual cost to operate the facility will be \$1 million to \$1.5 million. Facilities south of I-10 will not be used again for hurricane shelters. Mrs. Dixon's stipulation was that the Lamar Dixon facility was to be used for what it was designed for, like livestock shows.

3. The April 25, 2007 minutes were approved with any corrections already received by Wayne through email.

4. 4-H Youth Development by Mark Tassin, Department Head

Mark handed out 2005-2006 statistics documenting Louisiana 4-H activities and reviewed them with respect to number of youth served by gender. There were 55,000 members in clubs in school, project clubs and other clubs. Some members also came from character education program, wetlands programs and nutrition programs (Smart Bodies Program by HUEC). Some of these members also came through summer day camps and fun educational camps. Mark also handed out informational fact sheets that explained such activities as 4-H camp. These fact sheets can also be used for marketing the 4-H program to schools by agents.

Rich asked how much the camps cost. Mark said \$110 fee per week charge for camp which is charged by the state and includes 4 nights and 5 days lodging, food, materials and other items. The chancellor offers scholarships to pay for ½ of the fee for low income students. Rich also asked about the length of time and how many children attend. Mark said that the camp lasts 10 weeks and hosts 4,000 to 5,000 children of all different economic backgrounds.

Mike mentioned an issue with the deposits for camp given to parishes. Mark said he was not aware of any problems. Mark said some children cannot go to camp due to summer school so the deposit is refunded. The deposit was now being required to hold beds so that all reserved beds will be fully utilized. Rich asked if the children at the camps were racially mixed and Mark said yes and that the children participating in the camps reflected the Louisiana population.

Mark gave a handout on the 4-H Service Learning project. 4-H has been doing service oriented projects throughout its history, but now there is an emphasis on incorporating more learning related activities into 4-H projects. The children decide what project they want to do and explain why they should do it. The kids are surveyed and one major program is surveyed each year by each parish. The surveys are used to show the impact of the 4-H Service Learning project.

Mark gave a handout on Leadership Boards. There are four boards which served eighth grade to twelfth grade students. The boards develop camps for the younger children and this program was implemented 6 to 8 years ago. There is also training for adult volunteers who undergo background screenings. Allen added that anyone at the AgCenter who is involved in 4-H goes through training and screening. Mark said that the training covers what to do in certain situations. The LSU AgCenter 4-H program is aligning its programs with to comply with national mandates such as health, fitness and service. The 4-H program is also covering staffing and other issues.

Rich asked if the number of youth served changes from year to year. Mark said the current number of youth served is 179,000 which is pretty stable though it is a moving target. Past record keeping was not good but has improved the last three to five years because of the computer. Cards used to be used. Before there were 75,000 4-H club members, but now there are 55,000. Some schools require 4-H. Rich asked whether every state and every Louisiana parish has a 4-H program. Mark said that 4-H was not in all schools. In Louisiana 4-H is in one of every five schools. Rich asked if there were any low percentage responses to any survey questions. Mark said there were no responses under 80%. Rich asked if the surveys were published. Mark said that the state has the Journal of Education and there is also the Journal of Extension now. Ph.D. students have published articles documenting 4-H issues. 4-H is being built through departments which need to balance research and 4-H outreach.

Mike mentioned that extension persons used to receive abstracts of Ph.D. students and said that he wants to know what issues the Ph.D.s degree research programs were addressing. Allen said there used to be an extension person in a department responsible for distributing this information. Now this department is in the School of Human Resources and Educational Workforce Development (SHREWD) formerly known as Vocational Education. Mike wants to know who completed Ph.D.s in each department and wants to see the latest findings in AgCenter fields. He wants to see what new information is being created and would like to see it for the past couple of years. James said that the College of Agriculture has abstract information for all M.S. and Ph.D. degrees. Rich asked where we would place such information. James said on the intranet. Mike said in a recent findings/degrees awarded section under the section 'other'.

Mark mentioned that the 4-H program will have a newsletter including a research station section. Joan asked what became of department visits on campus by 4-H students. Mark said that the 4-H program is being conducted differently now. They now have a list of programs that changes depending upon feedback regarding a program's success.

5. HRM Updates with Ann Coulon

Ann said the departmental committees did a good job with the department head review process. The AgCenter was waiting on two more reports. Participation was low throughout the AgCenter at about a 30% response rate. Mary said that if people like the

department head they do not have anything to say. Some people do not care that the process is anonymous. Mary said she believes that anonymity can be assured. Mike agreed that satisfied people do not have anything to say. Rich asked if next time there will be a longer time for notice and if there will be multiple reminders. Denyse also said there needs to be time for the heads to send out their goals to faculty. Ann said there can be more reminders and the process can start earlier and will also include staff persons. Instructions can also be given to the committees if needed. Information can be sent so as to track the percentage of personnel responding during the process. Allen said certain supervisors sent requests to employees asking for review to be done. Ann said the committees were constructive in the way they handled the reports for the AgCenter and the process can be started earlier to give more time.

Promotion and Tenure training went well. There was positive feedback. Next year there will be an agent on the program as well as a faculty member. PS-42 will be issued with changes including that the LSU AgCenter faculty committee will be required to give feedback if negative votes are made. Comments will not be required if a positive vote is given and the comments will not be included on the form.

Mike asked when the committee was implemented. Ann said three to five years ago by request of the Board of Supervisors. Allen said the purpose of the committee was to look more objectively into the candidate's qualifications for promotion and tenure while minimizing the subjective personality issues. Ann said that the committee also looks at dossiers from a PS-42 view point so as to account for the differences in expectations between extension and research appointments. Mary said there are also issues where faculty members support the candidate but the department head does not.

A second change to PS-42 will be that a representative from the candidate's unit of will be at the committee meeting to answer questions the committee may have or to make a short presentation about the candidate and their departmental activities. A third change is the option to request that a unit level faculty committee representative be present at the unit head committee's meeting as a candidate's colleague. This change will not be implemented during the coming P&T process.

There was a Violence Prevention and Crisis Communication meeting with department heads. The LSU AgCenter needs to build a culture which does not tolerate disrespectful behavior and promotes a more positive culture. The AgCenter needs to take a hard look at 4-H as an example. Mike said most people do not understand problems with 4-H due to school policies. LSU AgCenter 4-H personnel cannot get involved in problems within a school.

Denyse asked about the status of the new proposed leave policy. Ann said the Board of Regents is solidly behind the leave policy idea. The legislature could not cover the issue in this session since the session, by law, could only address fiscal issues.

6. Old Business

Ombudsperson Issue by Rich Vlosky

Rich handed out information from the LSU A&M ombudsperson, Kirsten Schwehm, relative to questions regarding the ombudsperson sexual harassment issues and the role of the ombudsperson in an organization. Mike wanted to make sure that any issue can be brought up to ombudsperson without a reporting requirement. Joan asked who will be on the search committee for the LSU AgCenter ombudspersons. Rich said he will find out who was on the committee that searched for Kirsten. Allen said that the chancellor will tell the Faculty Council to determine how to set up the committee. Mary said the people on the committee should understand the land grant system.

Discussion of Annual Conference Comments from Faculty Council as noted by Debra Davis

Rich said the notes were captured very well. Allen pointed out that the awards committee or not issue was number 2. Mike said it was difficult for field agents to compete for awards against someone who works more broadly. Allen said the Edmiston Extension Award used to be for field agents and the other extension award (the former Triad Award) was for specialists.

Rich will send an inquiry regarding requirements for the extension award, the process for selecting its winners and identification of the individuals who decide the annual winner.

7. New Business

Board of Supervisors Report by Rich Vlosky

Rich gave out the agenda for the Board of Supervisors meeting.

Advisory Committee Reports

The HRM advisory committee will meet August 8th 2007. A September meeting is planned for the Sponsored Programs advisory committee. Denyse said that timelines and requirements for passing proposals through the AgCenter are needed.

Mike asked to have visits to the Faculty Council website counted.

Fred Piazza from IT will attend the next meeting and Frankie Gould from Communications will be at the following meeting.

Allen wants members of the Faculty Council to look at the new PS-42 policies before they are officially implemented.

Rich wants to have a summary of accomplishments of the Faculty Council over the last five years for a five year report. Rich will cover 2004 and 2005, Allen will cover the first few years and Joan will cover 2006 and 2007.

The meeting was adjourned at 12:34 PM.

8. Meeting Dates

Meetings time will be 9:30 AM approximately every 4th Friday of each month in Sullivan Conference room. The next meeting is scheduled for July 27, 2007.

Respectfully submitted,

Joan King
Substitute Secretary