

**LSU AgCenter
Faculty Council Meeting
January 25, 2008
Sullivan Conference Room**

HIGHLIGHTS AND ACCOMPLISHMENTS

- . **Implications of Hiring Freeze for LSUAC and Its Units (3, 22)**
- . **Special 2008 Legislative Session #1: Ethics (3)**
- . **Special 2008 Legislative Session #2: Extra Money Dedication & Allocation (4)**
- . **2009 Budget Process Underway: Contains No Provision for Raises (5)**
- . **Capital Outlay Monies & Animal Sciences Complex (9)**
- . **Implications of Anticipated “Leveling Off” in State Receipts (12)**
- . **Some Earlier “Earmarks” Remain in New Farm Bill (14)**
- . **Lamar-Dixon Issues Appear Near Resolution (15)**
- . **Change Reignites Old Rumors RE: LSUAC and LSU-BR (16)**
- . **Air Bag Credited with Saving Emeritus Chancellor Caffey’s Life (17)**
- . **Enrollment Management & Assessments Within LSU System (11, 18)**
- . **Magnetized Signage on LSUAC Vehicles: PR Initiative (19)**
- . **AgCenter Faculty Issues & Concerns 2007 – Results Overview- (20)**
- . **Wellness Program Initiative (23)**
- . **LSUAC Faculty Evaluation System Under Evaluation (24)**
- . **Coulon Acknowledged for Input Into Employee Leave Utilization (24)**
- . **Status of Ombudsperson Search (26)**
- . **Annual Conference 2007: Embedded Recommendations for 2008 (25)**
- . **ACE Groups Have No Place at Annual Conferences (25(b); 25(c))**
- . **Council Responses to AgCenter Faculty Issues & Concerns (28, 29, 30)**
- . **Formalized Mentoring System (31)**
- . **2008 Set of Faculty Council Officers**
- . **Is Current Faculty Council’s Representation Appropriate (33)**
- . **Smoldering Issue: Tuition Exemption for Faculty (34)**
- . **Chancellor O’Keefe Resigns (35)**

Members Present: David Blouin, Wayne Gauthier, Mary Grodner, Mike Hebert, Collins Kimbeng, Joan King, Donna Lee, Donnie Miller, Dale Pollet, Diane Sasser, Phillip Stouffer, Adrienne Vidrine, Rich Vlosky, Jerry Whatley, and Deniese Zeringue.

Members Absent: Mandy Armentor, Roberto Barbosa, Miles Brashier, Andrew Granger, James Hendrix, and Clayton Hollier.

1. Chairman Vlosky called the meeting to order at 9:30 a.m. and invited Chancellor Richardson to make his remarks.
2. The minutes of the November 16, 2007 meeting were approved by voice vote.

Chancellor Richardson's report included the following items:

3. Governor Jindal, through executive order, has instituted a hiring freeze. It is a "hard" freeze as the request to provide exceptions for higher education was denied. The first of two special sessions is to be a 21 day session, commencing on either February 10, 2008, and is to focus exclusively on ethics reform. Texas appears to have existing ethics laws which could provide guidance. A major issue likely to influence the success of the session revolves around whether the ethic laws will apply uniformly at both the state and local levels of government. It appears to be shaping up as an "all or none" issue. One of the provisions under consideration is limiting the sum of money that a lobbyist might spend on a meal per legislator to fifty dollars (\$50).
4. The second special session, prior to the regular session, is to address the projected allocation of one billion dollars in surplus monies that has been generated primarily by federal appropriations in response to Hurricane Katrina and the high oil prices. The guidance from the Governor's office is that this money is to be treated as a one-time expenditure source of funds.
5. The state budget for 2008-09 is projected to be flat. At this time, there are no provisions in the budget for pay raises or to cover hospitalization costs and other operating costs increases normally incurred by the LSU Agricultural Center. The Chancellor observed that the budget process begins with the Governor submitting a budget to the legislature. Then, the legislature can, and often, draws up its own budget. Then, there is a compromise between the two bodies. The expectation is that the future will be characterized by a leveling-off of the expenditures experienced in the post-Katrina period.
6. A complicating variable for 2008 is that there are 65 new members of the legislature as a consequence of term limits. Sixty-five is a relatively large number of new legislators. As a consequence, the legislators do not know each other as well as in the past. In some instances, committee chairmen do not yet know who the members of their committee might be. Incoming chairmen of committees important to the LSUAC are Mr. Andy Anders of the Agriculture committee and Mr. Jim Fannin of the Appropriations Committee.
7. After 28 years under Bob Odom, Mike Strain, DVM, is assuming office as the Louisiana Commissioner of Agriculture. Dr. Strain represents a change in philosophy and programs for the Louisiana Department of Agriculture and Forestry (LDA&F).
8. Overall, Chancellor Richardson feels good about the mix that has resulted from the changes. The Louisiana House of Representatives is about evenly split between Democrats and Republicans. The Louisiana Senate is where the Governor is most likely to encounter opposition to his programs.
9. Changes are likely to come to the capital outlay process. Through 2007, legislators could introduce capital outlay bills and then report to their constituents that their local

projects were under consideration for state funding. Funding requests far exceeded the state's capacity to ever fund. The process of prioritizing capital expenditures was left to a committee. Only a fraction of the funding requests was ever honored. In over a decade, the first brick and mortar money for the Animal Sciences Complex was received in 2007. The Chancellor hopes that the balance of the monies needed to complete the Complex will be received in subsequent years.

10. Relative to the announced freeze and the ombudsperson position, the LSUAC is proceeding with the process of identifying a qualified candidate. After that, steps will be taken consistent with freeze guidance in proceeding to fill it. Regarding other LSUAC positions, if an offer has been extended, it will be honored in the immediate time frame.

11. Jerry Whatley identified Mike Benhay as a new incumbent into President Lombardi's office. Dr. Benhay will be responsible for enrollment management throughout the LSU System. For the LSU-BR campus, President Lombardi speaks in capacity ranges of 32,000 students.

12. Governor Jindal is assessing the state's 2009-2010 with the expectation of a "leveling-off" of the federal infusion of funds for hurricane relief. One component of Governor Jindal's campaign program was tax relief. Chancellor Richardson recalled that the Louisiana constitution requires its Governor to end every fiscal year without a deficit. If a Governor chooses to implement tax cuts, the revenue that was forthcoming from those tax cuts either has to come from another source or existing programs being funded with those monies need to be eliminated. Funding for higher education and health, hospitals and human services (HHR) are not dedicated in the state constitution. As a consequence, they are generally amongst the first to be cut.

13. Mary Grodner observed that a high percentage of the Governor's staff doesn't appear to be aware as to how Louisiana state government actually works. Young people dominate both the halls of Congress and the Louisiana legislature.

14. Chancellor Richardson observed that some of the earmarks specific to the LSUAC have been put back into the provisions of the "2008 Farm Bill".

15. Many of the more controversial issues surrounding the Lamar-Dixon facility appear to be in the process of resolution. When the transfer of the facility to Ascension Parish becomes finalized, the LSUAC is likely to enter into a long term lease of the facility with Ascension Parish.

16. Dr. Richardson noted that the resurgence of any option to make the LSUAC a component of the LSU-BR campus isn't going to happen under Lombardi's Presidency. President Lombardi feels that the LSUAC is more effective as is for the LSU System. The primary concerns of President Lombardi are the Board of Supervisors (BOS) and the LSU System's various constituencies. Richardson observed that there is always talk when there are changes. Richardson noted the LSUAC on-going commitment to build and maintain good working relationships with its sister LSU- BR campus. The LSUAC's

Central Administration wants an even “closer working relationships with the main campus”.

17. Chancellor Richardson credits the car’s air bag with saving the life of Chancellor Emeritus Rouse Caffey who is the current Chancellor at LSU-Alexandria.

18. President Lombardi is in the process of hiring an individual to evaluate optimum enrollment strategies for each of the institutions within the LSU System. This is independent of the evaluations of such strategies by the Board of Regents (BOR). President Lombardi will be assessing individual institutional achievements within the LSU System based more on metrics than on popular press articles. Chancellor Richardson is hoping to get the LSUAC formula revised to better position the AgCenter to compete on a national basis.

19. Plans are proceeding to equip AgCenter vehicles with magnets to which signage bearing the LSUAC logo can be affixed. It is part of an initiative to enhance the effectiveness of the LSUAC’s overall public relationship effort. The decision to not sponsor ads on LSU AC website has been made.

20. Vlosky questioned whether Faculty Council representatives had received any feedback from the published and earlier distributed results of the AgCenter “Faculty Issues & Concerns 2007 – Results Overview” (2007 Survey). Responses indicated that, compared to a similar survey three years earlier, both positive and negative comments had been received. More significantly, however, there was a sense that the overall quality of service had increased over the last three years. Three service heads had positive responses to make about the 2007 Survey as contrasted to no responses to the earlier survey. Chancellor Richardson seemed pleased with the 2007 survey and encouraged the Council to use the document in striving for improvement. Vlosky requested Council representatives to review the published 2007 Survey responses, categorize, and submit directly to him for final compilation. That compilation will be used to revisit the 2007 Survey responses with the Chancellor.

21. Chancellor Richardson noted that they are still testing the Campus Alert System. He also observed that every individual needs to take personal responsibility for being alert and reporting.

Human Resources Update (Ann Coulon)

22. Coulon reported that there had been no forewarnings and no exceptions granted with the executive freeze order. Until advised differently, unit heads are to keep interviewing and doing necessary background checks. Unit heads just cannot make any commitments. Graduate assistant and student worker hires are not impacted under the provisions of the freeze order. Questions were raised, but not answered, with respect to the freeze under conditions when federal monies are to be used to fund the position. Faculty positions are not interchangeable. Some ventured it was a psychological and philosophical move on the part of the incoming governor to establish his administration’s direction. The immediate

net impact of the FREEZE is to establish the number of filled positions the LSUAC had on the date of the order.

23. A wellness program initiative is under consideration within the LSUAC. Its goal is to improve the health and well-being of LSUAC employees through information and programs and eventually to the clientele. It is an idea packed committee. Their immediate activities are to schedule meetings with (a) Chancellor Richardson regarding; (b) financial, mental & physical health, (c) physical activity, and (d) healthy eating. The committee's plans include the creation of incentives. This is an obvious, multiple win-win initiative for both employees and the LSUAC. Keeping health costs down and people healthier justifies the time and expense of providing time within the day for people to exercise. Once initiated, the initiative will be inclusive of employees and locations. To foster a healthy competitive spirit, the creation of participation teams by employees both between and within departments and units will be encouraged.

24. The 2007 Evaluation Process of Employees for Promotion and Tenure went well in comparison to earlier times. Dr. Jim Griffin has been given the charge of looking into how well the faculty evaluation system is laid out. Whatley asked whether, in the evaluation process, there were provisions for input for individuals with regional and state responsibilities? Whatley also noted that Coulon had been recognized for her input into a Board of Regents' committee evaluating various dimensions surrounding the utilization of an employee's leave

Dr. Debra Davis, 2007 and Designated 2008 Annual Conference Chairperson

25. Dr. Davis reported that more positive comments associated with the 2007 Conference had been received than there had been with previous conferences. Among issues external to the LSUAC impacting the 2007 was the prior Thursday shootings on campus which impacted parking. Observations offered by members of the Faculty Council included:

- a. Whatley reiterated earlier safety concerns of attendees living far distances away being able to leaving on the last day by noon or prior to 1:00 p.m.;
- b. Pollet observed that the majority of the information received at ACE meetings are just repeats of information presented during the year. Vlosky cited the Results Overview of the AgCenter Faculty Issues & Concern Survey2007 where only 8% of the respondents observed this activity to be extremely valuable; 48% observed them to be somewhat valuable and 20% observed them to be not valuable at all (p.16). Hebert also questioned the value of the ACE meetings. He observed that the only training provided for 4-H agents is 4-H training, not commodity training. As a consequence, the 4-H agents don't know who the researchers are in the various commodities (agriculture and consumer science) areas. It then follows that they don't know whom within the AgCenter faculty to call or refer questions or issues to in their commodity problem areas. There is a need to provide 4-H agents with training in agricultural related topics. This becomes acutely evident when 4-H agents need to train 4-Hers in

agriculture subject matter. Since they haven't been prepared, their recourse is to draw on their experiences prior to 4-H. Whatley suggested that annual conference participants be allowed to participate in four to eight generic topics. Grodner observed that providing agent certification was a once valued by-product of annual conference. Lee observed that a problem within the multiple Cotton ACE groups had to do with choosing among conflicts. Davis indicated that the following set of recommendation would be presented to the individuals responsible for the 2008 Conference. (i) No ACE meetings; (ii) Annual Conference to be devoted to cross cutting topics; (iii) Shorten the Tuesday program so that attendees can go home earlier; (iv) insure for a rotation of activities such that pesticide certifications are provided for in one of every three years and (v) allow 4-H agents to attend various subject matter topics of their choice.

- c. Additional observations indicated that the entertainment provided by Griffin and Vlosky needed to be repeated. Hot topics needed to be addressed at annual conference. In response to the suggestion to do away with ACE groups, it was observed that there is a need to understand that there are 31 ACE groups and their contributions within the speciality areas and in serving the public vary. Whatley indicated that all agricultural center employees need to appreciate that "We all work for and with the public". Davis recalled how the ACE groups were birthed. Whatley: We merged, but took on different role. Vlosky: Longer sessions with cross-cutting issues. Moderator. Short five minute presentations with one-paragraph abstracts. Tuesday's lunch break too long. Davis said it would be shortened.

Ms. Torri Ransome Freeman, Associate Human Resources Director

26. Vlosky recognized Ms. Freeman as the chair of the search committee for identifying and recommending an ombudsperson for the LSU AgCenter. Ms. Freeman began her presentation by identifying the other members of the Ombudsperson Committee as Regina Bracy, Eddie Eskew, Wayne Gauthier, Joan King, Mary Grodner, John Sonnier, and Keith Whitehead. Ms. Freeman advised Council members that a job description had been developed and approved. Advertisements for an LSU AgCenter Ombudsperson were placed in the Advocate, Times Picayune, other LSU contacts and a List Serve for ombudsperson. It has a closing date for selecting applications of February 15, 2008 or until a suitable applicant is selected. It has been advertised as a half-time position so that the successful candidate can be eligible for employee benefits. The majority of the application packages are coming from advertisements placed on the List Serve. After Feb.15, the nomination packets which have been submitted will be assembled and the Ombudsperson Committee will be called into session.

Old Business

27. Vlosky noted that the data for the 2007 Survey had been, as promised, analyzed, compiled into a usable document and distributed before the 2007 LSU Agricultural Center's Annual Conference on December 17, 2007. Chancellor Richardson indicated that he would like to have additional information about some of the issues and concerns.

28. Vlosky indicated that the document provided an opportunity for the Council to create a plan of action for addressing the issues and concerns that were of greatest significance to AgCenter faculty. To that end, all members were requested to review the document and forward the more salient comments to Vlosky who will compile and circulate the list. Feedback from the circulation will serve to initiate a plan of action for developing initiatives to better serve AgCenter faculty interests and to provide the additional information requested by Chancellor Richardson in paragraph 27.

29. Vlosky pointed out observations and their implications for actions by Council member regarding "The LSU AgCenter Faculty Council" (see pages 8-14, 2007 Survey).

30. Regarding observations provided in association with "People not familiar with Faculty Council".

- a. Vlosky to request Ann Coulon provide lists, by council members, of the people who are represented by that council member. Each council member is to then send an e-mail to their individual constituent. The purpose is to open up communications.
- b. Secretary (Gauthier) to send a copy of the approved monthly minutes to all AgCenter faculty members. Number highlights as well.
- c. Chairman (Vlosky) to send the agenda in advance of monthly meeting with an invitation to submit items for the agenda. An attachment will include a set of approved minutes.
- d. Vlosky is to contact Pizza with a request to clean up the Council's web site.
- e. Cummins is to send his picture to Whatley. Upon receipt, Whatley will make up a set of pictures of all AgCenter Faculty Council members.

31. Donnie Miller introduced the feasibility of a more formalized mentoring system. Both the idea and its implementation has potential. That potential, however, will vary within units.

NEW BUSINESS

32. Members of the LSU AgCenter Faculty Council elected the following set of officers for 2008: Richard Vlosky, Chairperson; Jerry Whatley, Vice-Chairperson; Wayne M.

Gauthier, Secretary; Mary Grodner, Executive Committee; Joan King, Executive Committee and Donnie Miller, Executive Committee.

33. Miller indicated that an issue had been raised as to the appropriateness of the current representation on the Faculty Council. (See responses # 1, #21, #28) to “Are there any additional activities and initiatives would you suggest the Faculty Council be involved in to better serve you” on page 10 of the 2007 Survey. Miller explained that the constituent’s concern was that the current classification fails to provide research-off campus employees with same opportunities as extension-off campus employees. In response to a question from Whatley, Miller indicated that this was not about people wanting to increase their number of representatives.

34. Miller also indicated that tuition exemption for faculty was a smoldering issue. (#51)

Board of Supervisors Meeting Report

35. Whatley reported that the Board of Supervisors had taken note of LSU-BR Chancellor O’Keefe’s resignation. By his actions, President Lombardi indicates a ready willingness to give and receive communications. President Lombardi supports academics and its traditions. He is also a leader who likes evidence of both reason and action.

36. The LSU Board Of Supervisors raised football ticket prices.

Advisory Committee Reports

37. Velupia, Director of the International Office, has staffing issues. Dr. Vellupia plans to approach Chancellor Richardson about establishing an international internship program similar to the two internship programs currently being operated by each vice chancellors. Both vice-chancellors have two internship programs. Vellupia says it not a faculty policy council issue.

38. The Facility Planning Committee will not meet.

The motion to adjourn was approved by voice vote at 1:00 p.m. on Jan. 25, 2008.

Respectfully submitted,

Wayne M. Gauthier, Secretary