

**LSU AgCenter
Faculty Council Meeting (REVISED)
May 23, 2008
Sullivan Conference Room**

HIGHLIGHTS (ITEM & ITEM NUMBER)

- Cuts in Higher Education May Not Impact LSUAC (3)
- Distinctions Matter as to Whether State Money is Excess or Surplus (3)
- LSUAC Legislative Support Tied to Quality of Delivered Statewide Programs (3)
- Animal Science Complex Deemed New, Not Continuing Project (4)
- No Money for Pay Raises in State Budget (5)
- LSUAC to Benefit from Override of President's Veto of 2008 Farm Bill (8)
- No Human Cloning Research At LSUAC (9)
- Mike Martin as LSU-BR Chancellor to be Good for LSUAC (10)
- Campus Mergers Not on Leaderships' Agendas (10)
- Richardson Predicts Longer Tenure as Chancellor (11)
- LFBF President Likely to Return to LSU BOS Post (11)
- Director Boethel Praises Faculty Council Minutes (12)
- Vlosky Recognized by Baton Rouge Kiwanis Club (12)
- Boethel Seeks Immediate Fill of Eleven Faculty Positions (13, 38)
- Salaries Not Major Expense for Majority of LSUAC Scientist Hires (14)
- Closing Ben Hur Road Important for Safety and Enhanced Research (15)
- Land Sale Funds Hammond Research Station Enhancements (16)
- Burden Research Station Enhancements (17)
- HUD Money Builds Infrastructure at Coastal Research Station (19)
- Renovating Harry D Wilson to Support Functional Food Researchers (20)
- LAES Needs to Devote More Resources to Discovery Than to Testing (20)
- Sources of Money for New Equipment, a Prerequisite for Success in Research (23)
- Louisiana – Potential Supplier of Biofuels Feedstocks (24)
- Salassi Tasked to Highlight LAES's Biomass Initiatives (25)
- Farm Bill Creates Opportunities for Horticulture Researchers (26)
- CREATE-21 An Initiative to Renew the Land Grant System (27)
- LSUAC's IP Office Leads All LSU System Campuses in Licenses (28)
- IFAS Funding Gone, But Expected to Return (29)
- I-69 Threatens Pecan Station's Existence (30)
- Internal Controversy Surrounds Use of Sugarcane as Bio-fuels Feedstock (31)
- Boethel Not Sold on Using Corn as Bio-fuel Feedstock (31)
- Early Study by Dr Southern on Producing Bio-Diesel From Animal Wastes (32)
- More Ideas than Resources Necessitates Choosing Among Research Projects (33)
- Reviewers Argue for More DIY Scientists and Fewer Research Associates (34)
- Clarity on the PI's 25% Share of Indirect Costs on Awarded Grants (35)
- Some of Boethel's Beliefs About the LAES (36)
- Interview of Dr. Russin for Associate Director Position Commences June 12 (37)

- Morrison Likely to Concentrate on Animal Programs in Pre-Retirement (37)
- Boethel Claims Qualified Help Getting Harder to Find (38)
- Faculty Input Encouraged for Unit Head Evaluations (39)
- Communication Failures Derail Change in Leave Policy Initiative for 2008 (40)
- July 1 Hope for Thaw in Employee Hiring Freeze (41)
- No Council Support for New Employee Mentoring (42)
- Expanded Set of P&T Recommendations for Chancellor's Consideration (43)
- Reiteration of P&T Work for Whatley & Company [43(a)]
- Peer Only Judgment Advocated [43(b)]
- Forward P&T Example Documents to Vlosky [43(c)]
- P&T Recommendations Are An On-Going "Work in Progress" [43(d)]
- Survey to Assess LSUAC's Need for An Event Planner (44)
- No LSUAC-Specifics Addressed by BOS (45)
- Subsidizing Recreational Membership for Healthy Lifestyle Promotion DOA (46)
- Whatley to Chair June Meeting (47)
- McMillin: Newly Elected Chair of LSUAC's Accounting Committee (50)
- A Document With Implications For LSUAC Employees (Appendix A)

Members Present: Mandy Armentor, David Blouin, Miles Brashier, Wayne M. Gauthier for Joan King, Andy Granger, Mary Grodner, Collins Kimbeng, Donnie Miller, Diane Sasser, Adrienne Vidrine, Rich Vlosky, and Deniese Zeringue

Members Absent: Mike Hebert, James Hendrix, Clayton Hollier, Richard Keim, Donna Lee, Dale Pollet, Phillip Stouffer, and Jerry Whatley

Guests: Chancellor William B. Richardson, LAES Vice-Chancellor & Director David Boethel, and AgCenter HRM Director Ann Coulon

Call to Order

1. Chairman Vlosky called the meeting to order at 9:30 a.m. on May 23, 2008 in the Sullivan Conference room.

Approval of April 18, 2008 Minutes

2. The April 18, 2008 minutes were approved as distributed by both e-mail and paper copy.

Chancellor's Report

3. Chancellor Richardson reported that the Louisiana House of Representatives had passed House Bill 1 (HB1) which is the appropriations legislation that is the source of funding for the LSU Agricultural Center (LSUAC) and all other state agencies. The legislation had been sent to the Louisiana Senate for their necessary action. The vote on HB 1 is likely to occur on Tuesday, May 27, 2008. Recent newspaper articles regarding cuts in higher education won't impact the LSUAC. Representative Michot sponsored an amendment to the budget which would benefit the

LSUAC. The news regarding Governor Jindal as a possible vice-presidential candidate has changed the dynamics of state government. For example, there is now legislation to allow people to carry guns on campus and an announcement of a National Rifle Association's (NRA) meeting to be held in Louisiana. The Senate Finance Committee is to meet on Tuesday to resolve some issues regarding state spending proposals that hinge on whether there is an excess of money or a surplus of money. If extra money is deemed to be excess, the legislature can spend it, but they have to first raise the spending caps. If the extra money is deemed to be surplus, then there are only six categories of expenditures upon which it can be spent after June 30. Chancellor Richardson observed that the Agricultural Center enjoys great support among state legislators. He indicated that such support is related to the quality of the programs created and maintained by the LSUAC throughout the state.

4. Chancellor Richardson reported that Louisiana's capital outlay budget for 2009 was set at \$1.4 billion dollars with a \$400 million cap on any one project. The Animal Sciences Complex was deemed a new project by the Jindal administration and not a continuing project which means that funds for the project will be requested in phases.

5. There is no money for pay raises in the budget. Chancellor Richardson is doing everything possible to obtain pay raises for LSUAC employees. Chancellor Richardson observed that the tuition bill is far from being a "done deal". There is some question as to whether an increase in tuition would be matched under the TOPS program. The growth and magnitudes of fees on the various state university campuses are of concern to legislators.

6. The Agro Tourism bill which would be good for the LSUAC is opposed by the trial lawyers.

7. The number of railroad (RR) crossing closures has become a major problem for the state's farmers. As a consequence of these closures, roads are being removed, and farmers are being forced to move their equipment much longer distances along the highways to access their fields. These movements are not only increasing fuel and labor costs, but also increasing the risk of travel on the state's highways for both farmers and motorists. Gauthier's idea of having the Department of Biological and Agricultural Engineering design movable RR crossings for use by individual farmers was rejected because of the liability exposure to the farmers.

8. The 2008 Farm Bill was vetoed by President Bush. Chancellor Richardson observed that the LSUAC would be helped if the veto were to be overridden.

9. The LSUAC is not in support of human cloning. Furthermore, it cannot spend state money on human cloning research. However, the prohibition on human cloning research will not hamper the work of LSUAC scientists doing stem cell research.

10. Chancellor Richardson reports that he has known Dr. Mike Martin, the candidate for the LSU-BR chancellor post, from earlier times. He reported that the consolidation of the LSUAC and the LSU-Baton Rouge was not on either Dr. Martin's or President Lombardi's agendas. Martin's assumption of the LSU-BR chancellorship would be a good thing for the LSUAC.

11. Chancellor Richardson reports that, despite speculations and rumors to the contrary, he is remaining as Chancellor of LSUAC. Chancellor Richardson reported that new appointments to the LSU Board of Supervisors (BOS) were possible and that Mr. Ronnie Anderson, President of the Louisiana Farm Bureau Federation (LFBF) and a former BOS member, would likely be returning to that position.

Dr. David Boethel, Vice-Chancellor and Director, Louisiana Agricultural Experiment Station (LAES)

12. Dr. Boethel began his presentation with praise for the past minutes of the LSUAC Council's minutes. Vlosky directed Gauthier to make note of Dr. Boethel's comments. It was announced that Rich Vlosky was the recipient of the Baton Rouge Kiwanis Club's Outstanding Leadership Award.

13. Director Boethel indicated that an immediate need exists to hire faculty in some high priority positions. Over the past fiscal year, eleven (11) faculty position were filled , with five (5) being on- campus positions and six (6) being off-campus positions. He cited the need to replace the Stine in SRNR and the need to hire a molecular parasitologist in Veterinarian Science (VS) so that greater understanding could be obtain as to how parasites become resistant to vaccines and other medicines. He was waiting for an acceptance decision on the department head position in Plant Pathology.

14. Director Boethel indicated that the salaries of the new hires, with the exception of a few units, were not the major item of expense in filling a position. The major costs of the position are the start-up funds associated with providing the incoming scientist with a modernized well-equipped laboratory and research associates.

15. The construction of an animal handling facility at Ben Hur is one component in the master plan for upgrading agricultural center research resources. A major challenge is getting the Ben Hur Road closed for protection of the public, agricultural center personnel and the research animals. The #1 priority among LSUAC capital outlay requests is the Animal Sciences Complex, Phase II.

16. Director Boethel noted that improvements had been made at the Hammond Research Station using money from the sale of land currently not being used at the site. The monies realized from the sale were used to remove old buildings and build a new office building. These enhancements have made for a major facelift of the facility.

17. Director Boethel indicated that improvements had been made at the Burden Research Center to further its public relations component of its mission. These improvements consisted of enhancements to the entrance gate as well as to the floors and furniture in its conference center.

18. The LSUAC's facility services unit has received some deferred maintenance monies. Such receipts are rare and infrequent and are being used to provide for much needed maintenance of LSUAC facilities.

19. A non-traditional source of money (\$900,000) has been received by the LAES from the Department of Housing and Urban Development (HUD). Under the guidance of sponsored programs, those monies are being used to advance initiatives in coastal plant research and to build infrastructure at the Coastal Area Research Station.

20. There are plans to renovate the Harry D. Wilson building to support personnel being hired to conduct research both in medicine and in agriculture. At this time, the LSUAC needs to be devoting more resources towards discovery rather than testing. Boethel cited the need to support the researchers in the functional foods area who are doing research on appetite suppression. He noted that a research associate was being hired to run an animal laboratory for testing functional foods. He made reference to \$200,000 being provided for functional food research and to a licensed product that had been developed by Joan King.

21. For the past four years, the AgCenter has been conducting an internal grant program entitled “Biotechnology AgCenter Interdisciplinary Team program (BAIT) to enhance and encourage research in the areas of biotechnology and molecular biology. The purpose of the grant program is to foster interdisciplinary team approaches for biotechnology projects that have the potential to increase economic development in Louisiana. The idea for the grant program resulted from a recommendation at the Biotechnology Summit conducted in 2004, and since its inception, \$550,000 in grants have been awarded. The proposal RFP’s are generally distributed in the fall, and funding decisions are usually made in January each year. The grants are evaluated by a group of out-of-state peer reviewers.

22. There are 2 new scientists hired to do research on the Closed Loop Recycling Program at the Calhoun Research Station. The research focuses on removing heavy metals from out of commission preservative treated wood products.

23. Director Boethel identified satisfaction of on-going requirements for acquisition of equipment as critical to the success of the research stations. He identified sources of some of the funds used to purchase research equipment. For example, a position becomes available. A national search to fill that position takes time. That time provides for some salary savings to accrue from the vacant position(s). Those salary savings can then be used to buy critical research equipment. Other source of money for equipment comes from technology funds and royalty incomes. Grant monies from Congress are also a welcome source of money for purchasing equipment.

24. A new hire has been made in bio-fuels, an area of research which is expected to expand. There is a need for confidentiality in this area of work. A grant has been received from British Petroleum. The LAES needs to make significant investments in bio-fuels because Louisiana can grow the crops suitable as feedstock for bio-fuels by virtue of the quantity and quality of its land and its climate.

25. Dr. Boethel reported that Dr. Michael Salassi has been tasked to highlight developments regarding the biomass initiative within the LAES. Boethel made reference to the initiation of research into sweet sorghum as a potential bio-fuel feedstock.

26. Dr. Boethel indicated that as soon as the 2008 Farm Bill becomes law, new opportunities will be created for faculty especially in the areas of horticulture and organic agriculture as these areas will receive targeted and mandatory funding. Unlike earlier times, specialty crop interest groups have had a major influence on the 2008 Farm Bill. The National Research Initiative (NRI) is to be replaced by a grant program called the "Agriculture and Food Research Initiative" (AFRI). The AFRI will have a funding authorization of \$750 million dollars as contrasted to the NRI which had an authorization of \$500 million dollars.

27. CREATE-21 is a new initiative by land grant institutions to renew the land grant system.

28. The LSUAC's Intellectual Property (IP) office leads the LSU system in licenses and royalty income.

29. The Louisiana Agricultural Experiment Station received money from the IFAS program which lasted two years. That program has elapsed, and it was not renewed in the current FARM BILL.

30. Director Boethel spoke about a planned I-69 NE to SW interstate highway route between Houston, Texas and Chicago, Illinois. As presently routed, I-69 would destroy the Pecan Station. Efforts are underway to alter the planned route through Louisiana so as to preserve as much of the Pecan Station as possible. Those efforts involve collaboration with the Port of Shreveport. One of the proposed route changes would necessitate the clean-up of an old oil field site.

31. Collins reported to Director Boethel that he had encountered some instant negativity from his initiative to develop a variety of sugarcane to be used as a feedstock for the production of bio-fuels. The resulting discussion suggested that better lines of sugarcane for bio-fuels are likely to follow from a closer working relationship with the federal agencies. The absence of 100% support in using sugarcane for the production of bio-fuels is related to the promotion of bio-refinery material as feedstock by the Audubon Sugar Institute. The rationale for using bio-refinery material is that a bio-fuel plant needs to run throughout the year. Boethel doesn't think we want to invest in corn for bio-fuels and suggested that we might want to look at corn stover as a feedstock. Boethel speculated that the Department of Energy (DOE) may be looking beyond ethanol. Grodner observed that there might be a potential in bio-diesel production. The question is whether the LAES is inclined to invest in breeding programs for developing sugarcane as feedstock for bio-fuels.

32. Brashier raised a question regarding an earlier study by Dr. Southern on the use of soybean meal for a extractor plant near Ferriday. Dr. Boethel indicated that he needed to check with Dr. Southern on the details of the findings.

33. In response to questions about future research in the areas of water and large animals, Dr. Boethel indicated that it is all about choices.

34. Dr. Boethel spoke of a noted item from a review of the Audubon Sugar Institute suggesting that the scientists themselves needed to do more of the work as an alternative to the hiring of more research associates. Boethel observed that a breeding program is a long term initiative and

that reality is used as an argument with the federal government as to why formula fund programs should not be replaced by competitive grant programs.

35. Indirect funds come to the LSUAC as a consequence of its scientists' competition for grant monies. The LSUAC's policy is that 25% of the indirect monies are to be returned to the principal investigator (PI). Thus, when the funds are distributed by accounting services, 25% are deposited in an account accessible to the PI; 25% goes to the PI's department; and 50% remains in the LSUAC. This 50% is the source of funds for providing the start-up packages for recent hires and to support faculty participation in grant workshops.

36. Dr. Boethel indicated that the LAES needs to insure that (a) it is advancing science for someone, (b) it maintains its strength and (c) summits are important for the ideas they evoke. In response to a question, Boethel indicated that 25% of a research associate support needs to come from grant monies.

37. Dr. John Russin from the University of Southern Illinois is interviewing for the Associate Director position currently held by Dr. David Morrison on June 12, 2008. In order to comply with Director Boethel's request that Russin meet with members of the faculty council, the next meeting of the Faculty council was changed to June 13, 2008. Dr. Boethel indicated that once the replacement associate director position was filled, Dr. Morrison would likely be concentrating more efforts on animal programs within the LAES.

38. Dr. Boethel concluded his remarks by noting that getting qualified applicants for all positions is becoming increasingly more difficult.

Ms. Ann Coulon, Director, Human Resource Management

39. Ms. Coulon encouraged all faculty to submit their unit head evaluations. Faculty input is important to the assessment process.

40. Ms. Coulon explained that the initiative to amend the leave policy to provide for paid time off was not going forward in 2008. The legislation is too general. The concern was that it would put too much power in the hands of the boards and some boards would do away with employee leave altogether. Employees, in general, want protection to limit what the governing boards can do with regards to leave policies. Some campuses wanted to have a year to explain the amended leave policies to their faculties. The 176 hour leave option is appealing for beginning employees. It is not as much of an issue for LSUAC employees, but it is for employees on other campuses who are on nine month appointments that don't provide leave benefits. Vlosky observed that there was a break down in communications and that it is too nebulous to leave it up to various boards to define local policies. Vlosky's suggestion was to send a direct e-mail to employees to explain the paid time off amendment within the framework of current leave policies. Vlosky explained that the emphasis should be on what is the message and not on how to convey it. This amendment is a change and it involves the political process. Blouin observed that part of problem relates to when, in 1990, the leave policy was changed regarding retirement and the conversion of unused leave to service credit. An employee can no longer use accrued leave to establish service eligibility. Leave doesn't accrue in the Optional

Retirement Program (ORP). Benefits vary with the particular system under which the individual is employed.

41. By July 1, Ms. Coulon hopes for an improvement in “freeze” situation. This would include the ombudsperson position. People who had applied for that position were notified that the position had been “frozen”.
42. Members of the Council voted to support the mentor recommendation (Item 18 of the “LSU AgCenter Faculty Issues & Concerns Survey: 2007 Actionable Comments for Chancellor Richardson”).
43. Sasser distributed a set of recommendations created by a committee comprised of herself, Grodner and Zeringue regarding item 9 in the “LSU AgCenter Faculty Issues & Concerns Survey: 2007 Actionable Comments for Chancellor Richardson” and reported in item 12 of the April 18, 2008 minutes. That set of recommendations is attached as Appendix A to these minutes and they serve to address issues related to the survey recommendation that begins with the sentence “Provide information to Research and Teaching faculty members and department heads so they can better understand Extension P&T-related activities and overall contributions”. A subset of items discussed and agreed upon by the council included:
 - a. Because of Whatley’s absence, the Council agreed to let the group he volunteered to lead continue its work relative to advising tenure and promotion committees as well as extension personnel as to: (i.) the promotion and tenure (P&T) process and (ii.) the promotion criteria for extension personnel.
 - b. LSUAC employees should be the only ones to vote on the promotion and tenure of Ag Center employees.
 - c. Gaps in exemplary P&T documents should be forwarded to Vlosky. For example, there is no exemplary P&T document to guide FCS faculty who work with adults. Provide current examples of the work done by successfully and recently tenured and promoted employees.
 - d. The set of expanded recommendations contained in the attachment and being made to the chancellor should be viewed as a “work in progress”. There is a need to explicitly distinguish between field faculty and state faculty. More importantly, there is a need to foster a common understanding and appreciation for interpreting and applying LSU PM-23, PS-36 and LSU Ag Center PS-42 by and for all individuals involved in the P&T process.
44. Gauthier requested that the Council make a recommendation to the Chancellor that a meeting/conference/seminar event planner position be established within the office of budget and finance. The Council agreed to conduct a survey to establish the extent of the need for an event planner for both state and regional events. Vlosky indicated he would contact the appropriate personnel in the LSUAC’s budget and finance section to

determine how many statewide and regional Ag Center events occur annually, where those events take place and the number that occur in Alexandria?

45. Due to Whatley's absence, Vlosky indicated that the update on the Board of Supervisors April 2008 meeting would be sent by e-mail to council members. A review of the document identified no item specific to the LSUAC.
46. Gauthier relayed a request from some of his constituents that the Council recommends to the Chancellor that the LSUAC subsidize membership in the LSU Student Recreation Complex as a means of promoting a healthy lifestyle amongst LSUAC employees. There was discussion, but no motion for action.
47. Vlosky announced that he would be absent through the month of August. As a consequence, Whatley will chair the meeting on June 13, 2008. Gauthier will also be absent for the June 13, 2008 meeting. Joan King will act as secretary.
48. Gauthier rendered a report as the Council's representative to the LSUAC's Accounting Committee. A full report can be downloaded from the accounting services web site under "advisory committee". Ken McMillin was elected new chairperson of the LSUAC's Accounting Committee.

Following a voice vote, Vlosky adjourned the meeting at 1:30 p.m. on May 23, 2008.

Respectfully submitted,

Wayne M. Gauthier

APPENDIX A

Exploration of recommendations to Chancellor Richardson regarding Item 9:

“Provide information to Research and Teaching faculty members and department heads so they can better understand Extension P&T-related activities and overall contributions. The greatest problem is that many research people want to change extension positions to research positions. Extension needs to hire its own people or it will disappear from departments and with it the support from the field and clientele. We need people to be committed to doing demonstrations and outreach programs and not be used to fill gaps in the needs of research and teaching programs.” Chancellor Richardson stated that he remains out of the promotion and tenure process until the candidate’s package comes to him for review and action. The biggest challenge is to articulate what the promotion criteria is for extension faculty. The AgCenter promotion & tenure committee seems to be working well. Grodner indicated that the problem is with vacancies. In the majority of the departments, the number of research faculty outnumbers the number of extension faculty and the vote is generally to fill a research position. Chancellor Richardson indicated that this is the reason why the LSUAC leaves control of money to the respective directors of the extension service and experiment stations. It is not that way at all institutions. Whatley observed that it is not the structure, but the guidelines for promotion and tenure that are being ignored. Whatley offered to put a small group together to advise tenure and promotion committees as well as extension personnel as to the promotion and tenure process. Any way to improve communications is actively sought after. Gauthier observed that young faculty, in particular, regardless of their research or extension appointments, want to keep their options open and that requires a publication record.

For field faculty:

- Need good examples of P & T documents in each type of job responsibility, i.e., FCS adult work, ANR adult work, Youth development-regional coordinator, Youth development-parish educator, etc. posted to web
- Mentor assigned to agent/educator/specialist ASAP to help guide preparation of P & T document, preferably early in the term before employee is up for initial review.
- P & T meeting needs to include explanation using visual and tactile methods as well as auditory teaching methods to explain P & T process and document preparation
- P & T review committees within units should be appointed well in advance of deadline for reviews
- P & T committees assigned and documentation reviewed the same in all regions

Recommendation: these issues be shared with Jerry Whatley and his small group (see highlighted in Item 9) to be discussed when they meet to advise P & T committees of the P & T process.

For state faculty:

- Equity, consistency in review process across all departments; may require more detailed explanation of process
- Have Chancellor Richardson, Dr. Coreil and/or Dr. Boethel address regional directors, unit chairs, department heads AND DEANS every year before P & T discussion to relate the missions of extension and research and their differences as they relate to examination of P & T documentation. This process would be conducted each year until it becomes so engrained in the faculty and administrators of the respective units that the process becomes no longer needed. Appendix A of PS-42 should be emphasized in that discussion. PS-42 should be brought to the attention of all involved and reminded that PS-36 is not the only document that exists regarding P & T for LSU AgCenter faculty.
- Have only AgCenter employees vote on AgCenter promotion and tenure. In case of School of Human Ecology, that may mean bringing in committee from other disciplines who are AgCenter employees to take part in P & T process. Researchers from main campus may be welcome as “outside” reviewers but not allowed to vote in process UNLESS there are not enough AgCenter employees in the

appropriate positions (i.e., full professor level to vote on associate professor level employee) and researchers are noted to fulfill the required number of committee members needed for a vote.

- Regarding the issue of research faculty voting to put research faculty into extension positions, when there is better understanding of the missions of research and extension, the problem will hopefully take care of itself. The lack of understanding of the two missions is at the heart of that issue.

Careful examination of LSU PM-23, PS-36 and LSU AgCenter PS-42 showed an absence of information to address these issues. It was noted that in some cases faculty followed “tradition” or habit within their units/schools/departments thereby ignoring PS-42 (probably through lack of knowledge or understanding).

Respectfully submitted,
Dr. Mary Grodner
Dr. Diane Sasser
Ms. Deniese Zeringue