

**LSU AgCenter
Faculty Council Meeting
June 13, 2008
Sullivan Conference Room**

HIGHLIGHTS (ITEM & ITEM NUMBER)

- . **Event Planner Survey Lacked Preamble Leaving Findings Inconclusive (4)**
- . **LSU BOS Wants Tuition Increase (5)**
- . **Russin, Candidate for Associate Vice-Chancellor of Experiment Station (7-25)**
- . **Whatley on Council's Conception and Evolution (9, 11)**
- . **Whatley on Evolutionary Changes in P&T Process (12)**
- . **Russin Questions Changes in Appointments (13), the P&T Process (14)**
- . **Russin Questions Council on its Future Work (15)**
- . **Russin Gets Limited Answer to Question About Morale of Faculty (16)**
- . **Russin on Contributing to Success of Assistant Professor (17, 25)**
- . **No Distinctions Between Outreach and Research at U. of Southern Illinois (18)**
- . **Russin's Reasons for Wanting to Return to the LSU AgCenter (19)**
- . **Russin on His Fit With the AgCenter (20)**
- . **Russin on How He Enhanced Grant Activity at the University of Sou. IL (21)**
- . **Russin on Interfacing with Faculty Council (22); Extension (23)**
- . **Retirements Creating Future Void in County Agent Ranks Recognized (24)**

Members Present: Joan King, Donna Lee, James Hendrix, Miles Brashier, Donnie Miller, Dale Pollet, Richard Keim, Jerry Whatley, Collins Kimbeng, Deniese Zeringue, Mandy Armentor, Adrienne Vidrine , Mike Hebert

Members Absent: David Blouin, Wayne M. Gauthier, Andy Granger, Mary Grodner, Diane Sasser, Rich Vlosky

Proxies: Joan King for Phillip Stouffer

Guests: Dr. John Russin, University of Southern Illinois and Dr. Mike Salassi

Call to Order

1. Vice-Chair Whatley called the meeting to order at 9:30 a.m. on June 13, 2008 in the Sullivan Conference room.

Approval of May 23, 2008 Minutes

2. The May 23, 2008 minutes were approved as distributed by both e-mail and paper copy.

Old Business

3. Whatley reported that Vlosky requested that additional P&T dossiers be added to the P&T website to cover extension positions.

New Business for Discussion

4. Event Planner Survey

The Event Planner Survey preliminary results were discussed. A question was asked as to why a statewide meeting would have ten or fewer people. The response was that it could have been an advisory committee meeting. A question was posed relative to a distinction between on and off campus people as to what is considered a local. It was suggested that maybe the survey needs to be redone and a preamble added as to what the survey is all about. It was stated that based on preliminary results, an event planner is not needed.

Suggestions for Vlosky to consider if there is a decision to revise the survey includes 1) having a preamble to provide a rationale for the survey and 2) including a question as to how many events did not occur because of an absence of planning support.

5. Board of Supervisors Meeting

Whatley was unable to attend the BOS meeting, but stated that the board was pushing for a tuition increase and that LSU A&M is in good shape tuition-wise compared to other universities.

6. Advisory Committee Reports

It was stated that the Sponsored Programs Advisory Committee has been requested to meet. It was also stated that the memberships in the advisory committees have been updated.

Candidate for Associate Vice-Chancellor Dr. John Russin

7. Dr. John Russin from the University of Southern Illinois, and Dr. Mike Salassi met with the Faculty Council. Dr. Russin obtained his B.S. in 1976 from the University of Maine, his M.S in 1978 from the University of Delaware and his Ph.D. in 1983 from the University of Kentucky. Dr. Russin was a faculty member in Plant Pathology with the LSU AgCenter following a Post-Doctoral position with Dr. Boethel in Entomology at the LSU AgCenter before leaving Louisiana. Dr. Russin is currently the Associate Dean for Research at the University of Southern Illinois.

8. Whatley explained the history and duties of the Faculty Council, how we implemented PS-42 and mentioned issues that had occurred in the evaluations of extension vs. research personnel initially. Whatley stated how our Faculty Council works better than most of the other faculty councils in the LSU System since the Chancellor comes to almost every meeting to give us an update. Whatley described the frequency of our meetings and its faculty representation. Dr. Russin mentioned that at the University of Southern Illinois they discourage Assistant Professors from joining the Faculty Senate.

9. Dr. Russin asked about the Faculty Council's initial charge. Whatley explained that it is to represent the faculty and that we were the only campus not to have a faculty council, which might have been an observation made at a review of the Chancellor, which prompted the start of the council. The meetings are open to anyone who would like to attend or come to us with issues. Whatley said that the Chancellor initially asked the Faculty Council for advice on policies. The Faculty Council works closely with Ann Coulon to make recommendations on policies.

10. Dr. Russin asked who was on the committee for P&T review at the LSU AgCenter level. Whatley explained how review committee members were chosen.

11. Whatley added that the Faculty Council may identify issues and work to help solve problems. Whatley stated that the LSU AgCenter's merger of extension and research faculty into departments began with Agricultural Economics & Agribusiness. The Chancellor wanted one AgCenter for both research and extension and to have one department each for IT, HRM, Accounting, etc. The Faculty Council started the advisory committees concept for these departments.

12. Whatley restated the issue with evaluating research vs extension for P&T and stated that the Faculty Council wrote PS-42. Dr. Russin stated that he liked that the Faculty Council wrote PS-42. Whatley mentioned that job descriptions are used in the evaluations and that the Faculty Council requested that revisions be done on job descriptions so that they would be current.

13. Dr. Russin asked whether a person's duties could change if the person is better at one area vs. another, for example better at extension vs. research. It was answered that there are monetary constraints between extension and research and teaching that have to be worked out in order to change someone's appointment split. It was stated that in FCS there are categories that cover where the person's strengths are; for example, one person has a split appointment with 90% finance, 10% food and 0% childcare.

14. Dr. Russin asked about the P&T process. It was stated that the department or unit defines what success is for promotion and there were samples of vitas online for each category of promotion. It was also stated that extension people only review an extension agent's documents while both extension and research faculty members would review the documents of an extension and research faculty member.

15. Dr. Russin asked what Faculty Council needs to work on in the next few years. It was answered that communicating with LSU AgCenter faculty was important. Making suggestions about annual conference including the question of its value were recent areas that have been pursued. It was stated that the faculty council meets regularly if there is important business to work on, but will meet ad-hoc if needed.

16. Dr. Russin mentioned that the LSU AgCenter has changed a lot since he was last here. He asked about the sense of morale and someone answered that it was good in St. Charles.

17. A question was posed to Dr. Russin about what he would do to help Assistant Professors succeed. Dr. Russin said that he hates to see people not get tenure. He said at the University of Southern Illinois they clearly define the research area for which they are hiring so that the person hired is working in an area where there is a true need. They also define minority hiring and recruitments plans and pay the highest possible salary to start such as a 12-month salary for a 9-month position. They also provide research support, but not hard money research associates.

18. Dr. Russin mentioned that outreach activities at the University of Southern Illinois are closely tied to research because they are not separate. This helps to fund an extension person on hard money such as commodity grants.

19. Dr. Russin was asked why he wanted to come back to the LSU AgCenter. He stated that he left for personal reasons and is currently in a transition period personally. He feels a professional home tug and sense of loyalty and debt to the LSU AgCenter. He likes the changes occurring in the LSU AgCenter. He wants to retire either at the University of Southern Illinois or the LSU AgCenter.

20. Dr. Russin was asked how he sees he will fit in at the LSU AgCenter. He stated that at the University of Southern Illinois he works on reporting, shepherding, research and other related activities as an Associate Dean. There he ramped up research activities and enhanced grants. His interests lie beyond the office of research as he likes international work and does some fundraisings. The job comes with a list of responsibilities for managing and reporting, but he wants to do other activities also.

21. Dr. Russin was asked how he improved grant activity at the University of Southern Illinois. He stated that they have a faculty development initiative. First, he met with each and every faculty member and asked them about where they were successful, if they liked the area they were working in, and if they wanted to change the area, so he could determine their strengths and pair them with others to help them compete for money. Second, they get all new faculty and others who may want to attend to go to grant writing workshops. Third, he encourages faculty to become involved in multistate regional projects so multi-institutional grant proposals can be submitted. These proposals are sent out for a pre-review outside of the campus for feedback on how to improve the proposal to increase its chance of success. Fourth, new faculty are guided and trained on how to obtain grants. Fifth, sometimes people from vastly different areas are combined, for example, a community nutrition person was hired and given a seed grant for a soy based nutrition program and then they were partnered with the Illinois Soybean Board to promote soy through education. This prompted ADM and the Diabetes Council to call them to get involved.

22. Dr. Russin was asked if he would utilize the LSU AgCenter Faculty Council. He said he absolutely would. He wants clear lines of communication and likes to chat face to face. The position is 50% administration and 50% programmatic with extension.

23. Dr. Russin was asked how he would incorporate himself into extension. He stated that he had lots of field experience and background so he could work with joint research and extension

programs. Dr. Salassi added that the LSU AgCenter tries to match the background of the person with responsibilities for research and extension.

24. It was stated that there is a retirement issue in the county agent area creating a void. Dr. Russin was asked how he would address the issue. He stated that at the University of Southern Illinois they are in academics so they need students. He said there were labor shortages in agriculture at the B.S. level. He suggested to Dr. Coreil that the College of Agriculture recruit at 4-H activities. At the University of Southern Illinois there is an Ag Industry Day which is a college event for the community in which they recently included 4-H livestock judging.

25. Dr. Russin mentioned that he has given advice on P&T reviews and grants for the LSU AgCenter since he has been at University of Southern Illinois.

Following a voice vote, Whatley adjourned the meeting at 11:20 a.m. on June 13, 2008.

Respectfully submitted,

Joan M. King