

**LSU AgCenter
Faculty Council Meeting
July 18, 2008
Sullivan Conference Room**

HIGHLIGHTED ITEMS AND (ITEM NUMBERS)

- **Raises Reflect Merit, Equity and Average 3.5% From A 4.0% Pool (3,29)**
- **LSU-BR Authorized to Increase Tuition Five Percent (5%) (4)**
- **Animal Science Complex Designated a Continuing Project (5)**
- **Ongoing Need to Acquaint Legislators About LSUAC's Contributions (7)**
- **Changes in Travel Reimbursement: \$0.52/mile and Actual Hotel Expense (8)**
- **Four-Day Workweek Option For Select Positions Under Consideration (8,32)**
- **Increasing Fuel Costs Straining the LCES' Budget (8)**
- **Hiring Freeze Expires. Ombudsperson Search to Resume (9, 30)**
- **Updated LSUAC Vision Statement by August 1, 2008 (10)**
- **Pecan Station May Not Be Sacrificed for an Interstate Exchange (11)**
- **Baton Rouge Road Corridors Threaten Ben Hur and St. Gabriel (12)**
- **Richardson Views Incoming LSU-BR Chancellor Martin as Ally (13)**
- **New BOS Member Well Acquainted With LSUAC Because of Caffey (14)**
- **Natural Gas Technology May Provide Revenue for Pecan Station & LSUAC (15)**
- **Russin Accepts LAES Vice-Chancellor Position (16)**
- **Velupillai Assumes Dual International Program (IP) Responsibilities (17)**
- **Velupillai Envisions Intellectually Engaged Faculty in IP (17)**
- **IP Supposed to be "Soft" Money Operations (18,22)**
- **Velupillai Identifies Importance of Critical Insignificances in IP Work (19)**
- **Organizational IP Structure (20)**
- **Institutional Need to Recognize Existence of IP Student & Program "Market" (20)**
- **IP to Eventually Be Housed in Hatcher Hall (21)**
- **Initiators of IP Projects Need to Bring Own Source of Funds (22)**
- **Architect of LSUAC and LSU-BR IP Merger Identified (23)**
- **Southern University's IP Office Independent of IP at LSU (24)**
- **IP and Indirect Money for Principal Investigators (PI) (25)**
- **Opportunities for IP Work Especially Now in Africa (26)**
- **IP Collaborative Projects Require Sustained Funding Support (27)**
- **Survey Needed to ID LSU Scientist with IP Interest and Experience (28)**
- **Examples Included in Online Promotion & Tenure Dossiers (31)**
- **Need Set of Clear and Current Guidelines Rather Than Event Planner (33)**
- **Faculty Council to Invite Incoming LSU-BR Chancellor To A Meeting (34)**
- **Faculty Council Adopts Policy To Enhance Accuracy of Minutes (35)**

Members Present: Mandy Armentor, David Blouin, Wayne M. Gauthier, Andy Granger, Mary Grodner, Dale Pollet, Diane Sasser, Adrienne Vidrine, Rich Vlosky, Jerry Whatley and Deniese Zeringue

Members Absent: Miles Brashier, Mike Hebert , James Hendrix, Clayton Hollier, Collins Kimbeng, Joan King, Richard Keim, Donna Lee, Donnie Miller, Dale Pollet, and Phillip Stouffer.

Proxies: Wayne M. Gauthier for Joan King and Phillip Stouffer and Jerry Whatley for Miles Brashier

Guests: Dr. William B. Richardson, Chancellor, Louisiana State University Agricultural Center (LSUAC); Dr. Lakshman Velupillai, Associate Vice-Chancellor & Executive Director, International Programs, Louisiana State University; and Ms. Ann Coulon, Director, Human Resource Management , LSUAC.

Call to Order

1. Chairman Vlosky called the meeting to order at 9:30 a.m. on July 18, 2008 in the Sullivan Conference room.

Approval of June 13, 2008 Minutes

2. The minutes of the June 13, 2008 minutes were approved as distributed by both e-mail and paper copy.

Chancellor Richardson's Report

3. Following recognition and welcome by Chairman Vlosky, Chancellor Richardson began his report by noting that the LSU Agricultural Center (LSUAC) will provide salary increases averaging in the 3.5 to 4 percent (%) range effective July 1, 2008. Raises require approval by the LSU Board of Supervisors (BOS) which will meet in August. If approved, faculty will most likely receive a two month supplementary check. Raises will be merit-based with consideration being given to inflationary cost increases. Raise recommendations will be reviewed, particularly those at the lower zero percent (0%) and beyond the eight percent (8%) levels in light of annual performance reports. The money to fund the pay raise is coming from monies saved from unfilled positions and not from any unit's allocation. In retrospect, the hiring freeze that was imposed earlier probably helped in providing monies for the pay raises.

4. The recently completed legislative session had its positive and negative implications. Unfortunately, the pay raise controversy for members of the legislature overshadowed much of its accomplishments. The legislation allowed the Baton Rouge campus to increase its revenue by authorizing increases in tuition of up to five percent (5%). This tuition increase is not likely to be covered by TOPS.

5. The capital outlay legislation will provide for the renovations of some of the buildings on campus. A special legislative action kept the Animal Sciences Complex from being classified as a "new" vs. a "continuing" project. Classification as a "new" project would have delayed its construction indefinitely given that there is currently over a billion dollars in state capital outlay projects waiting for funding. Underground electrical and plumbing work on the Animal Sciences Complex will take place over the Christmas break. The Phase II laboratory building will be sited behind and between Francioni Hall and Tureaud which means that the existing small concrete block building behind Francioni Hall will be torn down. The delays that have been experienced with the Animal Sciences Complex mean that the initial 8 to 10 million dollar project will probably cost in excess of 50 million dollars.

6. Because of a combination of high oil prices and residual Katrina funding, the State of Louisiana has an estimated \$800 million dollars in excess money. Members of the legislature and the administration, however, cannot agree on a spending limit. The Louisiana Legislature is currently spending money in advance of its receipt. Governor Jindal has some fence-mending to do over his vetoes of pay raises for legislators and some non-governmental projects.

7. Election year politics are likely to overshadow the accomplishments of the LSUAC. Mr. Charlie Melancon is returning to the U.S. House of Representatives without opposition. There are more minority candidates for elected office than in the past. There is a need for the LSUAC to work with elected representatives to educate them on the work and contributions made by the LSUAC to Louisiana, the U.S. and the world.

8. The high cost of gasoline has increased the allowance for use of a private vehicle in the performance of public service to \$0.52/mile. Employees will now be eligible to be reimbursed for their actual hotel costs. Because such a high percentage of the Louisiana Cooperative Extension's work entails travel, Vice-Chancellor Coreil is coping with budget challenges. Various options are being explored including alternative work schedules that would maintain the LSUAC's current hours of operations and full 40 hour/week employee schedules, but would allow employees with accommodating position descriptions to work a four-day week with their supervisor's approval. The LSU System has asked the LSUAC not to develop any policies with respect to this alternative employment option at this time.
9. The hiring freeze expired June 30, 2008 and the ombudsperson position has been unfrozen.
10. An updated vision statement for the LSUAC should be forthcoming by August 1, 2008. Chancellor Richardson will present this new Vision and Strategic Plan to the Faculty Council later this year.
11. Chancellor Richardson thinks that a compromise has been worked out with highway department officials such that the Pecan Research Station will not be lost due to a new interstate highway interchange being planned in the area. The compromise entails putting the interchange closer to the Red River which would preserve the majority of the pecan orchard.
12. LSUAC administrators are continuing to monitor proposals for creating road corridors in Baton Rouge. Present proposals now threaten both the Ben Hur and St. Gabriel research stations. The newly approved Pinnacle Entertainment Casino and Hotel Complex and its attendant housing development threaten the value of Ben Hur as an agricultural research station.
13. Chancellor Richardson views incoming LSU-A&M Baton Rouge Chancellor Mike Martin as an ally by virtue of their past relationships and Dr. Martin's past experience in agricultural administration. Chancellor Richardson continues to be impressed with Dr. John Lombardi, the President of the LSU System, because of his understanding of and support for the work of the LSUAC.
14. Chancellor Richardson noted that two new members had been sworn in as members of the LSU Board of Supervisors (BOS). The first is Mr. R. Blake Chatelain, a banker from Central Louisiana, who is well aware of the LSUAC as a consequence of being Chancellor Emeritus H. Rouse Caffey's son-in-law. The second new member is Mr. James W. Moore.
15. Enhanced technology is making it possible to economically extract natural gas from fields in Northwest Louisiana. Some of those fields are close to the Pecan Station and they have been providing substantial revenues to their owners. If and when the Pecan Station should start to lease some of its natural gas producing property, the resulting revenue will accrue directly to the LSUAC under current BOS policies.
16. Dr. Russin has accepted the position of Vice-Chancellor of the LSU Agricultural Experiment Station. In response to a question regarding the working relationship between Russin and Morrison, Chancellor Richardson encouraged the Faculty Council to invite Dr. Boethel to come and explain his vision of how that relationship and office is to evolve.

Dr. Lakshman Velupillai

17. The merger of the LSU-BR and LSUAC campuses offices of international programs was driven by a void in the LSU-BR campus's international programs office. Provost Astrid Merget put a hold on the LSU-BR campus' search for a director of its international programs. Subsequently, Dr. Velupillai has assumed duties as Associate Vice-Chancellor, International Programs, Louisiana State University for both the LSU-BR campus and the LSUAC. The LSU-BR campus wants Dr. Velupillai to develop a vision plan that would embrace all aspects of the university's involvement internationally. Dr. Velupillai shares a vision for international programs advanced by Dr. M. Peter McPherson, President of the National Association of State Universities and Land Grant Colleges (NASULGC). Dr. McPherson claims that American universities want to produce citizens of the world and to have its faculty intellectually engaged in a global context.

18. Dr. Velupillai has a free and open mandate to organize the International Programs (IP) office. He believes that LSU has a good team of international program employees in place. Thirty (30) of those employees are associated with international programs at LSU-BR and nine (9) are associated with the international programs office within the LSUAC. Dr. Velupillai indicated that the university does not intend to support the International Programs office indefinitely with "hard money". The plan is that IP will be supported on "hard money" for the next five (5) years and, after that time, will be fully self-sustaining on "soft" money.

19. Dr. Velupillai cited an example of the merging of the two international programs. His new position required a new business card. He was first presented with the option of a two-sided card in which one side identified his LSU-BR Associate Vice-Chancellor title and the other his LSUAC Director title. Dr. Velupillai declined this version because, in interacting with international officials, he has a limited amount of time to introduce himself and present his ideas and proposals. Normally, one presents their business card to a hosting or visiting official. If the official observes two different titles, the allotted meeting time could be wasted answering questions about the simultaneous holding of multiple titles rather than a discussion about the merits of the case being presented. Dr. Velupillai is going to use two separate cards.

20. The divisions of the consolidated IP office will include (1) International Services, (2) Business and Administration (3) Academic Programs Abroad, and (4) Development & Outreach. Duplications of activities associated with LSU-BR and the LSUAC will be minimized. Dr. Velupillai found that the admissions process at LSU-BR parallels the LSUAC's International Program process that is activated when international students come to study. Dr. Velupillai indicated that there are many faculty and administrator personal contacts that are important to the success of an institution's international programs initiatives. Dr. Velupillai indicated that a key to success of an IP office begins with an appreciation that a market exists for international students and programs and that the institution needs to actively compete for those students and programs. He observed that one of the distinguishing characteristics of LSU's peer schools with higher national rankings was the presence of effective international programs.

21. Dr. Velupillai indicated that the International Program office will eventually move into Hatcher Hall. At the present time, Hatcher Hall is housing the School of Music and Dramatic Arts while their building is being renovated. Upon their planned departure in December, modifications will be made to Hatcher Hall and International Programs will hopefully be able to move in by May 1, 2009.

22. Dr. Velupillai indicated that there is no start-up money available for new international projects. Funding associated with any new project has to be included in the grant procured by the initiator (Principal Investigator). Most LSUAC international programs are funded by USAID and USDA.

23. Regarding project approvals and routing, a current initiative can be routed through the LSUAC. However, major projects will have to go through both campuses. Dr. Velupillai credited Dr. Chuck Wilson, Vice Provost (Executive Vice Chancellor) of the LSU-BR campus, as the architect of the merger of the LSU-BR and LSUAC international programs offices.

24. Southern University also has an international programs office at its systems level and it works independently of LSU's international programs. The International Programs at the LSU AgCenter has often collaborated with SU, and keeps close ties with SU in international partnerships.

25. Dr. Velupillai indicated that proposals for international work can only have one indirect rate. Within the LSUAC, there are distributions of these indirect monies to both the departments and to the principal investigator (PI). Dr. Velupillai is not aware of any distribution of indirect monies from international projects on the LSU-BR campus.

26. Dr. Velupillai indicated that there are opportunities for international work now present within LSUAC. Dr. Velupillai doesn't know if there are similar opportunities and funding for international work on the LSU-BR campus. Dr. Velupillai is aware that partnerships between African and U.S. universities are being formed. The sources of monies to fund this international work include the U.S. Congress (\$100 million) and the Gates Foundation (\$1 million). It is evident to Dr. Velupillai that African universities need infrastructure building support from U.S. universities.

27. The international program offices at LSU should be writing and securing collaborative research projects with other universities. Collaborative research projects need sustained funding support.

28. The international programs office has data banks of contacts that professors could use to access information. LSU needs to conduct a survey to determine and document which individuals on its faculty and staff are or desire to be engaged in international work.

Ms. Ann Coulon, Director, LSUAC Human Resources Management

29. Ms. Coulon indicated that the raises were being funded and distributed out of a four percent (4%) pool of money. There is no floor for these raises but they do reflect benefits for equity adjustments. With these adjustments, the raise should average three and a half percent (3.5%).

30. Since the freeze order expired June 30, 2008, the ombudsperson position has been requested and it will probably be re-advertised. Individuals who had applied will be notified of the lifting of the freeze and their applications will be considered unless those applications are withdrawn in writing. The faculty council will be involved in the search process for an ombudsperson.

31. The additional promotion and tenure dossiers requested by the Faculty Council to be put on the LSUAC intranet will be included. Faculty with exemplary dossiers will be solicited for permission before the next Faculty Council meeting.

32. Ms. Coulon outlined a rationale for giving consideration to the establishment of four day workweeks for incumbents in some positions and locations within the LSUAC. The impetus for considering the provision of the option of a four day workweek to some employees is the rising fuel costs and its impacts on morale. She indicated that the exercise of the four day work week option needed to (1) be based on sound business reasons, (2) allow the clientele to access the offices of the LSUAC as in the traditional five day workweek and (3) enhance productivity and morale. These criteria mean that the option to work a

four day week will depend upon the position and its location. Ms. Coulon said that the LSUAC doesn't want to put undue pressures on people in exercising the four day workweek option, but the LSUAC needs to address its realities. For example, some parish governments are going to four day workweeks. Thus, the option becomes office and location specific. Active consideration of the option is being made possible by technology. For example, existing technology now makes it possible to transfer a call from an office phone to a home phone. Through it all, there is a need to insure that people are being treated equitably. If the option is exercised, the onus will be on unit heads and regional directors to insure that its implementation is consistent with all criteria. Some units are now operating under some variant of the four day workweek option.

Old Business

33. Based on the results of the event planner survey, the faculty council decided that the LSUAC did not need an event planner. The Faculty Council, however, did conclude that a clear-cut set of guidelines for the conduct of meetings and events would minimize the concerns that spawned the event planner survey. The faculty council therefore requests that Mr. Mark Legendre, Director of Accounting Services for the LSUAC, establish, keep current clear-cut and readily available guidelines for conducting LSUAC related events on the LSUAC intranet. It was observed that the tasks of negotiating with hotels, registration, and the receipt and accounting for the handling of money are not handled by the scientists at peer institutions.

New Business

34. Jerry Whatley reported that Henry Barham, a student at the Medical School in Shreveport, is the BOS student representative for 2008-2009. Whatley reported that the incoming LSU-BR chancellor, Dr. Mike Martin, was a former extension agent. The faculty council agreed with Whatley that Dr. Martin should be invited to a future Faculty Council meeting.

35. In order to create the most accurate set of meeting minutes possible, the faculty council voted to forward a set of the minutes to any guest whose comments is incorporated into that set of minutes with the request that they review their comments for accuracy before dissemination to the faculty.

By voice vote, Vlosky adjourned the meeting at 1:15 p.m. on July 18, 2008.

Respectfully submitted,

Wayne M. Gauthier
Secretary