

**LSU AGRICULTURAL CENTER FACULTY COUNCIL
MINUTES
November 21, 2008**

Members Present: Mandy Armentor, David Blouin, Miles Brashier, Wayne M. Gauthier, Mary Grodner, Mike Hebert, Collins Kimbeng, Joan King, Richard Keim, Donnie Miller, Dale Pollet, Diane Sasser, Rich Vlosky, Jerry Whatley, and Deniese Zeringue.

Members Absent: Andy Granger, James Hendrix, Clayton Hollier, Donna Lee, Phillip Stouffer, and Adrienne Vidrine

Proxies: None

Guests: Dr. Mike Martin, Chancellor, LSU-Baton Rouge, John Saichuk and Ed Tidwell

HIGHLIGHTS

- **Faculty Council Election Results (1)**
- **Anticipated Reduction in State Budget (3, 6, 9)**
- **CMS & IT to Address Unacceptable Infrastructure Issue (4)**
- **Details and Impacts Unknown About Hiring Freeze Executive Order (5, 8, 30)**
- **LSUAC Has No Table of Authorization for Hiring People (7)**
- **Status of Federal Budget for Research & Extension Unknown (10)**
- **LSUAC Recognized for Its Contributions to Programs for Children (11)**
- **Council Meets with Dr Mike Martin, Chancellor, LSU-BR (12 – 29)**
- **Dr Martin’s Philosophy Influences Context for His Observations (13)**
- **Real Question: Not Organizational But How To Best Serve People of LA (14, 27)**
- **Reason for Tenure Related to Work That Creates Repercussions (15)**
- **Breaking With Tradition is a Core Function of a Land Grant University (16)**
- **LSU Needs to be Engaged In the World to Better Serve Louisiana (17, 18)**
- **Aging Faculty Creates Response Challenge to Production Agricultural Issues (19)**
- **American Indian Foundations Can Keep Donations Anonymous (20)**
- **Noted Differences Between COA Faculty and LSU-BR Faculty (21)**
- **Discussion Relative to Changing the Name of the COA (22)**
- **Education for the Common Man in LA in a Changing Educational Context (23)**
- **COA Under-funded In Terms of Endowment Income (24)**
- **Dr. Martin Could Support Sharing Graduate Student Tuition with LSUAC (25)**
- **Tuition Increases Necessary to Enhance Quality of an LSU-BR Degree (25)**
- **Martin Promises to Return & Address Remaining Attachment A Questions (26, 28)**
- **Martin to Ask Lombardi: Can LSU-BR and LSUAC Explore Real Question (27)**
- **COA Failing to Capture Research Overhead Resulting in Heavy Subsidization (27)**
- **Campuses Can Eliminate Duplication By Giving Up Some Autonomy (28)**
- **Status of Ombudsperson Search Process (30,31)**
- **Council Supports Tuition Waiver Initiative for Faculty and Staff Dependents (32)**

Call to Order

1. Chairman Vlosky called the meeting of the LSU Agricultural Center Faculty Council (Council) to order at 9:30 a.m. on November 21, 2008. He identified the results of the recently conducted Council election and extended welcome to newly elected members of the council Ed Tidwell and Johnny Saichuk. He also recognized the following members who would be rotating off the council on December 31, 2008: Miles Brashier, Richard Keim, Donnie Miller, Dale Pollet, and Jerry Whatley. In turn, Vlosky was also recognized not only as a retiring member of the Council, but also as its effective chairman for the past two years.

Old Business

2. The minutes of the October 17, 2008 minutes were approved as first disseminated by e-mail and then by a voice vote of the Council.

Chancellor Richardson's Report

3. Chancellor Richardson began his report noting that he would necessarily have to leave for a meeting with the Division of Administration to address issues surrounding the Governor's announced call on November 20, 2008 for reducing the state's budget. He noted that such meetings were depressing because of their negative impacts on the ongoing work of the LSU Agricultural Center (LSUAC).

4. Chancellor Richardson reported that an initiative was underway to enhance the work of the Computer Management System (CMS) and the Information Technology (IT) division. He identified it as an infrastructure issue. Fred Piazza, Chief Information Officer, is to work with the CMS and IT advisory committee. Chancellor Richardson observed that the length of time for reviewing materials within the LSUAC for subsequent release to the public is not acceptable. The current charge to Fred Piazza and his advisory committee is to find and eliminate the bottlenecks. The Chancellor plans to meet again with Fred Piazza during the first quarter of 2009 to assess progress.

5. Chancellor Richardson reported that an executive order implementing a hiring freeze applicable to the majority of state agencies, including the LSUAC, had been issued, but that its details were yet to be revealed.

6. The outlook for the 2009-2010 budget year for Louisiana is bleak. The request to identify adjustments that would be made to a 22% budget cut was not responded to because it was not specific enough. The State of Louisiana does not have to cope with the same magnitude of budget cuts as are states on the East and West coasts. Their major source of economic distress stems from the economic conditions associated with the housing sector. Within Louisiana, the North Louisiana economy seems to be in the worse shape financially. The LSUAC has not yet been asked to prepare for budget cuts. The Revenue Estimating Committee meets in mid-December to assess current year revenues and projections for 2009. They will make a second assessment in February 2009 which

will be followed by a third assessment which will be used by the governor in preparation of the executive budget.

7. Under Dr. Clausen's proposal for funding Louisiana's institutions of higher education, the LSUAC should realize more funding support. However, there are a number of issues associated with a budget. For example, the LSUAC is the only organization without a Table of Authorization (TOA) regarding agency staffing. A TOA identifies the numbers of people, by occupation and related skill levels, that an agency of state government is authorized to employ.

8. The LSUAC will release details on any hiring freeze as the information becomes available. Chancellor Richardson would like to have the Division of Administration leave decisions relative to the implementation of a hiring freeze up to the LSUAC administration.

9. The majority of state agencies are constitutionally protected. Higher education and health and hospitals do not enjoy such protection. Thus, there is no relief for the LSUAC when conditions dictate budget reductions. Minimizing the economic pain to the LSUAC by having other state agencies share in budget reductions would require a constitutional convention.

10. Chancellor Richardson readily admits that he doesn't know what is likely to happen relative to the federal budget for agricultural research and extension.

11. It was reported that the LSUAC was thanked for its contribution to Children's Hope, a program conducted at a school on Dalrymple Drive in Baton Rouge. Chancellor Richardson also reported that the LSUAC was recognized for a book program in St. Helena parish. In this program, books are placed in schools and offices where the parent can read to the child while waiting for their appointments with doctors or other professionals.

Dr. Mike Martin, Chancellor of LSU-Baton Rouge

12. The Council had agreed that its meeting with Dr. Martin would likely be more productive if he would consent to respond to the set of questions presented to him beforehand in attachment A. Dr. Martin indicated that he had received and reviewed the questions and would address them, but that he wished to first provide a context for his responses.

13. Dr. Martin indicated that he had an agricultural background that shaped and influenced his philosophical perspective. He acknowledged that he was both a product and disciple of Ruttan & Hiyama. These men introduced and advanced the concept of induced technological innovation as an impetus to economic growth. Dr. Martin observed that in an open capitalistic society, it was particularly important for induced technological innovations to be encouraged so as to remove the most binding constraints to economic growth. Dr. Martin then identified four eras through which American agriculture had

passed in its evolution to present time. These four eras include (1) pre-independence, (2) independence, (3) the mid-1800's and (4) biology. The third era was characterized by mechanization and initially the presence of more land than the population could farm. During this era, the country experienced the industrial revolution and the creation of the land grant university system via the Act of 1862. Era #3 also witnessed the introduction of chemistry into farming practices. It was an era that extended into the early 1950's in which agriculture was observed to be running out of land. The response was to increase yields which introduced the plant pathologist and a continuation of the mechanization of agriculture. Successes resulted in land usage for agriculture peaking. The fourth era introduced biology with such products as the hybridization of corn. The observed reality is that the land grant system has been front and center in developing, introducing and advancing the varied and different dimensions of induced technological developments that have defined these eras of American agriculture. Through time, these induced technological innovations have made it possible for more people in America and throughout the world to satisfy their basic survival needs for food and fiber from smaller inputs of land and labor. Dr. Martin ventured that the future era of agriculture, #5, will revolve around satisfying the world's needs for energy and water. In order to effectively address these needs, it will be necessary to change the equation between agriculture as well as between agriculture and society. It will be incumbent upon the present generation to remove the binding constraints bearing upon agriculture and general society. For example, Dr. Martin cited the response given by a group of New Mexico dairy farmers to his question of what was the single biggest challenge to their economic survival. Their answer was the disposal of their manure in a manner compliant with pollution and environmental regulations. Dr. Martin further observed that the resolution of a problem with manure involves not only agricultural faculty members, but civil engineers, chemists and biologists. The point is that the land grant mission reaches beyond one or two colleges and the equation has to be changed to recognize that reality.

14. In response to a question about the relationship between LSU-BR and the LSUAC, Chancellor Martin observed that the organizational scheme is not the problem. The real question is what is the best way to serve the people and not what is in the best interest of the LSUAC and LSU-BR. Dr. Martin claimed that focus and prioritization are required because science and its needs are too big and expensive. He further observed that much of the land grant's comparative advantage lies elsewhere because it is now being done by the private sector. It is always much easier to always do what we've always done. There are more issues in the public domain than in the private domain. He claimed that ethanol from corn is not going to be a viable long term solution for the U.S. and world's energy needs. He observed that there is a need to get both the politics and the budgets right.

15. Dr. Martin observed that there is a need within the land grant system to focus on energy relationships within agriculture and that such a focus will necessarily have repercussions. But, that is the reason for tenure because it allows a faculty member to take the risks of creating and disseminating objective information without the risks of losing their jobs as what might happen in the private sector.

16. Chancellor Martin fears that the land grant universities will become dinosaurs unless they effectively identify and address the fundamental challenges that they face as organizations in serving the people. Dr. Martin claimed that land grant universities are compelled to break with tradition as one of their core functions. As an example, he cited how the School of Music at the University of Minnesota created a program “Opera on the Farm” which brought classical music to the rural areas of Minnesota. In four years, that program built up a clientele base that was instrumental in sparing it from a budget cut.

17. In response to Vlosky, Chancellor Martin observed that the institutions comprising the LSU system need to engage beyond the boundaries of Louisiana into the world. Chancellor Martin indicated that he needed to check out the claim that state (Louisiana) money cannot be spent on foreign travel and trade. He made reference to a Lincoln fund, an affiliation of the Simon Foundation that will support the international travel of domestic students.

18. Whatley observed that Louisiana taxpayers and LSUAC clientele groups, in particular, hold the LSUAC responsible for creating and disseminating information about things that benefit them directly. Chancellor Martin readily agreed that was no question but that we needed to do work that benefited the people of Louisiana directly. He referenced work done in foreign lands that had created tremendous benefits within United States. Such work ranged from the Green Revolution that saved peoples from starving to the researcher that developed barley cultivars quicker because he was able to plant them year round because he had test plots in a foreign land during seasons when they could not have been grown domestically.

19. Chancellor Martin observed that an imminent challenge to land grant institutions revolves around the “graying” of the faculty. A peak year for U.S. births was 1947. Faculty members born in 1947 will be turning 62 in 2009 suggesting that if they are not retired, the expectation is that they will soon not be in the active workforce. Their replacements are not readily observable to Dr. Martin. For some time now, there have been fewer kids with an agricultural background and thus lack an affinity for problems related to agriculture. As a consequence, there is a need to give younger and incoming faculty agricultural-based experiences that parallel those possessed by the 1947 and their predecessor faculties.

20. Chancellor Martin observed that one means of keeping donations anonymous and legal was to channel them through Native American Indian foundations.

21. Dr. Martin observed that differences between faculty in the College of Agriculture (COA) and faculty in the rest of the university included (a) their twelve month appointments and (b) their formal research and extension appointments.

22. Vlosky ventured that part of the problem associated with the COA is in how we represent and present ourselves and that is one of the reasons for arguing for a change in its name. Whatley contended that changing the name won’t solve the problem. Whatley claimed that there was a need to invest more energy in creating better programs. He also

contended that students in the COA are the best served on campus. There was an observation that a change in the name allows for more effective marketing.

23. Gauthier observed that he was a product of the land grant system which was created for the common man and his posterity and then asked whether we weren't denying the common man admission with high admission standards. Chancellor Martin observed that he too was a product of the land grant universities. Dr. Martin had earlier observed that the land grant universities were created to provide a secular education to the masses as contrasted to the education that was being provided to the elite and wealthy by institutions with religious affiliations. Dr. Martin further elaborated as to how the system of education that had evolved to include community colleges and technical schools were providing education for the masses. As a consequence, society could now be better served with land grant institutions that had admission standards.

24. In response to a question regarding the funding of the COA, Chancellor Martin indicated that he didn't know about all aspects of COA funding except that it was underfunded in income from endowments. Chancellor Martin indicated that the College of Business and the College of Engineering tended to be the best funded in terms of endowments. He observed that their graduates earned higher salaries and, as a consequence, contributed more heavily to their colleges and to the university.

25. In response to a tuition question, Chancellor Martin allowed that letting the LSUAC get a portion of tuition increases made sense with respect to graduate education. Chancellor Martin indicated that there is a need to push for tuition increases to maintain and enhance the quality of an LSU education.

26. At this point, Dr. Martin began to formally address the set of questions in Attachment A. At the outset, he noted that the need to address other commitments would not enable him to respond to all of the questions today, but that he would be willing to return at a later date. Vlosky indicated that the LSUAC Council would look forward to his return.

27. Dr. Martin indicated that he had no answer as to whether the LSUAC, LSU-BR, the Law School and Pennington would function better as independent campuses or whether these four Baton Rouge headquartered institutions would function better with one chancellor. He said the more relevant question is how can the LSUAC and LSU-BR best serve the public? He observed that the current organization scheme is odd and that there is nothing systematic about the LSU system. It is a gaggle. He liked Florida's "Institute for Food and Agricultural System" (IFAS) model because it provided more "throw weight", both internally and externally, to the units within the system. Chancellor Martin observed that we, LSU-BR and LSUAC, need to get together to ask that question. He indicated that he would mention that to President Lombardi. He expects funding for higher education to be crowded out by the competition for funding from the prisons, health care, and other politically popular programs. Chancellor Martin observed that the COA was being heavily subsidized by LSU-BR because it only recovers 18% of its direct cost in overhead while the official audited rate for academic overhead is 48% according to an official publication of the U.S. Office of Management and Budget, OMB Circular

821. The 30% difference in overhead costs that the COA fails to capture is necessarily being supplied out of its publicly funded budget.

28. Chancellor Martin's response to the question of capturing cost savings by eliminating the duplication of services such as accounting, travel, human resource management, etcetera between the institutions was that we are colleagues. He observed that campuses necessarily give up autonomy when actions are taken to avoid duplication throughout a system.

29. Dr. Martin took his leave to attend to his other commitments with a promise to return at a later date.

Ms. Ann Coulon (Director, LSUAC Human Resources Management)

30. Ms. Coulon indicated that she did not know how the freeze would impact on the ombudsperson position. Three candidates had been identified, but not yet scheduled, for interviews with members of both the Faculty Council and the Staff Council. Gauthier observed that the short time frame given for responding to the availability for the meeting of the ombudsperson committee at which those three candidates were identified was not only disappointing, but not in keeping with the usual practice of providing committee members with sufficient time to schedule their commitments.

Advisory Committee Reports

31. It was simply noted that there had been a meeting of the ombudsperson committee and that three candidates had been identified for a personal interview. The impact of the recently announced freeze leaves that position in limbo.

Board of Supervisors Meeting Update

32. Whatley provided information on an initiative from the Council of Faculty Advisors that seeks to provide tuition waivers for the dependents of faculty and staff members. It was recalled that President Lombardi had no problem with the provision of tuition waivers, but he raised a legitimate question about such waivers. Tuition waivers are viewed as a benefit which suggests that faculty and staff members without student dependents miss out on the benefit. Dr. Lombardi has a concern about how to treat all employees equitably. It was observed that LSU peer institutions provide more benefits to their employees than does the LSU System. The faculty council at LSU-Shreveport drafted a resolution addressed to the LSU Systems Board requesting the LSU System to review its employees benefit package. Whatley recommend that the Council support the LSU-S request. The motion that the Council support the LSU-S request was seconded by Mary Grodner. Additional discussion suggested that a tuition reciprocity agreement between universities is a good employee recruiting and retention tool. The motion passed on a voice vote.

33. Vlosky presided over a Certificate Awards Ceremony with photographs to members who had completed their three year terms of office. Certificates were awarded to Brashier, Keim, Miller, Gauthier, Hollier, Pollet, Whatley and Vlosky. Vlosky also presided over a group photograph with the Council.

33. The motion to adjourn was approved on a voice vote 12:10 p.m.

Respectfully submitted,

Wayne M. Gauthier, Secretary

ATTACHMENT A
Questions from AgCenter Faculty for Chancellor Martin
Faculty Council Meeting
November 21st, 2008



1. The most asked question is asking Dr. Martin's opinion on whether the AgCenter and LSU A&M and also the Law School (and Pennington) function better as independent campuses or should all be one Baton Rouge campus under one Chancellor including pluses and minuses and implications.
2. A related issue is cost savings by eliminating duplication of services such as accounting and travel permission.
3. A third issue is the budgeting for the College of Agriculture from LSU A&M and how it is insufficiently low requiring the AgCenter to subsidize it. What can he do to enhance the CoA budget to be in line with other colleges?
4. A related issue is the potential of increasing in AgCenter funding by receiving a portion of tuition dollars in formula funding due to the AgCenter subsidizing dozens of teaching and assistantships and supporting graduate students and their research & academic education.
5. This question is related to how LSU A&M and the AgCenter could work together to outreach to the community through areas such as 4-H, especially in urban areas while maintaining the traditions
6. Generally, what his view of the relationship between our campuses and how can joint faculty could have increased involvement, decision making and influence in LSU A&M issues?
7. Opinion on how well the AgCenter is accomplishing the land grant mission and acting as an educational outreach component for LSU A&M and how we fit into LSU's Flagship Agenda.
8. His outlook for AgCenter's relevance to an increasingly non-agrarian clientele in next 5 to 10 years and the LSU AgCenter's role in the overall university plan for the next 10 years.

Independent questions are as follows:

9. What his views what Faculty Council activities and guidelines would help the AgCenter become a more effective organization.
10. Reconciling goals of improved academic standards and increased enrollment with Louisiana's demographic trends and slow improvement in secondary education.
11. Other ways of increasing revenue without increasing tuition.
12. As is the case at other academic institutions why can't unclassified LSU faculty receive tuition exemptions or reductions for themselves and their children?
13. Being sure that infrastructure is repaired prior to restarting classes after hurricanes.
14. Being able to access work places during home football games.