

LSU AGCENTER FACULTY COUNCIL MEETING MINUTES

April 17, 2009

Members Present: Joan Almond, Mandy Armentor, David Blouin, Wayne M. Gauthier, Dianne Glasgow, Andrew Granger, Mary Grodner, Mike Hebert, James Hendrix, Natalie Hummel, Collins Kimbeng, Joan King, Donna Lee, Johnny Saichuk, Diane Sasser, Ed Tidwell, Deniese Zeringue, Adrienne Vidrine and Richard Vlosky.

Members Absent: Jeff Hoy

Proxies: Joan King for Philip Stouffer

Guests: Chancellor William B. Richardson; Kevin Cope, President of LSU A&M Faculty Senate

HIGHLIGHTS

- **Promotion Documents Signed by Chancellor (1)**
- **Issues and Concerns Associated with Proposed Budget for LSUAC (2-20)**
- **Chancellor Open to Input Into Budgeting and Its Implementation Processes (3, 11)**
- **Implications of Cuts to LSUAC Programs at Local Level Widely Disseminated Throughout LA (4, 6)**
- **Proposed Budget, If Sustained, Would Necessitate a Declaration of Financial Exigency (5, 49)**
- **Funding Uncertainty Impairs Present and Future Decision Making (5, 17)**
- **LSU-BR's Reorganization Proposal Impacts LSUAC Personnel & Triggers Discontent (7, 13, 22, 34)**
- **Increases in Fees for LSUAC Programs and Products Under Consideration (6)**
- **Directors and Unit Heads Submitted Recommendations Based on 15% Budget Cuts (9)**
- **First-Ever Newspaper Acknowledgment that LSUAC Receives No Tuition Monies (12)**
- **Comments Attributable to LSU-BR Provost Discounts University's Outreach Mission (13, 39)**
- **Equalization Component in Extension Retiree's Pay Threaten by Changes in DOA Procedures (14)**
- **Invitation to Move State Livestock Show in 2010 to Lake Charles Under Review (16)**
- **Tenure to be Granted in 2009 (17)**
- **Parish Tax Elections Explicitly to Support the Local LCES in Select Parishes (19)**
- **No Joint Meetings of Department Heads and Regional Directors Planned Until Budget Firm (20)**
- **Observations of Dr. Kevin Cope, President, LSU-BR Faculty Senate (22-45)**
- **Cope's Observations Regarding Reorganization of LSU-BR's Academic Units (22, 37, 39, 40, 41)**
- **Outcome of the LSU-BR Faculty Senate Sponsored Faculty Forum and Options for Future Action (22)**
- **Core Faculty to be Protected from Layoffs (23)**
- **Statewide Institutions of Higher Education Characterized as a Political Cabal (24)**
- **LSU-BR Faculty Senate Activating Its Collective Bargaining Committee (25)**
- **LSU-BR Faculty Senate to Administer "Evaluation of Administrator" Instrument (26)**
- **Assessments of Appointed Personnel Being Conducted by Individuals Not Accountable (27)**
- **Tracking System to Minimize Paper Usage at LSU-BR (28)**
- **LSU Centennial Celebration Planning Cause for Concern (29, 34)**
- **Binding IT Privacy Policy Will Shut Down Campus Web Sites (31)**
- **Modular Faculty Governance Is a Problem (32)**
- **ESPN's Contract with the SEC Valued at \$1.1 Billion (32)**

- **LSU-BR Apparently Seeking to Distance Itself From Its Agricultural Roots (34, 39)**
- **Dean Koonce's Presentation Given Mixed Reviews (35)**
- **University Community Doesn't Know Much About the LSUAC (36, 7)**
- **Statewide Agreements for Universities to Accept Junior College Credits (38)**
- **LSU COA Alumni Association Pres. Requests Meeting with Lombardi to Discuss Reorganization (41)**
- **LSU as a University Needs to Focus on Providing A Quality Education (42)**
- **Flaws with Chancellor Martin's Furlough Sans Financial Exigency Proposal (44)**
- **Vlosky to Craft Council Resolution Opposing Budget Cuts (46)**
- **LSUAC Performance Indicators Committees Formed and Commissioned (48)**
- **Service Unit Advisory Committee Reports Reveal Needs and Questions (50)**
- **Communication Equipment at Remote Sites Deemed Inadequate (51)**
- **Council Seeks Involvement Whenever Time Permits (52)**

Call to Order

Chairperson King called the meeting to order at 9:30 a.m. in the Sullivan Room of the John M. Parker Coliseum.

Approval of Minutes of March 27, 2009

The minutes of the March 27, 2009 meeting were approved. However, a second motion was made and seconded that the minutes of the meetings of the LSU Agricultural Center Faculty Council (Council) were not to be distributed until they had been approved in person by the Council. Furthermore, the minutes were to make limited reference to specific members of the Council. The motion passed on a voice vote.

Chancellor Richardson's Report

1. Chancellor Richardson reported that he had signed off on the promotion papers for the current year's set of applicants and congratulated those members of Faculty Council who had been promoted.
2. Budget numbers have improved somewhat since the Council's last meeting on March 27, 2009. The cut to higher education has been reduced by \$ 4.1 million dollars. The Louisiana State University Agricultural Center (LSUAC)'s share of the reduction is \$690,000. The Chancellor and other higher education officials are scheduled to appear before the Louisiana House Education Committee on Tuesday, April 21, 2009.
3. Chancellor Richardson expects the 2009 legislative session to be a contentious one. Factors contributing to that contentious situation have roots in the Governor's actions regarding the legislative pay raise issue and his redlining of local projects in 2008. The Chancellor expects to see more independence of the legislature from the Governor in 2009. The 2009 session is a budget only session. Each legislator is limited to the submission of five bills per session. As predicted, the public is witnessing politics in action. In May, the Revenue Estimating Committee (REC) will issue its forecast of state revenues for FY 2009-2010 which begins July 1, 2009. These forecasts will have a major influence on appropriations to the LSUAC and other state agencies. LSUAC plans are

vague because of the uncertainty associated with the budget. The Chancellor indicated that he will need and seek Council input into the processes associated with budget planning and subsequent implementation.

4. Sixty-one (61) parish meetings have been held throughout the state to explain the adverse implications that the proposed budget for the LSUAC holds for programs and activities at local and state levels. Agricultural producers from throughout the state have met with Governor Jindal and are scheduled to meet with LSU System President Lombardi, Representative Jim Fannin and Senator Michot. The meetings are being set up by Dr. Bobby Fletcher. The LSUAC message is being effectively distributed throughout the state. The intention is to have the constituents contact their legislators and other policy makers to request support for the LSUAC because their appeals are simply more effective than those of LSUAC employees.
5. Chancellor Richardson is scheduled to make a presentation to the LSU Board of Supervisors. The current proposed budget, if implemented, would require the LSUAC to declare financial exigency. The guiding question remains "What's best for the LSUAC"? There are many rumors. Under the best set of circumstances, the LSUAC is anticipating a budget cut in the range of six to ten percent (6-10%). The questions are how to deal with the anticipated reductions in funding for differing levels of reduction not only for FY 2009-10 (FY 2010), but in subsequent years. Actions taken in FY 2010 carry irreversible implications for actions in FY 2011, FY 2012 and beyond. Unlike other campuses within the LSU System and statewide, the LSUAC is not authorized to raise tuition which makes its budget reductions more severe. All tuition campuses and the legislature are planning to raise tuitions on out-of-state students and increasing fees on all students.
6. The LSUAC is assessing increases in fees up to \$500,000 annually. This represents a movement towards greater self-sufficiency. More will be known on April 21, 2009 when legislators get to know how any proposed reduction in the LSUAC budget would impact local areas of the state. Discussions regarding the use of monies in the rainy day fund are expected. The LSUAC will seek to share in any increase in the cigarette tax. Some of the stimulus money has been used to minimize cuts to higher education.
7. There were questions as to how the proposed changes by the LSU-BR campus to the College of Agriculture (COA) would impact the LSUAC. The Chancellor addressed those questions relative to individual units. In the case of Human Ecology, Chancellor Richardson saw no need for LSUAC personnel to be transferred to the LSU-BR campus. Chancellor Richardson indicated that the LSUAC will maintain its support to those units where it has people. The majority of those people have extension appointments. People in human nutrition will move to other units. The LSUAC's investment in Experimental Statistics is small. At this time, the situation with the Department of Human Resource Education & Workforce Development is problematic. Despite the best efforts of the LSUAC over time, there remains a lack of understanding of what agriculture is, its host of interdependent relationships throughout the economy and its contributions in addressing society's needs.
8. The Louisiana legislature can do whatever it wants to do within the constraints of the state constitution. For example, they can choose to fund the LSUAC separately and not fund it through the Board of Regents.

9. Directors and department heads developed their recommendations using a fifteen percent (15%) reduction to the budget. Cuts were made beyond that 15% within central administration. Some of the recommendations of directors and department heads were taken by central administration. No one should necessarily infer that across-the-board cuts are a preferred method of addressing a budget reduction.
10. A merger of Human Ecology and Food Science was tried at an earlier time.
11. Chancellor Richardson indicated that he was okay with accepting input regarding the budget from all sources.
12. The Chancellor observed that for the first time in his memory a newspaper article acknowledged that cuts to higher education disproportionately impacted the LSUAC because of its inability to derive revenue from tuition.
13. Council members observed that comments made by LSU-BR Provost Astrid Merget at a Faculty Forum on April 14, 2009 suggested that outreach activities were not as important as teaching and research to that campus. The Council recalled LSU-BR Chancellor Martin's question of "why can't extension be distributed throughout the university rather than just through agriculture?" LSUAC Chancellor Richardson asked "What are they (LSU-BR) doing about Continuing Education?" Chancellor Richardson observed that "outside of Baton Rouge and without the football team, the majority of people wouldn't know that there was a LSU-BR". Richardson also observed that what is going on in the College of Agriculture (see 7) today is the best case study of why one wouldn't want a merger of the LSUAC and LSU-BR campuses. A more engaged university is more rhetoric than practice. There was reference to an e-mail from Whatley, President of the LSU College of Agriculture Alumni Association, and the recall of an observation from Chancellor Martin arguing that we need to change with the times and update.
14. There was a discussion regarding retirement compensation for extension retirees. At an earlier time, the Louisiana Division of Administration was directed by the legislature to provide the funds necessary to equalize retirement benefits between those extension retirees who had retired under both federal and state systems and those who had retired under only the state system. Monies to achieve that objective were put in place through Schedule 18 funding for years and were seamlessly administered without any problems by the Teachers' Retirement System of Louisiana (TRSL). Someone in the current Division of Administration changed procedures regarding Schedule 18 funding for that purpose. TRSL subsequently sent a memorandum to those recipients suggesting that they would be losing the equalization components of their benefits because of the changes directed by the Division of Administration. Chancellor Richardson reiterated that this is not correct and that efforts are underway to straighten the matter out.
15. There was a rhetorical question about the core mission of agriculture.
16. Chancellor Richardson observed that the livestock show is wonderful for those involved in it. The issues surrounding the Lamar Dixon facility have given rise to an initiative to move the livestock show to Lake Charles in 2010. No decision has yet been made regarding this initiative. For a variety

of reasons, there is a preference for keeping the livestock show at the Lamar Dixon facility. The LSUAC is seeking a resolution.

17. In reference to a question of possible restructuring to cope with a significantly reduced budget, Chancellor Richardson observed that it was most troubling to learn that while the FY 2010 and 2011 budget years were going to be difficult, the FY 2012 budget year could be the worse of the three. This information comes from the REC which is required to render three year budget projections. Governor Jindal is on record against raising taxes. The REC is comprised of Dr. Jim Richardson, an LSU economist; Ms. Angele Davis, Head, Division of Administration; and representatives from the House and Senate. Despite the current budget problems, there are no plans not to award tenure in 2009.
18. It was observed that removing the constitutionally mandated statutory dedications would help the LSUAC. It was also observed that, even under the best of circumstances, it would require another year before it could be enacted into law.
19. There was lament over the observation that people want services, but they don't want to pay taxes. However, there have been tax elections held for the explicit purpose of supporting the Louisiana Cooperative Extension Service (LCES). Those elections have been successful in Acadia and other parishes.
20. Chancellor Richardson reported that no meetings of department heads and regional directors were planned until firmer budget numbers are known.

Guests

21. Commitments prevented the scheduled appearance of Dr. Mike Strain, DVM, Commissioner, LA. Department of Agriculture & Forestry.

Dr. Kevin Cope, Faculty Senate President LSU – Baton Rouge

22. With respect to the plans announced by the administration of LSU-BR to consolidate academic units, the number 1 question is to whom should the questions and concerns be addressed. The compact time frame between the surfacing of the consolidation proposal on March 6, 2009, to its announcement on March 27, 2009 and to its planned implementation on July 1, 2009 denies both dialogue and cooperation among and between members of the impacted groups. The Faculty Forum, sponsored by the LSU Faculty Senate and held on April 14, 2009, was at best contentious. As a consequence, the Provost is not likely to be open to additional forums in which the university community would be provided with an opportunity to have their voices heard. The subsequent letter from the administration provided unsatisfactory responses and is inconsistent with a commitment to a shared faculty governance system. The course of action that will now be followed will depend upon events associated with a scheduled meeting at an undisclosed time and place between Chancellor Martin and Faculty Senate President Cope on April 20, 2009. President Cope intends to inform Chancellor Martin that the faculty is not necessarily opposed to the administration's plans for consolidation of the academic units. However, the method of handling it thus far has destroyed good will and, for that reason, it should be rescinded. Furthermore, the argument advanced that it would demonstrate the university's ability to

adjust to accommodate legislative objectives is bogus. President Cope indicated that he would call upon Chancellor Martin to put the administration plans on hold; to advise him that the proposed change is an affront to members of the university community; and to further advise him that the university community is not pleased with the “preachy” tone of the Provost’s letter. President Cope indicated that there are two possibilities for future action if Chancellor Martin proves uncooperative. First, a resolution will be created demanding postponement of the implementation of any reorganization plan until there has been sufficient time and support to allow for faculty input. Secondly, there will be a call for a vote of “no confidence” in the provost. Resolution of the controversy associated with the reorganization plan has not been raised with the LSU Board of Supervisors (BOS). Such a resolution needs the approval of LSU System President Lombardi who is politically savvy about such issues. President Cope has reason to believe that the reorganization plan is being driven by the Systems office and not by any individual campus.

23. An announced proposal for a furlough in the absence of a declaration of financial exigency goes against a federal law of working under furlough conditions. All chancellors outlining their intended plans for coping with reduced budgets at the Board of Supervisors (BOS) meeting were contending that no core faculty members were going to be laid off. The LSU-BR Faculty Senate is formulating a furlough policy to avoid a confrontation with the administration. A financial exigency policy is also being put together by the Faculty Senate and not by the administration.

24. At some level, initiatives get stymied. For example, the LSU-BR faculty has a delegation which travels to other campuses for various purposes. The system of higher education in Louisiana is a cabal of political institutions. Other chancellors are taking note whenever the traveling LSU-BR delegation gets to their campus. The traveling delegation has made a major change in the tone of the dialogue and is probably responsible for the budget forum.

25. The LSU-BR Faculty Senate is reactivating its collective bargaining committee. The faculty is in a weak position because of the administrative structure. The Faculty Senate’s committee on benefits is reviewing a host of issues ranging from a recipient’s share of grants to retirement contributions.

26. PS-111 is titled “Evaluation of Administrators”. It is not being released at the present time. The Faculty Senate will be taking over the administration of the evaluation of administrators. There is no legal obstacle to this action.

27. PS-101 governs appointments. Some of these appointments have been made for five (5) years. Evaluation of these appointments is being done by individuals who are not accountable. Chuck Wilson is one of the persons charged with revising the evaluation instrument for appointments.

28. A tracking system is being created to enable LSU-BR to minimize the quantity of paper that is being generated and which then must be filed and maintained for a defined period of time. The maintenance of files has become a liability issue. Today, an on-line order can be tracked. The travel department is the most cumbersome within the LSU-BR administration.

29. On any given day, the events and memorabilia being planned and assembled for LSU’s Centennial Celebration depends on the mood of those responsible for its planning.

30. Paul Wilson in the past had raised concerns about classroom assignments.
31. Information Technology (IT) now has a privacy policy which is binding. There will be a closing down of web sites by campuses. E-extension now ties in with Facebook and Twitter.
32. Faculty governance is modular which a problem is. On a national level, the ESPN contract with schools in the Southeastern Conference (SEC) is \$1.1 billion dollars. SACEFL is an organization that is hoping to make faculty governance more visible with respect to sharing data. It is getting some attention and it plans to meet at LSU in 2010.
33. Southern System President Slaughter bumbled meetings of the Association of Louisiana Faculty Senates. The keynote speaker was Sally Clausen, Commissioner of the Board of Regents.
34. It was pointed out to President Cope that LSU-BR disclaims agriculture despite its claim to the name. The question of how does agriculture fit within the mindset of LSU-BR? President Cope observed that this is a flash-point because the administration wants to project images that are characterized by high technology and newsworthy rather than images of passé agriculture. It is evident in the selection process for identifying 150 treasures of LSU for purposes of its Centennial celebration. The administration appears to be bent on leaving the land and going into space.
35. There was a split assessment of Dean Koonce's presentation to the Faculty Senate. There were slightly derogatory comments from the administration but high praise from members of the Faculty Senate. The same assessment attended the School of Music's presentation. There are mercurial decisions to be avoided.
36. There is a low level of knowledge about the role, scope, mission and operation of the Louisiana State University Agricultural Center (LSUAC) among members of the university community. President Cope offered to make time available for a representative of the LSUAC to make a presentation before the Faculty Senate. The Council agreed that the Vice-Chancellor of the Louisiana Cooperative Extension Service, Dr. Paul Coreil, should be the one to make the presentation.
37. Members of the Council offered suggestions as to how the reorganization of LSU-BR could be implemented. There is a need to show respect for the history and culture of the university. The Faculty Senate would be better able to make a recommendation if they were given an opportunity to do so. It is also critical to recognize that there has been no indication that reorganization of LSU-BR is what the legislature wants.
38. Statewide agreements have been articulated which allow students from junior colleges to transfer their credits into the state's universities.
39. Chancellor Martin is probably well aware of the problem, but has had to stabilize the Office of Academic Affairs. There was a question as to the source of the Provost's authority to change the land grant mission.
40. The announced reorganization of academic units was characterized as "a taking of the most popular colleges and making the weaker colleges even weaker".

41. The President of the College of Agriculture's Alumni Association, Jerry Whatley, sent a letter to President Lombardi requesting a meeting regarding the proposed reorganization of the College of Agriculture by LSU-BR.

42. The observation was made that the mission of the university was not about teaching trades to people, but rather to provide them with an overall education that included areas that didn't necessarily have high student numbers such as philosophy. There is a need for LSU to have the ability to provide a quality education to its students and it needs to be independent of the quantity of students. The administration needs the classic liberal arts to provide a "blister package".

43. An observation made about the faculty forum was that it came across as a dictated "This is it" message. However, this is not necessarily the end of the story as the proposed reorganization needs to come before the Board of Supervisors (BOS) for approval. By their rules, if it is not on the agenda, it can't be voted on. There is reason to believe that the proposed reorganization of academic units within LSU-BR has not been placed on the BOS's agenda yet.

44. Chancellor Martin had advanced the concept of implementing furloughs without a declaration of financial agency. The status of that concept is now unclear. President Lombardi apparently will not respond to the "furlough" concept. Chancellor Martin's concept didn't provide for an equitable distribution of the financial pain that would accompany a furlough. If it needs to be implemented, there needs to be more information about its impact upon taxes and creditable time of service for retirement. In essence, it is asking the faculty to make up for the "folly of the state". As presented, it features selective enforcement. The concept of furloughs without a declaration of financial exigency is better for the university's reputation and standing than a declaration of financial exigency. President Cope reported that the attendees at a meeting to discuss the concept included Jerry J. Baudin, Vice-Chancellor for Finance and Administrative Services; Robert Kuhn, Associate Vice-Chancellor for Budget & Planning; Chancellor Michael Martin; Provost Astrid Meredith, and unidentified others. President Cope was astounded by the number of people with businesses around the campus.

45. King agreed to collect any comments of Council members regarding his presentation and forward them to President Kevin Cope.

Old Business

46. In lieu of signature support for a resolution by Southern University opposing the budget cuts to higher education, Vlosky agreed to coordinate the creation of an LSU AgCenter Faculty Council Resolution in opposition to the budget cuts announced for higher education.

47. King entertained an open discussion regarding the budget cuts and the restructuring issues pertinent to LSU-Baton Rouge.

New Business for Discussion

48. The Board of Regents has performance indicators in place for use in allocating state appropriations among all academic units with the exception of the LSUAC. The indicators serve as variables in formulas to determine the level of appropriations to the individual campuses. Chancellor Richardson anticipates that the BOR will soon be seeking performance indicators for the LSUAC and believes that the employees of the LSUAC will be better served if the LSUAC develops its own set of performance indicators for use by the BOR. To that end, he has created a committee chaired by Dr.

Allen Rutherford to create a set of performance indicators for the LSUAC and he has identified individuals to serve on the committee. At this point, the creation of performance indicators represents a contingency plan that may or may not be implemented. Two committees were created at the initial meeting: (1) research headed by Vlosky and (2) extension headed by Barnett. Each committee is charged with identifying appropriate sets of performance indicators that could be used to implement formula funding for the LSUAC. All employees of the LSUAC are invited to submit their ideas for performance indicators by e-mail. Performance indicators should be characterized by ease of measurement and quantifiable. Federal grants were cited as an example of performance.

49. Adrienne Vidrine reported on her attendance at the latest Board of Supervisors Meeting and ALFS. Each Chancellor identified how their individual campuses would be affected by the proposed set of budget cuts to higher education. Chancellor Richardson reported that because of the high percentage (%) of the LSUAC's budget that was tied to people, he would need to seek a declaration of financial exigency if the proposed cuts were to become reality. The BOS also (a) approved the LSU-BR South Campus plan, (b) added money back into the various unit's budgets from the performance fund, (c) granted tuition campuses authority to raise tuition and (d) heard from the Faculty Council President from Shreveport of his offer to donate.

50. The following Service Unit Advisory Committee Reports were provided:

- a. Deniese Zeringue reported that there had been no report in the past three years from Communications.
- b. King reported that Sponsored Programs had created new rules that would result in not distributing monies among common grant participants. They are now putting proposals online. Gauthier, because he is on the Accounting Committee, needs to obtain information on how accounts are separated or not separated among principal investigators for purposes of reporting and accounting for expenditures.
- c. Information Technology. Fred Piazza is requesting updates and/or feedbacks relative to the new look and feel of IT's products and services. IT recognizes that navigation of the website is confusing. Piazza informed his committee members that he was not at liberty to discuss the budget and that pilot instructions are available on the E-extension web site.

51. There was a complaint that people weren't able to hear at the remote distance education sites because of inadequate equipment at those sites.

52. The entire council wishes to be involved in deliberations associated with the budget and its implementation except in circumstances with short time frames.

53. King summarized the tasks agreed to my Council members. These tasks included:

- a. the provision of feedback to Vlosky;
- b. providing via e-mail feedback on performance indicators to either Vlosky, Barnett, or Rutherford and
- c. King to contact Vice-Chancellor Coreil regarding the delivery of a presentation to the LSU Faculty Senate regarding the role and scope of the Louisiana Cooperative Extension Service and the LSUAC.

The motion to adjourn was seconded and approved on a voice vote at 1:30 p.m.

Respectfully submitted,

Wayne M. Gauthier, Secretary