

**LSU AGCENTER FACULTY COUNCIL  
MEETING MINUTES  
May 15, 2009**

**Members Present:** David Blouin, Wayne M. Gauthier, Dianne Glasgow, Mary Grodner, Mike Hebert, Natalie Hummel, Collins Kimbeng, Joan King, Johnny Saichuk, Philip Stouffer, Ed Twidwell, Deniese Zeringue, Adrienne Vidrine, Jeff Hoy and Richard Vlosky.

**Members Absent:** Joan Almond, Mandy Armentor, Andrew Granger, James Hendrix, Donna Lee, and Diane Sasser

**Proxies:** None

**Guests:** Chancellor William B. Richardson and Ms. Ann Coulon, Director, Human Resource Management, LSUAC.

**HIGHLIGHTS**

- **Uncertainty Characterizes Context of LSUAC's Budget (1, 3, 5)**
- **Bleak Future Revenue Forecasts for FY 10, FY 11 and FY 12 (3, 17)**
- **Results of Financial Security Survey of Faculty Being Sought (4)**
- **Enhancing Promotion & Tenure (P&T) Process (6, 7)**
- **LSU Faculty Benefits Compared to Benefits at 18 Other State Institutions (8 -12)**
- **Main Campus Access At Gatehouse May Minimize Need for Wand at Efferson Hall (13)**
- **Council Resolution on Budget Cuts Forwarded to Governor and Others (14)**
- **Coreil's Presentation to LSU-BR Faculty Senate Abbreviated by Time (15)**
- **Extension and Research Performance Indicators Submitted to Chairman (16)**
- **Council Observations on Budget Situation and its Implications (17)**
- **LSU-BR Faculty Senate Resolution on Furlough Plans Distributed (18)**
- **BOS to Discuss Campus Restructuring (19.a)**
- **Clausen Discusses Formula Funding with ALFS Leadership (19.b)**
- **National Formula Funding for Agricultural Institutions (19.c)**
- **Scheduled Appearances of Service Unit Heads & LDA&F Commissioner (20)**
- **Grodner Retirement Results in Replacement for Full Professors on Campus (21)**

**Call to Order**

Chairperson King called the meeting to order at 9:30 a.m. on May 15, 2009 in the Sullivan Room of the John M. Parker Coliseum.

## **Chancellor Richardson's Report**

1. Chancellor Richardson made a report on the budget. There was a nine million dollar supplemental appropriation specifically for the LSU Agricultural Center (LSUAC) added to the executive budget while it was under review by the House Appropriations Committee. It was retained by the Senate. It remains to be seen how it might fare throughout the remainder of the legislative process and upon submission to the Governor for review and approval. Because of the uncertainty, the Chancellor was unable to offer any definitive comments other than that a deficit remains even with the nine million dollar infusion. The magnitude of the deficit depends upon a host of variables and won't be known until after the session ends and the LSUAC receive its allocations from the Board of Regents (BOR) and the LSU System.
2. The actions by the legislature indicate that there is a priority emphasis on local roads.
3. The comments provided by and to the Chancellor registered concerns for the future of LSUAC's program as well as for higher education given the negative revenue projections for FY 2011 and FY 2012.
4. There is a need to get a response from Jeanette Tucker regarding an earlier financial security survey of the faculty.
5. Chancellor Richardson encouraged LSUAC employees and members of their clientele groups to call legislators requesting support of the nine million dollar amendment for the LSUAC. He urged, however, that caution be exercised to avoid dissemination of misinformation.

## **Ms. Ann Coulon, Manager Human Resources, LSUAC**

6. Ms. Coulon invited members of the Council to identify issues and actions associated with the promotion and tenure (P&T) process that has just been completed for FY 2009 that might prove useful to both candidates and their evaluators. Suggestions included:
  - a. Include a summary in the P&T packet as a separate document. Such a document is to succinctly highlight and focus the

candidate's past accomplishments and make a case for continuing productivity in the future.

- b. Post packets on web sites to minimize the quantity of paper that needs to be handled and secured. Maintaining confidentiality of a packet and its contents was recognized as a concern that needs to be resolved.

7. The next P&T meeting is scheduled for June 28, 2009.
8. Ms. Coulon made reference to work being done by a LSU-BR Faculty Senate Committee chaired by Dr. Roger Laine comparing the benefits package for faculty in higher education in Louisiana to faculty benefits at other state institutions. A paper copy of a PowerPoint presentation reflecting the Benefit Committee's work was distributed along with a copy of an e-mail from LSU-BR Faculty Senate President Cope providing instructions for accessing the document. The first annual report on faculty benefits is available on the LSU Faculty Senate web site: [www.lsu.edu/senate](http://www.lsu.edu/senate). Instructions for viewing the report are as follows:
  - a. After accessing the [www.lsu.edu/senate](http://www.lsu.edu/senate) web site,
  - b. click link "view Presentations from the Benefits Committee ..."
9. The PowerPoint presentation contrasted higher education benefits at LSU against benefits paid by 18 other state institutions of higher education. These include institutions at Georgia, Iowa State, Kansas, Michigan, Indiana, Oregon, Arizona State, Mississippi State, South Carolina, Kentucky, Kansas State, Texas, Michigan State, Ohio State, Arizona, Penn State, Texas A&M, and Texas Tech. Some of the assertions included in the power point presentation include:
  - a. An LSU employee contributes 8% to the Teachers Retirement System (TRS). The average employee's contribution at the other 18 institutions is 5.75%.
  - b. At LSU, the state's contribution to its employee's retirement, whether it be TRS or an Optional Retirement Plan (ORP), is 6.77%. Louisiana's contribution of 6.77% is lower than the standard employer contribution to social security (SS) of 7.65%. LSU makes no contribution to SS on behalf of its employees. The majority of the other 18 institutions make

contributions to SS for their employees. Thus, their employees receive SS benefits while LSU employees receive no SS benefits.

- c. Some institutions make ORP contributions of as much as 11% which makes the employer contribution as much as 17.5% of the employee's salary. This means that other institutions make 2.5 to 3 times the contributions to their employee's retirement as compared to LSU.
- d. According to Ms. Coulon, there are approximately 400 LSUAC employees who participate in an ORP. She expects the future costs to the LSUAC for employee participation in ORPs to increase as more employees opt to participate in an ORP.
- e. A comparison of life insurance programs suggested that there were better programs available than those made available to LSU employees.
- f. LSU health insurance benefits appear to rank about in the middle part of the range. Noticeably absent is a long term care insurance program for LSU employees.
- g. Ms. Coulon indicated that there is a document, MAP, which identifies the components of an employee's compensation.
- h. Sentiment was expressed for clarification of the structure of employee benefits and for continuation of the documentation of LSU faculty benefits relative to those of other institutions.
- i. Allowing authors of patents to share in the returns creates incentives critical to the creation and dissemination of new technologies. The distribution of the royalties engenders discontent over (1) the split as between LSU and the inventor and (2) whether the patent and legal costs need to be borne by the inventor and LSU or just by LSU.

10. There were questions as to the conditions under which legal services would be provided to an employee and, if so, whether the time frame within which those services would be provided was timely.

11. The question of tuition for dependents as a benefit has been addressed by President Lombardi in the past.

12. It was learned that LSUAC employees might now be able to get a permit from the attendant at LSU checkpoints for 30, 60 and 120 minutes thus minimizing the need for the employee to first go to

Efferson Hall to get a pass-through wand. Since this is relatively new information, there was a suggestion that this information be sent to Vice-Chancellor Coreil with a request that it be disseminated to all LSUAC employees.

## **Old Business**

13. King reported that the LSUAC Faculty Council Resolution on Budget Cuts had been forwarded to Governor Jindal, Representative Jim Fannin; Representative Eddie Lambert; Speaker Jim Tucker; and Joel T. Chaisson, President of the Louisiana Senate. It was suggested that the resolution be put on the web site and members of the faculty be notified of its existence.
14. Dr. Coreil made a presentation about the LSUAC to the LSU-BR Faculty Senate. Since the LSU-BR Faculty Senate ends its meetings promptly at 5:00 p.m., Coreil's presentation was abbreviated. The information handed out on the research stations and the hurricane report was well-received.
15. Vlosky reported that the Performance Indicators Work Groups had held only one meeting. The input compiled from both the research and extension work groups had been forwarded to Chairman Rutherford. Future action from that group must necessarily come from Rutherford.
16. Some of the points made by Council members regarding the budget and its implications included:
  - a. The budget cut has now been reduced to half of its original \$440 million dollar estimate;
  - b. No other state is having a 15% cut to its higher education budgets;
  - c. The BOR is assessing the legality of furloughs; and
  - d. A sentiment was expressed that the LSU System already has a position regarding the budget. Thus, the Council doesn't need to address it.

## **New Business**

17. A copy of LSU-BR Faculty Senate Resolution 09-07, “Conditions and Procedures for Furlough Plans”, was distributed to members of the Council. This resolution was introduced by the Faculty Senate Executive Committee at the request of the Office of Academic Affairs.
18. Vidrine and King made the following points regarding meetings of the LSU Board of Supervisors and the Association of Louisiana Faculty Senates (ALFS):
  - a. The BOS has not yet met. At their next meeting, they are expected to discuss a restructuring of campuses;
  - b. Dr. Clausen, Chair of the Board of Regents, gave a presentation to the Council of Faculty Senates about formula funding. There are concerns with the statistical accuracy of the formula. Southern University contends that the formula is not fair because their students are less prepared for university work. The BOR is now waiting on a report from the Workforce Commission before it proceeds further with development and implementation of the formula.
  - c. The LSUAC is not under the same funding formula as the teaching institutions. There is a national formula especially for agricultural institutions.
19. There were no reports from service unit advisory committee members. Heads and Chairs of the Sponsored Programs and Accounting service unit advisory committees are scheduled to appear at the June Council meeting. Information Technology and Communications are scheduled for the August meeting. Dr. Mike Strain, DVM and Commissioner of Louisiana Agriculture and Forestry, is scheduled to come to the July meeting.
20. Council member Mary Grodner announced that her retirement would be effective July 1, 2009. She will be replaced by the full on campus professor with the next highest votes as per the By-Laws.
21. The meeting was adjourned on a voice vote at 12:18 p.m.

Respectfully submitted,

Wayne M. Gauthier, Secretary