

**LSU AGCENTER FACULTY COUNCIL  
MEETING MINUTES  
AUGUST 21, 2009**

**Members Present:** Joan Almond, Mandy Armentor, David Blouin, Wayne M. Gauthier, Dianne Glasgow, Andrew Granger, Mike Hebert, James Hendrix, Clayton Hollier, Jeff Hoy, Natalie Hummel, Collins Kimbeng, Joan King, Donna Lee, Diane Sasser, Philip Stouffer, Ed Twidwell, Adrienne Vidrine, Deniese Zeringue,

**Members Absent:** Johnny Saichuk and Richard Vlosky.

**Proxies:** None

**Guests:** Chancellor William B. Richardson and Dr. Lakshman Velupillai, Associate Vice-Chancellor, International Programs

**HIGHLIGHTS**

- **Diverse Management Challenges Within LSUAC: Case of Land (1)**
- **FY 2009-10 Baseline Budget and Its Implications (2, 5,6)**
- **BOR, TRSL, LSUAC and Equalization of Retirement Pay for Extension Personnel (3)**
- **Representative Jim Fannin Equalizes Budget Reductions Between LSUAC and LSU-BR (4)**
- **Reduction in Budget Not Uniformly Distributed Between LSUAC's Operating Units (5)**
- **Significance of REC Meeting in December, 2009 (6)**
- **Early Retirement Program Statistics (7)**
- **Coping with Current Vacancies. Future Budget Cuts Suggest New Business Model for LSUAC (8)**
- **Tucker Commission Concerned With Duplication. LSUAC: Not Guilty (9)**
- **LSUAC Planning For Its Future in 24-36 Months (9)**
- **Question of Activity by Formula Funding Committee (10)**
- **Revamp of LSU-BR Academic Units Remains Quiet. Coreil on Civic Engagement Committee (11)**
- **Animal Science Complex Designated "New" Construction (12)**
- **International Services Program (ISP) Created From Merger of LSUAC and LSU-BR IPs (13)**
- **Velupillai Identifies Benefits of International Program (IP) Participation (13, 16)**
- **LSU Lacks International Program Prominence (13)**
- **Project Key to Individual's Involvement in IP (14)**
- **Velupillai Can Facilitate IP Involvement for Individuals Who Their Own Funding (14)**
- **Identification of Faculty Members Involved in IP (14, 17)**
- **Chancellor Richardson's Support Zamorano Students (17)**
- **IP Students Have Critical Need for Housing Support (17, 18)**
- **MOU To Change LSUAC and LSU-BR IP Agreements from Transactional to Transformational (19)**
- **ISP Office Seeks Both RFP and Negotiated Contract Work (20)**
- **ISP Offices Needs Both Implementation and Tracking Teams Plus Hard Money Commitment (21)**
- **Future Guests**

## **Call to Order**

Council chairperson Joan King called the meeting to order at 9:30 a.m. in the Sullivan Room of the Louisiana State University Agricultural Center (LSUAC) Coliseum.

## **Approval of Minutes of June 19, 2009 and July 17, 2009 Meetings**

The minutes of both the June 19, 2009 and July 17, 2009 meetings were approved on a voice vote. There was a request to identify the termination dates of the members' service on the Faculty Council website.

## **Chancellor Richardson's Report**

1. Chancellor Richardson noted the wide variety of issues encountered in the management of the LSU Agricultural Center (LSUAC). For example, the LSUAC manages 20,000 acres of land scattered throughout the state. Land issues range from liability to the resolution of ownership established with decades-old handshakes. One of the more positive aspects of land management is receipt of the revenues from the oil wells and pipelines on some of the properties
2. The Chancellor indicated that the baseline fiscal year (FY) 2009-10 budget for the LSUAC had been established and that it represents a reduction in state appropriations of 11.2% from FY 2008-09. The FY 2009-10 began July 1, 2009. The 11.2% reduction includes the mid-year budget cut which initially reduced the level of state support to 93.2 % from its July 1, 2008 level. It is now reduced to 86.7 % of its July 1, 2008 level.
3. The Chancellor also observed that the Teachers Retirement System of Louisiana (TRSL) owes the LSUAC \$450,000 for 2009 and \$2.1 million for 2010. He explained that, at an earlier time, the Louisiana legislature authorized the Division of Administration to make payments to the TRSL to equalize retirement benefits between cooperative extension personnel who had retired under a joint federal-state system and those retired under a 100% state system. Within the last two years, the Division of Administration has been making those payments to the BOR and not to TRSL. The BOR has erroneously been counting those monies as part of the LSUAC's operating budget and not recognizing that these monies were for paying retiree benefits. Meanwhile the TRSL had been making payments to 190 retirees expecting to be reimbursed by the LSUAC. The language in the legislation makes it clear that LSUAC has to pay. The LSUAC has been working with the BOR to clear the matter up. The magnitude of the monies involved will increase over the next 10 years.
4. The Chancellor reported that Representative Jim Fannin had inserted language into the budget appropriations legislation that said relative (%) reductions in the LSUAC's budget could not be any greater than the relative budget reductions to the LSU-BR campus.
5. Chancellor Richardson indicated that the LSUAC was still operating under the rules published in the October 15, 2008 hiring freeze directive. Currently, the LSUAC has 82 vacant positions. As a consequence of the reductions in the FY 2009-10 budget, operating funds for the LSUAC have been reduced and those reductions distributed amongst the units of the LSUAC. The reductions, however, have not been uniformly distributed between the operating units due to the diversity of their missions

and each unit's uniqueness in being able to absorb a reduction. Monies in the Chancellor's office were also disproportionately reduced in order to balance the reduced budget.

6. The Revenue Estimating Committee (REC) has projected another billion dollar deficit for Louisiana in the 2010-11 FY. The REC is not scheduled to meet again until mid-December 2009. The outcome of that meeting will influence whether there will be a repeat or not of another mid-year budget cut. Governor Jindal has issued another hiring freeze directive and is currently not anticipating a mid-year budget cut. Corporate income taxes are off dramatically from 2008 levels. As a consequence, state government policy makers are considering all possible options for coping with further reductions in the budget.
7. Chancellor Richardson detailed the dynamics inherent within the LSUAC's incentive-based retirement program implemented on August 11, 2009. The initial rule that limited participation to the first 50 applicants was changed to accept all August 11, 2009 applicants in the interest of maintaining good order and protecting employee health by minimizing the stress associated with the retirement process. Fifty-eight (58) applications were filed on August 11, 2009 and all were enrolled in the early retirement program. To date, three (3) August 11 applications have been withdrawn. However, three post-August 11 retirement applications have been received for processing. The LSU System wanted to keep the transactions costs of the retirement incentive initiative below one million dollars. Thus far, the first 58 applications filed on August 11 have been approved at an estimated initial cost of \$1.2 million dollars. The retirement approval status of the three post August 11 applications remains unknown. The reduction in the workforce of 140 (82 vacancies and 58 pending retirements) has raised concerns about carrying on the work of the LSUAC with fewer people and having the flexibility to respond to future budget reductions. Of the 55 known retirements, three have been rehired on half-time appointments to address critical needs. The Chancellor observed that the LSUAC is still accepting applications for retirement through September 30, 2009.
8. One of the current concerns is with how to cope with vacancies. Hiring more people is hardly an option when incentive packages for retirement are being offered to realize cost savings. Chancellor Richardson expressed concern for a larger budget reduction problem to emerge for the LSUAC in FY 2012-13. Chancellor Richardson predicted that two more years of revenue reductions of the magnitudes experienced during FY 2008-09 will require the LSUAC to adopt a new business model.
9. The Tucker Commission is reported to not be happy with the response of the BOR to the reduction in the budget for higher education. There is a concern about the number of duplicated programs in higher education. There is little, if any, duplication of LSUAC programs. The LSUAC needs to plan 24-36 months ahead to identify those programs that best serve the needs of Louisiana and that satisfy critical criteria such as uniqueness. The LSUAC is now negotiating with a group that can help it decide where it might best focus its limited and dwindling resources under current and projected conditions.
10. The Formula Funding Committee chaired by Dr. Allen Rutherford was charged with identifying criteria that would be appropriate for use by the LSUAC in documenting, measuring and assessing its performance over time. Thus far, it has met only once as a committee. At that meeting, its members were separated into two groups. One group, chaired by Dr. Rutherford was to identify and compile criteria most appropriate for research while the second group, chaired by Dr. Barnett, was to identify and compile criteria relevant to extension.

11. The initiative to revamp the academic units of LSU-BR and the College Of Agriculture in particular has become quite. Chancellor Richardson indicated that he hadn't been in recent contact with Chancellor Mike Martin. He was aware that Dr. Martin had appointed a number of committees and had asked Dr. Coreil to serve on an outreach (Civic Engagement) committee.
12. The major capital outlay project within the LSUAC is the renovation of the animal sciences building. The Jindal administration classifies it as new construction. It is a laboratory building.

**Guest: Dr. Lakshman Velupillai, Associate Vice Chancellor for International Programs for the LSUAC and LSU**

13. Dr. Lakshman Velupillai reported that he is responsible for an International Services Program (ISP) for both LSUAC and LSU. The IP office has an Advisory Committee from the LSU AgCenter side and this committee has not met recently because of the merger of international programs at both LSU and the LSUAC. Dr. Velupillai recently submitted a Year in Review document regarding international programs to both campuses. He traced through the merger of the two international program offices. The formal merger occurred on May 1, 2009. After the merger, the Provost, Dr. Merget calling a meeting of all of the international programs related committees on the LSU A&M campus. Following that meeting, all committees except the Faculty Senate Sub-Committee on International Education were effectively eliminated and a Task Force charged with internationalization of the campus was initiated. The purpose of the merger and the creation of the internationalization process is to (1) make students more engaged and aware of the international scene; and (2) improve and enhance faculty engagement internationally. Dr. Velupillai also provided a document identifying the benefits of international work. The internationalization process provides for the formation of focus areas within the Task Force with the leadership of this Task Force being provided by both LSU-BR and the LSUAC. Dr. Nancy Clark is a co-chair of one of this Task Force. The Task Force was not created to only gather information. It is designed to identify those individuals within the two institutions who are engaged in international activities. It is charged with developing a strategic plan for international engagements by both campuses. International engagement is measured by the number of international students on campus; the number of students studying abroad; and the number of Title VI Center awards received by the institution. Among others, one goal is to seek a Title VI Center Award from the US Department of Education. There is no Title VI Center at LSU. Nationally, LSU ranks around 65<sup>th</sup> of 100 plus institutions in terms of its number of international students on campus. LSU-BR has over 500 students studying abroad annually.
14. Dr. Velupillai identified some of the international work being done by Dr. Greg Lutz, a professor in aquaculture. Dr. Velupillai indicated that the main way LSUAC faculty get involved in international work is through projects. He cited the work of Dr. Norman Borlaug whose work on research project resulted in the development of a high yielding wheat variety that launched the "green revolution" in the developing world and earned Borlaug the Nobel Prize in 1970. USDA projects provide opportunities for visiting scholars. There is an internal system for selecting recipients for these projects which generally have short application time frames. They are sponsored by such Washington based organizations such as the United States Department of Agriculture (USDA) and the Foreign Agriculture Service (FAS) of the USDA. Dr. Velupillai indicated that LSU needs to be open and responsive to response to requests for project proposals. One example is the Armenian project on which he is currently working.

15. In response to a question regarding an individual's involvement in international work, Dr. Velupillai indicated that he can help facilitate the involvement of individuals in international work. However, individuals with an interest in international work necessarily need their own funding. Lakshman indicated that the question is always about the money and that he is on his own as far as securing the money to operate and maintain the ISP office. Lakshman identified projects that were potentially on the horizon for ISP. These included a \$25 million dollar rice project in Liberia. Other than food projects, there is a project to investigate avian influenza in Togo and Zambia in Africa. Lakshman spoke about the significance of doing social networking in this avian influenza project. These projects include inspectors. It is important to appreciate how these projects are set up and how they function.
16. Dr. Velupillai identified some of the noble objectives that underlie these projects. They include the creation of understanding and peace; economic development; and the promotion of trade. He cited the creation of a partnership with the American Brahman Breeders Association to promote livestock development in Indonesia. For the individual faculty member, Lakshman suggested that their international experiences enhance their teaching and research programs.

Benefits of international work are many and diverse - they positively impact faculty and our research programs, in turn impacting our outreach efforts in the state of Louisiana:

- ❑ Participation in international project implementation broadens faculty interest, and sharpens their teaching and research/outreach programs
  - ❑ Involvement in international research and outreach promotes diversity of research inquiry
  - ❑ International exchanges that are a necessary part of our work overseas, promotes diversity on the campus, providing a global environment and interaction for university faculty and students with people from other countries and cultures
  - ❑ Mutually beneficial partnerships are promoted - partnerships are with other land grant universities, US government agencies, and the US private sector. Often these partnerships lead to other beneficial relationships for our local efforts.
  - ❑ Partnerships in and among campuses of the LSU System - international endeavors often demand a multidisciplinary approach, forcing any one campus to seek partnerships to solve real world problems. The idea of a seamless teaming process to satisfy client needs is enhanced.
  - ❑ As exemplified by all of our current projects, faculty from different disciplines, research and extension faculty all come together to address and develop innovative solutions. Some of these relationships did not previously exist. The teamwork in an international effort promotes cross-fertilization of ideas among faculty for work at the local level. International project issues are not unlike those that faculty face in Louisiana.
  - ❑ Scholarly publications and other outputs such as conferences have resulted providing faculty professional growth opportunities.
17. Dr. Velupillai spoke about the potential involvement of undergraduate students in International Programs through the efforts of Drs. Carl Motsenbocker and Cathy Williams. He cited the support Chancellor Richardson was giving to bringing Zamorano students in from Honduras to LSU to study agriculture. A major problem that the IP office is encountering is identifying housing for these students.

18. Dr. Velupillai indicated that the International Cultural Center has inexpensive rooms (eight beds) which they rent to visiting international students and scholars on a temporary basis. The University also rents housing to international students at nominal rates to support them in their studies. However, LSU lacks housing for short-term international visitors, and this is a problem.
19. Dr. Velupillai indicated that he had completed an analysis and a report for Chancellor Mike Martin regarding the design and creation of an IP at LSU. Dr. Velupillai indicated that the report addressed a number of logistical matters including the alignment of agreements between and within LSU-BR and LSU AgCenter with international entities. Memoranda between the two institutions should move from transactional agreements to transformational agreements. In working with both undergraduate and graduate admission offices, Lakshman found that there are no strategic plans for addressing the recruiting of international students. Dr. Velupillai indicated that he has friends and contacts in low and high places which is important for work to get done in international programs. The IP office has been able to increase the annual number of student admissions from Honduras from 17 to 52. A pertinent question for our institutions is where are the places the University wants to be present? Lakshman identified the recognition of course credit as an example of an area in dire need of overhaul if LSU hopes to enhance its involvement in providing international students with an LSU education. The LSU graduate school simply doesn't accept graduate degree credits from any foreign institution in the world regardless of that institution's status. There are any numbers of other issues ranging from credit transfers to student engagements at both the undergraduate and graduate levels that need to be addressed if LSU hopes to make significant strides in its international programs.
20. Dr. Velupillai indicated that Requests for Proposal (RFP) was open to competition from all institutions and that it is different from work that is negotiated. The IP office is open to seeking out both types of activities.
21. Dr. Velupillai indicated that international programs need two teams: (1) an implementation team and (2) a tracking team that seeks out and writes proposals for contracts and grants. Dr. Velupillai would like to have hard money commitment so that a tracking team would always be in place so as to make immediate responses to the opportunities that surface in the dynamic world of international programs.
22. Dr. Ward Plummer, a professor in Physics, was part of a group who traveled to China recently to sign an agreement with the Institute of Physics of the Chinese Academy of Sciences in Beijing for a dual Ph.D. degree program in material science.
23. Brazil's University of São Paulo and the LSU College of Business have signed a letter of intent to establish an academic partnership with its School of Economics, Business and Accounting.

### **New Business**

24. Board of Supervisors (BOS) Meeting and ALFS (Adrienne Vidrine)

#### BOS Information emailed to Faculty Council by Adrienne

As of October, BOS meetings will be held on Fridays rather than Thursday.

The newly elected chair-elect is Mr. James Moore. There were no other nominees, so it was a very quick process. Mr. Blake Chatelain, (who is Dr. Rouse Caffey's son-in-law) took his "Oath of Office" as the new Chair.

Final edits are being made on each campus' Performance measures. (You will remember the AgCenter had a committee working on this). The templates will be presented to the BOS at the October meeting. The idea is to compare year to year progress of a campus (against itself) as well as compare against benchmarks of other like campuses.

Senate Bill 285 which was signed by the Governor (Act 356) was discussed. This bill provides for a comprehensive system and seamless transfer of credit between and among public secondary schools, technical colleges, community colleges and 4 year colleges and universities. I believe it includes 60 transportable credits (39 general and 21 elective). You can find the bill on Senator Nevers' website, if you would like all the details. Kevin Cope is serving on a committee working on this. (It sounds pretty simple, but will come with lots of complications).

Projected campus enrollment numbers were announced. Final numbers will be provided at a later date. For the most part, enrollments are up a bit.

A Physicians Assistant Masters program was approved for the Shreveport Health Sciences School.

It was approved for the College of Business to proceed with bids for construction of their new building which I believe will be built in the parking lot across from the Patrick Taylor building.

#### From Association of Louisiana Faculty Senates

The issue with the large decrease in percentage funds matched for retirement accounts for persons in ORP came up and is currently under investigation.

25. There were no Service Unit Advisory Committee Reports.
26. Chairperson King announced that Ms. Ann Coulon, Human Resource Manger, and Dr. John Russin, Associate Director of the Louisiana Agricultural Experiment Station, would be guests at the September meeting. Dr. Mike Strain, Louisiana Commissioner of Agriculture & Forestry is scheduled for the October meeting.

#### **Adjourn**

The motion to adjourn was seconded and approved by voice vote at 11:45 a.m.

Respectfully submitted,

Wayne M. Gauthier, Secretary