

**LSU AgCenter  
Faculty Council Meeting  
June 18, 2010  
Sullivan Conference Room  
9:30 a.m.**



**Members Present:** Wayne M. Gauthier, Natalie Hummel, Joan King, Nicole LeMaire, Guy Padgett, Ross Pruitt, Johnny Saichuk, Diane Sasser, Ed Twidwell, Deniese Zeringue and Richard Vlosky

**Members Absent:** Andrew Granger, Clayton Hollier

**Proxies:** Diane Sasser for Joan Almond and Mandy Armentor, Joan King for Diane Glasgow, Joan King for Jeff Hoy, Johnny Saichuk for Adrienne Vidrine, Nicole LeMaire for Lisa Benoit

**Guests:** Dr. William B. Richardson, Chancellor, LSU Agricultural Center (LSUAC); Dr. David Boethel, Vice Chancellor and Director, Louisiana Agricultural Experiment Station, LSUAC; Dr. Paul Coreil, Vice Chancellor and Director, Louisiana Cooperative Extension Service, LSUAC; and Ms. Ann Coulon, Director, Human Resource Management, LSUAC.

### **Highlights**

- **Constant Changes Create Uncertainty for LSUAC (1)**
- **LSUAC Faces \$3.5 Million +/- in Unfunded Mandates (1, 23)**
- **Appropriation to Animal Sciences Complex Maintains Project's Viability (1)**
- **Lombardi Orders FY 2012 Budget Preparation at 77% of FY 2011 Funding (2)**
- **Implications of Budget Reductions on LSUAC's Options (3,5,11,18,25)**
- **Denial of Full Graduate Faculty Status to LSUAC Faculty to be Addressed (4)**
- **LAES Programs To Be Continued But At Reduced Speed of Delivery (5)**
- **Impacts of Budget Reductions on Employee Numbers: LAES (5) / LCES (22)**
- **Reductions Erode Human and Financial Capital Program Infrastructures (6)**
- **Magnitudes of Budget Reductions to: LAES (6, 14) and LCES (23, 24)**
- **Prioritizing Equipment Needs Vital Component of Research Programs (7)**
- **Royalty Income Always Welcome Despite Its Irregularity In Time and Amount (8)**
- **Always Critical to Recognize and Reward Productivity (9, 25)**
- **Incentive Retirement Program Savings Mitigated Mid-Year Budget Cuts (10, 25)**
- **Budget Reductions Necessitated "Across-the-Board" Cuts in Operating Funds (11)**
- **Boethel's Survival Strategy: Continuous Production of High Quality Work (12)**

- **LSUAC Responses To BP Oil Spill (13, 16)**
- **BP's \$5 Million Contribution to LSU Had Ecological, Not Extension Emphasis (15)**
- **Fletcher Heads Multi-State Grant Writing Initiative on BP Oil Spill Disaster (16)**
- **Regional Realignment Reduces Regions from Eight (8) to Five (5) (17)**
- **LCES Seeks to Maintain Parish Offices. Requesting 20% Local Support (18)**
- **Reported Negative Experiences From Regionalization of County Offices (18)**
- **Orleans Parish Support to Continue at \$100,000 Under Mayor Landrieu (19)**
- **Realization of Benefits From "Storefront" County Offices Awaits Funding (20)**
- **Parish Boundary Lines Define Appointments & Budgets, Not Work Areas (21)**
- **LCES Grant Writer Employed To Enhance Effectiveness in Accessing AFRI Funds (24)**
- **Competitive Funding Has Momentum Over Traditional Formula Funding (24)**
- **"Violence in Workplace" Policy Review (26)**
- **Unit Head and Administrator's Evaluation Policy Nearing Completion (27)**
- **Chancellor to Select Replacement Members of Service Unit Advisory Committees From Ten Nominees (28)**
- **Resolution to Provide Faculty Representatives to BOS and BOR (30)**
- **BOS & ALFS Meetings (31-35)**
- **LSU B.S. Degree Requirements Lowered to 120 Credit Hours (32)**
- **LSU Active in Responding to BP Oil Spill Disaster (33)**
- **Merger of Nutrition Program into Dept. of Food Science on Hold (34)**
- **BOS Benchmark Indicators From LSUAC (35)**
- **"Voice Over IP" Initiative in Testing Phase [36(a)]**
- **Updated Grants Database Available [36(b)]**
- **Audio Council on Foundation Funding Scheduled for June 30, 2010 [36(d)]**

## **Call to Order**

Chairperson King called the meeting to order at 9:32 a.m. on June 18, 2010 in the Sullivan room of the John M. Parker Agricultural Coliseum.

## **Dr. William B. Richardson, Chancellor, LSUAC**

1. Chancellor Richardson offered general observations and responses to questions because of the uncertainty created by constant changes to policy and guidance. The Chancellor did note that, even in the absence of budget cuts, the LSU AgCenter would have no choice but to address unfunded mandates totaling \$3.5 million dollars in FY 2011 (July 1, 2010 – June 30, 2011). The proposed level of capital outlay for the new Animal Sciences building will allow some, but not major advancements in its construction during FY 2011. However, the funding means that it remains a viable project that will one day become a reality.

2. LSU System President Lombardi has requested all units to prepare a FY 2012 (July 1, 2011 – June 30, 2012) budget that reflect a 23% reduction from their FY 2011 funding levels. President Lombardi has requested a meeting with members of the LSUAC Faculty Council (Council) and members of the LSUAC Oversight Committee at 10:30 a.m. on July 6, 2010 in Efferson Hall for the purpose of covering budget issues that campuses face over the next two years.

3. Chancellor Richardson observed that the cumulative effect of reductions in the budget means that he can no longer make “across-the-board” reductions in unit budgets to cope with future reductions in the LSUAC budget.

4. Chancellor Richardson indicated that he would address the issue of a full time LSUAC faculty member’s inability to serve as a full member of the LSU Graduate Faculty with Chancellor Martin.

**Dr. David Boethel, Vice-Chancellor and Director, LAES**

5. Dr. Boethel indicated that too much uncertainty works against fruitful discussion of the FY 2011 budget. The most productive observations might be to identify some of the impacts to the Louisiana Agricultural Experiment Station (LAES) that have resulted from budget reductions since July 1, 2008. Overall, budget reductions have resulted in the loss of 114 employees (37 faculty members, 25 research associates and 52 classified employees). Only four (4) of the 37 faculty vacancies have been filled with new hires. Currently, at the Northeast experiment station, there are only two (2) scientists where there used to be seven (7). Dr. Boethel indicated that the LAES will continue to deliver its programs, but that the speed of their delivery will be slower because of the budget reductions. Director Boethel indicated that he can no longer manage by attrition with a focus on priorities.

6. Dr. Boethel identified the significance of the losses that accompany budget reductions both in the human capital embodied in departing

personnel without replacements and in the capital losses to physical infrastructure. Both forms of capital are critical to the maintenance of continuing programs and to plans for revival of terminated programs. The vegetable breeding and citrus programs were among those identified as difficult to revive because of infrastructure losses. Overall, the LAES budget is 14% lower today than it was on July 1, 2008.

7. Dr. Boethel responded to a question regarding the wisdom of requesting faculty to compile a listing of capital equipment needs in the absence of funds. Boethel indicated that identification of current equipment needs was consistent with the identification of priorities as a component of an active research program and with the ability to respond timely in the event monies become available. Dr. Boethel observed that no state monies have been available for equipment purchases in the last three years.
8. Dr. Boethel noted that monies derived from royalty funds from mineral leases on experiment station properties were available to the LAES. However, such funds are neither reliable enough or of a magnitude that can meaningfully offset recent budget reductions.
9. Up to now, Director Boethel has been able to direct a percentage of overhead monies back to those programs which received the grants. He believes that it is critically necessary to reward productivity.
10. Dr. Boethel observed that the LAES was able to get through the mid-year reduction in the budget by using the savings realized from the first round of early retirements. In response to a question, Dr. Boethel indicated that salary savings realized during the year from attritions routinely remain in the director's office to balance off deficits incurred at the initiation of every fiscal year due to personnel costs associated with regular and promotion raises.
11. Director Boethel observed that FY 2010 was the first time cuts were made "across the board" in operating funds in order to comply with mandated budget reductions.

12. Director Boethel advised that the best course of action for each individual in the LAES was to keep creating high quality work.
13. Dr. Boethel identified a host of departments and individuals within the LAES who have and are contributing knowledge and products to minimize the negative impacts of the British Petroleum (BP) oil spill disaster.
14. Dr. Boethel concluded his remarks by observing that the FY 2010 LAES budget of \$28.7 million could well be reduced to \$15.3 million in FY 2012 (July 1, 2011- June 30, 2012) under current projections.

**Dr. Paul Coreil, Vice-Chancellor and Director, LCES**

15. BP gave LSU five (5) million dollars to support efforts to minimize the negative impacts of the oil spill disaster. The Request for Proposals (RFP) for spending the five million dollars had an ecological emphasis. It contained no funding for extension programs or activities. One million had been committed so only four million dollars were available for distribution.
16. Dr. Coreil indicated that the LCES was working with Dr. Wilson in Sea Grant and that a multi-state effort was being led by the LSUAC to address the oil spill disaster. Smith-Lever monies (\$65,000) are to be made available for printing and travel with NIFA. Dr. Bobby Fletcher is leading the grant writing effort for this multi state area initiative.
17. The LCES has realigned the regions within the state from eight (8) to five (5). The LCES administration is seeking internal candidates for the position of director of the Southeast region. Four internal candidates are currently being interviewed for that position.
18. The LCES currently receives ten percent (10%) of parish offices operating budgets from all 64 parishes. It is now seeking to secure twenty percent (20%) of that support from the parish. The LCES is committed to keeping parish offices open in all sixty-four (64)

parishes. Budget reductions have resulted in fewer LCES employees which translates into fewer employees in parish offices. The alternative is a regionalization or combination of parish offices as has been done in other states. However, Dr. Coreil reports that states opting for regional organizations rather than for preservation of their county (parish) office structure have regretted this change in structure.

19. The \$100,000 in parish support from Orleans parish will be continued by newly elected mayor Mitch Landrieu. Hurricane Katrina had destroyed the Orleans parish office and it had been relocated to the LSU-New Orleans campus. Steps are now underway to relocate it away from the Southern University-New Orleans campus.
  
20. Dr. Coreil reported that the LSUAC favors “storefront” county agent offices. Under this concept, the county agent’s office in each parish could also serve as a hub for educational programs offered by other LSU system campuses (LSU A%M, Health Science Centers, Law School, etc.) for the benefit of parish residents. The storefront concept would allow for these outreach efforts to be under the LSU AgCenter parish extension office and implemented together. This arrangement would make it more convenient for the public to access the varied services provided by the entire LSU System. An excellent example of this being done successfully is the Louisiana Sea Grant Program in the 1970s. Available funding hinders this concept from becoming a reality beyond Sea Grant. Dr. Coreil promised to send a report authored by LSU-BR to Chairperson King which identifies some potential symbiotic benefits from implementation of the civic engagement plan and the concept both on campus and statewide.
  
21. Director Coreil outlined critical distinctions regarding the civil boundary lines defining parishes and the work of LCES agents. LCES agents are free to cross parish lines in the discharge of their official duties. However, the parish boundary lines apply in defining their appointments and budgets. Coordinators of 4-H activities are now aligned within parish boundary lines.

22. The LCES has experienced a reduction of 49 faculty and staff due to the two early retirement programs. The first program reduced personnel by 35 while the second reduced it by 14. The LCES was allowed to re-hire people back into 25% of these positions at a 25% effort.
23. The FY 2010 reduction to the LCES's \$22.7 million dollar total budget was \$2.2 million dollars. In FY 2011, the LSUAC will be faced with \$3.13 million dollars in unfunded mandates.
24. The LCES could be faced with a total state budget of only \$14 million dollars in FY 2012. In FY 2010, the LCES had accessed up to \$8.5 million dollars in grants. The LCES has employed a grant writer, Samantha Sabine, to enhance the organization's efforts to secure grant funding. Sponsored Programs cannot support grant writing efforts. The Agricultural Food and Research Initiative (AFRI) is to be a major funding source for the LCES in the future. At the federal level, the traditional formula funding of land grant institutions is under tremendous pressure to change from formula to competitive funding. This change is evident in both the language and culture now present in Washington. The push to reduce formula fund dollars which now provides five (5) million dollars for extension has been under discussion for many years. Up to now, Dr. Coreil carried about \$3.0 million dollars forward in federal extension carry forward funds in case the annual federal formula funding allocation was ever cut and faculty and staff on these funds were left without support. Economic circumstances in FY 2010 absorbed \$0.5 million of those dollars. Dr. Coreil has concerns about the sustainability of positions on federal funds, especially with the growing federal deficit and the pressure to cut federal domestic program funding.
25. In closing, Dr. Coreil observed that the retirement incentive programs have been major factors in the LCES's ability to cope with the reductions in the budgets. Personnel in the LCES have gone two years with no faculty merit increases. Raises to accompany promotions are part of unfunded mandates which have to be funded. Incremental cuts to balance the budget won't work.

## **Chairperson King**

26. Chairperson King stated that a concern had arisen regarding the LSUAC “Violence in the Workplace” policy. An example of the policy at the University of California-Davis was provided. She announced that it was available for review on-line at <http://www.hr.ucdavis.edu/supervisor/Er/Violence/Brochure>. The members of the Council were asked to review our policy and the example from UC-Davis and to provide comments for improvements to the AgCenter policy.

## **Old Business**

27. King reported that Ms. Coulon is very close to finalizing the Unit Head and Administrator Evaluation Policy.
28. The major change to the Service Unit Advisory Committee Policy addressed the process for making replacements. The change provides for five (5) individuals to be nominated by the Council and for five (5) individuals to be nominated by department heads. The Chancellor will then select members of the respective committee from the set of ten individuals.
29. Minutes of the April meeting were approved by an email vote.

## **New Business**

30. King advised the Council of a possible resolution by the Association of Louisiana Faculty Senates (ALFS) that would provide for faculty representative(s) to serve on the LSU Board of Supervisors (BOS) and on the Louisiana Board of Regents (BOR). Dr. Jim Robertson from LSU-Eunice is the current chairperson of the ALFS. The resolution provides for one person to serve as a faculty representative on the LSU BOS for all LSU System units and for one faculty representative from each system to serve on the Louisiana Board of Regents (BOR)



for Louisiana institutions of higher education. The Council voted to support such a resolution on a voice vote.

31. Diane Sasser and Joan King reported on meetings of the LSU Board of Supervisors and the Association of Louisiana Faculty Senates (ALFS). Faculty senate leaders met before the meeting. The LSU A&M faculty senate is working on revising PS-1 section IV, Equal Opportunity Policy regarding interim appointments as well as the related PS-36T. Also the Review of the Administrators Performance Policy, PS-111, indicates that feedback from the reviews is to be made available to the reviewers. The LSU A&M faculty senate mentioned the need to ensure that part 2 is followed which states, "The reviewing officer will report to the faculty of the unit on the evaluation, including a summary of the results of observations and opinions of the faculty which have been collected". LSU A&M faculty senate identified the need to monitor LSU A&M's policy governing computer privacy and to limit Information Technology (IT)'s ability to just appear and look at information on an employee's computer (PS 06.25).
32. The BOS has reduced the requirement for the B.S. degree to 120 hours.
33. LSU A&M reported their response to the BP's oil spill at the BOS meeting.
34. The announced merger of the Department of Food Science and the nutrition unit within the School of Human Ecology has been put on hold because of a BOS's substitute motion requiring that detailed merger proposals be presented to the BOS for approval.
35. The Louisiana State University System is requiring the LSUAC and other campuses to identify sets of objective benchmark indicators of activity such as the number of 4-H participants and the percentage of royalty income to research expenditures. Their objective is to compare the work of the LSUAC against comparable institutions with agricultural programs such as Purdue.

## 36. Reports from Council representatives to the various Service Units

Advisory Committees indicated that:

- a. The Information Technology (IT) committee met on June 4, 2010. The “Voice over IP” initiative is still in the beta testing phase. As a consequence of technological changes, the Computer Management System (CMS) is fast becoming obsolete. In addition, they are running out of space and have no money with which to expand.
- b. Special Programs is reported to now have an updated new grants data base. A subcommittee is being established to determine who will have access to it. There is a Frequently Asked Questions (FAQ) section now available regarding grant proposals.
- c. Meetings have been announced for both the Accounting Program and the International Program committees.
- d. It was announced that an Audio Council on Foundation Funding would be held on June 30, 2010 in the New Technology Building.

### **Adjourn**

The meeting was adjourned on voice vote at 12:12 p.m. on June 16, 2010.

Respectfully submitted,

Wayne M. Gauthier, Secretary