

LSU AgCenter
Faculty Council Meeting
February 18, 2011
Sullivan Conference Room
9:30 a.m.



Members Present: Joan Almond, Sharman Charles, Quincy Cheek, Hallie Dozier, Wayne M. Gauthier, Dianne Glasgow, Allen Hogan, Clayton Hollier, Jeff Hoy, Natalie Hummel, Joan King, Robin Landry, Nicole LeMaire, Ken McMillin, Guy Padgett, Ross Pruitt, Johnny Saichuk, Dianne Sasser, Ed Twidwell, Richard Vlosky, and John Westra.

Members Absent: None

Proxies: Nicole LeMaire for Lisa Benoit

Guests: Dr. William B. Richardson, Chancellor, LSU Agricultural Center (LSUAC)

Highlights

- . **LSUAC Adjustments Forecasted for the Future (1, 4, 32)**
- . **Richardson Acknowledges Objective Work of Department of Agricultural Economics & Agribusiness (2)**
- . **Assessment of Relative Pain of Economic Crisis on LSUAC: 5 on a 10 Point Scale**
- . **Consequences Attend Any LSUAC Initiative to Cope with Budget Reduction (4)**
- . **Core Mission Maintenance Requires Critical Mass of Faculty in Key Locations (4)**
- . **Financial Exigency Not Expected in FY 2011 (4, 19)**
- . **Greater Blending of Research & Extension Personnel and Activity Needed for Survival (5)**
- . **LSUAC Working to Preserve COA Core (6)**
- . **LSUAC Declining to Pay Graduate Student Tuitions (7)**
- . **LSUAC Committed to Full Implementation of Desegregation Agreement (8)**
- . **No Retirement Incentive on Horizon. Subject to Change Given Budget Allocation(s) (9)**
- . **TRSL Influences LSUAC's Retirement & Replacement Decisions (10)**
- . **LSUAC Royalty Income A Source of Present Comfort and Future Hope (11)**
- . **Chancellor to Council: Summon Legendre and Baumgartner (12)**
- . **Past History of Correcting LCES Retirees' Inequity (13)**
- . **Identification of Likely Unfunded Mandates Forthcoming in FY 2012 (14)**
- . **Substantial Progress on SUNO-UNO Merger and One Board Initiative Not Expected (15)**
- . **No Current Plans for Filling Critical Positions. Any Future Fills to be on Case by Case Basis (16)**
- . **Citrus Research Station Expected to be Returned to Plaquemines Parish (17)**
- . **Animal Sciences Complex Only Major Construction Project in Sight (18)**
- . **Grant Funded Positions Exempt From Hiring Freeze (20)**
- . **Authorized Strength of LSUAC's Table of Organization: 1,200 (21)**

- . Notes Pertinent to ALFS and Unionization (22)
- . BOS to Meet March 4, 2011 (23)
- . LOUIS: Critical Asset to All Institutions of Higher Education (24)
- . Weather Stations Critical to Research and Extension Programs Face Threat of Elimination (25)
- . Council Chairperson's Goal (26)
- . Service Unit Advisory Committee Administration and Membership Criteria (27, 34)
- . Documentation Will Be Key to Enhancement of Service Units Contributions to Faculty (28-31)
- . Program Funding Is Responsibility of Individual Faculty Member (28, 29)
- . E-Mail Inquiry of LAESs Best Suited For Sacrificing Came From on High (33)
- . Questions to Pose at March 2011 Meeting (35)

Call to Order

Business

1/24/11 Minutes Approval.

Minutes approved.

Chancellor's Report

Dr. William B. Richardson

1. Chancellor Richardson indicated that the LSU Agricultural Center (LSUAC) has got to be prepared to make adjustments in its programs and services. He also indicated that we should expect a lot to happen between now and July 1, 2011.
2. Dr. Richardson indicated that the Governor's office decision to have the Department of Agricultural Economics & Agribusiness assess the competing offers from Cargill and Dreyfus upon Louisiana's grain farmers, the Port of Baton Rouge and the economy of the state was a positive affirmation of the LSUAC's ability to do objective work.
3. Chancellor Richardson ranks the severity of the economic crisis and its impact to the LSUAC as somewhere in the middle of that being experienced by land grant institutions nationwide.
4. Chancellor Richardson indicated that he had a variety of LSUAC initiatives under review. He specifically mentioned that the decision to close any experiment station would be made by him alone. He indicated that there were many embedded issues surrounding any decision within the set of LSUAC initiatives under consideration. Dr. Richardson needs and wants the flexibility to manage any remaining assets. If some current LSUAC asset is sold, Richardson wants the monies realized from the sale of that asset to be put into some designated account and not into the state's general fund or expended. Dr.

Richardson emphasized the need to keep a critical mass of faculty in critical locations to accomplish the core mission of the LSUAC. Chancellor Richardson doesn't expect to have to go into a state of financial exigency during FY 2011; that is, June 30, 2011. Dr. Richardson indicated that neither the Governor or the LSU System wants the LSUAC to declare financial exigency.

5. Dr. Richardson indicated that sound business decisions need to be made and that there needs to be closer working relationships between research and extension employees. He cited an example of a researcher undertaking some extension duties while an extension employee may have to also engage in research activities.
6. Chancellor Richardson indicated that the LSUAC administration was working closely with the College of Agriculture (COA) to preserve that core and that developments within the COA were being monitored by members of the Board of Supervisors (BOS).
7. The Chancellor reported that the LSUAC declined to participate in paying tuition as part of graduate student stipends for this fiscal year, FY2011. Currently, the LSUAC has adopted that same position regarding graduate student tuitions for next year, FY 2012. However, the issue of whether the LSUAC will have to pay tuitions for graduate student is not fully resolved. It needs to be because people are now being recruited for graduate school and the recruitment process entails the making of promises which must be kept.
8. The LSUAC is working closely with the Southern University Agricultural Center to insure that the terms of the agreement between the state's land-grant institutions for settling land grant issues relative to programs and funding (approved at all required levels on the 10th day of May 2006 per the June 13, 2007 Louisiana Legislative Auditor Report) are being fully satisfied.
9. Chancellor Richardson indicated that the LSUAC is not going to offer any retirement incentive program at this time. Future actions that might be taken with regards to encouraging people to retire will vary with whatever happens to the budget over time.
10. Dr. Richardson indicated that the LSUAC was at the mercy of the Teachers Retirement System of Louisiana (TRSL) in managing retirements and replacements for vacancies.
11. Chancellor Richardson reported that the LSUAC is one of a few institutions of higher learning which realized over ten million dollars (> \$10 million) in 2010 from royalty incomes derived from patents. The bulk of the income comes primarily from Clearfield rice royalties. The good news, however, is that there are other possibilities for realizing additional royalty monies in the future from research activities currently underway.

12. The Chancellor's response to questions regarding (1) the portion of monies awarded from grants and contracts that is supposed to go to the individual scientist awarded those grants and contracts and (2) accounting for the expenditures on grants and contracts received was that the Council should invite Mark Legendre and Baumgartner over to address them.
13. Dr. Richardson recalled the history of an inequity that had prevailed at one time between retirees of the Louisiana Cooperative Extension Service (LCES) depending upon whether they had retired as federal or state employees. That inequity was addressed in a legislative action that created a line item expenditure of approximately one million dollars annually within the retirement budget. Because of an administrative error, the LSUAC "ate" that cost one year. It then became the responsibility of the BOR. Because of the current financial situation, it needs to be revisited.
14. Chancellor Richardson indicated that some unfunded mandates were likely to be passed by the legislature to the LSUAC in the FY 2012 budget. These unfunded mandates include \$3.5 million dollars to fund retirement increases; one million dollars to fund health insurance increases; and the funding of state civil services raises which were zero percent (0%) over the last two years.
15. Dr. Richardson doesn't think the SUNO merger is likely to go too far or the one board proposal since neither is being supported by either the LSU System or Southern University systems.
16. Chancellor Richardson indicated that there were no plans developed to fill any critical positions and that the filling of positions would be done on a case-by-case basis.
17. Dr. Richardson indicated that work being done at the Citrus Station could be done in Baton Rouge without jeopardizing any provisions of contract or grant work awarded to the Citrus Station. For that reason, the Chancellor will be talking with Mr. Billy Nunnguesser, Chairman of the Plaquemines Parish Police Jury, about returning the Citrus Station to Plaquemines parish.
18. Chancellor Richardson reported that other than the Animal Sciences Complex, there is no other major construction project on the horizon. The Animal Sciences Complex involves renovations to J.B. Francioni Hall, the Food Science building and related structures.
19. Chancellor Richardson was fairly confident that there are no anticipated mid-year budget cuts forthcoming.

20. Dr. Richardson indicated that the hiring freeze was still in effect, but that it doesn't apply to positions funded with grant monies. There is no state money available for filling positions.
21. Among institutions of higher education, the LSUAC was one of the few without a Table of Organization (TO). Today, there is a TO in place which sets the upper limit on LSUAC employees at approximately 1200.

Old Business

22. McMillin reported the following bits of information regarding the Association of Louisiana Faculty Senates (ALFS):
 - a. Unionization initiatives are moving slowly on the LSU-BR campus and at other institutions of HE throughout the state of Louisiana.
 - b. Some parishes are represented by unions while some are not.
 - c. If there is a group of faculty who want unionization, Ken McMillin wants to provide an opening for them to speak into that initiative.
23. The February meeting of the Board of Supervisors (BOS) was cancelled but a March 4, 2011 meeting was scheduled.
24. The preservation of library services and of LOUIS specifically is critical to the conduct of research. The president of the LSU-BR faculty senate, Dr. Kevin Cope, has been out of the country. Cope has been trying to figure out how the Board of Regents (BOR) decided to cut library services and LOUIS. When LOUIS was first cut, the collective outcry and collections from all HE institutions resulted in funding that has kept LOUIS going until the present time. However, there is still a gap in the BOR's budget.
25. LAIS is an acronym for all of the weather stations at various locations throughout the state whose function is to gather and compile climatic data. This data has implications for agricultural research and extension. At this time, none of the stations have been identified for elimination. However, information has been requested concerning the use/value of the stations and the need for their continual maintenance. Examples were cited as to the contributions of the stations. Individuals familiar with these stations and their contributions should provide that information to Dr. Richardson. Discussion among faculty council members indicated that Information Technology (IT) should be able to determine the frequency with which various sites are being queried for information. Note was taken of the existence of the multiple alternative weather

sites such as NOAA and questioned whether those sites could provide the information about weather needed by agricultural interests. Discussion revealed a need to invite the person in charge of the LAIS to help the LSUAC identify weather stations in Louisiana whose data bases could serve agricultural interests.

26. Chairperson McMillin's goal is to position the Council to be able to discern events and ask questions about matters that impact the personal and professional lives of the LSUAC faculty.
27. The Council reviewed the following key criteria governing the administration and functioning of the Service Unit Advisory Committee and taking particular note of situation(s) where one or more criterion were not being followed. Joan King will be revisiting the entire set of Service Unit Advisory Committees to identify possible discrepancies between criteria and reality.
 - a. An administrator is not to serve as the chair of a service unit advisory committee.
 - b. There was a concern that an individual should only serve on one committee at a time. Circumstances have resulted in at least one instance in which an individual is currently on two committees.
 - c. The original intent was that the membership of a service unit advisory committee be comprised of one unit head, one administrator, and that the remainder be all faculty members.
 - d. No one at or above the rank of Vice-Chancellor should be a member of a service unit advisory committee.
28. McMillin identified the need for the faculty to start documenting the dates and times of events in which their interactions with a service unit had a negative impact upon the faculty member's ability to get work done. McMillin spoke of the need for all faculty to recognize and accept that the responsibility for securing the funds needed to support their programs rests entirely with the individual faculty member. This is attributable to the fact that the grant funding process has supplanted the formula funding process for research and some extension programs. The issue that the service unit committees are supposed to be addressing is the level of service being rendered relative to the level of overhead being extracted from grants and contracts to support those units. Current consideration of possibility assessing indirect costs on commodity monies serve as an example of how the Sponsored Programs (SP) and Accounting service units are seeking to identify and capture monies from all possible sources even those whose conditions for receiving monies from the granting commodity groups and other agencies specifically exclude overhead charges and other levies.

29. It was observed that the individual faculty member needs to convey to their constituents that if there is any question about what they do, they necessarily have to be about doing whatever is necessary to bring in the money to support their programs and initiatives. The faculty needs to be proactive in seeking funding to support their programs.
30. There was an observation that both the SP and Accounting service units need to provide training to both their employees and to the faculty as to the timelines involved in the competition for grant funding and, if successful, in the process for reporting on the status of the work in progress. When multiple institutions are involved in a grant, additional time is involved because of the difficulties encountered in coordinating the activities of people separated by time and space as well as disciplinary interests.
31. There was reported difficulty in obtaining the advance account number(s) critical to the expenditure of money on an approved project. The difficulty was attributable to the presence of new personnel in Sponsored Programs and changes in the responsibilities of personnel within the Accounting Service unit. As personnel become more familiar with their duties, the expectation is that these internal administrative hurdles will be minimized.
32. An announced goal is to have each service unit committee meet within the next two to three months. The claim was made that a reorganization within the LSUAC is expected and that the Council and service units need to be positioned to act within short periods of time as July 1, 2011 commences a new fiscal year, FY 2012.
33. Members of the Council learned that an e-mail asking which experiment station(s) need to be eliminated was originated by the Chancellor to an unknown hand-picked group of people.
34. A member of the Council wasn't aware of having been appointed to the Accounting Service Unit Advisory Committee. There was a discussion, without resolution, about the wisdom of asking people if they wish to serve when appointed by the Chancellor. It was observed that there is a policy in place as to the process for appointing service unit advisory committee members.
35. Suggestions for topical questions to ask Dr. Pat Coyler, Interim Associate Vice-Chancellor of the Louisiana Agricultural Experiment Station, and Ms. Ann Coulon, LSUAC HRM Director, at the March 18, 2011 meeting included:
 - a. Status of Blue Cross HMO developments;
 - b. Securing faculty input on P&T document; and

- c. Magnitudes of TRSL and ORP contributions being taken for program management by those institutions. The critical significance of having all administrators as participants in these programs; that is, of having "some skin in the game" cannot be minimized; and

36. Suggestion(s) for future guests include Mr. Wade Baumgartner (SP) and a representative from LAIS.

The meeting was adjourned on a voice vote at noon on February 18, 2011.

Respectfully submitted,

Wayne M. Gauthier, Secretary