

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



Members Present: Lisa Benoit, Hallie Dozier, Wayne M. Gauthier, Allen Hogan, Clayton Hollier, Jeff Hoy, Joan King, Robin Landry, Nikki LeMaire, Ken McMillin, Guy Padgett, Ross Pruitt, Richard Vlosky, and John Westra.

Members Absent: Dianne Glasgow, Johnny Saichuk and Ed Twidwell

Proxies: Clayton Hollier for Joan Almond and Natalie Hummel; Nikki LeMaire for Sharman Charles and Quincy Cheek

Guests: Dr. William B. Richardson, Chancellor, LSU Agricultural Center (LSUAC); John Russin, Vice-Chancellor and Director, Louisiana Agricultural Experiment Station; Ms. Ann Coulon, Director, Human Resource Management; 2012 Council Members Layne Arceneaux-Langley; Esther Coco Boe; Edward Bush and Michael Stout.

Highlights

- . **Another Budget Reduction Likely (1)**
- . **Chancellor Trying to Determine Direction of LSU Agricultural Center in 2012 (1)**
- . **Death of LSU BOS Chairman, Mr. Ben Mount (2)**
- . **Governor Needs to See Condition of Buildings In Animal Science Complex (3)**
- . **BOS Complementary of LSU Agricultural Center's Business Plan (4)**
- . **Political Leaders Significant to LSU Agricultural Center's Present & Future (5, 6)**
- . **Intern Committee Created to Identify Local Leadership Talent (7)**
- . **Institutional Restructuring and LSU-Eunice (8)**
- . **Diminishing State Funding Negatively Impacting Morale of Employees (9, 21(e))**
- . **Recognition of Departing Council Members (10)**
- . **Graduate Students Relationships As Employes & Students Need Clarification (11)**
- . **Source of Funding Influences Source of Student Tuition Money (12)**
- . **Loopholes in Tuition and Insurance for Graduate Students (13)**
- . **Commodity Boards Want All of Their Funds Directed to the Faculty Scientist (14)**
- . **Chancellors Disagree Over Whether Tuition Money Is Owed to LSU-BR (15)**
- . **Where Allowed, Grant to Reflect Out-of-State Tuition Charges (16)**
- . **Grad Student Not on Assistantship Not Likely To Be in LSUAC (17)**
- . **Dismal Scenario Envisioned Given Campus Mergers (18)**
- . **College of Agriculture Changes Underway or Proposed Impacting LSUAC (19)**
- . **Dr. Russin Identifies LAES Leadership Changes (20)**
- . **Changes in LAES' Policies and Programs (21)**
- . **Dr. Russin's Reasons for Stressing Research Program Accountability ((22))**

- . **Dr. Russin’s Productivity Benchmarks for an Established Scientist (23)**
- . **LAESTo Convene Grant Writing Conference Featuring Internal Speakers (24)**
- . **Graduate Faculty Status Linked to Some Fraction of Salary From LSU-BR (25)**
- . **Vice-Chancellors “Listening Sessions” Include Council Chairperson (26)**
- . **Attachments Update Issues of Louisiana Council of Faculty Senates (27)**
- . **Land Leases and Unit Consolidations Approved by BOS Have Implications (28)**
- . **Explanation for Computer “Glitch” During Council Elections (29)**
- . **ACE Meetings to be Publicized in Advance (30)**
- . **Elections of Faculty Council Officers Scheduled for January Meeting (31)**
- . **2012 Faculty Council Meeting Dates to be Set at January Meeting (32)**
- . **Retention of LSUAC Oversight Committee Up to Chancellor (33)**
- . **Council Decides to Abstain From Issuance of Letter of Support (35)**

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

1. Chancellor Richardson indicated that they were monitoring either a “budget call-back” or a mid year budget reduction situation. The Revenue Estimating Committee (REC) is scheduled to meet next Wednesday. The expectation is that the higher education (HE) component of the budget is going to be subject to a thirty (30) million dollar reduction. The LSU Agricultural Center’s share of that cut is expected to be less than one million dollars. The Joint Budget Committee is going to meet soon after the REC announces its budget reduction projection. Once the Joint Budget Committee accepts the projected sum by which the budget needs to be reduced, the Governor is required to budget cuts within 30 days. If the LSUAC’s component of that cut is small enough, Dr. Richardson indicated that it could be handled by him. If the reduction to the LSUAC is greater than one million dollars, then other unspecified options will have to be implemented. Dr. Richardson is trying to figure out where the LSUAC needs to be going next year. A one billion dollar deficit in the state’s budget is a “built-in” number. The Governor and legislators have worked the deficit down to \$300 million dollars. Currently, there is an anticipation of having to pay back 170 million dollars now because the courts have ruled that it was improper for the rainy day fund to have been tapped in balancing the current fiscal year’s budget. In general, the financial numbers are suggesting that the state’s economic well being is improving over time.
2. Mr. Ben Mount, chairman of the LSU Board of Supervisors (BOS), died recently. Mr. Hank Danos, its vice-chairman, will assume the duties of chairman when the BOS convenes today.
3. One of the reasons for having the governor participate in the ground breaking ceremony for the Animal and Food Sciences building is so that he might get to see that the other buildings surrounding it are in dire need of renovation.
4. At a recent meeting of the Louisiana Board of Regents (BOR), the LSUAC Business Plan was complemented. The plan provided the BOR with a tangible and understandable LSUAC’s plan of action given its conditional budget. Chancellor Richardson indicated that he has been doing a lot of work with regards to informing members of the BOR about the role, scope and mission of the LSUAC. Particular attention is being given to Governor Jindal appointees to the BOR because they are more likely to have the greatest influence and longest tenure remaining on the BOR.
5. Dr. Richardson continues to be impressed by Dr. Jim Purcell, Chancellor of the BOR, because he listens.

6. Dr. Richardson is encouraged by the return of Mr. Jim Fannin as a member of the House Appropriations Committee and of Mr. Francis Thompson as Head of the Senate Finance Committee.
7. Chancellor Richardson announced the formation of an Intern Committee. Members of this committee will be responsible for identifying younger members within the LSUAC with the capacity and interest to assume administrative positions. There is a particular need to attract women and minorities.
8. Present discussions about restructuring institutions include the question of whether LSU-Eunice will remain in the LSU System. Chancellor Richardson indicated that people in the Eunice community are supportive of that institution and that it has a very favorable reputation for the quality of its science program. Apparently, a higher percentage of LSU-Eunice students score higher on medical school entrance examinations than do students from any other institution of higher education in the state.
9. The LSUAC is considered an anomaly because it gets so much of its money from the state. The instability that has characterized so much of its funding over the last four years is responsible for hurting the morale of its employees.
10. Chancellor Richardson participated in a recognition ceremony for those members of the Council who were rotating off. This included Joan Almond, Wayne M. Gauthier, Diane Glasgow, Jeff Hoy, Natalie Hummel, Johnny Saichuk and Ed Twidwell.

Ms. Ann Coulon, Director, Human Resource Management, LSUAC

11. Dr. John Russin has been reviewing the LSUAC's graduate assistantship policies. Ms. Coulon observed that individuals holding graduate assistantships have an employment relationship with the LSUAC and a student relationship with the College of Agriculture (COA). She and Dr. Russin are seeking to clarify these two relationships. As part of the clarification process, they are also seeking to change the salary guidelines.
12. The practice of charging tuition to students on assistantships started eighteen (18) months ago. The source of money funding the assistantship creates problems in some cases. Starting July 1, 2012, tuition is to be charged against grants. However, grants funded with state and federal monies are exempt. Satisfaction of the tuition component of exempt grants is likely to come from the facility and administrative (F&A) costs allocations associated with those grants. There is no policy at the present time on self-generated funds. Students presently on assistantships are grandfathered so they will not be charged tuition as is the current practice.
13. There are loopholes regarding the payment of in-state tuition by out-of-state graduate students and insurance for graduate students.
14. The commodity boards want their monies to support the research work being done by the scientists on their specific problems and issues. For that reasons, they are not amenable to any levies against their funds for students and other matters academic.
15. Unlike the Louisiana State University Agricultural Center (LSUAC), monies for the LSU-BR campus come from the state whereas LSUAC money comes from grants. At the present time, the LSU-BR campus is seeking to have the LSUAC pay it \$1.2 million dollars in graduate student tuitions despite the fact that the LSUAC pays part, if not all, of the salaries of the major

professors and provides the laboratories, animals and fields where the research is being conducted. In addition, LSU-BR receives money directly from the state based on the number of graduate student credit hours registered for by graduate students being funded on LSUAC assistantships.

16. From this time forward, if a grant allows charges for tuition and fees, the principal investigator needs to have that grant reflect out-of-state tuition charges although graduate students are only paying in state tuition.
17. If students are not on assistantships, they are not in the AGCTR except possibly as student employees.

Dr. John Russin, Vice-Chancellor and Director, Louisiana Agricultural Experiment Station

18. Dr. Russin outlined a scenario that would be most devastating to LSUAC employees located away from the LSU-BR campus. There was a brief discussion regarding Dr. Michael Martin's notion of a LSU storefront in every parish which would also house an extension office.
19. Dr. Russin identified a set of changes presently underway or proposed for the College of Agriculture (COA) including:
 - a. A request to merge the Department of Veterinarian Science into the School of Animal Sciences. The anticipated date for this change to take effect is February 2012.
 - b. Dr. Coreil has moved the extension Family Consumer Sciences (FCS) component out of human ecology.
 - c. Dr. Michael Burnett, head of the School of Human Resources and Workforce Development (SHRWFD) has been provided with the federal budget data pertinent to the movement of the SHRWFD out of the COA and into a new college being created and composed of units of the College of Education.
 - d. A search is now underway for a Head of Biological and Agricultural Engineering (BAE) to replace Dr. Dan Thomas, the former head, who has gone to Oklahoma State.
20. Dr. Russin identified the following changes underway with regards to Louisiana Agricultural Experiment Station (LAES) personnel:
 - a. Dr. David Morrison, Assistant LAES Vice-Chancellor, is retiring on December 31, 2011. Dr. Phil Elzer, former head of Veterinary Science, will be assuming Morrison's responsibilities on a part time basis while also serving as a faculty member in the School of Animal Sciences. Dr. Elzer provides animal issue expertise. As Assistant LAES Vice-Chancellor, Dr. Elzer will have administrative responsibilities for animal, food and nutrition programs.
 - b. Dr. Roger Leonards is assuming duties as the Associate Vice-Chancellor and Director of the LAES. He provides plant expertise.
21. Changes in policies within the LAES outlined by Dr. Russin include:

- a. shifting responsibility for the management of Hatch, McIntire-Stennis, and Smith-Lever projects to the departments. This change is due to a combination of reduced resources within the LAES Director's office and the need to introduce greater expertise into the management of these projects; that is, in selection of reviewers of project proposals and in monitoring the status of an approved project throughout its lifetime.
 - b. The LAES Director's office is now working with the faculty of the pharmacy school at the University of Louisiana-Monroe (UL-M). This unit garners many federal grant dollars for its work on medicines. The LAES has been engaged in the development of medicines from plants and animals. Thus, there is a potential for these two Louisiana institutions of higher education to work together on projects of mutual interests. Representatives from UL-M will be visiting in the near future to work with LAES scientists in creating a jointly funded seed grant proposal as a necessary step in pursuit of federal grants.
 - c. The LAES office is reinvigorating BAIT and RAT programs for the purpose of attracting additional federal funding.
 - d. On net, the LAES office received \$50,000 more in federal grant monies when the distribution of research monies changed from earmarks to a formula funded allocation process.
 - e. The LAES office is heavily dependent on federal dollars and royalty dollars to support its programs. Over time, state dollars have diminished and become less reliable.
 - f. There has been a statewide reorganization of beef herds throughout the state so as to create the critical masses of projects and research personnel necessary to the efficient and effective conduct of research. Dr. Russin credited the reorganization to the leadership of Drs. Gary Hay and Phil Elzer. Beef cattle research will now be conducted at the Hill Farm in North Louisiana, at the Dean Lee station in central Louisiana and at the Idlewild, Ben Hur and Central stations in the Southern parts of Louisiana.
22. Dr. Russin identified a number of reasons any director of a state agricultural experiment station has to stress project accountability. A project is associated with a primary investigator who has some fraction of their appointment being paid for by the state agricultural experiment station. It begins with the necessity of satisfying federal reporting responsibilities that accompany the receipt of federal monies. Those reporting requirements include identification of the number of refereed journal articles that were created under the project. For the director who has to assess each employee's performance on an annual basis, the project and the work associated with it provides the foundation for the employee's annual evaluation as well as for the director's input into the promotion & tenure (P&T) process.
23. Dr. Russin's productivity benchmark for an established scientist is three (3) published journal articles per year. He identified the need for that benchmark to be assessed relative to tenure status and the nature of the work within the discipline. Dr. Russin is of the opinion that a scientist in a land grant research station will be doing work that is serving both the clientele and meritorious of journal publication.
24. There is a question as to how one goes about attracting and participating in large grants as well as effectively addressing the constraints encountered when working with industry. To that end, the LAES will be convening a conference to address those topics. Some of the principal

speakers at the conference will be LAES employees who have established records of writing and securing grants.

25. There continues to be a question as to who can serve on the LSU graduate faculty. Dr. Russin indicated that the prerequisite for membership on the LSU-BR graduate faculty is for some fraction of one's appointment and salary to come from the LSU-BR campus. The problem for LSU Agricultural Center faculty serving on the graduate faculty is with the Provost who wants anyone holding membership on the LSU-BR graduate faculty to have some portion of their salary being paid for by LSU-BR.
26. Dr. Russin has inaugurated twice a year "listening sessions" with unit heads. Both Drs. Russin and Coreil will hold these sessions together. The chairperson of the Council has been included in these sessions.

Dr. Ken McMillin, Chairperson, LSUAC Faculty Council

27. Recent developments associated with the Council of Louisiana Faculty Senates and with the Louisiana Statewide Colleagues Collaborative Summit Meeting of November 19, 2011 are included as attachments.
28. McMillin indicated a need to update developments associated the latest meeting of the LSU Board of Supervisors (BOS).
 - a. The BOS approved the LSUAC request to lease a couple of the stations that had been closed due to the reduction in available funding.
 - b. The BOS will be considering the request to consolidate some units within the COA into a newly formed college. These units include the School of Human Resources and Workforce Development (SHRWFD) and Family and Consumer Sciences unit from the School of Human Ecology. McMillin observed that BOS lease approvals and consolidations of academic units now hold the possibility that additional consolidations and other similar actions could be in the future.
29. McMillin explained that the computer glitch that occurred during the election of faculty council members resulted from the fact that the person programming the counts started with a zero (0) rather than with a one (1). The important note is that the glitch had no effect on the integrity of the election process or of its outcome.
30. ACE meetings notices will be posted and publicized so that all interested persons will be aware of them.
31. McMillin indicated that the election of faculty council officers would be conducted in January. Officers to be elected include chairperson, vice-chairperson and recorder. McMillin signaled a willingness to again serve as a chairperson if he were to be nominated and garner a majority vote of the Council. The vice-chairperson, Natalie Hummel, has completed her three year term and did not seek reelection. The recorder, Wayne M. Gauthier, has completed his second, three-year term, and is not eligible for membership until 2013.
32. McMillin led a discussion of the issues involved in identifying the most appropriate dates for Council meetings. Council meetings a week after a BOS meeting increases the likelihood that the Council would be dealing with facts rather than conjectures. It is important that Council

meetings not conflict with activities involving the Livestock Show Office or with academic exercises such as graduation. These conflicts need to be minimized for reasons of meeting location availability and to accommodate the involvement of some Council members in other academic activities. It was decided that the Council's next meeting would be held on the second Friday in January; that is, January 13, 2012. At that time, McMillin will have prepared a suggested set of meeting dates for the Council to review and resolve against known conflicts in Faculty Council members' schedules.

33. The question of whether current Council members will or will not retain their memberships on the Louisiana State University Agricultural Center's Oversight Committee rests with Chancellor Richardson.
34. McMillin explained that four executive committees handle matters between meetings.
35. The Council decided to not issue a Letter of Support of the Southern University's faculty in its attempt to overturn its administration's declaration of financial exigency. The decision was arrived at after due consideration of the ambiguity surrounding the known and unknowns issues associated with that declaration. The consensus of the Council was that all parties would be best served if the Council took no action on the request at this time.
36. The minutes of both the October 21, 2011 and November 18, 2011 meetings were approved on voice votes.

The meeting adjourned on a voice vote at 11:34 a.m., December 9, 2011.

Respectfully submitted,

Wayne M. Gauthier
Secretary