

**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**January 13, 2012**  
**Sullivan Conference Room**  
**9:30 a.m.**



**Members Present:** Layne Arceneaux- Langley, Edward Bush, Sharman Charles, Boyd Padgett, Tina Goebel, Allen Hogan, Richard Vlosky, Clayton Hollier, Ken McMillin, Esther Coco Boe, Lisa Benoit, Quincy Cheek, John Westra, Hallie Dozier, Robin Landry, Nikki LeMaire and Joshua Detre.

**Members Absent:** Michael Stout, Diane Sasser, Ross Pruitt and Joan King.

**Guests:** Dr. William B. Richardson, Chancellor, LSU Agricultural Center (LSUAC); Dr. Natalie Hummel, Associate Professor and Administrative Intern (LCES), LSUAC.

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

1. Chancellor Richardson indicated that his meeting in New Orleans had been cancelled and so he was able to address the Council. He introduced Tara Smith from the Sweet Potato Research Station in Chase as the faculty member chosen for the Chancellor Intern position.
2. His discussion of the budget indicated that there would be a midyear budget reduction in the LSU AgCenter (LSUAC) of \$3.4 million (M). This will be covered using one-time funds. There will probably be state budget shortfalls, estimated now at about \$214 M, next year (FY2012-2013) that will impact LSUAC. He met with the Chief of Staff in the Governor's Office and was told that one-time funds needed to be budgeted to cover the deficit. The one-time funds are so named because they are income that may not be renewed or received in the same amount in following years. The sources for most of the one-time funds are royalty income, gas and oil leases on state land supervised by LSUAC, and Facility and Administration (F&A) overhead funds from grants and contracts. LSUAC generates about 94% of the royalty income for the LSU System. The one-time fund reserves are in the range of \$8-10M.
3. The Business Plan developed by LSUAC is being implemented and provides a blueprint for prioritizing activities within LSUAC. The Business Plan is available online at: <http://www.lsuagcenter.com/MCMS/RelatedFiles/%7B909D50A6-4118-4B24-945A-40465751A860%7D/LSU-AgCenter-Business-Plan.pdf>
4. Dr. Richardson discussed the regional meetings that he is holding around the state and discussed the major topics at the January 9 Northwest Region and Central Region meeting and the January 12 Southwest Region meeting. It is apparent that LSUAC needs to do a better job of communicating with AgCenter personnel. There was to be a meeting that afternoon (January 13) at 1 pm of the Vice Chancellors to discuss this.
5. Based upon conversation with the Governor's staff, LSUAC will not seek exigency this spring.
6. The Board of Regents has received a draft Master Plan for Higher Education. Located online: [http://www.regents.doa.louisiana.gov/assets/docs/Planning/MasterPlan-FINAL-2011\\_0901.pdf](http://www.regents.doa.louisiana.gov/assets/docs/Planning/MasterPlan-FINAL-2011_0901.pdf)

The Southern University Agricultural Research and Extension Center (SUAC) and LSUAC descriptions are very similar. According to Dr. Richardson, the descriptions of the two campuses do not coincide with the functions of each center as delineated by the consent decree between the two systems. The plan should define the role, scope, and mission of each university campus in Louisiana. Some of the structural changes in campus alignments among systems were also in the report.

7. Dr. Richardson reported on the LSU Flagship Coalition (<http://www.laflagshipcoalition.org/>). The Flagship Coalition, which has no legal standing in LSU governance, and consists of business people who are closely aligned with the Governor. Several of the Coalition members have discussed reorganization within the LSU System because of disputes between the LSU System and LSU A&M campus administrations. Mergers of the Law School, AgCenter, and A&M campuses and of the health sciences campuses have been discussed. There was also talk about a possible President-Chancellor as head of the LSU System. There was a dispute between the A&M campus and Pennington Biomedical Research Center (PBRC) on the accounting of research funds for PBRC. PBRC had made arrangements for accounting through the Health Sciences Center – New Orleans. When it was remembered by the A&M administrators that the funds and research were counted in the U.S. News and World Report college rankings and not counting would likely lower LSU's ranking, the A&M campus relented and agreed to pay \$340,000 of the PBRC deficit due to the midyear budget cuts.
8. Dr. Richardson is forming an Ag Coalition of key agricultural personnel around the state to discuss budget, autonomy, and personnel channels in LSUAC. The meeting is to be held next week at the Hurricane Evacuation Center in Alexandria. Information on the new Louisiana Ag Coalition can be found online at: [http://www.lsuagcenter.com/en/administration/about\\_us/chancellors\\_office/Ag\\_Coalition/](http://www.lsuagcenter.com/en/administration/about_us/chancellors_office/Ag_Coalition/)
9. The Budget Revenue Estimating Conference meeting is expected in May. At this time, overall revenues appear to be increasing. The Governor must submit the Executive Budget by Mardi Gras. The legislative session will commence in March and end in June (<http://www.legis.state.la.us/>). The legislative committee chairs and leaders have been finalized and made publicly known.
10. The new animal science building is currently under construction and should be finished by summer of 2013.

**Dr. Natalie Hummel, Associate Professor and Administrative Intern (LCES), LSUAC.**

11. Dr. Hummel talked about her new position as Extension Intern within LCES at the LSUAC.
12. Her primary responsibility in this temporary (8-month) position is to help coordinate the gathering of critical constituent input in the *LSU AgCenter Listens* initiative. According to materials released by LCES, Hummel will be working in the LCES Director's office and with support provided by ODE and AgCenter Communications, and she will develop and implement a well-structured and organized public input gathering outreach plan called the *LSU AgCenter Listens* initiative. This initiative will engage stakeholders from parishes and regions through listening sessions and social media. LCES will seek input on statewide and regional priority programming areas based on the Business Plan and take the steps to do this successfully. LCES, in seeking input as it develops the outreach plan will first engage existing Parish Leadership Advisory Councils in each parish, followed by a series of five Regional Listening Sessions. Additionally, LCES plans to gather significant input from clientele that actively communicate via social media. More information on this initiative will be released as the outreach plan is developed.
13. The FC members informed Hummel that consistency of the way in which these meetings were conducted was critical, including a similar PowerPoint presentation for each Parish. At Parish level, focus areas will be presented, followed by an open conversation in the community about what has happened and what will happen, according to the Business Plan. Hummel indicated that

Parish Chairs (PCs) will conduct meetings with a Regional Director or Regional Coordinator present to help, when needed. FC members indicated that as PCs were listening too, this format may not be the ideal way for them to do both – facilitate and listen. Also, FC members voiced concern that new PCs may be uncomfortable in this role.

14. FC members indicated that these Listening sessions should be asking/answering questions about: what is relevance of new focus areas to your community; what are potentially new sustainable, local funding sources; what new programs and new funding sources might be available in the community.
15. Ideas to invite local elected officials and local media to these listening sessions were discussed. FC members suggested that LCES have some ideas on methods to support LCES from other, nontraditional sources. Suggestions included getting support from agribusinesses that are nationally significant, not just local feed and seed dealers. For example, LCES and LSUAC administration should seek support from major agribusiness firms to make substantial levels of support to specific areas of the LSUAC mission that are aligned with the firms interests
16. One point raised by many FC members was that LCES and LSUAC should not broach the topic of seeking additional support at the local level from Parish government (police juries) at this time. Local support would increase, if at all financially possible. However, most local jurisdictions have no additional resources from which to draw upon to increase local funding for LCES and LSUAC activities.

### **Business -- Dr. Ken McMillin, Chair, LSUAC Faculty Council**

17. The December 9, 2011 meeting minutes were approved as distributed and will be posted on the LSU Ag Council website.
18. Ken McMillin, Chair, reviewed the qualifications for the officers as stated in the Council bylaws. Nominations were opened for Chair. Ken McMillin was nominated and elected by acclamation. Nominations were opened for Vice Chair. Rich Vlosky was nominated and elected by acclamation. Nominations were opened for Recorder. John Westra was nominated and elected by acclamation.
19. There was discussion about the role and need for a Council Executive Committee, which is not specified in the Council bylaws. It was determined that the Executive Committee had performed a valuable role in the development of the LSUAC Business Plan and might have a similar role in 2012. The officers were elected to the Executive Committee (McMillin, Vlosky and Westra). Nominations of Diane Sasser, Boyd Padgett, Clayton Hollier, Tina Goebel, and Nikki LeMaire were made and these individuals were each elected unanimously to the Ag Council Executive Committee.

### **Reports**

20. Council activities 2011 – prior to the meeting, Ken McMillin circulated a list of accomplishments by the Faculty Council. Members were asked to contribute any additional accomplishments to the list soon. This list will be circulated to the Vice Chancellors, Regional Directors and Unit Heads as well as posted to the FC website under accomplishments:  
<http://intranet.lsuagcenter.net/resources/FacultyCouncil/Pages/Accomplishments.aspx>
21. Discussion continued about the FC website and emailing LSUAC faculty and staff that new things were being posted regularly to the FC website; so check it out.
22. Board of Supervisors (BOS) meeting – at the December 9, 2011 meeting, LSUAC relevant actions included a land lease agreement being moved on and cooperative agreements between LSUAC and other entities were approved. The next BOS meeting will be February 3, 2012. Upcoming information

about meetings can be found at the BOS website: <http://www.lsusystem.edu/index.php/board-of-supervisors/minutes-agenda/>

23. Council of Faculty Advisors – serves as a liaison between LSU Systems office and the campuses of the LSU System and is used to communicate views and concerns of faculties on system-wide matters, including academic and professional policies of the system. Meeting was last held on December 9, 2011 and next will be February 3, 2012. Meetings are usually during morning prior to the BOS meetings. Dianne Sasser represents LSUAC at the Council of Faculty Advisors. Information on the Faculty Advisors can be found at: <http://www.lsusystem.edu/index.php/board-of-supervisors/faculty-advisors/>
24. Association of Louisiana Faculty Senates (ALFS) – consists of faculty senate representation from all institutions of higher education within Louisiana.
25. Louisiana Statewide Colleagues' Collaborative Summit Meeting – brings together representatives from ALFS and AAUP (Louisiana Conference). Upcoming meeting is April 12 and information can be found here: <http://www.laaaup.org/>

### **Discussion Items**

26. Representation to Board of Supervisor (BOS) and Council of Faculty Advisors (CFA) meetings – Council discussed the role of FC members representing the FC at BOS meetings and CFA meetings and importance of having FC representation on each of the six Advisory Committees. FC representatives can help insure these Advisory Committees meet regularly (at least annually) and that meeting minutes are recorded and posted online in a timely manner. These committees should be helping to ensure that operation of service units within LSUAC is serving the academic units and field faculty. FC nominates FC and non-FC members of academic units and field faculty to serve on these Advisory Committees. An example of the impact our presence on these committees has was presented – Sponsored Programs Advisory Committee looked at minutes from FC meetings and decided to follow recommendations of FC regarding F&A policy.
27. Bylaws Revision – McMillin brought up some issues or practices by the FC that were not necessarily in compliance with the Bylaws of the FC, and that this situation might suggest the Bylaws need to be modified to reflect actual practices. For example, the Chair currently sends out notices about elections and upcoming meetings and events related to FC. According to the Bylaws, the recorder is supposed to carry out these duties. McMillin offered to examine the discrepancies between current practices and current Bylaws and bring suggested changes to Bylaws to FC for review by all FC members at next meeting.
28. Association of Louisiana Faculty Senates resolution on equity salary adjustments – This resolution, to be considered at their February 3<sup>rd</sup> meeting, precipitated considerable discussion among FC. Intent of the resolution was to have each System, out of its President's Office, establish policies or guidelines for retention salary increases, salary increases in general, merit versus cost-of-living salary increases, as well as for promotion salary increases. FC talked about retention salaries and faculty taking on more workload to justify salary increases, and what constituted additional workload or responsibilities (how would this be quantified or qualified). FC members expressed concern that faculty input was needed in drafting any policy statement, which would then be sent to the Systems Office for their input. FC members suggested we present an alternative action to the resolution proposed by ALFS. Josh Detre sent around copy of PM 69 for review and Rich Vlosky will investigate these guidelines to see how they might inform a policy for each system. Vlosky indicated he would contact Kevin Copes, President of the LSU Faculty Senate and suggest we support the concept of guidelines for retention, merit and general salary increases, but do not wish to support or develop our own resolution like that of ALFS.
29. Graduate Assistantships PS-48 policy – FC discussed the new policy on Graduate Assistantships and the fact that units need to begin paying tuition costs beginning 2012 for all graduate students

(unless they are being paid by grant/contract that didn't have tuition funds or on one that doesn't allow them). Graduate students working on research projects with LSUAC faculty technically are employees of LSUAC, but need to pay tuition to LSU A&M, so faculty need to seek tuition on all grants and contracts that allow funding tuition. A point was raised about units needing to shift tuition to the college. Assistanceship rate guidelines, found in the sheet attached to PS-48, were discussed by faculty.

30. LAES Project Management Task Force Report – McMillin mentioned that he had conveyed to LAES leadership the concerns raised by FC members and other faculty within LSUAC regarding this proposed change to LAES Project Management. Particular concern was raised regarding the proposed changes to LAES Project Management and its potential contradiction with existing policies – PS 38 and PS 39. FC members and faculty who had contacted McMillin had indicated the concerns about the Unit Head being the one to determine if a faculty member was satisfactory or not with respect to research productivity (LAES Project). McMillin encouraged FC members and other faculty to email him any concerns or comments regarding this Report and suggested changes to it.
31. Purpose and restructuring of ACE groups – FC members talked about the need for faculty to take over leadership of ACE groups because ACE groups were developed, in part, to provide better interaction among and benefit scientists and faculty, working on and off campus, and across disciplines. The FC talked about ways to improve ACE groups so that they indeed worked more effectively at this objective, for example, looking at well-functioning ACE groups for clues, best practices of what make ACE groups work well. Members indicated that agents also need to express their needs from ACE groups, not just the needs of scientists, if the potential benefits from integrated research and extension activities are to be fully realized. Researchers need to be asking themselves and agents, what new knowledge or information agents need in the fields to address the needs of their clientele. Researchers also need to let agents know what can and cannot be funded to support the research. Discussion continued, with FC members identifying some groups that had merged and others are meeting more than once per year. Discussion ended with Vlosky offering to develop a survey to be sent to FC members on the ACE groups.
32. AgCenter cell phone changes – FC was informed by Vlosky and McMillin that nothing really new on the cell phone policy. LSU System may be developing system-wide policy and the LSUAC administration is waiting on some guidance or action from them so that LSUAC policy and System policy are in congruence. Because of this situation, LSUAC policy may not be developed until mid-year. Any concerns or issues related to cell phone use, coverage, reimbursement, etc. should be directed to Mark Legendre.
33. Allen Hogan brought up the issue of succession or transition for FC members. This initiated a discussion on the policy for vacancies on the FC due to resignation, retirement, etc. According to the Bylaws, the candidate/nominee who ran against that FC member at that election who received the next most votes is asked to serve on FC if he/she wishes.

The meeting adjourned on a voice vote at 1:20 p.m., January 13, 2012.

Respectfully submitted,

John V. Westra  
Recorder