

**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**November 16, 2012**  
**Sullivan Conference Room**  
**9:30 a.m.**



**Members Present:** Layne Arceneaux- Langley (by proxy Robin Landry) , Edward Bush , Josh Detre, Hallie Dozier, Clayton Hollier, Tina Goebel (by proxy Clayton Hollier), Jason Holmes (by proxy Ross Pruitt), Joan King, Robin Landry, Ken McMillin, Donnie Miller, Ross Pruitt, Diane Sasser, Mike Stout, Rich Vlosky and John Westra.

**Members Absent:** Lisa Benoit, Esther Coco Boe, Sharman Charles, Quincy Cheek

**New Elected Members for 2013 Present:** Charles Overstreet, David Picha

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

1. Chancellor Richardson provided overview of efforts to combine campuses within LSU System.
2. On-going process that will have to revote on the merger of president-chancellor as procedural and open meeting law violation required that this vote be conducted again at December meeting.
3. Transition team meeting December 3 at 3:00 pm with meeting of Dr. Jenkins to provide update on the transition or merger of LSU campuses somewhere on campus. This meeting will be for all faculty and staff on campus.
4. Another town hall style meeting will be at Crowley on Monday November 26 for off-campus meeting, perhaps when Dr. Jenkins visits LSU Shreveport. (changed to December 4).
5. LSU Flagship Coalition has goals of one president-chancellor and reduction of unnecessary duplication of services or increased efficiencies within LSU campuses.
6. Off campus and extension position will be tenure and tenure-track under any new structure.
7. VP of Agriculture would also become Dean of CoA.
8. Transition team within agriculture will be developed.
9. Dean Koonce has developed a transition team for combination of food science and foods and nutrition areas.
10. Supplemental or optional budgets provided for raises included within the LSU AgCenter.
11. Budgets – there will most likely be a mid-year budget cut, though this is not confirmed. Revenue Estimating Committee will meet in December (probably mid-December) then provide with Legislative Joint Revenue Committee.
12. Estimates of \$50-150 M with \$100 M mid-point. If higher education gets 50% of this, then LSU AgCenter cut would be approximately \$2.5-3.5 M. None of this is definite, but given sources of this information there is moderately high probability of this happening.
13. Permission from LSU Board of Supervisors for pilot of 12-11-10 month contract options within the LSUAC. This will be discussed by Ann Coulon later in this meeting.

14. Dr. Jenkins talked about intellectual property and facility planning as two areas being administered differently. LSUAC garners 95% of IP income for LSU System. Talk of combining IT, HRM, etc., but Richardson would like to maintain status quo.
15. Structure will be more like Texas A&M, not IFIS at Florida. In this way, promotion and tenure would go through VP of Agriculture, not VP and Provost.
16. The tax program which would have been directing revenue toward LSUAC from non-collected taxes may or may not generate funds.
17. Chancellor wanted FAC to continue with Oversight Committee on the budget needs to be formed by FAC and make suggestion of structure of town hall meetings.

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

18. The October 19, 2012 meeting minutes were approved as modified and corrected and will be posted on the LSU Ag Council website.

### **Guests: Debra Davis and Ann Coulon.**

Debra Davis, Director, Organizational Development and Evaluation – Annual Staff Conference.

19. Annual conference (AC), first since 2008, has all registration information online. Nearly 300 have registered already. Joint conference with LSUAC and Southern University AC.
20. Not all ACE Group meetings are occurring during the AC. Meet new faculty and staff at the AC. Get together so Chancellor can give one message to all at one time.
21. General format: Monday morning with Extension Association meetings. Monday afternoon with general assembly with awards etc. Monday night reception with Chancellor. Tuesday morning breakfast at mini-farm, then breakout sessions that are required for ANR field agents and another section for 4-H and FCS work. Other sessions are optional, including ANR state specialists and research faculty. Four professional development (soft skills) sessions are available during these breakout sessions. These sessions are only one hour in length. Then Closing Session at the Union for closing address by Chancellor.
22. All sessions in LSU Union and Tureaud Hall.
23. Sessions for multidisciplinary group meetings too. Common dialogue, success stories, and other issues that would help foster interdisciplinary work within the LSUAC during research and extension. Leaders for each of these sessions and co-facilitator along with Administrative Advisor have been identified and will be presented online today or Monday. These include:
24. Leaders were determined by Annual Conference Planning Committee. Some people were suggested at the meetings by those at the meeting that were doing interdisciplinary work.

Ann Coulon, Vice Chancellor, Update on HRM, Accounting and Budget.

25. Emergency Response -- Bomb scare on campus was discussed. Electronic communication problems during this time were discussed. Overloading system was most likely problem. LSUAC will work with an external service provider to minimize these problems. Cost of this service is a couple thousand dollars per year. The system can be tailored geographically as well so that certain regions of state, research stations, etc. can be targeted.
26. No police presence at corner near Efferson Hall, despite there being gasoline truck on Highland Avenue. Traffic flow problems were epic throughout campus.

27. Training to debrief afterwards on how to improve these emergency response procedures.
28. Adam Bailey is lead person in Facility Services for Emergency Response Procedures, so contact him or Ms. Coulon if have questions about emergency response procedures.
29. Cell phones – department heads need to ensure that cell phones and landlines are listed in directory or contact information needed. This information will only be accessible to unit personnel and administrators.
30. Budget request submitted with a faculty raise of 5% and 4% for staff. This would be merit-based, if approved by BOS.
31. Faculty rank – pilot program for 12 month appointments 10-months at 11 months of salary with other two months supplemented by grant funding to cover the additional 2 months. This year this decision would not be irrevocable. Faculty would have to submit proposal to unit head.
32. Voluntary program. Benefits are being determined now. 10-month would be one years' service with a 10-month appointment so years of service would not change. Fiscal appointments so follow regular holiday schedule; not academic appointments. Would earn leave for the 10 months. This would not preclude employee from getting a raise. More details to follow at Annual Meeting.
33. This program would be a rolling enrollment over the foreseeable period, but may be done on quarterly basis so that administratively it is manageable.
34. Mentoring, P&T advising – Faculty P&T Advisory Committees – LSUAC working to develop these for all Assistant and Associate Professors to provide guidance, monitor progress, and provide feedback at least annually to faculty member. Committee need to be approved by VC. Would include members from more than one unit to help faculty through process. Trying to make this work for all faculty members who are going through the process, so that if something is being done and working in the unit that would suffice. This committee would evaluate and submit reports to Faculty member, Unit Head and VCs.
35. Mentoring team would be different team and would be more informal in structure and not part of the review process.
36. Suggestion from faculty to use 25% F&A money to cover salary (added compensation).
37. Salary issues are being scrutinized by BOS and Legislature so these are difficult issues to move forward.
38. More than 300 folks are gone from LSUAC since 2008. Probably around 1,200 people statewide within LSUAC now.

## **Reports**

39. LSU Board of Supervisors (BOS) – meetings were held on October 26, 2012 and November 2, 2012 on reorganization. KM talked about Kevin Cope and representing faculty at the meetings.
40. KM mentioned that 13 people made requests to talk about specific agenda items at the November 2, 2012. First person on the agenda was Alumni Association. He mentioned that donations to campuses, etc. are made to that campus, not the system necessarily.
41. KM suggested that they BOS would most likely need to change their own bylaws prior to consolidation and merger. This process may take a couple years to complete, if they go down this route.

42. Town hall meetings with Dr. Jenkins. Need to be careful to identify when we speak if we speak for council or units or ourselves. We need to help set-up some ground rules for these meetings. They would include constituencies as well as faculty and staff off-campus and on-campus.
43. Combining president-chancellor issue discussed by FAC. Some faculty indicated this was purely political move with little gains in efficiency or reduction of duplication of services. Even though there is potential for efficiency gains and all faculty realize that, they also want input into the process.
44. Upcoming information about meetings can be found at the BOS website:  
<http://www.lsusystem.edu/index.php/board-of-supervisors/minutes-agenda/>
45. Council of Faculty Advisors (CFA) – will be held October 26, 2012. Next meeting is and information on the Faculty Advisors can be found at: <http://www.lsusystem.edu/index.php/board-of-supervisors/faculty-advisors/>
46. Association of Louisiana Faculty Senates (ALFS) – held a meeting on September 29, 2012. . Information on ALFS can be found at: <http://web.lsu.edu/alfs/>
47. Louisiana Statewide Colleagues' Collaborative Summit Meeting – held a meeting on September 29, 2012. Information can be found here: <http://www.laaup.org/>

## Discussion Items

48. Faculty Council elections – KM welcomed and introduced newly elected members of FAC.
49. KM and Josh Detre (JD) talked about the information on the Oversight Committee that JD and committee developed on peer-institution structure. JD reviewed the spreadsheet that contained that information. Comparing LSUAC with these 13 peers will be summarized into narrative to be distributed to FAC.
50. Suggestions for P&T policies or structure, under new administrative structure, will be included. Issue of field staff having tenure at peer institutions, so will get contact information from peer institutions Ross Pruitt (RP) who had recently surveyed national association of Extension Agents.
51. FAC discussion about having national searches for newly created executive, administrative positions.
52. ACE survey was discussed by FAC after KM distributed version of survey to FAC. Rich Vlosky (RV) lead discussion and received input from members about additional changes to survey instrument.
53. FAC election results were posted. A majority of votes – what does this mean? Should have we use “plurality”? FAC will discuss at later date.
54. FAC member who is off-campus now is moving on-campus. This person resigned as off-campus and we need to fill that off-campus position.
55. Faculty Graduate Status resolution 12-9 was not voted down or up, but Faculty Senate strongly suggested that Graduate Council need to consider this.
56. Oversight Committee – KM said that existing committee members remain until December 2012 and recommendations will be made to Dr. Richardson about membership for 2013.
57. Cell phone numbers – KM brought up issue of having that information available.
58. Town hall meetings – open to all LSUAC Faculty and others to attend. Employees of LSUAC and stakeholders? At the off-campus meeting (Crowley), select LSUAC employees will be at the meetings, and select LSUAC constituents (selected by LSUAC administration) will participate.
59. Motion was made by DS, seconded and approved by FAC, that the town hall meeting will be open to LSUAC Faculty and consistent with the town hall meeting to be held in Crowley, that we

recommend the Chancellor, at his discretion, invite other LSUAC constituents to attend this town hall meeting on December 3, 2012.

The meeting adjourned on a voice vote at 1:05 p.m., November 16, 2012.

Respectfully submitted,

John V. Westra  
Recorder