

MINUTES
LSU AgCenter Faculty Council Meeting
December 18, 2012
Sullivan Conference Room
9:30 a.m.



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

Members Absent: Esther Coco Boe

New Elected Members for 2013 Present: Mariah Bock, Adriana Drusini, Jeff Beasley, Deborah Melvin, Charles Overstreet, David Picha, Neely Walker

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

1. Chancellor Richardson was invited but did not attend the meeting.

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

2. The November 16, 2012 meeting minutes were approved as modified and corrected and will be posted on the LSU Ag Council website.

Guests: None.

Reports

3. LSU Board of Supervisors (BOS) – meeting was held on December 7, 2012. The consolidation of the campuses was discussed. Upcoming information about meetings can be found at the BOS website: <http://www.lsusystem.edu/index.php/board-of-supervisors/minutes-agenda/>
4. Council of Faculty Advisors (CFA) – meeting was held December 7, 2012. Information on the Faculty Advisors can be found at: <http://www.lsusystem.edu/index.php/board-of-supervisors/faculty-advisors/>
5. Association of Louisiana Faculty Senates (ALFS) – held a meeting on December 1, 2012. A lot of rancor around the state and increasing divisiveness across campuses. Information on ALFS can be found at: <http://web.lsu.edu/alfs/>
6. Louisiana Statewide Colleagues' Collaborative Summit Meeting – held a meeting on December 1, 2012. Information can be found here: <http://www.laaaup.org/>

Discussion Items

7. Faculty Advisory Council (FAC) roster for 2013 was passed around for members to review and indicate their presence at the meeting.
8. Faculty Council meeting dates for 2013 – discussion on meeting date for next year meetings on third Friday of month was made, discussion followed, and approved by all FAC members.
9. FAC members went around room introducing each other. And KM congratulated all the award winning members from yesterday’s Annual Conference and new endowed professor Diane Sasser.
10. Staff Conference – FAC members talked about the meeting and what they thought. The ANR state specialists and researchers had good discussion. It would have been better to have more representation with the directors of Extension. ANR agents talked about County Agent legacy (good reputation or stigma) and importance of continuing that legacy; also more local support; evaluation and use of ODE for county agents.
11. Another item at the first session today (Tuesday, December 18) -- How do you evaluate trans-disciplinary work, including publications, patents, extension programming, and other outputs or outcomes. At the first session, LAES Director indicated there would be “blue ribbon committee” or group that will be developing the criteria for evaluation or guidelines for evaluation of productivity, including potential ranking of journals, grants/contracts, and other evidence of scholarly work.
12. Issue of extension agents and how viewed at clientele level at Parish-level had deteriorated in some areas. Part of the issue may have to do with increased turnover rate for the County Agents (3 agents in 3 years, for example). Another issue is multi-parish assignments for County Agents and how does this multi-parish assignment work with Parish leadership? These issues of guiding Agents, mentoring them, and keeping them, using their skills and resources to the highest advantage were discussed.
13. Faculty mentoring – FAC talked about the importance of this for mentees, but that the mentor should be chosen by the mentee because the importance the anonymity or trust is essential. These are informal and could be a committee as well as an individual. This needs to be separate from the formal PFAC (described below).
14. Faculty Promotion Advisory Committee (PFAC) – Formal process of reviewing the individual junior faculty member’s progress. RV talked about the process of P&T in their school, with a P&T committee, but not every school or department has this process. Questions about why the process is being facilitated “top down” instead of “grass roots” initiative from the faculty and units.
15. PFAC continued – Issue of having deadlines and importance of this structure helping facilitate development of P&T document in correct format and in timely manner than if it wasn’t done. KM asked that faculty who had been approached by HRM about this PFAC process to contact him so that he knows which units or schools have been approached. Some FAC mentioned that P&T process is much improved from what it was years ago and that it is working very well for most people.
16. 4-H Agents are usually assigned mentors by Parish Chairs (PCs) or Regional Administrators who help them, in an informal manner, to deal with issues on the job and to help them in maturing and addressing the requirements of their job as well as the P&T process; but this is not a formal process that results in a report to Administrators.
17. The LSU AC Committees that review P&T documents for both Professorial rank and Agent rank and there is concern about the consistency in the way in which the information is presented.
18. Importance of State Specialists being housed in Campus Departments to help Agents in the fields (Parish offices) was emphasized by FAC members.

19. Faculty appointments on-campus and off-campus – the topic was discussed by FAC. Discussion focused on the items presented at the Annual Conference this morning during the ANR Specialists and Researchers session.
20. Faculty appointments – 12-11-10 month appointment discussions by FAC focused on how little was actually known about this program as it exists now, for only one year. There were many questions about how this would be implemented.
21. Incentive – one time addition to salary if PC meets the local support. The inequity of this system, and the fact that this is doing part of your job, make this reward system difficult to implement in an equitable manner.
22. Nutrition and health session (Annual Conference) – representative from DHH who indicated willingness to work with the nutrition agents on health and nutrition issues, obesity, WIC, and other items of common interest. Good presentation by DHH representative.
23. Issues of research in human nutrition were discussed. Evidently extension personnel should start using Pennington about research information in nutrition and obesity. Collaboration with on-campus research faculty seems to be discouraged by Extension Administration in deference to Pennington.
24. Youth development (Annual Conference) – discussed issues relevant to program delivery for youth issues. Discussion by FAC about source of the research for the youth development extension efforts.
25. Second tier sessions – there was FAC discussion about the seemingly scripted nature of the sessions and the emphasis on collaboration between research and extension and trans-disciplinary teams.
26. Oversight committee progress – KM gave an overview of the process to date.
27. Ross Pruitt read the email from Dr. Jenkins that Dr. Richardson forwarded to faculty this afternoon.
28. ACE group survey – Rich Vlosky (RV) presented overview of the results from ACE survey. Much of the information was unsurprising to the FAC members and they were asked to review the material and send comments, suggestions or any ideas of presenting the information to the Administration.
29. Consolidation issues – Josh Detre (JD) sent files to KM about the organizational structure of up to 40 institutions of higher learning (Universities). KM talked about organization charts in Presidents office. FAC should review these if they wish and ask KM to forward files from JD.
30. International programs leadership – Hector Zapata (HZ) was promoted to Executive Director of International Programs on the LSU A&M campus. So effectively no IP representation on LSU AC. Effectively IP directed on LSU A&M, but not on LSUAC. Different role of IP viewed differently by extension and research administrators so Chancellor needs to come out with strong statement about the importance or direction of the IP within the LSUAC. FAC discussed the importance of this (IP) and potential significant source of revenue (F&A) on international contracts and grants.
31. Metrics review committee – Dr. Russin has started contacting faculty and administrators and quasi-administrators about journal articles, patents, traits, impact factors, etc. This committee will investigate how to measure productivity and impact of research.

The meeting adjourned on a voice vote at 3:25 p.m., December 18, 2012.

Respectfully submitted,

John V. Westra
Recorder