

**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**March 15, 2013**  
**Sullivan Conference Room**  
**9:30 a.m.**



**Members Present:** Layne Arceneaux- Langley, Mariah Bock, Esther Coco Boe, Josh Detre, Adriana Drusini, Tina Goebel, Joan King, Robin Landry, Ken McMillin, Deborah Melvin, Donnie Miller, Charles Overstreet, David Picha, Diane Sasser, Michael Stout, Neely Walker and John Westra.

**Members Absent:** Jeffrey Beasley, Edward Bush, Quincy Cheek and Jason Holmes.

**Guests: Dr. Philip Elzer, Assistant Vice Chancellor and Assistant Director, Louisiana Agricultural Experiment Station (LAES).**

1. PS-21 Animal Research Policy revisions were presented by Dr. Elzer to FAC. The last version was from 20 years ago. The changes in policy are needed to comply with changes in Federal policy, rules and guidelines. The changes in PS-21 will have LSUAC follow American Veterinary Medical Association (AVMA) position statement regarding animal welfare and complies with the guidelines on using animals in research and teaching.
2. FAC suggested changing name to “Animal Use Policy” and this was agreed to by FAC and Dr. Elzer.

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

3. Chancellor Richardson spoke about the budget. No budget cuts for remainder of 2013-2013 FY.
4. The Governor’s budget annualized the \$1.7 million mid-year cut. So that is not coming back to LSUAC in their budgets.
5. In the Governor’s executive budget there was \$75 million in cut to campuses that have tuition that will be replaced by tuition increases. This is not being assessed against the LSUAC.
6. Chancellor indicated that much of higher education budget (\$427 million) was placed by Governor in the Over-collections Fund. This means that 42% of LSUAC budget is in the Over-collections Fund – one time monies. This is \$33 million for LSUAC. All of higher education is in that fund. Much of the monies to be in this Fund are to fund TOPS.
7. Much of the legislature is uncomfortable about the budget presented to them by the Governor.
8. Some of the retirement bills from last year are being re-filed.
9. LSUAC will be before House Higher Ed Committee on April 4, 2013. This will be for all LSU campuses, including LSUAC.
10. According to the Advocate today \$4.3 million will be increased to LSUAM budget for FY2013-2014.
11. LSU System Reorganization – LSUAC will be presenting on the research efforts of LSUAC and this will be opportunity to showcase LSUAC efforts.

12. College of Agriculture (CoA) and LSUAC Reorganization – the LCES Director will not be replaced. That will be consolidated into Chancellor Position. Same will happened with LAES Director who will be reassigned to new duties within the Chancellors office. Five statewide Program Leaders who will report to Chancellor and tell him what is going on in that program area, including budget decisions and issues.
13. Rogers Leonard will head up all plant sciences in research and extension.
14. Phil Elzer will head all animal sciences in research and extension.
15. 4-H most likely will be headed by Mark Tassin who currently serves as 4-H Youth and Family Development Department Head.
16. FCS person has yet to be identified who will head research and extension efforts.
17. Possibly RNR, environmental sciences, etc. as a fifth.
18. This is designed in part, to save funds to help with faculty raises. He is hoping to save \$500,000 in salaries from this flattening of the administration and then use this for potential faculty raises in the coming fiscal year. This translates into a 1% increase in salaries across all LSUAC personnel.
19. Chancellor-Dean and Provost relationship (solid or dashed line) has yet to be developed, but will continue to move forward with LSUAC and CoA merger that was proposed by AGB report.
20. There will be not a Research end of Efferson or an Extension end of Efferson Hall. All will be run as one organization, patterned after the Texas A&M model.
21. Chancellor will meet with FCS faculty today and see how they will relate to 4-H. that
22. Social sciences will need to be better understood before determining if they are separated into another program area or fit into the five program areas.
23. Regional Directors will report through these Program Leaders.
24. Faculty will continue to have joint appointments, including new hires. This will relate to the responsibilities and duties of faculty on campus and off campus.
25. The faculty will be reassessed for their appointment on a more routine or regular basis, or when warranted.
26. Chancellor has met with unit heads about this new structure to get their feedback.
27. Question about the Food Incubator and how charges for services or test conducted by faculty are to be assessed. Chancellor talked about how he had visited Food Incubator in North Carolina, associated with a local community college that has been very successful. This and others were some of the inspiration on the one at LSUAC.
28. Accreditation issues with Foods Sciences and Nutrition, as well as others, associated with the merger of these two units were discussed. Faculty brought up concerns and Chancellor expressed his concerns as well. Meeting with Provost scheduled for next week.
29. Revamping the CMS by IT and Chancellor has given them six months to revise this.
30. Salary inequities with faculty and staff in LSUAC will need to be addressed too.
31. Mentoring Committees or Faculty and Promotion/Progress Committees. Which of these objectives are these new committees being developed to accomplish and need to clarify these details?
32. Metrics Committee has met twice, but there are already some lists that have been developed ranking faculty with research appointments by publication within the departments and within the LSUAC, based on 3 journal articles for 100% research appointments.
33. FAC members expressed concern that some people are being burned out with doing what they were doing plus additional responsibilities in extension, teaching and research. We need to be able to prioritize and take things off the bottom when we add things to the top. We need to be able to do this particularly with reduced resources.
34. Out of state travel restrictions will probably not change due to the Division of Administration being unable to understand the reality of the type of work done by LSUAC.
35. Chancellor is talking with the LDAF to lease vehicles from a foundation LDAF has that administers their vehicles.

36. Microsoft will no longer support Windows XP and 2000 at the end of the year, so what does this mean for software support within LSUAC? Speak with Fred Piazza about this and, while you're at it, CMS.
37. Prospect of having one policy for P&T across all LSU System campuses that will be discussed at BOS meetings sometime in the future.

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

38. The February 15, 2013 meeting minutes were approved as modified and corrected and will be posted on the LSU Ag Council website.

### **Reports**

39. LSU Board of Supervisors (BOS) – next meeting is March 18, 2013. The main issue was the presidential search being conducted in secret by a private firm William Funk and Associates out of Dallas TX. Search Committee will be meeting prior to the LSU BOS meeting.
40. KM will be meeting for breakfast prior to the BOS meeting Monday.
41. KM seeking volunteer to be present for LSUAC FAC as he has other meetings he must attend. Joan King will attempt to be there.
42. Upcoming information about meetings can be found at the BOS website:  
<http://www.lsusystem.edu/index.php/board-of-supervisors/minutes-agenda/>
43. Council of Faculty Advisors (CFA) – meeting will be held March 18, 2013 and KM will attend.
44. KM mentioned that Kevin Cope will attend the next meeting and will be discussing the letter he sent to BOS and LSU System about the Search process for President/Chancellor of LSU System. This item will be discussed by Kevin Cope at meeting Monday.
45. Next meeting is prior to the BOS meeting, 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) – will be held on April 20, 2013 in Alexandria. They will have workshop on IT-related issues.
47. Information on ALFS and upcoming meeting can be found at: <http://web.lsu.edu/alfs/>
48. Louisiana Statewide Colleagues' Collaborative Summit Meeting – meeting will be held on April 20, 2013 in Alexandria.
49. Information on next meeting can be found here: <http://www.laaaup.org/>

### **Discussion Items**

50. The ACE Group survey. KM, will suggest to Dr. Leonard, that ACE Groups have them work autonomously, seeking funding, and self-assemble with sub-groups where necessary. Some ACE Groups are not currently managed equally – research and extension are not managed equally. Others are working very well.
51. Vice Chancellor and Extension Service Director Search Committee – is moot, since this position will be assumed by Chancellor.
52. Council of Faculty Advisors – presidential search committee concerns and letter from Kevin Cope discussed.

53. CFA and presidential search secrecy – KM mentioned that Kevin Cope, as CFA President, is seeking courses of action to take, because:
  - a. No faculty representation on this search committee
  - b. University is about freedom, particularly academic freedom
  - c. They are creating an equality opportunity requirements and laws problem
  - d. Diminishes LSU as an institution by not having an open search process, like UL system has.
54. TRSL Cash Balance Plan Basics and ORP Contributions – handouts by KM.
55. LSU System is the only entity in the state that has an ORP system.
56. All new school districts happen, the school parishes that are in TRSL, this creates and accrued liability to the system, but the new system created avoids all of their liability.
57. Transition Advisory Team, subcommittee meetings open to public. Please listen to these webcasts when possible. KM talked about the webcasts and most recent presentation by Dr. Gordon Gee at The Ohio State University.
58. KM handed out article from The Daily Reveille on the reorganization of LSUAC and CoA.
59. KM talked with Provost about consolidation or reorganization and faculty involvement from LSUAC and CoA faculty.
60. PS-42 review committee – KM asked for a couple of more volunteers to serve. Josh Detre was asked and accepted to serve.
61. Mentoring and P&T Committees – all unit heads have been told to assign all Assistant Professors and Associate Professors with a mentor. FAC, through KM, has expressed concerns with the Chancellor about the problems with a mandated assignment. The current arrangement is essentially a promotion and tenure progress committee that is part of a faculty member's annual performance process.
62. Metrics Committee for Faculty Performance Expectations – KM and Mike Stout (MS) expressed concerns about the way this was being developed and how difficult this process is due to variability in the assignments. Also, more nuanced approach is needed; not the very mechanistic view taken by the Administration in the Experiment Station.
63. The Director and Associate and Assistant Directors of Research have developed spreadsheet that contains a list of this for every faculty member with a research appointment. Expectations are that 100% research appointment should be producing 3 peer-reviewed articles per year, with a minimum of 2 for any research appointment.
64. The committee was not consulted on this matter (developing this spreadsheet) at all prior to this action by the Research Station Director.
65. Diane Sasser talked about the meeting with Chancellor and future direction of FCS and 4-H programs. Mark Tassin will continue to head 4-H program, as Program Leader potentially, but did not mention a director for FCS program area at the meeting.

The meeting adjourned on a voice vote at 12:15 p.m., March 15, 2013.

Respectfully submitted,

John V. Westra  
Recorder