

**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**April 19, 2013**  
**Efferson Hall**  
**9:30 a.m.**



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

**Members Absent:** Quincy Cheek.

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

1. Chancellor Richardson spoke about the budget. No budget cuts for remainder of 2013-2013 FY.
2. 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.
3. Much of or most of this money is one-time money, which will be difficult to replace in 2014-2015 budget, let alone the 2013-2014 budget if not realized.
4. Some of the retirement bills from last year are being re-filed.
5. Governor pulled back tax proposals and put onus on legislature to revise these initiated from them, not Governor's office.
6. Chancellor indicated he was very serious about the pay raise situation and is trying to get funds to increase faculty salaries.
7. He is trying to get the LSU A&M campus to raise salaries too so that LSUAC is not alone.
8. The salary raises might be at 3-4% range, if realized in July.
9. Move on the cigarette tax or tobacco tax that would include monies for LSUAC. Chancellor has not seen this proposal so doesn't know the entire details.
10. Concern about revenue-neutrality that may result in the state reducing funding to LSUAC commensurate with the increase in revenue from this increase in tobacco tax revenues.
11. Chancellor has one remaining regional meeting next week - Monday.
12. Very good questions and attendance at the meetings. These have been productive.
13. Chancellor gave presentation to BOS.
14. Dr. Gina Eubanks will be 60% for FCS program leader with LSUAC and 40% Southern AC Extension Service director.
15. Chancellor and other senior administrators met yesterday with the incoming President King Alexander. He sought help and assistance from the Chancellors. He spent his time asking about issues, not the transition and reorganization.

16. President Alexander will be very active outside of LSU throughout the state and in Washington DC.
17. President also knows the Louisiana Commissioner of Higher Education and some other Chancellors.
18. President wants Chancellors to run their own operation with little intervention from the LSU System office.
19. During Lombardi's presidency the Chancellors never met. So Chancellor suggested they meet initially and on a regular basis.
20. All personnel actions (P&T) were approved by BOS. Letters from Chancellor indicating this are being sent out this week.
21. Ken McMillin (KM) indicated PS-42 review committee will be formed.
22. The 10-month Faculty appointment option, Chancellor recommended that FAC talk with Ann Coulon.

**Guests: Dr. Fred Piazza, Chief Information Officer, LSUAC.**

23. Content Management System (CMS) was developed 13 years ago. Houses 50,000 web pages. So they, IT, is working to update and modernize this system.
24. SiteCore is a Microsoft-based product that will be replacing the current CMS.  
<http://www.sitecore.net/>
25. Streamlining the people process so that things submitted to the system are easier to track and reduce the number of people who review it.
26. The new system has to do mobile well so that increased people who access content from their mobile device will have it presented to them in that format/environment.
27. The new system has tie-ins to social media – Facebook, Twitter, etc.
28. It will do mass emailing. It will integrate these disparate platforms and environments.
29. Electronic forms initiative was discussed. There are some forms that require a physical signature as opposed to an electronic signature.
30. Tying in all the HRM forms? The Performance Appraisal System, Dynamics, and other systems integrated, but have different purposed, so that is a difficult issue but IT is trying to harmonize these systems and issues.
31. Search functions on the LSUAC website were discussed. FP offered to have listening sessions and focus group to improve the search function. FAC members talked about limitations and frustration with the search function on LSUAC .com website that seems to have no hierarchy in listing results from a search. Also concern that listings of results can change from day to day.
32. Sunset and no-sunset dates, as well as sunrise dates, were discussed as critical features for the new CMS.
33. Time frame for this new system live to publics will be 8-12 months. Prototypes for faculty review perhaps in 6 months. So faculty focus groups and input to IT for this needs to be realized in next 60-90 days.
34. Mobile apps – 4 are developed and available to public on the .com website.  
<http://www.lsuagcenter.com/en/services/apps/>
35. Faculty complained about fact that you have to enter your password several times or each time you enter the system. Many of the forms and content is on older servers so that single-sign on does not work on all of them.
36. What kind of harmony and coordination is there between LSUAC and LSU System and other units within LSU System?
37. Transition Advisory Team – FP talked about the technology TAT. Email was the first issue that was discussed. Each of the campuses has different regulations and security issues that might exist as in the LSU Health Sciences System, which the LSUAC doesn't have.

38. Enterprise Resource Planning (ERP) system across LSU System would cost millions of dollars to unify and integrate. Due to the cost, the LSUAC and others are going to continue as is, but will get them unified in the future.
39. LSUAM and LSUAC have system unified. LSUAM data center is used by LSUAC so this is not a problem. There is also backup on Louisiana data system.
40. Standardized computer hardware and software issues result in better price for the units within the LSU System. LSUAC is already doing this.
41. Web delivery is another issue that may not be harmonized between campuses because LSUAC audiences are different and that will be issue in future.
42. Increasing band-width at Parish offices is being pursued by LSUAC IT. Where the LSUAC is paying the contract, they are re-negotiating the contracts. If run through local government, then difficult because the LSUAC doesn't directly contract with them.
43. Linc is being negotiated with the Microsoft so that it is cloud-based.
44. Traditional distance education is being substituted with desktop video conferencing as it is a lower cost alternative so that is what is being supported primarily by IT.
45. Parish tech support – question was raised about what to do if they cannot get help from their regional tech support? What if person didn't respond to help request? Part of problem might be that the LSUAC help desk is staffed by students who work part-time.
46. FP invited anyone interested in serving on focus groups about new CMS and search functions, etc., please contact FP.

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

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

#### **Reports**

48. LSU Board of Supervisors (BOS) – next meeting is May 28 and June 6, 2013. They met on March 18, March 27, and April 17, 2013.
49. The main issues were Nicholson Drive updates and the Hospital contacts and privatization agreements.
50. Major items at the March 27<sup>th</sup> were independently files public records request by Revellie, The Advocate and NOLA.com were rejected by LSU BOS. This resulted in three separate lawsuits in three different jurisdictions.
51. President F. King Alexander's contract approved for \$600,000 plus perks. Cam Cameron contact as Offensive Coordinator for millions of dollars each year, part coming from LSU, part from TAF.
52. Students approved LSUA fee to expand the sports program.
53. Upcoming information about meetings can be found at the BOS website:  
<http://www.lsusystem.edu/index.php/board-of-supervisors/minutes-agenda/>
54. Council of Faculty Advisors (CFA) – meeting will be held March 18, 2013 and KM will attend.
55. KM met with the incoming President and was impressed with how well-informed he was about the land-grant system.
56. President Alexander in meeting, talked with faculty from CFA, and they had a candid discussion about the way the BOS has handled things, particularly with respect to TAT, faculty raises.
57. Four faculty members during public comments period at beginning of BOS meeting talked about them leaving LSU due to no faculty raises for five years. Lack of facilities and services, upgrades, etc. were another issue raised by faculty during public comment period.

58. The President mentioned that we need to have a strong presence in Parishes. There may be options for getting vocal about ways to help integrate the units within the LSU A&M and LSUAC.
59. The CFA made known that the campuses want to work more closely, but there are obstacles that are artificial in nature.
60. 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/>
61. Association of Louisiana Faculty Senates (ALFS) – will be held on April 20, 2013 in Alexandria. Sandra Woolley (UL System) and Jim Purcell (Commissioner of Higher Education) will be presenting. Meeting usually lasts till 3:00 pm or so, sometimes later.
62. Information on ALFS and upcoming meeting can be found at: <http://web.lsu.edu/alfs/>
63. Louisiana Statewide Colleagues' Collaborative Summit Meeting – meeting will be held on April 20, 2013 in Alexandria.
64. Information on next meeting can be found here: <http://www.laaaup.org/>

## **Discussion Items**

65. Question was raised about joint Southern AC raises in light of LSUAC raises that might materialize. For jointly housed Southern AC agents this might adversely affect morale if Southern does not raise salaries too.
66. Regional meetings – the topics at the meetings were discussed.
67. Already received complains about the Animal Program Leader related to Livestock Programs and Shows. Livestock faculty moved to two locations already and this seems to indicate indecisiveness on the part of program leader or lack of consideration for faculty by that program leader or both.
68. Four or five programs? The letter Chancellor sent indicated four program leaders, but there may be five?
69. The program leaders don't seem to have much Extension experience and there doesn't seem to be any individual who the public identifies with Extension Service.
70. Extension service and continuing education? What seems to be the concerns of or direction that the incoming President will take? CFA and technology issues were discussed with incoming President and that the system currently does not work well at all. This issue is a system issue and that is where solutions should originate. This will require investing by LSUAC and the system.
71. Strategic programs and academic affairs when LSUAC has no academic units?
72. FAC College of Agriculture and LSUAC consolidation committee – KM asked that people let him know if not interested in serving on this committee.
73. PS-42 review – for non-tenured and tenured positions, these need to be separated into two PSs.
74. Mentoring and P&T Committee – this needs to be a true mentoring, not evaluation and performance committees which is what they have become by. There is no document describing this process within the LSUAC, either an evaluation committee (that may/may not serve as an advocate for the faculty member) or a confidential, anonymous committee.
75. Metrics Committee for Faculty Performance Expectations – the committee met once, individually collected information from peer-institutions, sent draft report to Dr. Russin, now KM will meet with Dr. Richardson to see how this report will or will not be implemented.

76. Remediation policy of LSUAC is very vague and unlike that of LSUAM it seems to not be implemented in a fair manner.
77. 10 month appointments – the FAC talked about this program option and the multitude of problems and questions associated with this program. The fact that this program does not allow for Extension appointments to participate is problematic too. This is for both State Specialist and Field Faculty
78. This program is beneficial disproportionately to those with research appointments who have grants or contracts already in place with salary savings.
79. A related issue was brought up with respect to compensatory time for Field Faculty who work weekends or evenings for LSUAC programs like 4-H meetings or livestock shows, or producer meetings.
80. The disparity or inequity of many issues in compensation, including royalties and others were discussed.
81. International Program leadership was discussed. The Chancellor has not talked with KM about this.
82. TRSL Cash Balance Plan Basics and ORP Contributions are being discussed in the Louisiana Legislature but the committee chairs in both the House and Senate do not seem too concerned with the low level of benefits and pay received by state employees, including faculty in higher education.

The meeting adjourned on a voice vote at 1:25 p.m., April 19, 2013.

Respectfully submitted,

John V. Westra  
Recorder