

**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**June 21, 2013**  
**Sullivan Conference Room, Parker Agricultural Coliseum**  
**9:30 a.m.**



**Members Present:** Layne Arceneaux- Langley, Jeffrey Beasley, Esther Coco Boe (by proxy Diane Sasser), Ed Bush, Quincy Cheek (by proxy Tina Goebel), Josh Detre, , Tina Goebel, Joan King, Robin Landry, Ken McMillin, Deborah Melvin (by proxy Robin Landry), Charles Overstreet, David Picha, Diane Sasser, Neely Walker.

**Members Absent:** Mariah Bock, Adriana Drusini, Jason Holmes, Donnie Miller, Mike Stout, John Westra.

**Dr. William B. Richardson, Vice-President of Agriculture, LSU System.**

1. Chancellor about the budget situation. Will have to annualize the 1.7 million mid-year cut. Need 5 million to cover upcoming budget. Don't have a final number yet. Out of 1 time funds each system was allotted 10 million. Nine million to be distributed among LSU system. One million went to Pennington.
2. P & T will come through the program leaders. Will go through lone Vice Chancellor and then to the Chancellor's office. The procedure has not changed.
3. Merger with COA. Offices have moved to Lakeshore Drive. Chancellor will have further discussion on this with parties this afternoon.

**Guests: Dr. Wade Baumgartner, Director, and Tammy Guillotte, Assistant Director, LSU Ag Center Office of Sponsored Programs on personnel salaries in grants/contracts/awards**

4. OSP – About including faculty salaries in Grants/Contracts. What are difficulties/options? Ag Center moving forward with 10 month appointments for faculty. Faculty will have opportunity to increase salary with grant/contracts paying for two months. Can't pay yourself more than your base off the grant/contract. SP prospective to get salary increase you need to have sponsor be aware and include in your budget justification. Include the following tentative language for budget justification subject to change:
5. ***“Dr. XXXXXX is a 10 month appointee. Project work conducted outside of his/her regular 10 month appointment will be paid as supplemental compensation in accordance with the LSU Agricultural Center's policies and procedures.”***
6. Cost sharing – set up as a match. Fed'l grants sometime require a match of a certain amt. of funding. Wade doesn't recommend it unless it is required. Need to make sure we do not over commit our time. Can also use facilities/equipment on cost share. If you wish/need to do the cost

share, Michelle Miller and Tammy Guilliotte are the ones to contact. There is some flexibility and salary savings with this.

7. Josh asked about the money that was paid by a 9 month employee that paid their insurance for the total 12 months out of their 9 month salary. What happens to the money collected for the 3 months during the grant period? The money goes into the pool that paid the insurance for the total 12 months.
8. License payments are dictated by the company/industry. May be paid annually, semi-annually. (try not to pay quarterly due to excess paperwork). 40% goes to faculty members.
9. If you generate salary money from contracts/ grants, it has to be a full month salary for HRM to let you use grant/contract money. It cannot be just a partial amount (example: extra \$1000).
10. Where do we draw line between gift verses grant? Gift has no strings attached: you do not have to promise delivery of something. If you are required to do something in return, it becomes a contract or grant. OSP website has letter examples of what to look for if it is a gift/contract.
11. Discussion followed about P & T and requirements not being constant across the board for faculty. Requirements for journal articles were the subject of much discussion. Questions were asked about who would be reviewing P&T packets.

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

12. Minutes of May 17, 2013: Item 29 should say new Animal Science building needs to be reworded to include both H.D Wilson and the Animal Science building. Josh moved to approve the minutes as amended. Motion passed.

### **Reports**

13. LSU Board of Supervisors (BOS) – met June 7, 2013. Joan attended the BOS meeting in Ken’s absence and gave a report. Discussion about why staff were leaving the University. Faculty went to legislature and spoke about retirement bill. 4-H youth were at the meeting and presented to the BOS. Manipulating large amounts of data was discussed. They did a summary of the legislative session. Discussion included new non-smoking policy for campus. They swore in the new student government president. They also approved the nutrition/food science merger. Dr. Coreil was there representing LSUA.
14. Council of Faculty Advisors (CFA) – meeting was held June 7, 2013. Major things we have in common in Higher Education were discussed.
15. Association of Louisiana Faculty Senates (ALFS) – met April 20, 2013 in Alexandria, next meeting September 20, 2013.
16. Louisiana Statewide Colleagues’ Collaborative Summit Meeting – meeting was on April 20, 2013 and next meeting is september 20, 2013 in in Alexandria.
17. **TRSL** - Only 1 faculty was able to go down and talk to legislature about retirement bill.

### **Discussion Items**

18. **College of Ag and LSU AgCenter consolidation** -COA/AgCenter merger – Alexander is very involved with Ag merger. If he cannot merge Ag Center/COA successfully how will he merge campuses? Kevin and Ken will be meeting w/Alexander. Ken has been told that a Search committee will be formed in August.
19. **PS – 42 Review Committee** - Was recorded and can be viewed on-line. Many faculty members are looking to other Universities for job opportunities. We do not know what is still going to

happen with AgCenter reorganization so Faculty Council does not want to put effort into adapting policy that is still in transition. Discussion on 9 month salary and getting grants/contracts to cover 3 months. Ken is working on a letter and will send out to FC before next meeting on appointment options and alternatives.

20. **Other Discussion** Could FC come up with alternative plan for employment systems? Should we not be guiding administration in this area? Additional ideas are welcome. We need to come up with some solutions for Extension as far as salary generating. Profit-sharing was discussed. Some states allow Extension Agents one day per week on University time to consult out-of-state.
21. HRM needs to be given a time deadline to get information on the employment system to us.
22. **Annual Conference** - Consensus that we do not need Annual Conference every year. Would be a better use of money to have some subject matter/program meetings within departments.
23. **Salary Increases** – Ken proposed that raises be across the board at 3% and then give a 4% to some that are deserving.
24. Motion was made that everyone receives 4% and the Chancellor look for funding to give higher percentages to those that are deserving. The motion was passed.
25. **HRM** - The lack of response from the HRM department was discussed.

The meeting was adjourned by a voice vote at 1:00.

Respectfully submitted,

John V. Westra  
Recorder