



**MINUTES**  
**LSU AgCenter Faculty Council Meeting**  
**January 17, 2014**  
**Sullivan Conference Room, Parker Agriculture Coliseum**  
**9:30 a.m.**

**Members Present:** Mandy Armentor, Jeffrey Beasley, Mariah Bock (proxy Charles Overstreet), Esther Coco Boe, Edward Bush, Cynthia Clifton, , Thomas Dean, Adriana Drusini (proxy Esther Coco Boe), Joshua Detre, Jennifer Duhon (proxy Mandy Armentor), Tina Goebel (proxy Esther Coco Boe), Kenneth Guidry, Layne Langley (proxy Ken McMillin), Ken McMillin, Deborah Melvin, Ioan Negulescu, Charles Overstreet, David Picha, Diane Sasser, Michael Stout

**Members Absent:** Neely Walker

**Business:**

Elections were held for Chair – Diane Sasser and Ken McMillin nominated

- Ken McMillin was elected

Vice-Chair: Tina Goebel, Diane Sasser, Joshua Detre nominated

- Diane Sasser was elected

Recorder: Esther Boe nominated and elected by unanimous vote

Motion made to have 2 executive committee members. Committee members are important to speak on behalf of faculty.

Executive Members: Tina Goebel, Joshua Detre, Kurt Guidry, Charles Overstreet, David Picha were nominated

- Tina Goebel and Josh Detre were elected

1. Ken mentioned that there is a faculty senate comprised of different university delegates meetings at LSUA – senate comes together to network and share – next meeting is February 8<sup>th</sup> – John Bel Edwards will be the speaker. Decisions about retirement options is one example of an issue discussed.

**Announcements**

Administration transition – we can make changes to By Laws as needed.

- \* Trying to mesh P & T from 2 departments in a quality fashion to protect agents/staff. Ken, Tina, Fred are working to consolidate P & T. This should be a department decision.

- \* Finding measures to lay out expectations to gain P & T. This should be a department decision.
- \* Ken – make sure all consolation transition committees had Faculty Council Rep. on each. Committees are chaired by Admin or Dir
- \* Selection process for associate dean of college has been predominantly AgCenter candidates. Committee did send a recommendation but Vice President did not take advice of faculty recommendations. Faculty committee want to know why.

#### Agcenter Promotion and Tenure Process:

Vice Chancellor – Russin – has sent his recommendations for P & T (only 1 VC in review process)

Ken reviewed P & T process as it stands now.

Several discrepancies found this year. Votes were cast and positive or negative comments made, but not always sent to the faculty candidate.

Members had negative, then positive review from HR Office (Vice Chancellor)

There are red flags within our system.

P & T process was asked to be reviewed last year; however, Coulon/Richardson stated that there were changes for the future and they did not want to have to address changes after.

Program Leaders have no role in P&T.

Tassin met with unit heads. He is both a Unit Leader and Program Leader. Is he a cabinet head or unit leader. Mark should not have been involved or vote. Ken talked with Dr. Richardson and advised that Mark's position should be clarified.

- \* Food Science – Dr. Elzer made strides in making sure that all members from both depts.. were considered for the vote, at first it was just 1 department.
- \* 2 years ago mentoring committees were made – unit advisory committee was made and suggested mentoring to. Ken disagreed because evaluation and mentor should not be the same. Dr. Russin and Ann Coulon do not understand that 2 committees need to be established to keep the mentor relationship meaningful.
- \* Jeff suggested finding and offering a solution for P&T instead of waiting for administration to make a decision.
- \* Is it better to let someone out of a position that cannot be refilled or to keep someone doing 50% of work?
- \* School of Plant, Environment, and Soil Science has lost 10-12 positions over the past 10 years. They cannot afford to lose any more positions. P & T is a way to help but it can also hurt.
- \* P&T documents leaves AgCenter open to litigation. La is a right to work state. We are bound by position – statement – but La agencies are not.

- \* P & T packet would be difficult to mainstream because all faculty positions are different. Some are unique.
- \* Annual evaluation materials should reflect what we are doing every year.  
PS 36T – A&M campus document for tenure-track and tenured faculty members  
PS 36NT – A&M campus document for non-tenure track faculty members  
PS 42 – Ag Center document for both professor and agent ranks
- \* timeline – February 2014 -Faculty Council Review maybe a goal for this year.
- \* It was recommended a few years ago for “good” P&T packets to be made available for use as a guide. They are too varied so a different template for nominees to follow is needed.
- \* P & T docs too large – faculty members are very redundant and have repetitive info in packet
- \* Josh – unit heads should vote once; if they meet more than once to discuss, it should be done the same way.  
Streamline process – one page summary.
- \* Should unit head administrators have a vote ? They are not aware of the work of an individual out of their field, especially if individual has a split appointment.
- \* IP – Everything is on hold in IP  
Plants and Human Capital Development in Honduras – a project in the works more than 20 million – contact IP to get involved or make proposal.

#### Faculty Council Election Difficulties:

Changed to add two Dept of Ag – delayed a month

Had to identify from main campus the eligible individuals that could be on council

Sarah Johnston – out for a month

Election took place – Ken took it upon himself to get election process taken care of.

Time codes were a problem in CMS– no election was scheduled for 2014 because the 2013 election timed out and the election schedule starts in September and October each year.

We are lacking person from Experimental Statistics – Ken will follow up with that unit by making personal contact to get a representative for the 2014 term.

Hopefully we will be on track for this next year.

9 depts – so 9 people (4 set)

5 dept. Rep is set for 3 year term.

Terms will end in 2014 for Entomology, Experimental Statistics, and Nutrition and Food Sciences

Terms will end in 2015 for Plant, Environment and Soil Sciences; Plant Pathology and Crop Physiology, and Renewable Natural Resources

Terms will end in 2016 for Agricultural Economics and Agribusiness; Animal Sciences; and Textiles, Apparel Design and Merchandising

Use volunteers to recruit students for college of Ag? Recommended that Mary Claire should be invited to attend a Council meeting so activities to inform agents about recruiting parameters could be initiated. The issue of unifying LSU agriculture recruiting efforts could also be presented to the Provost.

### Annual Conference

Photographer should have been in front of stage

Could we have it in one day

How many Ace meetings took place at Annual Conference?

How many professional organizations took place?

What else could be at AC that could benefit agents?

Josh – moved to adjourn meeting

Ken – seconded 12:30 p.m.

### Re-open Meeting

Copy of check and copy of credit card and credit card statement needed to obtain reimbursement for expenses when personal check or credit card is used for university expenses. Employee must wait until check clears bank to be submitted to accounting for reimbursement.

These appear to be new rules. Ken will contact the head of procurement at LSU. It was also mentioned that Bed Bath and Beyond and Sam's Club should be added to the procurement lists for LSU.

Meeting was adjourned the second time at 1:15 pm.