

**LSU Agriculture Faculty Council Meeting Minutes**  
**9:30 am, February 21, 2014**  
**Sullivan Conference Room, Parker Agricultural Coliseum**



**Members Present;** Mandy Armentor (Debbie Melvin Proxy), Mariah Bock (Esther Coco Boe proxy), Esther Coco Boe, Edward Bush, Cynthia Clifton, Thomas Dean, Joshua Detre, Adriana Drusini, Jennifer Duhon, Luis Escobar, Tina Goebel, Kenneth Guidry, Joan King, Kurt Guidry, Layne Langley, Ken McMillin, Deborah Melvin, Kori Myers, Ioan Negulescu, Charles Overstreet, David Picha, Diane Sasser, and Michael Stout.

**Call to Order**

**Vice President and Dean's Report** – Dr. William B. Richardson

- Budget situation seems to be steady this year as compared to last.
- Tuition may increase but it will be counted as new money.
- Executive budget has a new pool of 40 million. 80% goes to campuses with students. 20% goes to research campuses, prorated. Will cost us ½ million, but better than last year.
- Potential for new money to come into the budget this year.
- Government election is this year.
- System staff is trying to make sure all campuses are consistent.
- Looking at a new pay raise. 3 or 4%. Not public discussion but in the works.
- Transition committees are still meeting. President Bell has been around the state and visited the Livestock Show.
  - Process for promotion and tenure is an issue. Channels might change. Wants to standardize dates and forms. Cleaner lines of procedure and consistent management of promotion and tenure.
  - Research-rebating back F & A money. Campus tends to pool it at admin level. Not like that in Ag Center.
- Logo for the AgCenter has been proposed to change along the lines of the other LSU System campus changes. Dr. Richardson agreed but when the proto type came back to him, it was not what he agreed upon.
- Dr. Richardson has been spending time at the College of Ag. He is on a mission to recruit more students to the college of Ag.
  - Large push for online courses. He would like to begin a task force to begin the process for managing this.
  - 4-H in Vermilion parish has a program in place to address youth who have not been successful in school and are at risk of dropping out. Superintendent visited 4-H agents to address the problem. Program developed in the office to provide SET activities. They currently have 50 kids involved and a waiting list. This program has been earmarked as a potential in helping other parishes.
  - Dual enrollment courses in schools are pushing the kids into the school. In other words, the students tend to go to the university where the HS student received credit for the courses.

- Dual enrollment is a push for gaining kids to the college. Also, having courses that students can “clep” out of by passing a test. Faculty is insisting that the rigor is still there but that we have students in line to receive college hours late in their high school career.
- President Alexander wants to add items to Extension offices; economic development, healthcare, the network is there and he sees it as a way to get more out to the state. Dr. Richardson is agreeable as long as agents do not have increased workloads or responsibilities.

## Guests

Dr. Phil Elzer (Associate Vice Chancellor and Program Leader for Animal Sciences, Renewable Natural Resources, Sea Grant) Report

- Overview of what he is in charge of; has one clear department. Not split with other departments.
- Makes decisions about qualifications and issues with the Livestock program through 4-H.
- Sea Grant is under his umbrella. He works with FCS with food safety.
- The program leaders meet together before the cabinet meeting with Dr. Richardson. They work together and help each other make decisions. They are integrated and do not make decisions without consulting each other.
- There really isn't any problem knowing each other's budgets, even though some of the budgets are different.
- Keeping positions in the AgCenter is a no brainer if the position has just been vacated. They do not hire new people to create new positions. The team works well with staffing.
- If there is an emergency at a site then the program leader can manage that on their own if it is not a great deal of money. If a large amount of money is on the table they can discuss and vote about a decision.
- They try to base decisions on how things will each program area.
- Trying to fill positions but considering how parishes surrounding a position in a parish can impact a program. Can a 4-H agent cross parish lines and help fill the 25% of 4-H? Or can an ANR person be both livestock and agronomy.
- Faculty hires....how do you balance the teaching needs of a dept and the research needs of the dept? Where is the balance? Answer: We are looking at it as a group. What percent research and extension...where do they fall in the teaching mission? The team is acutely aware of the needs and frustration of teaching staff. It was so split. Now it has come together and they believe is that we will think of a person teaching and researching naturally. People have to have a split because of the budget code.
- He hopes that the lines with the P & T process will address the split appointments and take note of what a person does within the split.
- Lack of producers being able to reach out for Master Cattleman programs. Where a producer could take 30 hours and gain a certificate. Education is important. No programs in some regions in 10 years. People were not crossing region lines. Over a period Elzer tried to work with producers for 18 months linking them to educators. He has made a push statewide to have a master cattle program where producers have access within an hour of their house. Leonard liked it...he is trying this with horticulture to develop a network. Elzer is trying to do it with Horses. Difficulties with travel with animals but an effort is being made. 4-H and FCS has a natural flow.
- Aquaculture has faculty retiring. What do we do? Made a committee; county agent, producers, faculty members, researchers....to find a way to know what the best thing for

the program is. They wanted two positions to fill the people because of the needs programmatically.

- Problem....animal programs do not have the support like the commodities do. These are not commodity driven programs and are poor.
- How does accountability for research and extension work? Should everyone have a line of reporting? 20% was set because it's one day a week. It's an accountable unit. With the Hatch project there is support; apartments, tuition, etc...
  - This is a tangible number that the government can understand. Going below 19% makes for confusion....where people want bigger labs, graduate students, space....they don't want to give for less than 1 day a week. Unit head has discretion on how money is distributed with Hatch funds. Elzer has no budgetary line. That is left to Unit Head.
  - Is there a rationale for why a researcher distinguishes between work on a hatch project and other project? Most people do not spend 5 days a week on a multi-state project. Accountability has to be somewhere else.
  - Joshua Detre --This matters when you apply for a grant. An individual won't receive a grant, however, a multi-state will. This is more productive. More time spent on journal articles and other things. The best use of faculty time is better spent working multi-state and not individual hatch project.
- Animal and Food Science Research Building updates...all going well. April 21<sup>st</sup> is the date for completion. Bids are out. Punch list is still not complete. Floors had issues because of moisture, but they have been resolved and the floor has been tiled.
- Annual Conference; not satisfied with the quality of program areas available for faculty. Ace groups were not present. Elzer decided that there needed to be multiple sessions of the same topic. Council wants to work with program leaders to make decisions about Annual Conference. Suggestion; have more input from faculty on the annual conference planning committee. It's just rumor that USDA requires annual conference.
- Elzer likes joint appointments. He doesn't want to exploit it but wants us to know that it has been suppressed. He likes three way teaching; research, extension, teaching.
- PVA....is it a concern that we do not have a good pool of candidates out there. We have to be diligent and make sure that we turn away unqualified and re-advertise.
- Publications still need to be consistent as being labeled with the correct address regardless of combination of departments.
- Changes in Livestock Show are eminent.
  - Do not kill animals at end of show. Bring enforcement agency in....we are not police. No slaughtering!
  - Do random drug testing on animals.
  - Unless we have video of something we do not have proof to disqualify.
  - Checks and balances in the shows. Superintendents were not consistent. Parents need to know their place.
  - Steers-LA Cattlemen and Cattle Producers want LA bred whole youth program; judge animal, child, and carcass.

## **Business**

January 17, 2014 meeting minutes approval

- Charles Overstreet Approved Minutes
- Joshua Detre Made Second
- Unanimously approved with any minor changes that might be found later.

## **Reports**

Board of Supervisors meetings January 31; next meeting March 14, 2014

- Ken provided agenda. Executive Budget is big issue. No details. Budget committee and audit committee meet in closed session.

Council of Faculty Advisors January 31; Next meeting March 14, 2014

- Bob Rathmusen, liaison with Council of Faculty Advisors retired; Doreen Brasso to replace him.
- Dan Layzell is new system VP for Finance and Administration.

Association of Louisiana Faculty Senates February 8, 2014

- John Bell Edwards father ill with heart condition...cancelled out. Most items were around AAUP censure of LSU, Southern University, Southeastern, and Northwestern.
- John Anderson talked about the ULM budget. They are advanced in online education because they didn't have a choice. ULM cut faculty by 30%, while having the same offerings.
- Dane Sherman has blogs and tweeter on Twitter. He gave short presentation on how to do this effectively.
- ORP accounts receive 5.18% from employer now and will drop to 3.66% next year.
- TRSL-2019 will be in arrears. Kevin Cope is keeping up on this.

Louisiana Statewide Colleagues Collaborative Summit Meeting (Alexandria) April 26, 2014

- May have gubernatorial candidates present.

### **Announcements**

- Welcome Luis Escobar to council. He won in a close election.
- David Picha will stay on council until the spring since he is becoming more administrative in his duties.

Diane Sasser and Ken McMillin met with Dr. Richardson on February 7 to discuss a multitude of issues, including agriculture organization chart, hiring practices, Annual Conference costs and offerings, Hatch and extension project accountability, P & T irregularities, procurement and accounting, unit head evaluations this year, and Burden Gardens volunteer training and reporting of hours. Council agreed that Accounting Services Todd Barre and Jan Bernath should be invited to explain some of the policies and procedures on reimbursements and time delays.

### **Discussion Items**

Logo Change

- LSU Agriculture instead of LSU AgCenter. Out in the parishes we are known as the LSU AgCenter.....we might lose our identity if we do not maintain it on our logo. Add a tagline underneath that says; Extension, Research, Teaching.

- LSU Agriculture just sounds like a department on campus. It will just be absorbed by LSU. Some feel that they should be just LSU. Or keep the brand of the LSU AgCenter that has been sought after for so long. Maintain funding if we are separate from LSU.

#### Task force for Online Courses

- Should include agents and faculty members in the process and on the committee.
- Communications coordinator in every parish or region.
- Volunteers for committee; Mike Stout, Ed Bush, Thomas Dean. Suggestion to ask Shannon and Hilton Waites for advice.

#### Change time for Council Meeting

- It was suggested to change the time from 9:30 AM to 9:00 AM. The group discussed it and decided to keep it at 9:30 AM. It is desirable that everyone can be at the conference table so Ken will investigate different locations.

#### Council activities for 2014

- Policy statements and reviews
- Promote agriculture throughout Louisiana
- Review administrative procedures and processes

#### Approaches to procurement changes

- Every parish needs a LaCarte card.
- Add Sam's and Bed, Bath, and Beyond to the PRO system.

#### Accountability for research and extension projects

#### Agriculture Annual Conference

- We want to be actively involved in Annual Conference planning.
- By August or September we need to know who will be involved and speaking.
- A committee needs to have a role and take action to plan. In the past there have been committees who have had no action.

#### P&T revision committee

- Would like to see council on the committee when final decisions on P&T process are made.

Ag Center culture- Jennifer Duhon and Ken McMillin will review questions from the 2003 Ag Center for which the results were never distributed to the faculty members.

#### **Adjourn**

Diane Sasser moved for adjournment, Tina Goebel seconded motion. Motion passed unanimously. Meeting adjourned at 12:47 PM.