

**LSU Agriculture Faculty Council Meeting**  
**9:30 am, April 11, 2014**  
**Sullivan Conference Room, Parker Agricultural Coliseum**



## **Faculty Council**

### **Members Present**

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

### **Call to Order**

#### **Guests**

Ann Coulon, Associate Vice Chancellor for Administration

Dr. Rogers Leonard, Associate Vice Chancellor and Program Leader, Plant Sciences

Frankie Gould, Professor and Department Head, Ag Center Communications

### **Guest Presentations**

#### ***Frankie Gould, Professor and Department Head, Ag Center Communications***

Frankie is on the National Committee for Smith Lever Act Centennial Celebration

- Shared video on history of Cooperative Extension (can download and use locally from YouTube)
- Reba McEntire PSA
- April 24, 2014-5:00 PM Reception at Hill Memorial Library at LSU and viewing of Agents of Change documentary
- Hill Memorial will also host a display in September for viewing
- May 8<sup>th</sup> will be National Extension Week
- Agents and staff can have materials to display in their units to promote the Centennial Celebration.
- AgMagic is coming along.....they are seeking volunteers. AgMagic will be in the New Orleans area this spring.

Logo for the LSU AgCenter

- Well known around the state. Has a strong brand. The logo has changed to include the College of Ag. Teaching has been added to the panel.
- Change logo on letterhead, business cards, and other things when opportunities arise.
- On anything new AgCenter and College of Ag will be expected to adopt new logo.

#### ***Ann Coulon, Associate Vice Chancellor for Administration***

P & T needs to be changed to reflect the AgCenter structure. Also, it needs to reflect the difference between the LSU AgCenter and the College of Agriculture.

They want one process. Not two separate processes for P & T now that we have the College of Ag.

The AgCenter needs to move up the process. This year we will manage but next year we will have more harmonization.

Revisions Ann shared from the PS-42 packet:

- Pg 3-teaching position will be at the table too.
- Pg 3-A tenure track or tenured faculty member has a joint appointment between two units. Appropriate percentage of unit time will be reflected.
- Pg 4-change name
- Pg 5-5 external reviewers....they want to make it 4
- Pg 5-The dean of the College of Ag may opt to have these committees serve as the dean's advisory committee.
- Pg 6-Faculty Committee-representative of the various disciplines of the AgCenter and College of Ag and representation of Extension, Research, and Teaching.
- Pg 7-Campus policy votes are not on the form. They are not kept in the records. But the dean takes the votes under advisement. To be consistent we would incorporate at the program leader level with the votes.
- Pg 7-Documentation for joint employees is sent to the provost. The calendar must be moved up by 6 weeks. We are recommending that the program leaders sit down and have a conversation about the candidates. The dean will not sign off on it until the program leaders have a consultation.
- Pg 11-Clarify that both sets of criteria apply, based on percentage of appointment, joint between extension and research. One of the roles of a state specialist is to provide training, programmatic guidance, and leadership to agents.
- Pg 15-After 6 years, agents who have not met all requirements in time for promotion to the rank will be given one year notice of termination.
- Pg 15-Two required courses or comparable training accepted by the VP and Dean.
- Pg 15-The two courses that are required should stay in place. However, it is recommended that additional courses should be provided to further an agent's career; animal science, agronomy, forestry, horticulture, etc.....

Faculty council-recommended that a standard application be put on the website for review by potential candidate.

*Policy Changes (just title changes)*

- Student wage guidelines
- Tuition and Fee Exemption
- Nepotism Policy
- Associate Policy

***Dr. Rogers Leonard, Associate Vice Chancellor and Program Leader, Plant Sciences***

- Asked each faculty member to introduce themselves to know who they are representing on the council. Joint council for AgCenter and College of Ag.

Dr. Leonard's area is plants and soils....freshwater resources. Sometimes the line of reporting is grayed because of the shared responsibilities. Overlapping is common. The team makes

joint decisions to make sure that they are not affecting program areas. Open communication and support across all program areas is important.

Dr. Leonard would like to emphasize decision making being made at the lowest level. He stresses teamwork and faculty governance. He wants the proper chain of command to be followed.

Hiring the right faculty is critical for the long term. They are trying to hire people to fill the gaps that are present to offset problems. In the past there was a tremendous pool of people. That is not the case anymore. Basic agriculture scientist is difficult to find. A committee has to be extremely aggressive to locate and recruit the right person.

How we have changed:

- 2000-160-170 faculty with over 300 projects
- 2014-127 faculty with 223 projects

Standards should be met on portfolios. Or a person must at least show growth annually. Programs should be changed in their mode of delivery. The right tools need to be placed in the hands of the agents to help them be successful.

Dr. Leonard is cultivating relationships with other agencies that were put in motion by Coreil, Russin, and Boethel. The other agencies may have resources to offer AgCenter. They want to use the statewide network. 4-5 million dollars a year is contributed to ag projects through commodity specific programs.

Water resources-water is not being harnessed very well. Water is a huge resource concern for the future. A Water Resource Center has been put into place at the Red River Research station site. Because this site has an active water shed. 90% of the water is captured in a basin on one end and can detect pesticides, chemicals, and test for BMP in that flow.

Master programs are a keen focus of his. He wants to promote Master Gardener, Cattleman, and Farmer to engage citizens to go through the programs. Nutrient management and BMP's will be the focus of any new programs developed.

Dr. Leonard wants to use web based applications instead of hard copies of things. Farmers want to use their technology in their hand to make decisions.

Horticulture-stress in the office by calls and questions. It is a general area and is every parish. Calls are a daily occurrence and there are gaps in Horticulture in the regions. He wants to advance the master gardener program.

Greenhouses on campus are outdated by 30 years. They are looking to develop a new greenhouse at Ben Hur facility. Scientists will have better training for students.

Apps are a priority....he wants them developed and made user friendly.

He wants to make improvements as needed....soils, forestry, water....research, teaching, and extension.

Concerns:

- Losing good people. He believes that the AgCenter is one of the strongest land grant research universities.

- External support is critical. The need is not going away.
- Increase enrollment in College of Ag.
- Sustainability is important and unique to the AgCenter. Is the system sustainable right now? We just don't know yet.

## **Business**

February 21, 2014 meeting minutes approval. Diane Sasser made motion to approve minutes. Cynthia Clifton seconded motion.

## **Reports**

Board of Supervisors meetings March 14 and May 9, 2014

- Shreveport meeting.

Council of Faculty Advisors March 14 and May 9, 2014

- Not many initiatives tackled at this meeting.
- Higher Education is important statewide.

Association of Louisiana Faculty Senates May 3, 2014

- HB142-Requires contracts in state be cut 10%. There are 9000 contracts currently.
- Brian Salvatore-LSU Physics. Energy Conservation and how we can decrease consumption and save 15-30% on campus energy costs.

Louisiana Statewide Colleagues Collaborative Summit Meeting (Alexandria) May 3, 2014

## **Announcements**

Retirement bill updates

- HB6: Representative Pearson-to change the normal cost of the ORP plans. Establishes a minimum employer contribution rate for the Optional Retirement Plan in the Teachers Retirement System of Louisiana.
- Look up bills on TRSL website to find out more about the retirement bills.

Budget update

- BJ14-4: Freeze on state funds for rest of fiscal year....except AgCenter work dealing with education outreach.
- Budget for next year seems to be in as good a shape as we are right now.

Research and extension project changes

P&T harmonization

## **Discussion Items**

- Promotion boards are all under the gun because of the rice board because of check off issues. Part of the bills are for the check offs to be consistent and uniform.
- Graduate Council Elections- There one member of each college as a graduate representative. The dean usually appoints. It is recommended to have an election.

## **Adjourn**

Next meeting is scheduled for May 16, 2014

Meeting adjourned at 1:00 PM.