

LSU Agriculture Faculty Council Meeting
9:30 am, July 18, 2014
Sullivan Conference Room, Parker Agricultural Coliseum



FC Members Present: Mandy Armentor, Mariah Simoneaux, Ed Bush, Cynthia Clifton, David Pica, Thomas Dean, Adriana Drusini (Kori Myers as proxy), Jennifer Duhon (Mandy Armentor as proxy), Jeff Gillespie, Tina Goebel, Ken Guidry (Kori Meyers as proxy), Kurt Guidry, Layne Langley, Ken McMillin, Debbie Melvin, Kori Meyers, Charles Overstreet, Diane Sasser, Michael Stout and Neely Walker.

Vice President and Dean's Report – Dr. William Richardson: Dr. Richardson began his report with an announcement that the paperwork has been completed in preparing pay raises for AgCenter faculty. Personnel will be receiving a supplemental check at the end of July for pay raises effective July 1. There was a three percent pool to work with, but some of that allotment must be put toward dealing with equity issue an average raise of 2.85 to 2.89 that will be based on merit. At issue has been campus appointments of which have one process of providing raises for teaching and another for research.

Written justification will be required for raises requested that fall into the 0% category or the other extreme of six percent to seven percent. The three percent increase did not come out of any increase in funding from the state but out of the AgCenter budget. A pool of \$250,000 dedicated for LSU was shared with the AgCenter and to the Law Center by President Alexander.

Another resolution in the legislature regarding funding formulas (or non-formulas) for research institutions has been debated once again potentially impacting institutions such as the LSU AgCenter and Pennington Biomedical Research Center. Agencies such as NIH are capped, leaving less dollars available to be funded and more competition for those dollars. Mr. Fannin has vowed that “you find the mind for the fund and I will help with the appropriation.”

Dr. Richardson has also been working behind the scenes in conversations with key legislators who have asked for his advice about the LA Grad Act.

With regards to the transition of COA, “recruitment, retention and graduation rates” appear to be the mantra. COA recruitment staff is brainstorming more ideas on student recruitment. University administration will be viewing college by college the enrollment and retention held by each. It has come to the attention of the VP and Dean of COA that

an unnamed administrator views students from rural areas of the state as ill-prepared to enter a research institute such as LSU. This suggests the college must work even more diligently to dispel these opinions as well as to recruit more aggressively. Kristen Stair from New Mexico State has been hired as rector of the Ag Res. College. It is anticipated she will do a dynamic job with the students there.

Dual enrollment courses such as 1001 RNR taught by Dr. Bill Kelso will be offered to students at Walker High School and students in Vermilion Parish this fall. Science teachers at these key schools were required to take the class (for one week) in order to become eligible to be the teachers of record. The teachers will be taking the same test as the students and will be required to pass it. These teachers have been paired with the Vo-Ed teachers in the school. The target schools are those with teachers who were trained with _____ of the Cain Center.

In spring, 1001 RNR will be taught again, and Mike Stout will have **AG 1005** online as well. These classes will be TOPS eligible. The funding system will include \$300 per course to be split three ways among the academic unity, the Cain Center and the college for dual enrollment. Dr. Richardson announced that someone has been hired by the college who will work with faculty to get courses online.

There is an online Task Force which will be meeting again in August to further discuss the plans for dual enrollment and online courses. ULM and LA Tech appear to be ahead of LSU in producing online courses for credit.

An MOU has been signed with LSU-A for dual enrollment for some courses, some online, some hybrid. LSUE is trying to work out a '2 + 2' program – 2 years of instruction at LSUE and 2 years at LSUBR. There is also some interest from LSUS and Delta Community College in Monroe for this.

More and more LSU AgCenter faculty will be involved in recruitment of students to LSU. More signage will be placed in parish offices encouraging student enrollment, and suggestions and training will be provided to field faculty in prompting discussion with school guidance counselors as the agents distribute promotional materials to the counselors.

An ongoing battle continues over the LSU AgCenter logo. Dr. Richardson stands his ground on the logo.

There will be some changes in the upcoming fall, according to Dr. Richardson. One of these changes will be the Law Center coming back to campus. According to a recent newspaper article the Chancellor of the Law Center will be answering to the Provost administratively. Dr. Richardson has been adamant about retaining the AgCenter IT unit, Communications and other units within the AgCenter.

A ribbon cutting is scheduled for August 6 for the opening of the new Food and Animal Science Building. Governor Jindal has been invited to the event.

In other positive news, the Ben Hur oil well has struck oil—and gas. There has also been a \$1.5 million surface lease paid for the mineral exploration at Rosepine.

Changes are to be made in the 4-H Livestock Show steer program. Dr. Richardson and other AgCenter administration and faculty feel the agents should not have to be involved in the regulatory business of the livestock program and keep the emphasis on the youth and the Louisiana-bred animals. For some time now the steer show has been fraught with controversy over the purchase of cattle out of state for competition and rumor of performance enhancement drugs used on the animals. Also of concern has been the presence of animal slaughter immediately following the show that has raised the ire of many parents and the distress of the youth who have worked extensively with their animals. As stated by Dr. Richardson, “this is an educational program” and as such should remain. Rules that will be put into effect and enforced include no slaughter after the show, and animals will be drug-tested. There should be no rules in the rule book that will not be enforced. Dr. Richardson informed the FC that the details of the show for the future is still being refined. In his opinion, he had not heard as many reports of similar issues with other species of animals as with the steers for Jr. Livestock shows. The reportedly large investments for show animals on the part of a few families pose an unfair advantage against most other families who cannot afford a similar expense. Up for consideration is privatizing the entire show. Currently the only direct expenses from the AgCenter for the show is the travel for agents. All other expenses are privatized.

A position vacancy announcement has been released for the position of director of the HRM for the AgCenter. There will be an open search to fill this position.

Debbie Melvin complemented the Extension 100 Year Anniversary video that aired recently on LPB. The video was produced by the LSU AgCenter Communications Department directed by Frankie Gould.

Business

Charles Overstreet made a motion to approve the minutes of the May 16, 2014 FC meeting with minor corrections. His motion was seconded by Jeff Gillespie followed by a unanimous vote by the FC membership in favor of the motion.

Reports

FC Chair Ken McMillin attended June 20 LSU Board of Supervisors' meeting on the faculty's behalf. Discussion was relatively quiet, according to Ken, because the Board was waiting for finalization from the La. Legislature on several points. Other than a few

reports regarding a few leases from the AgCenter, there was not much business to attend to on the part of the Board.

The Council of Faculty Advisors convened that day as well. Main campus faculty area trying to intervene on behalf of instructors and their lack of job security due to the year-to-year contracts they had to sign to remain in their jobs. Many of these being contracted for year after year had been teaching on campus for over 10 years. Moral is reportedly low among the instructors, and there also needs to be some maintenance for those who teach such large classes of freshmen.

Dr. Alexander is trying to rectify that American Association of University Professors (AAUP) censure as it compromises recruitment of new faculty to LSU. This list is published for the purpose of informing the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's annual meeting. LSU is on this list.

Dan Layzell, LSU VP for finance and administration, has reportedly saved the university a great deal of money with some of the changes he has made. ?? For instance, the university saw a big reduction in the amount paid for _____

LSU has decided to do away with the lsusecure domain and go with the eduroam worldwide system. Theoretically, because this system is available essentially around the globe, users from LSU could log on to eduroam for instance an institution in Guatemala if universities of that country use eduroam. However, there are admittedly problems with connectivity experienced by some LSU users. As explained by one FC member, taking away the availability of lsusecure has moved the connectivity burden to one system, eduroam. The current technology culture includes many mobile devices (i.e., smartphones and iPads) as well as computers thereby creating issues like having to log in to wireless printers each time you try to print documents if your computer has gone to sleep, and other instances of being dropped off the connection. It is suggested by the FC that LSU investigate an investment in a high density wireless system or capacity in key buildings that have particularly high use of mobile devices.

In other changes, the addition of 8000 seats to the football stadium will potentially pose a problem when only an additional 300 parking spaces are added. There is a question of whether the availability of the SEC network will minimize the need for traffic control and on-campus parking.

Faculty and student parking are also a major concern when faculty pay a full rate for parking yet the spaces are taken away during special events such as Bayou Fest or faculty are charged again if they want to park their cars in their originally assigned lots if they want to work in their offices on game days. A task force on traffic and parking is

raising these questions and others. When the committee suggested an additional parking garage as a solution for traffic issues during special events, the lack of use of the current parking garage is cited as a rationale against building another such facility. It was noted by task force faculty members that lack of safety, lack of parking signage and lack of clarity and ease of payment procedure for the garage area all determents for faculty and students using the current garage making it an undependable and difficult solution.

The BoS approved the implementation of a Leadership Development Institution established by the LSU AgCenter and the School of Human Resource Education and Workforce Development (which has requested a name change up for approval by the BoS).

The Optional Retirement Plan for faculty, which is planned will reach 6.25% in 2018 may stabilize or maintain its current rate but appears to may it will be unable to reach the 2018 goal. There is some progress but very slow in that regard.

Other point of interest:

- Other faculty benefits again up for discussion are fee structure for parking and tuition benefits.
- President Alexander is supposedly not pleased by the way the TAF, the Alumni Foundation and other Foundations are being managed.
- Association of Louisiana Faculty Senates meet next on September 27. There will be two vacancies from the AgCenter since Jeff Gillepie and ___ will be going off the senate.
- One of the FC members, Josh Detre, will be resigning from the university effective August 1. According to FC bylaws, the remainder of his term is filled by the person receiving the next highest vote in the voting process previously held in which Josh won the majority vote. Due to a tie for the second highest votes, a toss of the coin selected Karl Harborth (Animal Science) as the faculty member representing on-campus Assoc. Professors to replace the seat left by Josh Detre's resignation.

Guests

Dr. Gina Eubanks, original scheduled to address the FC at this month's meeting rescheduled for the August meeting. In her stead, Ann Coulon approached the FC to make a couple of announcements.

Ann reminded the FC that the Smoke-Free Campus policy enacted by the Legislature would be enforced beginning August 1. The LSU campus has elected to also be a Tobacco-free campus. Off-campus AgCenter office may follow the rules of the building

in which they are housed since they are for the most part owned by other government entities. Students may be expelled or suspended from the university if they do not comply. Enforcement will technically be through the campus police but difficult to regulate. It is expected that, just as other universities operating under the same policy, enough peer pressure will help regulate the policy. Signage could be posted as reminders of the policy and there is great funding to help in providing reminders to campus faculty, students and visitors of the smoke-free, tobacco free university-wide environment. Department Heads would handle non-compliance from faculty members under their supervision the same way they would any other infraction. As Ann stated "We are trying to change the culture." The question was posed of whether research stations would follow campus policy? In response Ann pointed out that any off-campus teaching facility, any property owned, operated or leased by the university or the LSU AgCenter has to be smoke-free. While the legislation may be very broad, the LSU AgCenter plans to comply with the spirit of the policy. Ann also added that smoking cessation would be an opportunity to also fit with the healthful living practices promoted by the LSU AgCenter. She has heard from the experiences of other universities that rolling out the procedures and peer pressure over time ultimately reinforced the policy without being strong-armed by 'official' regulation.

In an update on LSU AgCenter use of university vehicles, Ann announced that additional instructions would be released soon. Specifically student employees are allowed to cross parish lines in their assignments of university business, and are not required to have their faculty supervisors in the vehicle with them when conducting university business. Also, employees of the university are allowed to have guests ride in university vehicles with them provided the request to do so has been formally made. The guests should also sign release forms which all state vehicles will need to have on hand. These do not represent changes in any rules but the instructions will serve to better clarify the positions and procedures for these policies and practices.

Ann asked for feedback from the recent P & T meeting. Ken suggested HR remove the current examples of P & T documents from the web site and put new templates in their place.

In a report to the FC, faculty in attendance at the P & t meeting perceived the meeting was not changed from previous meetings. Much time was spent reassuring faculty there there would not be the same degree of difficulty in their P & T procedures as others had before. The changes, however, were not evident to the faculty in attendance who had also attended previous P & T meetings. Much of the concern is whether to use a boilerplate P & T form that would fit for all, particularly Extension employees as their jobs are so different from the traditional on-campus positions. In the past there had much variability in packets. Some standardizations is necessary but some allowance should be made to enable report in sections that are applicable to the individual's

positions. IT was suggested that the addition of an index page and summary sheets would aid both the candidate and the reviewer.

Jeff announced he was having someone from his department (SPS) put together a checklist or form of the P & T format used in that department.

A motion was made by Tina Goebel to adjourn the meeting, seconded by Thomas Dean and voted unanimously for the motion by the faculty in attendance/represented.

Respectfully Submitted,

Diane D. Sasser, Professor, On-Campus
School of Nutrition and Food Sciences