

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



Call to Order-Ken McMillin, Council President

Members Present-Jeffrey Beasley, Mariah Boch, Esther Coco Boe, Edward Bush, Cynthia Clifton, Thomas Dean, Jennifer Duhon, Luis Escobar, Tina Goebel, Kenneth Guidry, Denise Holston, Joan King, Kurt Guidry, Layne Langlely, Ken McMillin, Deborah Melvin, Ioan Negulescu, Diane Sasser, Michael Stout, Neely Walker

Members Absent-Mandy Armentor (proxy, Debbie Melvin), Adriana Drusini (proxy, Esther Boe), Kori Myers (proxy, Ken Guidry), Charles Overstreet (proxy, Diane Sasser), Dave Picha (proxy, Ed Bush)

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

1. Budget shortfall is happening at this time. Projected revenues are shorter than expected. Revenue estimating committee will be asking for \$11 million....AgCenter will be \$340,000. Its risk management funds from this year. Meet again in January and look at revenues again so we may have a bigger cut after New Year. Personal income tax is not growing. Sales tax is up 1%. Gas prices are being watched. LSU \$3.2 million.
2. 2015-2016 budget is being formulated now. The new administration will determine a lot of changes to our budget.
3. Expenditure freeze....we are unclear of what this will mean. What is the proposed freeze? Guidelines will be forthcoming. We can ask for allowances. There are no hiring freezes at this time. We have been exempted from the freeze in place now.
4. Annual conference has been waived this year. There is an awards ceremony for award winners on Dec 15th.
5. College of Agriculture-enrollment is at 36% graduate student increase. Undergraduate enrollment is going well too. Recruitment has been successful and we are in more places than we have ever been. We need to be more competitive with scholarships and have noted that as a way to recruit students. There is a recruiter working the I-20 Corridor visiting schools and 4-H programs. We are working on the south too. Dual enrollment is a focus and has grown and become competitive with the main campus program. It is a revenue generator and supports teachers out in the field. We are looking for the mid 20 ACT score student who is bright and wants to be accepted at a state university.

Guests

Mr. Kevin Brady, Director, Ag Center Human Resource Management

- Completing his 7th week of employment. Not new to state agencies or HR field.
- Since he has been employed he has tried to learn as much about the AgCenter as possible.
- Policy review; classified performance, assessing need for ethics policy, annual education certifications, updating systems.

- Risk management issues need to be updated.
- Financial management (LaCarte card training)
- Supervisory education series (08-09). Legal, FMLA, supervisory hot spots, improving employee engagement.....he wants to update them.
- Program enhancements
- Annual enrollment was difficult this year.
- Unit head evaluations are scheduled every other year. They were last done in 2012. They were going to be done in Sept and Oct of this year but Tori Freeman left. So they will be delayed a little bit.
- Recruiting strategies will be updated; diversity, search committees, questions which can be asked of candidates, supervisor's employment packet, and parameters of employment packet.
- Council Concerns for Kevin
 - Evaluations for AgCenter and College of Agriculture are not necessarily the same.
 - Dynamics does not communicate with portfolio evaluation and calendar data. Examples are enrollment in Moodle, and Hatch Reports are areas where employees are inputting data and having to assemble data again into their portfolio for evaluation.
 - Personnel Directory needs to be updated with correct names of departments and staff members reflecting accurate information. Example; Ioan Negulescu from Department Textiles, Apparel Design & Merchandising is listed in the Department of Nutrition and Food Science.
 - Question asked about allowing retirees to keep their email addresses.
 - Full correct addresses are not in the directory.
 - Faculty Council should be able to give feedback on proposed policy changes before implementation.
 - Promotion and Tenure needs to be consistent between faculty evaluation of packets and administration evaluation of packets.
 - We would like a policy on how to add new job requirements to an employee's job or if the employee's job description changes, how to do that exactly.
 - Service Unit Advisory Committees have fallen by the wayside and we would like for them to be revamped and brought back to the forefront. They are a valuable way for the AgCenter faculty to work with the Service Units; IT, Sponsored Programs, Accounting Services, etc....
 - Exit interviews for employees who are leaving is a need for the organization. If we could find out why people are leaving we may be able to manage retention in the AgCenter.
- Mariah Bock made a motion to begin exit interviews in the AgCenter HR Dept.
- Diane Sasser seconded the motion.
- No opposition to motion

Business

October 17, 2014 meeting minutes approval

- Motion to approve minutes made by Ioan Negulescu.
- Motion seconded by Ken Guidry.
- No oppositions made

Reports

Board of Supervisors meetings October 24, 2014 (Diane); December 12, 2014

- Suggestions were made to make available an area for Game Day recreation for close to campus. Shopping area and food court area. The area has been a dorm and housing facility close to the stadium for many years.
- Living facilities close to campus. Greater on campus access and belonging to the community.

Council of Faculty Advisors October 24, 2014; December 12, 2014

- Nothing new or exciting at meeting.

Association of Louisiana Faculty Senates December 6, 2014

- New Head of the Community College System is in place and will speak. Ken will send out agenda when it is available.

Louisiana Statewide Colleagues Collaborative Summit Meeting December 6, 2014

Annual Conference discussion committee- Kori Myers, chair, Karl Harborth, Kurt Guidry, Mariah Bock, Cynthia Clifton

Who will acquire sponsorships?

Change the title to Agriculture instead of AgCenter. It should reflect combined AgCenter and College of Ag.

Announcements

December 16 Council meeting – 212 Efferson Hall

Discussion Items

Faculty Council election progress – election of 2 off campus full, 1 off campus associate, 1 on campus assistant/instructor, 1 full/associate from Entomology, 1 full/associate from Experimental Statistics, 1 full/associate from Nutrition and Food Sciences

Discussion about how individual faculty members should be selected to be on faculty council.

- Should individuals be able to nominate themselves
- Should individuals be able to nominate someone from another rank
- The directory does not have faculty listed in the correct rank. It causes mistakes in the nominating process for faculty council.

Unit head evaluations

- Faculty would like to be involved in evaluations and be able to make comments without cause for concern.

International programs committee

- Advisory Committee Meeting has been recommended. What does this mean? There is already a staff advisory committee and a faculty advisory committee.

Program leaders and program directions

- Dr. Burnett has committed to come to the Dec meeting.

Biological and Agricultural Engineering representation on Council

- The teaching is in other college. The research is in AgCenter.
- May need to change the bylaws to address the unique need of this unit.
- Communication with the Dept head is the next step to see how to address the lack of representation.

Ag Climate Network
Randy Price-Dean Lee

Guests for 2015 meetings

- Fred Piazza-IT
- Mary Claire Gilder and other Recruiters for the College of Agriculture

Adjourn

Motion to adjourn the meeting by Tina Goebel
Second by Ioan Negulescu
No opposition