

LSU Agriculture Faculty Council Meeting
9:30 am December 16, 2014
Room 212 Efferson Hall



Call to Order - Ken McMillin, Council Chair

Members Present - Mandy Armentor (proxy, Debbie Melvin), Jeffrey Beasley, Mariah Boch, Esther Coco Boe (proxy Tina Goebel), Edward Bush, Cynthia Clifton (proxy Diane Sasser), Thomas Dean, Adriana Drusini (proxy, Tina Goebel), Jennifer Duhon, Tina Goebel, Kenneth Guidry, Kurt Guidry, Denise Holston, Joan King, Layne Langley, Ken McMillin, Deborah Melvin, Kori Myers (proxy, Ken Guidry), Ioan Negulescu, Charles Overstreet, Dave Picha, Diane Sasser, Michael Stout, Neely Walker

Members Absent - Luis Escobar

Incoming Council Member Guests - Margo Castro, Jeff Davis, Kathryn Fontenot

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

- There is nervousness about the budget with Ag Center and College of Ag still anticipating budget cuts. Hampton will be visiting with legislators. Oil prices are low and there is no growth from personal income tax. It is not known how much the cuts might be (1, 2, 3, ?%). The Revenue Estimating Committee will meet in January so the picture for 2015-16 will be clearer. The Legislative Joint Budget Committee will meet on Thursday. There is both economic and political posturing. Personal income tax revenues appear to be down.
- Concern was expressed about the Workforce and Innovation for a Stronger Economy (WISE) funds at last Friday's Chancellor's meeting. There are travel and position freezes in the state, but universities have a waiver.
- College of Agriculture graduation will be Friday. Thursday evening will be a gumbo dinner for parents; faculty members are invited.
- Certificates of appreciation for service on Council were given to outgoing Council members.

Guests

Dr. Michael Burnett, Executive Associate Dean, College of Agriculture

- He assumed the position in January, 2014. Undergraduate enrollment is 1,350, down from the 2,200 to 2,300 a decade ago so there is emphasis on recruitment and retention. The yield is 43% of the students who apply and are admitted.
- Leslie Blanchard, Assistant Dean, met with College of Ag students that received F grades this semester to try to identify and help at-risk students.

- An incentive program is in place for graduate students. College funded graduate assistantships are being awarded with most being to students entering in summer.
- Efforts are being made in dual enrollment. Discussions are being held with Baton Rouge Community College with points of discussion being the last 30 or last 60 hours required to be taken at LSU and the residency requirement. There is an MOU with LSU-A for biology students to get a minor in agriculture. Conversations are being held with LSU-E, Delta Community College, and others. There are questions on how the funds are divided. There has been a dual enrollment agreement with Southern University for many years. Renewable Natural Resources has a 2+2 program with Baton Rouge Community College.
- Questions from Council were
 - What is LSU's residency requirement?
 - How many graduate students are participating in the incentive program? The exact number is not known. Priority is given to U.S. students, but some departments push for international students.
 - What is the status of the I-20 recruiter? Additional college recruiters are needed. The status of the I-20 recruiting position is unknown and there is a delay at the campus level for the I-10 west Louisiana position.
 - How will we staff new courses? Will teaching loads be aligned with appointments? There are fewer faculty members teaching increased numbers of students so there must be an alignment of teaching loads with the budgetary appointment. There is currently an examination of loads over last semester versus appointments. A 100% teaching assignment is 4 courses per semester. This doesn't consider advising or service. A 25% appointment would be one course per semester and 10% one course per year. The teaching load is generally based on credit hours. Laboratories are problematic due to less credit and more contact hours. Also, clinical and internship assignments must be considered. There is a formula from Penn State that can be used to determine faculty time, but does not account for advising. Junior faculty are hurt the most when overloaded with teaching appointments. The RICOP formula accounts for all activities of faculty members with an 8% load for each doctoral student who has passed the general exam.
 - There is desire to increase numbers of teaching assistants, but no money in the budget. Teaching cannot just be added to extension people. Their percentage would need to be changed or given added compensation. Added compensation of joint faculty members to teach additional courses may also interfere with the extension role. There may be salary savings for supplemental pay or teaching assistants. The going rate for supplemental teaching loads is now about \$3,500 per course.
 - Graduate student enrollments are expected to increase as there are increased assistantships. Lower level courses may have to be assigned to doctoral students.
 - There are issues of junior faculty members and their assignments and evaluations. Expectations of new faculty members should be made very clear. PS-42 and PS-36T should be studied.
 - On a question of graduate enrollment, every program is guaranteed one assistantship. Other universities are being looked to for guidance. Professors need

time to fulfill students need. Lower level classes may get assigned to doctoral students (not ideal).

- Will more 100% teaching appointments be made? No. Instructors? Yes. New program established for instructors on A&M campus. They can be assigned senior instructor status if 12 years of service, good evaluations and faculty vote in order to receive three year contract plus a salary bump.
- Are GRE and GPA requirements set in stone for assistantship program? No.
- Low completer departments? The Master of Agriculture program was relinquished due to low completers and it not having an academic home. Areas of concentration within a degree are due to campus accounting. Areas of concentration can be identified on transcripts.
- How is interaction with program leaders? Staff meetings are held Monday mornings. All issues go to all 5 leaders and there is frequent interaction. Most new hires have joint appointment.
- Any new ideas or approaches to capture more students? Dual enrollment, etc. No specific things on the agenda. Ag Education, Ag. Communications, Ag Leadership at other universities have large numbers of students. A lot of interest in international ag and study abroad programs. Open to certificate programs.
- Status of botany class? Would maybe be in biology. College is missing a lot of

It was pointed out that ag meteorology is no longer offered and teaching of structure, botany, morphology, anatomy, and physiology are difficult to offer in the plant sciences.

Dr. David Picha, Director, Ag Center International Programs

- International outreach has a positive impact on campus as well as the LSU Ag Center. Currently proposals are for multi-year projects (plant based, animal based, rural development). There has been an expansion of programs. Most projects are multi-year with USAID or USDA funds, but consortia are being formed with non-government organizations (NGOs) and other universities. There is no technical staff to assist with proposals so faculty and staff are relied upon to assist.
- Strength of the program relies on faculty and staff. The technical expertises of program scientists are needed. Rewards are personal and professional growth.
- There are long term initiatives in Liberia on agricultural education and training and in Armenia on food safety and security.
- Short term initiatives are fellows and visiting scholars through the Cochran Fellows and Borlaug Fellows programs that host visiting scholars. Mentors in the Borlaug program then have the opportunity to visit the home country of the visiting scholar.
- International activities are being expanded. A new initiative is Global Ag Hour, a seminar that will focus on the different efforts in International Programs every month or so. Others are exchange programs, 2+2 program with international students. This can be complicated, but other universities are doing it with favorable experiences for all parties. There are memoranda of understanding with other Czech, Slovakia, and China universities. A visiting scholar program is being developed for undergraduate students to be here 3 or 4 months and work with a mentor in a department or station.
- Distance learning is being studied. Offered in English as well as other languages. International Ag degree has lots of interest from students. It would be cross commodity and interdisciplinary. Cornell and Iowa State have programs already.

- There is a need for faculty members to join the international program advisory committee.
- Concerns from council were
 - What types of jobs are available? Global affairs need people with agriculture knowledge both in private industry and government. The world is getting smaller.
 - Fulbright specialist and Fulbright scholar programs are available to faculty members.

Business

The November 21, 2014 minutes were approved with no corrections or objections after the motion by Tina Goebel and second by Thomas Dean.

Reports

Board of Supervisors meeting December 12, 2014 was attended by Ken and Diane.

- The agenda was previously sent to Council members. Major items discussed were amendments to Athletics policies, report on NCAA litigation(in executive session), LIFT2 fund presentation, approval of Kappa Sigma fraternity house and athletic nutrition center, capital outlay revisions for Ag Center Food Innovation Center and Plant Pathology Teaching Laboratory Renovations, status report on housing, parking and energy management initiatives, College of Engineering program in Indonesia, amendment of System Board Bylaws and Regulations for Uniform Personnel Policy, and Law Center implementation of retirement incentive plan.

Council of Faculty Advisors December 12, 2014

- Diane attended as the Council representative, but there was not much discussion at the meeting.

Association of Louisiana Faculty Senates December 6, 2014

- Speakers were the new head of the Community and Technical College System Monty Sullivan, Fletcher Technical Community College professor Bonnie Le, Louis Deaton of University of Louisiana Lafayette on increased secretarial and administrative burdens placed on faculty members, Matthew Ware on the leadership crisis at Grambling, Jim Robinson of LSU-E on faculty senate president insights, and Ken McMillin of the LSU Ag Center on information known and what should be known among campuses within a system. The next meeting will be February 7, 2015.

Louisiana Statewide Colleagues Collaborative Summit Meeting December 6, 2014

- Joint meeting with Association of Louisiana Faculty Senates.

Discussion Items

January meeting and 2015 meeting schedule

- It was decided to continue to hold Council meetings on the 3rd Friday of each month.
- Sullivan Conference Room does not allow all Council members to be at the conference tables so Ken will find another conference room for meetings.

Recommendations for a College of Agriculture Graduate Council representative.

- One representative from each College. Colleges with over 400 graduate students have two representatives.

- Nominations were Jeff Beasley and Joan King. Additional suggestions can be sent to Ken.

Unit head evaluations

- These will be done in the first part of 2015.
- Faculty would like to be involved in evaluations and be able to make comments without cause for concern.
- Council members should be involved in development of questions and how the evaluations are analyzed.

International programs committee

- Dr. Picha was asked to add additional faculty members to the existing faculty advisory committee. Neely Walker and Ioan Negulescu volunteered to become members of the committee.

Program leaders and program directions

- Suggestions for changes can be conveyed to Dr. Richardson. The program leaders and regional directors/unit heads need to get on the same page about PS-42.

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.
- Ken will communicate with the department about representation.

Promotion and tenure criteria and standards

- PS-42 was revised without oversight by Council.
- There are many discrepancies and inconsistencies between the Ag Center policy and PS-36T on the A&M campus for joint faculty members.
- Concern was expressed that faculty members are being evaluated on criteria that are not in their job descriptions and being held to standards not expected previously.
- There is disparity between evaluations of faculty performance by unit faculty members and the committee of unit heads.

Election process and Council representation

- Jennifer Duhon will chair a committee to review representation and election processes.
- A list serve for representatives might assist in communication between Council members and their constituent faculty members.
- There are no Council members from northern Louisiana.

The question was raised if Kevin Brady has begun exit interviews. Ken will check on this.

There is concern that retirees are not notified of important Ag Center news and events. It was questioned if Information Technology is keeping retiree email accounts active.

Adjourn

Motion to adjourn the meeting was made by Neely Walker with second by Diane Sasser.
No opposition

Submitted by Mariah J. Simoneaux and Ken McMillin