

LSU Agriculture Faculty Council Meeting
9:30 am February 20, 2015
Room 212 Efferson Hall



Call to Order – Ken McMillin, Council Chair

Members Present – Mandy Armentor, Jeff Beasley (proxy Dave Picha), Margo Castro (proxy Adriana Drusini), Cynthia Clifton, Jeff Davis, Thomas Dean, Adriana Drusini, Jennifer Duhon (proxy Mandy Armentor), Ken McMillin, Deborah Melvin, Kori Myers, Ioan Negulescu, David Picha, Diane Sasser, Mariah Simoneaux (proxy Adriana Drusini), Neely Walker, Becky White

Members Absent – Dorin Boldor, Kiki Fontenot, Kenneth Guidry, Kurt Guidry, Joan King, Chuck Monlezun, Charles Overstreet, Gerald Roberts,

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

- No mid-year budget cut to higher education
- Cuts for the 2015-2016 budget will be brutal
- Official budget will be released next week by the Governor's Office
- Revenue will down due to the reduction of oil prices
- The estimated cut to higher education is 350-450 million
- Governor cannot put revenue into the budget on something that has not passed the legislature or is not recognized by the revenue committee
- Asked to put together a couple of things in preparation for a 35% budget cut
- 5%, 10%, 15%, 35%, 45% potential cuts to campuses across the state
- ½ of Ag Center budget is in contingency funds
- Legislature is looking at lots of things examples of rolling back tax exemptions, cigarette tax, movie tax, other to increase revenue
- Our governor is planning to seek candidacy for president
- All of our current elected legislatures are running for office or coming to term limit
- Commission Mike Strain did visit with the LSU System President regarding not cutting the Ag Center budget
- Some institutions will not survive if they receive a 35-45% cut
- If the budget cut is severe is enough, we will consider filing financial exigency
- Ag Center will not benefit from retirement buyouts on a short term basis, so retirement buyouts will not be offered. Only 50 employees would benefit from retirement buyout. If people retire those positions are not being filled due to the budget.
- Ag Center employees will not be furloughed due to the budget
- Working to gain more private funding dollars
- Ag Center employees will be able to apply for research awards on campus in the future
- Working to align Pennington more with campus

Guests - Ms. Mary Claire Gilder, Director of Recruitment and Retention, College of Agriculture

- 2 additional recruiters are being hired to assist her in covering the state, Mary Claire will cover just the LSU Campus

- North Louisiana Recruiter Brandy Orlando started on February 2nd, she has a dual appointment with recruitment and communications. Her background is both communications and recruitment. She will cover Alexandria to Texas and Arkansas.
- Interviewing is currently being conducted for a South Louisiana Recruiter who covers everything below Alexandria.
- Enrollment is up for fall 2015 for the College of Ag, College of Ag is just under 1500 students with their biggest major having 400 students, 30,000 students attend LSU
- Utilize the parish extension offices to recruit youth to LSU (put up banners and hand out pamphlets and recruiters business cards), direct questions and inquiries should be sent to Mary Claire, banners will market LSU in general (all LSU campuses), smaller handouts for majors by group examples of ag, science, communication, liberal arts. Materials are ready but have not been distributed to the parish offices.
- Recruiters will go anywhere to do recruitment events, they will not ask an extension agent to do their recruitment, and they will have the College of Ag Les Voyages assist with recruitment events as well.
- They will play a role at major 4-H events, recruitment needs to target kids and all 4-Hers
- McNeese and LA Tech are the two biggest competitors to LSU
- They have a way to track progress to monitor their students success on a campus as big as LSU through CATS (Comprehensive Academic Tracking System) program.
- Students are encouraged to get involved in the activities of their major area
- Academic intervention strategy is in place for the College. If there is concern about a student, a student of concern form can be completed for the staff to take action. The Beacon program can estimate the likelihood of retaining a student.
- They do not intentionally recruit for any graduate program, recruitment of graduate students to stay for graduate school is strictly left up to the individual departments
- The College of Agriculture is direct admitting college students, but the college doesn't process any applications, and all applications to the college are processed by the University Enrollment Services Office. The College of Ag is notified at orientation of students ACT scores and other student information.
- If a student is regularly admitted to LSU, then they are admitted to the College of Agriculture. For a student to be regularly admitted, they must have a 22 composite on the ACT test and a composite high school GPA of 3.0. Colleges don't know about the students who don't meet these requirements until orientation.
- 1000 of the College of Ag 1500 students are female and from urban areas.
- Recruiters are targeting more rural communities, spreading the word that Agriculture is science; they are also emphasizing the need for Agriculture majors across the state. They are doing a more geographical targeted recruitment by hiring these new recruiters. They are working on more online recruitment tools; Tobie Blanchard is developing these tools. They will also develop an online chat system for students as well for interested youth to chat with current students. Other colleges are getting on board with recruitment and collaborating more

Ann Coulon and Danielle Bayham - LSU Ag Center Human Resources/Accounting Services

- Policies-they are working to combine common policies and procedures, they cannot enforce system policies in a one size fits all, multiple policies will always be necessary
- New Computer System- we will have new computer system in place in 3 years which will be more flexible and user friendly
- Federal Dollars-rules in regard to the use of federal dollars comes directly from the federal government. Specific restrictions are in place from the federal government as it pertains to their funds. Their office can do some things to work around some of the federal rules on spending federal dollars.
- The Southern Region was polled and asked questions on special projects, spending, etc.; the poll indicated that no one has such strict restrictions as the federal government.
- Expenditure freeze is still ongoing.

- We have to follow the federal guidelines with no exceptions so all expenditures must be tied directly to a project..
- If you contact their office, ahead of time to develop, they can assist anyone with federal dollar spending. They will help you find a way to do whatever you need to do.
- We have not been audited federally in many years.
- Federal Government sends a list that is specific on what is allowed and what is not allowed. There is nothing you can do to get around this list. Money will just have to be managed accordingly to the list.

Business

The January 16, 2015 meeting minutes were approved with no corrections or additions after the motion was made by Neely Walker and seconded by Mandy Armentor. Motion approved.

Approval of Bylaws Changes introduced at January 16 meetings-Ken once again reviewed the by law changes discussed at our January meeting. Ken clarified the changes on pages 5 of our bylaws:

C-will read as follows: One (1) on campus representative will be elected from the ranks of assistant professor, assistant specialist, assistant county agent, assistant area agent or assistant extension agent. This classification will be referred to as on-campus assistant rank. Individuals must have an equal or greater than 50% appointment in their academic agriculture unit to serve on council.

D- will remain as is.

Ioan Negulescu moved to approve these bylaw changes and Dave Picha seconded. Motion approved.

Reports

Board of Supervisors Meeting- January 29, 2015

- Extensive Reports were presented on the LSU Shreveport Commitment Plan
- LSUS discussed their joint programs, their enrollment, joint enrollment etc.
- Health Sciences Centers in Shreveport and New Orleans both presented reports as well
- This meeting had minimal business items so time was given on the campus updates listed above

Council of Faculty Advisors -January 29, 2015

- Discussed Estimated Budget Cuts to Higher Education
- Representatives from LSUS discussed how they avoided a merger with LA Tech to stay a part of LSU System
- LSUS presented more facts and figures than any other campus represented
- A growing tendency is to refer to the LSU System Office as the Central Administration Office
- Personal actions discussed at this meeting included:
 - Provost bell now has dual responsibilities
 - Gil Reeve is now an Associate Vice President, a position which was not advertised. Hopefully he will align the campuses and courses offered, and align these two
 - Linda Bonnin- was named as Vice President for central administration Communications and Media Relations
 - Jane Cassidy is the Vice Provost and is managing affairs on main campus
 - Engineering has hired 2 new recruiters

Association of Louisiana Faculty Senates February 7, 2015

- Joe Rallo, Commissioner of Higher Education, was the keynote speaker. His major mission is to make the legislature understand that more cuts to higher education will be devastating while overseeing all of the systems and institutions in higher education.
- Southern Campus and ULL campus are in bad shape both administratively and financially.

- Shutting down a campus tomorrow is not a possibility, it's very long in depth process
- Only 50% of high school graduates are graduating in Louisiana.
- Joe Rallo is fully aware of the declining number of high school students available for college.
- We need to keep track of retirees and our student alumni
- The next meeting date and time is TBA. .

Louisiana Statewide Colleagues Collaborative Summit Meeting (Alexandria) Feb. 7, 2015

- The main focus of this meeting was budget cuts to higher educational and collaborations amongst campuses

Announcements

- Purchasing policy for federal fund changes-Ann Coulon covered this in her report
- Retiree Correspondence- a formal complaint was submitted
- New CMS Systems- launch date is May- to June to launch, the delay is due to staffing issues, Diane and Ken will request a meeting with Dr. Richardson to see what the holdup is
- We will request that a member of IT come to visit at our next faculty meeting regarding the new system
- Ag Center faculty member Full Graduate Faculty Status-this process is underway
- Personnel issues-joint appointments with LSU Ag Center and the Southern Ag Center, the chancellor is aware of the issues occurring, our program leader who is jointly appointed is addressing these issues, if budget cuts come this may resolve some of these personal issues. We will eventually get rid of the people who cause the problems. Territory disputes will not be tolerated
- We do have a full roster now on the faculty council

Discussion Items

Committees

- Unit head evaluations – Executive Committee (Ken M., Diane, Mariah, Ioan, Kori, Gerald, Dave)
- P&T and PS-42 review- Jennifer Duhon, Adriana Drusini, Mandy Armentor, and Kurt Guidry-biggest problem is agents as consolidation continues, there might be some advantage for agents to be included in tenure for job security
- Annual conference-no annual conference due to budget-if we need a committee to work with Frankie then Kori will serve as lead for this committee
- Service Unit Advisory-will solicit members to service on these committees
- Ag Faculty Council representation-Mandy wants to serve on this committee

Faculty Council Website

- Ken will be meet with IT to make the necessary updates

Awards

- We need clarification on the awards that are presented each year for extension and research, if nominees are pooled then that needs to be clarified in the rules.

Tuition Waivers

- Any faculty member can take classes and their tuition is waived. They will look into waiving tuition for immediate family members of faculty as well

Adjournment

Motion was made by Debbie Melvin and seconded by Thomas Dean. Motion approved.

Meeting was adjourned at 12:30 pm.