

**LSU Agriculture Faculty Council Meeting**  
**9:30 a.m., August 21, 2015**  
**Room 212, Efferson Hall**



**In Attendance:** Diane Sasser, Ken McMillin (proxy Diane Sasser), Joan King, Cynthia Clifton, Becky White, Ioan Negulescu, Andrew Granger, Mandy Armentor, Kurt Guidry, Mariah Simoneaux, Margo Castro (proxy Mariah Simoneaux), Adriana Drusini (proxy Mariah Simoneaux) Gerald Roberts, Jeff Davis, Dorin Boldor, Kenneth Guidry, Kiki Fontenot, Neely Walker, Charles Overstreet, Kori Myers (proxy Kenneth Guidry)

**Absent:** Jeff Beasley, Thomas Dean, Hilton Waits, David Picha, Charles Monlezun

**Call to Order:** The meeting was called to order by Diane Sasser, Vice Chair.

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

Dr. Richardson was not in attendance to give report.

**Business**

Minutes of the July Agriculture Faculty Council Meeting were approved after the motion made by Ioan Negulescu and second by Andrew Granger.

**Reports**

**Board of Supervisors Meeting:** Diane reported that the next Board of Supervisors meeting is scheduled for September 18, 2015 in Baton Rouge. This meeting is open to the public.

**Council of Faculty Advisors Meeting:** Scheduled for September 18, 2015.

**Association of LA Faculty Senates Meeting:** Scheduled for September 26, 2015.

**Announcements**

**A&M Provost Selection Committee:** No update.

**P&T Faculty Advisory Committee:** Committee will meet to make recommendations for agents and faculty to serve on this committee after the conclusion of today's meeting.

**Faculty Senate Elections:** Joan King gave update. Faculty Senate is currently taking nominations. Faculty can nominate themselves or be nominated by a fellow faculty member.

**Discussion Items**

- Names of assistant rank, off campus individuals to replace Jennifer Duhon's vacant position on the council were submitted to Chairman Ken McMillin. One nominee declined the nomination. Bruce Garner, who was nominated by Becky White, accepted the nomination. A motion was made by Becky White to elect Bruce Garner to fill the vacant position. Bruce serves as county agent in West Carol Parish in the Northwest Region. The motion was seconded by Ioan Negulescu. A unanimous vote was made to elect Bruce into this position.

- Dr. Leonard emailed members of the COA Name Change Consideration Committee the list of 10 names for consideration. The committee narrowed the list from ten to six. Dr. Leonard will email the final six to all faculty now that the fall semester has begun. Leaving the name as is, College of Agriculture, is one of the six choices. Many feel that COA should do a better job at marketing the college instead of relying on a name change.
- The Unit Head Evaluation Committee has not met or scheduled a meeting. All of HR working on retirement incentive.
- Mandy Armentor informed the council that the Council Representation Committee is waiting on more information containing the rank of all individuals in the COA and LSU AgCenter before they meet again.
- IT Advisory Committee – New CMS program should launch at any time. Jeff Ivey, who worked in IT, submitted his resignation. It was suggested that an email be sent to field agents that they should continue to post to current CMS while waiting for new program to launch.
- Sponsored Programs – Question raised about percentage taken from monetary donations that goes to the director of development office. 5% is taken from donations and/or unrestricted gifts over \$5,000. Is this a new policy? Who is in charge of the 4-H Foundation?
- Communications Committee – No update. Brought to council's attention that we should encourage these departments/committees to meet. Faculty Council members serve on these advisory committees, we are not the chairs of these committees. We do not run the meeting. Diane will discuss this with Ken. Ken has talked to Dr. Richardson about these committees.
- Facility Services – Fire alarm went off in COA building. However, there was no fire. Building employees silenced the alarm. Only police, fire department, facility services are allowed to silence a fire alarm. In this particular case they were let off with a warning, although they could have been charged with tampering. Need policy update, building manager update.
- New employees are not getting training that they need to succeed. There are many unanswered questions. Supervisors are not sure where to get answers. There has been a loss of institutional knowledge and with the retirement incentive this will only continue to get worse.
- Suggested that a Hatch Project training or update be held for young faculty. You can no longer piggy back on someone else's project. Must complete a Hatch Project every four years instead of every five years.
- Mentoring should be emphasized in all departments. Some departments already do a good job with this. There should be a want to help young faculty complete P&T process. There is a lot of inconsistency between departments. Suggested that position descriptions be created/updated and distributed on campus and in the field. Position descriptions should always be given to all new employees (research associates, student works, agents, faculty, etc.). Council will make a formal suggestion to HR. Job description is included in job announcement.
  - Kiki Fontenot will create a template of checklist, Jeff Davis will find and share presentation that had been created years back, Kurt Guidry will talk to Diane about the process that Ag Econ uses, Becky White will compile information from ODE on advisory committees, etc. Everyone should bring back information to the next council meeting. Council will eventually present a plan to program leaders.
  - There must be feedback, good and bad, from this process to make it successful. The evaluator must be honest, especially with new faculty.
- Constant turnover is hurting us financially. Why are people leaving? People are lost in their job, there are no raises, and there are not enough resources to do a job properly. Morale is very low.

A motion to adjourn was made by Ioan Negulescu. Seconded by Ken Guidry and unanimously approved.