

LSU Agriculture Faculty Council Meeting
9:30 am, October 16, 2015
Room 102, Efferson Hall



In Attendance: Diane Sasser, Charles Overstreet, Cynthia Clifton, Adriana Drusini, Kori Myers (proxy Adriana Drusini), Thomas Dean, Kurt Guidry, Andrew Granger, Margo Castro, Mariah Simoneaux, Dorin Boldor, Mandy Armentor, Ioan Negulescu, Kenneth Guidry (proxy Mariah Simoneaux), Ken McMillin (proxy Diane Sasser), and John Westra (Guest)

Absent: Jeff Beasley, Jeff Davis, Kiki Fontenot, David Picha, Hilton Waits, Bruce Garner, Joan King, Chuck Monlezun, and Neely Walker

Call to Order: The meeting was called to order by Diane Sasser in the absence of Council Chair, Ken McMillin.

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

All are watching the governor's race very carefully. Polls show that voters remain 40% undecided. Anticipating the revenue estimating committee to address oil prices. \$47.00 per barrel right now, however the budget had estimated \$65.00 per barrel. Governor candidates are telling us they don't want to cut higher education any more. It is hard to predict who final two candidates will be.

COA alumni board meeting this weekend. Gala being held this evening at LaHouse to raise scholarship money. Enrollment increased this year for the first time in many years. Working on out-of-state tuition waivers for students coming from neighboring states. Mississippi State is recruiting top Louisiana high school students.

Will hold last regional update on Monday for the Southwest Region. Receiving many questions about staffing situations in parish offices. Still no interest in closing parish offices. Most employees understand budget situation. On campus there are worries about who is going to do what. If you have ideas let him know. There will be a new head of appropriations committee, speaker and governor.

The question was raised that with an increase enrollment would there be a possibility of more TA's? It will take five years to see real difference. COA did get a position in food science this year. The more qualified students the more resources. One COA recruiter has resigned. Will be hearing more about graduate enrollments, the provost is not happy with current status. 30% of applications do not receive a Grad School response. COA only college to have an increase in graduate enrollment (1%). Investing money into assistantships and stipends. Need to be competitive with other graduate schools.

Current morale is not good. In the field people are ready for stability. There is a lot of concern about the situation we are in. The retirement buyout caused a loss of a lot of good people and a loss of knowledge.

Food science should move to Dalrymple soon. However, there are still renovations that need to be completed. Goal is to have everyone close together. Hope to make move next summer.

Who is in charge of the staff directory? He will check on this. Work Day will change the way we do a lot of things (leave). Should be released in 2016.

CMS is scheduled to be released December 2, 2015. Loss of some staff in IT. Want to have the site done right and not rushed.

New department head for Ag Economics should be named next week. Department head search interviews in Animal Science, two candidates will be interviewed.

Guest: Dr. Laurel Romeo, assistant professor in TAM and newly elected LSU senator

Guest: Lisa Arcemont, Organization Development & Evaluation

At the last several meetings there were concerns about new hires and who is in charge of training. New hires are entered into directory by some administrative person. This could be done in their parish office or department. Emails are automatically sent to Lisa Arcemont and Jodi Whiddon. Sometimes there are issues with people who have previously been in the directory as student workers or graduate assistants. The only way Lisa knows if there is a new employee is if someone emails her or she gets this automatic email. If you have a new employee and they don't hear from Lisa within a week of their start date they should talk to Lisa. If you aren't sure ask Lisa! Sometimes people get lost in the system.

Any change in position (separated, retired) should be changed in the directory. Once this change is made an email is automatically sent to Lisa.

Who is not required to complete dynamics? Those who have no extension appointment, transient workers (?), student workers, most extension associates. If you do outreach you should do dynamics. You should be completing dynamics if you are a faculty member with an extension appointment (assistant, associate and full agents), some instructors, some extension associates, program assistants and nutrition educators.

Debra and Becky are both retiring from ODE. Melissa Cater, Janet Fox and Lisa Arcemont are left. Lisa currently deals with graduate school paper work, dynamics training for new hires, portfolio trainings, advisory leadership, and undergraduate advising. Technical dynamics questions should go to George Harris. Dr. Cater oversees evaluation. She also teaches classes and advises undergraduates. Not sure who will take over grant work. ODE still exists.

Business

Minutes of the September meeting were approved with minor corrections after a motion by Ioan Negulescu and second by Charles Overstreet.

Reports

It was suggested that clientele searching in the staff directory should be able to locate people by research area. How do we make it easy for people to find the specialist they are looking for? College of engineering has a good system (ask the expert). Add a "search by area of expertise" option.

Board of Supervisors – will meet October 23, 2015. This meeting is open to the public. Both Ken and Diane will be there.

Council of Faculty Advisors – will meet October 23, 2015.

Association of Louisiana Faculty Senates – will meet November 21, 2015

LA Statewide Colleagues Collaborative Summit Meeting – will meet November 21 in Alexandria

Discussion Items

Ad-Hoc Mentoring Committee – Lisa Arcemont addressed that ODE does a certain portion of new employee training (dynamics), while Human Resources should cover the remaining training.

Ag Economics has a process where they require assistant and associate professors go through a review every 1-2 years. This is a full, formal review of candidates two years prior to their promotion. All faculty participate in this. They follow up with a letter to the potential candidate. Look for progression, strengths and weaknesses. There have been very few new faculty members in the last years. It is up to new hires to ask questions and use their mentor. The department head or the faculty member is the one who prompts the review. LSU HR requires a three year review of all new assistant faculty members. It is not required from associate to full. Faculty can be terminated after this three year review, do not have to complete five years. Some departments hold a vote depending on the person.

On the parish level there are so few people left to mentor/evaluate. Can we ask those retiring to give advice on evaluating/mentoring? Tips on managing people? Will Human Resources move under LSU? If they do, we should establish our guidelines now. Does our P&T packet leave COA/AgCenter? Extension/Research stops with Dr. Richardson. Teaching will stop with provost. It depends on your majority assignment. If you are a majority teaching you will go through the university side.

P&T is a problem for design professors as well. This can't be measured in publications. Same with music and art faculty members. Other departments are facing same challenges. The committee who is reviewing should place weight in creative contributions.

Continue to send information to Kiki Fontenot and Ken McMillin.

COA Name Change Committee – has not met again.

Unit Head Evaluation Committee – has still never met.

Service Unit Advisory Committee – Dorin Boldor met with the Sponsored Programs Unit Advisory Committee. Sponsored Programs asked that those submitting multi-state grants provide more notice (two weeks – one month). They are short staffed and need more time to complete all required paper work. If you want to make a single institution submission they will also need more advanced notice. If there is internal competition they need to know. Send all disclosures to them as well to protect yourself.

It would be helpful if Sponsored Programs to create budget justification template, faculty have to create this over and over. When in a time crunch there can be small mistakes, give sponsored programs the go ahead to make minor changes (fringe benefits, salaries, etc.). When you submit, state that they have permission to make any changes. Would make the job of both sides easier.

See sponsored programs website at intranet.lsuagcenter.net/sites/osp/pages/forms.aspx

IT Advisory Committee – Diane Sasser met with Fred Piazza. CMS will be released at Leadership Conference (formerly known as PC meeting). However it should be ready before then.

P&T Committee – Met once several months ago. Have not heard anything since then when they heard Dr. Richardson would have the final say on promotion packets. Committee still need to replace committee chair, Jennifer Duhon.

Annual Conference Committee – Kori not present to make report.

A motion to adjourn was made by Charles Overstreet. Seconded by Ioan Negulescu and unanimously approved.