

LSU Agriculture Faculty Council Meeting  
9:30 am, April 15, 2016  
Room 214, Efferson Hall



**In Attendance:**

Naveen Adusumilli, Mandy Armentor, Dorin Boldor, Ed Bush, Margo Castro, Chris Clark, Cynthia Clifton, Adriana Drusini, Bruce Garner, Kenneth Guidry, Kurt Guidry (proxy John Westra), Denise Holston-West, Joan King, Ken McMillin, Kori Myers (proxy Mandy Armentor), Ioan Negulescu, Carol Pinnell-Alison, Diane Sasser (proxy Ken McMillin), John Westra.

**Absent:**

Joe Chang, Jeff Davis, Kiki Fontenot, Andrew Granger, Chuck Monlezun, Gary Stockton

**Call to Order:** The meeting was called to order by Council Chair Ken McMillin at 9:30 am.

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

In the budget changes, there was \$4 million strictly for the Ag Center with slightly less for Pennington Biomedical Research Center. There is concern about the 2016-17 budget due to a cut of \$48 million for higher education, with about \$3 million decrease for the Ag Center. TOPS is funded at about \$100 million, \$50 million from dedicated funds and \$50 million from general funds, but \$300 million needed for full funding. The governor wants another special session when the regular session ends June 6. Changes in TOPS criteria will be forced by the funding level. The College of Agriculture (CoA) had a 1% cut for the remainder of this year, about \$75,000.

The legislative debates about medical marijuana continue. Southern University Agriculture Research and Extension Center wants their own growing facility rather than cooperative with the LSU Ag Center. A bill allowing sales of raw milk passed the Louisiana Senate and will be debated by the House. The two rice boards (Louisiana Rice Promotion Board and the Louisiana Rice Research Board) will be combined into a single board (Louisiana Rice Promotion and Research Board). Monday is the annual Ag Center legislative fête with a reception to follow.

WorkDay is the new management system for human resources and finances that will go into effect July 1. It has been discovered that it can't pay the salaries of 9 month employees in 12 month installments and can't generate salary savings on a monthly basis. An alternate program like PeopleSoft had an estimated \$80 million cost.

The 27 month taxes imposed this month will expire in 2019. To learn more about medical marijuana, search the Privateer Holding website (<http://www.privateerholdings.com>). The Governor is opposed to a single higher education governing board. There are always discussions about campus consolidations.

**Guest:** Dr. Fred Piazza, Chief Information Officer

Fred began discussions of Information Technology by answering questions. The Ag Center intranet is based on Share Point technology. It was agreed that the policy statements, Staff Senate site, and Faculty Council site should be public access. Internet services for employees are suspended when the employee is separated from employment because email is a cost and state funds cannot be used for non-employees. Emeriti faculty members and active volunteers can keep their email addresses. Those separated from the Ag Center directory from Human Resources can have their email forwarded to them. Volunteers can have Ag Center visitor access. The old CMS system was from 2005 and was not social media friendly. There were 70,000 web pages, 10,000 pdf files, and more than 40,000 pieces of information. There are 14 developers remaining. The integration of positions have reduced client publications and the information that is available. Contact [cms.agcenter.lsu.edu](mailto:cms.agcenter.lsu.edu) if there are difficulties with the web pages that have been migrated to the new system.

The IT advisory committee met with the web advisory committee. The site was initiated and then training was given. Work Day will change the agriculture directory. The new CMS system was implemented in an accelerated

time frame with less discussions than were desirable. Making documents searchable in a pdf so it is advisable to put information on a webpage rather than in a pdf file so searchability is improved. The new system allows minimal customization.

Digital Measures will be the data collection software for personnel and annual reports. This will require integration of Ag Center versions and needed reports with the A&M campus versions. Work Day developed as an HR system and so is weak on budgeting adaptability.

#### **Business:**

**Minutes Approval:** The minutes from the March 11, 2016 meeting were approved.

#### **Reports:**

**Board of Supervisors Meeting, next meeting May 6-** The agenda will be posted a week before the meeting.

**Council of Faculty Advisors, next meeting May 6**

**Association of Louisiana Faculty Senates, next meeting April 23- .**

**Louisiana Statewide Colleagues Collaborative Summit Meeting (Alexandria) next meeting April 23**

#### **Announcements:**

**Graduate Council Agriculture Representative-** Ken forwarded the Council recommendation of Joan King and several other full faculty members to Mike Burnett, CoA Executive Associate Dean. Clayton Hollier from Plant Pathology and Crop Physiology was nominated by the CoA.

**Ag Faculty Council Agricultural and Extension Education and Evaluation associate/full representative-** Ken has not contacted Dr. Cater yet.

**Service Unit Advisory Committees-** Ken sent an email to Ann Coulon requesting a current list of committee members, but has not received the list. Many of the advisory committees are meeting, but Council should be receiving reports from these meetings.

#### **Discussion Items:**

**Council representation review** – Adriana Drusini and Mandy Armentor met and reviewed the current numbers of faculty members, based on the November listing prepared by Ken. Their recommendations were sent to Ken and distributed in the April 12 email announcing the meeting. The recommendations were

- According to our calculations, we have 51% off campus extension agent employees (4H, ANR, FCS); 14% research station employees; 35% on campus dept. employees.
- There should be representation as follows: 65% distribution from off campus units (extension/research) which equals 16 representatives and 8 on campus from the 11 units/departments that make up our representation (3 asst. rank, 1 assoc. rank, 4 full rank). Research representation (of the 16 representatives) would be 1 asst., 1 assoc. and 1 full. We still want to keep intact the number of 24.
- Off campus employees make up the largest number of employees so the largest number of FC representatives need to be off campus.
- There should be NO limit or rule on the number of representatives on FC from each region, unit or parish office due to staffing numbers in the parishes and regions and as time goes on we know staffing in parishes/regions/units can increase or decrease depending on external factors.
- Voting process should be within rank so there is equal voting/election procedures. Examples: full agents off campus vote in the full agent off campus election; asst. research station faculty vote for asst. research station faculty; and so forth.
- Our Faculty Council bylaws on representation would need major changes or an overhaul. This should be the first item we discuss as a committee and bring to the council for discussion and vote.

- Our current representation is: 11 off campus representatives and 14 on campus representatives, we have 239 employees in the off campus faculty ranks as opposed to ??? serving in the on campus faculty ranks.
- What regions have the largest number of employees?
- Need an updated map since Nov. 2015 with #'s per parish/region/department/units since the retirement incentive program.

After discussion on the items, the purpose of Council, and how the original representation was determined, it was decided to continue the discussion of Council representation and bylaws revisions at the next meeting.

**Ad-Hoc Mentoring Committee** – There was not a major update from the previous meeting. After discussion on the goal of the activities, it was decided to change the name to the Ad-Hoc Orientation Committee.

**Unit Head Evaluation Committee** – Ann Coulon sent an email to Ken indicating that the current system will be used and this can be done in August or later. The committee can look at the questions.

**P&T and PS-42 review- [Jennifer Duhon], Kurt Guidry, Adriana Drusini, Mandy Armentor-** The promotion and tenure informational meeting will be May 9 in Efferson Hall. The P&T packets with completion through the unit committee and unit head evaluations will be due to HRM no later than September 23. The deadline for faculty considering submitting their materials is June 13 this year. HRM is updating the forms on their website.

**Ag Center Awards Program**-no update to report

**Additional Items Discussed:**

**Training:** No promotion and tenure notices have been sent out as of today. The Ag Center or Main Campus has not sent any notices to date. Ken will address Kevin Brady on this matter. Decisions were made in mid-January but no notices have gone out.

**Optional Retirement Program TIAA fees:** John Westra asked if other members of the ORP TIAA program were aware that plan fees are now being charged. These are the same funds as at other universities where fees on the accounts are not paid. He will ask the A&M Faculty Senate to investigate this, also.

**Adjournment:**

A motion was made to adjourn the meeting by Dorin Boldor. Ioan Negulescu seconded the motion. Motion was approved. Meeting was adjourned at 12:20 am.