

**LSU Agriculture Faculty Council Meeting**  
**November 20, 2020**  
**TEAMS**



**Call to Order:** Called by Dr. Sun Joseph Chang at 9:30 a.m.

**Members In Attendance:** Those present included: Sun Joseph Chang, Zhiyuan Chen, Liu Chuanlan, Becky Gautreaux, Hope Guidry, Blair Hebert, Bin Li, Ken McMillan, Gene Reagan, Teresa Raley, Mark Schafer, Mark Wilson, Kristin Stair, Stuart Gauthier, Albert Orgeron, Richard Cooper, Subramaniam Sathivel, Bradley Pousson, Wenqing Xu, Ashley Powell, William Afton, Bei B Guo, and Gary Stockton. Dr. Bill Richardson was also in attendance.

The minutes were approved as presented.

**Guest Speakers:** Dr. Bill Richardson addressed the Faculty Council with an update:

- It is hopeful Fall semester 2021 will be face to face.
- There are still strict meeting restrictions as per Gov. JB Edwards' guidelines.
- The LSU Presidential search is still underway.
- The budget is balanced and monies were awarded from the CoVid Relief Act.
- Many good and creative ideas coming from the Diversity Council.
- Progress is being made concerning the rebuilding of Dean Lee Research Stati

**Discussions:**

Dr. Chang announced the members whose terms are ending in December Gene Reagan, Kristin Stair, Bin Li, Subramaniam Sathivel, Wenqing Xu, Ashley Powell, Teresa Raley and Shannan Waits. Their replacements for 2021 to 2023 are: Kristin Stair, Subramaniam Sathivel, Daniel Swale, Bei-bei Guo, Nathan Lord, Ashely Powell, Gary Stockton, and William Afton.

It was brought to the Council's attention that the Board of Supervisors has been made aware of the following issues:

1. Non-parity in pay between male and female employees of LSU, and
2. The lack of involvement of any Council of Faculty Advisors in the presidential search committee.

There is a website where the resources provided by the finalist candidates for Associate/Assistant Vice President for Diversity, Inclusion and Opportunity can be viewed. The subcommittee for Climate and Recruitment have suggested to have "Department Champions" to which students can report violations or infractions. The Department Champions would undergo training on how to respond and report matters concerning harassment. The Education subcommittee is developing a Panel/Guest Speaker meeting series where panel discussions will alternate monthly with guest speakers in order to keep up to date on issues occurring around the state and other important matters.

The discussion concerning the announcements of Faculty Awards continued. A draft letter was approved by the Council to be presented to Dr. Richardson requesting the Award announcement be made at least two months prior to the application deadline.

Dr. Ken McMillin will chair the nominating committee for the upcoming Faculty Council Chairperson. The nominating committee will consist of Dr. McMillin, Dr. Subramaniam Sathivel, Blair Hebert and Teresa Raley.

The USA Today news article was discussed. A motion was passed that supports the Faculty Council opinion that those individuals involved should be placed on paid Administrative Leave until matters are resolved. It was further discussed how students can make reports of misconduct to The Lighthouse Program as well as other links on the LSU website. Administrators have a responsibility to report, follow through and follow up on issues concerning sexual harassment and misconduct. The Council thinks Human Resources should have a specific training for Supervisors to update faculty on proper procedures.

The Faculty Council voted to hold a December Council meeting to focus solely on Title 9 policies. Dr. Chang will coordinate the meeting date with Human Resources.

There was a discussion concerning Promotion and Tenure procedures. The AgCenter has PM23 in place clarifying the requirements however the Council wishes for Ashley Gautreaux to address the council on this matter.

Also, AgCenter Nutrition Agents are required to be Food Safe Certified due to their handling food for their educational programming. It was suggested a Food Safe component be added to the Volunteer Risk Management training now that many volunteers are dealing with food at events and programs.

**Adjourn:** The meeting was adjourned at 11:13 a.m.