

**LSU Agriculture Faculty Council Meeting**  
**9:30 AM, Friday April 22, 2022**  
**Efferson Hall**



**Call to Order** The meeting was called to order at 9:35 am.

**Members In Attendance:** Sun Joseph Chang, Richard Cooper, Becky Gautreaux, Kenneth Gravois, Bei B. Guo, Chuanlan Liu, Bradley Pousson, Ashley Powell, Subramaniam Sathivel, Kristin Stair, Richard Vlosky, Evelyn Watts

**Members Absent:** Stuart Gauthier, Blair Hebert, Albert Orgeron, Mark Schafer, Chandra Theegala, William Afton, Nathan Lord, Gary Stockton, Daniel Swale, Stephen Harrison, Raj Singh, Cecilia Stevens

**Vice President and Dean's Remarks – Dr. Luke Laborde, Vice President of Agriculture/Dean College of Agriculture.**

A&M review of graduate student remuneration and allocation. There is a committee reviewing graduate programs on the A&M campus. They are looking for funding sources and other ways to get students paid \$24,000 - \$26,000 for PhDs. The college is competitive with their payment compared to other colleges.

A&M curricula review with emphasis on 4-year graduation. 44% of LSU undergraduates graduate in 4 years; 48% CoA students graduate in 4 years. Team together to look at hold ups. The college sees biologist as their roadblocks. We are trying to modernize curriculum and increase faculty to teach more classes more frequently. Opportunities for 2+ and 3+ programs with the college.

Livestock and Crop Sciences signed up in the 2+ and 3+ with LSUE and are looking at joining with Fletcher in Precision Ag. After the 1<sup>st</sup> year of Pre-Vet (depending on grades), they will be looked at to enroll in the 2+ 3+ program.

Opportunity for EBR Agriculture Magnet School Develop Ag Magnet school in northeast EBR parish. Eventually, we will have 6-12<sup>th</sup> grade. Dr. Laborde would like the Faculty Council to create a committee or liaison to be included in the initial meetings and in the discussion on curriculum. We are including Southern University in the partnership. Currently only exploring possibilities.

Greater focus on multi-institutional collaborative research to enhance federal research opportunities, particularly between CoA and AgCenter. Dr. Laborde also wants to have incentives for multi-state collaborations. Large federal grants need multi-institutions. We need to move towards increased engagement with other institutions in-state and out-of-

state. Discussed possibility of hiring grant writing editor(s) to aid faculty; however, this cost money that is not currently available.

Producer needs for best practices for managing input costs is a priority. We need to share with producers the options to save money and stretch their supplies given Ukraine's war and rising gas and fertilizer prices. Extension needs to capitalize on this. This would bring great economic value to state and producers. Where needed, need to develop cutting-edge competencies in technology and methods.

**Dr. Laborde and Hampton Grunewald, Associate Vice President of Agriculture Joint Discussion.**

Legislative support. The budget for higher education is looking better. Faculty pay raises are #1 priority. Mandated cost increases – Renewable Natural Resources building will be repaired; number one priority. There are allocated special funds for renovations to Parker Coliseum. Dean Lee will be fixed due to the gap from insurance money received and the actual cost to fix the buildings. #2 priority is generating additional funds to replace 40+ Extension personnel in the field. It is unrealistic to have individuals cover up to 7 parishes. #3 priority is for equipment and field lab upgrades to support precision agriculture.

Unit Head Evaluations. Dr. Laborde will conduct Unit Head evaluations. That is not the job of the faculty council. Our role is to advise Dr. Laborde. Regarding the Agricultural Faculty Council (AFC) Unit Head Performance Survey, there is no anonymity due to the IP address being recorded from the computer used to take the evaluation. In addition, legally, performance survey results are not to be shared by AFC with unit heads, faculty members, or any other entity. In general, Dr. Laborde stated that he wants recommendations, not opinions, from any advisory entity.

**Joint discussion Luke Laborde and Ashley Gautreaux, Assistant Vice President, Human Resource Management.**

Supervisory training will be available soon. Search committee training, provided by AgEd is intended for everyone. Diversity training will be available on AgEd soon. Power based violence is the Title IX training. It is now due on September 30<sup>th</sup> due to a new law enacted last year. Employees need to take the training based on majority appointment. Compliance is a mandatory. Best practice would be for the employee to take the AgCenter training *and* the A&M training. All training modules will be on Moodle with a link to Stae of Louisiana Ethics Certificate Training.

**Michael Salassi, LSU AgCenter Associate Vice President and Program Leader of Animal and Plant Sciences.**

It is becoming increasingly difficult to more difficult to find agent-relevant courses for specializations. ANR agents are specialized and are working multiple parishes. Dr. Salassi mentioned specializations are no longer required for getting a pay increase.

### **Old Business**

- *The minutes from the March meeting was not approved since there was no quorum.* Dr. Vlosky will send an email reminding about the availability of having a proxy at the meeting so we can have a quorum.
- Service Unit Surveys will not be conducted in 2022.
- Unit Head Performance Surveys will be tabled for one year (2023) in order for Dr. Laborde to have time to complete his performance evaluations.

### **Reports**

- Council of Faculty Advisors/ Board of Supervisors meetings – April 8, 2022. Rich Vlosky

### **Discussion Items**

- Follow up April 13, 2022 meeting with President Tate & Interim Provost
- Becky Gautreaux asked if the AgCenter should have a policy stating an amount of time dedicated to work once an employee finishes their degrees that were paid by the AgCenter.
- Ashley Gautreaux mentioned that obtaining a degree at a reduced rate is an incentive we have as an employer over private sectors.

### **Next Meeting: Friday, May 27, 2022**

### **Adjourn**

Ashley Powell motioned to adjourn the meeting. Becky Gautreaux seconded the motion. The meeting ended at 12:16 pm.