

**LSU Agriculture Faculty Council Meeting-*Meeting Minutes***  
**9:30 AM, Friday March 17, 2023**  
**Room 212, J. Efferson Hall**



**Call to Order**

LSU Agricultural Faculty Council Chair, Dr. Rich Vlosky called the meeting to order at 9:30 AM.

**Attendance** \*proxies are in parenthesis.

**In-person**

Will Afton, Andre Brock (Will Afton), Sun Joseph Chang, Carol Friedland, Ken Gravois, Claudia Husseneder (Rich Vlosky), Nathan Lord (Rich Vlosky), Donnie Miller, Maddox Miller, Vinicius Moreira, Subramaniam Sathivel, Mark Schafer, Sara Shields, Kristin Stair (Mark Schafer), Rich Vlosky, and Evelyn Watts.

**Online**

Bruce Garner, Bei B Guo, Kerry Heafner, Michael Mamp, Raj Singh, and Celia Stevens

**Absent**

Steve Harrison and Chris Dunaway

**Invited Guests**

**Dr. Matt Lee, Interim Vice President of Agriculture/Dean, College of Agriculture**

Dr. Lee just finished a statewide bus tour with Dr. Tate and entourage promoting the new Scholarship First Agenda. Promoting agriculture was a big portion of the campaign. The tour lasted four days with several stops including Pineville, LA, RoyOMartin facility, St Mary Co-op, Lake Charles, and New Orleans, LA.

Legislative Update. There are a couple of “asks” in place with respect to the oncoming legislative section.

#1 Increase in general fund budget for the AgCenter (+\$15.7M). Total package (~ \$108M) includes \$88M + \$15.7M + “capacity funds”.

#2 Capital outlay requests: RNR building repairs, Aquaculture Research Station repairs, and Dean Lee Research Station repairs.

College of Agriculture updates. Allen Rutherford and Dr. Lee prepared the zero-based budget for the CoA. Current budget is \$8.4M and new budget is \$9.9M. Both felt they gave a good presentation to LSU Provost and Vice Provost. An increase for graduate student

funding was negotiated, but keep in mind graduate student costs are going up. Twelve-month students are going to \$30.6k and nine-month students will be around \$23k. Faculty lines funded by academic affairs are on hold. LSU Provost could not provide details on when this will be lifted.

Dr. Tate recorded a podcast with the LA Delta Crop Podcast team and provided some very interesting things about the current state of Extension. The podcast can be found on most podcast databases.

### **Ashley Gautreaux, Assistant Vice President; Department, Human Resource Management**

#### Policy project update

April 1 is the target release date for PS 1. Mrs. Gautreaux is still looking for comments from AFC. Email them ASAP.

The Louisiana Cooperative Extension Service (LCES) had their own set of policy documents in the past. Several have been abolished but some may be integrated with LSU AgCenter Policy Statements. The LCES Specialization Program (LCERS PS 8) is one of these LCES policy statements and it was not formally aborted. Now that there is an Extension Director in place this policy can be revisited and worked into an LSU AgCenter PM document.

#### Performance Review-Revision from Binary (Satisfactory/Unsatisfactory) to a four-point Expectation Achievement Scale

For 2023, the supervisor will indicate the overall rating for the faculty member using a new format. Previously, department heads were only able to indicate if the faculty member's performance was unsatisfactory or not. This year, the department head will select one of four options:

#### Satisfactory Ratings:

- A. Exceeds Expectations,
- B. Meets Expectations,
- C. Partially Meets Expectations, OR
- D. Unsatisfactory Rating: Does not Meet Expectations

#### Questions:

1. What was the impetus for changing the ratings?  
Program Leaders were looking for a way to get more feedback about annual reviews back in fall 2022. They wanted more detailed feedback on faculty reviews. Dr. Allen Rutherford added that it also came from not just Program Leaders but also Department Heads.
2. How are the different levels specifically classified as far as expectations?  
Employee expectations are outlined in their job descriptions and the onus is placed on the individual employee to keep their job description up to date.

3. Who decided what the expectations would be?  
The unit or department head
4. In hindsight, should the LSU Agricultural Faculty Council (AFC) have been involved in the decision-making process?  
Prior to the latest LSU AgCenter PS-1 document, there was no official procedure for initiating reviews. PS-39 provides information on performance reviews of faculty but does not detail a grading rubric on meeting expectations. The fact that the document was not officially revised could be a reason why AFC was not asked to review. Now that PS-1 will soon be finalized, there are now procedures on how policies are reviewed and who helps with the review.
5. Is this new performance designation going to be used for (a) tenure decisions and/or (b) merit raises?  
The new grading rubric is for LSU AgCenter Annual Performance Reviews and annual performance reviews are not included with Promotion & Tenure (P&T) packets. However, LSU A&M's P&T process does include information from annual performance reviews.

The LSU AgCenter does not have its own policy on reappointing instructors. They would follow LSU A&M's policies on that matter.

Academic Affairs is now collecting all P&T packets from all campuses and sent to LSU President's Office for review. Prior to November 2021, LSU AgCenter Chancellor was the last person to sign off.

**Dr. Tara Smith, Interim Executive Associate VP and Director for the Louisiana Cooperative Extension Service** could not attend due to schedule conflicts.

**Dr. Mike Salassi, Interim Executive Associate VP and Director of the Louisiana Cooperative Extension Director** could not attend due to schedule conflicts. However, everyone should watch the latest organizational update that was held back on March 8, 2023.

**Dr. Fred Piazza, Chief Information Officer, LSU AgCenter** is not able to participate in person. Updates:

1. LSUAgCenter.com Restructure – Drs. Salassi and Smith have worked with the IT and Communications units to restructure the LSUAgCenter.com homepage.
2. "Research," "Extension," and "Teaching" are all now prominently featured on the homepage. In addition, two new portals were created:
  - a. LSU AgCenter Research: <https://www.lsuagcenter.com/portals/research>
  - b. LSU AgCenter Extension: <https://www.lsuagcenter.com/portals/extension>

## **Organizational Matters**

1. AFC website Build-out & Content Update
  - a. Contains archives of
    - i. Meeting agendas
    - ii. Meeting notes
    - iii. Meeting documents
  - b. Rich needs a picture for every AFC council member along with a short 1-2 sentence briefing about what your responsibilities.
  - c. Let Rich know of any pertinent information that should be displayed on the council website.
  
2. Council Members: Duties, Expectations, and Responsibilities.
  - a. In past years, a considerable amount of membership has not shown up to meetings causing official quorum issues.
  - b. All members represent certain ranks on and off campus. All colleagues within the same rank and designation are your constituents. Talk, gather ideas, bring forth their concerns to AFC meetings.
  - c. Please attend meetings either in-person or online. If you are completely out-of-pocket, then have another member be a proxy.

\*Ken Gravois will be Alternate for April 21, 2023 Council of Faculty Advisors & Board of Supervisors meetings at LSU in Alexandria.

## **Old Business**

Subramaniam Sathivel made a motion to accept the minutes from the December 2022 LSU AFC meeting. Mark Schafer seconded the motion. All voted in favor.

## **Reports**

1. Diversity, Equity, Inclusion (Mark Schafer)
  - The DIEC Council met in January and elected new co-chairs.
  - Mark Schafer continues to serve on the DIEC council, but he no longer serves as one of the co-chairs.
  - The new co-chairs will be formally announced after confirming with their supervisors that they will be able to take on the co-chair responsibilities.

1. VP Agriculture/Dean, College of Agriculture search update (Rich Vlosky)
  - a. Campus Visits-First-ever opportunities for meetings with the LSU Agricultural Faculty Council.
  - b. The three candidates were sent an email from the search firm directing them to the LSU Agricultural Faculty Council, LSU AgCenter/College of Agriculture website. The site offers historical and up-to-date agendas, minutes, documents, bylaws, member list, etc. I felt this could give the candidates an understanding of what the Council does as well as the issues and outcomes from the faculty perspective. Whoever gets the position would be the direct administrative liaison to the Council.

### **Discussion Items**

### **New Business**

January 20

February 17

March 17

April 21

May 26

June 16

July 21

August 18

September 15

October 20

November 17

December 18, 8:30 a.m.-11:00 a.m. (Current and New Members)

### **Adjourn**

Sara Shields made a motion to adjourn the meeting at 11:30 AM. Sun Joseph Chang seconded the motion. All voted in favor and the meeting was adjourned.