

LSU | Staff Senate

MEETING MINUTES

June 16, 2021

President Jonathan Levesque presided over the June 16, 2021, Staff Senate meeting held in the Lawton Room in Tiger Stadium at 10:30 a.m.

Executive/Administrative/Managerial

Pr – Reonas, Barbara ('21)
P – Tammy Millican ('23)

Professional/Non-Faculty

P – Aslin, Jessica ('21)
P – Baldrige, Samantha ('21)
A - Braden, Laurie ('21)
P – Bonner, Amber ('21)
P – Dawan, Hope ('21)
P - Ghebreyessus, Walta ('21)
P - Henry, Rachel ('21)
P – Lane, Madison ('21)
A – Olson, Darcee ('21)
P - Rafati, Karina ('21)
P - Cummings, Ellen ('22)
P – Garner, Karen ('22)
P – Herman, Catherine ('22)
A – Lee, Mark ('22)
P – Levesque, Jonathan ('22)
A – Nickerson, Jon ('22)
P – Roth, Nicole ('22)
P – Clemmons, Jill ('23)
P – Kimmell, Alyssa ('23)
P – Harb, Ryan ('23)
Pr – Lewis, John ('23)
P – Marrero, Ali ('23)
P- Sansoni, Gerald ('23)
P – Shows, Haley ('23)
P – Slocum, Jenee ('23)
P – Stone, Megan ('23)
P – Wilson, Derek ('23)

Service/Maintenance

Skilled Crafts

A – Corbitt, Brent ('22)

Technical/Paraprofessional

P – Matkovic, Igor ('23)

Clerical/Secretarial

P – Salesneves, Sarah ('22)
P – Salvadras, Amber ('22)

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

GUESTS:

Dr. Tamara Nauman, Chemistry
Erin Nauman, Staff Senate Scholarship Recipient
Quinneka Lee, LSU Residential Life
Christopher Hopkins, Building Services
Casey Coughlin, Campus Federal Credit Union
Roxane Berthelot, Campus Federal Credit Union
Josh Ledet, Staff Fee Support Scholarship Recipient
Mo Carney, Athletics
Henri Smith, Sponsored Program Accounting
Emmy Hicks, Office of Diversity, Equity & Inclusion

CALL TO ORDER

The meeting was called to order by President Jonathan Levesque at 10:30 a.m.

ATTENDANCE

There was a quorum with two proxies noted.

PLEDGE OF ALLEGIANCE

President Jonathan Levesque led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – April 21, 2021 and May 19, 2021 Staff Senate Meetings

A motion to accept the minutes was made by President-Elect Amber Salvadras. The motion, seconded by Past-President Rachel Henry, carried.

SCHOLARSHIP AWARDS PRESENTATION

President Jonathan Levesque recognized the recipients of the 2020-2021 Staff Senate Scholarship Award for dependents of staff employees.

Patrick Herke: his father, Scott Herke works with Biological Sciences.

Abigail Baumgartner: her father, William Baumgartner works with the AgCenter and her mother, Jennifer Baumgartner works with the College of Human Sciences and Education.

Erin Nauman: her mother, Dr. Tamara Nauman works with the Department of Chemistry.

Brian Tsai: his father, Frank Tsai works with Civil and Environmental Engineering.

President Jonathan Levesque recognized the recipients of the 2020-2021 Staff Senate Fee Support Scholarship Award for staff employees.

Spring 2021 Recipients for Undergraduate Degrees

Joshua Ledet

Michelle Perrine

Spring 2021 Recipients for Graduate Degrees

Tori Clement

Larissa Elliott

PRESIDENT'S REPORT

President Jonathan Levesque reviewed relevant meetings in which he attended.

Levesque mentioned that he attended a committee to discuss the interviews for the Parking Director position. There are three (3) good candidates to be interviewed in the coming weeks.

Levesque also attended a meeting regarding PS-63 which is the process for the death on an LSU employee. We wanted to make sure that the process was taking place with accordance with the policy. It seems the administrative process is happening but some of the challenges are if fee bills (if any) are waived and the flying of a flag if the employee has 10 years or more of service at LSU which is then presented to the family. We are holding meetings with representatives with the President's Office, Facility Services, Human Resource Management and Academic Affairs to help in making sure that the logistics are being worked out. There is a follow-up meeting scheduled on Thursday, June 24, 2021.

STANDING COMMITTEE REPORTS

Long Range Review & Planning

Senator Nicole Roth announced that the committee has finalized all the revisions to the LSU Strategic Plan 2020-2025. The final draft was included in the June Meeting Packet for review by the full Senate. Levesque suggested that the Staff Senate take a vote to adopt during the July 2021 General Meeting.

AD HOC COMMITTEE REPORTS

Scholarship

President Jonathan Levesque announced that the Scholarship Committee has been meeting with Tori Young with Financial Aid and Scholarship regarding the process for choosing award recipients annually.

Staff Senate Budget

Treasurer Catherine Herman provided a brief written financial report in the meeting packet for review by the full Senate.

NEW BUSINESS

Proclamations

President Jonathan Levesque mentioned that the Proclamations for Interim LSU President Tom Galligan and LSU Baseball Coach Paul Mainieri will be deferred until the next general meeting.

Recognition of Staff Senators

President Jonathan Levesque recognized Senators for Dedication and Service to those who fulfilled their terms of office and to those who served the Senate as a Chair or Co-Chair and Liaisons on committees during this past year. Levesque also mentioned the President's Attendance Award to Senators who had perfect attendance at all of the Staff Senate meetings for the year.

President Jonathan Levesque announced that for the LSU Outstanding New Senator Award, in recognition of a new member of the LSU Staff Senate who has provided outstanding service to the Senate for the 2020-2021 Senate year, the Staff Senate Executive Committee would like to recognize Gerald Sansoni.

President Jonathan Levesque announced that for the LSU Staff Senator Service Award, in recognition of an individual member of the LSU Staff Senate who has provided outstanding service to the Senate for the 2020-2021 year, the Staff Senate Executive Committee would like to recognize Madison Lane and Nicole Roth.

Introduction of Elected Senators

President Jonathan Levesque announced the newly elected Staff Senators who were chosen to serve on the LSU Staff Senate.

Unclassified Employee Group:

Dr. Tyrslai Williams, Office of Strategic Initiatives
Mo Carney, LSU Athletics
Joshua Duplechain, College of Engineering
Quinneka Lee, Residential Life
Jorge Garza, Graduate School
Emmy Hicks, Office of Diversity, Equity and Inclusion
Shemeka Law, Physics & Astronomy
Samantha Baldrige, Residential Life
Henri Smith, Sponsored Program Accounting
Lindsay Sarkissian, Human Resource Management

Classified Employee Group:

Donna Sparks, Communication Studies
Mark Nehlig, LSU Police Department

Christopher Hopkins, Building Services

President's Closing Address – Passing of the Gavel

President Jonathan Levesque gave his closing address to the full Senate which read:

Fellow Senators and Distinguished Guests,

I want to thank you all for your efforts through what has been an extraordinarily challenging year. The 2020-21 Staff Senate achieved many milestones this year and has seen its influence grow across campus. None of our achievements this year would have been possible without your dedication to serving as an advocate for staff at LSU.

When my term began, we were at the height of the pandemic shutdown. We were all pivoting to a new reality of running a billion-dollar institution from home. Through all the chaos, Staff Senate was present in crucial meetings with top LSU leaders and sitting in on strategy meetings discussing the challenges of the upcoming 2020 fall semester. Our Executive Committee met with Provost Stacia Haynie in what would become regular monthly meetings, holding nothing back in terms of what we were seeing and hearing on campus. I'd like to take this opportunity to thank Provost Haynie for allowing us the opportunity to provide the staff perspective and for her candid disclosure of the challenges facing the LSU Administration.

I am proud to say we had many tremendous guest speakers at each of our monthly meetings. In those meetings we were able to greet the influential leaders across campus and speak on topics ranging from HR, to parking and from COVID, to Title IX. Staff Senate held a front seat at the Faculty and Staff Forums and took those opportunities to show staff they all have a voice.

Rounding into the fall we began to focus on the representation within the Senate. We amended the constitution TWICE to broaden the eligibility of perspective senators and to create standing seats for the caucuses of underrepresented groups. I'd like to thank Nicole Roth and the Long Range Review and Planning Committee for their work on writing one of those amendments.

One of the best examples I can give to show the growing influence of Staff Senate is our involvement in the "Diversity Roadmap Committees". In the wake of the social unrest across the country, LSU began to develop and implement strategies to address inequities on campus. Each of our Executive Committee members were asked to serve on several campus "Diversity Roadmap Committees" where we pushed easier access to leadership training for all staff. Senator Henry and I expressed our support of an idea floated by Clay Jones regarding pay increases to attract and retain janitorial staff... helping him and the other members to better understand the challenges faced by an often overlooked segment of staff. That idea later became reality when we saw a change in the pay structure for our janitorial employees. Staff Senate is no longer fighting for a seat at the table, we are in the room leading the discussion. In previous years, we advocated for involvement in the hiring process of senior administrative leaders. Through the hard work of past presidents we saw those efforts bear fruit. Our Executive committee met with many great candidates for positions in the Vet school, Mass Communication, Dean of Students, and the College of Business. The Staff Senate President was

even asked to serve on the CIO hiring committee and to moderate a Town Hall interview of our LSU System Presidential Candidates.

Advocacy is core to our mission and to that end we were wildly successful this year. In the wake of the Husch Blackwell report, our staff senators stepped up and made their voices heard. I applaud Senators Henry, Ghebreyessus, Millican, Baldrige, and Lane for their crafting Resolution 21-01. When the report was published we met with the then Title IX Coordinator.

Our Executive Committee held meetings with both Jenny Stewart and Jane Cassidy urging change and making recommendations. Whether it was expressing concern for who served on the Presidential Search committee to asking HRM to change their policy on dependent care while working from home, we have experienced many small but very impactful victories to improve the working environment on campus.

Though they may seem like small wins or small policy changes, they made big impacts to so many individuals this year. But that's what Staff Senate is all about...fighting, clawing, and advocating for small, incremental change every single day to make staff's lives even a tiny bit better!

What I am most proud of this year is I believe more staff than ever know who we are and in some cases that we even exist. Samantha Baldrige and Madison Lane did a wonderful job managing our social media engagements pushing scavenger hunts and promoting Staff Senate initiatives.

In a year where COVID ruined literally everything, Staff Senate still found ways to support the employees of LSU. Our Food Pantry contest broke records and showed the creativity of our campus. We introduced a new award, "Staff Stripes" to provide a way for peers to recognize the outstanding work of their officemates. The Staff Appreciation Committee chaired by Amber Salvadras were dogged in their determination to pull off a New Staff Appreciation event. That day we provided over 200 meals to staff and had nearly every senior leader on campus in attendance. Great Job Amber and the rest of the Staff Appreciation committee.

To my Fantastic Five, my incredible Executive Committee thank you for your countless hours of meetings, group chats, and your invaluable support. You each brought a diversity of thought and insight. Once again thank you from the bottom of my heart for guiding me through this year. Melonie Milton, you are the straw that stirs the Staff Senate's drink. Thank you for yet another year of service to the Staff Senate. It was a pleasure working with you. This was not the year I had envisioned when I first learned that I would be the 40th Staff Senate President. It was for me, and for all of us... one of the most challenging times in my decade on campus. I hope that I lived up to wonderful standard provided to me by the Past Presidents. Please know that everything I did and said this year came from a place of love and service, to the university, and to the staff I adore.

As I pass the gavel to Amber Salvadras. I know that I am placing it in the hands of someone destined for greatness. Amber is known for her cordiality but she will become legendary once the rest of campus discovers the strength of her will. Amber, you shown everyone in this room the power of support and love. It's now time to shine your light on all of campus.

Congratulations on becoming the first ever classified employee to hold the position of Staff Senate President.

President Jonathan Levesque officially passed the gavel to President-Elect Amber Salvadras.

President's Plaque

President-Elect Amber Salvadras recognized President Jonathan Levesque for his Dedication and Service for participating in all of the committees that he had served on this year.

President-Elect Amber Salvadras also recognized President Jonathan Levesque for his dedication and service to the LSU Community and the LSU Staff Senate, as LSU Staff Senate President 2020-2021, and thanked him for all of his work this past year. Levesque received his President's Plaque.

2021-2022 Executive Committee Officers

President Amber Salvadras announced who the new Staff Senate Executive Committee members are for 2021-2022. President-Elect Tammy Millican, Secretary John Nickerson, Treasurer Catherine Herman, Member-at-Large Gerald Sansoni, and Past-President (Ex-Officio) Jonathan Levesque.

Future Guest Speakers

Please submit any suggestions for future guest speakers to the Staff Senate Executive Committee.

ANNOUNCEMENTS

New Member Orientation

President Amber Salvadras announced that a New Member Orientation is scheduled on Monday, June 28, 2021, at 11:30 a.m. in 225 Peabody Hall.

Staff Senator Birthday

Staff Senator June birthdays:

- Treasurer Catherine Herman celebrated her birthday on June 10.
- Senator Mark Lee celebrated his birthday on June 11.
- Senator Amber Bonner celebrated her birthday on June 15.
- Senator John Lewis also celebrated his birthday on June 15.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, Senator Samantha Baldrige made a motion to adjourn. The motion, seconded by Past-President Jonathan Levesque, carried.

The meeting adjourned at 12:00 p.m.

John Nickerson, Secretary

JN/mm