

# LSU | Staff Senate

## MEETING MINUTES

April 20, 2022

President Amber Salvadras presided over the April 20, 2021, Staff Senate meeting held in the Event Room in Barnes & Noble at LSU at 10:30 a.m.

### Unclassified

#### Executive/Administrative/Managerial

P - Tammy Millican ('23)

#### Professional/Non-Faculty

P - Alvarez, Capri ('23)

P - Braden, Laurie ('22)

P - Carney, Mo ('24)

P - Cummings, Ellen ('22)

A - Duplechain, Joshua ('24)

A - Garner, Karen ('22)

A - Garza, Jorge ('24)

P - Ghebreiyessus, Walta ('22)

A - Harb, Ryan ('23)

P - Herman, Catherine ('22)

P - Hicks, Emmy ('24)

P - Law, Shemeka ('24)

A - Lee, Quinneka ('24)

P - Levesque, Jonathan ('22)

P - Nickerson, John ('22)

P - Rafati, Karina ('22)

P - Sansoni, Gerald ('23)

P - Shaw, Linda ('24)

A - Shows, Haley ('23)

P - Slocum, Jenee ('23)

P - Smith, Henri ('24)

A - Stone, Megan ('23)

P - Trahan, Amy ('22)

Pr - Walker, Jason ('24)

P - Washington, Valori ('23)

P - Williams-Carter, Tyrslai ('24)

A - Wilson, Derek ('23)

A - Yan. Le ('22)

### Classified

#### Skilled Crafts

A - Corbitt, Brent ('22)

#### Technical/Paraprofessional

A - Matkovic, Igor ('23)

A - Nehlig, Mark ('24)

#### Clerical/Secretarial

P - Salesneves, Sarah ('22)

P - Salvadras, Amber ('22)

P - Sparks, Donna ('24)

#### Service/Maintenance

P - Christopher Hopkins ('24)

A - Robertson, Winkyessa ('24)

A - Indicates Absent

P - Indicates Present

Pr - Indicates Proxy

## **GUESTS:**

Sydney Larriviere, Ogden Honors College  
LaTrista Funches, LSU Campus Life (formerly)  
Roxane Berthelot, Campus Federal Credit Union  
Casey Coughlin, Campus Federal Credit Union

## **CALL TO ORDER**

The meeting was called to order by President Amber Salvadras at 10:30 a.m.

## **ATTENDANCE**

There was a quorum with one proxy noted.

## **PLEDGE OF ALLEGIANCE**

President Amber Salvadras led the Pledge of Allegiance.

## **SCHOLARSHIP AWARDS PRESENTATION**

President Amber Salvadras recognized the recipients of the 2021-2022 Staff Senate Fee Support Scholarship Award for staff employees.

The fall 2021 Recipients are:

Sydney Larriviere who is pursuing her Masters of Arts in Education with an emphasis in Higher Education Administration. She plans to continue working as an Academic Advisor in the Ogden Honors College.

Briana Garcia who works with Informational Technology Services was unable to attend.

Natale Nappi who works with Facility Property and Oversight. He was unable to attend.

Corin Canepa who is majoring in Computer Science. She plans to continue working in Information Technology Services once she graduates.

The spring 2022 Recipients are:

LaTrista Funches who is pursuing her Master's Degree in Leadership & Human Resource Development.

LaTrista plans to continue her education by starting the Ph.D program in Leadership & Human Resource Development to eventually teach classes and continue driving policy towards Diversity, Equity and Inclusion initiatives. She worked in LSU Campus Life for 3 years but left for another job with the State of Louisiana.

Olivia Peltier who is pursuing her Master's Degree of Library and Information Science.

Olivia was unable to attend but mentioned that after graduation, she plans to pursue a subject librarian position in Art & Design at an Academic Library. She works with the Museum of Art.

Megan Collins who is majoring in Interdisciplinary Studies with concentrations in Sport Studies, Health Sciences and English.

Megan was unable to attend but mentioned that after graduation, she plans to further her career at the University Laboratory School working at a higher level in the Athletic Department and hopefully move up to an Athletic Director Position.

Jacob Frost works with LSU Police Department. He was unable to attend

President Amber Salvadras also recognized the recipients of the 2021-2022 Staff Senate Scholarship Award for dependents of staff employees.

Collin Casseri is majoring in Mechanical Engineering. He was unable to attend but mentioned that he hopes to work in the energy sector once he graduates.

Collin's mother, Katie Casseri works in the College of Business.

Sophia Greeson who was unable to attend.

Sophia's father, Kelly Greeson works with the College of Art & Design.

Sophia Perkins is an Art History Major. She was unable to attend but mentioned that after graduation, she would like to attend graduate school for Art History and teach.

Sophia's mother, Julie Perkins works with the Office of Research and Economic Development.

Julie Perkins also served as Staff Senate President from 2014-2015.

### **APPROVAL OF THE MINUTES – April 20, 2022 Staff Senate Meeting**

A motion to accept the minutes was made by President-Elect Tammy Millican. The motion, seconded by Shemeka Law, carried.

### **PRESIDENT'S REPORT**

President Amber Salvadras reviewed relevant meetings in which she attended.

- March 24-25 - attended 12 candidate interviews for the Executive Vice President and Provost Search
- March 29 – the Executive Committee met with Matt Lee, Interim Executive Vice President and Provost

- April 5 - held the Executive Committee meeting in preparation for the month of April
- April 7- attended the Council of Staff Advisors Meeting
- April 8 - The Executive Vice President and Provost Search Committee Meeting was held to review the 12 candidate's references to narrow the candidate list down to 4 candidates
- April 13 – the Executive Committee met with Kimberly Lewis, Vice President and Chief Administrative Officer as an introductory meeting. Kimberly provided an update on the search for a new Director for the Emergency Operations Center. She is serving as interim until a new Director is chosen, There are 3 candidates who will be interviewed in the coming weeks

The Staff Senate Executive Committee has also been invited to open forums and to interview candidates for the next Vice President for Online and Continuing Education.

President Salvadras had the opportunity to judge for the Tiger 12 this year. Each spring, LSU recognizes 12 outstanding seniors who contribute positively to the life of the campus, surrounding community, and/or society. These 12 individuals are then recognized as the Tiger Twelve.

## **COMMITTEE REPORTS**

### **Staff Appreciation**

The Staff Night at Alex Box will be held on Tuesday, May 3, 2022, at 4:30 p.m. for a Baseball Tailgate before LSU plays Nicholls.

The Professional Development Fund criteria is being reviewed.

### **Staff Benefits, Policies & Development**

Senator Jenee Slocum met with Senator Emmy Hicks regarding the Campus Climate Survey that the Office of Diversity, Equity and Inclusion publishes for data collection.

### **Campus Communicators**

Senator Joshua Duplechain provided a written report for the Campus Communicators meeting that was held on March 29, 2022, as part of meeting packet for review.

## **OLD BUSINESS**

### **Staff Senate Budget/Gift Fund**

Treasurer Catherine Herman provided a written financial report that was included in the

meeting packet for review by the full Senate.

**LSU Staff Senate Resolution 22-01 in Calling for the review and eliminations of fees for staff enrolled in Tuition Exemption**, sponsored by the LSU Staff Senate

**First Reading**, read by Past-President Jonathan Levesque

**WHEREAS**, one of the primary charges of the LSU Staff Senate, the elected representative body for staff members, is to advocate for staff and serve as a bridge between staff and administration on matters of importance and concern; and

**WHEREAS**, the Tuition Exemption program offered to staff has not been updated since the introduction of new fees to the funding structure of LSU; and

**WHEREAS**, the current Tuition Exemption program does not exempt employees from fees which now number in the hundreds of dollars per semester; and

**WHEREAS**, the current LSU Online Tuition Exemption policy only discounts online tuition at 70% with fees not excluded; and

**WHEREAS**, the Staff Senate expresses serious concern the Tuition Exemption policy no longer serves the original intent of access to education at a low cost for LSU Employees as a retention strategy; and

**WHEREAS**, the current cost structure represents a major barrier to entry and inhibits career development for a significant portion of LSU staff with serious impacts on employees earning below the Louisiana median salary and individuals from underrepresented populations; and

**WHEREAS**, Research shows Unclassified employee participation in the Tuition Exemption Program outnumbers Classified employee participation by a margin of 10:1, and employees from under-represented groups are outnumbered 3:1 suggesting that the increased cost of this program is having a negative impact on participation by classified and minority employees.

**THEREFORE**, be it resolved; the LSU Staff Senate hereby expresses serious concern the Tuition Exemption Policy inhibits the university's efforts to develop and diversify LSU employees in leadership positions. The LSU Staff Senate proposes the following recommendations and requests:

Align LSU Online Tuition Exemption with the "Traditional Tuition Exemption" Program. Online programming is one of the best options for our full-time working professionals.

The Office of The President, in collaboration with the University Administration, review and recommend changes to the fees imposed on LSU employees enrolled in the Tuition Exemption Program.

**THEREFORE**, be it further resolved, that a copy of this resolution be sent to Remy Starns, Chair of the LSU Board of Supervisors; William Tate, LSU President; Matt Lee, Interim Executive Vice President and Provost; Kimberly J Lewis, Executive Vice President & Chief Administrative Officer; Donna Torres, Vice President for Finance; Clay Jones, Associate Vice President & Chief Human Resources Officer; Mandi Lopez, Faculty Senate President; Amber Salvadras Council of Staff Advisors Chair; and Lizzy Shaw, Student Government President.

After some discussion, Levesque encouraged Senators to submit any feedback or suggestions for consideration to include before the second reading and vote that will take place during the May 18, General Meeting.

### **Staff Senator Appointment**

The Staff Senate Executive Committee has approved the appointment of Olivia Phelps who works with the Office of Human Resource Management to fill a vacancy in the Unclassified Staff Group through June 20, 2023.

### **Staff Senate General Election Results**

New employees who were elected or re-elected to serve in the Unclassified Employee Group are:

Ernie Ballard with the LSU Office of Communications & University Relations  
Ellen Cummings with the School of Kinesiology  
Tiffany George with the Department of Geology & Geophysics  
Jennifer Kennison with International Programs  
Jonathan Levesque with the Cox Communications Academic Center for Student-Athletes  
Amy Trahan with the Graduate School

New employees who were elected or re-elected to serve in the Classified Employee Group are:

Margaret Broussard with the School of Interior Design  
Taylor Constance with Facility & Property Oversight  
Brent Corbitt with Facility & Property Oversight  
Sarah Salesneves with the College of Art & Design

### **Executive Officer Nominations**

The Call for Staff Senate Executive Officer Nominations is now open. Nomination requests will be circulated to all Senators electronically with a description outlining each position. The deadline to submit your nominations is Friday, April 29, 2022.

### **Future Guest Speakers**

If anyone has any suggestions for a Guest Speaker, please send those to the Executive Committee.

## **NEW BUSINESS**

### **May Meeting**

The May 18, 2022, General Meeting will be held in the Lawton Room in Tiger Stadium.

## **ANNOUNCEMENTS**

### **Staff Senator Birthday**

Staff Senator April Birthdays:

- Senator Valori Washington celebrated her birthday on April 6.
- Senator Sarah Salesneves celebrated her birthday on April 12.
- Senator Jason Walker will celebrate his birthday on April 22.

Happy Birthday!

Linking Diverse Suppliers to the Tiger Supply Chain event hosted by the LSU Procurement will be held on Friday, April 22, 2022, from 9:00 a.m. – 2:00 p.m. at the Pete Maravich Assembly Center. The event is free to attend with food and giveaways. Don't miss this opportunity to Geaux diverse and expand LSU's diversity footprint.

**MOTION TO ADJOURN** – With there being no more business, Senator Jenee Slocum made a motion to adjourn. The motion, seconded by Senator Sarah Salesneves, carried.

The meeting adjourned at 12:00 p.m.

John Nickerson, Secretary

JN/mm