

STAFF SENATE MEETING MINUTES

August 21, 2019

President Rachel Henry presided over the August 21, 2019, Staff Senate meeting held in the Lawton Room in Tiger Stadium at 10:30 a.m.

ATTENDANCE

SENATORS

Executive/Administrator/ Manager

P - Millican, Tammy ('20)
P – Barbara Reonas ('21)

Professional/Non-Faculty

P - Braud, Jennifer ('20)
P - Clemmons, Jill ('20)
Pr- Hernandez, Kristen ('20)
P - Kimmell, Alyssa ('20)
P - Lemoine, Nathan ('20)
P - Stone, Megan ('20)
P - Wilson, Derek ('20)
P - Aslin, Jessica ('21)
P - Banks, LaKisha ('21)
P - Bickham, Trey ('21)
P - Bonner, Amber ('21)
P - Dawan, Hope ('21)
P - Henry, Rachel ('21)
P - Lane, Madison ('21)
P - Garner, Karen ('22)
P - Herman, Catherine ('22)
P - Holstein, Lindsey ('22)
P - Lee, Mark ('22)
P - Levesque, Jonathan ('22)
P - Nickerson, John ('22)
P - Roth, Nicole ('22)

Service/Maintenance

P - Matkovic, Igor ('20)

Skilled Crafts

P - Deshotels, Paul ('21)
P - Corbitt, Brent ('22)

Technical/Paraprofessional

P - Cherry, Aaron ('20)

Clerical/Secretarial

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

A - Indicates Absent
P - Indicates Present
Pr - Indicates Proxy

GUESTS:

Monique Fondren-Cain, Black Faculty & Staff Caucus
Jose Torres, LatinX Caucus
Chris Barrett, LGBTQ+ Caucus
Vice Provost Dereck Rovaris, Office of Diversity
Brian Ainsworth, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Rachel Henry at 10:30 a.m.

ATTENDANCE

There was a quorum with one proxy noted.

PLEDGE OF ALLEGIANCE

Senator Nathan Lemoine led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – July 17, 2019, Staff Senate Meeting

A motion to accept the minutes was made by Senator Megan Stone. The motion, seconded by Senator Barbara Reonas, carried.

GUEST SPEAKER – DR. MONIQUE FONDREN-CAIN, BLACK FACULTY & STAFF CAUCUS

President Rachel Henry introduced Dr. Monique Fondren-Cain with the Black Faculty & Staff Caucus and thanked her for speaking to the Senate.

Dr. Monique Fondren-Cain thanked the Staff Senate for the invitation to speak today about the Black Faculty & Staff Caucus. She is currently serving as President which is a two-year term.

The purpose of the Caucus is twofold. First, the Caucus serves the special needs of LSU African-American employees by promoting understanding of African-American concerns and providing assistance, education and social interaction for the LSU faculty and staff. Second, the Caucus provides African-American employees and students a proactive organization capable of investigating complaints, addressing problems and working alongside University administration to facilitate resolution.

Q: When does the Black Faculty & Staff Caucus hold their meetings?

A: The Caucus meets on the first Wednesday of the month from 12:00 p.m. – 1:00 p.m. during the fall and spring semesters in the African American Cultural Center.

The Black Faculty & Staff Caucus hosts the Black Scholars Program held in the spring semester, an annual event which provides the University an opportunity to recognize black undergraduate

scholars who have achieved academic excellence at LSU. The program honors students with grade point averages ranging from 3.0 to 4.0 and provides special awards to undergraduate and graduate students. Last year, they recognized about 1,200 students. This event will be held on either April 5 or 6, 2020. They also hold a Gala event every year to raise funds for their Black Scholars Program which will be held on December 6, 2019, at 7:00 p.m. at the Business Education Complex Rotunda.

GUEST SPEAKER – DR. JOSE TORRES, LATINX CAUCUS

President Rachel Henry introduced Dr. Jose Torres with Latinx Caucus and thanked him for speaking to the Senate.

Dr. Jose Torres thanked the Staff Senate for the invitation to speak today about the Latinx Caucus. Where he is currently serving as President. They meet the first Friday of the month from 12:00 p.m. – 1:00 p.m. during the fall and spring semesters in the African American Cultural Center. The purpose of the organization shall be to serve several special needs of Hispanic and Latinx employees.

The Caucus provides the following:

1. Formal support structures specifically for Hispanic and Latinx faculty, staff, and students, particularly regarding recruitment and retention;
2. A venue to foster community, celebrate each other and the Hispanic and Latinx communities' contributions, and to discuss issues that affect the Latinx community specifically;
3. Mechanisms to promote the Hispanic and Latinx community concerns to the larger LSU community;
4. A proactive entity capable of investigating complaints, addressing problems, and, when necessary, informing the University administration of these concerns by making recommendations as required to resolve these issues; and
5. An official body of LSU Hispanic and Latinx employees that acts to ensure and maintain equitable treatment in promotions, job opportunities, and a work environment free of discrimination and ethnic or racial tensions.

This is a fairly new caucus, currently in the second year since formation, has partnered with the Office of Multicultural Affairs to form a mentorship program this year. They are always open to collaboration and partnerships.

The Latinx Caucus will also be partnering with the LSU Museum of Art to host a Latin America Art Exhibit during the end of October 2019 to February 2020. Moreover, Hispanic Heritage Month is right around the corner. The Caucus will host three talk series, including topics such as the influence of the Spanish language in Louisiana, given Spain's impact on Louisiana's history; the impact of anti-bilingualism on Spanish-speaking Latin Americans; and the politics of Puerto Rico. These talks will be held, respectively, on September 18, 2019, from 12:00 p.m. – 1:00 p.m. at Hill Memorial, September 25, 2019, from 12:00 p.m. – 1:00 p.m. at the African American Cultural Center and October 9, 2019, from 12:00 p.m. – 1:00 p.m. at the African American Cultural Center.

Q: Do you have a website?

A: They are currently working on a website.

GUEST SPEAKER – DR. CHRIS BARRETT, LGBTQ+ CAUCUS

President Rachel Henry introduced Dr. Chris Barrett with the LGBTQ+ Caucus and thanked her for speaking to the Senate.

Dr. Chris Barrett thanked the Staff Senate for the invitation to speak about the LGBTQ+ Caucus. She is the inaugural President for the newly-established LGBTQ+ Caucus. The Caucus is open to all faculty, staff, and graduate students who are allies or identify as LGBTQ+. They are midst of a membership push. The Caucus' website is currently being designed.

The mission of the Caucus is threefold, specifically:

1. They convene a community and space in which members from the LGBTQ+ community can connect with one another;
2. They serve as an advocacy and education body within LSU; and
3. They support all of LSU's efforts to make the university as welcoming, inclusive, and equitable as possible.

The Caucus has partnered with the Office of Multicultural Affairs and Development to produce materials to share with donors who may be interested in supporting a free standing LGBTQ+ Center on campus. They are also working with their counterparts from the Latinx and the Black Faculty & Staff Caucus to develop a document to submit to Human Resource Management for newly hired employees to receive some information regarding the caucuses during the onboarding process. The Caucus is also planning some upcoming social events which will be shared once those dates have been confirmed.

Q: When does the LGBTQ+ Caucus hold their meetings?

A: The Caucus meets on the first Thursday of the month from 12:00 p.m. – 1:00 p.m. during the fall and spring semesters in the African American Cultural Center.

PRESIDENT'S REPORT

President Rachel Henry reviewed relevant meetings in which she was present.

- July 26 - Attended a University Budget Committee Meeting.
- July 30 – The Staff Senate Executive Committee attended a meeting with representatives with Human Resource Management.
- July 30 - Attended a meeting with Member-at-Large Hope Dawan and Black Faculty and Staff Caucus President Monique Fondren-Cain.
- August 1 - Attended the Staff Senate Executive Committee Retreat where committee assignments were drafted.

- August 2 - Attended Summer Commencement as part of the platform party. She announced that 16 LSU employees were among the 609 that graduated that day. She thanked all of the volunteers who handed out water and helped guests at the PMAC.
- August 5 - Attended a meeting with Student Government President William Jewel to discuss partnership opportunities.
- August 6 - Attended the Staff Senate Executive Committee meeting.
- August 8 - Attended a meeting with Student Government Representatives to further discuss partnership opportunities.
- August 8 - Attended a meeting with Latinx President Jose Torres.
- August 13 – The Staff Senate Executive Committee attended a candidate interview for the Vice President of Strategic Communications.
- August 15 – The Staff Senate Executive Committee attended another candidate interview for the Vice President of Strategic Communications.
- August 17 – Volunteered for Move-In Day. She thanked everyone who was able to volunteer that day.

GUEST SPEAKER – VICE PROVOST DERECK ROVARIS, OFFICE OF DIVERSITY

President Rachel Henry introduced Vice Provost Dereck Rovaris with the Office of Diversity and thanked him for speaking to the Senate.

Vice Provost Dereck Rovaris thanked the Staff Senate for the invitation to speak and for always making him feel welcome. He is currently writing a commentary for some of his colleagues about new beginnings, which is entitled “They’re Back.” He recommended for everyone to reflect on their first day of school and how excited you may have been. He encouraged everyone to treat the new students on campus with dignity and respect as they move along on their educational journey.

Rovaris mentioned that LSU has set records for the last 5 years in terms of enrollment for diverse undergraduate students. 6,300 incoming freshmen students have registered this fall, which is a record enrollment count. The new freshmen class at LSU also has a historic record number of first generation students and largest number of underrepresented minority students. The overall student body is made up of 19% African-American and Latin students. LSU has seen increased enrollment in all possible demographics. Students have also increased their grade point averages to a 3.6, suggesting increased quality in addition to quantity. While the University’s student population is becoming more diverse, the faculty and staff population need to become more diverse and make more strides in diversity. The units within the Office of Diversity is working hard to try to improve access in entry for professionals both faculty and staff on campus.

Graduation is our goal. Within the last 5 years, graduation rates have increased for students of color, female students, veteran students, first-generation , and for the number of students who required financial aid due to low income. In summary, LSU is doing things correctly as an institution: We are representing the State of Louisiana the best way we can, which is one of our primary goals. As an institution, we have welcomed and continue to welcome so many diverse populations. Rovaris then encouraged everyone to continue to make students feel welcomed.

The Campus Climate Survey is administered biannually and suggested that people experience LSU differently. The Office of Multicultural Affairs provides numerous trainings that can help make everyone feel like a valued part of the LSU Community.

LIAISON REPORTS

HCM/FIN Subcommittee

Past Senator and President Julie Perkins submitted a written report regarding compensation events, open enrollment, branding, and the HR Analyst training.

OLD BUSINESS

Resolution 19-02 in Support of Jeffrey Campbell's Service to LSU

The Staff Senate Executive Committee is still working on the final draft of the resolution for Jeffrey Campbell. Once the drafted resolution is completed, it will be circulated to the full Senate for review.

Resolution 19-05 in Support of Faculty Senate Tobacco Resolution

First Reading, LSU Staff Senate Resolution No. 19-05, In Support of Faculty Senate Resolution 19-06 on Tobacco-Free Policy and Education Program, sponsored by the LSU Staff Senate

Read by President Rachel Henry

Whereas, Act 211 required all public university campuses to establish a smoke-free or tobacco-free policy by August 1, 2014 and LSU complied with this Act by choosing to approve a tobacco-free policy for the university that includes combustibles, vaping devices (e-cigarettes), and smokeless tobacco; and

Whereas, the university has established procedures for disciplining students, faculty, and staff who do not comply with the tobacco-free policy; and

Whereas, smoking-related illnesses in the United States cost more than \$300 billion in smoking-related illnesses, including approximately \$170 billion for direct medical care for adults and more than \$156 billion in lost productivity, which also includes \$5.6 billion in lost productivity due to secondhand exposure; and

Whereas, evidence-based, statewide tobacco control programs that are comprehensive, sustained, and accountable have been shown to reduce the number of people who smoke, as well as tobacco-related diseases and deaths. For every dollar spent on tobacco prevention and cessation classes, states can reduce tobacco-related health care expenditures and hospitalizations by up to \$55; and.

Therefore, be it resolved that the LSU Staff Senate hereby offers its support of Faculty Senate Resolution 19-06: Support for the LSU 100% Tobacco Policy and Anti-Vaping Education Program to include establishment of a permanent committee of students, faculty, and staff to educate and bring awareness of the tobacco-free policy and trends in tobacco use, creation of smoking cessation programs for students, faculty, and staff, and support by LSU Administration of the campus tobacco-free policy.

Therefore, be it further resolved, that a copy of this resolution be sent to F. King Alexander, LSU President; Stacia Haynie, Executive Vice President and Provost; Daniel T. Layzell, Senior Vice President for Finance and Administration/CFO; Tyler Kearney, Associate Vice President of Finance & Administration and Interim Chief Human Resources Officer, Dr. Mandi Lopez, Faculty Senate President; Ashley Gautreaux, Council of Staff Advisors Chair; and William Jewell, Student Government President.

Some edits were suggested. Please send any further suggestions for edits or to include anything further to the Executive Committee. An updated draft will be sent out to the full Senate to review before the second reading during the September meeting where we will then take a vote.

NEW BUSINESS

Resolution 19-04 in Support of Staff during the Fiscal Year 2020 Budget Development

Second Reading, LSU Staff Senate Resolution No. 19-04, In Support of Staff during the Fiscal Year 2020 Budget Development, sponsored by the LSU Staff Senate

Read by President Rachel Henry

WHEREAS, one of the primary charges of the LSU Staff Senate, the elected representative body for staff members, is to advocate for staff and to voice matters of importance and concern to administration; and

WHEREAS, LSU staff are an essential component to the success of the institution, serve students and faculty in innumerable ways, and directly contribute to the institution's continued success; and,

WHEREAS, rewarding professional staff with a third year of merit-based increases is unlikely which could negatively impact retaining a skilled, experienced, quality-driven and productive workforce on the LSU campus; and

WHEREAS, reductions in budgetary expenditures as well as limitations in hiring are to be expected for the upcoming fiscal year to ensure the University's overall budget; and,

WHEREAS, staff could be significantly impacted by those reductions and limitations in ways of eliminated positions, heavier workloads, longer work hours, increased pressures, and workplace stress.

THEREFORE, be it resolved, the LSU Staff Senate hereby encourages LSU administration to voice support for staff during the Fiscal Year 2020 Budget Development process ensuring a protection of staff positions and resources. In addition, LSU Staff Senate encourages LSU administration to provide campus-wide updates throughout the process to limit the spread of misinformation and cause unnecessary stress for faculty, staff, and students, and;

THEREFORE, be it further resolved, that a copy of this resolution be sent to F. King Alexander, LSU President; Stacia Haynie, Executive Vice President and Provost; Daniel T. Layzell, Senior Vice President for Finance and Administration/CFO; Tyler Kearny, Interim Vice President of Human Resource Management; Mandi Lopez, Faculty Senate President; Ashley Gautreaux, Council of Staff Advisors Chair; and William Jewel, Student Government President.

The Staff Senate approved the Resolution with no abstentions.

Staff Senate Apparel

Staff Senate Administrative Coordinator Melonie Milton announced that the Staff Senator Apparel orders will be ordered soon. If you are ready to pay for your order, please see Melonie after the meeting. Production and delivery will take about 2 weeks once the order is placed.

Staff Senate Budget/Gift Fund

Treasurer Amber Salvadras provided a financial overview. She announced that the LSU Alumni Association has submitted \$2,000 as 2018 and 2019 annual contributions to the Staff Fee Support Scholarship. Senators were asked to contribute to the Staff Senate Gift Fund

NEW BUSINESS

Committee Assignments

President Henry announced that the committee/liaison assignments were included in the meeting packet. The Executive Committee reviewed everyone's choices and made assignments based upon individual interests and committee needs. If there are any issues with any committee assignments, please reach out to the Executive Committee to let them know.

All Chairs and Co-Chairs are being contacted to begin to schedule their first committee meetings. Please make sure to include Melonie Milton, Staff Senate Administrative Coordinator to provide administrative support.

Fall Fest

President Henry announced that Fall Fest will be held on Friday, October 11, 2019. The LSU Staff Senate would like to partner with Student Government and Campus Federal Credit Union again to host an activity. Some ideas for activities were mentioned. If anyone has any further suggestions for something different this year, please submit those to the Staff Senate Office.

Charles E. Dunbar Jr. Career Civil Service Award

Nominations are open for the Charles E. Dunbar, Jr. Career Civil Service Award, an annual state-wide award for civil service employees. The Dunbar Award is the highest honor a classified state employee can receive for their service to the citizens of Louisiana. Nominations are open until September 13, 2019, at:

<https://www.civilservice.louisiana.gov/StateEmployees/Dunbar/Default.aspx>

Please consider nominating someone at LSU and share with your colleagues in case they would like to nominate someone at LSU as well.

Future Guest Speakers

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

ANNOUNCEMENTS

Staff Senator Birthday

President Rachel Henry announced the following birthdays:

- Senator Trey Bickham celebrated his birthday on August 2.
- Senator Nathan Lemoine celebrated his birthday on August 4.
- Senator Brent Corbitt celebrated his birthday on August 13.
- Vice Provost Dereck Rovaris will celebrate his birthday on August 27.
- Senator Derek Wilson will celebrate his birthday on August 28.
- Senator Madison Lane will celebrate her birthday on August 31. Happy Birthday!

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

The meeting adjourned at 12:00 p.m.

Trey Bickham, Secretary

TB/mm