

# LSU | Staff Senate

## MEETING MINUTES

March 17, 2021

President Jonathan Levesque presided over the March 17, 2021, Staff Senate meeting held by Zoom Video Conferencing at 10:30 a.m.

### Executive/Administrative/Managerial

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

### Professional/Non-Faculty

P – Aslin, Jessica ('21)  
P – Baldrige, Samantha ('21)  
P - Braden, Laurie ('21)  
A – Bonner, Amber ('21)  
P – Dawan, Hope ('21)  
P - Ghebreyessus, Walta ('21)  
P - Henry, Rachel ('21)  
P – Lane, Madison ('21)  
A – Olson, Darcee ('21)  
P - Rafaiti, Karina ('21)  
P - Cummings, Ellen ('22)  
P – Garner, Karen ('22)  
P – Herman, Catherine ('22)  
P – Lee, Mark ('22)  
P – Levesque, Jonathan ('22)  
P – Nickerson, Jon ('22)  
Pr – Roth, Nicole ('22)  
P – Clemmons, Jill ('23)  
P – Kimmell, Alyssa ('23)  
P – Harb, Ryan ('23)  
P – 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

A – Matkovic, Igor ('23)

### Clerical/Secretarial

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

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

## **GUESTS:**

Thomas Galligan, LSU Office of the LSU President  
Hannah Barrios, Student Government  
Angelina Cantelli, Student Government  
Susannah Knoll, Faculty Senate  
Danielle Taylor, Biological Sciences  
Rebekah Spiers, School of Social Work  
Roxane Berthelot, Campus Federal Credit Union  
Brian Ainsworth, Campus Federal Credit Union

## **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 – February 24, 2021, Staff Senate Meeting**

A motion to accept the minutes was made by Member-at-Large Alyssa Kimmell. The motion, seconded by Senator Tammy Millican, carried.

## **GUEST SPEAKER – THOMAS GALLIGAN, LSU INTERIM PRESIDENT**

President Jonathan Levesque introduced Tom Galligan who is the Interim President of Louisiana State University.

Tom Galligan thanked the Staff Senate for the opportunity to speak with the group today.

He hopes that everyone had a chance to attend the Faculty and Staff Forum that was held on Monday, March 15. There were about 800 people in attendance.

It's really important that he update the group on some of the things that LSU is doing about the steps that they are taking in response to the Husch Blackwell Report. If you have not read the full report, I warn you that it is a very hard read, but I also urge you to read it. It will show you the extent of how extensive the issues are, and it will, in its last pages show you the things that we need to do.

Our students put their trust in us to keep them safe and if we can't always keep them safe to fully support them in their time of greatest need, and while the report indicates, places where

we fulfill that responsibility it indicates many places where we did not. In fact it indicates places where we failed miserably. So it's important for us to acknowledge those failures.

I continue to offer my apologies, as the Interim President of LSU to the survivors who went through horrible experiences and I also offer them my gratitude because they're coming forward is going to lead to change, so it took a lot of courage.

There are 18 recommendations and we're going to implement them all. Everybody needs to know unless you're a confidential advisor you're a mandatory reporter, so if you know of, or have reason to believe that there has been a Title IX violation, we have an obligation, each and every one of us to report it to the Title IX Coordinator. Everybody has an obligation to report.

When you read the report there's about seven or eight pages of the different language that LSU has used to create that requirement. The language that we use in the training and even if you know that you have an obligation to report after you read those seven pages you start to wonder because it's just not clear. So we all have an obligation to report unless you are a confidential advisor (Social Worker, Psychologist, etc.).

LSU has created the Office of Civil Rights and Title IX. Jane Cassidy will be leading that office as Interim Vice President and she is in the University Administration Building, which will be the temporary home of the office reporting to the President.

The office will handle Title IX enforcement and procedures, Civil Rights, The Americans with Disabilities Act and the Jeanee Clery Act. Jane is the perfect person to lead it as we search for a full time Vice President She's respected as a faculty member and a colleague. She is compassionate, really organized and gets things done. He is really grateful to Jane for stepping up and leading that office.

The Office will also include administrative support, a case manager and additional investigators. It is absolutely essential that the office be adequately staffed. One of the problems that has plagued us which has been mentioned over and over again in the report is lack of adequate staffing.

LSU has contracted with Star (sexual trauma awareness and response) which is a statewide victim support organization which will evaluate our current training for faculty, staff and students and help us implement more robust training modules and training experiences.

We've got to really enhance that training, there are a lot of other voluntary trainings that are available. Star may recommend that some of those become mandatory and also recommended that we have a Deputy Coordinator for support and resources.

LSU also has the Lighthouse Program which provides free and confidential interpersonal violence prevention, support, and advocacy to the LSU campus community. The program assists student-survivors of sexual assault, interpersonal violence, stalking, and harassment. The Lighthouse Program is housed in the Office of Wellness and Health Promotion in the Student Health Center. Trained Lighthouse Advocates, who are specially trained university personnel, are also located throughout campus to assist and support LSU students.

In the past, LSU Police have not turned over reports of sexual and domestic violence to the Title IX office without a waiver because of a particular state statute on confidentiality of law enforcement. As LSU employees, if you're not a confidential advisor you have a duty to report, so the police are now turning over reports of sexual assault violence to the Title IX office. He thinks that was a significant gap in the past and it has been filled.

LSU Athletics has also contracted with Star and is reviewing their training immediately. They are very willing and acknowledge that they are one department in this university and one of the ways that we can get better both in our academic endeavors and in everything we do is to try to break down our silos so that we are one university.

This is going to take better leadership at all levels of our university. The ultimate goal would be to prevent sexual assault and domestic violence from ever occurring in the first place which is going to take culture change.

Galligan began to speak about the Covid Pandemic. He thanked everyone for doing a remarkable job. You have kept us going this past year even though there were a host of challenges where we had to adapt continually. 976 people were vaccinated at Tiger Stadium this past Sunday.

It is a Community wide vaccination site, but what we did was because of the registration process, we knew all the people on our campus who had registered, so the second that the State said we're announcing the community site at LSU, we sent an email to the people who were in the priority groups who could get vaccinated. At the end of the day, they were taking walk ups and anybody who was qualified, which is anybody over 16 years of age and who has certain medical conditions. LSU will keep you posted, it is their goal to get as many people possible vaccinated. We hope to have everyone back on campus in the fall.

Galligan mentioned the budget which is one of their highest priorities in the legislative session. There is a 2% proposal, along with the board of regents for a faculty increase that doesn't include staff, we are going to work hard to include staff and if we don't get that included we're going to figure out how to do it ourselves. Faculty and staff have stepped up throughout this pandemic and deserve that increase, so please help us out in that regard with your legislators.

Diversity, equity and inclusion work continues, he knows some of the group who are on the 9 to 10 subcommittees that are doing that work who had a retreat earlier this semester and let the whole community know of all the progress that has been made.

The floor was open for additional questions.

Q: When will the next vaccine availability be scheduled on campus?

A: We may have 200 more doses by the end of the week?

Q: If someone is a lighthouse advocate, are they excluded from the mandatory reporting if a student specifically comes to them in their role as a lighthouse advocate.

A: Yes.

Q: How can we, as women engage the men on this campus to be allies?

A: Training can be offered to help with southern culture but I am really not sure. You almost hope for an Epiphany.

Q: Another issues that women face on this campus is gender pay and equity? There was discussion of bringing in a consultant to do an equity study on faculty and staff. What is the status as this is something that the university could address.

A: Clay Jones with HRM has talked about possibly bringing someone in to help us with that study but he will get an update on exactly where we are on that.

Faculty Senate President Mandy Lopez is a champion on that issue as well.

Q: For the Title IX Coordinator, will there be a review for the job description due to additional duties that have been piled on?

A: That is a great observation as many saw in the report. We plan on fully staffing the Office of Civil Rights to help with those additional duties assigned.

Q: In order to receive a raise we often have to take on many roles or additional tasks which can be a little overwhelming but it's, the only way that we can truly advance. What would you say in that regards that might change at the HRM level to see value in staff and faculty without having to task them to the point of burnout?

A: We've got to be able to consistently give increases. If we're consistently giving increases, you know whether it's 2% 3% 4% then people are going to be fairly compensated and we're not you're not going to face the pressure of I need to assume more duties in order to make more money. It looks like the legislature is going to fund some of the raises at least the faculty part. Hopefully they'll do the staff part. There hasn't been a State legislative increase for non-Civil Service staff, since 2008, so we're going to push for them to do that, but if they can't do it, we need to build it in. LSU needs to be to figure out how we can consistently give raises.

Q: Many of us manage a lot of student workers and the key thing about it is when it comes to those protections for them or advocacy for them, especially in situations where we know that people may not report, considering that they also may need this money to pay their rent other things of that nature. There is an additional layer on top of them that would prevent them from reporting issues Is that something that should be considered and advocated for as well, or some type of assistance there because, given that they are students staff, they do also need this money to pay their rent other things of that nature which can complicate their issues of reporting.

A: That's a real good point as the report does mention that and it is worth reiterating that I think the pressure conceivably could be great on anybody in a situation, it could be really great on a student.

Q: Do you foresee that in the fall where we may have greater exposure to each other, maybe having some events that are more in person, where our culture would begin to be positively influenced as we come together and as we work on these things? Do you think that that would be a key part or a component to us moving forward in a better position?

A: I think it will be a huge part of us moving forward, because we can be in the same room and have a conversation face to face and we can even feel more safely being outside together. Zoom is great, but it's not the same. I think it'll give us a positive burst of energy that we can build on to do even better with the things where we've already made progress.

President Levesque thinks a great first step is the announcement of commencement being held in person. Tom Galligan agreed.

President Jonathan Levesque thanked Tom Galligan for attending today's meeting.

#### **GUEST SPEAKER – HANNAH BARRIOS AND ANGELINA CANTELLI, LSU STUDENT GOVERNMENT**

President Jonathan Levesque introduced Hannah Barrios and Angelina Cantelli with Student Government at Louisiana State University.

Hannah Barrios is currently serving as student body Vice President for Student Government. She is majoring in English and Political Science. She has been here almost four years, and they came to talk about the Husch Blackwell report,

Angelina Cantelli is a junior majoring in English and in Psychology. She is the Deputy Chief of Staff for Student Government. She is also the Co-founder and co-President of Tigers against Sexual Assault. She is thankful to here to share a little bit of what they have been working on in Student Government.

Hannah mentioned that to be quite honest, this whole year has been difficult for students, and she knows it's been difficult for you all, as well. It's been a true honor to be able to serve in Student Government and advocate for students. These past few weeks have been really difficult, and she think it's been some of the hardest that they have had to face, especially on as a student leader, but even more as a woman and a student on this campus. It's their job as student government leaders to understand how the students are feeling about the whole subject and with everything that's going on campus. It's been really hard to hear what students went through and to think it could have been anyone and it couldn't happen again, and this matter is so serious.

At the beginning of the Semester, they established a committee on sexual violence prevention and they've been meeting weekly since the report came out. They've been going through the recommendations and they are in the process of seeing what feedback they can give as students. They are really proud that was LSU is going to accept all the recommendations which

is really great but they have some major concerns about the lack of disciplinary action taken against employees that violated the policy.

Angelina mentioned that they have partnered with Star to educate the Community on sexual violence prevention and advocate for the rights of survivors on campus. They started in March 2020, and it has been a year that they could have never expected. They have organized both the protests that happened. Initially, in the fall when the USA today article first came out and also the one that happened last week.

She is sure you all know that students have strong feelings about these issues. They are all honestly tired of hearing our University in the news constantly. While it's great that this information is coming out because people deserve to know but students, especially survivors that she has spoken to feel that real changes are not going to come to our university if there is no stronger disciplinary action and knowing that this is something that has been going on for years is incredibly frustrating. The protests held were for two reasons, to represent and to stand up for survivors. They wanted to go somewhere that was a symbol of the privileges given to athletes and they also wanted to engage with student athletes to ask them why you are not sitting with us on this issue. They had a joint meeting with several student athletes association since then and have been able to get to work. A lot of faculty and staff have reached out to me and expressed privately of their support which is really appreciated. It reminds us that we are not alone in this and that this isn't just a student issue. That people all across this campus are concerned about this.

At the end of the day, it takes a stronger united front for administration to listen. So Hannah and Angelina came here today to talk about Student Government's resolution and encourage the Staff Senate to consider doing something similar.

Hannah mentioned that they have a resolution going through tonight which calls for stronger disciplinary action for those employees that were named and even ones that will continue to violate the policy in the report. They have a strong feeling that it will pass because a lot of students feel the same way. They would love to have some Staff Senators come and listen to the things that they discuss and answer any questions. They would really like to have staff support on this issue.

President Levesque mentioned that in Staff Senate's Executive Committee meeting with Tom Galligan and several other leaders across campus, members acknowledged the pressures for more disciplinary action. It looks like from a philosophical standpoint that the leadership is not in line with that and it's pretty firmly entrenched. Staff Senate has an obligation to advocate for employees across campus. He would like to hear from Staff Senators on how much of a lead, they want us to take in calling for disciplinary action as it's a delicate balance for us, because if we can't make political statements as employees since we are state employees and there are several laws and several policies out there where we are not allowed to get involved in those matters. There is rampant discussion on what the report revealed and there's definitely an appetite for change and calls for accountability.

If we can't officially put it into writing please understand that our hearts are with you all, and we definitely support all the efforts to make LSU campus a safe place for everybody who walks on it.

Past-President Rachel Henry mentioned that to consider, if we cannot call for specific disciplinary actions she would like for the group to consider making it clear and asking for clear definitive consequences for future issues. There has to be definitive consequences that needs to be clearly defined. She is curious to see if Student Government is going to make any statement or request beyond the president's office related to the makeup of the Board of Supervisors.

Hannah mentioned that they brought this up in their meeting last week, especially after watching the Board of Supervisors meeting. It's definitely on their radar and they are discussing as well.

President Levesque asked if there have been discussion about accountability within the LSU Police for not reporting all issues to the Title IX office. To see if maybe there are still some students on campus that may not have expressed an interest in signing the waiver and therefore did not receive the support that was available to them. Hannah mentioned they will investigate that further.

Senator Samantha Baldrige mentioned that she gets very upset about the policies that the university has in place which, she believes they are purely for optics to keep us from speaking out against state representatives. She can't have a sign for a candidate in her front yard which is ludicrous, this is clearly designed to keep us from speaking our voices, probably to keep us from unionizing, but this is not a soapbox. I would like to encourage Staff Senate to strongly consider taking this up as an official position, because if we're just sitting here saying well the university prohibits it and then we're never going to get anything done. Our focus is students but student voices often get silenced by the administration, and so she firmly believes that only if a collective group comes together to say no, we refuse to accept what you've put forth, and we demand change that's, the only way, if something is going to happen. She applauded what Hannah and Angelina are doing but she urged the rest of Staff Senate to not be shy, this is the time for us to take action.

Senator Walta Ghebreyessus asked if President Levesque could elaborate further on not being able to participate.

President Levesque mentioned that Staff Senate has a delicate balance, where we can advocate for employee issues on campus and advocate in general campus issues, but we are not a governing body and there's an effort to make sure that we stay out of the disciplines and the hearings. Staff Senate has the ear of the Office of the President and that was not the case about five years ago and it took many efforts and many networking events to build that up. So there is a delicate balance, where you want to advocate, but you also want to make sure that you don't lose influence on other issues that are coming up in terms of employees. There is a philosophy within some of the senators that have been shared with me that we should not get into a role where we're advocating for ending the employment of a staff member.



Senator Tammy Millican mentioned that as a Senator, she doesn't think that we're advocating for ending employees jobs, she think we're advocating for employees to stop displaying horrible behavior. We can write a resolution that states that we are in support of there being disciplinary action for further actions like this. As women, as Staff Senators and as employees, we don't want this happening to anyone. If students weren't here, and if the students don't continue to come here, we have no purpose for being here, so she doesn't want to cost anyone their job, unless they have no purpose in being here unless they are harming students.

President Levesque mentioned that as he raises these concerns it's, not because he doesn't support the issue, he wants to make sure that we take a 360 degree view of the actions and make sure that this is a consensus for all of staff Senate to move forward with this. It's a difficult position for him to be in, it's been a delicate balance but he will definitely try to encourage Staff Senate in helping to make this campus better and to advocate for better trainings and for future disciplinary actions.

Hannah Barrios and Angelina Cantelli thanked the Staff Senate for the opportunity to speak with the group today.

President Jonathan Levesque thanked them for attending today's meeting.

## **PRESIDENT'S REPORT**

President Jonathan Levesque reviewed relevant meetings in which he attended.

He thanked all senators and asked them to reach out to him as he is interested to see what the appetite is within the staff Senate on how much we want to take the lead on this. Please let him know if there's a committee that's willing to write up the resolution.

President Levesque meet with the Enrollment Management Strategy Committee. It looks like the projections leading up to 2035 is that the total number of high school graduates nationally will be dwindling. Almost 20% if I can recall and Louisiana is one of the faster rates of decline nationally for total high school graduates. So enrollment management is in a situation where they want to make sure that while our employer enrollment records are increasing and we're breaking records every year that we remain committed competitive in the marketplace. So as you talk to your supervisors and, as you talk to other Staff Senators for any ideas that you have on making campus better and being more effective in our retention rates and more effective in our graduation success. Please share those with those leaders and with us here, so that we can advocate to continue to push, because it's going to be a very competitive environment within the next coming decade to grab that pool of graduates each year.

The Building Naming Committee marches on since the January meeting. Reviewing a number of other institutions nationwide standards. Once those methods have been formalized, then we will continue on with the renaming process.

Jonathan mentioned in previous meetings that he was thinking right around this March we'd actually have a report ready well we slowed the momentum down so that we can be a little bit

more reflective. I don't have a timeline on when a naming committee report will be coming out.

He attended a meeting with Hannah Barrios, Angelina Cantelli, a couple of our Senators, Caucus Liaisons met with Interim President Tom Galligan, Provost Stacia Haynie, Interim Chief Financial Officer Donna Torres, LSU Lead General Counsel Winston DeCuir and Interim Vice President of Civil Rights a& Title IX Jane Cassidy last week to discuss the Husch Blackwell report.

There were a lot of great points raised, and we brought a lot of reflection into that meeting, but generally, what you heard from Tom Galligan today was the focus of moving forward, correcting the gaps in leadership, funding the Office of Civil Rights. They are going to be less focused on the accountability of previous actions. It seems like there's just the thought of there were so many gaps in leadership and that we set those employees up for failure, and it would be disingenuous if we proceeded further with disciplinary action.

One thing he did want to mention is the gift fund. The gift fund for Senators is getting low on funds. He encouraged everyone to make a donation to that fund.

Senator Walta Gheibreyessus thanked the full Senate for the \$50 gift for her baby, it was really appreciated.

That concludes the president's report.

## **STANDING COMMITTEE REPORTS**

### **Community Engagement**

President Levesque reported for Community Engagement, they are calling for volunteers for the LSU Geaux Big event which is the campuses largest day of service. He will send a link to sign up for those who can participate. Please mention Staff Senate, so we can all serve together. We will also share on social media.

Senator Madison Lane reported that they did a little valentine's giveaway which was more of a big ticket item to help to boost engagement and followers on social media. We have gained between 30 - 40 new followers just in that one week, and we had one of our highest performing posts so far which was great.

Our giveaway winner was Kyle Lavern in the College of Engineering who was so excited to receive his LSU promotional goodie bag items. The committee wanted to do some treasure hunts but the weather has not been that great. They have held off on doing those for now. They hope to pick those back up again either this month or next month. They are continuing to mix between fun engaging posts and educational posts. They are still doing staff appreciation and Senator Shout outs.

Senator Samantha Baldrige mentioned to please continue to encourage your colleagues to send in staff to spotlight. She encouraged everyone to circulate to their colleagues and let

them know that we are looking to spotlight staff who really get excited to be mentioned which is awesome.

Baldrige also mentioned that we continue to be as social as ever. President-Elect Amber Salvadras sent some photos to post of the first quarter Staff Senate Staff Stripes award winners. She and Madison have been tag teaming as Madison continues to develop activities that our staff members are just totally loving.

She mentioned that if anyone has any staff highlights to please share those with her. Morale feels low and it feels hard to be a staff member right now and she is not sure if you all have seen but USA today published another scathing report this morning and it just feels like the blows keep coming, so if we can highlight our amazing colleagues who continue to do incredible work, she thinks it would really lift some people's spirits. She realizes that when people get their T shirt packet or get a shout out, their department notices and their colleagues notice and it's just such a great way for us to easily boost morale. So even if you don't know them or if you just heard about it, like the good kind of campus gossip, please send those her way.

## **LIAISON COMMITTEE REPORTS**

### **Faculty Senate**

The Faculty Senate met on February 23, 2021. The report was included in the meeting packet.

## **OLD BUSINESS**

### **Constitutional Amendment for Caucus Membership**

President Jonathan Levesque announced that the drafted amendments to the Constitution to reflect the change for the appointed caucus seats has gone out to the staff population for a vote. The delaine to vote is March 19. Please encourage your colleagues to vote through the email they received.

### **Staff Senate Election Timeline**

President Levesque announced that the Staff Senate's Call for Nominations is open. There are some Senators whose term is expiring and some new Senators who will be elected. The deadline to nominate is March 19. The deadline for nominees to withdraw is March 26. The ballots are scheduled to go out April 5 and the deadline to return your vote is April 16.

The Community Engagement Committee was tasked with providing staff names to nominate. He encouraged everyone to nominate a colleague who you think would be a great fit for our organization.

### **New Hire Event**

The New Hire Event will be held on April 8, from 4:00 – 6:00 p.m. There will be pre-packaged meal options and a free t-shirt. The event will be held in parking lot of Alex Box Stadium.

### **Staff Senate Budget**

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

The Staff Senate Gift Fund is in need of contributions. This fund was implemented to recognize certain events for Senators and former Senators that may happen throughout the year. The guidelines for giving were mentioned, and Senators were asked to donate \$20 each to the fund for the year.

### **NEW BUSINESS**

#### **Future Guest Speakers**

President Jonathan Levesque announced that Mr. Robert Dampf, LSU Board of Supervisors Chair has been invited to attend the April 21, 2021 General Meeting.

We will have Executive Officer Election speeches in May.

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

### **ANNOUNCEMENTS**

#### **Staff Senator Birthday**

Staff Senator March birthdays:

- Staff Senate Administrative Coordinator Melonie Milton will celebrate her birthday on March 23.

Happy Birthday!

**MOTION TO ADJOURN** – With there being no more business, Member-at-Large Alyssa Kimmell made a motion to adjourn. The motion, seconded by Past-President Rachel Henry, carried.

The meeting adjourned at 12:00 p.m.

Jessica Aslin, Secretary

JA/mm