

LSU | Staff Senate

MEETING MINUTES
September 16, 2020

President Jonathan Levesque presided over the September 16, 2020, 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 – Bonner, Amber ('21)
- P – Dawan, Hope ('21)
- Pr- Henry, Rachel ('21)
- P – Lane, Madison ('21)
- P – Olson, Darcee ('21)
- P – Garner, Karen ('22)
- P – Herman, Catherine
- P – Holstein, Lindsey ('22)
- P – Lee, Mark ('22)
- P – Levesque, Jonathan ('22)
- P – Nickerson, Jon ('22)
- P – 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

- P – 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:

Vice Provost Dereck Rovaris, Office of Diversity, Equity and Inclusion
Karina Rafarti, LatinX Faculty & Staff Caucus
Laurie Braden, LGBTQ+ Caucus
Walta Ghebreiyessus, Black Faculty & Staff Caucus
Roxane Berthelot, Campus Federal Credit Union
Casey Coughlin, 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 no quorum with one proxy noted.

PLEDGE OF ALLEGIANCE

President Jonathan Levesque led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – August 19, 2020, Staff Senate Meeting

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

GUEST SPEAKER – VICE PROVOST DERECK ROVARIS, OFFICE OF DIVERSITY

President Jonathan Levesque introduced Vice Provost Dereck Rovaris as he speaks to the full Senate. Dereck thanked the Staff Senate for the invitation to speak today.

Dereck announced that the Office of Diversity, Equity and Inclusion has been working on a Diversity and Inclusion Roadmap for LSU. A committee of about 10 members representing students, faculty, staff, and alumni convened to discuss how we can better deliver diversity and inclusion on campus.

A fifteen page document was created that outlines ways to enhance diversity at LSU. The roadmap can be found online at <https://lsu.edu/diversity/>. LSU is committed to taking concrete steps to foster a more inclusive campus culture, in which all members of our community feel welcomed and supported.

President Levesque serves on the staff diversity work group and would like for that group and the Staff Benefits, Policies and Development Committee to work together to create some new professional development training for classified staff.

President Levesque announced that the LSU Staff Senate will be making a historical change as we make this staff organization more inclusive and provide seats for representatives with the Black Faculty & Staff Caucus, LatinX Faculty & Staff Caucus and the LGBTQ+ Caucus. The Staff Senate will also provide a seat for the People with Disabilities once that group has been officially formed.

REPRESENTATIVE – LAURIE BRADEN, LGBTQ+ CAUCUS

President Jonathan Levesque introduced Laurie Braden who works with University Recreation and is a member of the LGBTQ+ Caucus. She thanked the Staff Senate for the invitation to speak today.

Laurie is glad to be joining some of the members from the LGTBQ+ Caucus who are currently seated on the Staff Senate. The caucus aims to serve the staff of the LGBTQ+ LSU community.

The LGBTQ+ Caucus was formed last year. They have developed their Constitution and have annual dues. They have resumed meeting for the fall but unfortunately will not be holding any events due to the COVID pandemic that we are currently in. They are still trying to get their feet on the ground but have formed an Events Committee and a Scholarship Committee.

The current LGBTQ+ Caucus President is Bill Mattera. They have about 30 members so far and they continue to grow. Their mission is to advocate for the LGBTQ+ employees on campus. Laurie is glad to be a part of the LSU Staff Senate and is excited to be a part of the dialogue.

GUEST SPEAKER – KARINA RAFATI, LATINX FACULTY & STAFF CAUCUS

President Jonathan Levesque introduced Karina Rafati who works in the Office of Admissions and is a member of the LatinX Faculty & Staff Caucus. She thanked the Staff Senate for the invitation to speak today.

Karina is currently serving as the President of the LatinX Faculty & Staff Caucus. Some of their principals for their organization include, formal support structures for Hispanic and LatinX Faculty/Staff, students with regards to recruitment and retention on campus, to have a venue to foster community within the Hispanic and LatinX faculty and staff community, and being proactive in addressing any complaints or problems that may or may not occur on campus.

Their membership is open to all faculty and staff members as well as graduate students at LSU. They have a junior organization called Lasso for undergraduate students who would like to join. If anyone is interested in joining, please don't hesitate to contact Karina Rafati.

There has also been a call for new members that was announced in the recent issue of New & Notes. This organization is fairly new and they are entering into their third year.

Karina announced that on September 15, Latin American Hispanic Heritage Month began and will run through October 15. She mentioned that there are some events planned which can be found on their website at, <https://www.lsu.edu/diversity/oma/>.

They are partnering with the Office of Multicultural Affairs as well as their junior associate, Lasso to provide and promote some of these events. All of these events will be held virtual and are open to everyone in the LSU Community. Please register as there will be a limit on capacity.

GUEST SPEAKER – WALTA GHEBREIYESSUS, BLACK FACULTY & STAFF CAUCUS

President Jonathan Levesque introduced Walta Ghebreyessus who works in the Office of Planning, Design and Construction and is a member of the Black Faculty & Staff Caucus. Walta thanked the Staff Senate for the invitation to speak today.

Walta has the pleasure of serving as the Co-Chair of the Policy Committee for the Black Faculty & Staff Caucus. She serves along Staff Senator John Lewis.

The Black Faculty & Staff Caucus has been an organization at LSU for well over 40 years. They work in an advocacy type role to promote and increase educational and professional equity and to help facilitate resolution as it occurs.

Walta mentioned a part of their vision statement for the 2020-2022 election cycle is effectuating change through opportunity, equality, collaboration and actions. She thinks that is a good summary of the Black Faculty & Staff Caucus and what they do.

They also host events and awards/scholarships that are recognized throughout the year as well as advocate for greater inclusion and equity on campus. Their membership is almost to 90 members with a lot of engagement. They have 9 committees that are involved in various subjects such as events, HR compensation, policy, student outreach, awards and scholarships to name a few. Some of these groups overlap with the Roadmap that Vice Provost Dereck Rovaris spoke about. Membership is open to all of the LSU Community.

Walta announced an upcoming event that everyone is invited to attend, Journey for Justice, the A. P. Tureaud Story which is a three-part Zoom series highlighting the triumphs of two notable Black individuals who were key in breaking racial barriers and impediments to racial equality at LSU and in their communities. This will be facilitated by A. P. Tureaud, Jr. and will include documentary and discussion of what his father accomplished in the State of Louisiana which is scheduled on Wednesdays, September 30, October 14 and November 4. Tureaud Hall is named after A. P. Tureaud, Sr.

The information for this event has been shared with the full Senate. If you missed that information, please contact Walta if needed.

President Levesque mentioned that these caucus seats will have full voting rights and will serve for a one year term. Instead of running in an election, these seat will be appointed by the various caucuses. There will be an amendment to our Constitution/Bylaws to reflect this change and to secure that seat on the Staff Senate will be presented to the full Senate during this meeting for a vote.

PRESIDENT'S REPORT

President Jonathan Levesque Henry reviewed relevant meetings in which he attended.

- August 25 – The LSU Staff Diversity Group met and identify several goals for the upcoming year.
- August 29 – Attended an LSU Athletics Seminar on Social Justice Issues. Current and former student-athletes shared their experiences as black athletes at LSU. We also addressed hiring policies to better improve diversity within our staff.
- August 31 - Staff Diversity group met with President Galligan to update him on our goals and to solicit his thoughts.
- September 1 - The Community Engagement Committee assisted Residential Life in distributing masks to students. We had Senators deployed at the Library as well as Patrick F. Taylor Hall.
- September 2 – The Staff Senate Executive Committee met to prepare for the general meeting.
- September 4 – The Staff Senate Communication Committee met to go over each group’s goals for the year.
- September 9 - The University Budget Committee met and was briefed on the new budget.
 - Nearly \$1.2B overall budget
 - Automatic merit raises for Classified employees accounted for a \$761K cost increase
 - \$3.1M total state contribution cut
 - \$27.7M loss of revenue due to COVID
 - \$5.6M is costs associated to COVID
 - Projected 6% increase in cost for LSU First
 - LSU Online contributed \$1.6M to the General Fund. First time ever
 - Hiring freeze remains indefinite, expect it to last through November
 - State is convening in OCT to study the financial impact of COVID on state revenue
 - We are bracing for a midyear budget cut
 - 5% overall enrollment increase from Fall 2019
- September 10 – The Council of Staff Advisors met. Jason Droddy attended and further explained the budget and also outlined a “Utilities Modernization Plan”.
- September 10 – Attended the Staff Appreciation Committee to say hello and thank them for their efforts.

Kudos to the Long Range Review and Planning Committee! For their outstanding work in drafting a constitutional amendment so quickly!

President Levesque has sat on several interviews for the new Dean of Students. K.C. White (former LSU employee) is one of the candidates.

President Levesque announced that the Staff Senate has formed a Hurricane Task Relief Group to help those who have been affected by Hurricane Laura. Senator Nicole Roth would like for efforts to be geared towards those affected by Hurricane Sally as well. Laurie echoed that effort as well.

STANDING COMMITTEE REPORTS

Communications

The Communications Committee met on September 4, and 10, 2020. The report was included in the meeting packet for review.

Long Range Review and Planning

The Long Range Review and Planning Committee met on September 9, and 14, 2020. The report was included in the meeting packet for review.

SPECIAL AD-HOC COMMITTEE REPORTS

Staff Appreciation Committee

The Staff Appreciation Committee met on September 10, 2020. The report was included in the meeting packet for review. The committee will recognize staff members who go above and beyond by giving them a Staff Appreciation T-Shirt that were order for the Baseball event that was cancelled. Please send President-Elect Amber Salvadras any names of staff members that you would like to recognize. Holiday on Campus will be postponed to a different event in the spring, if allowed.

OLD BUSINESS

Staff Senate Constitution & Bylaws Amendments

The LSU Staff Senate Constitutional and Bylaws Amendments have been sent to Interim President Galligan for final approval and we are waiting on his reply.

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.

Staff Senate Apparel

Orders are open and are being taken for Senators to order Staff Senate apparel.

Senator's Photograph/Door Placards

Senators should contact Melonie Milton to let her know if they would like to be included to take a professional photograph headshot and receive a door placard. Contact information will be confirmed for those who wish to order one.

NEW BUSINESS

Constitutional Amendment for Caucus Membership

President Levesque announced that the draft amendment to our Constitution/Bylaws to reflect the change for these appointed seats on the Staff Senate was included in the meeting packet for review. This will be presented to the full Senate during the October Meeting for a vote. Please review before the October 21, 2020, Staff Senate Meeting.

Future Guest Speakers

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

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator September birthday:

- Member-at-Large Alyssa Kimmell celebrated her birthday on September 6.

Happy Birthday!

Open Enrollment will be held in October. Representatives with Human Resource Management will be invited to speak at the October Staff Senate General Meeting. Everyone is encouraged to compile your questions to ask during this meeting.

The Charles E. Dunbar Civil Service Awards have been postponed for the year 2020. They will try to bring it back in 2021 and included 2020.

MOTION TO ADJOURN – With there being no more business, Senator Megan Stone made a motion to adjourn. The motion, seconded by Senator John Lewis, carried.

The meeting adjourned at 12:00 p.m.

Jessica Aslin, Secretary

JA/mm