

LSU | Staff Senate

MEETING MINUTES July 20, 2022

President Tammy Millican presided over the July 20, 2022, Staff Senate meeting held in Hill Memorial Library at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('23)

Professional/Non-Faculty

P - Alvarez, Capri ('23)

P – Ballard, Ernie ('25)

A - Carney, Mo ('24)

Pr - Cummings, Ellen ('22)

P - Duplechain, Joshua ('24)

A - Garza, Jorge ('24)

A – George, Tiffany ('25)

P - Hicks, Emmy ('24)

P – Kennison, Jennifer ('25)

Pr - Law, Shemeka ('24)

P - Lee, Quinneka ('24)

A - Levesque, Jonathan ('25)

P - Phelps, Olivia ('23)

P - Sansoni, Gerald ('23)

P - Shaw, Linda ('24)

A - Slocum, Jenee ('23)

P - Smith, Henri ('24)

A - Stone, Megan ('23)

P - Trahan, Amy ('22)

P - Walker, Jason ('24)

P - Washington, Valori ('23)

A - Williams-Carter, Tyrslai ('24)

P - Wilson, Derek ('23)

Classified

Skilled Crafts

A - Constance, Taylor ('25)

P - Corbitt, Brent ('24)

Technical/Paraprofessional

A - Matkovic, Igor ('23)

A – Nehlig, Mark ('24)

Clerical/Secretarial

P – Broussard, Margaret ('23)

P - Salesneves, Sarah ('25)

P - Salvadras, Amber ('23)

P - Sparks, Donna ('24)

Service/Maintenance

P – Hopkins, Christopher ('24)

A - Robertson, Winkyessa ('24)

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

GUESTS:

Deanna Gresham, Residential Life
Kelli Bates, Information Technology Services
Brian Ainsworth, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Tammy Millican at 10:30 a.m.

ATTENDANCE

There was a quorum with two proxies noted.

PLEDGE OF ALLEGIANCE

Senator Brent Corbitt led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – June 15, 2022 Staff Senate Meeting

A motion to accept the minutes was made by Treasurer Henri Smith. The motion, seconded by Senator Capri Alvarez, carried.

PRESIDENT'S ADDRESS

Tammy Millican gave her Presidential Address during this first meeting of her term which read:

“What an honor to serve as your Staff Senate President. I greatly appreciate the trust and belief you are placing in me to serve in this capacity, and I want you to know that I’m just as excited to serve as when I started as a Staff Senator in 2009.

I begin this term with a Staff Senate that is in a great place due to the leadership of Past-President Salvadras, the 2021-2022 Executive Committee, and Staff Senators. We could not have asked for a more caring and driven President, and I want her to know just how much I appreciate her leadership.

Today is a new day and I’m here to challenge every single one of us in our individual roles. To be honest, I have high expectations for myself and for every one of you. We serve more than 4,000 staff members-not broken down by classified or non-classified or EEO category-each one of you is representing every single staff member on campus.

You may be sitting here thinking I’m a first-year Senator. What kind of impact can I make? I would remind you that President-Elect Duplechain was a first year Senator when he ran for the position and won it.

All of this to say that we need to hit the ground running. With that in mind, my first point is that if you aren’t here, you cannot serve your constituents. Please understand that I know you have

a job at LSU and it is always going to be number one in what you do, but if we are five months into the year and you've used both proxies and both absences, it may not be the time for you to be a Senator. I don't want to lose even one Senator, but if you have to make the decision to leave and come back to serve, do what's best for the people who elected you.

One of the requirements of being a Staff Senator is that you SERVE on two committees. Committees are where the real work in Senate is done. It is not the Executive Committee. Don't get me wrong-Exec. works extremely hard and gives tirelessly of their time, but real change comes through committee work. We can't have four of the members of a ten-person committee doing all of the work. It leads to burnout and dropout. I expect everyone to participate and that all Committee Chairs submit monthly committee reports. We must be transparent with our constituents on the work being done by our organization.

Moving past those expectations, let's talk about this year. We're going to work hard and have a whole lot of fun. We'll continue some initiatives and events from previous years and start some new ones. Do you know who is going to provide the ideas for all of these things? YOU! So, find what you are passionate about and do it. It improves the lives of our colleagues and prepares you to serve on Exec if that's a goal for you.

It is extremely important to me that we continue in our efforts to move LSU to being a top workplace in Louisiana. This includes the elimination of fees for attending classes, opening LSU Online to staff at all campuses, and providing professional development and training opportunities for all employees. Senator Hopkins and I have talked about using the Plus-25 program to admit staff members with no college credits into LSU to successfully complete a degree program and broaden career opportunities. I can promise you that we WILL get a process for applying for and receiving funding through the Professional Development fund at the Foundation.

Benefits are eroding and cost is increasing which is prohibiting more and more staff from taking advantage of them. We need implement physical and mental wellness programs if we plan to keep the best and brightest staff at LSU.

We also need to collaborate more closely with Clay Jones, Niki Norton, and HRM staff to discover trends revealed through information collected through exit interviews to stop the loss of so many talented staff members and improve the experience of working on campus. We must help this university and its administration realize that staff are a valuable asset that directly influences the success of the university's mission.

We must continue to strengthen our working relationships with Faculty Senate, Student Government, and our caucuses. I've already met with the Faculty Senate President and she has pledged to work with us as much as possible. We are so much stronger together than apart!

Most importantly, we have to communicate what we are doing to administration, HRM, and our colleagues. That means our communication efforts must improve. The most effective way is for you to speak at department, training, and safety meetings about what we are doing and to get feedback from staff on their concerns and needs. One of the most effective ways you can

do this is by having one-on-one conversations with your colleagues. Share information and ask questions. That's external communication.

How about internally? We've had two very difficult years that have caused many organizations, including ours, to need to connect again on a personal level. I'm reaching out to UREC to set up a fun team building activity. I want us to get together outside of meetings to learn about each other, what's going on within our departments and on campus, as well as build relationships. The question has been asked, "What are the benefits of being a Staff Senator?" We need to answer that question and add to those benefits if we plan to continue to have a healthy and thriving Staff Senate.

Today, I look at a Staff Senate that is much more representative than it was when I joined so many years ago, and that makes me proud. Internally, we are growing in size as a Staff Senate, yet I feel like many people join Staff Senate and just get lost. They end up not feeling like a part of the organization or that they're even contributing. We lose good people like that, so I want to set up a mentor program that helps Senators in their first year and establishes a pipeline to Executive Committee and Presidency positions.

Each one of you has unique talents and gifts that are desperately needed, so I challenge you today to really serve with all of your heart and be involved. If each one of us does that, our success is guaranteed.

Thank you and let's GEAUX!"

PRESIDENT'S REPORT

President Tammy Millican reviewed relevant meetings in which she attended.

- June 15 - attended the Council of Staff Advisors Meeting
- June 16 – attended the Trauma Informed Training
- June 17 – attended the Board of Supervisors Meeting with President-Elect Joshua Duplechain
- June 21–23 – attended the candidate interviews for the Vice President of Inclusion, Civil Rights, and Title IX with President-Elect Joshua Duplechain, Secretary Quinneke Lee, and Member-at-Large Valori Washington - Todd Manuel was selected for the position
- June 28 – attended two open forums for the Women's Center Assistant Director position
- July 12 - held the Executive Committee meeting in preparation for the month of April

NEW BUSINESS

Staff Senate Budget

Treasurer Henri Smith provided a written financial report that was included in the meeting packet for review by the full Senate.

NEW BUSINESS

Staff Senator Appointment

The Staff Senate Executive Committee has approved the appointment of Deanna Gresham who works with Residential Life to fill a vacancy in the Professional/Non-Faculty, Unclassified Staff Group through June 20, 2023.

Fall Fest

President-Elect Tammy Millican announced that Fall Fest will be held on Friday, September 16, from 11:00 a.m. – 2:00 p.m. on the LSU Parade Grounds. We would like to partner with campus Federal Credit Union and Student Government to provide some interactive entertainment. We would also like to hand out promotional items. If you think of any ideas, please let us know.

Move In Day Volunteers

President Tammy Millican announced that student move in day is scheduled from August 13-16. She would like to have a team of Staff Senators to help during that time. Once the online link is active to sign-up, we will circulate to the full senate for participation.

Welcome Week is also being planned and our assistance to volunteer is needed as well. That information will be sent out to the full senate once the online link is ready.

Committee/Liaison Assignments

President Tammy Millican mentioned that the Executive Committee is planning on having a Retreat to discuss the committee's structure for this year. During the August 17, General Meeting, we will discuss what committees will be working on. The list to sign up will then be circulated for Senator participation.

Staff Senate Budget/Gift Fund

Treasurer Henri Smith will have a written report for the August meeting. She mentioned the Staff Senate Gift Fund guidelines and criteria that is used to recognize Senator and former Senator's life events that may happen throughout the year. Senators were asked to contribute \$20 each to the fund for the year.

Senator Portraits/Placards/Name Tags

President Tammy Millican recommended for Senators to submit their professional portrait for the Senator Profile Page on the Website. If you need one taken, please let us know and we will send you a link to schedule to take with Communications and University Relations.

Placards will also be drafted for all new Senators as well as those who have updated information for the year.

The Executive Committee will make a decision about ordering name tags for everyone once the designs are reviewed.

Staff Senate Apparel

President Tammy Millican announced that the Staff Senate will open orders for Staff Senate apparel this year through a vendor website to order online. There will be some choices to choose from. Items will be shipped directly to those who place an order.

Future Guest Speakers

The Executive Committee has identified some guest speakers for the year. If anyone has any suggestions, please send those to the Executive Committee.

ANNOUNCEMENTS

New Member Orientation

President Tammy Millican announced that the New Member Orientation is scheduled on July 28, at 11:30 a.m. Campus Federal Credit Union will provide lunch.

Staff Senator Birthday

Staff Senator July Birthdays:

- Senator Mo Carney celebrated his birthday on July 6.
- Senator Tyrlai Williams-Carter celebrated her birthday on July 17.
- President-Elect Joshua Duplechain celebrated his birthday on July 18.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, Senator Amy Trahan made a motion to adjourn. The motion, seconded by Senator Christopher Hopkins, carried.

The meeting adjourned at 12:00 p.m.

Quinneka Lee, Secretary

QL/mm