

# LSU | Staff Senate

## MEETING MINUTES June 15, 2022

President Amber Salvadras presided over the June 15, 2022, Staff Senate meeting held in 225 Peabody Hall at 10:30 a.m.

### Unclassified

#### Executive/Administrative/Managerial

P - Tammy Millican ('23)

#### Professional/Non-Faculty

Pr - Alvarez, Capri ('23)

A - Braden, Laurie ('22)

P - Carney, Mo ('24)

A - Cummings, Ellen ('22)

P - Duplechain, Joshua ('24)

A - Garner, Karen ('22)

A - Garza, Jorge ('24)

A - Ghebreiyessus, Walta ('22)

A - Harb, Ryan ('23)

P - Herman, Catherine ('22)

A - Hicks, Emmy ('24)

P - Law, Shemeka ('24)

A - Lee, Quinneka ('24)

P - Levesque, Jonathan ('22)

P - Nickerson, John ('22)

P - Phelps, Olivia ('23)

A - Rafati, Karina ('22)

P - Sansoni, Gerald ('23)

P - Shaw, Linda ('24)

A - Shows, Haley ('23)

P - Slocum, Jenee ('23)

P - Smith, Henri ('24)

Pr - Stone, Megan ('23)

A - Trahan, Amy ('22)

A - Walker, Jason ('24)

P - Washington, Valori ('23)

A - Williams-Carter, Tyrslai ('24)

A - Wilson, Derek ('23)

A - Yan. Le ('22)

### Classified

#### Skilled Crafts

A - Corbitt, Brent ('22)

#### Technical/Paraprofessional

P - Matkovic, Igor ('23)

P - Nehlig, Mark ('24)

#### Clerical/Secretarial

A - Salesneves, Sarah ('22)

P - Salvadras, Amber ('22)

P - Sparks, Donna ('24)

#### Service/Maintenance

A - Christopher Hopkins ('24)

P - Robertson, Winkeyssa ('24)

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

## **GUESTS:**

Ernie Ballard, Office of Communications & University Relations  
Jennifer Kennison, International Programs  
Deanna Gresham, Residential Life  
Margaret Broussard, School on Interior Design  
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 two proxies noted.

## **PLEDGE OF ALLEGIANCE**

President Amber Salvadras led the Pledge of Allegiance.

## **APPROVAL OF THE MINUTES – May 18, 2022 Staff Senate Meeting**

A motion to accept the minutes was made by President-Elect Tammy Millican. The motion, seconded by Past-President Jonathan Levesque, carried.

## **OLD BUSINESS**

### **Staff Senate Budget**

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

## **NEW BUSINESS**

### **Recognition of Senators**

President Amber Salvadras recognized Senators for Dedication and Service who fulfilled their terms of office and to those who served the Senate as a Chair, Co-Chair, Committee Member, and Liaison on committees during this past year. Salvadras also presented the President's Attendance Award to Senators who had perfect attendance for all Staff Senate meetings for the year.

President Amber Salvadras announced that the LSU Outstanding New Senator Award, chosen by Staff Senate Exec, in recognition of a new member of the LSU Staff Senate who has provided outstanding service to the Senate for the 2021-2022 Senate year was being presented to Quinneka Lee.

President Amber Salvadras announced that the LSU Staff Senator Service Award, chosen by Staff Senate Exec., in recognition of an individual member of the LSU Staff Senate who provided outstanding service to the Senate for the 2021-2022 year, was being presented to Sarah Salesneves.

### **President's Closing Address – Passing of the Gavel**

“In 1986, the fictional character Ferris Bueller said “Life moves pretty fast, if you don’t stop and look around once in a while, you could miss it”

This last 12 months have been a whirlwind and my year as President has come to an end. Hard to believe this is the final few minutes of my Presidency. I’m glad I did stop and look around and took lots of pictures because I would hate to have missed this year.

I began crafting this speech back in March, the 18<sup>th</sup> to be exact.

I spent the prior year as president elect taking the time to learn and prepare to be the best leader, voice, and advocate for LSU staff that I can be. I was so thrilled and honored to have been chosen by my peers to be president. I did everything i could to be there for Jonathan as his right hand during his presidential year, learned so much from him and his leadership, along with the rest of the executive committee, I know Rachel Henry would be proud.

I was determined to be the best I could be for you all when it was my turn.

In June last year, Jonathan passed the Presidency to me. It was exciting, scary, and bittersweet. I spent a month writing my presidential address. I wanted it to be as thoughtful and authentic, because that is the type of person I am.

At the same time, I wanted to quit.

Personally, I was grieving and still am from the very recent loss of both of my parents, more days than not, on the outside, I appeared to be ok, but on the inside, I wasn’t and did not think I could do this anymore. I was so worried what if nothing happens this year, or I do a bad job, say the wrong things, what if folks don’t support me, or just flat out not that good. Thankfully those feelings only lived rent free in my head for a short time and I did not quit. I am not a quitter and well, I care a lot. Some may call that a weakness, I call it a strength. Like I said last year, you are not all just my colleagues, you are also family.

So, I dove in headfirst! I worked so hard this year with continuing to foster relationships with LSU administration and particularly all of you. I advocated for staff every chance I got. Staff Senate was seen and heard this year. I mean, how about that resolution we approved last month! Crossing my fingers!

From the day Jonathan passed this coveted gavel to me to today, I attended 117 meetings and events in the capacity of President.

First up, a meeting with President Tate on his first day at the university. Staff Senate was invited to meet with him. He saw and heard us on his first day! To me, that was a win.

In August, I had the honor of attending and being a part of the platform party for The Investiture of our new LSU President. This ceremony was a first for LSU. It was a great experience and well, I was excited to wear fancy LSU regalia. I have never worn that before. The next day, Hurricane Ida decided to pay Louisiana an unwelcome visit and left many of us without electricity for weeks, along with extensive damage to our homes and property. When it was brought to my attention that some of our staff members were having difficulties securing basic necessities such as food and supplies, my first question was WHAT CAN WE DO?? We sprang into action and reached out to everyone we could and did a food collection to help our staff who were in need during this time. It was heartwarming to see the LSU Staff community come together during this time of need.

This also started a conversation on how a fund can be created to assist staff in the aftermath of future natural disasters. This is Louisiana, we know it will happen again.

At this point in the year, Covid was still a hot topic on campus. Staff Senate Executive Committee was invited to have a conversation with President Tate, Provost Lee, and Donna Torres. The topic revolved around vaccine mandates for staff and the concerns that came with it. President Tate assured us that no one was going to be fired if they chose not to take the vaccine. It was very clear at the time that many staff were very upset, concerned, and worried about losing their jobs over this. I was very pleased that a fair compromise was made for employees who chose not to take the shots.

We hosted a fantastic Holiday on Campus this year, incredible thanks to the Dynamic Duo, Sarah and Quinneke for taking on the task of leading the Community Engagement Committee and planning for this event. It was well attended and was so nice to get out and feel normal again.

As 2021 ended, I was invited to be the Staff Senate representative to serve on the search committee for our next vice president and provost. Serving on that committee was a privilege for me and I was proud to be a staff representative on this very important committee. It was a huge undertaking, and I cannot begin to count the hours that went into this search. We spent 2 solid days interviewing 12 candidates and narrowed it down to the final four. As a committee, we knew that we did a top-notch job with the chosen candidates. Very excited to welcome Dr. Roy Haggarty to campus and to work with him in the coming year.

As Staff Senate President I was also invited to represent staff at President Tate's Values and Visions Retreat at Pennington. LSU gathered senior leadership from across every institution for a day and a half retreat focused on Values and Vision. Participants from across the administration, colleges and schools, faculty, staff, and student body came together to thoughtfully reflect and examine the culture and values that make the University unique and strong and a Vision that will unify and accelerate success and excellence.

The goal was to develop a set of University Core Values – Integrity Excellence and Community

Also to develop a draft vision statement. Once it is complete, I will be happy to share it with you all.

Soon after, I was invited to be a member of the Strategic Planning Flagship Integration Committee – this committee is responsible for guiding the overall vision and strategy of the plan and ensuring the priorities are coordinated, unified, and synchronized.

In addition, we had so many informative guest speakers, great discussions and we got things done. We started out the year with Jane Verret, CEO of Campus Federal, Clay Jones, CHRO, Matt Lee Interim Provost, Bart Thompson Chief of Police and ended this year with an engaging and insightful conversation with President Tate.

I cannot leave out Brian Favela, Director of Parking and Transportation. Special thanks to him, not only for being a guest speaker but also for being available and answering our many questions revolving around parking and doing what he could to alleviate some of the problems. Additional thanks and shout out to Matt Lee, I am so appreciative of his support of Staff Senate. He showed up to our events any chance he could. He was happy to support us.

2 things I was very passionate about this year were the Faculty and Staff Career Excellence Enrichment Fund and PS 63 – regarding death of student or employee.

While I failed in getting that fund fully off the ground and running, we did get closer to it. An application has been developed, account numbers have been established, and our next step is to get faculty senate on board with this plan. I am hopeful that I will be able to dedicate more time to this in the fall.

On the flipside I did succeed in working to streamline the process for PS63 portion involving the flag for employees who have passed away with 10 or more years of service. As sad as it is, I was very proud and honored to be able to present flags to the families of Milton Johnson and James Hebert.

Throughout the year I wondered to myself if I have been a good leader. Today, I truly feel that I have been. There were a few times I felt so validated and heard:

One of them was in a text conversation with Senator Jenee Slocum. We were discussing our recent meeting with HR leadership and how we thought it was well received, and that she did an excellent job leading it and that they took time out to listen and hear us.

Her response: That is your leadership!

Another time was when someone told me they had been in a meeting with Donna Torres, and Donna said to the people in the room that Staff Senate has been on fire advocating for staff and getting things done!

In the June meeting, as Josh was giving his election speech, he mentioned that its big shoes to fill having to follow me. I thought WOW! I must be doing something good.

Most recently, 2 faculty members I know and both serve on Faculty Senate called me to their office because they HAD to talk to me. I thought they heard some bad news, or something was brewing..... as they were my source for Faculty Senate scoop.

No, it was because they wanted to give me a gift. While the gift was amazing, it was the card that was included that really got me. It read: We are as proud of your service as Staff Senate President! You make LSU a better place.

I truly have enjoyed everything about being President and serving on Staff Senate, most of all, the friendships that I have made. I have had some great conversations with many of you, countless lunches, and phone calls and office drop-ins. Just because I am no longer president does not mean the lunches have to stop! And my door is always open.

To the caucus members, Walta, Le, Laurie and Karina. I want to apologize to each of you because one of the things I wanted to do as president was to reach out to you and the caucuses that you represent and learn about what you all are doing throughout the year and to hopefully work together if the opportunities arose. Unfortunately, I did not get to do that. Please accept my apology.

Campus Federal Credit Union Family

Brian, Roxane, Anthony, and my darling friend Casey – Thank you all so much for your continued support to Staff Senate. We could not host our events without the support from Campus Federal. I appreciate not only the monetary assistance but the time you all take out of your busy schedules to attend these meetings and events. But I cannot forget the jambalaya! Brian, you rock! And Casey..... I will never forget that home delivery! It was such a pleasure getting to know Ms. Jane Verret as well, so please extend my appreciation to her. And I am so excited to have been invited to be an ambassador for Campus Federal!

Melonie

You are the best! Your passion for your job, LSU and your fellow Staff members is outstanding. I am so grateful that we became friends instantly back when I joined Senate. Your support during this year has been so appreciated. You put up with so much of my crap! I know I come up with some crazy ideas and can be a little neurotic sometimes, but you obliged and would go with the flow. I hope I didn't drive you too crazy this year! Thank you thank you thank you for everything you do for me, for Staff Senate and for LSU.

My Exec Team. My Fantastic Five. My rocks. My support.

John

I am so grateful for you and your words of wisdom and encouragement. Your willingness to jump in and assist, your amazing note taking skills and most of all, the fact that you always helped me see things from a different perspective. Whether we were planning an event or discussing one of the many hot topics on campus, I looked forward to your input because to me you are truly an intelligent person, and I knew you would have some great insight on the topics at hand. Can't count how many times I said to myself "OH! I never would have thought about it that way". Thank you so much, for all the support this year and for believing in me.

Gerald

We have had some great conversations about staff senate, working at LSU and life in general. your willingness to help out with the many tasks has truly been appreciated, can't forget the many golf cart rides all over campus when I needed to get somewhere and didn't want to walk.

Not to mention how many hours did we spend recreating the new senator orientation slideshow? Too many! I know! I wanted it to be perfect and you were a huge part of making it perfect. I am thankful for you for all that you have done for me and have appreciated your input over this year. Most of all, I forever value our friendship.

Jonathan (Thundercat Levesque)

It has been so rewarding to serve on the Executive Committee with you for the past three years. I learned so much from you and I really hope that I made you proud as I followed in your footsteps. You led us through the height of the pandemic with so much grace, spoke up for staff and did an amazing job as our President, that I could only hope to be half as good as you. I really tried to share the spotlight with you whenever I could this year, because I know there were things we could not do during your year and wanted you to have those experiences. When you gave your closing speech last year you said you were placing it in the hands of someone destined for greatness. I hope I proved you right there!

Catherine

1/3 of my SheWolf Pack! It has been a joy working with you, getting to know you and most of all, having you as my friend. The amount of patience you have with me and my many phone calls and texts over the year should win you an award! How many times did you answer the phone and here me say “Oh my gosh I have to tell you something” or “ok... I have a question” You have been an incredible support to me and I am forever grateful. Don’t worry, just because you are no longer on Senate, you will still be hearing from me! I will always be here for you if ever need.

Tammy

The final 1/3 of my SheWolf Pack. I don’t even know where to start. When I met you 6 years ago, I never would have thought that we would become such good friends and that I would have someone so supportive in my life. I have learned so much from you. I will admit, at the beginning of my presidency, I was worried that I would be in the shadows of you knowing that you have been in this position before. That was not the case though! Rarely did a day go by that we did not speak to each other. You guided me through this year with so much support. You were my number 1 cheerleader. I learned so much and gained so much more of the institutional knowledge. I am so forever grateful for you, your support and friendship. I promise I will be right next to you supporting you during your Presidency. I’ve got your back. In my 17 years at LSU, this past year has been the most challenging, educational and most of all, rewarding experience for me. I cannot thank you all enough for your support and entrusting me to do this job. It has been a joy serving as your leader this year. In closing, as I pass the Presidency on to Tammy Millican, I leave you one final nugget of wisdom also from a 1980s movie – Bill and Ted’s Excellent Adventure, “Be Excellent To Each Other.”

Tammy, it’s all yours....”

President Amber Salvadrás officially passed the gavel to President-Elect Tammy Millican.

## **President's Plaque**

President-Elect Tammy Millican recognized President Amber Salvadras for her Dedication and Service for participating in committees that she had served on this year.

President-Elect Tammy Millican presented President Amber Salvadras with the President's Attendance Award for her perfect attendance at all Staff Senate meetings for the year.

President-Elect Tammy Millican also recognized President Amber Salvadras for her dedication and service to the LSU Community and the LSU Staff Senate, as LSU Staff Senate President 2021-2022, and thanked her for all of her work this past year. Salvadras received her President's Plaque.

## **Introduction of Elected Senators**

President Tammy Millican announced the newly elected Staff Senators who were chosen to serve on the LSU Staff Senate.

Unclassified Employee Group:

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

Classified Employee Group:

Margaret Broussard-School of Interior Design  
Sarah Salesneves-College of Art and Design  
Taylor Constance-Facility Services  
Brent Corbitt-Facility Services

## **Introduction of the 2022-2023 Executive Committee Officers**

President Tammy Millican announced the 2022-2023 Staff Senate Executive Committee members:

President-Elect Joshua Duplechain  
Secretary Quinneke Lee  
Treasurer Henri Smith  
Member-at-Large Valori Washington  
Past-President (Ex-Officio) Amber Salvadras



## **ANNOUNCEMENTS**

### **New Member Orientation**

President Tammy Millican announced that a New Member Orientation will be scheduled soon for New Members to attend.

President Tammy Millican also announced that the Pregnancy and Parenting Committee is looking for males interested in serving on the committee. If you are interested please let her know.

Member-at-Large Valori Washington announced that there will be a Trauma-Informed training opportunity to help employees provide a supportive approach in helping others. The training is scheduled on Friday, June 17. She will send the registration link to the Staff Senate office to share with the full Senate.

### **Staff Senator Birthday**

Staff Senator June Birthdays:

- Senator Christopher Hopkins celebrated his birthday on June 2.
- Senator Winkeyssa celebrated her birthday on June 6.
- Treasurer Catherine Herman celebrated her birthday on June 10.
- Senator Shemeka Law will celebrate her birthday on June 29.

Happy Birthday!

**MOTION TO ADJOURN** – With there being no more business, Treasurer Henri Smith made a motion to adjourn. The motion, seconded by Senator Walta Ghebreiyessus, carried.

The meeting adjourned at 12:00 p.m.

Quinneka Lee, Secretary

QL/mm