



MEETING MINUTES
February 24, 2021

President Jonathar Levesque presided over the February 24, 2021, Staff Senate meeting held by Zoom Video Conferencing at 10:30 a.m.

Executive/Administrative/Managerial

Service/Maintenance

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

Professional/Non-Faculty

Skilled Crafts

- P – Asin, Jessica ('21)
- P – Baldrige, Samantha ('21)
- A – Baden, Laurie ('21)
- A – Bonner, Amber ('21)
- A – Dawan, Hope ('21)
- A – GheBreiyessus, Wal ('21)
- P – Henry, Rachel ('21)
- P – Lane, Madison ('21)
- P – Olson, Darcee ('21)
- P – Rafaiti, Karina ('21)
- P – Garner, Karen ('22)
- P – Herman, Catherine
- A – 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)
- Pr – Lewis, John ('23)
- P – Marrero, Ali ('23)
- P – Sansoni, Gerald ('23)
- P – Shows, Haley ('23)
- P – Slocum, Jenee ('23)
- Pr – Stone, Megan ('23)
- P – Wilson, Derek ('23)

- A – Corbitt, Brent ('22)

Technical/Paraprofessional

- A – Matkovic, Igor ('23)

Clerical/Secretarial

- Pr – Salesnes, Sarah ('22)
- P – Salvadras, Amber ('22)

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

GUESTS:

Jale Palmer, Emergency Operations Center
Ellen Cummings, School of Kinesiology
Roxane Berthelot, Campus Federal Credit Union
Casey Coughlin, 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

Past-President Rachel Henry led the Pledge of Allegiance.

APPROVAL OF THE MINUTES

The floor was open for additional questions.

Q: Is the EOC in need of volunteers (the Staff Senate is a good group to recruit from)?

A: Yes, very much so. They are always recruiting. Those who volunteer for the EOC also get to see how the university works behind the scenes in making decisions.

Q: Since the university leadership expect classes to be in person in the fall, what is the expected timeline of the vaccinations happening on campus? And what is the deadline, if we have not hit the benchmark percentage of vaccinated needed to return to normal fall operations?

A: The vaccinations isn't the only measuring stick that they will be using for the fall. It has been kind of evidence with all the extra effort and tons of time that Facility Services and custodial staff did as well as key personnel around this campus when the extent of the disease got up to a high point in the state, LSU did quite well in controlling any kind of outbreak. We have no confirmed outbreak or spread within classes, we had no confirmed outbreak or spread within workspaces. The biggest issue that we faced was students, faculty and staff doing stuff outside of school or the workspace.

The vaccine is going to be a piece of the puzzle to see what we look like in the fall. If you following the information that the university is putting out about the wastewater projects that they are doing where they are studying the wastewater to see how much of the trace elements will be found in that. LSU is trending in a very good direction. That doesn't mean we're out of the woods and it doesn't mean to throw your mask away and start hugging everybody. The preventative steps we've taken are working.

The President's goal is to get us back on campus. Will it be all the way back, will it be a situation, will people who have existing conditions need to take extra precautions, Jake thinks that it may just be the new normal going forward. As far as the timing of the vaccinations availability, it's an issue of how much vaccine quantities are available to the country as a whole, and then to Louisiana specifically and then to higher Education and LSU even more specifically. The process is in place and ready just need the state to give it to us. If LSU got the call this afternoon, and the state is going to give us 1st in line availability. Jakh clab () 10.s(t)

President Jonathan Levesque thanked Jake Palmer for attending today's meeting.

PRESIDENT'S REPORT

President Jonathan Levesque reviewed relevant meetings in which he attended.

- The Administrative Process Improvement Committee (APIC) met and discussed two issues brought to us from faculty and staff on campus.
 - The first was related to online storage. If you are working on a group project with an employee or student from a different LSU campus, they may not have access to Dropbox and a lot of our normal operations have been built into

will be an Executive Committee that will look at systemic policy and then he will be part of the Baton Rouge campus IT Governance Committee focused more narrowly on the issues that we see here on the Baton Rouge campus.

That change was in effect last month and part of that was they also announced the IT team will be selecting our new student management system and the timeline was announced. Levesque believes that information was sent out in News and Notes. If not, he will share with the full Senate by email.

President Levesque also announced on more of a personal note that hopefully this time next month, his sister Senator Sarah Salesneves will have delivered her second child. Congratulations to Sarah, he can't wait to see his new niece as her Parrain. He prays for her health and that of the baby's as well.

Senator Appointment

President Levesque announced that we have a new Senator joining us today. Ellen Cummings who works with the School of Kinesiology expressed an interest in getting involved with Staff Senate back in November. She is currently serving on the Community Engagement Committee and has been attending the general meetings as a guest. This past January, she became eligible for appointment. Ellen will be filling former Senator Lindsey Holstein seat through June 2022. Welcome and thank you for joining the Staff Senate Senator Ellen Cummings is really excited to be a part of this group.

STANDING COMMITTEE REPORTS

Community Engagement

Senator Madison Lane reported that they did a little valentine's giveaway which was more of a big ticket giveaway to help to boost engagement and followers on social media. We have gained between 30 and 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 hoodie 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. 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 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.

Long Range Review and Planning

Senator Nicole Roth mentioned that she didn't really have any updates other than what was mentioned earlier during the meeting. The committee is scheduled to meet next week and will kick it into high gear. The constitutional vote that will be sent out to staff will be reviewed. Once the constitutional amendment vote concludes and as long as the staff have voted in favor of the amendments, it will then go to the president's office for his approval.

Staff Benefits, Policies and Development

Past-President Rachel Henry reported that the first meeting was held at the end of January, and there were two really big discussion topics, the tuition fees resolution and professional development which was a much more in depth conversation. This was an encouraging meeting as there are so many possibilities, opportunities and so much potential for us to really make an impact on the careers and lives of staff on our campus.

She will draft a report and make sure it gets sent out to everybody, so you can get more details on what we discussed. She will be sending out a doodle request momentarily about the next meeting.

SPECIAL AD HOC COMMITTEE REPORTS

Staff Appreciation

President Elect Amber Salvadras mentioned two initiatives that they have been working on. The Staff Stripes Award nominations review deadline is today. Some committee members got together to review the nominations and pick their top five candidates. They are going to meet next week to make the final selections. The committee is also working on the new hire event where there is so many moving parts like finding a place that we can do

computer accessibility and all of the other forms of accessibility is in place, but someone in a wheelchair can't get into the building or can't get onto an upper floor, then everyone is for nothing. There is going to be a comprehensive assessment done, and then a plan put in place with what can be fixed immediately, so sort of a short term, medium term and long term way to address this and to bring LSU fully into compliance with ADA.

Pregnancy and Parenting Committee

Past-President Rachel Henry mentioned that the Pregnancy and Parenting Program Committee is going to continue a webinar series geared towards various topics this spring. Topics related to parenting and pregnancy for students, faculty and staff on the campus. There is a webinar coming up in March registration and the information on that will be released momentarily. It is scheduled on March 18, from 9:30 a.m. and the topic will be navigating LSU policies on parenthood so basically it's a great opportunity for supervisors or employees themselves that are looking forward to pregnancy, adoption, foster care or parenting in general to learn more about FMLA, the process, terms used, the Health Insurance Portability and Accountability Act (HIPAA) and all of the things that are so confusing.

Senator Tammy Millican mentioned that in April, they are going to put on a very interactive webinar that will help supervisors, on having some of those conversations, on creating an inclusive and welcoming workplace for parents and then, what do you do when something unexpected happens with the pregnancy, adoption, etc. and as a supervisor you still got to make sure the job gets done, but you have to be respectful of the needs of your employees so they are going to give several scenarios and are going to use some humor in this. Also on maybe the things that you should not do or say and so it's going to be a very good soft skills building webinar and that'll be in April so hope you'll all join us.

University Council on Gender Equity

Tammy also mentioned that the University Council on Gender Equity (UCGE) webinar on, Closing the Gaps Engaging Men as Allies panel discussion will be held tomorrow. If you think it's not necessary to hold this of the people who are registered 20% are men so obviously ourtk1(e)3

out to peer institutions to find out who has done staff equity reviews and what they found and what actions they took it so hopefully we'll have some information to share with you by May on that.

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 been passed by the Staff Senate. This will go out to the full staff population for a vote.

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

NEW BUSINESS

Staff Senate Election Timeline

There are quite a number of Staff Senators whose terms are ending, so they will be up for election as well. Melonie will be reaching out to you to submit a candidacy for reelection, if

year we may have had about 27. This is a great effort to build the influence of the Staff Senate, so please get involved and please help with recruiting.

PresidentElect Amber Salvadras mentioned that if any Senators are interested in running for an Executive Officer position and want to know what it entails, please reach to anyone on the Executive Committee to discuss. She would like for Senators to be able to have the opportunity at some point to serve in that capacity.

President Levesque mentioned some of the experiences he has had and shared some of the experiences that can happen while serving as an Officer on the Staff Senate.

Future Guest Speakers

President Jonathan Levesque announced that interim President Tom Galligan has been invited to attend the March 17, 2021 General Meeting.

