



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.

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Professional/Non-Faculty

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Service/Maintenance

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Technical/Paraprofessional

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Clerical/Secretarial

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A t Indicates Absent

P t Indicates Present

P r t Indicates Proxy



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

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 S&S and is reviewing their training immediately. They are very willing and acknowledge that they are one department in 4 (ey)-2 (a)9 (rdq 0 0m 0 0 612 7(rdc

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 issue 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 HR 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 Andy Lopez is a champion of 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, the only way that we can truly advance is what would you say in that regards that might change at the HR level to see value in staff and faculty without having to ask them to the point of burnout?

A: We've got to be able to consistently give increases

W d Z r e a l g o o d p o i n t a s t h e r e p o r t d o e s m e n t i o n t h a t a n d i t i s w o r t h r e i t e r a t i n g t h a t I t h i n k t h e p r e s s u r e c o n c e i v a b l y c o u l d b e g r e a t o n a n y b o d y i n a s i t u a t i o n , i t c o u l d b e r e a l l y g r e a t o n a s t u d e n t .

Q: D o y o u f o r e s e e t h a t i n t h e f a w h e r e w e m a y h a v e g r e a t e r e x p o s u r e t o e a c h o t h e r , m a y b e h a v i n g s o m e e v e n t s t h a t a r e m o r e i n p e r s o n , w h e r e o u r c u l t u r e w o u l d b e g i n t o b e p o s i t i v e l y i n f l u e n c e d a s w e c o m e t o g e t h e r a n d a s w e w o r k o n t h e s e t h i n g s D o y o u t h i n k t h a t t h a t w o u l d b e a k e y p a r t o r a c o m p o n e n t t o u s m o v i n g f o r w a r d i n a b e t t e r p o s i t i o n ?

A: I t h i n k i t w i l l

is really great but they have some major concerns about the lack of disciplinary action taken against employees that violate 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 (i)10 (t)-4 (y o)6 (n)-4 ( )-3 (sex

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If we can [officially put it into writing please understand that our hearts are with you all, and we definitely support all the efforts to make SU campus a safe place for everybody who walks on it.

Past President Rachel Heyn 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



Senator Tammy Millican mentioned that as a Senator, she } • v think that we're advocating for ending employees jobs, hethink 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, shud • v want to cost anyone their job, unless they have no purpose in being here unless they are harming students

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 and Title IX Lane 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, founding 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 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 campus's 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

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 Salvadr sent some photos to post for the first quarter Staff Senate Staff Stripes award winners. She and Madison have been in the

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

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