

GUESTS:

Aaron Cherry, LSU Facility Services
Jake Williamson, Law Enforcement Online
Kimberly Roser, LSU Religious Studies
Casey Coughlin, Campus Federal Credit Union
Roxane Berthelot, Campus Federal Credit Union
Zacki Soliman, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Joshua Duplechain at 10:30 a.m.

ATTENDANCE

There was a quorum with four proxies noted.

PLEDGE OF ALLEGIANCE

Senator Amber Bonner led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – June 21, 2023, Staff Senate Meeting

A motion to accept the minutes was made by Past-President Tammy Millican. The motion, seconded by Senator Amber Bonner, carried.

PRESIDENT'S ADDRESS

President Joshua Duplechain gave his Presidential Address during the

for staff training and professional development. To be specific, the request included the following statement:

"LSU supplemented the state faculty pay increase funding to implement an approximate 4% merit increase program for full-time instructional faculty, other faculty, and professional staff. It is imperative that LSU support and continue investing in faculty and staff on an annual basis. The estimated cost of implementing a system-wide merit increase for faculty and staff next fiscal year is \$22 million. One of the top priorities for the LSU System annually is ensuring the availability of financial resources to implement a merit increase program so we do not fall farther behind our SREB peers on faculty and staff compensation. Statewide and nationally, employers are experiencing unprecedented staffing challenges. Government and higher education institutions have been hit especially hard with lower wages than most private sector employers. Turnover rates have reached 50% in some LSU departments, and vacant positions remain posted for months with no applicants. Finance and administration positions are one example of those difficult to fill, and existing staff are prime targets for private sector hiring with highly transferable skills. LSU is not alone as our peer institutions are also experiencing increases in resignations and unprecedented challenges finding new team members to fill open slots. These staffing issues have increased stress on remaining team members and resulted in poor performance of core elements of critical functions. Having participated in multiple surveys and discussions with peer institutions seeing success in addressing their staffing shortages, several strategies have been identified for implementation. The proposed solutions include implementation of a sub-entry level training positions for certain job series; implementing alternative, non-supervisory career ladders; ensuring appropriate compensation with a livable wage for all positions; and flexible work accommodations. The staffing solution is a System priority."

"For the past two years we have focused on having the legislature fund faculty and staff pay raises. Unfortunately, there is a reluctance in the legislature to provide merit increases for higher education staff. We have not let that reluctance impact our staff. Last year, under President Tate's leadership, LSU staff received the same merit increase as LSU faculty. This was achieved by reallocating funding from other areas to prioritize staff merits. The president has not wavered in his commitment, and this year LSU will continue to prioritize providing pay raises to staff through other means. There are also plans underway to improve professional development opportunities for staff."

"I hope this message conveys the importance of all staff to this university. From the parking attendants manning the gates, to the grant staff in sponsored programs, to the academic department staff like yourself. Without you, LSU could not educate our students or conduct groundbreaking research. The President's Scholarship First requires the full contingent of faculty and staff. We will continue to support both. Again, thank you for your service to LSU." Again, I have never seen this type of response from LSU administration to a staff member, and I want to thank Kimberly for taking the time to address these concerns. She was also instrumental in ensuring that members of Staff Senate were represented on two current critical hiring committees."

The bottom line is that staff are being heard and considered in a way that maybe they weren't before. As your Staff Senate President, it's my job to make sure that continues and our voices

Karina Rafati who works with the Office of Admissions will serve for the LatinX Faculty & Staff Caucus

Ryan Campen who works with LSU Residential Life will serve for the LGBTQ+ Faculty & Staff Caucus

NEW BUSINESS

Orientation

President Duplechain presents the Staff Senate New Member Orientation to the full Senate. He shared the Mission, Vision, and Purpose of the LSU Staff Senate. Senator expectations were explained along with attendance and committee participation. Events such as Holiday on (Mentees were discussed. Staff and Joining Staff Senate's

Commission Assignments

President Duplechain announced that the Executive Committee conducted a survey to the full Senate for interests and committee choices. The survey has been reviewed and the committee membership will be outlined for the year.

Budget/Gift Fund

Christi Smith provided a written financial report for June that was presented to the full Senate for review. She mentioned the Staff Senate Gift Fund and how it is used to recognize Senator and former Senator's life events. The report was approved.

available. Items can be shipped directly to those who place an order. The link to order will be sent out soon.

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

Mentor/Mentee Event

President Duplechain announced that there is a Mentor/Mentee event scheduled on Wednesday, August 2, 2023, at 8: 30 a.m. in 225 Peabody Hall. If anyone would like to participate, please email him or the Staff Senate Office of your interest.

Optional Retirement Plan

Past-President Tammy Millican announced that if you are enrolled in ORP and wish to switch to the Teacher's Retirement System, it looks like the university will allow a one-time switch for those interested.

Staff Senator Birthday

Staff Senator July Birthdays:

Member-at-Large Mo Carney celebrated his birthday on July 6.
Senator Tyrslai Williams-Carter celebrated her birthday on July 17.
President Joshua Duplechain celebrated his birthday on July 18.
Senator Amanda Ferguson will celebrate her birthday on July 21.
Senator Ginger Guttner will celebrate her birthday on July 30.

Happy Birthday!