

STAFF SENATE MEETING MINUTES May 15, 2019

President Tammy Millican presided over the May 15, 2019, Staff Senate meeting held in 225 Peabody Hall at 10:30 a.m.

ATTENDANCE

SENATORS

Executive/Administrator/ Manager

P - Millican, Tammy ('20)

Professional/Non-Faculty

P - Henry, Rachel ('19)
P - Levesque, Jonathan ('19)
P - Ramachandran, Anand ('19)
P - Reonas, Barbara ('19)
P - Braud, Jennifer ('20)
A - Clemmons, Jill ('20)
P - Hernandez, Kristen ('20)
P - Lemoine, Nathan ('20)
P - Stone, Megan ('20)
P - Aslin, Jessica ('21)
P - Banks, LaKisha ('21)
P - Bickham, Trey ('21)
P - Bonner, Amber ('21)
A - Dawan, Hope ('21)

Service/Maintenance

A - Matkovic, Igor ('20)

Skilled Crafts

A - Adedeji, Funmilayo ('19)
P - Deshotels, Paul ('21)

Technical/Paraprofessional

P - Cherry, Aaron ('20)

Clerical/Secretarial

P - Salvadras, Amber ('19)

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

GUESTS:

Dr. Ken McMillan, Faculty Senate
Dr. Mandi Lopez, Faculty Senate
Dr. Aly-Mousaad Aly, Faculty Senate Liaison
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 no proxies noted.

PLEDGE OF ALLEGIANCE

Senator Jessica Aslin led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – April 17, 2019, Staff Senate Meeting

A motion to accept the minutes was made by Treasurer Megan Stone. The motion, seconded by Member-at-Large Aaron Cherry, carried.

GUEST SPEAKER – DR. KEN MCMILLAN AND DR. MANDI LOPEZ, FACULTY SENATE

President Tammy Millican introduced Dr. Ken McMillian, President and Dr. Mandi Lopez, Vice President with LSU Faculty Senate, as they addressed the full Senate.

Dr. Ken McMillian thanked the Staff Senate for the opportunity to speak about the collaboration between the Faculty and Staff Senates.

He also thanked Past-President Michelle Lowery and President Tammy Millican for reaching out to work together on some important issues to make LSU a better community.

McMillian mentioned that by working together it has helped in many aspects to raise the level of recognition of both the Faculty and Staff Senate with our administration.

He appreciates the fact that the Staff Senate took the lead on the Lactation Policy and the Protocol for the Death of an LSU Employee. We need to keep pushing those forward to keep them at the forefront with the administration.

McMillian spoke about our inclusion on critical hiring committees which should always have faculty and staff representation. There are several searches happening now that will need the input from both faculty and staff. The Human Resource Management Director position has

been put on hold so that the right candidate can be found. There will be a lot of Dean searches as well where staff support is very crucial.

He mentioned that the Faculty Senate also welcomes working with Student Government on their initiatives such as the Student Bill of Rights and Responsibilities, which outlines their obligations as well as rights.

Faculty Senate is working towards having a legal defense fund because a lot of faculty don't know what their rights and privileges are with regards to mistreatment. Even though we have grievance procedures, those employees may not have the money for a legal opinion. The Faculty Senate is currently discussing if this fund should include all faculty across the system or just for the main campus. In time, staff either need to be included or have their own defense fund as well.

The Faculty Senate has re-established the Faculty Adjudication Committee which is an independent committee that reviews faculty complaints and determines whether there needs to be more action taken and to make sure that policies are being followed.

McMillian mentioned that the Faculty Senate will be reviewing the Constitution and Bylaws to more align the general meetings with the Academic Calendar, to have 8 meetings a year instead of 9 meetings. The last meeting is usually held during finals week which makes handling business tough.

He mentioned that we also have an Academic Freedom Policy, as well as the Free Speech Policy that has been put in place by the State law, but they would like to incorporate some of those aspects into the Academic Freedom Policy, so they are both aligned and clearly defined.

McMillian mentioned the Capital Campaign and how that fits with what we want to accomplish within LSU Strategic Plan 2025. Faculty Senate will be working closely with the Provost on this initiative. Most of us have seen the plan; we need to know how are we going to do everything in it and who is implementing this plan, such as the Service learning component that has fallen by the wayside. He feels that faculty and staff will have to work closely to help make sure this initiative happens.

Dr. Ken McMillian thanked everyone for the opportunity to work together.

Dr. Mandi Lopez also thanked the Staff Senate for the opportunity to speak and thanked staff in general who work with faculty as she knows that can be quite challenging at times. She mentioned that we can accomplish more working as a team. She gave the group some of her biography. Lopez also has enjoyed working with President Millican on the University Council on Gender Equity for a number of years.

She appreciates the work that Staff Senate is doing on the Family Leave Policy which, although currently stalled, she is confident will move forward with both senates working together. Likewise, a joint effort relating to the sharing of leave for crisis, as other universities are doing, is important.

Lopez mentioned that she hopes that both senates can continue to work together on the salary equity issue on campus. We made a good breakthrough a few years back, but a precise and consistent document is needed, and is not readily available at this time.

She is not sure how many staff policy committees are active within the individual colleges but she has encouraged her staff with the School of Veterinary Medicine to unite and form a committee and draft some bylaws. They were strangely incorporated into the faculty bylaws but they need to create their own. So the Faculty Policy Committee will be working with the Staff Policy Committee. She is not sure if this is something that Staff Senate would like to explore, but it is certainly important to have a shared voice.

Lopez mentioned that she is environmentally conscious and she feels that for our university, we should be setting an example. She doesn't see that Louisiana is progressive in that way. She has had several students ask why the bicycles racks are not covered, or why isn't there any incentive to use hybrid or electric cars, perhaps in the form of special parking places.

Dr. Mandi Lopez is looking forward to serving as Faculty Senate and from her perspective, governance is a partnership. Diversity is a culture; it can't be enforced, it is what we live. Working together is a conversation and she looks forward to that.

Dr. Aly-Mousaad Aly mentioned that he hopes that LSU and Baton Rouge will look into using solar panels for energy and have more bike paths around campus to be more environmentally conscious as well.

The floor was opened for questions.

Q: With regards to the Capital Campaign, there has been some discussion of starting a Professional Development Fund with the Foundation for faculty and staff training costs. Any thought on how that would be administered?

A: No, it was a struggle to get staff included, but he expects that staff will be highly involved. We need to have multiple opportunities and host workshops afterwards on campus to share what was learned. This initiative is definitely in the works.

Dr. Aly-Mousaad Aly mentioned that many faculty members appreciate what the staff do to support them. President McMillian mentioned that many faculty members tend to be self-absorbed because that is how they were trained, discipline-wise, and that this is your focus, where they take everything else for granted. There is a lot of progress that needs to be made as far as faculty culture again as there is a bigger community of which we are all part.

President Tammy Millican thanked them for speaking to the full Senate today and mentioned that there is a mobility implementation plan with regards to bike sharing that she would be happy to share with them.

PRESIDENT'S REPORT

President Millican recapped relevant meetings at which she was present.

- April 23 – Attended Staff Appreciation Night at Alex Box. She thanked everyone who helped make it a success.
- April 24 – Attended the Council of Staff Advisors Meeting. July 1, 2019, LSU AgCenter will begin leading that group for the next year.
- May 1 – Attended the Staff Senate Executive Committee meeting.
- May 1 – Attended a Staff Senate interview and dinner of John Boswell, a candidate for the Associate Vice President for Human Resource Management position.
- May 2 – Attended an Exit Interview with John Boswell.
- May 6 – Attended a Staff Senate Exit interview with David Tomanio, a candidate for the Associate Vice President for Human Resource Management position who was brought back after the weather issue.
- May 8 - Attended the Associate Vice President for Human Resource Management Search Committee Meeting to evaluate and offer final recommendations on the candidates to Chief Financial Officer Dan Layzell.
- May 10 – Attended Commencement. She gave a special thanks to Senator Jonathan Levesque for his efforts to put together volunteers and resources. Many volunteers were all out in the rain handing out water and attempting to get people to the venue. The President’s Office cancelled the effort due to the steady down pour.
- May 14 – Attended a meeting with Dan Layzell and the Associate Vice President for Human Resource Management Search Committee Meeting regarding the candidates were not of the caliber that LSU needs. They will begin looking for new candidates this summer and keeping the same committee members in place.

AD HOC COMMITTEE REPORTS

Scholarship

Senator Amber Salvadras mentioned that the committee received 316 Candy Gram orders. The committee generated about \$480 dollars to benefit the Staff Fee Support Scholarship Fund. She thanked everyone who helped make that a success.

LIAISON COMMITTEE REPORTS

Volunteer

Senator Jonathan Levesque thanked everyone who came out to help during Commencement. We had a record number of volunteers who signed up. It was a shame that we had to cancel

this effort due to the weather but he appreciates everyone who did show up even though it was raining. These efforts will propel us to do a better job in the future. There was a lot of lessons learned but he feels this effort will get better as we move forward. Summer Commencement will be held on August 2, please help spread the word that we will continue to help with this volunteer initiative.

President Millican mentioned that she will share the Mobility Implementation Presentation with the full Senate electronically. There are a lot of great plans in the works.

OLD BUSINESS

Resolution 19-02 in Support of Jeffrey Campbell's Service to LSU

President Millican is working on the final draft for the resolution for Jeffrey Campbell. Once that is completed, she will circulate to the full Senate for review and approval.

Staff Senate Appointments/Approved

President Millican announced that the full Senate has approved the following through a Tigerlink vote:

- Jonathan Levesque to serve in the Professional/Non-Faculty Category until 2022.
- Barbara Reonas to serve in the Executive/Administrative/Manager Category until 2021.
- Amber Salvadras to serve in the Clerical/Secretarial Category until 2022.
- John Nickerson to serve in the Professional/Non-Faculty Category until 2022.

Faculty Senate Tobacco Resolution

President Millican mentioned that the Executive Committee is still reviewing the Faculty Senate's Resolution to support this initiative. Once that is drafted, you will receive electronically for review and approval.

Staff Senate Survey

President Millican mentioned that the internal Staff Senate survey link was released yesterday to the full Senate. Please take some time to fill this out. The Executive Committee plans on reviewing this information to help guide us forward. The deadline to complete is May 21, 2019.

Staff Senate Budget

Treasurer Megan Stone provided an overview of the financial report that was provided in the meeting packet.

NEW BUSINESS

Commendation for Michelle Lowery

President Millican announced that the Executive Committee is working on a draft for the Commendation for Michelle Lowery. Once that is completed, it will be circulated to the full Senate for review and approval.

Staff Senate Executive Officer Speeches

President Millican announced the 2019-2020 Staff Senate Executive Officer Candidates. The full Senate will vote through Tigerlink after the meeting. The results will be tabulated after all candidates have made their statements and will be announced during the June meeting.

Member-at-Large	Hope Dawan (unopposed) Millican read her statement to the full senate as received
Treasurer	Jessica Aslin Amber Salvadras
Secretary	Trey Bickham Jill Clemmons Millican read her statement to the full senate as received
President-Elect	Jonathan Levesque Megan Stone

June Meeting Location/Luncheon

The June Staff Senate Meeting will be held at a restaurant. Some suggestions mentioned were Red Stick Social, Walk-ons, T.J. Ribs or Creole Cabana.

Please submit any further suggestions to the Staff Senate Office for consideration by May 31, 2019. We will submit the list of suggestions to the full Senate to see what's most preferred.

Future Guest Speakers

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

ANNOUNCEMENTS

Staff Senator Birthday

President Tammy Millican announced that Senator Kristen Hernandez celebrated her birthday on May 8, Happy Birthday!

President-Elect Rachel Henry announced that the Faculty/Staff Art Exhibit in the LSU Student Art Gallery will close on Friday, May 17, 2019, if you are interested in viewing your colleague's art pieces.

MOTION TO ADJOURN – With there being no more business, Secretary Barbara Reonas made a motion to adjourn. The motion, seconded by Senator Trey Bickham, carried.

The meeting adjourned at 12:00 p.m.

Barbara Reonas, Secretary

BR/mm