

LSU | Staff Senate

MEETING MINUTES

July 21, 2021

President Amber Salvadras presided over the July 21, 2021, Staff Senate meeting held in the Event Room in the Barnes & Noble at LSU Bookstore at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('23)

Professional/Non-Faculty

A - Baldrige, Samantha ('24)

P - Braden, Laurie ('22)

P - Carney, Mo ('24)

P - Clemmons, Jill ('23)

P - Cummings, Ellen ('22)

P - Duplechain, Joshua ('24)

Pr - Garner, Karen ('22)

P - Garza, Jorge ('24)

P - Ghebreyessus, Walta ('22)

A - Harb, Ryan ('23)

P - Herman, Catherine ('22)

A - Hicks, Emmy ('24)

P - Kimmell, Alyssa ('23)

P - Law, Shemeka ('24)

P - Lee, Quinnea ('24)

P - Lewis, John ('23)

P - Levesque, Jonathan ('22)

P - Nickerson, Jon ('22)

P - Rafati, Karina ('22)

P - Roth, Nicole ('22)

P - Sansoni, Gerald ('23)

Pr - Sarkissian, Lindsay ('24)

A - Shows, Haley ('23)

Pr - Slocum, Jenee ('23)

P - Smith, Henri ('24)

P - Stone, Megan ('23)

A - Williams-Carter, Tyrslai ('24)

A - Wilson, Derek ('23)

Classified

Skilled Crafts

P - Corbitt, Brent ('22)

Technical/Paraprofessional

P - Matkovic, Igor ('23)

P - Mark Nehlig ('24)

Clerical/Secretarial

P - Salesneves, Sarah ('22)

P - Salvadras, Amber ('22)

A - Sparks, Donna ('24)

Service/Maintenance

P - Christopher Hopkins ('24)

A - Indicates Absent

P - Indicates Present

Pr - Indicates Proxy

GUESTS:

Winkeyssa Robertson, Facility Services
Linda Shaw, School of Social Work
Vice Provost Dereck Rovaris, Office of Diversity, Equity & Inclusion
Roxane Berthelot, Campus Federal Credit Union
Anthony Ware, 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 – June 16, 2021 Staff Senate Meeting

A motion to accept the minutes was made by Senator Megan Stone. The motion, seconded by Senator Sarah Salesneves, carried.

GUEST SPEAKER – BART THOMPSON, LSU POLICE DEPARTMENT

President Amber Salvadras introduced Bart Thompson who is the Chief of LSU Police.

Bart Thompson thanked the Staff Senate for the opportunity to speak with the group today.

Thompson began by mentioning some new things that they have been doing the past year and half during the Covid pandemic.

- In November of 2020, LSU PD was awarded its initial CALEA accreditation.
 - The purpose of CALEA is to improve the delivery of public safety services by maintaining a body of professional standards that support the administration of accreditation programs.
- Only 20% of the LSU's population has installed the LSU Shield Application for Smart Phones which is a free tool with GPS capabilities for students, faculty and staff to use and is designed to improve safety and security for the LSU Community.
 - University Relations has assisted them with producing a marketing video that will be pushed out this fall when students are back on campus.
- There are over 3,000 cameras on campus and growing.
 - They are looking at technology now to be proactive where if a camera has motion, a notification is sent to communications to patrol that part of campus when it may be otherwise quite.

- Traffic detail will begin when school starts on August 23, where the traffic lights at the three big intersections will be controlled during the morning traffic.
 - This was very helpful in the fall of 2019.
- They are also starting a Threat Assessment Team with Mental Health, Student Advocacy & Accountability, Human Resource Management and LSU PD
 - To look at the individual in a Care Meeting but also if the individual is no longer a student or an employee with LSU because they could still be a behavioral threat to LSU.
- Their Outreach Division was created about 3 years ago with Officer Kim Bass who leads that division.
 - This outreach helps connect with people across campus as the Officer and her K-9, “Jazz” are not on a shift rotation but rather on campus, during the day talking with people to establish relationships.
- President Tate has been briefed regarding the crime in Baton Rouge and surrounding LSU.
 - Although our campus is safe it is not crime free. LSU PD has a good relationship with the Baton Rouge Police Department and the East Baton Rouge Parish Sheriff’s Office. LSU PD has a 3 minute response time where they can be anywhere on campus.
- There will be a few adjustments during the first two weeks that students are here with officers working 12 hours shifts instead of their normal 8 hour shifts.

Chief Bart Thompson opened the floor for questions.

Q. Has any threat assessments been done since the Bridge Center opened?

A. LSU PD met with them before the center opened. Mental Health is a #1 concern. Officers have been working with their Counselors on how to handle certain situations that could happen after hours where the only option to bring individuals is either to the hospital or jail.

Q. Is there any discussions about increasing some of the lighting around the lakes?

A. They’ve had many discussions regarding lighting and are working on some ideas when lights are out. There is a new group that has formed that will be coming out when it gets dark to identify the areas that need more lighting. Students also need to be educated on how to be safe.

Senator Quinneke Lee mentioned that last week they had two officers join them for some professional staff development in Residential Life. The officers did a good job at addressing the training that they go through along with easing the comfort of marginalized students on campus. “Thank you”

Q. Does LSU PD monitor the Greek life parties that happen on campus?

A. They have an Officer that Greek Life pays for extra security along sorority row. The problem is Greek Housing is considered a residence, so the police can’t just go there without probably cause. They continue to encourage students that if someone is in distress, to call for help.

President Salvadras thanked Chief Bart Thompson for attending today's meeting.

Vice Provost Dereck Rovaris mentioned that he appreciates the work that the Staff Senate does. On behalf of the administration, he expressed how grateful they are for the work of the people at LSU that made it happen by either working remotely or to those who showed up because they were unable to work remotely during this past year and a half of the Covid pandemic.

PRESIDENT'S ADDRESS

Amber Salvadras gave her Presidential Address during this first meeting of her term which read:

“Sixty-five days ago, I experienced a sudden heart wrenching loss. The loss of my mother; the person I came from and made me who I am today. She was profoundly proud of me and was looking forward to watching me create a legacy and make a difference this year as President of Staff Senate.

I stand here before you all, as the 41st President of Staff Senate, the first Civil Service Staff member to hold this position and quite possibly the first to not hold a college degree, I am ready, willing and determined to lead, advocate, and be the voice for all staff at LSU this year.

I have been a proud staff member of LSU for 16 years; and I can 100% say that I love my job, my fellow colleagues and this university. I do not consider you all just co-workers, you are my family, and I will stand up for what is right and actively advocate for the needs of all staff on campus.

One of my goals and purposes as President of Staff Senate is to be the voice for staff and advocate on behalf of them and all of you. I echo former President Rachel Henry's sentiments that 'if something bothers you, it's your job to try and fix it.' Many times, you cannot fix it alone and that is where I come in. Come to me with your thoughts, feelings, troubles and important issues that bother you and I will do my best to help you find a solution and make changes where necessary. I am here for you. Let's work together to make this an even better workplace for all.

This year I want us to work on getting the LSU Faculty & Staff Career Enrichment Award off the ground running. Let's get these dollars in the hands of staff and faculty so that they may enhance their careers, get extra training, attend or present at conferences. Anything that will benefit them and their jobs here at LSU.

We may not always see things from the same perspective, but I can assure you that if it is important to you, then it is important to me. I will listen, be respectful, be open minded and do everything I can to help attain your goals. It is our job to make a positive difference here on this campus.

Appreciation is something that I feel very strongly about, and I promise to work all year long doing anything I can with the help of you all to show our staff that they are truly appreciated. A little appreciation goes a long way to make someone's day. Whether it be candy grams, t shirts, welcome events, thank you notes and emails. We will continue to promote the new Staff

Stripes awards so that we may recognize more and more hardworking & dedicated staff each Quarter.

I am determined to continue to foster the positive relationships with members of upper administration. They will know who we are, what we do and why we do it. I will continue to make sure we have a seat at the table and for Staff Senate to be heard make positive impacts here at LSU.

I will close with this quote by the fictional character, Tyrian Lannister, of Game of Thrones, “A wise man once said that the true history of the world is the history of great conversations.”

With that, I ask you all to speak up, let’s have some conversations and work together to be a better campus for all.”

PRESIDENT’S REPORT

President Amber Salvadras reviewed relevant meetings in which she attended.

- June 25 – Attended the first meeting with the planning committee for President Tate’s Investiture Ceremony to be held in August. This meeting was in the beginning stages and involved discussing who to be invited and possible locations for the event.
- June 28- Attended the New Senator Orientation hosted by the Executive Committee.
- June 29 – Attended a Peer to Peer Covid Vaccination meeting with Kristin Sanders, Emily Hatfield and Erica Hawthorne. The purpose of this meeting was to brainstorm ideas on how to ‘encourage’ staff to get vaccinated.
- July 6 – Attended the first monthly Executive Committee meeting where we discussed the plans and ideas for the year.
- July 6- The Executive Committee was invited to meet with President Tate on his first day on campus. We were given the opportunity to introduce ourselves, talk about Staff Senate as a whole, who we are, what we do and what we stand for was mentioned. Tate was invited to come speak at our August or September general meeting.
- July 19 – Attended a meeting with President Tate and several other campus leaders along with his wife, Kim Tate, to discuss the overall plans of the Investiture Ceremony. It will be held on August 27th at the Union Theater. More details to come.
- July 19 – The Executive Committee held a follow up meeting to discuss the committee assignments, liaison assignments and mentors were paired with new senators.

President Salvadras sent flowers to Dr. Stacia Haynie on behalf of the LSU Staff Senate, to express our appreciation for her support over the last few years.

LIAISON REPORTS

Parking & Transportation Services Director Search Committee

Past-President Jonathan Levesque reported that as he continues to serve on this search committee, two candidates have been recommended to the administration for consideration.

OLD BUSINESS

Proclamations

Past-President Jonathan Levesque reported that the Proclamation of Gratitude for (Interim) LSU President Tom Galligan for serving this past year reads:

LSU Staff Senate Commendation 2021-01

A Proclamation

In RECOGNITION and APPRECIATION of the 27th President of LSU, Thomas Galligan

The LSU Staff Senate expresses its sincerest gratitude and appreciation for Thomas “Tom” Galligan and his outstanding service to LSU.

Galligan stepped into the role of interim President of LSU in January 2020, a year marked by unprecedented challenges and significant change.

The Staff Senate commends Galligan’s steady hand and strong leadership in the face of the health, racial and economic pandemic. From national public appearances to holding numerous intimate and personal town halls, Galligan’s accessibility and flexibility proved to be an invaluable resource in protecting our LSU family and helping our LSU community transition to 100% online academic operations.

In the midst of the social justice awakening on LSU’s campus, Galligan’s leadership ensured students and employees felt their voices were being heard. Galligan was present at numerous campus gatherings providing thoughtful and responsive action based on these conversations. Challenging our community to evaluate and reflect on how our systems, messaging, and institutional presence affect a diverse campus community. Galligan’s leadership has guided LSU to strategically take meaningful steps towards change with the Roadmap to Diversity initiative started under his presidency.

When notified of potential Title IX issues, Galligan demonstrated strength and integrity by commissioning the Husch-Blackwell to do an investigation. Standing firm in the line of fire, Galligan once again provided candid leadership accepting responsibility for our mistakes as an institution and creating a new Office of Civil Rights to ensure LSU provides a safe environment for all.

Galligan first served LSU from 1986 to 1998 earning a reputation as a beloved member of our campus community. He returned to campus as a commencement speaker in 2006 and as Dean of the LSU Paul M. Hebert Law Center in 2016. The Staff Senate is grateful that he took up the mantle of President in 2020, guiding LSU through uncharted and rough waters.

It has been both an inspiration and joy working with Galligan during his tenure as President. We take this moment to express sincere gratitude and happiness that Galligan has served and will continue to serve the students of LSU in the future.

Thank you sir for all that you are and all that you continue to do.

There will be a second reading during the August general meeting for approval.

LSU Staff Senate Strategic Plan 2020-2025

The final draft of the LSU Staff Senate Strategic Plan 2020-2025 was included in the meeting packet for review by the full Senate. Members of the Staff Senate will receive a link to review the plan and vote to adopt.

NEW BUSINESS

Staff Senate Appointment

President Amber Salvadras announced that the Executive Committee approved the appointment of Winkeyssa Robertson from Facility Services to fill the Classified Employee group vacancy through June 2024. She has been employed at LSU for about 4 years now and would like to get involved and serve on the Staff Senate. Senator Winkeyssa Robertson was welcomed to the Staff Senate.

There are a few more vacancies that are available that the Executive Committee plans on filling.

Committee/Liaison Assignments

President Salvadras discussed committee and liaison assignments. There was a description of each committee with events/initiatives included in the meeting packet. Each committee was encouraged to begin scheduling monthly meetings to work on their outlined initiatives.

Staff Senate Budget/Gift Fund

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

Herman also provided a presentation regarding the Staff Senate Gift Fund guidelines and criteria that is used to recognize Senator and former Senator's life events that may happen throughout the year. Senators were asked to contribute \$20 each to the fund for the year.

Staff Senate Apparel

Staff Senate Administrative Coordinator Melonie Milton announced that the Staff Senate has opened orders for Staff Senate apparel. The group needs a minimum of 12 pieces to place the order. The list of selections was included in the meeting packet for review. Please let the Staff Senate Office know if you would like to place an order.

Senator Photographs

Melonie Milton announced that if anyone needs a professional photographed headshot for the Staff Senate website, the Office of Communications & University Relations can schedule using a new application. Please let the Staff Senate Office know if you have already taken one for your department that you would like to use or if you would like to schedule.

Senator Placards/Name Tags

Melonie Milton announced that Staff Senate will provide Door Placards and an LSU name badge for Senators who are interested. Please let the Staff Senate Office know if you would like to have one.

Future Guest Speakers

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

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator July birthdays:

- Senator Mo Carney celebrated his birthday on July 6.
- Secretary John Nickerson celebrated his birthday on July 16.
- Senator Tyrslai Williams-Carter celebrated her birthday on July 17.
- Senator Joshua Duplechain celebrated his birthday on July 18.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, President-Elect Tammy Millican made a motion to adjourn. The motion, seconded by Senator Brent Corbitt, carried.

The meeting adjourned at 12:00 p.m.

John Nickerson, Secretary

JN/mm