

LSU | Staff Senate

MEETING MINUTES
September 21, 2022

President Tammy Millican presided over the September 21, 2022, Staff Senate meeting held in 225 Peabody Hall at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('23)

Professional/Non-Faculty

Pr- Alvarez, Capri ('23)
P - Ballard, Ernie ('25)
P - Carney, Mo ('24)
P - Cummings, Ellen ('22)
Pr - Duplechain, Joshua ('24)
A - Garza, Jorge ('24)
P - George, Tiffany ('25)
P - Gresham, Deanna ('23)
P - Hicks, Emmy ('24)
Pr - Kennison, Jennifer ('25)
P - Law, Shemeka ('24)
P - Lee, Quinneke ('24)
P - Levesque, Jonathan ('25)
P - Phelps, Olivia ('23)
P - Sansoni, Gerald ('23)
P - Shaw, Linda ('24)
P - Slocum, Jenee ('23)
A - Shows, Haley ('23)
P - Smith, Henri ('24)
P - Trahan, Amy ('25)
Pr - Walker, Jason ('24)
P - Washington, Valori ('23)
Pr- Williams-Carter, Tyrslai ('24)
A - Wilson, Derek ('23)

Classified

Skilled Crafts

P - Constance, Taylor ('25)
P - Corbitt, Brent ('24)

Technical/Paraprofessional

A - Matkovic, Igor ('23)
P - Nehlig, Mark ('24)

Clerical/Secretarial

P - Broussard, Margaret ('23)
Pr - Salesneves, Sarah ('25)
P - Salvadras, Amber ('23)
A - Sparks, Donna ('24)

Service/Maintenance

P - Hopkins, Christopher ('24)
A - Robertson, Winkyessa ('24)

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

GUESTS:

Mark Bieger, Office of the President
Mary Burleigh, Human Resource Management
Cassandra Miller, Residential Life
Percy Jackson, Office of Multicultural Affairs
Casey Coughlin, Campus Federal Credit Union
Roxane Berthelot, Campus Federal Credit Union
Anthony Ware, 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 six proxies noted.

PLEDGE OF ALLEGIANCE

Senator Shemeka Law led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – August 17, 2022, Staff Senate Meeting

A motion to accept the minutes was made by Senator Jonathan Levesque. The motion, seconded by Treasurer Henri Smith, carried.

GUEST SPEAKER – MARK BIEGER, OFFICE OF THE PRESIDENT

President Tammy Millican introduced Mark Bieger who serves as the current Vice President of Strategy and arrived on campus on September 1. He is the former chief of staff to the president at the University of South Carolina and former Chief of Staff at the United State Military Academy at West Point, his alma mater. He joined LSU to help improve organizational alignment of all of the LSU campuses throughout the state and help drive the implementation of top priorities.

For more than 28 years, he served in the U.S. Army. He held leadership positions from platoon leader, to company, battalion and brigade commander and staff positions and during his military career he deployed twice to Iraq in support of Operation Iraq Freedom.

He holds a Bachelor of Science Degree in civil engineering from the United States Military Academy and master's degrees in human resource management from Webster University, advanced military studies from the School of Advanced Military Studies, and national security and strategic studies from the U.S. Naval War College.

Mark Bieger thanked the Senate for the opportunity to present on strategic planning updates. There are two plans in development for the system and the flagship. The Scholarship First Agenda is being created. LSU's Value and Vision draft is also nearly final.

Bieger mentioned the set structure and what is in action:

- Governance, Integration Committee
- Working Groups (300+) with Faculty, Staff, and Student involvement
- 3 Advisory Boards that include Alumni, Industry, and Community
- Engagement with Faculty/Staff Affinity Groups
- Survey responses reviewed and shared

The working groups are developing goals, objectives, programs, and measures. Building an assessment of architecture. Communications are closely integrated and are developing a marketing rollout plan. They are closely coordinating with the Foundation with regards to the next capital campaign. A view of the planning structure was shared.

Bieger shared some of the feedback from the Advisory Board which are:

- Maintain clear priorities and institutional focus
- LSU must lead to elevate Louisiana State University alignment across colleges and centers is essential
- LSU must remain agile to remain relevant – with rapid changes in industry and society
- LSU must also remain flexible in workforce development in close partnership with business and industry
- LSU graduates are leading in multiple sectors of industry and government
- LSU must be more accessible to the local community in business and workforce development
- THE LSU System should work closely to elevate all parts of the state and region
- LSU must continue to improve external communications
- LSU provides hope and a sense of community

Bieger shared the Values and Vision (Draft) which reads:

Excellence, Integrity, and Community

- Empower Excellence. We commit to the constant pursuit of enriching, innovative, and impactful outcomes in learning, discovery, and service.
- Embody Integrity. We seek truth and act with courage, honesty, and accountability to elevate each other and Louisiana.
- Embrace Community. We champion the strength, talent, and diversity of our people and value the culture and history of our state – together.

LSU is a comprehensive research university, the Flagship of and for the state, focused and committed to build a healthier, prosperous and secure future for Louisiana.

The Scholarship First Agenda is a framework and commitment to elevate students and our state with an institutional focus on learning and discovery. The essential resources are people, partnerships, and priorities. The priorities aligned with objectives to secure our future, to capture our past, and to advance our state. As we work toward a university vision of health, prosperity, and security for Louisiana.

Beiger mentioned some of the framing ideas to secure the future for institutional focus and prioritization. To capture and elevate with inter-disciplinary collaboration and inclusion. Also, to advance the state by creating student, state and community impact.

The floor was opened for questions.

President Millican thanked Mark Bieger for attending today's meeting.

PRESIDENT'S REPORT

President Tammy Millican reviewed relevant meetings in which she attended.

- August 18 - attended the Strategic Planning Implementation Plan Committee Meeting
- August 22 - attended a meeting with Clay Jones and Niki Norton with Human Resource Management and the Staff Senate Executive Committee

Millican congratulated Senator Emmy Hicks who is ABD (all but dissertation). She has completed all of her required doctorate coursework while receiving straight A's.

- August 25 - attended a meeting with Jennie Stewart, LSU's ADA Coordinator, and the Staff Senate Executive Committee- discussed COVID-19 and employee accommodations along with the ADA plan
- August 25 - attended a Historic Year at LSU event at the Business Education Complex with Secretary Quinneke Lee and Member-at-Large Valori Washington.
- August 29 – attended the University Council Meeting with President Tate, the Foundation, Deans, and other administrators- **President Tate said the focus was to fundraise \$450-500 Million dollars annually**
- August 31 – attended a meeting with the Staff Senate Executive Committee to draft the Staff Senate Committee/Liaison Assignments
- September 1 - attended a meeting with Brain Favela who is the Director of LSU Parking and Transportation Services **discussion included plans to possibly build a new parking garage and other items. Send any questions to President Tammy Millican for her monthly meeting.**
- September 7 - held the Executive Committee meeting in preparation for the September General Meeting

- September 7 – attended the Council of Staff Advisors to the LSU Board of Supervisors meeting with President-Elect Joshua Duplechain
- September 9 – attended the LSU Board of Supervisors meeting, the resolution regarding fees was mentioned again and all members of BOS are invited to the Staff Senate event
- September 16 – attended Fall Fest-Magic Mirror activity in partnership with SG and CFCU
- September 20 – attended a meeting with Staff Senate Committee Co-Chairs and discussed the committees charges

COMMITTEE REPORTS

Staff Appreciation & Events Committee

President Millican mentioned that the committee met on September 13 to discuss volunteers for Fall Fest. They also discussed participating in the Human Resource Management Benefits Fair scheduled on Wednesday, October 26, from 10:00 a.m. – 2:00 p.m. where volunteers will also be needed.

The committee is beginning to plan for Holiday on Campus which will be held in conjunction with LSU's Holiday Specular on Tuesday, November 29, from 6:00 p.m. – 8:00 p.m. in the LSU Student Union.

LIAISON REPORTS

Office of Group Benefits

Senator Shemeka Law reported that the Office of Group Benefits held a board meeting on August 11, 2022. The written report was included in the meeting packet for reference.

Civil Service Commission

Past-President Amber Salvadras reported that the Civil Service Commission held a board meeting on September 7. Although they had many requests on their agenda, she mentioned a request from the Department of Children and Family Services regarding an Incentive Awards Policy, which was granted. Salvadras plans to research this incentive policy.

Director Byron Decoteau also presented a Payroll Comparison Report that is compiled annually to ensure accurate and timely reporting of payroll actions for the interface agencies. She plans to find out some information about that report. Decoteau reminder the Human Resource community to ensure that they are following their telework policies when compensating overtime for teleworkers affected by office closures.

Senator Amy Trahan mentioned that classified employees have to go through training if they are working from home and questioned why unclassified staff did not have to complete any training.

OLD BUSINESS

Staff Senate Budget/Gift Fund

Treasurer Henri Smith will provide a written financial report to be included in the next general meeting packet for review by the full Senate.

President Millican thanked Campus Federal Credit Union for contributing \$100 to the Staff Senate Gift Fund this year.

Staff Senate Portraits/Placards/Apparel

The Office of Communications & University Relations scheduling link, <https://calendly.com/lsu-photography> is open for those who would like to take a professional headshot for the Staff Senate website. Please send the Staff Senate Office a copy once you receive it from the photographer.

The list of Senator Door Placards has been drafted and will print once the laminator that was ordered arrives.

The Staff Senate apparel order page through Red Stick Sports has closed. For those who ordered to pick-up in Baton Rouge, Melonie can pick up everyone's items and deliver at the October 19 Staff Senate General Meeting.

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.

Fall Fest

President Millican thanked everyone who attended Fall Fest this year. Especially, Treasurer Henri Smith, Past-President Amber Salvadras and Melonie Milton for working on getting the promotional items in on time. We hosted the Magic Mirror with Student Government and Campus Federal Credit Union this year which was a success.

NEW BUSINESS

Annual Employee Benefits Fair

The LSU Annual Employee Benefits Fair is scheduled on Wednesday, October 26, from 10:00 a.m. – 2:00 p.m. in the Cotillion Ballroom of the LSU Student Union. Senator volunteers will be needed. An electronic sign-up will be circulated.

Social Event for Staff Senate

President Tammy Millican announced that the Staff Senate Executive Committee would like to schedule a social event for Staff Senators sometime during the month of October. Once that has been decided, an invite will be sent out.

Senator Appointment

The Staff Senate Executive Committee has approved the appointment of Cassandra Miller with Residential Life who is serving as the Disability Caucus Liaison this year.

Senator Cassandra Miller announced that the caucus has been working on a website that should be up and running soon. There is also a caucus meeting scheduled this Friday at 12:00 p.m. via Zoom for those who are interested in attending.

If anyone is interested in being included on their listserv, please let Senator Miller know.

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator September Birthdays:

- Senator Olivia Phelps celebrated her birthday on September 1.

Happy Birthday!

In honor of Senator Olivia Phelps Birthday, she received a Bundlet from Nothing Bundt Cakes.

Senator Jonathan Levesque asked is Staff Senate in conversations with PD regarding safety. Millican mentioned that there is a Safety Council that has been created. She will ask LSU Police Department Chief Bart Thompson about Staff Senate representation on that committee, as well as ask him to guest speak during a future meeting.

Senator Mark Nehlig mentioned that LSU Police Department has hired 3 new officers to help on the night shift.

Senator Gerald Sansoni announced that Student Government is preparing to do a night light walk on campus to see which areas need more lighting or which lighting needs to be repaired. Millican added that faculty and staff are encouraged to join them as well.

Percy Jackson introduced himself. He is interested in serving on Staff Senate. President Millican mentioned that Jorge Garza, Ryan Harb, and Megan Stone have left the Staff Senate which has created some vacancies. The Staff Senate Executive Committee would like to fill the vacancies on the roster. The last general election runner-ups will be invited to serve.

2022 Charles E. Dunbar, Jr. Career Civil Service Award

President Tammy Millican announced that nominations are still open for the Charles E. Dunbar, Jr. Career Civil Service Award which is an annual state-wide award for civil service employees. The Dunbar Award is the highest honor a classified state employee can receive for their service to the citizens of Louisiana. Nominations are open until Friday, September 23, 2022, at:

<https://www.civilservice.louisiana.gov/StateEmployees/Dunbar/default.aspx#:~:text=The%20Dunbar%20Award%20is%20the,to%20the%20citizens%20of%20Louisiana.>

Please consider nominating someone at LSU and share with your colleagues in case they would like to nominate someone at LSU.

Senator Tiffany George announced that LSU Geology and Geophysics is celebrating its 100 year Anniversary. LSU Geology and Geophysics is the oldest running department of its kind in the United States. There are a lot of seminars and events planned, including a tailgate for the Ole Miss game on October 22, if anyone would like to stop by Howe-Russell on game day.

Senator Mo Carney announced that LSU Athletics will host a block party on Friday, October 7, in front of the PMAC to kick off Basketball Season.

Senator Taylor Constance announced that the LSU Rural Life Museum is hosting a corn maze every weekend in October with hayrides and activities for the kids.

MOTION TO ADJOURN – With there being no more business, Past-President Amber Salvadras made a motion to adjourn. The motion, seconded by Senator Christopher Hopkins, carried.

The meeting adjourned at 12:00 p.m.

Quinneka Lee, Secretary

QL/mm