

LSU | Staff Senate

MEETING MINUTES February 24, 2021

President Jonathan Levesque presided over the February 24, 2021, Staff Senate meeting held by Zoom Video Conferencing at 10:30 a.m.

Executive/Administrative/Managerial

A – Reonas, Barbara ('21)
P – Tammy Millican ('23)

Professional/Non-Faculty

P – Aslin, Jessica ('21)
P – Baldrige, Samantha ('21)
A - Braden, Laurie ('21)
A – Bonner, Amber ('21)
A – Dawan, Hope ('21)
A - GheBreiyessus, Walta ('21)
P - Henry, Rachel ('21)
P – Lane, Madison ('21)
P – Olson, Darcee ('21)
P - Rafaiti, Karina ('21)
P – Garner, Karen ('22)
P – Herman, Catherine
A – Lee, Mark ('22)
P – Levesque, Jonathan ('22)
P – Nickerson, Jon ('22)
P – Roth, Nicole ('22)
P – Clemmons, Jill ('23)
P – Kimmell, Alyssa ('23)
P – Harb, Ryan ('23)
Pr – Lewis, John ('23)
P – Marrero, Ali ('23)
P- Sansoni, Gerald ('23)
P – Shows, Haley ('23)
P – Slocum, Jenee ('23)
Pr – Stone, Megan ('23)
P – Wilson, Derek ('23)

Service/Maintenance

Skilled Crafts

A – Corbitt, Brent ('22)

Technical/Paraprofessional

A – Matkovic, Igor ('23)

Clerical/Secretarial

Pr – Salesneves, Sarah ('22)
P – Salvadras, Amber ('22)

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

GUESTS:

Jake Palmer, Emergency Operations Center
Ellen Cummings, School of Kinesiology
Roxane Berthelot, Campus Federal Credit Union
Casey Coughlin, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Jonathan Levesque at 10:30 a.m.

ATTENDANCE

There was a quorum with two proxies noted.

PLEDGE OF ALLEGIANCE

Past-President Rachel Henry led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – January 20, 2021, Staff Senate Meeting

A motion to accept the minutes was made by Treasurer Catherine Herman. The motion, seconded by Member-at-Large Alyssa Kimmell, carried.

GUEST SPEAKER – JAKE PALMER, MANAGER OF EMERGENCY OPERATIONS

President Jonathan Levesque introduced Jake Palmer who is the Manager with the Emergency Operations Center at LSU.

Jake Palmer began by providing some of his background information. He was doing this same job at Texas State University before coming to LSU about 3 years ago. He is an LSU Graduate and was happy to come back home.

LSU is one of the few universities that actually has a designated Emergency of Operations Center (EOC). After Hurricanes Katrina and Rita, the Administration invested in having a 24/7 always available Emergency Operations Center which is house in the LSU Police Department (LSUPD) headquarters.

The bulk of the work done through the EOC is done by volunteers. There are a few Staff Senators who volunteer when needed to work during any kind of EOC activation to help the university 24/7 around the clock until the situation's taken care of and they get to go back to the regular jobs after that.

The EOC comes in, whenever there's something that could affect public safety for the LSU community. They have been pushed into other areas, based on COVID and some of the things that they are doing now that is related to that.

When he got into emergency management, he never thought he would be running a vaccination center, a COVID 19 public health testing Center or things that are related to that. You have to adapt and improvise depending on the situation.

There is an EOC Core Committee that is made up of key individuals from certain departments such as LSUPD, the Student Health Center, Information Technology Services, Student Life, Strategic Communications, and Facility Services along with a couple other departments. These departments come together, whenever there is something that could affect us such as the winter weather event last week as they started to see in the forecast that there was possibility of ice forming which greatly affects our area. These department started meeting regularly to discuss the situation and to look at if this was going to be something that could cause LSU to close or affect anything we're doing on campus.

As we started working through that and getting information, they soon realized that this is going to be something we're going to have to deal with. At that point, they review it to make a recommendation. They will then speak with President Galligan to go over the situation of what we know and then we make a recommendation. For the situation last week, it was decided for the safety of the students, faculty and staff, it was best just to close down campus.

Unfortunately, we were closed for an extended amount of days due to power outages which then quickly turned into a water pressure issue. When water pressure drops on our campus that means are taller buildings can't put out a fire with the water suppression system which could put people at risk, so with the great folks at Facility Services, they continued to monitor it on an hourly basis for reporting. Out of an abundance of caution, the recommendation was to stay close.

Not only were they physically on campus that Monday but they also had people that were checking in virtually and were available straight up until Friday afternoon. We were able to get back to normal and an announcement came out that on Saturday, LSU would continue on normal operations.

The EOC has been active since last year on February 16, 2020. They began holding meetings about COVID which quickly escalated after they realized that this is going to be something that's going to affect us. They started meeting with some other key components from around campus such as Epidemiologist and public health experts. They met with Facility Service personnel to see how they were going to control our spaces and LSUPD when we started talking about okay we're going to have to truly close down campus to everyone. They are really grateful for the volunteers who have been an integral part in these operations. The EOC is also monitoring events being planned on campus. Whenever someone is trying to schedule something on campus, they are reviewing those requests to make sure they meet the public health standards and guidelines that are set by the state, so if you try to schedule an event and get turned down it's not the EOC making the decision, it's the EOC interpreting the rules of the of the State of Louisiana Governor.

They are also tracking all of the testing happening on campus. If someone has been exposed to COVID or has tested positive, that information is sent to EOC, so they can implement the quarantine isolation protocols. They have also been preparing since October for the

vaccination program. As soon as the state starts giving us some vaccines, we will be ready to start administering.

Q: Has LSU started doing vaccinations on campus yet?

A: Yes, they have administrated the vaccine to 217 people so far which was for public safety personnel, allied health folks, some key people in Residential Life that are dealing with quarantining and isolating people in some of those spaces. They wanted to make sure that they addressed those people as safe as possible.

About a month ago, an email was sent out across campus asking people to fill out a survey with their interest in taking the vaccine. As of this past Monday, they are about 10,200 people who are interested in getting the vaccine. When the state allows us to move to that next tier which you may have heard that higher Education has been added to that that next tier, we will be ready to start doing mass vaccinations on campus. Some locations on campus are being looked at to make sure that they will work. We are at the mercy of the state on when they will open that up to our campus population.

Q: How will the disbursement of those vaccines work?

A: President Galligan has said multiple times that they want the fall of 2021 to look like the fall of 2019. We want to get everybody back on a campus but there is a variable in that as when the state makes the vaccine available to us. The first priority is going to be for those working and teaching on campus.

Within that population, they will apply the rules that the state has about pre-existing conditions, age groups and some other considerations. Then they will work on those who responded to the survey. They will follow-up with an email of a list of dates and times that those people can sign up to make an appointment to get vaccinated. They will be directed to go to the location that they have set-up as a mass vaccination clinic. Those people will receive their first dose and then be scheduled for their second dose which is about a 21 day turnaround. They are only dealing with vaccines from Pfizer.

The difficulty right now is that there's a lot of back and forth between the Center for Disease Control (CDC) and our own epidemiologist on campus who are learning more on the effectiveness of the vaccine between the two doses and its affect. Also, after receiving both doses does that mean that you no longer have to quarantine if you are exposed again. They are still learning a lot about this but they are planning to have a very streamlined process. Jake encouraged everyone to complete the survey which is still live for people to continue to fill out.

They will be working with Strategic Communications to get some educational information regarding the vaccine out to everyone.

President Levesque mentioned that the Staff Senate can also help on getting that information out through Social Media as well.

The floor was open for additional questions.

Q: Is the EOC in need of volunteers (the Staff Senate is a good group to recruit from)?

A: Yes, very much so. They are always recruiting. Those who volunteer for the EOC also get to see how the university works behind the scenes in making decisions.

Q: Since the university leadership expect classes to be in person in the fall, what is the expected timeline of the vaccinations happening on campus? And what is the deadline, if we have not hit the benchmark percentage of vaccinated needed to return to normal fall operations?

A: The vaccinations isn't the only measuring stick that they will be using for the fall. He hopes that it has been kind of evidence with all the extra effort and tons of time that Facility Services spent, our custodial staff did as well as key personnel around this campus when the extent of the disease got up to a high point in the state, LSU did quite well in controlling any kind of outbreak. We have no confirmed outbreak or spread within classes, we had no confirmed outbreak or spread within workspaces. The biggest issue that we faced was students, faculty and staff doing stuff outside of school or the workspace.

The vaccine is going to be a piece of the puzzle to see what we look like in the fall. If you're following the information that the university is putting out about the wastewater projects that they are doing where they are studying the wastewater to see how much of the trace elements will be found in that. LSU is trending in a very good direction. That doesn't mean we're out of the woods and it doesn't mean to throw your mask away and start hugging everybody. The preventative steps we've taken are working.

The President's goal is to get us back on campus. Will it be all the way back, will it be a new situation, will people who have existing conditions need to take extra precautions, Jake thinks that it may just be the new normal going forward. As far as the timing of the vaccinations availability, it's an issue of how much vaccine quantities is available to the country as a whole, and then to Louisiana specifically and then to higher Education and LSU even more specifically. The process is in place and ready, we just need the state to give it to us. If LSU got the call this afternoon, and the state was going to give us 10,000 vaccines, we can start vaccinating people tomorrow morning. He doesn't know the timeline but it has been explained to him by the governor's office that it's really just a matter of when they start getting big bulk shipments to the state, then they will start prioritizing our Community.

Senator Gerald Sansoni thanked Jake for all of his time and commitment at LSU. Over the summer, there were six named tropical storm systems that he was a part of 24 hours a day, until things were okay then the freeze last week, where he spent the night in the EOC and did a lot all while trying to juggle some things going on with your own family, so he just wanted to make sure that Jake knew that we appreciate him and everything that he does when the university is closed and everybody else gets to stay at home, so thank you.

Jake Palmer appreciates that and thanked the Staff Senate for the opportunity to speak with the group today.

President Jonathan Levesque thanked Jake Palmer for attending today's meeting.

PRESIDENT'S REPORT

President Jonathan Levesque reviewed relevant meetings in which he attended.

- The Administrative Process Improvement Committee (APIC) met and discussed two issues brought to us from faculty and staff on campus.
 - The first was related to online storage. If you are working on a group project with an employee or student from a different LSU campus, they may not have access to Dropbox and a lot of our normal operations have been built into Dropbox so it causes a little bit of conflict and confusion.
 - The Professor with the issue didn't quite understand that we have a product called Microsoft One Drive, which is available system-wide to everybody on campus. So if you run into any projects on campus where you're working with multiple people from across the state, Jonathan encouraged everyone to look at One Drive as the solution for document storage. He is not sure about Microsoft Teams or if the entire LSU System has Teams.

Senator Nicole Roth mentioned that it is an enterprise solution through Office 365. If everyone has Office 365 which they should then everyone has Teams.

- Past-President Rachel Henry mentioned that the second issue which is one she submitted related to student organizations and how they pay for essential services offered through Facility Services.
 - As an Advisor to a student organization, they ran into a lot of issues in the fall with the student organization not having a PG or BG number for internal transactions.
 - Unfortunately Facility Services is only set up to accept internal transfers. This is a process that maybe we can find a different solution to better serve some of these student organizations. Rachel and Tyler are going to meet with Mary Stebbing along with some staff members in Campus Life, to see if there's a solution that they have.
 - There are all sorts of solutions that are still in the works, so this is pending.

Jonathan reached out to Clay Jones, Associate Vice President and Chief Human Resource Officer for an issue that he sees in his unit and if you all are unaware. LSU has changed the policies on offering relocation packages for new staff hires. If the salary does not meet a certain threshold, and he believes that it is \$60,000, the relocation packages are no longer available.

Jonathan raised the issue specifically for the Academic Center for Student Athletes since they hire a lot of young professionals all across the country and not having a relocation package is going to make those positions less attractive and it's a very competitive field to try to get talented individuals in here. He wanted to discuss that with Clay and to advocate that for staff across campus. The relocation packages are normally paid for by the departments, so I didn't

quite understand why the policy was changing if the departments already had the funding built in and they know what they can negotiate.

It seems like it was more about streamlining the process and getting back to the original intent of relocation packages which was for employees of certain pay grades and ranks higher than the entry level positions. That policy is not going to change and Jonathan wanted to bring it to your attention, in case you are looking for someone to hire that is out of state and send them a promise that might not be true.

There is also another issue that was brought to his attention this morning that they have not discussed with the administration, there is a new FASOP that Jonathan has posted in the chat that was put out in December and one of the changes is on pre-employment, social media checks. It looks like you now have to have some sort of documentation and you have to perform some sort of checks on candidates and their social media activity. We will probably discuss this with certain representatives to make sure that there is no examples of implicit bias, or any other situations where we are looking at social media, not necessarily for threats to embarrass the university but where we are disregarding potential employees due to the fact that they disagree with our political leanings. We will discuss that with Human Resources and provide a report to the Senate.

President Levesque mentioned the Staff Senate Committees goals for the remainder of the year and for Chairs/Co-Chairs to evaluate where we are right now by reviewing the document in Microsoft Teams or on the Staff Senate shared drive. If you need another copy, please let us know but we need to look at our goals and see where we are at to make a push for the second portion of this this year to get those accomplished.

Community Engagement Committee has been sort of parked due to not being able to do anything on campus or help by volunteering since events are not happening and we have been unable to do any in person recruiting. But in the beginning of this meeting, he sent everyone a link to a Google document which has a list of candidates that he has asked the Community Engagement Committee members to submit so that we could start recruiting. The general elections are coming up with the call for nominations taking place next month, so now is the time that we need to start reaching out to everyone who has expressed an interest in getting more involved on campus to talk with them about Staff Senate. Community Engagement has also done a tremendous job with our social media releases.

One of the goals for the Staff Appreciation Committee was to create a new hire event. They have been making efforts on that and plans are being formalized. This committee rocks. They have been killing it all year, so a big shout out to everyone on that committee. Another goal they worked on was the recognizing you program which is now called the Staff Stripes Award. President-Elect Amber Salvadras has been fantastic on getting me the lists of people who have come out to volunteer in some way on campus. Levesque recently sent out a thank you note to those who worked during the freeze last week. He will also be reaching out to donors to help with support for the new hire event as well.

The Long Range Review and Planning Committee has been working on the Constitutional amendment for our minority Caucuses standing seats on the Senate which is set to go out for

a vote within the full staff population since the Staff Senate approved during that last meeting. A review of the bylaws should also take place for items that may be out of date. It is also a good time for us to develop our future goals for new senators for the next senate year.

The Staff Benefits, Policies and Development Committee is working on the resolution in support of the tuition fee waivers. Levesque has asked to have that resolution drafted and presented to the Staff Senate for our next meeting. This will be something that he will mention to President Galligan when he meets with us next month.

There was also a goal of gathering data on pay raises and insurance costs over the last five years. We have received those which wasn't directly through the Staff Benefits, Policies and Development Committee, but Levesque received that information through the Staff Diversity Committee meetings. He has shared that information with the Staff Senate Executive Committee. If anyone would like to review that, we can share that with you all as well. Another great goal he thought of was to look at lowering the costs for staff University Recreation (UREC) membership. So we could push for more health and wellness for our nearly 3500 staff members on campus.

President Levesque would like to take one goal off of the Staff Benefits, Policies and Development Committee and give it to the Community Engagement Committee which would be the employee computer literacy program. He would like for us to make that a project which we can do virtually to attend. He will work with the committee on this goal. Levesque would really like for us to finish this goal of getting this program out prior to ending his presidential term.

The Scholarship Committee has been another committee that's been kind of parked due to LSU Enrollment Management, Financial Aid and other entities on campus that have sort of codified how scholarships work. We have tried to get more flexibility on the scholarship application process and it looks like right now that this is going to be a battle that we're not going to be able to affect much change in but he will keep pushing to see what happens. It may be time where we just have to decide if this is going to be something that we accept and we work on getting better communication from those groups or if it's something that we want to pivot and maybe change and serve the same need, but in a different manner. Unfortunately there really hasn't been much change on that.

There was a question in the chat regarding how staff dependents are chosen to receive the Staff Senate Scholarship. Those recipients are chosen by the Office of Financial Aid and Scholarships who pull a list of staff dependent candidates which then chooses from the criteria that is put in place, so there is no application process.

The Staff Senate has been doing some wonderful things this year and he wants us to finish strong. Levesque encouraged everyone to continue to move forward on these last remaining items, so we can we can finish with great accomplishments.

President Levesque attended the IT Governance Committee meeting where there was a discussion regarding some structural changes to the IT Governance. The committee had more of an LSU system focus, but is now segmenting the IT Governance Committee to where there

will be an Executive Committee that will look at systemic policy and then he will be part of the Baton Rouge campus IT Governance Committee focused more narrowly on the issues that we see here on the Baton Rouge campus.

That change was in effect last month and part of that was they also announced the IT team will be selecting our new student management system and the timeline was announced. Levesque believes that information was sent out in News and Notes. If not, he will share with the full Senate by email.

President Levesque also announced on more of a personal note that hopefully this time next month, his sister Senator Sarah Salesneves will have delivered her second child. Congratulations to Sarah, he can't wait to see his new niece as her Parrain. He prays for her health and that of the baby's as well.

Senator Appointment

President Levesque announced that we have a new Senator joining us today. Ellen Cummings who works with the School of Kinesiology expressed an interest in getting involved with Staff Senate back in November. She is currently serving on the Community Engagement Committee and has been attending the general meetings as a guest. This past January, she became eligible for appointment. Ellen will be filling former Senator Lindsey Holstein seat through June 2022. Welcome and thank you for joining the Staff Senate. Senator Ellen Cummings is really excited to be a part of this group.

STANDING COMMITTEE REPORTS

Community Engagement

Senator Madison Lane reported that they did a little valentine's giveaway which was more of a big ticket giveaway to help to boost engagement and followers on social media. We have gained between 30 and 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 hunts but the weather has not been that great. They have held off on doing those for now. They hope to pick those back up again either this month or next month. They are continuing to mix between fun engaging posts and educational posts. They are still doing staff appreciation and Senator Shout outs.

Senator Samantha Baldrige mentioned to please continue to encourage your colleagues to send in staff to spotlight. She encouraged everyone to circulate to their colleagues and let them know that we are looking to spotlight staff who really get excited to be mentioned which is awesome.

Long Range Review and Planning

Senator Nicole Roth mentioned that she didn't really have any updates other than what was mentioned earlier during the meeting. The committee is scheduled to meet next week and will kick it into high gear. The constitutional vote that will be sent out to staff will be reviewed. Once the constitutional amendment vote concludes and as long as the staff have voted in favor of the amendments, it will then go to the president's office for his approval.

Staff Benefits, Policies and Development

Past-President Rachel Henry reported that the first meeting was held at the end of January, and there were two really big discussion topics, the tuition fees resolution and professional development which was a much more in depth conversation. This was an encouraging meeting as there are so many possibilities, opportunities and so much potential for us to really make an impact on the careers and lives of staff on our campus.

She will draft a report and make sure it gets sent out to everybody, so you can get more details on what we discussed. She will be sending out a doodle request momentarily about the next meeting.

SPECIAL AD HOC COMMITTEE REPORTS

Staff Appreciation

President-Elect Amber Salvadras mentioned two initiatives that they have been working on. The Staff Stripes Award nominations review deadline is today. Some committee members got together to review the nominations and pick their top five candidates. They are going to meet next week to make the final selections. The committee is also working on the new hire event where there is so many moving parts like finding a place that we can do this, getting approval from EOC, getting approval on what funds we can use, what are we going to serve and are we going to order t-shirts and what the design should look like. Amber reached out to some Senators outside of the committee to have a bigger group working on this and a lot of them graciously accepted to join and help with the planning.

April 7, is the date that we are looking at to do a drive by, pop up event. They are working on options to do like a free meal to pick up within EOC's guidelines for a pre-packaged box. They are also working on a t-shirt design that we can be given out to newly hired for the past two years since last years was cancelled. We have to do something. We can't let another year go by without doing anything. She gave a big shout out Senators Gerald Sansoni and Ali Marrero who have been helping with ideas of where the best place would be to hold this event. We are looking at possibly the parking lot of Alex box or the softball stadium. Amber has requested for that approval. We are waiting on all the different approvals to come together which is a lot but we have a good group that is really putting the effort.

Special thanks to Campus Federal Credit Union who will be donating funds to help with the cost of this event as well as being able to participate on the day of.

LIAISON COMMITTEE REPORTS

Diversity and Inclusion Committee

Senator Haley Shows reported that the Diversity and Inclusion Committee has been meeting about the LatinX and LGBTQ+ Center on campus. They recently formulated their final report, and in that report, we are asking for a true multicultural Center that includes all the different areas that we currently do not have on campus and due to spacing and budget issues, we obviously can't resurrect a whole new building so looking at taking the women's Center and maybe revamping it a little bit and adding some additional spaces. They will hold their final meeting this Thursday to go over any other additions they may want to add to their final report and then that will be submitted to the President and Provost.

Senator Samantha Baldrige asked if the committee had any idea what the timeline on that would be like or when we could potentially see those renovations happen to get the Inclusivity Center on campus.

Haley mentioned that they have talked to several different folks on that particular subject and it's all going to come down to budget where we can actually break ground and start, so depending on which model they approve if there are spaces. A couple of the committees like LatinX prefer to have their space in the Student Union where the Black Faculty and Staff Caucus and LGBTQ+ folks really didn't care about location, they just would like a space, so, depending on what's approved, it's really just going to come down to what's available and the budget as far as when we can start. They are hoping, though that, no matter the budget or no matter the space that we might be utilizing or revamping that we would start fairly quickly because that's part of our roadmap to diversity which is one of the President's initiatives.

Americans with Disabilities Act (ADA) Compliance.

ADA Compliance Committee

Senator Darcee Olson mentioned that she is serving as liaison on the ADA Compliance Committee. LSU is way overdue when it comes to ADA compliance and campus leadership has gotten very serious about getting us in line with where we should be. A compliance report and plan should have been done back in the 1990s, it is just now being started but it's being done very thoroughly. The planning for the initial evaluation has just been completed which is a huge undertaking and is going to require a lot of time to get the evaluation of everything on campus due to LSU being so huge.

The entirety of the universities programs, websites, online services, employment practices, emergency plans, and lease agreements will be reviewed, as well as 547 facilities owned and maintained by the University.

Approximately 50 miles of sidewalks and 50 bus stops and shelters that need to be physically evaluated. There is going to be a series of steps that will be taken over the course of a few years, but the first step is to get the basic evaluation of everything within the campus done to see where we're automatically within compliance just because we are and what things need to be addressed in some instances, there are buildings that are not fully accessible and one of the concerns is if everything within the building, all of the employment practices, all of the

computer accessibility and all of the other forms of accessibility is in place, but someone in a wheelchair can't get into the building or can't get onto an upper floor, then everything else is for nothing. There is going to be a comprehensive assessment done, and then a plan put in place with what can be fixed immediately, so sort of a short term, medium term and long term way to address this and to bring LSU fully into compliance with the ADA.

Pregnancy and Parenting Committee

Past-President Rachel Henry mentioned that the Pregnancy and Parenting Program Committee is going to continue a webinar series geared towards various topics this spring. Topics related to parenting and pregnancy for students, faculty and staff on the campus. There is a webinar coming up in March, the registration and the information on that will be released momentarily. It is scheduled on March 18, from 9:30-11:30 a.m. and the topic will be navigating LSU policies on parenthood so basically it's a great opportunity for supervisors or employees themselves that are looking forward to pregnancy, adoption, foster care or parenting in general to learn more about FMLA, the process, terms used, the Health Insurance Portability and Accountability Act (HIPAA) and all of the things that are so confusing.

Senator Tammy Millican mentioned that in April, they are going to put on a very interactive webinar that will help supervisors, on having some of those conversations, on creating an inclusive and welcoming workplace for parents and then, what do you do when something unexpected happens with the pregnancy, adoption, etc. and as a supervisor you still got to make sure the job gets done, but you have to be respectful of the needs of your employees so they are going to give several scenarios and are going to use some humor in this. Also on maybe the things that you should not do or say and so it's going to be a very good soft skills building webinar and that'll be in April so hope you'll all join us.

University Council on Gender Equity

Tammy also mentioned that the University Council on Gender Equity (UCGE) webinar on, Closing the Gaps Engaging Men as Allies panel discussion will be held tomorrow. If you think it's not necessary to hold this of the people who are registered 20% are men so obviously men are not understanding that they need to be our allies. She encouraged people to attend. Staff Senate can send the link back out for registration which will be open until about noon tomorrow and a link to the zoom meeting will be sent to those who register.

They do not have to be LSU employees, everyone is invited. They even have some attorneys in town who are interested in attending as well, so I would encourage you to share this information. We it's going to take all of us, not just women, we are going to have to have men as allies to help us do this, so I hope you'll consider attending tomorrow.

Tammy also mentioned that UCGE also sent a survey out looking at experiences of women of color on campus. If you need a link to that survey and want to share with a colleague, please let her know. She also mentioned that they are working on a pay equity study for staff supposedly one of the Road to Diversity subcommittees is working on that, but we're hearing that that study may not happen as quickly as we thought so UCGE's subcommittee is reaching

out to peer institutions to find out who has done staff equity reviews and what they found and what actions they took it so hopefully we'll have some information to share with you by May on that.

OLD BUSINESS

Constitutional Amendment for Caucus Membership

President Jonathan Levesque announced that the drafted amendments to the Constitution to reflect the change for the appointed caucus seats has been passed by the full Staff Senate. This will go out to the full staff population for a vote.

Staff Senate Budget

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

The Staff Senate Gift Fund is in need of contributions. This fund was implemented to recognize certain events for Senators and former Senators that may happen throughout the year. The guidelines for giving were mentioned, and Senators were asked to donate \$20 each to the fund for the year.

Staff Senate Apparel

Orders are still open and are being taken for Senators to order Staff Senate apparel.

NEW BUSINESS

Staff Senate Election Timeline

There are quite a number of Staff Senators whose terms are ending, so they will be up for election as well. Melonie will be reaching out to you to submit a candidacy for reelection, if you wish to do so.

With the new constitutional changes, we are opening up additional vacancies that will be up for election, so I shared with the Google document that Community Engagement created for some staff names out there, if you have additional names, please go ahead and submit those and Jonathan will get those on the spreadsheet as well. He is looking to start making phone calls here within the next week to encourage them to run to become a Senator.

The staff employee population numbers have been updated and will be shared with the full senate. One of the interesting aspects of this was our total staff numbers, so when we entered into COVID, we had 3,311 employees, we are hopefully leaving COVID with nearly 3500. So even during these times, where we've had financial constraints, we have actually bolstered the staff population on campus. We are looking to potentially go from about 39 senators to maybe 47, if you add the three standing seats for the caucuses for a full rounded 50 Senators for the next senate year, which would be phenomenal because I think my first

year we may have had about 27. This is a great effort to build the influence of the Staff Senate, so please get involved and please help with recruiting.

President-Elect Amber Salvadras mentioned that if any Senators are interested in running for an Executive Officer position and want to know what it entails, please reach to anyone on the Executive Committee to discuss. She would like for Senators to be able to have the opportunity at some point to serve in that capacity.

President Levesque mentioned some of the experiences he has had and shared some of the experiences that can happen while serving as an Officer on the Staff Senate.

Future Guest Speakers

President Jonathan Levesque announced that Interim President Tom Galligan has been invited to attend the March 17, 2021 General Meeting.

President Jonathan Levesque announced that Board of Supervisors Chair Robert Dampf has been invited to attend the April 21, 2021 General Meeting.

We will have Executive Officer Election speeches in May.

Please submit any suggestions for future guest speakers to the Staff Senate Executive Committee.

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator February birthdays:

- Senator Igor Matkovic celebrated his birthday on February 12.

Happy Birthday!

Past-President Rachel Henry announced that the LSU Student Union has a new restaurant in the building. They welcomed local restaurant Zippy's to have an express footprint in the Union. She highly encouraged everyone to check it out. If you are in the Veterinary School area, there is also a new City Pork express location there as well which she also highly encouraged to check out. She also is interested in receiving any feedback that you may have.

MOTION TO ADJOURN – With there being no more business, Treasurer Catherine Herman made a motion to adjourn. The motion, seconded by Senator Nicole Roth, carried.

The meeting adjourned at 12:00 p.m.

Jessica Aslin, Secretary

JA/mm