

# LSU | Staff Senate

## MEETING MINUTES April 15, 2020

President Rachel Henry presided over the April 15, 2020, Staff Senate meeting held by Zoom Video Conferencing at 10:30 a.m.

### ATTENDANCE

Executive/Administrator/ Manager

P - Millican, Tammy ('20)  
P - Barbara Reonas ('21)

Service/Maintenance

A - Matkovic, Igor ('20)

Professional/Non-Faculty

P - Braud, Jennifer ('20)  
P - Clemmons, Jill ('20)  
A - Hernandez, Kristen ('20)  
P - Kimmell, Alyssa ('20)  
P - Lemoine, Nathan ('20)  
P - Stone, Megan ('20)  
P - Wilson, Derek ('20)  
P - Aslin, Jessica ('21)  
P - Bickham, Trey ('21)  
P - Bonner, Amber ('21)  
P - Dawan, Hope ('21)  
P - Henry, Rachel ('21)  
P - Lane, Madison ('21)  
P - Garner, Karen ('22)  
P - Herman, Catherine ('22)  
P - Holstein, Lindsey ('22)  
A - Lee, Mark ('22)  
P - Levesque, Jonathan ('22)  
P - Nickerson, John ('22)  
P - Roth, Nicole ('22)

Skilled Crafts

P - Corbitt, Brent ('22)

Technical/Paraprofessional

P - Cherry, Aaron ('20)

Clerical/Secretarial

P - Salesneves, Sarah ('22)  
P - Salvadras, Amber ('22)

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

### GUESTS:

Jacob Butterfield, School of Veterinary Medicine  
Garnesha Beck, Olinde Career Center  
Jenee' Slocum, Manship School of Mass Communication  
Casey Coughlin, Campus Federal Credit Union  
Brian Ainsworth, Campus Federal Credit Union  
Roxane Berthelot, Campus Federal Credit Union

Susannah Knoll, Faculty Senate  
Dr. Dereck Rovaris, Office of Diversity

## **CALL TO ORDER**

The meeting was called to order by President Rachel Henry at 10:30 a.m.

## **ATTENDANCE**

There was a quorum with no proxies noted.

## **PLEDGE OF ALLEGIANCE**

Senator John Nickerson led the Pledge of Allegiance.

## **APPROVAL OF THE MINUTES – February 19, 2020, Staff Senate Meeting**

A motion to accept the minutes was made by Past-President Tammy Millican. The motion, seconded by Member-at-Large Hope Dawan, carried.

## **GUEST SPEAKER – EXECUTIVE VICE PRESIDENT AND PROVOST DR. STACIA HAYNIE, OFFICE OF ACADEMIC AFFAIRS**

President Rachel Henry introduced Provost Stacia Haynie with the Office of Academic Affairs, as she addressed the full Senate.

Provost Stacia Haynie thanked the Staff Senate for the invitation to speak regarding her leadership and the COVID pandemic situation at LSU. She is happy to attend and thanked everyone for working through this challenging time. The response from everyone at LSU has been inspiring. She mentioned that LSU affiliates have used about 7 Million Zoom minutes since we have been working remotely.

- LSU was able to fully launch classes online by March 30.
- LSU will also be able to offer summer school online.
- A pricing differential was reviewed for summer school at about 15% exemption which would more than cover the required fees for students.
- The number of summer school online courses have increased compared to previous summers.
- LSU will be promoting summer school for better enrollment.
- LSU has received about \$18,000,000 and is in conversations of how to distribute the money to the students who have enrolled.
- LSU is also raising money for the Student Support Fund which will also be included on Giving Day.
- LSU is ready for the fall in hopes of some sort of normalcy. They are looking at all possibilities to be prepared.
- LSU is hopeful that the state budget cuts will not be terrible. We need to retain the students that we have and bring in a bigger freshman class.

- LSU has started doing some planning exercises for potential budget cuts in the fall. We currently have a hiring and spending freeze in place.
- The Faculty Senate Courses and Curriculum Committee and the Admissions, Standards and Honors Committee came to a supportive plan in terms of pass no credit. Students will have a window of time to select which option they want. Then there will time for those students to rethink those choices so that we have a very generous appeal period.
- The Advisors have done a great job to keep students on track.
- Compared to other large 4-year institutions, we are 10% ahead of freshman students paying their deposit for fall enrollment. The colleges are doing an amazing job answering questions for these students.
- We hoped for about 1,800 students to participate in SPIN, LSU's orientation event for high achieving students. We currently have 2,768 students who have signed up for our virtual SPIN event this year.
- We have been able to manufacture PPE (Personal Protective Equipment) in the PMAC. Interim President Galligan was being interviewed by FOX News this morning regarding this initiative set up to help the healthcare professionals.

Q: How many staff members attended the LSU Town Hall Meeting?

A: There were about 1,000 staff members and about 300 faculty members who attended.

Q: What are some transition issues that students are facing?

A: There have been some parents who have reached out but there have not been too many issues that she has heard of.

Q: Do you know of any legislative bills, other than COVID-related issues, that might affect our campus?

A: There was one bill to eliminate all required fees for students at every campus. I think they were unaware of what a huge impact that would have on those budgets. There was another bill that would prohibit the Board of Regents from taking any money if campuses should exceed their exceptions.

Q: Will the entire \$18,000,000 in stimulus money be going to the students?

A: Half of those dollars will go to the students and some is going towards expenditures associated with this pandemic. There is some Governor's discretion money that we are hopeful to receive as well.

Q: With the Governor's decree about schools not going back into session, is there a plan for employees with school age children?

A: When we think of the return to work and the employee who has been working remotely, she doesn't see why LSU would not be supportive of that.

Provost Stacia Haynie thanked the full Senate for being able to attend this meeting.

President-Elect Jonathan Levesque gave a big shout out to Senator Aaron Cherry for his efforts coordinating the PPE initiative while working at the PMAC. Interim President Tom Galligan gave a great interview with FOX News regarding this effort.

Senator Aaron Cherry mentioned that Facility Services received the call last week that they would be setting up some type of manufacturing in the PMAC. They started with one person, then brought in four more people. Currently, they have 24 people working on the floor. They started out making one gown an hour but now they are able to make a gown from start to finish in about five minutes. The biggest hurdle has been getting the material. They are hoping to be able to make five to six thousand gowns a week. They worked with the College of Engineering to make a gown template to work off of. They have been able to streamline the process with the working tables being placed for proper social distancing.

Cherry has heard that the gowns that they have made are already being used in the Intensive Care Units in New Orleans. Coca-Cola has donated drinks and some area restaurants have donated food through Athletics for the employees who are working in the PMAC. Senator Cherry gave a shout out to some staff members that Senator Lindsey Holstein manages as well.

## **PRESIDENT'S REPORT**

President Rachel Henry mentioned that the Executive Committee has been active with leadership through conversations with the Provost. The university created a COVID-19 Assistance Committee through the President's office. There is a variety of individuals serving on this committee. Sub-Committees were formed after the initial meeting on March 27, which include financial assistance, technology, volunteerism, and food insecurities to help tackle all of these different issues.

President Henry gave a big shout out to the essential employees across campus that are keeping it operational and ready for us to return. She gave a shout out to the Residential Life employees who are taking care of the students who remain on campus as well as LSU Police Department and LSU Dining. She also gave a shout out to University Recreation for keeping some programming available for students. Staff can take the virtual classes being held online. Henry also gave a shout out to the Parenting and Pregnancy Committee who are hosting weekly virtual seminars on Thursday, at 3:30 p.m. Their topics are listed on their website. The seminars are free and you can register on their website.

## **STANDING COMMITTEE REPORTS**

### **Staff Benefits, Policies & Development**

#### **Resolution 20-01 (formerly 19-03)**

#### **Second Reading, LSU Staff Senate Resolution No. 2020-01, Resolution for Tuition Reduction and Fee Remission for LSU Full-Time Staff Dependents**

Introduced at the request of the Staff Benefits, Policies and Development Committee

which reads:

**WHEREAS**, the merit-based Tuition Opportunity Program for Students (TOPS) scholarship no longer is guaranteed to cover 100% of undergraduate tuition at LSU<sup>1</sup>; and

**WHEREAS**, TOPS is unavailable to incoming LSU employee dependents who have not graduated from a Louisiana high school; and,

**WHEREAS**, the cost of an LSU undergraduate and graduate education for LSU employees' dependents has increased due to increased fees<sup>2</sup>; and

**WHEREAS**, seven of LSU's thirteen flagship peer institutions offer 50% tuition reduction to employee dependents, and most state universities in the south offer this type of benefit<sup>3</sup>; and,

**WHEREAS**, peer institutions routinely offer dependent education benefit to regular full-time employees; and,

**WHEREAS**, peer institutions' dependent education benefit programs include undergraduate and graduate programs; and,

**WHEREAS**, the merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, making it unavailable to some LSU employee dependents<sup>4</sup>; and,

**WHEREAS**, the Tiger Legacy Scholarship offers \$500-1000 (depending on ACT score) in funding, making it much less impactful in reducing cost due to the recent increases in fees; and,

**WHEREAS**, the current workforce is multigenerational and employee tenure is changing<sup>5</sup>. With unemployment at its lowest in decades, technology becoming increasingly integrated in business operations, and younger generations entering the workforce at a faster rate, the U.S. job landscape is expected to change significantly. Employers must be ready to face these trends in the coming years in order to attract and retain employees, who are seeking increased flexibility, more involvement with their organizations and diversification of benefits; and,

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<sup>1</sup> With a change to Louisiana State law in 2016, the State legislature must act annually to fund TOPS fully so that it covers tuition increases. In 2016, TOPS covered only 62-69% of tuition. Full funding was provided in 2017, 2018, and 2019.

<sup>2</sup> Fees at LSU were \$2768 in 2016-2017. They have risen by 41% to \$3918 in 2019-20. Fees are significantly lower at eleven of the thirteen Flagship Peer institutions and at most of the state universities in the South. See Appendix A.

<sup>3</sup> See Appendix A. Purdue University and the University of Maryland give larger tuition reductions (53.9% and 100% respectively) to employee children and spouses. These universities emerged from careful review of all higher education institutions and from a comparable cohort of public universities with a land grant mission and a Carnegie Research designation.

<sup>4</sup> Approximately 40% of LSU students have ACT scores less than 24, and the percentage of staff children with similar ACT composite scores is probably similar.

<sup>5</sup> According to U.S. Bureau of Labor Statistics, the median number of years that wage and salary employees had been with their current employer is 4.2 years as of January 2018.

**WHEREAS**, college enrollment in the U.S. has decreased for the eighth consecutive year with a projected 15% decline of college-going students between 2025 and 2029<sup>6</sup>; and,

**WHEREAS**, the recruitment and retention of LSU employees is crucial to LSU's success, as increasing faculty and staff flight is leading to a loss of institutional knowledge and experience for the University and a reduction in return on investment (RIO); and,

**WHEREAS**, a tuition benefit and a full remission of fees (to include application fees) for LSU employee dependents would help in the recruitment and retention of LSU employees; and

**WHEREAS**, twenty-seven of thirty-six LSU deans, chairs, and directors said in a 2016 poll that the new tuition benefit and a full remission of fees for LSU employee dependents would help "very much" or "some" in the recruitment and/or retention of employees in their units; and,

**WHEREAS**, benefits of investment may be seen in ROI for employee retention and tenure, retention of LSU unique institutional knowledge, attracting a diverse pool of qualified candidates, and student enrollment;

**THEREFORE**, be it resolved that the Staff Senate recommends a new benefit for dependents of LSU full-time staff who seek an undergraduate or graduate degree at LSU: while remaining eligible per the rules set by the Louisiana Tiger Legacy Scholarships and/or TOPS, benefit for dependents of LSU full-time staff should also receive an education benefit of (1) a 50% reduction of undergraduate or graduate tuition at LSU; and (2) full remission of fees, to include application fee for admission. Should the dependent be eligible for the Louisiana Tiger Legacy Scholarships and/or TOPS, the dependent should also be eligible for the benefit (2) full remission of fees, to include application fee for admission. This benefit should be made available to all LSU staff members that have served 12 months or more of consecutive full-time employment, and the benefit should be made available to all eligible dependents up to 5 years from the start of an undergraduate or graduate degree. The LSU employee must continue to be employed at a regular full-time appointment to be considered eligible.

**THEREFORE**, be it further resolved, that a copy of this resolution be sent to Thomas C. Galligan, LSU Interim President; Stacia Haynie, Executive Vice President and Provost; Daniel T. Layzell, Senior Vice President for Finance and Administration/CFO; Clay Jones, Vice President of Human Resource Management; Mandy Lopez, Faculty Senate President; Ashley Gautreaux, Council of Staff Advisors Chair; and William Jewel, Student Government President.

A motion to approve Resolution 20-01 was made by President-Elect Jonathan Levesque. The motion, seconded by Senator Cherry, carried.

The Staff Senate approved the Resolution with no abstentions.

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<sup>6</sup> The number of college-going students is projected to decrease by 12% over the next decade to a sharp drop in fertility following the Great Recession. This decline in fertility, known as the "birth dearth" was so abrupt and substantial in nature that it will lead higher education in a large demographic decline after 2025. Between 2025 and 2029, the number of college-going students will decline by 15% - over 400,000 fewer students in a span of four years, yielding in an average loss of 100,000 student per year (EAB).

The LSU Staff Senate will contact Faculty Senate on this collaborated effort.

## **AD-HOC COMMITTEE REPORTS**

### **Staff Appreciation**

The Staff Appreciation Committee will continue to plan a Staff Appreciation Event during the fall semester.

### **Scholarship**

The Scholarship Committee has finalized all of the documents needed for the scholarship awards. There will be a committee meeting scheduled to take one last review before the documents go to the Executive Committee for approval and then to the full Senate for approval. The documents will then need to go to Vice Provost Jane Cassidy to begin processing.

## **OLD BUSINESS**

### **Amendments to the Staff Senate Constitution**

The LSU Staff Senate Constitutional Amendments needed to help with recruitment of Senators from various areas of campus within the Classified, Professional, and Non-Academic classification instead of using the EEO Categories has been approved by the full Senate which were as follows:

#### **AMEND: Article III Section 2. Senate Membership**

Currently reads:

##### *Section 2. Senate Membership*

*The LSU Staff senators will be elected by the various categories of non-faculty employees, as defined by the University's Office of Human Resource Management. There will be one senator representing every 100 employees, with a minimum of two senators from each category. If the final count is less than 100 but greater than 66, an additional senator will be elected from that category.*

Proposed Change Option 2 APPROVED:

Note: Proposed changes are both underlined and italicized.

##### Section 2. Senate Membership

The LSU Staff senators will be elected by the various groups of non-faculty employees, currently defined as "Classified, Unclassified, and Other Academic" by the University's Office of Human Resource Management.

There will be one senator representing every 75 employees, with a minimum of two senators from each Group. If the final count is less than 75 but greater than 30, an additional senator will be elected from that group.

There shall be one Staff Senate Member-at-Large elected by members of all non-faculty employee groups.

Impact:

The committee believes the changes below will help to reduce vacant senatorial positions.

Projected Staff Senate membership positions shall consist of:

13 positions representing classified employees, 33 positions representing unclassified employees, 1 at-large, and 2 positions representing Other Academic (Executive/Administrative/Managerial)

Total Senate population: 48

Option 2 “casts the widest net” but will be a challenge filling all vacancies. While acknowledging we may not immediately fill each position, the Staff Senate will at least have the greatest flexibility in appointing senators should the opportunity arise outside of the regular election cycle.

This is Step 1 of a multi-step process. One of the relevant changes is to change the name of the *Finance & Governmental Relations Committee* to the *Staff Senate Recruiting and Retention Committee*. This renamed committee will be tasked with reaching out to staff members on campus in order to build relationships and eliminate barriers such as supervisory approval to serve on the Staff Senate.

There will now be a vote sent out electronically to all staff members. As long as we receive 2/3 votes in favor, we can send it to Interim President Galligan for final approval.

## **General Elections**

Staff Senate Administrative Coordinator Melonie Milton announced the staff members who will be running during the general elections.

Executive/Administrative/Managerial Category:

Tammy Millican, Facility & Property Oversight

Professional/Non-Faculty Category:

Jill Clemmons, Academic Programs Abroad

Ryan Harb, Human Sciences & Education

Alyssa Kimmell, Human Sciences & Education

John Lewis, Residential Life

Ali Marrero, Parking & Transportation Services

Gerald Sansoni, Facility Services

Haley Shows, Human Sciences & Education

Jenee' Slocum, Manship School of Mass Communications

Megan Stone, Office of Strategic Initiatives

Derek Wilson, Information Technology Services

Technical/Paraprofessional Category:

Igor Matkovic, Facility & Property Oversight

## **LSU Staff T-Shirt Sale**



Treasurer Amber Salvadras announced that the LSU Staff T-Shirts have been received. She emailed everyone who made a purchase that once we are back on campus, we will send out pick up instructions.

The staff appreciation event t-shirts have been received as well. We will store these for the fall event.

### **Staff Senate Budget**

Treasurer Amber Salvadras provided a financial report to the full Senate.

## **NEW BUSINESS**

### **Staff Survey**

President Henry announced that the LSU Staff Survey is live on the Staff Senate Website. There was some discussion with Strategic Communications regarding content and distribution which had to be worked out but there is roughly about 15 questions. The point of this survey and the reason we stood firm to keep it with the Staff Senate is this is our opportunity to really start at living and breathing our mission. She thinks that there is a huge number of staff on campus that need the Staff Senate to advocate for them and this is how we are going to find out what they need from us. Henry is going to work with Strategic Communications to see how the survey can be distributed to all staff members in as many ways as we can. She encouraged everyone to share that message with your areas of influence as well to see what it is we need to be doing for staff.

### **Executive Officer Nominations**

The Staff Senate Executive Officer Call for Nominations is now open. The nomination forms were circulated to all Senators electronically in the meeting packet. The deadline to return your nominations is April 24.

### **Future Guest Speakers**

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

## **ANNOUNCEMENTS**

### **Staff Senator Birthday**

Melonie Milton announced the following birthday:

- Senator Jill Clemmons celebrated her birthday on April 7.
- Senator Sarah Salesneves celebrated her birthday on April 12.

Happy Birthday!

Senator John Nickerson announced that University Recreation is offering free Virtual X Classes. You do not need to be a member; just click on the Zoom link provided. On Tuesday and Thursday, we are having beginner movements. It is important to take care of yourself and stay healthy. The Tiger Fit Challenge is open for those who walk, run, and bike ride. They are setting up goals of 30, 60, and 120 miles depending on if you are running or biking. If you achieve those levels, UREC will be awarding some prizes. Faculty and staff just need to send in an email to sign up. Senator Samantha Baldrige asked if there was a class that incorporates children. Senator Nickerson will talk with their fitness team to see what they offer. He encouraged everyone to share this information for more participation. They are trying to work on nutrition planning as well.

President Henry is also researching some engagement regarding mental health that she is concerned about. She will post some ideas in MS Teams to see if we can facilitate anything fun for staff.

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

The meeting adjourned at 12:00 p.m.

Trey Bickham, Secretary

TB/mm