

LSU | Staff Senate

MEETING MINUTES
November 16, 2022

President Tammy Millican presided over the November 16, 2022, Staff Senate meeting held in the Event Room in Barnes and Noble at LSU at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('23)

Professional/Non-Faculty

P - Alvarez, Capri ('23)
P - Ballard, Ernie ('25)
Pr - Bates, Kelli ('23)
P - Campen, Ryan ('23)
P - Carney, Mo ('24)
A - Cummings, Ellen ('22)
Pr - Duplechain, Joshua ('24)
A - George, Tiffany ('25)
P - Gresham, Deanna ('23)
P - Guttner, Ginger ('23)
Pr - Hicks, Emmy ('24)
P - Jackson, Percy ('23)
P - Kennison, Jennifer ('25)
A - Law, Shemeka ('24)
Pr - Lee, Quinneka ('24)
Pr - Levesque, Jonathan ('25)
P - Miller, Cassandra ('23)
Pr - Oster, Anthony ('24)
P - Phelps, Olivia ('23)
A - Rafati, Karina ('23)
P - Sansoni, Gerald ('23)
P - Shaw, Linda ('24)
A - Shows, Haley, (23)
P - Slocum, Jenee ('23)
P - Smith, Henri ('24)
P - Trahan, Amy ('25)
P - Walker, Jason ('24)
P - Washington, Valori ('23)
P - Williams-Carter, Tyrslai ('24)
P - Wilson, Derek ('23)

Classified

Skilled Crafts

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

Technical/Paraprofessional

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

Clerical/Secretarial

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

Service/Maintenance

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

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

GUESTS:

Joshua Allred, College of Agriculture
Meredith Keating, College of Science
Kyle Lavergne, LSU Libraries
Brandon Bull, LSU Student/Scholarship Recipient
Heather Bull, College of Humanities and Social Sciences
Scott Bull, Father of Brandon Bull
Savannah Bull, LSU Student
Sarah Williams Richard, Faculty Senate
Emma Daigrepoint, Information Technology Services
Zach Isenhower, Faculty Senate
Brian Ainsworth, Campus Federal Credit Union
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 seven proxies noted.

PLEDGE OF ALLEGIANCE

Senator Ernie Ballard led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – October 19, 2022, Staff Senate Meeting

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

SCHOLARSHIP AWARDS PRESENTATION

President Tammy Millican recognized the recipients of the 2022-2023 Staff Senate Fee Support Scholarship Award for staff employees.

The fall 2022 Recipients are:

Emma Daigrepoint is pursuing a Bachelor Degree in Interior Design. After graduation, she hopes to land a job as a Residential Designer at an Interior Design or Architecture Firm within the state. Emma works with Information Technology Services

Meredith Keating is pursuing a Bachelor Degree in Biological Sciences. After graduation, she plans to continue her career in Science Communication with a better understanding of the

biological concepts and research being done. Meredith works with the LSU College of Science

Joshua James Allred is pursuing his Master's Degree in Higher Education Administration. After graduation, he plans to continue working in his position as the Manager of Student Services for the College of Agriculture.

Kyle Lavergne is pursuing his Master of Education in Counseling with a concentration in Clinical Mental Health Counseling. He anticipates to graduate in May 2024, and he plans to continue working as a university administrator while pursuing other professional opportunities in the mental health industry. Kyle works with LSU Libraries.

Kyle's aspirations involve opening a private practice that focuses on:

- Dance Movement Therapy (DMT) for boys and men,
- Working with "non-traditional"/contract employees and their transition to more corporate ("big boy") jobs,
- Establishing psychoeducational programming for dance team coaches associated with Universal Dance Association (UDA),
- Establishing a mental health unit with Royal Caribbean Productions with a network of international professional counselors,
- Working with children through Play Therapy to process experiences and learn coping skills that will aid in healthy and positive development.

President Tammy Millican also recognized the recipients of the 2022-2023 Staff Senate Scholarship Award for dependents of staff employees.

Brandon Daniel Bull is majoring in Electrical Engineering. After graduation, he plans to work in the industrial field environment. Brandon's mother, Heather Bull works with the College of Humanities and Social Sciences.

Benjamin Louis Hupperich who was unable to attend to be recognized is majoring in Mechanical Engineering. He is currently interning with INEOS Oxide. He hopes to work with them when he graduates. Benjamin's mother, Julie Hupperich works with the Student Health Center.

GUEST SPEAKER – ROY HAGGERTY, EXECUTIVE VICE PRESIDENT & PROVOST

President Tammy Millican introduced Dr Roy Haggerty , former dean of the College of Science and Professor of Environmental Geology at Oregon State University, became the Executive Vice President and Provost at LSU on August 1.

He serves as the Chief Operating and Chief Academic Officer for LSU's flagship campus in Baton Rouge, the Chief Academic Officer for all LSU campuses across the state and the Chief Academic Advisor to the President.

Other responsibilities include the articulation of an academic vision, leadership in academic strategic planning, and the development and administration of academic budgets, among others.

Haggerty received a Ph.D. and M.S. in Hydrogeology from Stanford University and a B.Sc. with first class honors from the University of Alberta.

Provost Roy Haggerty thanked the Senate for the invite to speak today regarding zero based budgeting.

Historically, LSU has used an incremental budget model. An incremental budget model uses the current year's budget as a base. Adjustments are then made to the base budget for items such as pay increases or budgets cuts. An incremental budget, while relatively easy to build, is usually not strategic. Many units have also been using salary savings from vacant positions to balance their budgets which is not a good way to balance a budget.

Beginning Fiscal Year 2024, Academic Affairs at LSU will move to a zero-based budget (ZBB) model for at least a few years. The zero-based budgeting technique requires justifications for all expenses, starting from zero. Once a strategic direction has been secured, LSU may move to another budget model that allows for longer-term planning. This model will fund all current, filled tenure-track and tenured faculty positions. These positions require no justification. In addition, in most cases, benefits (health care, etc.) are covered centrally and do not need to be justified. Salary savings for vacant positions will return to the Executive Vice President & Provost for consideration of reallocation. He has asked units for their budget proposals for 2024, by January 20, 2023. He hopes that this will provide resources to areas that really need it due to growth or priorities that the university would like to invest in.

With the application of a zero-based budget, LSU will implement the recommendations of the Graduate Assistantship Management Committee from March 2022 to increase the minimum stipends for graduate assistants and provide adequate health benefits.

The floor was opened for questions.

President Millican thanked Provost Haggerty for attending today's meeting.

PRESIDENT'S REPORT

President Tammy Millican reviewed relevant meetings in which she attended.

- October 20 - attended the Council of Staff Advisors Meeting
- October 21 – attended the Geaux Gold Orientation for newly hired staff members and mentioned how to get involved
- October 21 – attended the Board of Supervisors Meeting
- October 26 - attended the Human Resources Management Benefits Fair where the Staff Senate hosted a table
- October 31 - attended Monster Mash and judged the Halloween Costume Contest

- November 2 - held the Executive Committee meeting in preparation for the November General Meeting
- November 2 – attended the Auxiliary Services Advisory Committee Meeting
- November 2 – attended the Staff Appreciation and Events Committee Meeting
- November 8 – attended the Need Prioritization Advisory Working Group Meeting
- November 9 – held the Staff Senate Mentoring Event
- November 9 – attended a meeting with Anissa Chenevert with Human Resource Management regarding staff retention
- November 11 – attended the Flagship Integration Committee Meeting
- November 11 – attended another Geaux Gold Orientation

President Millican thanked Senators for providing feedback with regards to the Talent Working Group which will meet on December 5. Some Senators received additional feedback from their colleagues as well. There are some great comments that have been included in her report.

COMMITTEE REPORTS

Staff Appreciation & Events

The Candy Gram sale is up and running. To place an order, please visit the Staff Senate Website.

The Holiday Decorating Contest theme is Mike’s “Sustainable” Winter Wonderland. The registration link is also posted on the Website.

Holiday on Campus will be held on Tuesday, November 29, 2022, from 6:00 p.m. – 8:00 p.m. in the LSU Student Union, in lobby area of the second floor. Thank you to those Senators who were able to donate candy for the children goodie bags. There are some organizations that have confirmed to attend. The caucuses have been invited to host a craft table. The sign-up for volunteers has been sent out. There are spots available to sign-up to volunteer. Everyone was encouraged to volunteer. Committee members are also still looking for door prizes.

Staff Benefits & Policy

The committee met on November 15. There was a discussion of where the committee left off last year. The committee will continue to work on helping to eliminate staff fees who are enrolled in the Tuition Exemption Program. The tuition exemption for employee dependents was discussed as well as discussing the staff needs assessment. The committee will work on prioritizing some of these initiatives.

LIAISON REPORTS

IT Governance

Senator Mo Carney mentioned that he attended the IT Governance Committee Meeting. He provided a written report that was included in the meeting packet for review.

Auxiliary Services Advisory Committee

Senator Gerald Sansoni reported that he attended the Auxiliary Services Advisory Committee Meeting on November 2.

Some of the updates are:

- LSU Dining will continue the \$6 lunches for employees on Fridays
- The Faculty Club Lounge is open 3 nights a week
- New Dining Options in the Union were discussed – Sonic recently opened
- There will also be sales happening at Barnes & Noble at LSU for employees
- LSU Dining will continue to host Pop Ups during lunchtime

OLD BUSINESS

Staff Senate Budget/Gift Fund

Treasurer Henri Smith provided a written financial report that was included in the meeting packet for Senate review.

Staff Senate Community Services

President Millican announced that the Staff Senate has an opportunity to get involved with some community service projects in December. She will send the information once it has been scheduled.

Staff Senate Social Hour

President Millican would like to schedule some social time for Senators to gather outside of work. Some ideas were mentioned. Please let Millican know if you would be interested in attending.

Staff Senate Portraits & Placards

The Office of Communications & University Relations scheduling calendar is not active at the moment. For those who still need to take a professional headshot, once more time slots open, please schedule at, <https://calendly.com/lsu-photography>. Please send the Staff Senate Office a copy once you receive it from the photographer.

The Senator Door Placards were handed out. If anyone has any corrections, please let Melonie Milton know.

December Meeting

The Executive Committee would like to hold a Holiday Luncheon after the December Meeting. Please sign-up to bring a dish, once the list is circulated.

NEW BUSINESS

Pledge of Allegiance Survey

President Millican announced that Senators will receive a survey on how they feel about reciting the Pledge of Allegiance before each monthly meeting.

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator November Birthdays:

- Senator Linda Shaw celebrated her birthday on November 2.
- Senator Ellen Cummings celebrated her birthday on November 10.
- Senator Donna Sparks will celebrate her birthday on November 21.

Happy Birthday!

President Millican announced that Senator Ernie Ballard is leaving LSU A&M Campus to work at Pennington Biomedical Research Center as their new Senior Director of Communications and Marketing. Staff Senate wishes all the best!

MOTION TO ADJOURN – With there being no more business, Senator Deanna Gresham made a motion to adjourn. The motion, seconded by Senator Sarah Salesneves, carried.

The meeting adjourned at 12:00 p.m.

Quinneke Lee, Secretary

QL/mm