

LSU | Staff Senate

MEETING MINUTES
September 18, 2024

President Olivia Phelps presided over the September 18, 2024; Staff Senate meeting held in the Event Room on the Second Floor of the Barnes & Noble Bookstore at LSU at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('27)

Professional/Non-Faculty

P – Blanchard, Debbie ('27)

P - Bonner, Amber ('26)

A – Bonnette, Michael ('27)

P - Breaux, Kevin ('25)

P – Campen, Ryan ('25)

P - Carney, Mo ('27)

Pr - Duplechain, Joshua ('25)

A – Faulkner, Carli ('27)

P – Franks, Stephenie ('25)

Pr – Gresham, Deanna ('27)

P - Guttner, Ginger ('25)

P - Kennison, Jennifer ('25)

P – Louviere, Willie ('27)

P - Martin-Whitaker, Neely ('25)

P - McDonald, Quinneka ('27)

P - Miller, Cassaundra ('25)

P - Mimms, Anissa ('26)

P – Muller, Casey ('26)

P - Oster, Anthony ('24)

A - Owens, Jace ('26)

P - Phelps, Olivia ('26)

P – Simpson, Katilyn ('25)

P - Smith, Henri ('27)

A - Washington, Valori ('26)

P - Waters, Bradley ('26)

P - White, Dayton ('25)

P – Whittington, Paige ('26)

Pr - Williams, Amberlon ('25)

P – Wilson, Derek ('27)

Pr - Yarbrow, Skylar ('26)

Classified

Skilled Crafts

P - Constance, Taylor ('25)

Technical/Paraprofessional

A - Matkovic, Igor ('26)

Clerical/Secretarial

P – Butler, Whitney ('25)

P - Jensen, Jerri ('26)

P - Smith, Celeste ('26)

Service/Maintenance

A - Robertson, Winkeyssa ('27)

P - Indicates Present

Pr - Indicates Proxy

A - Indicates Absent

A/P – indicates Absence not Counted

GUESTS:

Tricia Cobb, Faculty Senate
Zacki Soliman, Campus Federal Credit Union
Roxane Berthelot, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Olivia Phelps at 10:30 a.m.

ATTENDANCE

There was a quorum with four proxies noted.

PLEDGE OF ALLEGIANCE

Senator Celeste Smith led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – August 21, 2024, Staff Senate Meeting

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

PRESIDENT'S REPORT

President Olivia Phelps reviewed relevant meetings in which she attended.

- Attended a meeting with the University Council
 - Expecting a record enrollment from fall, pending certification
 - Mental health noted as a problem across higher education students, drop out survey from 2022-23 noted mental health as 52% of the reason and 35% felt hopeless at LSU.... What does this mean for mental health services on campus? For staff?
 - Budget updates - still expecting "the sky is falling" in the media, but the sky is not falling... proposed tuition increases in 2026 of 3% to all students and 2% to high-cost programs that are expected to make up some of the projected deficit in state allocation
 - Groundbreaking sepsis and flooding research announced
- Attended a Faculty Senate reception following their opening meeting of the academic year
 - Planning a joint event with Faculty Senate to offer retirement information with Campus Federal Credit Union
- Attended the Board of Supervisors meeting
 - Updates from all the campuses announced
 - Shared the Staff Senator Spotlight
 - Announced Staff Recognitions
 - Looking to have some sort of Halloween event like LSU Shreveport

- Attended a meeting with the Provost
 - Asked to update the direction on staff working remotely during storms
 - Communications during storms - remote learning updates to communication, changing shelter in place terminology
 - Looking at ways we are involved in improving the community - Economic development, Pathways program in East Baton Rouge Parish, specifically asked to investigate creating partnerships with surrounding childcare centers to provide a specific number of preferred spaces to LSU faculty/staff annual waitlist (not a discount, just preferred waitlist to make it easier to find childcare close to campus)
 - MikeGPT is coming
 - Office of Academic Affairs current priorities are research focus, improving instruction and student success

COMMITTEE REPORTS

Education & Professional Development

Secretary Bradley Waters announced that the written report was submitted and will be included in the meeting packet for review.

Long Range Review & Planning

President-Elect Quinneka McDonald announced that the committee met on September 16, to discuss updating LSU Staff Senate's Strategic Plan.

The Executive Committee discussed and received feedback from the full Senate to include:

- **Describe Ideal Staff Experience**
 - Cohesive & Consistency
 - Engagement
 - Value to your Work
 - Motivated
 - Meets basic needs
 - Access to LSU Culture
 - Feeling they belong
 - Transparency
 - Values respect for work life and balance
- **Continue/Carry Over**
 - Same goals, needs to be specific & how to get there
 - Advocacy, Awareness, and Appreciation should be carried mentioned throughout the document
 - Communication and acknowledgement of staff
 - Selection of award winners
 - Increase participation
 - Caucuses & Partnership

- Meet people where they are at
- Advocacy
- Resource Gathering – Identify & Solve Problems

Things to Remove

- No tactics articulated
- Remove goals of creating a strategic plan
- Too much fluff & repeats
- Free Speech area
- Structure/Flow/Graphic Design

Parking Lot Items

- Current plan has a lot of objectives but nothing specific - Key Performance Indicators (KPIs) that are measurable are needed
- Define success & goals
- Need to tie into Staff Senate Constitution
- Tactics
- Involvement at quality events
- Plan of Action (POA)
- Communication outreach with social media – what is effective
- Staff Specific
- Host Meet & Greets and Townhalls

Staff Appreciation & Events

Secretary Bradley Waters announced that the written report was submitted and will be included in the meeting packet for review.

LIAISON REPORTS

Civil Service Commission

Senator Taylor Constance submitted a written report for the meeting that was held on September 4, 2024, which will be included in the meeting packet for review.

Faculty Senate

Senator Dayton White submitted a written report for the meeting that was held on August 27, 2024, which will be included in the meeting packet for review.

NEW BUSINESS

LSU Strategic Plan

President Phelps announced that the Executive Committee will be meeting with Jason Droddy, Vice President of Strategy and Public Policy to discuss LSU's Strategic Plan.

New Staff Receptions

President Phelps announced that the LSU Staff Senate will host the New Staff Receptions on Thursday, October 17, at 8:30 – 10:30 a.m. for a Breakfast and 4:30 – 6:00 p.m. for a Dinner at The Club at Union Square for staff members who were hired from February 2023 through September 2024. There will be guest speakers, campus and business organization tables along with door prizes.

OLD BUSINESS

Fall Fest

President Phelps announced that the LSU Staff Senate will be participating in Fall Fest this Friday, September 20, from 11:00 a.m. – 2:00 p.m. on the Parade Grounds by hosting a Jenga and Plinko games with promotional prizes. Thank you to the Senate volunteers who have signed up to help during the event.

Employee Benefits Fair

The Annual Employee Benefits Fair will be held October 23. Senator volunteers will be needed during this event at the Staff Senate table. An electronic volunteer sign-up will be circulated for participation.

Staff Senate Budget

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

ANNOUNCEMENTS

Future Guest Speakers

The Executive Committee has identified some upcoming guest speakers mentioned for the fall. If anyone has any further suggestions, please send those to the Executive Committee.

Staff Senator Birthday

Staff Senator September Birthdays:

- President Olivia Phelps celebrated her birthday on September 1.
- Senator Whitney Butler celebrated her birthday on September 8.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, Secretary Bradley Waters made a motion to adjourn. The motion, seconded by Senator Casey Muller, carried.

The meeting was adjourned at 12:00 p.m.

Bradley Waters, Secretary

BW/mm