

# LSU | Staff Senate

## MEETING MINUTES

January 20, 2021

President Jonathan Levesque presided over the January 20, 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)  
Pr - Braden, Laurie ('21)  
P – Bonner, Amber ('21)  
A – Dawan, Hope ('21)  
A - GheBreiyessus, Walta ('21)  
P - Henry, Rachel ('21)  
P – Lane, Madison ('21)  
A – Olson, Darcee ('21)  
P - Rafaiti, Karina ('21)  
P – Garner, Karen ('22)  
P – Herman, Catherine  
P – 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)  
P – Lewis, John ('23)  
P – Marrero, Ali ('23)  
P- Sansoni, Gerald ('23)  
P – Shows, Haley ('23)  
P – Slocum, Jenee ('23)  
P – Stone, Megan ('23)  
P – Wilson, Derek ('23)

### Service/Maintenance

### Skilled Crafts

P – Corbitt, Brent ('22)

### Technical/Paraprofessional

P – Matkovic, Igor ('23)

### Clerical/Secretarial

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

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

## **GUESTS:**

Jennie Stewart, Title IX Coordinator  
Ellen Cummings, School of Kinesiology  
Ashley Gautreaux, LSU AgCenter  
Roxane Berthelot, Campus Federal Credit Union  
Ernie Ballard, LSU Media Relations

## **CALL TO ORDER**

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

## **ATTENDANCE**

There was a quorum with one proxy noted.

## **PLEDGE OF ALLEGIANCE**

Member-at-Large Alyssa Kimmell led the Pledge of Allegiance.

## **APPROVAL OF THE MINUTES – December 16, 2020, Staff Senate Meeting**

A motion to accept the minutes was made by Senator Tammy Millican. The motion, seconded by Treasurer Catherine Herman, carried.

## **GUEST SPEAKER – JENNIE STEWART, TITLE IX COORDINATOR**

President Jonathan Levesque introduced Jennie Stewart who is the Title IX and Cleary Coordinator for the LSU System. She is also currently serving as the Americans with Disability Acts (ADA) Coordinator for LSU A&M. Jennie Stewart thanked the Staff Senate for the invitation as she speaks to the full Senate today.

Jennie began by sharing a presentation regarding the scope of Title IX. As leadership for our campus, we need to have understanding that we have an:

- Opportunity and responsibility to our campus community
- To ensure that we are having experiences free of discrimination
- To provide a learning, working and living environment that promotes integrity, civility and mutual respect
- To set the tone for community expectations
- Folks should be able to do what they came here to do

The scope of Title IX is the sex based piece. There are other Titles that protect different statuses. Some people may think it is any kind of discrimination outside of this. Title IX is a limited scope and used to be thought of well that is why there is women's athletics but now it is thought of as sexual assault which is that too but is bigger in the scope.

One piece of the focus of sex based discrimination is sexual misconduct which includes sexual assault and stalking as they are forms of sexual harassment. Other pieces include pregnancy and early parenting and perceived or actual gender based, LGBTQ.

LSU's Permanent Memorandum (PM) 73 is the system policy regarding Sexual Misconduct where behaviors can include:

- Sexual Assault
- Video Voyeurism
- Dating/Interpersonal Violence
- Domestic Violence
- Quid Pro Quo
- Stalking
- Retaliation
- Video/Pictures without consent
- Severe, Pervasive, Objectively Offensive

Title IX – but not related to PM 73 include:

- Pregnancy or Parenting
- Athletics participation and opportunity
- Sex (or perceived sex)
- Opportunities in/out of the classroom
- Lactation/Breastfeeding
- Pregnancy Recovery

With regards to the scope of accessibility for people with disabilities:

- People need and deserve to be able to participate
- We've invited them in to our community for inclusion
- What values are we evidencing
- Accessibility is not just about accommodations but it's an onus in planning events, learning and opportunities
- Forethought in what we're doing
- What physical barriers might exist
- Statement welcoming limitations and needs
- Accommodations come after accessibility planning

With Title IX, which employee is responsible:

- Anyone in contact with students who isn't privileged and in a privileged role such as a Counselor, Advocate, Psychologist or Ombudsperson
- The Responsible Employee must report directly to the Title IX Coordinator
- Importance of reporting is protecting their privacy, the accuracy and the timeliness

The importance of reporting includes;

- LSU is responsible for carrying out a response
- We can't respond to what we don't know
- We can respond to who we don't know about

Once LSU has notice, we must:

- Provide supportive measures to parties
- Offer options of investigation (Title IX, Police, etc.)
- Remedy the effects
- Prevent recurrence

To report:

- Title IX Website <https://www.lsu.edu/titleix/>
- Phone or email to Coordinator/Deputy Coordinator
- Report does not equal investigation
- Complainant given options with the exception for a pattern, predatory behavior, threat, weapons, significant harm from violence

How to respond:

- Confidential (means doesn't initiate a formal report)
- Lighthouse – Student Health Center
- STAR
- Confidential Advisors
- Law Enforcement
- LSUPD (jurisdiction limited)
- Institutional
- Online, in person, by phone to either Human Resource Management, Dean of Students, Student Advocacy & Accountability or the Title IX Coordinator

Some of the current happenings with regards to Title IX, we are going through an audit with Husch Blackwell Firm. The audit findings should be released in mid to late February. LSU has been through 2 other Audits, one in 2019-2020 and one that NASA did as LSU was one of their random choices. Their findings should have been released last October but Covid has delayed that report. Jennie shared that as leaders of our institution, the staffing model is for every 8-10 thousand members, the equity office should have 1 staff member. Throughout the LSU System we have about 55,000 people with 2 staff members. They are not only doing investigation, remedy, supportive measures but also doing training, education, response, policy, hearings, providing of advisors, institutional guidance and best practices. We really need more advocates on campus.

With regards to disability, we are currently in a Compliance to Transition Plan. We are working to rectify a 1993 mandate that we have not met. They are working with an external source with a 3-year plan that includes physical, programmatic and digital, staffing - outside of Disability Services, there is no full-time dedicated staff. Jennie encouraged member's partnership as advisors. If members of Staff Senate are interested and would like to be trained as a group, please let her know.

Q: How can members get training to help as advisors?

A: If anyone is interested, contact Jennie Stewart. Training will be set-up for those interested which should take about 3 hours (half a day).

Q: How many active investigations are happening right now?

A: There are currently 5 cases being investigated at LSU A&M.

Q: How does that compare from Non-Covid to this past Covid pandemic year?

A: The numbers are not that vastly different but they are tending to not get reports until they are further down the pipeline, where physical violence or retaliation has already happened, so it seems that reporting is not happening until it becomes more severe.

Q: What were the findings from the 2019-2020 Audit?

A: The report was released internally to the Board of Supervisors and was not disclosed to the entire community.

Q: Where changes implemented?

A: No

Q: Is there any overlap between Title IX here at LSU and the Ethics Institute?

A: No, the ethics integrity piece is done by internal audit, so they just review ethic violations whereas we just handle sexual misconduct. There has not been any overlap.

President Jonathan Levesque thanked Jennie Stewart for attending today's meeting.

## **PRESIDENT'S REPORT**

President Jonathan Levesque reviewed relevant meetings in which he attended.

- Continuing to serve on the Renaming Building Committee which is essentially wrapping up with a report to be issues to the Board of Supervisors for their next meeting.
- Continuing to serve on IT Governance where there will be a new PMO process to purchase software with a new form. This is scheduled to be implemented within the coming weeks.

- Continuing to serve on the Staff Diversity Work Group
- Due to Verge Ausberry stepping down from the Presidential Search Committee, Jonathan reached out to the Board of Supervisors Executive Director Jason Droddy to express a concern that there is no staff representation from LSU A&M serving on the committee. There is a staff member from LSU Shreveport and LSU Alexandria which he explained will be the staff presentation on the committee.
- Regarding the LSU Broadcast email that went out yesterday evening around 7:00 p.m. about the Covid Vaccination Survey, Jonathan reached out to LSU Strategic Communications about the timing of this message as it read to fill out as soon as possible. When these emails come out with an ASAP, employees may feel anxious to have to get this done right away during their time off. Jonathan expressed a desire for those type of emails to be sent out during the work day.

This afternoon at 2:30 p.m., there is a Faculty & Staff Forum scheduled Jonathan encouraged everyone to attend as this is a chance to meet with the Leaders around campus and express our concerns and pose questions that we may have. Jonathan has a mandatory training scheduled at the same time but Treasurer Catherine Herman will be our advocate for today's forum. If you have any questions, please submit those to her so we are prepared.

## **STANDING COMMITTEE REPORTS**

### **Community Engagement**

The Community Engagement Committee will meet next month to start working out some opportunities for volunteering pending on the Covid situation.

Senator Samantha Baldrige announced that she and Senator Madison Lane met before the holiday break to plan out the spring semester. We will continue with the treasure hunts as people seem to be really responding to those. They will also continue the Senator Spotlights and the Meet your Senators. They discussed having a bigger emphasis on education where they would share resources from Human Resources and development opportunities. They have also asked for more spotlight submission, so if you know of someone, please send them to Samantha or Madison. It does not have to be someone who is moving mountains but can be someone with a great sense of style or who brings the best baked goods. They want to be able to showcase as many staff members who may doing other things as well.

### **Long Range Review and Planning**

The Long Range Review and Planning Committee is moving forward with revisions to the Staff Senate Strategic Plan. If you have any suggestions, please send those to Senator Nicole Roth.

### **Staff Benefits, Policies and Development**

The Staff Benefits, Policies and Development Committee will hold a meeting on January 29. There will be a discussion on Tuition Fee Waivers for staff who are taking classes.

## **SPECIAL AD HOC COMMITTEE REPORTS**

## **Staff Appreciation**

The Staff Appreciation Committee will meet on January 21, at 9:00 a.m. President-Elect Amber Salvadras has invited some Senators who may not be serving on this committee as she would like their collective thoughts with planning some type of New Staff Hire event. We have not held this event for the past two years, so we need to reach out to those employees.

The call for Staff Stripes Award nominations has been released. The committee has received some nominations which is great to see. She encouraged everyone to help get this award opportunity information out there for as many people to be able to nominate.

The Staff Senate Office will be distributing the form upon request instead of being housed on the Staff Senate Website.

## **Staff Senate Scholarship**

President Levesque has reached out to Tori Young with the Financial Aid Office regarding staff scholarship recipients as none have been chosen for the year yet. Once we receive, we will verify their eligibility. The scholarship awarding process continues to be reviewed as there continues to be issues with the timeliness of receiving information on award winners.

## **LIAISON COMMITTEE REPORTS**

### **Pregnancy and Parenting Committee**

Senator Tammy Millican reported that they just finished a webinar series of Parenting through the Ages which was well received. Those webinars can be viewed on the Pregnancy and Parenting website. There will be another 3-part series in the spring where the first will be looking at basic terminology, FMLA versus LSU Time Off, Breast Feeding versus Lactation versus Nursing. The second will be on Policy and Procedures, What are your rights as an employee, departments who allow remote work where some do not. The third will be skills build up for Managers who support staff in unexpected situations like after birth, adoption, etc.

### **University Council on Gender Equity**

Senator Millican also announced that on Thursday, February 25<sup>th</sup> from 1:00pm-2:30pm, the University Council on Gender Equity will partner with the Women's Center and the Office of Diversity, Equity & Inclusion to host *Closing the Gaps: Engaging Men as Allies*.

The panel will take place virtually and the panelist are: Jacob Brumfield (Campus Life), Walt Holiday (Cox Communication Academic Center for Student Athletes), Bill Mattera (Residential Life) and Roland Mitchell, PhD (Dean and E.B. "Ted" Robert Endowed Professor College of Human Sciences and Education). The panel will be moderated by Dereck Rovaris, Sr. PhD (Vice Provost for Diversity and Chief Diversity Officer). Capacity is limited and registration is required.

Registration link: [http://lsu.qualtrics.com/jfe/form/SV\\_8cP1dlbqjGVKTzg](http://lsu.qualtrics.com/jfe/form/SV_8cP1dlbqjGVKTzg)

## **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**

### **Future Guest Speakers**

President Jonathan Levesque announced that Jake Palmer, Emergency Operations to attend the February 17, 2021 General Meeting.

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

## **ANNOUNCEMENTS**

### **Staff Senator Birthday**

Staff Senator January birthdays:

- Senator Tammy Millican celebrated her birthday on January 5.
- Senator Jenee Slocum celebrated her birthday on January 7.
- President-Elect Amber Salvadras celebrated her birthday on January 8.
- Past-President Rachel Henry celebrated her birthday on January 15.
- Senator Hope Dawan celebrated her birthday on January 15.
- Senator Laurie Braden is celebrating her birthday today on January 20.



- Senator Ryan Harb will celebrate his birthday on January 23.
- Senator Barbara Reonas will celebrate her birthday on January 27.

Happy Birthday!

**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