



November/December 2023

Dear Senators,

I hope you had a restful Thanksgiving weekend. Since our last meeting, there are several items that I think would be of interest to you.

### **1. Parental Leave**

I sent a Broadcast email on November 14 communicating good news about parental leave for Faculty and Staff. As you may recall, on November 9 Governor Edwards signed [Executive Order JBE 2023-18](#), extending parental leave policies recently adopted into the State Civil Service rules to non-classified employees in executive branch agencies. As pointed out in an [article](#) in The Illuminator, due to provisions in state law these changes do not apply to non-classified employees at LSU. However, I am pleased to let you know that I was informed by LSU HRM that it is their intention to mirror Governor Edwards' Executive Order and they will revise [PS-12](#) and [PM-20](#) to adopt parental leave for birth, adoptive and foster parents employed at LSU to go into effect on January 1, 2024. Niki Norton, Assistant Vice President of HRM, is scheduled to speak at our November 29<sup>th</sup> meeting to provide additional information on this topic.

I have also been in communication with Academic Affairs and Staff Senate leadership to develop plans to allow us to maintain continuity of instruction and LSU operations during employee absences such as those due to FMLA leave. We will be convening a working group incorporating various campus stakeholders to work through questions relating to this issue and develop policies necessary to address them.

### **2. Recent Events on Campus and Elsewhere**

For the last couple of months, there have been a handful of pranks and disruptions reported on our campus and issues of concern on other campuses across the state. I have been in touch with Brandon Common, Vice President of Student Affairs, and Michael Antoine, Associate Vice President for Campus Safety, Emergency Preparedness & Emergency Response, regarding these events. Mr. Antoine will be visiting us in January to discuss mitigating measures that are taken on campus and address any of your questions and concerns.

### **3. Faculty Hiring Portal**

Due to recent revisions to Louisiana [RS 17:1826.3](#) contained in [Act No. 106](#) from the 2023 regular legislative session, additional documentations was needed to process job and graduate school applications from individuals who are citizens of "adversary" countries as defined by [§7.4 of Title 15 of the Code of Federal Regulations](#). In response to faculty concern about language used to solicit this additional information from applicants, we were able to work with ORED and HR to change how the request was presented to make it more welcoming for applicants. I appreciate the collaborative effort of all parties involved as we continue to attract applicants from diverse pool of candidates nationally and internationally and stay in compliance with both state and federal laws.

### **4. Faculty Appeals Board**

We have been working with the Office of Academic Affairs to identify all appeals processes contained in LSU Policy Statements and Permanent memoranda to better understand when and how the Faculty Appeals Board will be called upon. As soon as we have that list, we will be asking the Policy Committee to take a comprehensive look at these scenarios and identify possible improvements which could be made to the policies, charges or operating procedures of the appeals board.

### **5. The Tailored Tiger Initiative**

This is a wonderful initiative sponsored by the Student Government. The Tailored Tiger will be LSU's version of a clothing closet with the main goal of helping students gain access to professional attire to attend interviews and similar professional events. Professional attire donations are currently being accepted in the LSU Student Government Office, Pleasant Hall, Grace King Hall, and the LSU Alumni Center. I'd like to thank Brandon Common for bringing this great initiative to my attention.

### **6. Tiger Trails – Garden District Bus Route**

As many of you know the Garden District Route was scheduled to end this semester. However, thanks to a tremendous outcry from the LSU community, I am happy to report that this service will continue through the end of the Spring semester. I am grateful to Kaylee Aulds, Interim Director of Parking & Transportation Services, for reconsidering the original decision. I hope that we can continue discussions in keeping this route operational beyond the Spring semester. If you'd like to communicate any further concerns about this, please do not hesitate to reach out to me.

### **7. Faculty Council Meeting – April 22 @ 3pm, Royal Cotillion Ballroom, Student Union**

Mark your calendars! The Faculty Council meeting has been scheduled. More information will be communicated in coming months regarding registration. The FSEC has appointed a committee that will work with us to coordinate the planning and suggest topics to the President's Office.

### **8. Town Hall with the Provost**

In light of the success of last year's event, Provost Haggerty has offered to conduct another Town Hall with LSU Faculty and Staff to address matters of interest on campus including the budget. The event is scheduled for Friday 2 February, 2–3pm. Registration and additional details will be communicated within the next week, and there will be an opportunity to submit questions to the Provost both in advance and from the floor during the meeting.

### **9. Extreme Temperatures Across Campus**

If your building is continuing to experience extreme temperatures, please email me as soon as possible. I have been in touch with Facility Services and would like to identify the spaces that are too uncomfortable to inhabit.

### **10. Archival Policy**

The FSEC is working to establish policies for archiving Faculty Senate documents. The University archivist is working with Faculty Senate Coordinator Tricia Cobb to work out the specifics and we hope to have a formal process established early in the Spring semester.

Please join us for a reception immediately following our meeting on November 29<sup>th</sup>. I wish you a pleasant and restful holiday.

Sincerely,



Inessa Bazayev  
President, LSU Faculty Senate