

# LSU | Staff Senate

MEETING MINUTES  
August 21, 2024

President Olivia Phelps presided over the August 21, 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)

Pr – Bonnette, Michael ('27)

P - Breaux, Kevin ('25)

P – Campen, Ryan ('25)

P - Canady, Robyn ('26)

P - Carney, Mo ('27)

P - Duplechain, Joshua ('25)

P – Faulkner, Carli ('27)

P – Franks, Stephenie ('25)

P – Gresham, Deanna ('27)

Pr - Guttner, Ginger ('25)

P - Kennison, Jennifer ('25)

Pr - Martin-Whitaker, Neely ('25)

P - McDonald, Quinneka ('27)

P - Miller, Cassaundra ('25)

Pr - Mimms, Anissa ('26)

P – Muller, Casey ('26)

P - Oster, Anthony ('24)

P - Owens, Jace ('26)

P - Phelps, Olivia ('26)

P - Smith, Henri ('27)

A - Washington, Valori ('26)

P - Waters, Bradley ('26)

P - White, Dayton ('25)

A – Williams, Amberlon ('25)

P - Williamson, Jeannie ('26)

A – Wilson, Derek ('27)

P - Yarbro, 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:**

Sheantel Baker, Human Resource Management  
Katilyn Simpson, Gordon A. Cain Center  
Paige Whittington, Physics & Astronomy  
Jane Verret, Campus Federal Credit Union  
Casey Coughlin, Campus Federal Credit Union  
Mary Ann Chauffe, Residential Life  
Willie Louviere, College of Human Sciences & Education

## **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 Casey Muller led the Pledge of Allegiance.

## **APPROVAL OF THE MINUTES – July 17, 2024, Staff Senate Meeting**

A motion to accept the minutes was made by Member-at-Large Tammy Millican. The motion, seconded by Treasurer Henri Smith, carried.

## **GUEST SPEAKER – JANE VERRET, CAMPUS FEDERAL CREDIT UNION**

President Olivia Phelps introduced Jane Verret, President, and Chief Executive Officer for Campus Federal Credit Union.

Jane Verret thanked the Staff Senate for the opportunity to speak today.

Campus Federal was established by 7 LSU employees in 1934. They have grown to serve more than 45,000 members with 10 locations throughout Baton Rouge, Shreveport, and New Orleans.

Over the nearly 90 years since the credit union was chartered, the bond between LSU and Campus Federal remains strong. They work closely with representatives from all parts of the LSU community to ensure that they are providing products and services that make life better for LSU community. Like those employees who founded Campus Federal looking for better financial options, their goal is to be the place where you find better financial services as well.

Campus Federal offers all of the financial products and services that you would expect of a progressive, large asset size financial institution such as loans, mortgages, checking and savings accounts, credit cards, shared branches and online and mobile banking.

They also have a Product Review Program whereby they continually research their products/service to ensure they are competitive and can be a trusted financial partner. There will be a new product launching soon call, “Lagniappe Lite,” so stay tuned for more details.

Campus Federal continues to invest in technology to provide excellent member experiences. They have a robust online banking platform in addition to statewide Interactive Teller Machines with service Monday through Friday from 7:00 a.m. – 7:00 p.m. and 9:00 a.m. – 1:00 p.m. on Saturdays. The Live Chat Center on their website is another convenience feature they offer.

One of the newest features available on their online banking is “Financial Checkup” to measure your financial well-being. This allows members to monitor their credit scores, learn what is impacting their score, help them recognize suspicious activity and receive savings offers.

Campus Federal’s commitment to personal service is evident this year as they have recently opened their newly renovated Perkins Headquarters. Their Siegen Branch, Mortgage and Business Center was opened in January of 2023. “Branch near me” continues to be highly mentioned as a factor in selecting a Financial Institution.

Banking with Campus Federal is easy with 10 locations statewide; 6 in Baton Rouge, one in the LSU Student Union and their main campus branch is nearby on South Quad. Additionally, they are a member of the Allpoint Network offering over 55,000 ATMs worldwide in popular retailers such as Target and Costco. You also have access to 5,000 locations nationwide at no cost. Just search their website by zip code or location.

Campus Federal offers financial education programs as well to help build customer confidence, reach your goals, help make informed decisions. You will also see many Campus Federal employees volunteering around campus as they have built great partnerships with many departments/units as they help promote their mission.

The floor was opened for questions.

President Phelps thanked Jane Verret for attending today’s meeting. Phelps also thanked Casey Coughlin, Business Development Coordinator for Campus Federal Credit Union. She attends most of the general meetings as well as volunteers at our events throughout the year.

Campus Federal Credit Union has provided some finger sandwiches, chips, cookies, and bottled waters for those who would like to eat during the remainder of the meeting today.

#### **GUEST SPEAKER – SHEANTEL BAKER, HUMAN RESOURCE MANAGEMENT**

President Olivia Phelps introduced Sheantel Baker, Director of Benefits and Retirement with LSU Human Resource Management.

Sheantel Baker thanked the Staff Senate for the opportunity to speak today.

Human Resource Management would like to announce the launch of LSU's new Total Rewards Tool in Workday. This innovative feature is designed to provide you with a comprehensive view of your total compensation and benefits, all in one convenient place.

Total Rewards offers a detailed overview of the full scale of salary and benefits you receive as a member of the LSU community. Just as you invest in LSU with your energy, passion and expertise, LSU is committed to investing in you. Your total rewards include salary, benefits, retirement, wealth building, career development opportunities, leave, campus perks, and much more – all tailored to enhance your experience as a valued member of the LSU community.

The Total Rewards tool can be found in Workday under the employee's profile under compensation. The value of the benefits that LSU makes available to you and your family can be considered your "hidden paycheck." Your regular paycheck plus the benefits you receive make up your Total Rewards.

The floor was opened for questions.

President Phelps thanked Sheantel Baker for attending today's meeting.

## **PRESIDENT'S REPORT**

President Olivia Phelps reviewed relevant meetings in which she attended.

- Participated in Commencement on behalf of the LSU Staff Senate
- Attended Move In Day which was a success. President-Elect Quinneka McDonald and the Residential Life team moved in more than 7,000 students in less than 72 hours. Phelps stopped by Friday afternoon and saw firsthand the fun and excitement for the new tigers and the staff who were there to make it happen
- Attended a meeting with Human Resource Management
  - Optional Retirement Program (ORP) and Teacher's Retirement System of Louisiana (TRSL). The form from TRSL is not available yet. Employees are encouraged not to switch yet. There is language in the program administration documents that require 20 years participation to be eligible. Give them time to work that out and wait until there is word from TRSL/HRM and then decide before the December deadline
  - Fair Labor Standards Act (FLSA) - Second wave planned for January. Too many court challenges to say with certainty it will happen as written and what LSU will do if it changes. Anticipate 900 moves in January if it doesn't change
  - NextSource - Second wave happening in January. Moving benefits eligible employees to NextSource. They were given 2 years to prepare and option to move to Louisiana. If they chose not to move, they are being converted to NextSource

- Engagement survey - taking drilled down data and meeting with Deans and Department Heads with significant variations from normal and making recommendations for changes
- Benefits survey - still awaiting data and report, keep in mind this was full system, not just A&M - so there will be
- Attended a Campus Safety Committee meeting
  - Campus Safety Updates were provided

President Phelps encouraged staff to use the Employee Assistance Program (EAP). This Program was established to provide employees and their families with opportunities to obtain assistance for a variety of personal problems. LSU has partnered with Aetna to provide all benefits-eligible employees and members of their household with access to the Aetna Resources for Living Employee Assistance Program (EAP). This is an LSU-sponsored benefit available at no cost and enrollment is not necessary. Services are confidential and available 24 hours a day, 7 days a week.

President Phelps announced that LSU Online & Continuing Education, provide access to Coursera Career Academy which is an innovative online platform that offers professional certificates in high-demand fields. This benefit comes at no cost to LSU faculty, staff, and students on the Baton Rouge campus who meet certain eligibility criteria. Learners can enhance their career skills with professional certificates developed in collaboration with industry leaders while enjoying the flexibility to learn at their own pace.

- Attended a meeting with LSU President Tate
  - Upcoming budget with regards to a certain tax expiration, LSU has to provide a plan for worst case scenario.
  - The President's Office will be looking for creative ways to cut costs, reduce inefficiencies, and raise funding. Please share what we can reduce.
  - Engagement - Asked for engagement with caucuses to reinvigorate, establish leadership and relevancy across campus and to provide people a sense of engagement and belonging, his response is that caucuses should be communicating with Faculty Senate and Staff Senate about issues to bring straight to Tate.
  - Dependent Tuition Exemption – We will continue to work on this initiative with upper administration.

## **NEW BUSINESS**

### **Fall Fest**

President Phelps announced that the LSU Staff Senate will be participating in Fall Fest this year by hosting a Jenga and Plinko games with promotional prizes. Fall Fest will be held on Friday, September

20, from 11:00 a.m. – 2:00 p.m. on the Parade Grounds. Senator volunteers will be needed. An electronic volunteer sign-up will be circulated for participation.

### **Committee/Liaison Assignments**

President Phelps announced that a list of the committee members was included in the meeting packet. She updated each committee's charges/initiatives for the year. A copy will be circulated to the full Senate.

All Co-Chairs are encouraged to begin scheduling their committee meetings. Please hold a meeting before the September General Meeting for reporting.

### **Staff Senator Appointments**

The Staff Senate Executive Committee has approved the following appointments.

Katilyn Simpson who works in the Gordon A. Cain Center was the next runner-up from the last general election and has expressed an interest in getting involved on the Staff Senate. She has been employed at LSU since 2020. Katilyn is filling a vacancy in the Professional/Non-Faculty (Unclassified) Category through 2025.

Paige Whittington who works with the Department of Physics & Astronomy was also a runner up from the last general election and is excited to be a part of the Staff Senate. Paige has been employed at LSU since 2019. She is filling a vacancy in the Professional/Non-Faculty (Unclassified) Category through 2026.

Willie Louviere who works with the College of Human Sciences & Education volunteered during the Crawfish Boil and the Executive Committee agreed she would be a great fit on the Staff Senate. She has expressed an interest in representing the wonderful staff at LSU. Willie has been employed at LSU since 2023. She is filling a vacancy in the Professional/Non-Faculty (Unclassified) Category through 2027.

### **Benefits Fair**

The Annual Employee Benefits Fair will be held October 23. Senator volunteers will also be needed during this event as well. An electronic volunteer sign-up will be circulated for participation.

### **Staff Senate Budget/Gift Fund**

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

### **Staff Senate Apparel**

Melonie Milton announced that the Staff Senate Store is open online for Staff Senate apparel through the Red Stick Sports Website. There are some different choices available. Items can be shipped directly to those who place an order. The link to order has been sent out with a reminder to order to follow.

## **Future Guest Speakers**

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

## **ANNOUNCEMENTS**

The Mentor/Mentee Social will be planned as a lunch soon. President Phelps will send out an invite to the full Senate for participation.

The LGBTQ+ Caucus is hosting a mix this Friday, August 23, from 3:30 – 5:30 p.m. if you would like to participate.

The LSU AgCenter Botanic Gardens Corn Maze is scheduled to be open every Saturday in October with activities planned.

Past-President Joshua Duplechain will be out some during the spring semester as he and his wife are expecting their first baby in February.

## **Staff Senator Birthday**

Staff Senator August Birthdays:

- Senator Neely Martin-Whitaker celebrated her birthday on August 8.
- Senator Derek Wilson will celebrate his birthday on August 28.

Happy Birthday!

**MOTION TO ADJOURN** – With there being no more business, President-Elect Quinneka McDonald made a motion to adjourn. The motion, seconded by Senator Dayton White, carried.

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

Bradley Waters, Secretary

BW/mm