

LSU | Staff Senate

MEETING MINUTES

August 20, 2025

President Quinneke McDonald presided over the August 20, 2025; 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 – Millican, Tammy ('27)

Professional/Non-Faculty

P - Blanchard, Debbie ('27)

P - Bonner, Amber ('26)

Pr - Breaux, Kevin ('28)

P - Boes, Xavi ('27)

P - Carney, Mo ('27)

P - Champney, Roberto ('28)

Pr - Cristina, Jennifer ('26)

P - Drake, Dalmer ('26)

A - Faulkner, Carli ('27)

P - Franks, Stephenie ('28)

P - Garcia, Alexandra

P - Gresham, Deanna ('27)

P - Guttner, Ginger ('28)

Pr - Hope, Olivia ('26)

P - Kennison, Jennifer ('28)

P - Madison, Vickie ('28)

P - McDonald, Quinneke ('27)

P - Miller, Cassaundra ('26)

A - Mimms, Anissa ('26)

P - Muller, Casey ('26)

P - Nassif, Haley ('26)

Pr - Oster, Anthony ('27)

P - Owens, Jace ('26)

P - Popov, Jennifer ('26)

P - Rust, Brooke ('28)

P - Smith, Henri ('27)

A - Thompson, Keith ('27)

P - Waters, Bradley ('26)

P - White, Laquita ('28)

P - Whittington, Paige ('26)

P – Williams, Allison ('28)

Unclassified

P - Williams, Amberlon ('26)

A - Wilson, Derek ('27)

Classified

Technical/Paraprofessional

P - Matkovic, Igor ('26)

Clerical/Secretarial

P - Butler, Whitney ('28)

A - Jensen, Jerri ('26)

P - Probst, Steven ('27)

P - Smith, Celeste ('26)

Service/Maintenance

P - Robertson, Winkeyssa ('27)

P - Indicates Present

Pr - Indicates Proxy

A - Indicates Absent

A/P - indicates Absence not Counted

GUESTS:

Marshall Walters, LSU Police Department
Liesel Walker, Human Resource Management
Sheantel Baker, Human Resource Management
Clay Jones, Human Resource Management
Niki Norton, Human Resource Management
Alisia Armstrong, Facility Property & Oversight
Kendra Royal, Facility Property & Oversight
Shawn Brown, Facility Property & Oversight
Adam Singer, Student Affairs
Samba Dieng, Office of Global Engagement
Brian Ainsworth, Campus Federal Credit Union
Casey Coughlin, Campus Federal Credit Union
Keirstin Elliott, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Quinneke McDonald at 10:30 a.m.

ATTENDANCE

There was a quorum with four proxies noted.

PLEDGE OF ALLEGIANCE

Senator Igor Matkovic led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – July 16, 2025, Staff Senate Meeting

A motion to accept the minutes was made by Senator Casey Muller. The motion, seconded by Senator Deanna Gresham, carried.

GUEST SPEAKER – SHEANTEL BAKER & LIESEL WALKER, RESIDENTIAL LIFE

President Quinneke McDonald introduced Sheantel Baker, Director of Benefits and Retirement and Liesel Walker, Director of Training and Organizational Development for Human Resource Management. Clay Jones, Associate Vice President and Chief Human Resource Officer along with Niki Norton, Assistant Vice President for Human Resource Management who attended as well.

Sheantel Baker thanked the Staff Senate for the opportunity to speak today about the Employee Assistance Program.

Aetna Resources for Living Employee Assistance Program (EAP) is an employer sponsored program available at no cost to you and all members of your household. Children living away from home are covered up to the age of 26. Services are confidential and available 24 hours a day, 7 days a week. administrated by Aetna Behavioral Health and offers support anytime.

The services offered include well-being support where the member has access of up to six counseling sessions per issue each year. You can call 24 hours a day for emotional well-being support. Counseling sessions are available face-to-face or online with tele-video. Daily Life Assistance gives members personalized guidance to find resources to support, childcare, parenting and adoption, school and financial aid research, caregiver support, and even resources to assist with your home repair. Legal services that include a free 30-minute consultation with a participating attorney for topics such as family law, elder law, and estate planning, real estate transactions, wills, and other document preparation and many other services. Financial services with a free 30-minute consultation for financial topics such as budgeting, retirement or financial planning, credit and debt issues, college funding, and tax and other IRS questions.

Liesel Walker shared that her family utilized EAP services during a difficult time when her mother-in-law passed away. She expressed how beneficial the service was and how it helped during that time. There is also Talkspace which is an online platform that makes it easy and convenient for you to connect with a license behavioral therapist from anywhere, at any time. How to access these services was shared.

They also have a great newsletter that you can sign up to receive once you create your own personal account. You can pick the topics that you want to hear about. They will send you a monthly newsletter on those topics. There are also webinars offered on your preferred topics.

There are administrative referral resources as well. If you are a supervisor and you have an employee that is exhibiting some different behavior that you're just not used to. You can refer them to the EAP team by talking with the employee relations department with HRM, so that we can work with you on a referral plan.

The floor was opened for questions.

President McDonald thanked Sheantel, Liesel, Clay, and Niki for attending today's meeting.

GUEST SPEAKER – MARSHALL WALTERS, LSU POLICE DEPARTMENT AND SAMBA DIENG, OFFICE OF GLOBAL ENGAGEMENT

President Quinneka McDonald introduced Marshall Walters, Chief of Police for LSU Police Department and Samba Dieng, Executive Director for the Office of Global Engagement.

Chief Marshall Walters thanked the Staff Senate for the opportunity to speak today. He has been here for almost 24 years now and is so excited to be here.

They have been asked to speak a lot regarding what is happening with immigration around the country, and he just wants to put people's minds at ease and share the proactive things that they've done to put LSU in a better place to be successful, to work with our federal partners, and not to interfere with our educational processes.

Chief Walters introduced Samba Dieng, whose offices work very well together and have a great relationship. They've also fostered a great relationship with their federal partners. It's mutually

beneficial, and we've seen with that is they understand what our mission is here. We know and trust that they're not going to show up and take any enforcement action if we don't know about it.

And I've been assured that unless there's a public safety risk, you're not going to see a raid come on campus. They're not going to come and conduct mass deportations. They're not going to come drag people out of class. Our role in that is helping facilitate a more, less hostile approach to that. We can coordinate the meetings, we can get the people that they need to speak with, so they do not have to go interfere with the educational process and disrupt classrooms.

If there's enforcement action happening, you will see a uniform LSU police officer with them. You should never just see an ICE agent with their tack gear on going into a building to do anything without LSU Police there with them. We're not going to impede their investigation but help facilitate it in a way that's better for everybody. This helps reduce the risk of the high action scenario where people could end up fighting.

Samba Dieng shared that his perspective on this is obviously a little different because he is not a police officer. He oversees the Office of Global Engagement here at LSU that includes international student services and international faculty and scholars.

There has been a sort of negative sentiment towards international students or this kind of climate since 9/11, September 11. Samba was a freshman at the University of Nebraska, coming directly from Senegal as an international student.

Last fall we had about 403 international students that matriculated to LSU. This fall, I think we barely have 200 students. That is a 50% drop already in just two academic semesters. And the last time they saw such a drastic drops was during 9/11. This is not just about LSU, this is a national trend.

NAFSA, which is the Association of International Educators headquartered in Washington, DC, predicts that this fall, universities are expected to have a 30 to 40% drop national. He reminded everyone of the importance of having international students on our campuses. 70% of the student population in mechanical engineering are international. They bring so much to the community.

They have also seen a drop in international students due to this past summer, the United States Department of State deciding to cancel student visa appointments. June is by far the busiest time ever for visa appointments, because most international students are coming to the United States in the fall, not in the spring, so canceling appointments in June created all kinds of problems, backlogs, international students wouldn't get appointments, or if they get appointments, the appointment is as far into the future as January when they should be here in August. That's the first reason why we saw that kind of drop. The second reason is really this current sentiment. In other parts of the country, international students are getting picked up by Immigration and Customs Enforcement (ICE) agents. And so, when international students see those things, it makes them nervous. And that is probably one of the reasons why they're now looking at other destinations such as Canada, Australia, or the United Kingdom.

In fact, IDP, which is the largest international recruitment agency, recently did a survey of international students. 900 students were surveyed and about 50% of them said that they were rethinking where they wanted to study. The United States was no longer their number one destination. And I think that

should give us reason to be very concerned because like I said, international students have contributed so much to the academic enterprise for so many years, going back to almost the Declaration of Independence.

The Declaration of Independence was written in 1776. The first international student enrolled at Yale University in 1784. That's less than a decade after the Declaration of Independence. That student's name is Francisco de Miranda. He was from Venezuela. What did he do when he graduated from Yale? He went back to Venezuela and led the independence movement for Venezuela. He's one of the reasons why Venezuela became free. That's the kind of contribution they make to our institutions and to the world.

Samba Dieng thanked the Staff Senate for the opportunity to speak today as well.

Chief Walters discussed protest and peaceful assembly. There's a very active student organization, the Students for Democratic Society, who they also have a great relationship with and every event they have, we're able to reach out to help facilitate their event. That's LSU Police's role when you're looking at the First Amendment with regards to freedom of speech and protests. We want to make sure that they understand what the boundaries are, what gets them in trouble versus what doesn't.

If they could guarantee that only our students were going to show up, he would not lose an ounce of sleep but it's the outside agitators. It's the ones who have nothing to lose by being here. They are concerning, so they want to make sure that they are doing their due diligence. LSU Permanent Memorandum 79 -Freedom of Speech and Expression outlines LSU's policy for public opinion. Free Speech Alley is more designated where you will hear protests as to not interfere with LSU's educational process but if you see something that needs to be addressed, please say something, so we are aware and can take care of it promptly.

The floor was open for questions.

President McDonald thanked Chief Marshall Walters and Samba Dieng for attending today's meeting.

GUEST SPEAKER – ADAM SINGER, STUDENT AFFAIRS

President Quinnea McDonald introduced Adam Singer, Program Manager for Student Affairs.

Adam Singer thanked the Staff Senate for the opportunity to speak today about the Collegiate Recovery Program at LSU. He also thanked the Staff Senate for their service because he will be taking paternity leave and knows that Staff Senate advocated for that benefit for employees.

Adam is a licensed addiction counselor, as an advanced alcohol and drug counselor. There is a lot he knows about drug addiction and recovery as he has been sober from drugs and alcohol for 11 years now. He has worked with people who struggle with addiction most of his career. He assists students, staff and faculty who struggle with substance-use disorders. They also welcome people who struggle with process addictions. These are addictive behaviors that aren't necessarily substance related. It could be video games, gambling, sexual, and those sorts of things.

He invited everyone to attend their Open House that is held in 167 Coates Hall every Tuesday, at 11:00 a.m. Everyone is welcome to attend. They host several meetings throughout the week that anyone can attend as well. They also have a lot of harm reduction materials that they give away to people who need them such as a drug called Narcan which is a lifesaving medication that reverses an overdose. Adam can also go to different departments to train employees in how to use it since they are being installed in every building on campus.

They have worked with many people who have graduated who are in recovery from addiction disorders. We've produced a lot of counselors, social workers, and addiction counselors. A lot of people want to give back to the community after working with this.

They also do several outreach events every semester that everyone is welcome to participate in. They have a lot of homelessness kits that they give away to the community. It's little packages with items such as shirts, toiletries, and things like that.

They are working on getting free Plan B and fentanyl test strips. The goal is to try to reduce harm as much as possible to keep people happy, healthy, and alive. Adam can also meet with people individually and family members, if needed. He is happy to collaborate with people, even if they're not the person who's struggling but also recognizes that some cases need to be referred to a higher level of care sometimes.

The Collegiate Recovery Program also hosts sober tailgates on gameday in front of Coates Hall for those who would like to participate.

The floor was open for questions.

President McDonald thanked Adam Singer for attending today's meeting.

PRESIDENT'S REPORT

President Quinneke McDonald reviewed relevant meetings in which she attended.

On July 22, she met with new senators to review new member orientation.

On July 24, Past-President Olivia Hope, President-Elect Tammy Millican, and she met with legal counsel to discuss the presence of ICE and other federal or local agencies on campus.

The key takeaway from this meeting is that while these agencies may occasionally be present, their presence can be for a variety of reasons and is not always connected to enforcement actions involving students or employees. Do not intervene or get involved. Notify LSUPD who has established processes for working with external agencies. Do not assume the worst. Their presence does not necessarily mean action is being taken against members of our community.

On July 25, School Supplies Donation Distribution Plan meeting occurred to discuss the event and execution.

From our last executive board meeting we had interest in putting together team-building activity at the UREC. Melonie, President-Elect Millican, and she met with J.C. Miller about team building opportunities at UREC on July 29.

On July 30, Senators Boes and Kennison, Melonie and she met to organize the regalia closet. At this time, Melonie, can you pass around the letter from an alum who donated a PHD gown. I'd like to thank past Senator Dayton White and the alumni association for the push for regalia they sent in their newsletter.

On August 1, the Executive committee and Melonie met with the amazing staff at Campus Federal to do a walkthrough regarding the school supplies drive.

On August 4, the Executive Committee along with Senators Oster, Senator Boes, and Past Senator Neely Martin-Whittaker discussed the regalia closet and the rental process.

On August 4, Past-President Olivia Hope and she attended a virtual listening session with the firm organizing the search for the next Vice President of Enrollment Management.

On August 5, Campus Federal employees, Senator Williams, Senator Miller, and she stuffed over 150 bags of school supplies. She cannot thank Casey enough for her knowledge and insight on helping organize this event.

On August 6, we had the school supplies drive. Thank you again to Campus Federal, the Executive Committee and our amazing Senators and friends who showed up and helped with execution of the event. We were able to help about 65 families in need.

On August 8, the Executive Committee met to prepare for the August General Meeting.

On August 11, President-Elect Millican attended the campus safety and security meeting on my behalf.

On August 15, she attended the commencement ceremony which was beautiful. She must share that the registrar team put on a magnificent event and thank you to all the volunteers who made it possible.

On August 15, she attended move in which is also part of her job. She was there all weekend and had a blast.

NEW BUSINESS

Staff Senator Appointments

The Staff Senate Executive Committee has approved the following appointments.

Meridia Sanders with Enrollment Management & Student Success expressed an interest in getting involved in the Staff Senate. She has been employed at LSU since 2020. She is filling a vacancy in the Executive/Administrative/Manager (Unclassified) Category through 2028.

Alisia Armstrong with Facility Property and Oversight is interested in getting involved on the Staff Senate. She has been employed at LSU since 2014. She is filling a vacancy in the Service Maintenance (Classified) Category through 2026.

Kendra Royal, Facility Property and Oversight is interested in getting involved on the Staff Senate. She has been employed at LSU since 2019. She is filling a vacancy in the Service Maintenance (Classified) Category through 2028.

Shawn Brown with Facility Property and Oversight is interested in getting involved in the Staff Senate. He has been employed at LSU since 2024 and is Igor's Assistant. He is filling a vacancy in the Service Maintenance (Classified) Category through 2026.

Shanatae Jackson with Facility Property and Oversight is interested in getting involved in the Staff Senate. She has been employed at LSU since 2019. She is filling a vacancy in the Service Maintenance (Classified) Category through 2028.

LSU Presidential Search Committee

Past-President Olivia Hope is serving on the search committee for our next President. She has expressed interest in getting feedback from staff to bring some insight to the committee. Please reach out to her with your thoughts, concerns, and feedback that you would like considered.

Benefits Fair

The Annual Employee Benefits Fair will be held on October 30. Senator volunteers will be needed during this event. An electronic volunteer sign-up will be circulated for participation.

Future Guest Speakers

If anyone has any suggestions, please send those to the Executive Committee.

OLD BUSINESS

Committee/Liaison Assignments

President McDonald announced that a list of the committee members was included in the meeting packet. This is a draft which can be amended if needed. She mentioned that the scoop sheet was reviewed for those who expressed an interest in chairing a committee. Please let her or the Staff Senate know if you are unable to serve in the capacity set forth.

Staff Senate Apparel

Melonie Milton announced that the Staff Senate Store is still 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 reminder link to order will be sent out for newly appointed Senators.

Staff Senate Budget

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

Treasurer Henri Smith also mentioned some promotional items that the Staff Senate is looking at to purchase for some feedback and suggestions.

The annual event budget is being sent to upper administration for support for the entire year soon.

ANNOUNCEMENTS

September Meeting

The September meeting will be held on September 17, at 10:30 a.m. in the Capital Chamber Room (329) in the LSU Student Union. We will hear from Interim Provost Troy Blanchard and Kaylee Aulds with Parking and Transportation. Please notice the QR Code on display to submit your parking questions ahead of time. There will also be an opportunity for professional development training before the meeting begins.

Welcome Reception

The Staff Senate will host a Welcome Reception for employees to attend and talk with Interim President Matt Lee and Interim Provost Troy Blanchard on September 18, at 5:00 p.m. in the Atchafalaya Room (339) in the LSU Student Union. President McDonald encouraged everyone to attend.

Virtual Listening Session

The Staff Senate will host a Virtual Listening Session for employees to attend and talk about our organization, and any concerns or issues they have. To also, gain insight of what employees would like to see in our next LSU President on August 29, at noon. Please check your email for the link to attend.

Staff Senator Birthday

Staff Senator August Birthdays:

- Senator Keith Thompson celebrated his birthday on August 7.
- Senator Haley Nassif celebrated her birthday on August 12.
- Senator Meridia Sanders is celebrating her birthday today on August 20.
- Senator Dalmer Drake will celebrate his birthday on August 23.
- Senator Derek Wilson will celebrate his birthday on August 28.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, Treasurer Henri Smith made a motion to adjourn. The motion, seconded by Senator Xavi Boes, carried.

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

Bradley Waters, Secretary

BW/mm