

Louisiana State University
Health Sciences Center New Orleans
Staff Senate Constitution

ARTICLE I

Mission

The mission of the Louisiana State University Health Sciences Center New Orleans (LSUHSC-NO) Staff Senate is to act as a forum and advocate for staff by providing leadership and guidance on issues affecting compensation, benefits, quality of work life, and fulfillment of overall institutional goals and objectives.

Vision

The Staff Senate seeks to enhance its visibility as a vital governance organization, recognized as the voice of the LSUHSC- NO staff. The Staff Senate will be an essential partner in Institutional planning and viewed as a valued resource by the administration when critical decisions are made that affect staff members. The Staff Senate seeks to continually support the vision, mission, and strategic plan of Louisiana State University Health Sciences Center New Orleans.

Purpose

The Louisiana State University Health Sciences Center New Orleans Staff Senate is made up of duly elected representatives from the staff employees of the Institution. To this end, the Staff Senate will:

- Advocate for the LSU HSC- NO staff to the extent that the Staff Senate policies are consonant with State Civil Service regulations, Bylaws and Regulations of the Board of Supervisors, Permanent Memorandum (PM), Chancellor Memorandum (CM) and do not impinge on the academic life of the University.
- Review policies proposed or previously adopted by others that may affect the welfare of the staff and make recommendations about these to the Chancellor.
- Promote the effective exchange of information between administration and staff.
- Propose and maintain programs to enhance the personal and professional well-being of the staff, as well as encourage their vocational and educational development.
- Advocate for overall wellness and promote a positive work environment by focusing on the employee work experience, and staff engagement; creating positive touch points throughout their employment lifecycle.

ARTICLE II

Authority

Within the bounds of this Constitution, the Staff Senate will have the authority to adopt bylaws, rules, and resolutions to fulfill its responsibilities. After adoption, all formal actions of the Staff Senate shall be forwarded to the Chancellor for review, recommendation, and approval.

ARTICLE III

Organization

Section 1: Representation

The Staff Senate will represent all staff. Those represented must be in one of the following groups of employees:

Professional Employees: Professional employees include administrative officers and professional staff, as well as all employees in positions exempt from the provisions of the State Civil Service System. Employees in this category are sometimes termed “unclassified.”

Classified/Civil Service Employees: Classified/civil service employees are all employees in positions covered by the provisions of the State Civil Service System. All actions affecting classified employees are made in accordance with civil service rules and regulations.

Other Academic Employees: Other academic employees include part-time members of the academic staff and full-time members of the academic staff below the rank of instructor, or equivalent. Employees with academic responsibilities who do not hold faculty rank are also included in this classification. Employees in this category are sometimes termed “unclassified.”

Section 2. Senate Membership

The LSU HSC NO Staff senators will be elected by the various categories of non-faculty employees, as currently defined as Classified, Unclassified, and other academic by the Office of Human Resource Management.

There will be one senator representing every 75 employees, with a minimum of two senators from the following:

Each School- Allied Health Professions, Dentistry, Graduate Studies, Medicine, Nursing, and Public Health

Vice Chancellor for Academic Affairs

and the combined Vice Chancellor for Administration and Finance, Chancellor’s office and Vice Chancellor for Governmental and Community Affairs.

If the final count is less than 75 but greater than 30, an additional senator will be elected from that category.

a. Qualifications

Senators must be qualified as staff:

1. as defined under Article III, Section 1;
2. who are employed at least 75% effort;

3. who must have completed at least one year of continuous employment at LSU HSC- NO immediately prior to the qualifying date of the Staff Senate election.
4. In good standing with HR (not on a Performance Improvement Plan or disciplinary action).

b. Terms in Office

Senators will be elected for three-year terms. Terms of office will be staggered to ensure that one-third of the Staff Senate is elected each year.

c. Senate Officers

The Staff Senate will elect from its membership a President, a President-Elect, Past President, a Secretary, and one At-Large member. Each will be elected in accordance with the Staff Senate Bylaws.

ARTICLE IV

Meetings

Section 1: Regular Meetings

Regular meetings of the Staff Senate will be held monthly at a time and place specified by the Executive Committee, which is empowered to cancel or re-schedule meetings. With the exception of executive sessions, these meetings will be open to the public. Only members of the Staff Senate or their proxies and invited guests will be eligible to speak.

A simple majority of the membership of the Staff Senate will constitute a quorum. Each member of the Staff Senate will have one vote. Voting by proxy is permitted.

Section 2: Special Meetings

Special meetings may be called by (a) the President; (b) the Executive Committee; (c) written/email petition of five senators; Special meetings will be open to the public, with the exception of executive sessions. Only members of the Senate and invited guests will be eligible to speak.

Section 3: Agenda

Meetings of the Staff Senate will be governed by an agenda established by the Executive Committee.

Section 4. Release Time

Senators will be released from normal work duties without loss of pay or other benefits to attend official Staff Senate meetings.

ARTICLE V

Committees

Section 1: Executive Committee

The Executive Committee will consist of five voting members of the Staff Senate as follows: President, President-Elect, Past President, Secretary, and one At-Large Member. The Past-President will serve as ex-officio. The Executive Committee will establish standing committees as defined in Article VII of the Bylaws.

Section 2: Standing Committees

Standing committees will be established by the Executive Committee as defined in Article VII of the Bylaws. Any member of the Health Sciences Center New Orleans community may be invited to serve on a standing committee.

Section 3: Ad Hoc Committees

Additional committees may be established by the Executive Committee as needed. Any member of the Health Sciences Center New Orleans community may be invited to serve on an ad hoc committee.

Section 4: Health Sciences Center New Orleans Committees

The Staff Senate will request representation on, and appoint members to, Health Sciences Center committees which affect the welfare of the staff and the Institution.

Section 5: Release Time

Committee members will be released from normal work duties (without loss of pay or other benefits) to attend official Staff Senate Executive, Standing, or Ad Hoc Committee meetings, Institution Committee meetings and meetings with liaison groups dealing with items of concern to LSU HSC- NO and state employees.

ARTICLE VI

Ratification

This constitution will be considered ratified and official upon approval by a majority of the total votes cast by qualified staff members as defined in Article III, Section 1.

ARTICLE VII

Amendments

Section 1: Proposals

An amendment to this Constitution may be proposed by either the Staff Senate or by a petition signed by at least 100 qualified members and presented to the Staff Senate.

Section 2: *Senate Approval*

A proposed amendment must be introduced at least one month prior to being voted on. To pass, the proposed amendment must receive the vote of a simple majority of the senators present.

Section 3: *Vote by Staff*

An amendment approved by the Staff Senate will be submitted to the staff for a vote. To pass, the amendment must receive two-thirds of the votes cast by qualified staff members.

Section 4. *Chancellor's Approval*

An amendment which has been approved by the Staff Senate and qualified staff members will be submitted to the Chancellor for review and approval.

APPROVED AS AMENDED October 14, 2025, BY:

Patricia Oates, President, Staff Senate

Steve Nelson, Chancellor, Louisiana State University Health Sciences Center New Orleans