

**LSU Health**  
NEW ORLEANS

# HRM Liaisons Meeting

April 18th, 2024

## HRM News!

### New additions to our teams!

**April Brown**  
Compensation Manager

[abro70@lsuhsc.edu](mailto:abro70@lsuhsc.edu)  
504-568-1782

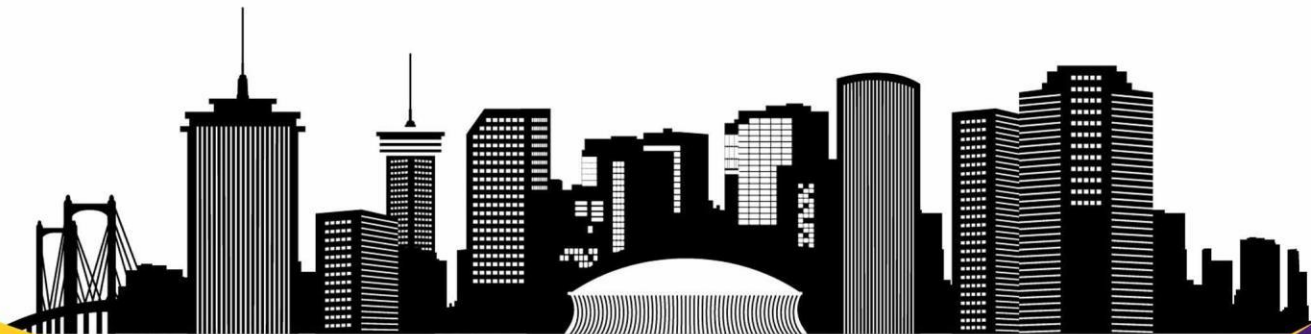


**Tashina Williams**  
Benefits Coordinator

[twil78@lsuhsc.edu](mailto:twil78@lsuhsc.edu)  
(504) 568-7780



*If you would like to have an introductory chat with April or Tashina, please reach out.*



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# HRM Benefits

Maddie Hopkins, *Manager, Retirement and Benefits*

# Parental Leave

## PM-20 Update

- LSU revised PM-20 to allow for eligible unclassified staff and faculty to utilize Parental Leave following the executive order for Classified Employees by the Civil Service Commission
  - The update to PM-20 is retroactive to January 1, 2024.
  - The birth or placement of the child must have occurred on or after January 1, 2024.

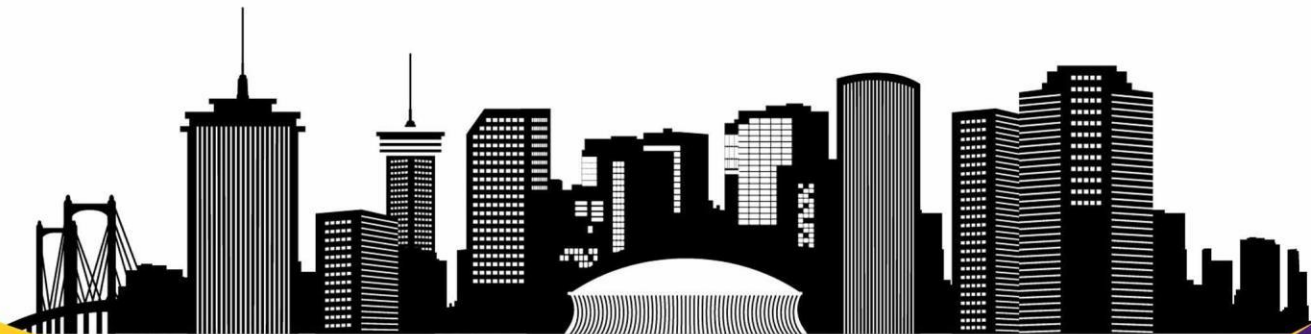
## Parental Leave Overview

- Parental Leave provides 6 weeks (240 hours) of leave which can be taken continuously or intermittently within the 12-week period following the event.
- The employee is compensated at 100% of their base pay while on parental leave
- Parental leave runs concurrent with FMLA
- At least 12 months must elapse between qualifying events to be eligible for another parental leave period.
- Employees are entitled to holiday pay while on parental leave.

# Requesting Parental Leave

*Parental leave should be requested 30 days prior to the first day of leave.*

1. Submit the Parental Leave Certification Form to [HRMFMLA@lsuhsc.edu](mailto:HRMFMLA@lsuhsc.edu)
  - *Classified Employees* – State Civil Service Parental Leave Certification form
  - *Unclassified Faculty/Staff* – LSUHSC Parental Leave Certification form
2. If approved, submit the paper SF-6 Leave Request(s) for Parental Leave & FMLA:
  - *Biweekly Employees* – Submit to your timekeeper
  - *Monthly Employees* – Submit to [HRMFMLA@lsuhsc.edu](mailto:HRMFMLA@lsuhsc.edu) (Interim Process)
3. Once available, provide supporting documentation to [HRMFMLA@lsuhsc.edu](mailto:HRMFMLA@lsuhsc.edu)
  - Birth Certificate
  - Adoption Placement Paperwork/Court Docket
  - Foster Placement Paperwork/Court Docket
  - Insurance Certificate



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# HRM Talent Development

Braylin Artigues, *Manager, Talent and Organizational Development*

# Leadership Fundamentals

## Conflict Management

Downtown Campus Lions Eye 632  
04/26/2024 9:00am to 10:30am

Dental School Large Classroom 8401 D  
04/25/2024 12:00pm to 1:00pm

## Effective Interviewing

Downtown Campus Lions Eye 632  
06/07/2024 9:00am to 10:30am  
06/10/2024 9:00am to 10:30am  
06/26/2024 1:30pm to 3:00pm

Dental School Large Classroom 8401 D  
06/21/2024 12:00pm to 1:00pm

## Coaching for Performance

Downtown Campus Lions Eye 632  
05/08/2024 1:30pm to 3:00pm  
05/17/2024 9:00am to 10:30am  
05/22/2024 1:30pm to 3:00pm

Dental School Large Classroom 8401 D  
05/20/2024 12:00pm to 1:00pm



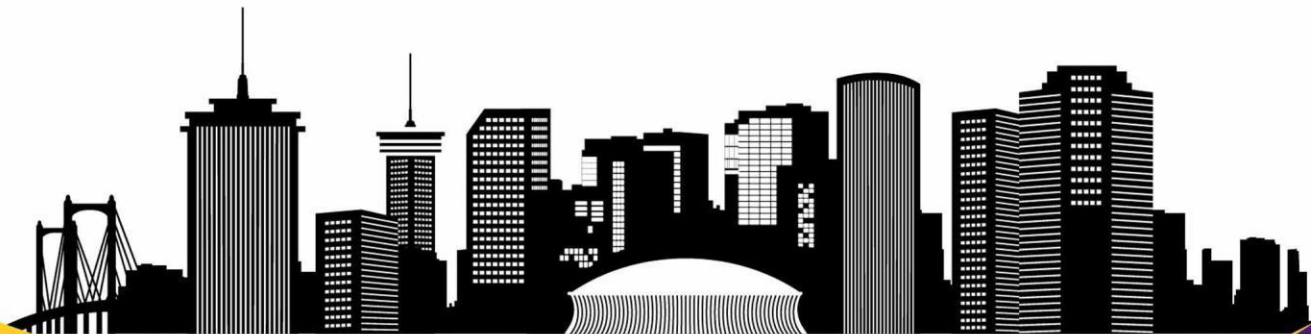


# Liaisons Meetings & HR Newsletters

We are excited to announce that we will be introducing our campus wide quarterly HR Newsletter May 2024!

HRM Liaisons Meetings will also move to a quarterly schedule with our next meeting being held July 18, 2024 for 10am.





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# Compensation

Sara Schexnayder, *Assistant Director, Compensation & Talent Acquisition*

# Potential FLSA Changes

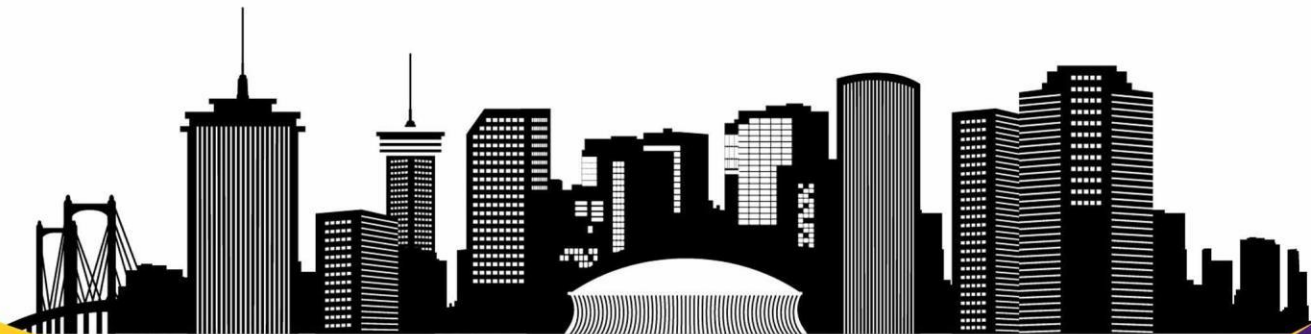
## Heads Up

The Department of Labor has proposed moving the salary threshold for Exempt positions up significantly.

We are looking at the impact which looks like it could result in many employees moving from exempt to non-exempt.

Impacts to the employee and the organization

- Employees become eligible for overtime pay, we must pay overtime for all hours over 40 per week.
- Get paid bi-weekly as opposed to monthly
- Must clock in and clock out
- Managers or timekeepers will run report and approve time bi-weekly
- Budget impact



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# Accounting Services

Daniel Cocran, *Executive Director, Accounting Services*

## Accounting Services Open House for Business Managers

The open house will present the opportunity for the following:

- Connect face to face with Accounting Counterparts
- Share Roles/Responsibilities for Greater Understanding Across our Teams
- Understand Each Other's Pain Points
- Foster Greater Collaboration
- ...And There's Some Sweet Treats too!



Questions?

**The next Hybrid Liaisons Meeting will be held on  
Thursday, July 18, 2024 (10:00a-11:00a)**

Please let us know if there is  
a topic that you would like to  
hear about!

MS Forms: [LINK HERE](#)



Human Resources Management Contacts		
Chief Human Resources Officer	Jill Fragoso	#3-2634
Employee Relations		
Employee Relations Manager	Leila McConnell	#3-4947
Employee Relations Consultant	Mike Jarvis	#3-1680
Benefits		
Associate Director, Human Resources	Aaron Miley	#3-2954
Benefits Manager	Maddie Hopkins	#3-8742
Benefits Generalist (Leave Administrator)	Mark Gelé	#3-7812
Benefits Consultant	Laurie Kirzner	#3-8741
Benefits Consultant	Terry Varnado	#3-2799
Benefits Consultant	Cemilia Shaw	#3-8742
Benefits Coordinator	Tashina Williams	#3-7780
Human Resources Information Systems (HRIS), Talent & Organizational Development		
Assistant Director, HRIS and Talent/Organizational Development	Jane Behlen	#3-1616
HRIS Manager	Emily Hernández	#3-5798
File Room Coordinator	Janet Magee	#3-8158
Administrative Coordinator 4	Michael Mosley	#3-4834
Human Resources Analyst	Beverly White	#3-3916
Manager, Talent & Organizational Development	Braylin Artigues	#3-1609
Consultant, Talent & Organizational Development	Donnie Watkins	#3-8640
Coordinator, Talent & Organizational Development	Krystal Citty (Citty-Cisneros)	#3-2214
Compensation & Talent Acquisition		
Assistant Director, Compensation and Talent Acquisition	Sara Schexnayder	#3-4226
Compensation Manager	April Brown	#3-7182
Talent Acquisition Manager	Shauna Caputo	#3-2047
Human Resources Specialist	Timethia Brown	#3-4835
HRM Talent Acquisition Specialist	Cristina Guillory	#3-2044
HRM Talent Acquisition Specialist	Tannia Jacob	#3-4832
Talent Acquisition Coordinator	Ora Jones	#3-7378





# Sr. Recruiters - Meet & Greet

HRM Talent Acquisition

[recruittalent@lsuhsc.edu](mailto:recruittalent@lsuhsc.edu)

**Cathy Martin**

[cmar31@lsuhsc.edu](mailto:cmar31@lsuhsc.edu)

**504-568-1786 office**

**504-512-1610 cell**

**School of Dentistry**

**School of Nursing**

**VCAA**

Research Services, International Services, Library,  
Office of Innovation and Partnerships, Student Health, VCAA  
office support roles, Title IX/Disability Services

**VCAF**

Information Technology, PeopleSoft Support, Development &  
Training, Accounting Services, VCAF office support roles

**VCGCA**

Diversity & Inclusion

**School of Medicine**

Family Medicine, Baton Rouge, Psychiatry, Neurosurgery,  
Surgery, Dermatology, Ophthalmology, Orthopaedics,  
Urology, Cancer Center, Neurosciences Center, Biochemistry,  
Genetics

**Yahti Wooten**

[ywoot1@lsuhsc.edu](mailto:ywoot1@lsuhsc.edu)

**504-568-1787 office**

**504-512-4401 cell**

**School of Allied Health**

**School of Public Health**

**Chancellor**

**VCAA**

Animal Care, Financial Aid, Registrar, CAP,  
Interprofessional Education and Collaborative Practice,  
Institutional Effectiveness

**VCAF**

Auxiliaries, Supply Chain, HRM, Facilities

**VCGCA**

Campus Police

**School of Medicine**

Lafayette, Medicine, Neurology, Anesthesiology,  
Otorhinolaryngology, Pathology, Pediatrics,  
Radiology, CV Center, CHVE, Anatomy, Microbiology  
Physiology, Pharmacology, MS Administration,  
OB Gyn