

Minutes
KSU Staff Senate Meeting (remotely via Teams)
April 19, 2021

Call to Order:

March meeting of the Kennesaw State University Staff Senate via Microsoft Teams on April 19, 2021. David Easterwood, Staff Senate president, called the meeting to order at 10:02a.m. Agenda approved at 10:03am and minutes from March meeting approved at 10:05am with a change in typo.

Treasurer's Report: Bonnie Acton, waiting on update from foundation scholarship report. \$1000 has gone out meaning 2 of the 3 scholarships have been paid out.

Committee Updates:

Budget, Finance, and Fundraising: No updates.

Bylaws: No Updates.

Communications: No updates.

Policy and Procedures: No report.

Staff Recognition and Development: Star Staff of the Season proposal update. Criteria and process high lights include, employees going above and beyond in multiple facets on campus. Nominations are submitted online, nominees must be an employee for a minimum of 1 year and are not eligible to receive again for 3 years after awarded. No commentary had been received after the proposal was emailed out. Q: Is the award a replacement for an existing award or a new program? A: It is a replacement for an old award that has not been in affect in the last 3 years. The old award was monthly and was not seeing much nominations so we are trying a quarterly approach. Motion to accept the staff star of the season proposal approved at 10:14am. Per Amy Phillips, although we approved the proposal today, the details must be approved through the system before we are able

Policy and Procedures needs a new committee member to attend the University Policy Process Council to replace Cris Griffin's seat. This is a good way to represent staff, provide input to the committee, propose changes, and ask questions. If there are no self-nominations, David Easterwood will nominate for the position.

Old Business:

USG Staff Council Quarterly Meeting: Denise Tucker, upcoming USG Staff Council Annual Conference will be hosted at Georgia Tech on October 7th and 8th held virtually. GA Tech is a pilot for a new career pathing program for staff. Dr. Hicks discussed the bonus for employees making \$80k or less, merit-based increases are not budgeted for now and will be on a case by case going forward now. Mental health, wellness programs, and other incentives are being pushed through individual institutions. Kaiser's availability will now be location based according to zip code. There is no availability to transfer time to other employees outside of the shared pool capabilities. Currently, there is no cost for the virtual meeting in the fall. USG Faculty Council representative spoke on the return to normal operation for the fall. Staff professional conference at GA Southern, no cost to the school, might be something to consider doing to promote staff development. COVID Community ad hoc group, UGA, met to discuss safety on campus regarding return to operations on campus in the fall. Employee recognition, Augusta Univ, utilizes online slide show to report updates and celebrations for staff members across campus.

USG Staff Council Strategic Planning: Announce top 5 goals, wellbeing opportunities, TAP changes, benefits updates, professional development and career pathing opportunities, and bereavement leave changes. Right now, there is no pool for bereavement leave so the discussion on employees out of sick leave or other avenues of time off employees are required to take unpaid time off. This is the time to encourage others to donate to the sick leave pool to assist with this. Tuition Assistance Program is looking to extend to spouses or dependents, not approved last year but are trying to find an avenue to transfer the service to the above-mentioned parties. Next quarterly meeting will make decisions on both topics. Q: Are the quarterly meetings typed out? Were there updates to the COVID sick leave questions we sent up? A: Denise will send over typed up notes. There was no mention of the topic at the state level because the discussions are pre-determined items on goals and objectives for this year. No response from university on the resolution that was submitted regarding COVID sick leave. Amy Phillips: clarification that sick leave pool requests only approved for personal sickness and are not able to be used for bereavement. From the USG policy there was not freedom to open the pool to use for bereavement during this time period but would have to wait for updates during open enrollment.

New Business:

Staff Senate Elections May 2021: 7 Colleges and Departments will be elected, 4 senators and 3 interim senators. Interims are not automatically added to the ballot so if you wish to continue be sure to have a nomination to get your name on the ballot. Call for nominations will go out to staff members to build ballots. 3 officer positions up for elections; President Elect, Secretary, and Treasurer. Call for nominations goes out to currently seated senators. May meeting will be moved to the third week to better coincide with speakers and elections happening in Staff Senate.

Staff Senate training will occur July 27th. Looking into the option of a hybrid meeting to conduct training, in person option will be at the KSU Center. Materials will be provided to everyone on multiple topics that concern staff senate. Several speakers will cover return to work, USG council policy, and many other topics to discuss who we are and our purpose as a senate. This training will last half of a day and will have a sponsor covered breakfast.

KSU return to normal operations Fall 2021 information sessions are still going on. Links to those information sessions are available on HR website. Any questions or concerns should be directed to the representatives running these meetings.

Next meeting is May 24th. All 2021 meeting dates are on the Staff Senate Website. Meeting adjourns at 10:53am.

Attendees
Amanda DesLauriers
Amy Phillips
Andrea Douglas
Ann Vancza
Anna Traykova
Audra Bishop
Bonnie Acton
Cecilia McDaniel
Cencilia Obika
Chelsea Mattox

Christine Zelt
Cristen Dutcher
Daniel Terry
David Easterwood
Denise Tucker
Devin Witt
Ellen Hearn
Jaime Fulsang
Jeanine Jones
Jeffrey Bernard
Jennifer Lippincott
Jessica Rezil
Karen McDonnell
Lindsay Montgomery
Lydia West
Margaret Mazza
Nicole Connely
Nikki Hooven
Pam Smith
Pooja Patel
Rebecca Mattox
Renee Gamache
Samantha Hazelwood
Stefanie Green
Tiffany Weems
Veronica Trammel