

## Kennesaw State University Staff Senate

Officers:: Kathy Rechsteiner, Stacey Solomon, Jeffrey Bernard, Vickie Moody  
Topic: Topic: Professional Development Support from Administration and Supervisors

Resolution supporting dedicated time and resources for professional development of Kennesaw State University employees; including but not limited to training, formal mentoring, professional organizations, and other development activities that are mutually beneficial for employees and the University.

WHEREAS, Professional development is key to employee performance, satisfaction, and retention;

WHEREAS, Kennesaw State University employee engagement surveys indicate a need for professional development opportunities;

WHEREAS, President Olens has expressed support to the Staff Senate that all employees complete an average of one day or more of professional development every six months;

WHEREAS, The University System of Georgia requires its institutions to commit at least one percent (1%) of full-time employee salaries to be used for faculty and staff development (BOR Policy 8.2.17 Career Development [http://www.usg.edu/policymanual/section8/C224/#p8.2.17\\_career\\_development](http://www.usg.edu/policymanual/section8/C224/#p8.2.17_career_development));

WHEREAS, Kennesaw State University provides resources for Professional Development through the Center for University Learning ([www.ksulearning.com](http://www.ksulearning.com)), TAP eligible programs (BOR Policy 8.2.19 Tuition Assistance Program [http://www.usg.edu/policymanual/section8/C224/#p8.2.19\\_tuition\\_assistance\\_program](http://www.usg.edu/policymanual/section8/C224/#p8.2.19_tuition_assistance_program)) and other symposiums and centers.

WHEREAS, Kennesaw State University policy recognizes that "training and development programs improve individual and organizational performance" and that "supervisors should plan for and allow release time from work for training programs determined to be mutually beneficial for employees and the University" (KSU Employee Handbook 6.2 <http://hr.kennesaw.edu/Employee%20Handbook%2007.01.2015.pdf> p.81-82);

WHEREAS, in employee engagement surveys employees report not being granted training time in a fair and equitable manner;

### The Staff Senate supports the following:

RESOLVE, that Kennesaw State University include in its training and development policy, that supervisors must make available to each employee an average of one day or more every six months of professional development time;

RESOLVE, that professional development hours be included in staffing and scheduling considerations to prevent avoidable schedule conflicts that prevent employees from attending classes;

RESOLVE, that departments provide the cost of training materials, assessments, or fees for approved professional development not already covered by the University or University System;


RESOLVE, during annual performance reviews employees and supervisors should discuss professional development opportunities and set goals for professional development in the next year;


RESOLVE, that University cabinet level leadership communicate this commitment to employee development to all supervisors.

Resolution Approved by 2016-2017 Kennesaw State University Staff Senate on Thursday, April 20, 2017

Kathy Rechsteiner, Chair 

Stacey Solomon, Chair-Elect 

Jeffrey Bernard, Secretary 

Vickie Moody, Treasurer 

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