Call to Order: A general meeting of the Kennesaw State University Staff Senate convened at KSU Center on Monday, December 2, 2019. David Tatu, Staff Senate President, called the meeting to order at 10:00 a.m.

Members in Attendance:
Bonnie Acton, Kate Billard, Stephanie Dean, David Easterwood, Stephanie Green, Chris Griffin, Jeanine Jones, Jessi Jones, Connie Lane, Rebecca Mattox, David Tatu, Erica Torrence, Kelli Tracy, Denice Tucker, Lydia West, Natasha Williams, Christine Zelt,

Visitors in Attendance:
Michael Fellows – Past President, Gayle Jones – New Senator, Christie Storey, Jeffrey Bernard, Michael Pourreau

Guest Speakers in Attendance:
Dr. Pamela Whitten, President, Kennesaw State University
Dessi Beagle, Employee Wellness Coordinator and Fitness Center Manager

Approval of Agenda:
A motion was made and seconded to approve the Agenda submitted by David Tatu and the motion carried.

Guest Presentations
President Whitten provided an update regarding the university and fielded questions from the senators. She was proud to report that the fall 2019 freshman class increased in size by 30% over 2018 and enrollment as a whole was up 7% from the previous year.

Regarding campus expansion, the new Academic Learning Center on the Kennesaw Campus will break ground in March of 2020, and the new Engineering Lab on the Marietta Campus will be completed in January 2020.

Dr. Whitten is in the process of getting approval to renovate Howell Hall on Marietta Campus – a residence hall that was built decades ago and needs to be modernized.

Speaking of residence halls, more than 1,500 students were wait listed for admittance to the campus residence halls. We are in the process of requesting 515 additional beds be provided on campus. If approved, construction should begin in 2020.

The new entrance to the university will be ready in January, and athletics is in the process of finding funding for a new baseball stadium.
Several changes in leadership occurred recently. We have four new Deans and a new Chief Diversity Officer:

Dr. Ian Ferguson, Dean, Southern Polytechnic College of Engineering & Engineering Technology  
Dr. Shawn Long, Dean, College of Humanities and Social Sciences  
Dr. Ivan Pulinkala, Dean, College of the Arts  
Dr. Tim Blumentritt, Dean, College of Professional Education  
Dr. Sylvia Carey-Butler, Chief Diversity Officer

Searches currently underway include Vice President for Student Affairs and Vice President for Fiscal Affairs.

R2 roadmaps are being handled at the college level. Each college is putting together a roadmap regarding retention of graduate and undergraduate students. The Vice President of Research has defined four signature research areas for the university: Safe and Sustainable Communities, Biomedical and Health Services, Computing and Technology, and Human Development and Well Being.

President Whitten reported that 37% of our students are first generation college students, and we need to ensure their success. *U.S. News and World Report* recognized 22 universities nationwide that excel at getting students ready to be successful, and KSU made that list.

College of the Arts performances are sold out because of the strength of the school and the talent of our students.

With regard to athletics, our women’s soccer team played in the championship game and lost in overtime. The volleyball team is in a tournament now, and the football team just defeated Wofford and is on the way to Utah to the second round of the national tournament.

A question was asked to President Whitten regarding what is being done for staff and how staff plays into student success. President Whitten spoke about the Women’s Leadership Development opportunity for staff, and assured senators that HR is mindful of professional staff development opportunities. She said that if we have ideas, please bring them forward. It was brought to the President’s attention that some supervisors keep staff from participating in staff development opportunities.

Natasha Williams informed the group that she was able to collect data about the Excel Program. It showed that 90% of Excel graduates have not been promoted or notified of opportunities, leaving the President with the question, *How does participation in leadership programs help if only 10% of the people who attend get promoted?* President Whitten asked Natasha to send her the data that she collected, and she would look into it. She said that the networking across campus that is established through leadership programs is valuable to the day-to-day operations of the university.
Another Senator asked the President about equity in pay-bands. Promises have been made for years, but they have not been kept. At the present time, current employees are not benefiting from the new pay-bands, only new hires. The President said that HR is working on this now. Michael Fellows asked for a commitment that once the data is complete, something will be done about adjusting salary for staff. The President said yes. This concluded the questions for the President.

Presentation from Dessi Beagle, Employee Wellness Coordinator and Fitness Center Manager

Ms. Beagle updated Staff Senate on the Staff Rewards Program. Dietitian Barbara Oldham will be offering cooking demos again spring semester, as well as individual sessions. Barbara will tailor a dietary program for you to suit your needs. Relaxation and meditation programs are coming, and she encouraged us to join Wellness Social Media Accounts, KSUEmployeeWellness = Facebook and KSUWellBeing = Instagram.

The Active Tracks program launched last month. Next year we are hiring more fitness instructors, and the Employee Fitness Center will be celebrating its 20 year anniversary this spring.

Staff Senate Committee Reports

Before Committee Reports, it was noted that the November minutes were only distributed to the Executive Committee. David said he would distribute them to the entire Staff Senate later today.

Senator Tyler Parham is leaving KSU, and Gayle Jones has agreed to take his place on Staff Senate. A motion was made and seconded to add Gayle Jones to the Staff Senate roster. The vote was unanimous, and Gayle Jones was welcomed to the organization.

Budget, Finance and Fundraising = Jeannine Jones informed the Staff Senate that she is in the process of contacting major Atlanta teams and businesses - Aquarium, Hawks, Braves, Delta, Coca Cola, etc. – in an effort to establish long-term relationships for Staff Senate. If we can become a part of their community support budgets, more funding will be available for operating expenses and scholarships. The Braves will be hosting the All-Star Game in 2021.

Bylaws – no updates.

Communications – The committee is working with the live stream team to archive Staff Senate meetings on YouTube. Thomas Dale, the committee chair, is leaving KSU at the end of December.

Policy and Procedures – Kate Billard suggested that we start the January Staff Senate meeting at 9:30 a.m. to allow for the presentation of three Staff Senate Scholarships.

She began a discussion regarding Staff Senate term limits. It is our policy to have 3-year term limits. She proposed that we think about increasing terms to 4 years to allow for a larger pool
of nominees for president elect, and possibly a larger impact due to knowledge acquired and increased effectiveness.

A discussion ensued regarding various ways to restructure to better serve the staff community. In addition to term limits, Senators were asked to think about establishing Standard Operating Procedures before we restructure and how we can create more interest in serving.

**Staff Development & Recognition** – Kate Billard and Rebecca Mattox discussed ideas for increasing interest in staff development and recognition. They talked about individual senators sending out reminders on the 6th and the 13th and using KSUToday for campuswide announcements.

We discussed having a staff social event and whether each senator could agree to bring three people from their college/department to the January meeting, after which there would be a social event. A decision was not reached.

**USG Old Business**

David Easterwood reported there are no updates at this time.

David Tatu said that Dr. Raines in the Center for Conflict Management asked if Staff Senate would like to offer input regarding the Campus Culture and Peace Building Initiative. Several senators are interested but wanted to read the information before offering specific suggestions.

There being no further business to discuss, the meeting was adjourned at 11:25 a.m.