

Staff Senate Meeting Minutes

September 10, 2025

Call to order

Time called to order 10:00am

Attendance:

Kelley Price	Kalya Barbosa
Alejandra Thomas	Karen McDonnell
Alexis Melchior	Katherine D'Ambra
Amiee Kane	Katie Hegebarth
Barbara Bowler	Kawonza Jones-Wilson
Bee Blank	Melisa Gonzalez
Blake Schneider	Michael Alvarez
Carla Budinsky	Nasia Perez
Colin Ake	Orie Thornton
Dorianne Gutierrez	Qing Qing Norris
Franklin Ard Jr	Robert Bridges
Hadley Cottingham	Samantha Burke
Haley True	Sarah Holik
Janina Peachey	Scott Wiltsee
Jennifer Gerdis	Shelina Munoz
Jessica Urquhart	Stephanie Marchant
Jin Jo	
Sherrie Goodman	
Stephen Sprague	
Trudi Vaughan	

Old business

First reading of bylaws updates

[\(See proposed bylaws\)](#)

Aimee Kane shared the bylaws via chat for review. Aimee read the updates, including revisions noted in linked documents. Hadley Cottingham asked for



comments/concerns regarding first reading of the bylaws, none were put forth. The next meeting will include a vote and adoption of new bylaws as written.

New business

2025 Staff Council Conference

Last year we hosted, this year it is at Valdosta. Hadley Cottingham and Trudi Vaughan will be attending, and others are encouraged to attend if departments can fund it. Tickets for conference are \$175.

Question (via chat): What are the dates? **Answer** (via chat): The link to the conference site for full details was provided. Dates are 09/30/25 to 10/01/25.

Purchase of FY 2025-2026 Staff Senate Shirts

Discussion of plan to secure shirts for new senators. Aimee Kane has reached out to our provider to confirm our pricing. The cost has not increased significantly, so we can now move to vote if we would like to go forward with using funds to order them.

Question: Are we using the same design as last year? **Answer:** Yes.

Discussion: I am not a fan of that design, can we put it to a vote to change design?

Trudi made motion to discuss and vote on the design, ?? seconded.

Question: What funds are we spending on this? **Answer:** Foundation funds.

Question: If they are the same shirt, would we provide them to the new senators, or just provide them to everyone again? **Answer:** Just new senators, unless anyone needs a replacement for some reason. Rob Bridges clarified that the polos have a minimum order so we may end up needing to order and have a surplus.

Aimee Kane shared the digital markup of the shirts that were ordered last year for senators to review and clarified that all shirts/polos are black.

Question: Could we do just polos? **Answer:** We can discuss that. We had both so that the tshirt could be for informal/service days and events.



There was discussion about not ordering the shirt or changing the shirt design to have the logo as a smaller pocket logo. Hadley motioned to vote on only ordering polo.

[teams crashed, will get full details later]

Vote confirmed we will only order polos this year. All remaining inventory from last year's order will be first-come first-serve up for grabs.

Hadley motioned to allow Aimee to place the order for polos assuming cost matches or is less than the quote she received for shirt order and Franklin Ard seconded. 29 voted in favor, motion passes.

2025 Benefits Fair

Hadley described last year's table and asked for volunteers to man the booth at the benefits fair.

Question: When is the fair? **Answer:** October 21st.

Interested volunteers: Nasia Perez, Jiun Jo, Samantha Burke, Kalya Barbosa, Sherrie Goodman, Blake Schneider, Dorianne Gutierrez, Bee Blank, Janina Perachey.

Question: What time is it? **Answer:** 10:30am-1:30pm

Committee reports

House – Aimee has no updates from House

Community engagement- Sarah Holik shared the committee met last Friday for 1st time to check in on work to emphasize year of sustainability. Sherrie is meeting with Cobb recycling center; great convos are going on with the office of sustainability as well. Committee is continuing research into repurposing and recycling state property in viable ways. One idea that came up was encouraging staff to carpool.

Staff - Carla Budinsky shared that committee has first meeting on Monday 9/15.

Communications - Kelley Price shared committee will have first meeting on Friday 9/12.

Open forum

Rob Bridges asked how Hadley is doing with the authenticator swap. Hadley encouraged the senators to make the swap and offered her assistance with the process if needed.

Question: I still have both options to authenticate, is that just me? **Answer:** That is a temporary transition, which will go away on September 17th.

Question: Do we really have a meeting scheduled on Christmas Eve? **Answer:** Yes. The university did not close that day, so we are going to be lax on attendance for that meeting. This will be a more social meeting.

Nasia Perez asked about committee memberships and getting moved to correct one. She asked to be moved to only staff committee.

Question: Will the November meeting also be flexible? **Answer:** Yes, we understand that it is close to a holiday, and we will be as flexible as possible.

Question: Is it possible to reschedule a staff senate meeting? **Answer:** We try to keep meetings as consistent as possible, but we can make updates to the schedule if necessary. November we can possibly move, December is going to be a mess regardless so we will likely keep it as it is. We are trying to avoid any votes requiring the quorum on those dates.

Question: Will virtual attendance be permissible for those meetings? **Answer:** We will discuss as we get closer, but that is likely.

Question: When my unit comes to me with ideas and issues, how do I handle that? **Answer:** They can submit via web form, you can submit, or you can bring it up in meetings and ask to have it put on the agenda.

Hadley brought up the idea that we might try to get faculty/staff discount applied to GrubHub stations around campus.

Bee Blank brought up a staff inquiry regarding the disconnect between HR and facilities (and potentially other groups). They've asked if there can be some sort of HR liaison assigned in the departments/units to serve as a communication point between the departments and HR. Karen McDonnell responded that the HR partner for each group and staff senate is meant to fill those roles and facilitate that communication. Bee mentioned he hasn't



heard from their HR partner but has communicated to them. Bee clarified that he was asking about someone in the department representing that department in higher-level meetings. Orië Thornton appreciated the feedback and noted that the HR partners are her team, and she will use the feedback to consider adjustments. Hadley and Karen emphasized the importance of using Staff Senate as a venue for bringing up concerns since the advisory council requires a high level of confidentiality. The HGR advisory council is comprised of leadership from units.

Nasia Perez brought up a concern from enrollment services that working on Christmas Eve was a big shock and wanted to bring up that Christmas Eve is considered a major holiday in some cultures. She specifically mentioned that Christmas Eve is important in Hispanic culture. This move makes her, as a Hispanic woman, feel very unseen by the university. Karen let us all know that the USG sets these dates, and this was part of an adjustment back from when, in the past, the university system closed for two weeks around the Christmas holidays. The dates are set years in advance, but she is taking this feedback and will bring it into the conversation for future years.

Bee Blank brought up a concern from his department regarding the process of changing departments. If there is a difference between internal and external applicants, internal applicants feel they have been overlooked in favor of external applicants. Karen McDonnell clarified there are two ways to apply and that using OneUSG designates you as an employee and the job board flags you as external. Being an employee gives you a leg up if all things are equal but given the same qualifications there's no distinction. Interviewing will always be dependent on the position and the applicant pool. Discussion about the value of internal years of service followed, with several suggestions to utilize networking with hiring managers to assist with the process. Karen shared HR has a goal to build more career building structures in the future as bandwidth allows.

Alexis Melchior asked if Christmas Eve could be a floating holiday and Karen confirmed KSU does not utilize floating holidays.



Adjournment

Hadley made a motion to adjourn, seconded by Stephen Sprague. All voted in favor, and the motion to adjourn passed at 11:09am.