



# KENNESAW STATE UNIVERSITY

## Staff Senate Meeting

April 30, 2025

### Senators attending in person:

- Robert Bridges
- Carla Budinsky
- Hadley Cottingham
- Becca Cox
- Molly First
- Lindsey Jefferson
- Mark Kirkley
- Lynn Kunkel
- Melissa Lappe
- Savannah Lockman
- Karen McDonnell
- Shelina Munoz
- Kelley Price
- Orië Thornton
- Trudi Vaughan
- Jacqueline Winters-Allen

### Senators attending online:

- Sanjoosh Akkineni
- Ryan Capps
- Andrew McCanless
- Qing Qing Norris
- Caitlin O'Kelley
- Susanne Rothery
- Claire Rutte

**Guests:** Melissa Hernandez, Julie McDaniel, Rachel Miller (online), Shanoë Smith (online), Bee Thompson

March 2025 minutes: motion to approve and seconded

**Guest:** Melissa Hernandez, Employee Relations Manager

- We received feedback on Employee Appreciation so it will be spread throughout the year and not just one week
- Owlympics - July 23 at Convocation Center, Kennesaw Campus
  - Normally it alternates between campuses, but the Marietta Event Center isn't available this year due to construction
  - We'd like to partner with Staff Senate for the Employee Appreciation events – we need volunteers!
- Trivia will be in February 2026 on both campuses
- Kickball is coming – will be a separate event in the Fall at the Marietta campus
  - Working out details like how many people on a team, etc.

*Question:* Are all events at Owlympics going to be physical sports?

*Answer:* We will have videos again and lots of things for people to participate in that don't require physical activity

**Guest:** Julie McDaniel, Director of Campus Planning  
Discussion of Legacy Gazebo and Amphitheater (see Attachment 1)

### Old Business

- The shirt order form will be submitted next week; please send shirt sizes if you haven't already signed the sheet/posted in the chat

- Election updates:
  - Due to reorganization, we will be increasing the number of senators for next year
  - The Elections Committee will be reaching out to “less engaged” senators to determine if they want to participation going forward
  - A new senator vote will likely happen the 1<sup>st</sup> week in June to prepare for July meeting

*Question:* Did the Election Committee discuss having an Advising representative? They are interested.

*Answer:* The Election committee will look at that when they look at bylaws - not sure about representation by job position vs division.

- New Officer elections:
    - President: Hadley Cottingham
    - President Elect: Only 1<sup>st</sup> year senators are eligible because in 2<sup>nd</sup> year they are President-Elect and President in 3<sup>rd</sup> year (remain on Staff Senate for 4<sup>th</sup> year as Immediate Past President)
      - Eligible: Lynn Kunkel, Shelina Munoz, Sylvia Okonkwo, Orie Thornton, Trudi Vaughn
    - Still need: Secretary, Treasurer, Parliamentarian
      - Eligible:
 

- Sanjoesh Akkineni*	- Shelina Munoz	- Kelley Price
- Carla Budinsky	- Caitlyn O’Kelley	- Brittney Scott
- Becca Cox	- Sylvia Okonkwo	- Patrick Steimer
- Aimee Kane	- Janice Malone	- Orie Thornton
- Lynn Kunkel	- Qing Qing Norris	- Trudi Vaughn
- Savannah Lockman		
- \*Has left KSU
- We will not take nominations or vote today; think about it for the next month. Rob is happy to talk to anyone with questions or wants more information
    - Immediate Past President: Rob Bridges
  - Giving Day donations have solidified our scholarship for a few years, thanks to Susanne Rothery
  - The engagement survey has gone out to all faculty and staff; everyone is encouraged to submit feedback. There have been 1400 responses submitted so far, about 30% of all staff. It will be open until May 12.

*Question:* If the link is unique to each person, how can it be confidential?

*Answer:* The survey itself is specific to each person, but HR will only get aggregate info. It’s looking at departments, not specific individuals. President Schwaig will charter an action team to look at results with faculty and staff. The minimum number of surveys needed for a department to filter down is 3. The FAQ will include info from the company about confidentiality.

## **New Business**

- Telework discussion

*Question:* Is there more information about when non-director level staff have to come back?

*Answer:* Chancellor Perdue expects in-person work for all staff beginning Fall 2025, but we don’t have additional information yet. Several USG schools have space issues. We have a working group looking at that.

*Question:* Can we make a case for certain positions to stay remote? We could lose ¼ of IT staff. How can we stagger? Is there any leeway for hybrid work?

*Answer:* We have people sharing offices. USG is saying “in-person.” so it doesn't appear so. The engagement survey has lots of comments about teleworking. It’s possible that quantifiable data

may change things. HR has been meeting with Georgia Tech and Georgia State to align what we do. For example, Georgia State wants to bring all their advisors back in person, but if KSU doesn't do the same their people may move institutions.

*Comment:* Some departments are building/constructing cubicles, and some are being installed without Facilities input blocking things like HVAC.

*Question:* I'm not student-facing, so my job can be completely remote. I love hybrid work. Why do I have to return to the campus?

*Answer:* Parents have complained about multiple schools where they show up on campus and no one is in the office so they couldn't get help. We're hoping that if we can focus on student-facing staff, USC leadership will see we're doing something, and we can figure out longer term plans. HR already has rules for hybrid/remote work for their staff: cameras must be on, staff must be appropriately dressed, and someone needs to be in the department every day for coverage.

*Question:* Faculty directors have to be in person starting May 1?

*Answer:* Yes.

*Question:* What about people who live hours away and were hired during our Remote policy?

*Answer:* We're suggesting that if they were hired with that expectation they will be allowed to continue. The issue then is that other people in that department might not think it's fair just because they live closer. We're putting together a proposal.

*Question:* Parking is already a nightmare; if we're bringing everyone back, where can people park?

*Answer:* Our working group includes planning for space/parking and transportation. The plan has to be approved by the system office.

*Question:* Is the worst-case scenario that everyone has to come back?

*Answer:* Parking will have to come up with a plan, maybe an employee shuttle for off-campus parking. Town Point is already a nightmare because of student parking. We are working to determine what we can do. This is a systems office directive, not KSU. Send questions/feedback to [HRquestions@kennesaw.edu](mailto:HRquestions@kennesaw.edu). Please go back to your departments to encourage people to take the engagement survey and add their comments.

- Committee reports:
  - Staff Engagement:
    - We've received 3 applications for the Staff Scholarship
    - The announcement went out in the Weekly Feed
    - We're also sending emails to TAP recipients
  - Communication: We need to vote on social media use. It makes more sense to utilize the Weekly Feed.
    - Motion to sunset our social media and seconded
    - No objections
  - House: we're still having trouble accessing timely reports from Foundation

#### **Open forum:**

- Stingers is undergoing a major plumbing project and will be closed all summer
- The Performance Review Cycle has changed; managers should finalize criteria by May 1 and the self-evaluation should also open

Motion to adjourn; seconded



KENNESAW STATE  
UNIVERSITY  
PLANNING, DESIGN,  
AND CONSTRUCTION

Attachment 1

# Campus Planning

PLANNING, DESIGN & CONSTRUCTION

April 30, 2025

# Presentation Goals

01

Honor & Legacy

02

Clarify Intent

03

Promote  
Partnership



Staff Senate



# Purpose of Amphitheater Study

## •Goal 1: Student Success

Explore use as a venue for student symposia, interdisciplinary performances, and outdoor learning experiences.

## •Goal 2: Innovation & Research

Consider opportunities to showcase research and host academic-community engagement events.

## •Goal 3: Campus Culture

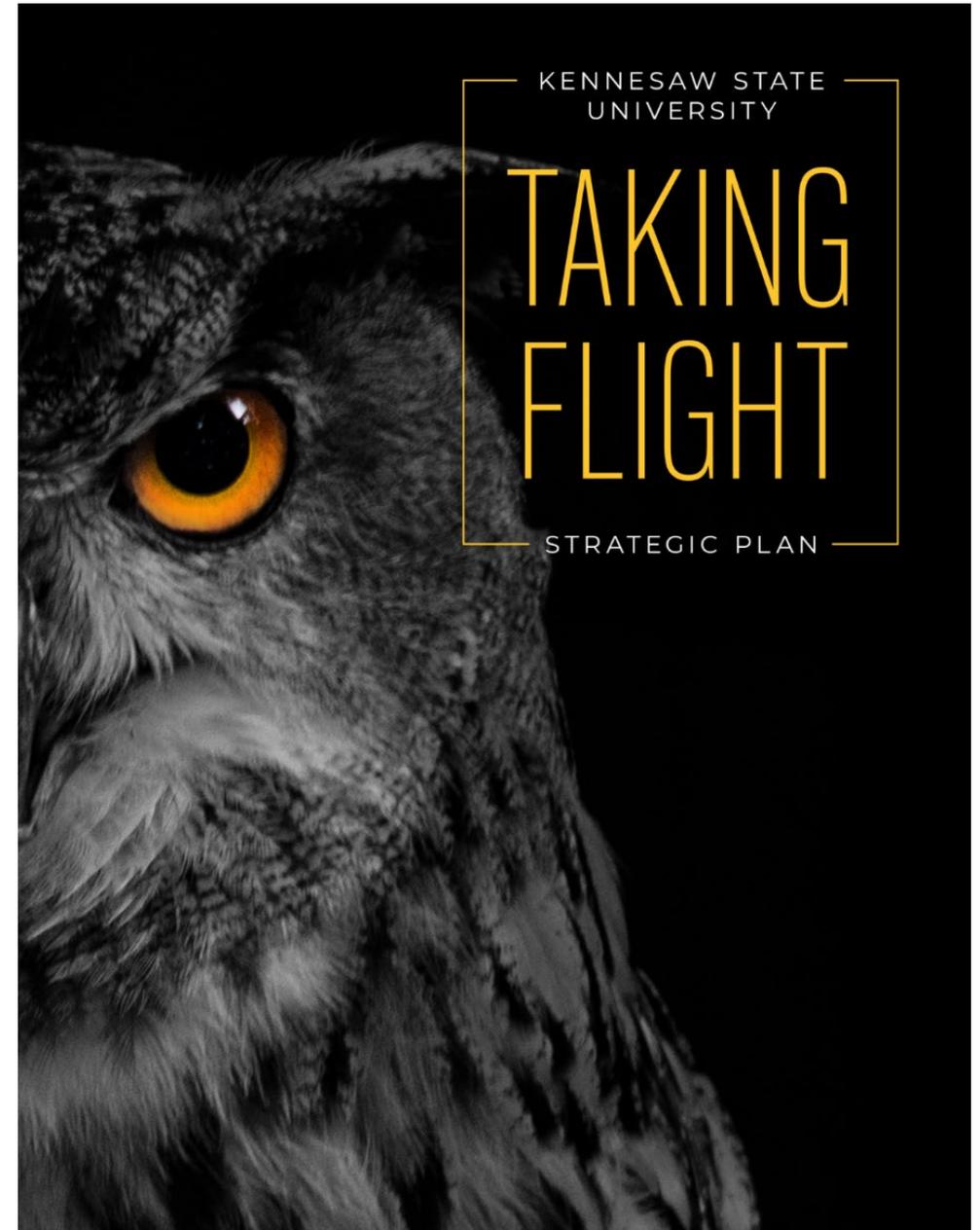
Support traditions, ceremonies, and activities that build pride and connection.

## •Goal 4: Institutional Prominence

Reimagine the amphitheater as a signature, high-visibility space that reflects KSU's excellence.

## •Goal 5: Operational Sustainability

Align design and use of space with the needs of a growing, adaptable, and efficient university.





# Q&A