



KENNESAW STATE UNIVERSITY

Staff Senate Meeting August 28, 2024

Attending in person:

- Robert Bridges
- Carla Budinsky
- Ryan Capps
- Hadley Cottingham
- Joshua Davis
- Molly First
- Melissa Hernandez
- Lindsay Jefferson
- Mark Kirkley
- Melissa Lappe
- Janice Malone
- Karen McDonnell
- Shelina Munoz
- Qing Qing Norris
- Caitlin O'Kelley
- Susanne Rothery
- Patrick Steimer
- Trudi Vaughan

Attending online:

- Sanjoosh Akkineni
- Kelley Price
- Jacqueline Winters-Allen

Not in attendance:

- Rebecca Cox
- Amonte Hampton
- Aimee Kane
- Ana King
- Lynn Kunkel
- Savannah Lockman
- Raquel Monterroso
- Andrew McCanless
- Claire Rutte
- Brittany Scott
- Donald Spencer
- Cynthia Tatis

Guests: Nwakaego Nkumeh Walker, Chief Legal Affairs Officer

Meeting called to order

- Review of last month's minutes
- No changes needed
- July 2024 minutes approved as presented

New President-Elect needed due to James Stinchcomb's abdication; must be 2nd-year Senator

Old Business

- Staff Senate committees to focus on professional development, process improvement, making a bigger impact on campus

New Business

- Staff Senate rebrand needed?
 - o Outreach to new hires – email, flyer, monthly list of new employees?
 - o Promo items (shirts, buttons, lanyards) to identify Senators on campus?

- Many new/updated policies now in place
 - o Freedom of Expression policy
 - Covers both organized and unorganized displays of expression
 - No structures (tables, tents, sculptures, etc.) can be on KSU campus without approval
 - Unorganized protests limited to 30 people
 - Hate Speech is allowed by the First Amendment, and KSU cannot take action against it
 - If speech becomes “conduct” and someone feels threatened, KSU can get involved
 - Anyone engaging in disruptive activity must go through the campus disciplinary board
 - Employees cannot engage in expressive activity during work time
 - The goal is to create more speech and not limit conversation
 - o Posting and Chalking Policy
 - Applies to any posters/flyers/chalking in KSU spaces
 - Does not apply to offices and cubicles, but does apply to walls outside of offices/cubicles and windows
 - Flyers must be related to University business (research, events, scholarships, etc.)
 - Flyers unrelated to University business (roommate flyers, babysitter hiring, etc.) are not allowed
 - Chalking must be done in uncovered, outdoor, flat surfaces
 - o Major changes to the pregnancy and lactation policies due to new federal law
 - KSU may need to make disability accommodations for pregnant employees
 - o Relocation will no longer track receipts; it is still taxable
 - o Staff Teaching Policy
 - Allows any exempt employees with the right credentials to teach
 - Hour tracking and overtime is difficult to track for non-exempt employees
 - Most teaching staff are limited to four credit hours
 - FLSA changes to the overtime threshold may adjust pay and exemption status; will be reviewed in the fall and will need to be reviewed every three years
 - o KSU will add random substance testing for anyone in specific safety and at-risk roles
 - Testing can be ordered for anyone with reasonable suspicion
 - Talk to your HR partner if you have a suspicion

Committee Reports

- Community impact
 - o Encouraging staff to get involved with community service opportunities, including both on campus and off campus
 - o Use GivePulse to gather volunteers
 - o Discuss events to support monthly
- Staff Impact Committee
 - o Coffee Talk: intent to reach out and engage in conversation at Marietta and Kennesaw campus, 2nd Tuesday of every month and last Thursday of every month
 - o Staff support and administrative Microsoft Team lead by Aimee Kane; place for office management/procurement/admins to connect
 - o Process Improvements: wants to engage with improving collaboration with Door Access, better support systems in place, and improving communication with staff

- Communications Committee
 - o Creating a sustainable ownership process/handoff for accounts (Teams/Sharepoint, Social Media, website)
 - o Reinvigorate social media presence
 - o Looking for ways to work across departments to improve communication
 - o Set up a process for communication between departments, from Staff Senate to departments, etc.
- Staff Engagement
 - o Add donation button to website (very hard to accept cash donations)
 - o Brainstorming fundraising opportunities - round-up program at Bookstore?

Open Forum

- Staff Appreciation Week – can there be non-active, indoor activities? What about smaller events throughout the year instead of one big community event a year?
- Staff Senate didn't award a scholarship last year

Motion to adjourn made and seconded

Meeting adjourned