



Kentucky State University

Staff Senate Minutes

Wednesday, April 3, 2024

3:02 p.m. – 3:58 p.m.

Attendees

Present: President: Delandual Conwell; Vice President: Jameelah Means; Secretary: Neni Robertson; Treasurer: Sherri Bridgewaters; Member: Christian Flowers; Member: Jacqueline Duvall; Member: Patricia Alcorn; Member: Erica Dunn; Member: Larmont Lawson; Staff: Travis Haskins; Staff: Justin Cain; Student: Micheal Adeniji

Staff Senate Meeting

Addressing individual and institutional issues affecting staff morale and well-being was discussed. There is a need for creative solutions, such as a free lunch on your birthday to pay raises for underpaid staff. The significance of positive energy and appreciation in the workplace is important for the lowest-paid to the highest-paid individuals. Offering personalized solutions, such as yoga classes, to connect with students on a personal level. The need for recognizing and valuing staff contributions at Kentucky State University was also discussed, emphasizing the need for appreciation and recognizing staff every five years. We need to actively support and acknowledge staff accomplishments.

Action Items

- Explore creating a "safe space" for staff to voice concerns without fear.
- Look into discounts or other creative ways to help staff without requiring new funding.
- Prioritize improving communication and transparency from leadership.
- Send ideas for staff yoga classes to Justin Cain.
- Have Justin Cain meet with Conwell Delandual Conwell to discuss ideas for staff wellness initiatives.
- Brainstorm events that unite students, faculty, and staff.
- Research best practices for staff appreciation from other universities.
- Look into restarting staff recognition programs for service milestones

Outline

Staff issues and initiatives at a university

- Communication amongst staff and leadership.
- Help staff and faculty, despite the challenges faced by the school.

Staff recognition and morale at a university

- Help to redefine impossible tasks and shift narratives to improve workplace culture.
- Employee appreciation and support are lacking in the workplace.
- Recognizing all staff for their contributions to show appreciation and improve morale.

Recognizing staff contributions at Kentucky State University

- Emphasize the importance of recognizing all contributions and acknowledging their efforts, citing instances of staff members providing words of encouragement to colleagues.
- Discuss the need for a positive work environment and recognize small acts of kindness and support among staff members.

Staff appreciation and communication in an educational setting

- Emphasize communication and transparency among staff and leadership to support students' success.

Ideas to explore.

- Create a safe space for staff to share their thoughts without fear of judgment.
- Emphasize the need for creative problem-solving to address campus issues, such as inadequate funding and facilities.
- Write a grant to create a breakroom and development so staff can escape and have a mental health (spiritual) moment to relax. (Title III cannot cover this expense).
- Institutional Research pulls a lot of data for everyone across campus, think of ideas that can help the University that Institutional Research can pull data to help faculty and staff work better.
- Work towards initiatives for clearance that will cost no money.
- Read the Bi-laws of the staff senate.
- Create a news avenue from the Staff Senate.
- Create a one to three-word slogan for staff senate members to be put on marketing items.
- Create a cookbook.
- Ask facilities to spread picnic tables across campus so staff, students, and faculty to eat lunch or take a mental break outside to get a breather from the day-to-day stress.
- Farmers Market in September or October for staff, students, and faculty.
- Sodexo will provide vouchers for employee's birthdays.
- Cash out vacation time up to two weeks.
- Mandatory for students to have one work-study to prepare them for the real world.
- Suggestions/complaints on the staff

