



Kentucky State University

Staff Senate Minutes

Monday, May 6, 2024

3:07 p.m. – 4:05 p.m.

Attendees

Present: President: Delandual Conwell; Secretary: Neni Robertson; Treasurer: Sherri Bridgewater; Member: Christian Flowers; Member: Patricia Alcorn; Parliamentarian: Erica Dunn; Member: Larmont Lawson; Staff: Travis Haskins; Staff: Aletha Bernard; Faculty: Tamara Bowles; Staff: Taelor Brown; Staff: Nathan Cochran; Staff: Jim Dodds; Staff: Nakea Dreux; Staff: Jordan Duncan; Staff: Julita Edwards; Staff: Kim Goldring; Staff: Rachel Hampton; Staff: Kim Harriford; Staff: Kendra Herve

Staff Senate Meeting Report

During the recent Staff Senate meeting, several initiatives were discussed to enhance staff morale and communication within the university community. One key initiative highlighted was the creation of a dedicated website for staff to submit ideas and provide feedback. This platform aims to foster a more inclusive environment where staff members feel empowered to contribute their thoughts and suggestions. Additionally, there was an emphasis on cultivating a relaxed atmosphere during meetings to encourage open dialogue and collaboration among attendees.

Dr. Tamir Bowles expressed her interest in contributing to K-State governance as an adjunct faculty member. She underscored the importance of adjuncts playing a role in decision-making processes and building relationships within the university community. Her insights shed light on the need for greater inclusivity and representation among faculty members.

Action Items

Several action items were identified during the meeting to address the aforementioned initiatives:

- Distribution of bylaws for review.
- Conducting an operational performance project desk audit.
- Compiling workforce training participant lists and outlines.
- Soliciting feedback on possible new website designs.
- Finalizing plans for a birthday lunch program in collaboration with Sodexo for a fall launch.

- Implementation of an anonymous survey submission feature on the new website.
- Trial of electronic voting for Staff Senate decisions to streamline decision-making processes.

Meeting Outline

The meeting agenda encompassed various topics aimed at enhancing the university experience for both students and staff members. It emphasized the importance of fostering a supportive family atmosphere, particularly within Historically Black Colleges and Universities (HBCUs). Furthermore, the role of the Staff Senate in advising administrative Vice Presidents and advocating for staff interests was underscored.

To ensure inclusivity, a roll call was conducted, acknowledging members by name. Discussions centered on improving staff experiences through enhanced onboarding processes, handbook updates, and workforce development initiatives. Additionally, plans were outlined to collaborate with the university president to revitalize old business practices and update the team's website and documentation.

The floor was opened for staff members to share suggestions and ideas on enhancing workflow efficiency and communication within the organization. Proposals ranged from organizing a farmers' market on campus to implementing comprehensive onboarding systems and workforce development initiatives, including vacation payout schemes.

Efforts to bolster staff morale and productivity were also discussed, with proposals for improved employee benefits such as emergency loans and a historical campus walk. A website redesign was proposed to facilitate better communication and feedback collection. Additionally, the Staff Senate considered leading an operational performance project in collaboration with Dr. Wicker.

Further initiatives included providing employees with free lunch and access to flex areas on their birthdays and facilitating email voting to streamline decision-making processes. Dr. Tamir Bowles' input on adjunct faculty involvement underscored the importance of collaboration between adjunct professors and staff members to effect positive cultural change and support adjuncts' professional development.

Proposals for Improving Staff Senate and Campus Engagement

Future plans involve discussions on Staff Senate bylaws and adjunct faculty representation, as well as exploring virtual tour software for campus mapping. A cookbook to further engage staff and community members was proposed and volunteers to aid in the design.