Staff Senate Meeting 9/9/2019

**UITS Update**: Docusign technology available to all staff on campus; required training is due at the end of this month – go to training dashboard at owltrain.kennesaw.edu and logging in to employee services; Cybersecurity Awareness Day coming up on 10/1, this year will include presentations and workshops; Banner moving to be hosted at USG instead of KSU in January – watch for updates on KSU Inform, which you have to subscribe to on UITS website

**HR Response to CAR and Compensation concerns**:

Use of Pay Bands – a standard practice everywhere, corporate or state, KSU’s strictness with the bands is to help get out of the problem of not paying people appropriately from their start date, still working with changing markets to acquire new talent which forces KSU to be more competitive in salary offers; there are HUGE staff concerns over the inequity in new hire salaries vs current employee salaries; HR says that is a budget issue, they have ideas on how to fix it, but that has to go through budget approval

Internal Salary Inequity: working on it, internal study has been ongoing for the last year but couldn’t take action because of CAR, now trying to find job descriptions and salary ranges for all positions on campus – have about 100 jobs left, when that is done then will start investigating salary ranges and how to fix those outside of the correct salary range, plan to publish all of their findings with full communication when done in a few months

Merit increase program as a flat rate: merit increase compensation should be individualize to account for a person’s successful efforts in a job, that job’s market position, education, experience; HR director opinion is that a flat rate wouldn’t fairly compensate

Benefits changes counteract recent raises: yes, but that is out of KSU’s hands, came from USG and KSU doesn’t have any more info about benefits changes than has been shared from USG

 -Update on benefits changes from staff member who attended USG Council meeting on the changes – changes were explained, basically insurance costs are increasing overall

CAR layoffs in July: no additional layoffs planned, but CAR still working on process improvement

**Committee Reports**:

 Staff Senate Bylaws: Senate representation reorganized for new departments/offices and office name changes

 Policies and Procedures: wants to make procurement meeting training mandatory, is meeting with the channels necessary to see if that is possible

 Staff Development and Recognition: want to set up Employee of the Month recognition and Staff Member of the Year from those monthly winners, is working more closely with HR to do this and see if financial awards can be included; also looking into a Staff Professional Development Policy allowing time and funds for staff to get development

 Communications: using a WebEx for staff members to view Staff Senate meetings from another location

**New Business**

KSU Center Staff concerned that recycling is being put in the trash and not being sorted out at all, other Staff members say the same is happening in their departments, Senate will reach out to Sustainability Coordinator and have her come to Staff Senate, in the meantime individual staff can email her

USG meeting at GA State last week that was open to students – what happened there? Do we have additional information on it? Why wasn’t staff invited? Senate will as USG Staff Council.