Staff Senate Report Nov 2019

Karen McDonnell, AVP HR: changes to annual performance review process for staff coming in January for all USG, see email from KSU HR on Monday 11/4 and forthcoming HR emails for details; training will be available in December

 -Karen was asked about employee Pay Bands status, she says HR is done creating them, they are with the President now for her approval and then they will publish them with explanation on a Compensation page of the HR website; initial focus will be moving existing staff who fall below the minimum of a pay band to the proper place

Staff Senate Committee Reports

Finance – working on ordering badges for Staff Senators, working with Social Committee to use funds for social events for staff

Bylaws – taking update suggestions for Staff Senate Bylaws, committee will review and approve, hope to do first reading to whole Senate next month

Communications – now live streaming Staff Senate meetings through KSUTV, but need to decide whether and how to archive the streams, Microsoft Teams Staff Senate account now live with committee sub-teams

Policies and Procedures – staff teaching policy concerns addressed by HR: this was not a policy yet (it’s going through the process), but a guideline/directive from then Provost Noble, agreement was staff can teach 1 class per semester hour up to 4 hours, does that include 4 credit hour courses with a 1 hour lab or can it be two 2 hour classes? Also must teach outside of normal work hours, with only exception of an emergency need to staff a class.

Recognition and Awards – working on Staff Senate Scholarship applications, will notify when its available, want to close it Dec 8th for review of applications and award at first meeting in January, hoping to launch Staff of the Month in January too

Social – January staff social: luncheon after Staff Senate meeting to encourage attendance include raffle for big prize, awarding of Staff Senate Scholarship, and every senator bring 3-5 people from their department, make it annual

USG Staff Council Meeting Report – Oct 10th meeting had several KSU staff representatives; budget issues raises – 4% reduction this year, forecast 6% reduction next year, big part of that is rising cost of health insurance, won’t know anything about salary increases until Jan 2020; this year USG Staff Council will work on wellbeing programs and increasing payment for participation there, seeking TAP benefits for employee dependents and at the technical colleges, too, more professional development and career path help for staff, and seeking bereavement leave category

Discussion on whether Senators must attend in person or can they attend through new LiveStream on KSU TV, thoughts are: that communication is key, attending through LiveSteam could count as half absence but there is no way to prove that through a LiveStream – it’s not WebX conferencing system – can Teams be used for chatting during meeting, bylaws say after 3 full absences a Senator will be removed; decided to evaluate attendance in Nov, Dec and re-evaluate in Jan

Robert’s Rules regarding Abstention – can’t ask for abstentions unless total number of votes is less than the quorum, going forward will not ask for abstentions during voting