

Present:

Teresa Johnston, Chair
Randy Kennedy, Chair Elect
Tamara Livingston, Recording Secretary
Rita Alwan
Tammy DeMel
Jamie Fernandes
Kevin Gwaltney
Jon Hansen
Chris Hutt
Kelly Johnston
Karen McDonnell
Nwakaego Nkumeh
Matthew Robison
Iyonka Strawn-Valcy

Guest Presenters:

President Pamela Whitten
Kevin Gwaltney (Policy Process Council)
Karen McDonnell (Human Resources)

CALL TO ORDER

The meeting was called to order by Teresa Johnston at 9:30 AM. The first order of business was to approve the minutes from the October meeting. A motion was made and seconded. President Pam Whitten arrived at 10:00 AM.

COUNCIL REPRESENTATIVES:

Council representatives for Staff Senate and Faculty Senate were solicited. Matthew Robison volunteered to serve as Staff Senate representative and Tammy DeMel offered to serve as Faculty Senate representative.

COUNCIL REPRESENTATIVE REPORTS:

- Policy Process Council:
 - Tamara Livingston and Kevin Gwaltney updated the Council on the EU General Data Protection Regulation Compliance Policy being reviewed by the Policy Process Council. She explained that this policy was handed down to KSU from the BOR. It aligns KSU with regulations developing in the EU and California granting individuals the right to demand deletion of private data-by-data gatherers including institutions. At this point, KSU is affected by these regulations only in terms of program, activities and transactions occurring in the EU, as the policy affects individuals residing in the EU. Chris Hutt mentioned that some KSU departments are using an EU consent form.
 - Karen McDonnell presented the Compensation Policy. Its purpose is to give structure especially regarding communication to the proper channels. It ensures the following:
 - Promotions must be from lower to higher paygrade
 - Lateral transfers should not result in compensation change

- Additional pay and temporary pay actions will have approval, assessment and close out processes.
- New pay bands will be published after validation meetings, in either December or January.

Randy Kennedy asked what happens if a department has the money to hire someone but the HR assessment comes back with a salary higher than the department's budget. Karen McDonnell responded that these will be handled on a case-by-case basis. Tammy DeMel asked if a new position comes back from HR with a minimum pay that is not in alignment with the department's budget, how that would be handled. Karen McDonnell responded that will be handled on a case by case basis. Kevin Gwaltney noted that the policy is undergoing shared governance review.

GUEST SPEAKER: PRESIDENT WHITTEN

President Pam Whitten arrived at 9:50 AM and the floor was granted to her.

The President emphasized two main points:

- Our decisions and actions should take into account how it impacts student success and benefits students
 - Graduation rates are still not what we would like them to be
 - Recognizes that course scheduling is a problem, something that is being addressed
- Recognition of how we are viewed as a national university, how we emphasize teaching and research, and how each unit will implement this. The colleges are best suited to shape these challenges.

In response to Council questions, President Whitten noted that there is currently a lot of change but we need to move forward and fill key positions. She encouraged staff to participate and attend the Provost candidates' presentations and provide feedback, and provided some clarification on the new policy about staff and teaching.

Teresa Johnston thanked the President for coming.

GUEST SPEAKER: KAREN MCDONNELL – Human Resources

Karen McDonnell provided an update on HR's top five priorities

1. Launch talent acquisition function; HR would like to take on targeted personnel recruiting thus relieving units of this aspect of hiring. HR has hired a new person for this function.
2. Compensation: goal is to provide structure and consistency across campus. HR put a hold on compensation review until the CAR process was finished.
3. Employee engagement: goal is to address repeated complaint that staff do not feel valued, especially in terms of equity.
4. Performance promise: analytics with metrics has launched, this will provide data to measure changes.
5. Technology: OneUSG Careers module will replace HireTouch and PeopleAdmin; this change should streamline a number of formerly paper-based processes. Performance Measures will also change and will feed directly into OneUSG

GUEST SPEAKER: NWAKAEGO NKUMEH: Freedom of Expression Policy

Policy was developed after two lawsuits were filed against KSU; could have been avoided with the policy. The first lawsuit concerned a Christian group that was told they could not hold a pro-life protest on the campus green and were told to hold the event on another part of campus. They interpreted this as a 1st Amendment violation. The policy clarifies how certain areas may have restricted use.

The second lawsuit concerned a group that was charged for extra security because of the nature of the speaker in a way that was not applied to other groups.

UPDATE: BRENDA STOPHER – updates from the President’s Office

- Focused on filling top level positions (provost and VP for Development)
- Worked hard to get the CAR report out to campus but got very little feedback
- Noted that 18 projects have come out of the CAR report; there will be monthly updates
- Teresa Johnston asked about spans and layers of authority; Brenda Stopher said the committee will flag those layers that are too narrow; 5 – 7 reports is an average number
- Have obtained organizational charts from entire campus and are working with meeting with division leaders
- This is an organizational change and requires the support of the Administrators Council and others

Teresa Johnston would like the Council to look at the CAR report together and look at the list of projects; please contact Teresa with your thoughts.

UPDATE: TAMMY DEMEL

- Just hired new internal communications manager
- They are looking at communication options besides KSU Inform
- Alice Wheelwright is looking at intranet solutions

UPDATE: CHRIS HUTT

Enrollment numbers are already over 25,000 in the first 5 days but there are still several weeks to go

With no more updates and the meeting time ending, the meeting was adjourned at 11:03 AM; a motion was made to adjourn and seconded.

Respectfully submitted,

Tamara Livingston