

Administrators Council Meeting

November 09, 2017

Marietta Campus A124, Dogwood Dining Room

Meeting Minutes

The Administrators Council meeting was called to order by the Chair, Teresa Johnston at 3:09 pm in Kennesaw State University's Marietta Campus room A124.

Present: Randy Kennedy, Sally Bullard, Paul Parker, Christy Storey, Matthew Robison

Welcome and Order of Business

Guest speaker Dr. Laurie McDowell from the Office of Diversity and Inclusion (ODI) presented on the KSU Campus Culture and Climate Assessment

Dr. McDowell discussed the origins of the assessment and noted that the first climate surveys were before consolidation and that each campus formed a task force, worked with Rankin & Associated Consulting. Dr. McDowell noted that a full report from the last assessment is available on line. The purpose of the assessment is to foster a culture of understanding, mutual respect and acceptance as well as reinforce strengths and address challenges. To that end ODI took action to collaborate with Women's Resource and Interpersonal Violence and UITS to launch Tell KSU, established diversity action planning committees within academic units and provide seed money to academic units for projects based on climate assessment results. Dr. McDowell noted that the outreach by ODI to raise awareness around the upcoming assessment is critical for its success. McDowell will send a PowerPoint to attach to these meeting notes. Discussion ensued regarding staff meeting presentations, and the administration of the survey itself

Council Representation

Dr. Randy Kennedy gave a brief report from the President's Athletic Council updating the group regarding the new Athletic Director, Milton Overton. Dr. Kennedy reviewed the outstanding success of our student athletes. There were no other council members present.

Council and By Law Review

Johnston informed the council that the secretary position was recently vacated by Mark Lawson. Due to his resignation the Council did not verify the eight voting positions on this Council. It was noted that they will be verified by the next meeting. Paul Parker provided historical input on the Council, staff awards and University Council relationship to this Council.

Administrators Roundtable Discussion

Johnston set the tone for the discussion regarding the challenges and opportunities for KSU administrators in a climate of continuous change. Johnston noted that it is important to come together to discuss the impact of change, compliance and a shifting culture on staff and those that are responsible for staff management and policy, protocol and procedural compliance at the department level. The topics discussed were:

1. Dr. Kennedy shared the Staff Senate resolution to advocates for Professional development. The group discussed the challenge of funding professional development and the financial challenges that are tied to it.
2. It was noted that there are continued concerns regarding the recruiting and retaining of good candidates to fill open position and the sustainability of those already employed.
3. Discussion ensued regarding salaries and expectation that the campus assessment survey be acted upon in the regard in the not too distant future.
4. It was noted that it is increasingly difficult to keep up with the ever changing policies and procedures. It was further discussed that the access to foundation funds and the protocols are not tangible.
5. It was suggested we invite career services in to discuss handshake the new procedure for hiring student assistants.
6. It was further noted that the awards allocated by the foundation to the staff senate are of substantially lower value that those awarded to the staff. It was discussed that the diminished awards has the potential to create a culture where staff are less valued than faculty. Discussion ensued regarding how to change this perception and attitude
7. Strategic direction of KSU and the next 5 year plan was also discussed to better understand the timeline and process involved.

Several solutions were discussed including the Campus Climate Survey, future directions for HR, and meeting with KSU leadership.

There being no new business, the meeting was adjourned.