

Kentucky State University

Staff Senate Minutes

Wednesday, April 3, 2024

3:02 p.m. – 3:58 p.m.

Attendees

Present: President: Delandual Conwell; Vice President: Jameelah Means; Secretary: Neni Robertson; Treasurer: Sherri Bridgewaters; Member: Christian Flowers; Member: Jacqueline Duvall; Member: Patricia Alcorn; Member: Erica Dunn; Member: Larmont Lawson; Staff: Travis Haskins; Staff: Justin Cain; Student: Micheal Adeniji

Staff Senate Meeting

Addressing individual and institutional issues affecting staff morale and well-being was discussed. There is a need for creative solutions, such as a free lunch on your birthday to pay raises for underpaid staff. The significance of positive energy and appreciation in the workplace is important for the lowest-paid to the highest-paid individuals. Offering personalized solutions, such as yoga classes, to connect with students on a personal level. The need for recognizing and valuing staff contributions at Kentucky State University was also discussed, emphasizing the need for appreciation and recognizing staff every five years. We need to actively support and acknowledge staff accomplishments.

Action Items

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Staff issues and initiatives at a university

- Communication amongst staff and leadership.
- Help staff and faculty, despite the challenges faced by the school.

Staff recognition and morale at a university

- Help to redefine impossible tasks and shift narratives to improve workplace culture.
- Employee appreciation and support are lacking in the workplace.
- Recognizing all staff for their contributions to show appreciation and improve morale.

Recognizing staff contributions at Kentucky State University

- Emphasize the importance of recognizing all contributions and acknowledging their efforts, citing instances of staff members providing words of encouragement to colleagues.
- Discuss the need for a positive work environment and recognize small acts of kindness and support among staff members.

Staff appreciation and communication in an educational setting

- Emphasize communication and transparency among staff and leadership to support students' success.

Ideas to explore.

- Create a safe space for staff to share their thoughts without fear of judgment.
- Emphasize the need for creative problem-solving to address campus issues, such as inadequate funding and facilities.
- Write a grant to create a breakroom and development so staff can escape and have a mental health (spiritual) moment to relax. (Title III cannot cover this expense).
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