



Kennesaw State University Policy Process Council Meeting Summary

August 20, 2024
11:00 – 12:30
Via TEAMS

Members: Matt Bain, Sandi Gillilan, Jay Thomas, Aaron Streimish, Scott Nowak, Karen Kornweibel, Leigh Funk, Robert Bridges, Stephen Gay, Sherry Grable, Matt Iwanski, Ryan McLemore, Nwakaego Nkumeh Walker, Lisa Duke, Amy Phillips, Amber Smith, Taejah Goode, Pete Rorabaugh, Rudy Jackson

Members Excused: Stephen Gay, Amy Phillips,

Invitees: Melissa Hernandez – Human Resources
Sonia Toson – Organizational Effectiveness, Leadership, and Inclusivity

Agenda:

New Business

- 1. Introduction of New Members**
- 2. Institutional Policy Processing Updates**
 - a. Policy Processing Orientations for Shared Governance & Administrative Review Groups
 - b. Publicly Accessible Policy Links
 - c. Annual Policy Update Report
 - d. Policy Initiation Status Report
 - e. Policy Cover Sheet – Identification of Changes
 - f. PPC Agendas with Shared Links (Please enter feedback in document)
- 3. Proposed Cohort schedule for policy annual reviews – Update Reminders**
 - a. Group May – Ready for PPC by August / SG by September
 - b. Group June – Ready for PPC by September-October / SG by November
 - c. Group July – Ready for PPC January-February / SG March
 - d. Immediate updates can be made anytime as necessary
- 4. Review/Discussion of Policies**

Policy	Summary of Changes
Affirmative Action Policy (New) Sonia Toson	New Policy
Freedom of Expression Policy (Update) Nwakaego Nkumeh Walker	Section 1 – Purpose – language clarification Section 2 – Scope – more concise language no changes to who is affected. Section 3 – Exclusions section moved from a later section – no changes to the exclusions. Section 4 – Definitions – language clarification, addition of definitions for KSU campus community, spontaneous expression.

	<p>Section 8 – Procedures for Reservation Requests – added “fronting” as a reason to deny a request.</p> <p>Section 9 – General Provisions – added clarification that individuals not complying with these provisions can be removed from campus and disciplinary action may be taken, clarification of interruption of normal educational functions,</p> <p>New Provisions:</p> <ol style="list-style-type: none"> 1. Dissemination of materials, 2. Language clarification on physical violence, threats or destruction of property, 3. Clarification of damage, defacement, alternation or destruction of property, 4. Installation of structures, 5. Overnight use of University property, 6. Elimination of the use open flames, bonfires, or lighting any material on fire, 7. Affixing items to any permanent structure, 8. Disruption of scheduled speakers from being heard <p>Language added describing possible sanctions and disciplinary actions</p> <p>Language added permitting University to modify or end any expressive activity for specific reasons</p> <p>Section 10 – Associated Policies – Added KSU Posting and Chalking policy and Posting and Advertising Policies for KSU Registered Student Organizations.</p>
<p>Posting and Chalking Policy (New) Nwakaego Nkumeh Walker</p>	<p>New Policy</p>
<p>Pregnancy Accommodation & Worksite Lactation Policy (Update) Melissa Hernandez</p>	<p>There are substantive changes to the policy to ensure compliance with EEOC regulations effective in June 2024, that provided clarification that intermittent, minor, or temporary pregnancy-related medical conditions may be subject to reasonable accommodation, and specific examples of reasonable accommodation were provided. In addition, supporting medical documentation may not be required for obvious conditions with self-attestation. Retaliation prohibition was also included in the revisions.</p>

5. Policy Updates Going through Shared Governance Review

- a. Freedom of Expression Policy (Update) – Nwakaego Nkumeh Walker
- b. Posting and Chalking Policy (New) - Nwakaego Nkumeh Walker
- c. Conduct Guidelines Employees Policy (PPC Reviewed in April)
- d. Job Description Policy (PPC Reviewed in April)
- e. Relocation Policy (PPC Reviewed in April)
- f. Pre-Employment Random and Post Accident Substance Abuse Testing Policy (PPC Reviewed in April)

- g. Staff Grievance Policy (PPC Reviewed in April)
 - h. Staff Teaching Policy (PPC Reviewed in April)
 - i. Wage Salary Administration (PPC Reviewed in April)
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Meeting Schedule

2024-2025 Meetings – Tuesdays, 11:00 - 12:30 pm as follows:

- August 20, 2024 (added to accommodate review of policies for the new year)
- September 24, 2024
- November 12, 2024
- February 18, 2025
- April 15, 2025