

K-State University Support Staff Senate  
Rescheduled February 19, 2025 @ 1:00 pm

Minutes

Zoom

Zoom Meeting ID: 972 3121 1339 Passcode: 666576

- I. Call to Order
- II. Roll Call  
Kimm Dennis, Thomas Fish, Regina Crowell, Marla Carstenson, Kristen Copeland-Claas, ?Denny Ryan, Jane Cleveland, Betsy Molinary, Justin Frederick, Tara Fronce, ?Emily Johnson. Guests: Thomas Bunton, Michael Paph, cdipman, Rebeca, Michelle Musser, Reta, phone 2, rmafld, Kim Coy, mbainter
- III. Guest Speaker: Thomas Bunton, Chief Technology Officer. Topic: Retiree email concerns  
See notes from meeting attached.
- IV. HCS Report – Betsy Molinary- nothing to report
- V. Minutes from November & December  
Correction to Nov minutes- Recognition is April 21, 2025 not April 14<sup>th</sup>, 2025  
Approved- Jane, 2<sup>nd</sup>- Thomas w/ change
- VI. Treasurer’s Report – (Sandy Emme not present) Kimm D  
Foundation C-21151-CS \$9,484.27  
Foundation C-21155-CS \$195.07  
Foundation C-23750-CS Awards Ceremony \$9,234.88  
State Account \$2,770.63  
Total \$21,684.87, financial admin looking to see if Spotlight deposit in error to our acct  
Approved- Regina, 2<sup>nd</sup>- Thomas
- VII. Administration and Finance Report – Tara Fronce- nothing to report
- VIII. Unclassified Professional Staff Affairs Committee Report – Monica Curnutt (unable to attend)
- IX. Office of Civil Rights & Title IX Report – Justin Frederick  
Nothing to report, note change in office title name
- X. USS President/Executive Council Report – Kimm Dennis  
new KBOR Staff Award proposed- what should be wording  
Elections-  
New Committee-
- XI. Senate Standing Committees:  
Communications – Jane Cleveland

Update on website to meritorious verbiage, thanks Kristen Copeland-Claas for helping with posting!

Recognition – Regina/Sandy

Notice of Committee meeting will be sent out

- XII. Campus Committee Reports: reports provided underlined, others skipped due to out of meeting time
- Campus Recycling Advisory Committee –Thomas Fish-Currently not meeting
- Campus Planning and Development Advisory Committee –
- Campus Environmental Health and Safety Committee –Dylan Lackey \*\*
- University Committee on Gender Equity – Kristin Copeland-Class, Regina Crowell
- Kristen- Director of Cat’s Cupboard did presentation- difficulty getting some hard funding vs grants and donations
- University Committee on Access and Opportunity- Thomas Fish
- Parking Council – (Sandy Emme not present)
- FS Salary and Fringe Benefits Committee – Thomas Fish
- FS Committee on Technology – Regina Crowell
- Nothing to report, Thomas Bunton presentation covers a lot
- FS Committee on University Planning – Kimm Dennis, no report
- Staff Compensation Steering Committee-Denny Ryan

- XIII. Old Business
- Goals and feedback- address at next meeting

- XIV. New Business
- USS Handbook- review handbook, Shanna has oversight

- XV. Adjournment

Next Meeting: March 12, 2025 @1:00pm – Union Room 207

## **Thomas Bunton, Chief Technology Officer**

### **Topic: Retiree Email Accounts, Secure K-State**

K-State Initiative

In process of disabling accounts no longer associated with campus.

For example- non-employees, non-students, retirees, etc.

- History- originally email system & getting an email was hard, had to have .edu email or other server. We started to mix personal use of these accounts with business use. Our emails contain personal info, letters to family, pics & info on our child’s birth, medical info, social security records, health records, banking info, Amazon account personal use.
- Modern practices & new legislation requires us to separate personal and business

- People who have left K-State typically still have access to all the information they once had before. State law, FERPA, HIPAA, federal regulations, etc. require that we sever their connections to us.
- Emeritus faculty have the option to keep those accounts. These accounts can solely only be used for K-State business.
- Jan 2024, major cyber event,
  - We need to be proactive not reactive.
  - We had systems that were down & outages
  - Hackers continued to engage & attack
  - When attack happened, a firewall was put up to block all traffic, in an hour, we had about 80,000 attempts to hack our computers, about 2 million a day;
- We no longer have default administrative rights on your computer;
- without admin rights restriction- anybody could install any software on your workstation
- Changes to comply with state policy and modern security practices
- State Legislature audit had found K-State doesn't do pruning of accts & cleaning up of those accounts.

What has brought us to this current deleting of email accounts

Spring 2025

- 454,000 accts alive & active
- people who applied to campus some time ago, they kept the username & password
- IT started clean up, they felt very confident they could disable those accounts & delete them & not have an issue.
  - (1 issue, person applied 17 years ago just so he could have a K-State account, never enrolled but use the account on a daily basis.) this account will be deleted
- We are in the process of disabling 60,000 accounts that are no longer associated with campus. Some of these are retirees or former employees; a large portion of those are former students.
- These are individuals that since January are actively using their accounts & they don't have an active role on campus, using that account because that's what they've done for years.
- Another 8,000 accts that are forwarding all their campus email to another email like former students. \*But there is also active faculty & staff forwarding their email- this will be blocked

MOVING FORWARD- March 13 – cleaning up 60,000+ inactive accounts

- Putting controls in place to limit people's ability to auto-forward mass emails
- Over past few weeks, we've seen attacks that take place, they circumvent our email, they get to a personal email blocks that we can't even pull that message back, contamination
- Everybody is notified
- Rotation of deactivating accounts
  - Faculty – 240 day period
  - Staff/Retirees – 30 day period
    - state law requires it's zero day (within 24 hours), those accounts must be disabled
  - Students – 2 year period (700+ days)

- KBOR- there was only one other institution that wasn't doing this, and they are in the process of following our footsteps of implementing the same changes to avoid being the last institution in Kansas
- K-State is last big 12 to implement these security controls
- All Policies are in process of getting them published
- Watch K-State Today for article
- It costs  $\frac{3}{4}$  of a Million dollars to maintain these accounts, \$15 per user per month just to stand these up. It also opens K-State up as legal guardian of that data.
- If someone retires and later returns, your EID is EID for life, at end of 30 days your account will lock, after another 30 days your acct will go basically into a dormant status where it will start to clean itself up. Microsoft is very firm on the cost and quantity of data they allow us to use. But if you come back your acct will be there but all your data gone.

### Feedback

- Notification on disabling all inactive emails was abrupt.
  - o A Massive Password Reset prior to January 2025 (reset 98% of campus active people's passwords in 48 hours, these accounts were never notified they had to reset their passwords.
  - o There was 454,000 people that never reset their passwords, they just abandoned their account.
  - o 70,000 reset their password but have no ties to K-State
  - o Targeted prior to Winter break so we did not repeat what happened in January 2024.
- Account deactivation messages: reminder messages- 15 days before the account expires and then 5 days before the account expires.
- We'll do a better job of communication, even some of the language could have been better.
- Emeritus excluded because of their ongoing active engagements from work related things; mentoring students, coaching young faculty, mentoring classes or organizations

### Ongoing/ moving forward

- People are coming to us because hackers can guess your password, potentially copy your password from another account. About 25 accounts a week are tricked into providing their password.
- *You must migrate your personal use, your Facebook, your accounts, your banking, retirement, healthcare, your letter from your kids, mom and d-- away from that email.*