

Minutes
Kansas State University Faculty Senate
Professional Staff Affairs
Sept. 19th, 2023, 3:30 p.m.
Business Building 3046

Meeting was called to order by Co-Chair Renee Gates.

Attending in room Mark Stadlander, Renee Gates, Jason Maseberg-Tomlinson, Tandy Rundus, and Lisa Wilken On-line Justin Wild, Monica Curnutt, Mishelle Hay-McCammant, Casey Keller, Melissa Holmes, Kimm Dennis

Minutes of Sept 5, 2023, were reviewed and approved with some changes to spelling of names.

Professional Staff of the Week nominations were narrowed down and selection was made:

- **Katie Larson**
- **Jason Maseberg-Tomlinson**
- **Tom Misilo**
- **Haley Ahlers**
- **Lindsey Cordill**
- **Mary Sullivan**
- **Cathleen Stotts**
- **Katerina (Kathy) Huser**

Discussion on process for next time or options for the future process was held. Renee shared the following potential options:

- **Option A** – ask for additional funding to be able to cover 13 or 14 nominees – to cover all caucuses providing 1 nominee each to match the Faculty Staff of the Week program and then no selection would need to be done by PSA committee.
- If no additional funding was available
 - **Option B** – Allow 1 submission per caucus and PSA committee select using (0-5 rank) to get top 8 each year without concern for which caucus nominees receive the honor
 - **Option C** – Allow 1 submission per caucus, The PSA committee ranks to selected top 8, but the nomination process rotates through the caucuses, so each caucus will have a recipient every couple of years.

Question on if each caucus would have someone to nominate and it sounded like yes. Further discussion on what was easiest for PSA Committee and also fairest to all caucuses.

The group agreed to move forward first with Option A. If additional funding was not approved, it was suggested to consider Option C as that would be the fairest and remove the PSA committee from having to do the selection.

Concern was shared on how a caucus nominated. It was shared that persons nominated for other awards seemed then to be re-nominated for this award. And it was shared that this wasn't really maybe looking at all staff as possible nominees. Discussion was had on how the current process is written

since the Faculty Award process is charged with picking awardees from a list of current awardees. It was agreed to advocate on the behalf of equity and encouraged making the process clearer of how to recognize more individuals – open to more persons to be nominated. Renee will talk to Candace and Don to see about next steps.

NEW BUSINESS

Strategic Plan Engagement – Where does our caucus fit in with the next stage was a question. Renee noted that HR leadership plans to visit with our caucus about the Land-grant workforce and operational Excellence theme tied to the KSU strategic plan. Shanna Legleiter and Ethan Erikson will be coming to a future meeting.

- We also questioned if the Docking findings fit in at this point? Meeting planned with Marshall Stewart on October 9, 2023 with Renee and Monica for UPS/Regina Crowell, Kimm Dennis for USS; Mary Sullivan and Sujatha Parkash for Term Caucus. Will be encouraging Dr. Stewart that as campus changes happen to support morale that they tie back also to these survey results not just the new strategic plan; otherwise, we lose the value of the survey.

OLD BUSINESS

- Should we continue doing the Docking Survey – it was noted this will be an administrative decision.
- C159 Revisions – 5-year review process (Currently sitting in Faculty Affairs/Handbook Committee) – approved to move forward from Handbook committee; Renee will fill out form to send to faculty Senate for a vote.
- Appendix Q – will wait until meeting with Shanna and Ethan but need to make very clear in meeting that there are staff going into another evaluation cycle with no clear guidance.
- Compensation/Career Ladders - Casey & Monica C; will wait also on this until after HR meeting.
- CCOP (College Committee on Planning) Integration – Leaving on our agenda; learning from colleges where they are at on this.

OTHER BUSINESS

a. Staff Spotlight-Casey Keller reported had discussion on how to move forward for this year on if it should be \$100 gift card/\$100 added to paycheck/item worth \$100 or what should that look like? Should we double up on nominees since it was to start in July with the fiscal year; 3 a month for next few months and 1 a month later? Total of 24 awards were funded in conjunction with USS staff. Also determining how to do the recognition to avoid taxation; most are in favor of cash or a gift card for the best value; if can continue the program will ask for additional funds to cover the taxes; very close to determining next steps; will have initial nomination request ready by the end of the week.

b. SGA Report - Jake Brown – no report

c. USS Report – Kimm Dennis – heard from HR about wanting to have a meeting; starting to offer training for employees; looking at Sunderland lab to kick things off and then do a survey for other training ideas for both USS and UPS staff. Hoping the trainings will add to HR records and then be connected for the career ladder and compensations pieces too.

d. Term Staff Report – Tandy Rundus members attend various committees and reported back; caucus itself discussing the idea of Term staff families receiving tuition benefit similar to current faculty policy rather than waiting 5 years.

e. Salary and Fringe Benefits Committee Report – Linda Craghead; no report from Linda; Michelle noted no meeting since last time met; moving forward though with recommendation for faculty of 7.5% increase; avg increase was 8.5%; Also recommending that if 7.5% is not enacted should move to identify a standardized promotion compensation for non-tenure track positions. Renee noted might be important to recommend that Shanna and Ethan speak to this committee too.

f. Shared Governance – Renee Gates – no report; have not met this year.

Adjourned meeting 9/19/23

Submitted by Tandy Rundus