

## Attachment 2

### **Kansas State University Faculty Senate Resolution on Faculty Salaries and Fringe Benefits Committee Proposal for Campus Climate Survey Approved by Faculty Senate Faculty Affairs**

**WHEREAS**, the Faculty Salaries and Fringe Benefits Committee (FSFBC) is a subcommittee of the Faculty Senate Faculty Affairs Committee (FAC); and

**WHEREAS**, the FSFBC has worked to promote K-State 2025 by finding ways to increase employee morale and therefore improve our ability to recruit and retain a highly talented diverse workforce; and

**WHEREAS**, the FAC has instructed FSFBC at this time to focus solely on proposals that do not include a cost to the university; and

**WHEREAS**, a university-wide climate survey would provide results to find ways to improve benefits and working conditions without creating additional costs; and

**WHEREAS**, a university-wide survey was last conducted in 2002 but did not include classified staff and since then various other surveys of this type have been administered, but were focused on specific areas and each omitted departments and/or at least one of the three employee groups (faculty, unclassified, and classified); and

**WHEREAS**, the FSFBC submitted a proposal to the FAC on February 28, 2013 for a university-wide climate survey (proposal attached);

**THEREFORE, BE IT RESOLVED THAT** a committee or task force, including members of the Faculty Salaries and Fringe Benefits Committee, be created and charged with reviewing the 2002 climate survey and recommending changes and/or additions to the questions to create a new campus climate survey that includes all faculty and staff; and

**THEREFORE, BE IT RESOLVED THAT** a request be submitted to the Office of Planning and Analysis to administer the resulting survey, analyze the data, and provide a report to the Faculty Salaries and Fringe Benefits Committee.

**BE IT RESOLVED THAT:** The Faculty Senate encourages the Kansas State University administration to endorse and implement the recommendation of the Faculty Salaries and Fringe Benefits Committee to conduct a campus climate survey to include all faculty and staff.

# Memorandum

To: Melia Fritch and David Thompson, Faculty Affairs Committee Co-Chairs

CC: Jim Bloodgood, President Faculty Senate

From: Faculty Salaries and Fringe Benefits Committee

Date: February 28, 2013

Re: University-Wide Climate Survey

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The Faculty Salaries and Fringe Benefits Committee wishes to present a proposal to have a climate survey administered that includes all faculty and staff. We believe this will promote K-State 2025 by finding ways to increase employee morale which would be likely to improve our ability to recruit and retain a highly talented diverse workforce. Due to the fact that this committee has been instructed to proceed only with proposals that do not include a cost to the university until further notice, we would like to use the results of this survey to find ways to improve benefits and working conditions without creating additional costs. Thus, this does not duplicate the work of the Faculty Compensation Task Force which focused solely on the salaries of the faculty, and no other aspects of the benefits or working conditions of the faculty, and did not consider unclassified professionals and classified staff at all.

A university-wide survey was last conducted in 2002, but did not include classified staff. Since then, various other surveys of this type have been administered, but either were focused on specific areas (i.e., diversity, salaries, women) and each omitted departments and/or at least one of the three employee groups (faculty, unclassified, and classified).

We propose to you that:

- A committee or task force, including members of the Faculty Salaries and Fringe Benefits Committee, be created and charged with reviewing the 2002 climate survey and recommending changes and/or additions to the questions;
- A request be submitted to the Office of Planning Analysis to administer the resulting survey, analyze the data, and provide a report to the Faculty Salaries and Fringe Benefits Committee.

This would allow us to find areas in need of immediate improvement, and make it possible to prioritize further needs. Due to the requirements for approving the survey and then preparing the questions, we anticipate it would be Spring of 2014 before the survey would actually be sent to the faculty and staff for responses.

Therefore, we respectfully request that Faculty Senate pass a resolution to endorse this proposal, and submit it to the Kansas State University administration for approval.