

**Kansas State University Faculty Senate
Professional Staff Affairs Committee
Minutes
January 20, 2015
3:30 pm – Room 202, K-State Union**

Present: Kelly Briggs, Danielle Brown (Chair), Lynn Carlin, Ashley Croisant, Jim Hohenbary, Gina Lowe, Livia Olsen (Secretary), Wyatt Pracht (SGA), Stacey Warner

Call to Order

December 16, 2014 Minutes Approved

Administrative Review Update

- The group is Priscilla Roddy, Dave Rintoul, Cheryl Johnson, Betsy Cauble, and Danielle Brown.
- They continue to meet and are trying to reach out to other groups for more input.
- Is there no procedure? Yes, if you are in a college. It does not apply to VPs, etc.
- They will bring policy for review soon.
- Are there tie-ins with Section C?
- Some think this belongs in the PPM and others think it goes in The Handbook.
- It is confusing to have it in two different places.

USS Update – Ashley

- There is a Call for Nominations out for the USS award.
- They are looking for consultants to create a classification system for USS.
- They have a newsletter.

Section C – Working Group Update

- They took latest version of Section C and reorganized it to more clearly differentiate where there would be differences between faculty and professional staff.
- They moved sections and numbers around.
- The highlighted places that the whole PSA Committee needs to discuss.
- Danielle will send it out, please look at it and comment.
- Accept all changes so the previous commenting is minimal. You can't tell what it looked like before if you do that, if that bothers you, don't accept all changes first.
- We will discuss it at the next meeting.
- Jim did a fantastic job on this.
- What are the ramifications of some of these changes?

Update report from KBOR Unclassified Council Meeting

- KU is merging their USS and PS job classifications and senate.

- FHSU may do the same with their classified staff. WSU is probably transitioning into this too.
- WSU is implementing an ombudsperson system.
- ESU is working on their social media policy.

February report to General Caucus

- There is a February 24 meeting.
- Have they been briefed by Cheryl Johnson? If we're interacting and their not, we might need to give them more information.
- Should we have a joint meeting with them to surface issues?
- The climate survey will be released on April 28-29 and a consultant will be on campus. There should be an open forum and a meeting with faculty senate. There will be a letter tomorrow in *K-State Today*.
- We should talk about defining professional staff and movement towards combining them, possibly?
- Danielle will give an update next time.

Professional Staff

<http://humanresources.tennessee.edu/compensation/families/index.html>

<http://hr.unl.edu/compensation/salary.shtml>

<http://www.hrs.iastate.edu/hrs/node/241>

<http://www.baylor.edu/hr/index.php?id=79876>

- Iowa was a huge list.
- UNL provides lots of rationale in plain language.
- Tennessee merged all three groups into one page. We liked "academic and instructional" support.
- How far are we going to dig into this? This is a professional's job.
- Faculty Affairs does research and helps draft policy.
- What does Human Capital think is our role should be?
- The consultant will figure out the job families? We can point out areas of concern or clarification.
- Would this have to go through Faculty Senate for approval?
- We represent many job families.
- Consultants have to put something on the table. Can we comment on the RFP?
- Job families set dollar amounts.
- Are we in a consulting role or do we get to votes?
- Do we solicit feedback? Leadership says yes.
- Faculty vote on all changes that are relevant to them. They see us the same way.
- Do the consultants think we are all the same?
- Derrick Smith is supposed to work with them on embracing our differences like at the BRI, Libraries, and Extension.

- They didn't get a benchmarking answer
- Professional staff want advancement pathways.
- They should look at aspirational institutions.
- We will have to write some of this in policy when we get their report.
- We should include space in Section C for job families.
- We can't use exempt, non-exempt to describe Professional Staff and University Support Staff differences.

Announcements

- Section C next time!

Adjourned