

**Kansas State University Faculty Senate  
Professional Staff Affairs Committee  
Minutes  
February 17, 2015  
3:30 pm – Room 202, K-State Union**

**Present:** Mary Anne Andrews (Co-Chair), Kelly Briggs, Danielle Brown (Chair), Kelli Cox, Mike Crow, Lisa Duer, Sharon Hartwich, Jim Hohenbary, Gina Lowe,

**Call to Order**

**Minutes Approved**

**General Updates**

- The budget committee has made recommendations to the President for the reallocation of funds.
- Urged the President that we need to be having the discussion surrounding PSA and USS employees.
- Professional Titles for Faculty were approved at the regents as well as 3 year contract options.

**Engineering Caucus Member**

- No update at this time.

**HCS Update – Derek Smith**

- Sub cabinet of the President, will meet to discuss the hiring of a consultant. Recommended: CBiz, as they are already a state vendor and have worked with other regent Universities.
- Compensation philosophy suggested plan?
- We need to get data to make sure we are being paid fairly both regionally / nationally.
- Will look at particular groups who are having growing pains.
- Will look at IT group as well because of their growing field.
- May look at job families and career ladders.
- Noted performance reviews are not consistent and needs work.
- Is there a statement of work from the consultants that can be shared?
- We will have to look at data and information before making changes to positions.
- Need position descriptions for the consultants to do their work. No central personnel files exist, its all distributed across the university.
- HCS will give us an update regarding the vendors and information moving forward.
- Discussion of the future and how can we keep at the front to meet with the consultant.

**15-16 Officers**

- No update

**General Caucus Meeting**

- Danielle will report to General Caucus meeting regarding our progress and discuss forward collaboration.

**Adjourned**