

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

**Present:** Mary Anne Andrews (Co-Chair), Kelly Briggs, Danielle Brown (Chair), Ashley Croisant, Mike Crow, Sharon Hartwich, Jim Hohenbary, Livia Olsen (Secretary), Stacey Warner, Michelle White-Godinet

**Call to Order**

**Minutes**

- Both approved with minor edits

**Section C – Spring Break Meeting**

- Any movement? No
- Notes will be shared for a meeting over spring break.
- The subgroup will look through and pass it along to whoever is here for spring break meeting.
- Time frame: Goes up for first meeting in May. We would get some push back on this.

**Engineering Caucus Member**

- No update

**Grievance Policy**

- Two people are needed from this group to discuss this topic.
- They can give us the right to grieve if they can give USS the right to grieve.
- Does the 12-month policy need to be written into it?
- There are certain cut-off times throughout the year.
- Is there a developmental period? There should more coaching if it is not for financial reasons.
- Mary Anne and Kelly will be on the group.
- It would be helpful to see a trend from Planning and Analysis. Does this data exist?
- A lot has happened at the administrative level, which is why the General Caucus is so concerned.
- Chair of General Caucus should be the committee representative on this committee? It would build a stronger connection next year.

**Notice of Non-Renewal**

- We now have a year if you are a regular employee and have been here more than a year. They won't tell you why.
- Reduce to six months rather than year? Is this a rumor? This was this discussed a year ago? Ours is very long compared to others.

- Reasons for changes: 1. Protects the University 2. Look at it as a benefit (If reduced, it is a reduction of a benefit.)
- Is it warranted, where is it coming from? Looking at trends rather than areas and causes.
- There is a grievance if not renewed for cause. USS can grieve and any time.
- USS doesn't have contracts. They have continuous appointments after probationary period. It doesn't work to compare us to USS because they don't have contracts.
- Instructors – One year, regular contracts. That is the group that Professional Staff are most similar to. We should be treated like instructors.
- Commit two committee members to come together with General Caucus. They will talk it out, gather information, and draft language.

#### **Open Forum Question**

- Since 2011 Professional Staff issues keep being deferred until a later time.
- We need to be specific about areas of need.
- Go back to the points from the Unclassified Professional Task Force Report
- We need to have a specific question to get a specific answer.

#### **Student admissions questions**

- We put something on transcript for expulsion for non-academic reasons.
- SGA is backing a policy for all Regents institutions.
- There would be admissions questions about prior activity.
- There is still due process though there is a lot off controversy about it
- If they lie, they can be dismissed immediately if found out.
- Students are the ones driving this; they want to know if we back it.
- They are looking at sexual offenses specifically.
- They could get lumped in with people who did things much worse.
- Students are working on transcripts.
- Faculty Affairs is working on admissions.
- It needs to be fair and not reactionary.

#### **Adjourned**