

**Kansas State University Faculty Senate  
Professional Staff Affairs Committee  
Minutes  
November 18, 2014  
3:30 pm – Room 202, K-State Union**

**Present:** Kelly Briggs, Danielle Brown (Chair), Lynn Carlin, Mike Crow, Lisa Duer, Sharon Hartwich, Livia Olsen (Secretary), Wyatt Pracht (SGA), Stacey Warner

**Guests:** Cheryl Johnson, Jennifer King, Shanna Legleiter

**Call to Order**

**Minutes Approved**

- November 4 minutes approved with minor changes

**Compensation philosophy drafts**

- The audience for this compensation philosophy is both internal and external audiences.
- The committee participated in a focus group about the three drafts of a compensation philosophy.
- Human Capital will be meeting with many other groups about compensation philosophy, including faculty and staff in Salina and Olathe.
- It should be completed in December.

**Handbook Section C Update**

- The Section C that we have been working on, though it is the current version online, does not include the suggested revisions from the University Handbook and Policy committee, which they have been working on this past year.
- A new version of Section B passed at the April 2012 Faculty Senate meeting and a new version of C had a first reading in May 2012 but was never approved due to questions raised.
- Though Section B was approved, it is not on the web site yet because they are waiting for Section C to be approved.
- Administrative reviews are now in Section C.
- Danielle will send out the “new” Section C.

**Administrative Reviews**

- Salary and Fringe Benefits Committee is looking at administrative reviews.
- Until 2009, five-year reviews were for dean’s level and above, who are on five-year appointments.
- In 2009, they expanded administrative reviews to directors and above who are on annual appointments.
- It is a different rationale than for people on five-year appointments

- President Schulz is interested in a 360 review process.
- There will be documents coming through this committee for review.
- These changes will impact more people so we are missing the big picture if we just look at fixing the Handbook.
- This would come back to us before going to Faculty Senate.

**Adjourned**