

**Kansas State University Faculty Senate  
Joint Meeting**

**Professional Staff Affairs Committee and General Caucus**

**Minutes**

**April 19, 2016**

**2:30 pm – 1139 Engineering Hall**

**Present:** Mary Anne Andrews (Chair), Kelly Briggs (Secretary), Loleta Sump, Mike Crow, Lisa Duer, Stacey Warner, Gina Lowe, Chassy Nichols, Kim Kerschen, Josephine Crawford, William Johnson

**Call to Order**

**Minutes Approved**

**Old Business**

**PSA Committee College Elections/Appointments for 2016-2017 - Election of chair and secretary**

- Loleta Sump as Chair if passes General Caucus
- Kelly Briggs as Secretary

**Total Rewards Presentation - continued conversation**

***Position overlap between USS and PS***

Should these be converted one way or the other? Currently there is no requirement or suggestion to change, although hiring managers will be able to choose when replace current person.

Highest USS is a Public Service Administrator 3 (PSA3), oversees a number of different programs, and a Public Service Executive (PSE) on the Salina Campus, deals with FFA regulations and fuel

Professional Staff costs less for university (KBOR rather than KPERS), but originally if a position could be comfortably placed with Classified system, they were. The current discrepancies exist due to previous requests to convert positions.

***Adjustments to Position Assignments***

Will look at people who are working out of class or who have a change in duties. Otherwise, people who disagree with their designation will have to wait the 6 month cooling off period to appeal

Probably the main issue will be when designations are not at the grade/level that people think they are/should be. Some people will be more concerned with their title and level than the actual dollar figure on the salary.

Context will be important to explain where jobs fall. It will be important to explain the job family they are part of and what the scale really means in terms of skills and duties, with the notion that people will get pay for performance as well.

**FSLA**

We don't know when the new legislation will pass. It could potentially affect a lot of staff and cost the university a lot of money. Each position will be analyzed according to each of the exemption criteria to see what status they should have.

***University Support Staff update***

Currently undergoing elections for new senators

Still waiting to hear about leave adjustments from Board of Regents

**Other Business**

Kelly will be absent in May

**Adjourned: 3:20**