

**Kansas State University Faculty Senate
Professional Staff Affairs Committee
Minutes
May 3, 2016
3:30 pm – 202 Union**

Present: Mary Anne Andrews (Chair), Kelly Briggs (Secretary, ZOOM), Mike Crow, Lisa Duer, Stacey Warner, Gina Lowe, Ashley Thomas, Kim Kerschen, Josephine Crawford, William Johnson, Jim Hohenbary, Danielle Brown (ZOOM)

Call to Order

Minutes Approved – new members need to be added to the listserv.

Old Business

PSA Committee College Elections/Appointments for 2016-2017

- Loleta Sump as Chair if passes General Caucus, will know for sure by next meeting
- Arts and Sciences – no new appointment yet. Jim will follow-up with caucus
- Polytechnic – not announced. Danielle will double-check.

New Business

University Support Staff update

Meeting tomorrow (May 4th). Things are winding down for the year. Still waiting to hear from Kansas Board of Regents whether or not the proposal for increased leave is approved. If it is, it will go into effect for this fiscal year. There won't be any change in reporting or tracking, but USS will need to be mindful of using it at appropriate times. It doesn't change sick leave – only vacation time. The proposal is for all Regents institutions, and the initial push came from Pitt State.

Budget Update

Governor will delay \$90 million payment to KPERS until next year. It will then be repaid with 8% interest. This was part of passing the budget early. Question – what all does this effect? Is it only USS retirement accounts or does it also affect life insurance premiums? Not sure – Gina will check for us.

Budget Committee – probably a 4%-6% cut.

How is this affecting colleges? Several are leaving open positions open. Some have called off searches. Others are adjusting positions – ex. Hiring a new advisor instead of a faculty position. Others are postponing searches waiting for more information to make final decisions.

Tuition cap was lifted

But – difficult to decide how much to raise it. Retention based on financial decisions goes down as tuition goes up. Influences initial enrollment also. Need to find the sweet spot where can balance tuition and enrollment so that revenue increases.

Credit for Prior Learning and Transfer Credit

Institutions have not all treated prior learning credits the same – legislation now mandates how credit is validated. AP and IB scores will no longer be part of K-State GPA. Will this influence whether students take these classes? Do students choose K-State partly because of our policy, so this could influence enrollment? Will we have to increase sections of common AP classes or will students chose community colleges? There is a lot of uncertainty as to effect of this change.

Furlough Policy

A new policy has been drafted. It is being shared with USS Senate at their May 4th meeting. It has not yet been shared with Faculty Senate. Can we get it on our agenda for the May 17th meeting?

Other Business

Weapons Policy

Policy seems to have some confusing and/or contradictory information about implementation that needs clarification. For example, if weapons are prevented in certain areas, then there needs to be security at the entrance. But what exactly constitutes security?

Total Rewards

Faculty Salary and Fringe Benefits committee is drafting a letter to HCS addressing concerns about the method of informing staff of their designation. If staff receive a letter, everyone could receive at a different time. Would it be possible for it to be available on-line where staff can access with their eID?

Do we know what training for supervisors will look like? Not yet. It is still be developed.

Clarifications: Are designations based on job descriptions or JAQs? Answer – JAQs because not all job descriptions are up-to-date. Many date to the 1990s. However, JAQs are based on employee view of what they do, whereas supervisors have an overview of what position should be doing. This is why supervisors had a place to comment and work with staff. They will also get information before staff to check on anomalies. Still working on how to inform staff who have two positions. Some may have completed JAQ only based on one position. Will this come out as administrators look for anomalies?

Adjourned: 4:30pm