

**Kansas State University Faculty Senate
Professional Staff Affairs Committee
Minutes
October 6, 2015
3:30 pm – Room 202, K-State Union**

Present: Mary Anne Andrews (Chair), Danielle Brown, Ava Clark, Ashley Croisant, Mike Crow, Lisa Duer, Kim Kerschen, Gina Lowe, Livia Olsen (Secretary)

Call to Order

Minutes Approved

Welcome new student representative

- Ava Clark will be the representative from SGA on this committee.

Old Business

University Climate Survey Addendum

- There was very little that really stood out in the addendum except that professional staff are more likely to look for employment opportunities outside K-State.
- Does the university plan to address this? If not, are there areas we would like to address with HCS such as onboarding and professional development?

University Climate Survey Fora discussion continued

- No one has heard back about action items selected from the most recent forum.
- From people who attended the one on the 18th, they remember the action items being salary, nepotism/favoritism, limited opportunities for advancement, biased hiring, exclusionary practices, and tension in the work environment.

Meeting with General Caucus – Update

- We will meet with General Caucus during our regular meeting time on October 20th. The meeting will be in 301 Hale at 3:30pm

New business

Update from joint leadership meeting (Faculty Senate, Student Senate, USS Senate representatives)

- They discussed the joint university-city fund to develop proposals that all groups can agree on.
- There was overlap with the proposals between the three senates.
- The three areas that were selected were
 - Lighting for the bike path on south side of the football practice field. It is a high traffic walkway and very poorly lit.

- Bus stop shelters and time tables.
- Water runoff issue during rain storms. Landscape Design students recently entered a competition to help solve this problem and won.
- Proposal costs will need to be determined before a decision is made.

University Handbook, Appendix G

- Counsel's definition does differ from other interpretations of the wording in the University Handbook
- There is nothing that we can do about this.

HCS update – Gina

- Eight just returned from a conference.
- Other universities struggle with the same problems.
- They still have three openings and have candidates coming in for two of those positions.
- They are preparing to work with USS to determine competencies for particular jobs.

USS update - Ashley

- They want to find funding independent of the legislature.
- They put forth a proposal to receive the same amount of vacation leave as everyone else.
- Discussion followed regarding expectations of work hours; specifically that professional staff will work more than 40 hours and receive no overtime for it.
- Note that only applies to people who are exempt and they can be USS or professional staff.

Announcements

- The next meeting will be in a different room, 301 Hale aka tower 3.

Adjourned