

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

Present: Mary Anne Andrews (Chair), Kelly Briggs, Danielle Brown, Lynn Carlin, Mike Crow, Lisa Duer, Jim Hohenbary, Kim Kerschen, Gina Lowe, Chassy Nichols, Livia Olsen (Secretary), Ashley Thomas, Stacey Warner

Call to Order

Minutes

- Will approve October 20 minutes at the November 17 meeting

Old Business

Professional Staff Development (cont. discussion) - Overview of October 20 joint meeting discussion

- Mary Anne sent out old information about the UPTF. Please look over it again before the November 17th meeting with the General Caucus.
- Managers are frustrated that they train good people but there is no way to promote them or increase their pay. They must leave for a promotion and increased pay. Career ladders should help with this problem.
- Who are we losing? Are there more people in certain areas? Gina says data on this information does exist.
- It will be important for us to respond when the CBIZ report is released.
- The Provost is looking into a new three-year faculty compensation plan.
- Total Rewards is linked to the results of the UPTF but people have not made that connection.
- We would like to help with better onboarding for professional staff.
- Something modeled after the New Faculty Institute or a mentoring program for professional staff would be a good place to start.
- It would give new professional staff a global perspective of K-State rather than only knowing their supervisor's and department's perspective.

New Business

**Update from President's Cabinet/ Leadership Meeting – Andrews
Gun Survey & Smoking Policy**

- Faculty will receive a survey to discover how they feel about guns on campus and how changing laws which will allow guns on campus might impact their teaching and research.
- Faculty who teach controversial topics are particularly concerned about safety and some are considering leaving the university when this is implemented.

- Not only faculty interact with upset individuals so all K-State employees, including student workers, should be included in the survey.
- The legislature will not be influenced by the opinions and fears of faculty because many legislators do not like professors. They are more likely to consider the opinions of students and their parents.
- Students are concerned also and they want active shooter training.
- The university received a 1 ½ year reprieve. This will not be implemented until 2017.
- These changes will create a fearful climate on campus even though college campuses are usually much safer than other places.
- Tobacco policy on campus is currently being examined. Students and others want a tobacco free campus.

Visit with HCS: Leglieter and Johnson on November 17, 2015

Shanna Leglieter: professional development/orientation

Cheryl Johnson: Telecommuting policy

- Shanna will speak about the new orientation for professional staff.
- Cheryl is developing a policy on telecommuting. It will be for employees who don't meet with students.
- We need to develop five or six discussion topics for our meeting with them.

Joint meeting with General Caucus on November 17?

- An invitation for them to join us on the 17th will be sent.
- We need a larger room. Livia will try to reserve a room in the library. If nothing is available in the library, Mary Anne will find a room for this meeting

Announcements

- Kelly: COE is hiring a recruiting coordinator if you know anyone who might be interested.

Adjourned