

**Kansas State University Faculty Senate  
Professional Staff Affairs Committee  
Minutes  
December 1, 2015  
3:30 pm – Room 202, K-State Union**

**Present:** Mary Anne Andrews (Chair), Kelly Briggs, Mike Crow, Lisa Duer, Thomas Jackson, Kim Kerschen, Gina Lowe, Livia Olsen (Secretary), Ashley Thomas

**Call to Order**

**Minutes**

- Minutes from the last meeting will be approved at the December 15 meeting

**Old Business**

**Telecommuting Policy – Review of Draft**

- The section about returning to the office or non-reappointment is confusing.
- Faculty Senate, IT, and USS will all be looking at this draft policy.
- It does not apply to faculty, even if they live out of state and only teach distance classes.
- Communication could be difficult, if the employee does not have a landline. Some are given work cell phones.
- Ashley will have someone in CBA look at it.

**Joint Meeting of the PSA/Caucus and HCS for December 15: Development of questions**

- The issue of professional staff salaries is not being addressed and administration keeps pushing the issue until a later time.
- CBIZ report – Have individuals from our committee work with Derek Smith to look at a draft before it is released?
- Question: What is the plan for professional staff salaries?
- Question: How will professional staff be consulted in CBIZ transition?
- Question: How is the university preparing for some professional staff moving from salaried to hourly positions because of changes to the FLSA?
- Question: USS wants to receive equal leave, but they can receive overtime and professional staff do not?
- Question: Will we become one body (with USS) in the future?
- There is another three-year salary plan for faculty but still no plan for professional staff. Somebody will have to figure out how to fund whatever the report says.
- Question: How many currently exempt staff will be shifted to non-exempt?
- Salary is not the only way exempt and non-exempt are determined including professional status, does the job require creative activities, or teaching.

- “Constant dollars” have gone down for faculty. Would professional staff vary much from this?  
Could we get a report about this for professional staff?

### **New Business**

#### **Tobacco Policy Resolution**

- There are already designated smoking areas but going partway delays the inevitable.
- There is a cost, for shelters and receptacles, associated with designated smoking areas.
- It is unwelcoming policy for international faculty and students. In some departments, smoking is a part of the culture.
- The policy reflects the way the culture is going now.
- We support it but wonder how it will be enforced. Enforcement seems impossible since the current policy is also not enforced.

#### **USS Update - Thomas**

- They discussed changing their reporting structure but decided against it.
- They discussed changes to conceal carry law.
- They discussed increasing salaries at other regents institutions

#### **Adjourned**