

**KANSAS STATE UNIVERSITY FACULTY SENATE
PROFESSIONAL STAFF AFFAIRS
MINUTES
MAY 2, 2017; 3:30PM, BUSINESS BUILDING ROOM 4061**

Present: Mary Anne Andrews (co-chair); Lynn Carlin; Mike Crow; Jo Crawford; Mal Hoover (new from Vet Med); Christina Hauck; Bill Johnson; Kim Kerschen; Jordan Kiel (new SGA rep); Chassy Nichols; Loleta Sump (co-chair); Thomas Jackson; Ashley Thomas; Stacy Warner; Alyssa Wendel.

Call to Order.

Introductions took place as we had some new faces: Mal Hoover will be the new Vet Med representative beginning in May; Jordan Kiel, the new SGA representative was just appointed effective immediately.

Approval of Minutes for April 18, 2017 meetings – Minutes not yet ready for review.

Old Business

GUC/PSA survey results report—Loleta Sump distributed a draft report created by Mike Crow based upon his analysis of the survey data. The survey was distributed to all unclassified professional staff members via the listserv earlier in the spring. The General University Caucus was the driving force behind the survey, yet PSA contributed questions and recognizes the value of the survey findings both short-term and long-term.

The plan is for the report to be provided first to President Myers, Provost Mason, and VP Morris. The Committee began by reviewing the draft cover letter and then moved on to the 2-page summary. Major findings fall into these thematic areas: compensation, workload, budget/funding, rising benefit costs, and campus carry.

There was an in-depth discussion covering many points and a variety of suggestions were made to improve the draft, mainly format improvements given the quality of the draft documents. The Committee was especially appreciative of progress made given the challenges of synthesizing the results of a survey that was, by design, somewhat open-ended. Loleta and Mike agreed to incorporate Committee suggestions to the best of their ability. To not lose momentum, the final documents will be distributed within a few weeks. Loleta will prepare a listserv message and attach the survey findings so that all unclassified professionals receive a copy.

Total Rewards Academic Advisors Job Classification Issues– It was suggested that a cross section of Advisors be brought together to review issues and suggest changes to HCS, as their concerns stand out (along with IT staff).

This agenda topic moved on to multiple expressions of concerns about the longstanding salary inequities that led to the Total Rewards program and are now captured in the survey findings. Some ideas were suggested that the University might take to relieve inequities, such as using central funds or increasing student fees. However, the discussion also recognized that no single solution is easy in the current environment; a mix of solutions over time is probably

required given the complexity of problems and potential solutions. University leadership at the highest level is essential.

One new idea was suggested in the course of the discussion: That the University Administration establish a rewards program for unclassified professionals in parallel with the targeted faculty salary enhancement program. This recommendation will be added to the cover letter about the survey.

Any update of status of VP-HCS search – No Update.

New Business

Elect chair, co-chair and secretary for 2017-2018 academic year.

-Loleta Sump has agreed to continue to co-chair

-Ashley Thomas has agreed to co-chair

-Jo Crawford has volunteered to be secretary

The chair asked if there were other volunteers. There were no new volunteers.

It was moved to accept the above PSA officers effective with the second May meeting.

Other Business

Jordan Kiehl, new SGA representative, reported on the meetings now underway to vote on student fee proposals.

Adjourn

NEXT MEETING: May 16, 2017, 3:30 p.m., BB 3046