

**KANSAS STATE UNIVERSITY FACULTY SENATE
PROFESSIONAL STAFF AFFAIRS
MINUTES
MAY 16, 2017; 3:30PM, BUSINESS BUILDING ROOM 3046**

Present: Mary Anne Andrews; Kelly Briggs; Jo Crawford (secretary); Christina Hauck; Bill Johnson; Kim Kerschen; Jordan Kiel; Emily Lehning; Ashley Thomas (co-chair); Alyssa Wendel.

Call To Order by Ashley Thomas

New membership terms and officers begin with today's meeting.

April and May minutes are not yet ready for review but on their way. Kelly will follow through with the April minutes and Jo with the May minutes.

Old Business

- a. GUC/PSA survey results report
 - i. Given to President and Provost
 - ii. Provost going to visit with the President about the report
 - iii. Distributed to unclassified professionals mailing list
 - iv. Lots of positive feedback and gratitude to know there is representation

The Committee applauded the listserv communication about the survey results and the Committee's advocacy role. Greater visibility is helpful as we end this academic year and gear up for next.

- b. Total Rewards
 - i. Academic Advisors and Information Technology job classification issue.
Academic Advisors made their concerns known at an open meeting about Total Rewards. A working group within the Advising Forum has now formed. PSA will follow the progress of the working group and ask them to present their recommendations at a future meeting.

IT staff is another group that has many concerns about Total Rewards. Jeff Morris mentioned a plan for HCS to do a "deep dive analysis" some months ago when updating PSA on Total Rewards progress.
 - ii. Where/how do we want to start? The Committee is looking to be as proactive and inclusive as possible next year so that there is steady progress on issues. Ashley suggested we brainstorm ideas so that we can be as effective as possible next academic year.

Suggestion: Look into adding more PSA members to provide more representation of concerned family groups—this might not be workable though given that PSA members are determined by each College.

Suggestion: Build on the “working group” model of the Academic Advisors. Where concerns exist within a job family, PSA could encourage the formation of a cross-campus group of concerned individuals while providing support via PSA specific members who would act as liaisons. This idea needs to be fleshed out a bit more as it is important to ensure that any such groups with PSA support contribute feedback on over-arching issues and make recommendations that are workable at the campus level. Ashley will discuss the suggestion with Loleta.

New Business

- a. Unclassified Professionals with term appointments. These are individuals with contracts with a hard ending date. The start and end dates of the appointment vary throughout the year due to the terms of employment.

There was some discussion about the status of individuals with term appointments. They do not have a formal voice on the Faculty Senate. They cannot vote and cannot be appointed to Committees. PSA members would like to be a voice for these people, if possible. Do individuals with term appointments appear on the email list? Unknown; will follow-up.

- b. Unclassified Professionals on regular appointment. Do they receive annual reappointments? Yes, and they are provided with one year’s notice if their position is to be terminated. Whereas Term Appointments know their end date from their job contract. Contrast this treatment with USS staff who have additional protections.
- c. Can HCS provide PSA with reports to paint a data-driven picture of unclassified professionals at this point in time? This would be helpful for PSA planning and assessment purposes.
 - Number of unclassified professionals by college
 - Number of unclassified professionals by job family
 - Number of unclassified professionals with regular versus term appointments
 - Number of unclassified professionals on external funding
 - Number of unclassified professionals below the salary minimum for assigned pay grade
 - Retention and Turnover Numbers of unclassified pros by Job Family, by College, etc.

Other Business

- a. Jay Stephens has accepted appointment as the new Vice-President for Human Capital Services. Jay comes from Boise State and begins at K-State on June 4. PSA Committee members look forward to working with him in the new academic year.

Adjourn

NEXT MEETING: No more meetings until Fall 2017.