

**Kansas State University Faculty Senate
Professional Staff Affairs Committee
Minutes
September 20, 2016
3:30 pm – 202 Union**

Call to Order

Introductions

Loleta Sump, Facilities – General Caucus

Believes it is a crucial year for Professional Staff and wants to be part of change movement

Chassy Nichols, College of Engineering

Wants to be a part of the creation of job ladders and professional staff opportunities

Lisa Duer, College of Veterinary Medicine

Wants to keep up and be aware of decisions that are being made

Kelly Briggs, College of Education

Opportunities for professional growth and learning university structure

Lynn Carlin, Liaison to Provost's Office

Opportunity to be an advocate for staff

Christina Hauck, College of Arts and Sciences

Learn how the university works

Jo Crawford, Libraries

Be a part of university governance and extend her service and point of view

Brad Cunningham, College of Business

Believes it is important for Professional Staff to have a voice and use it

Bill Johnson, Liaison to Human Capital Service

Learn university culture and to build employee relations to bring support to staff

Also present: **Kim Kerschen**, College of Agriculture, **Jordan DeLoach**, SGA

Minutes Approved

Old Business

Total Rewards

General Myers still has not made a decision about whether or not to delay. But, the website and information that was supposed to go up on Sept. 19th didn't, so expecting a delay. HCS is still working through the anomalies that were reported. More of these were reported after the deadline than before, so working hard to get all the research done and anomalies resolved.

Interviews for the Interim Assistant Vice President for Human Capital Services should start tomorrow. Position was open to all eight HCS directors.

Career ladders are integral part to this process. They need to continue to be a priority to get a structure in place for Professional Staff to progress. Also need to address the issue that staff can move through grades or levels within same department to avoid department hopping as the only way to get promoted. It is crucial that there is a mechanism to have our positions re-classified if we adjust the work. Without these ladders, people don't see where their potential for advancement is, and so could cause issues when see where placed.

FLSA is going to be an issue as we move forward also – although some states are working to block these changes, so we'll have to see what happens.

Next steps:

Make sure we have representation on the committees who are working on career ladders to give input

Continue the dialogue between HCS and PSA – make sure that there is more transparency on process and progress and that this is communicated widely.

Make sure that this remains a continuing process and was not a one and done.

Ask Interim President Myers what the plan is to move forward at the State of the Union address.

Weapons Policy – no discussion

Furlough Policy – no discussion

New Business

Proposed Changes to PPM

We don't know what the next steps are. We will hold off on discussion of this until we have more information and direction. We aren't sure why Professional Staff was added to this section in the first place, and we need to know why before we can have any meaningful conversation. If the idea is to change our status, that needs meaningful conversation.

Announcements

General Caucus is considering sending a survey to Professional Staff to see if there are any other issues we need to address.

KBOR Unclassified representatives met. Other regents' schools are dealing with the same issues.

Faculty Senate Committee on University Planning is drafting a resolution in support of SGA's proposed resolution on the expansion of the Big XII. FSCOUNP's statement confirms our support for inclusion and diversity within the Big XII. SGA's resolution specifically does not support BYU because they uphold those values.

Adjourned