

**KANSAS STATE UNIVERSITY FACULTY SENATE
PROFESSIONAL STAFF AFFAIRS
MINUTES
OCTOBER 17, 2017; 3:30PM, BUSINESS BUILDING ROOM 3046**

Present: Mary Anne Andrews (Human Ecology); Kelly Briggs (Education); Jo Crawford (Libraries; Secretary); Christina Hauck (Arts and Sciences); Kim Kerschen (Agriculture); Mal Hoover (Vet Medicine); Loleta Sump (Facilities; Co-Chair); Ashley Thomas (Business Admin; Co-chair); Stacey Warner (Research and Extension); Allysa Wendel (Polytechnic)

Guest: Katie Lynn (Libraries)

- I. Call to Order by Loleta Sump.

- II. Approval of October 3, 2017 minutes. Several changes were requested which Jo will apply to her file. Subject to these changes, the October 3 minutes were approved.

- III. Old Business
 - a. **Communications to our constituents**
 - i. What next, beyond submitting a K-State Today article at the start of each semester? Several suggestions were made beginning with holding open forums on topics of interest. Committee discussion talked about the pros/cons with the conclusion that it is preferable to first take advantage of any events being organized by the Faculty Senate. Surveys can serve as a useful communication tool for gathering opinions on hot issues, as long as not over-utilized—a delay of 18 months between surveys was suggested. There was also general agreement that local communication (within each college/dept) is important and encouraged.
 - ii. Loleta asked for some help creating a listserv or targeted list of unclassified professionals. Mary Anne Andrews has experience and will lend a hand.
 - iii. Loleta asked Committee members to identify themselves as to whether each is faculty member or unclassified professional, and who currently serves on their college/dept's caucus. Committee members currently represent a mix of unclassified professionals and faculty. Most do not concurrently serve on the college/dept caucus.

 - b. **Enhancement Program for unclassified professionals**
 - i. **Faculty Professorial Performance Award (FPPA)** – University Handbook section C49 distributed along with the meeting agenda.
 1. Do we want to investigate how, if possible, we could modify the FPPA process to fit for unclassified professionals? Christina walked the Committee through the differences between the FPPA (applies to full professors only) and the

Salary Enhancement Awards (used to redress faculty pay compression issues or to encourage high performing faculty to remain at K-State through improving their salary). The Committee suggestion was to pursue modifying both to fit Unclassified Professional titles in an appropriate manner—as a campus proposal.

2. During the discussion, Kelly located online a letter from President Kirk to the campus community dated June 2013 and published in K-State Today that outlined a three-year salary plan for both faculty and unclassified staff.

<http://www.k-state.edu/president/communications/archives/letterstocampus/messages-201306.html>

The plan covered faculty promotion increases, faculty salary enhancement awards, professorial performance awards, and merit awards. This URL provides helpful background on the recent past and will be passed on to Faculty Senate Leadership when discussing pay equity issues.

3. Mal Hoover introduced the related topic of professional development funds. Her specific concern involves Unclassified Professionals who must maintain their professional credentials and need to pay personally for the costs of doing so. The costs are not trivial for individuals. This topic will be explored further, perhaps through a survey.

ii. Awards Ceremony

1. USS Awards Ceremony: USS has a foundation account funded by Central Administration (Faculty Senate also receives funding from Central). They give awards to those celebrating years of service opposite what the State recognizes. They also have door prize drawings. Some years they have gone out and solicited items for the drawing. Recently they have had enough money in their account to be able to spend ~\$2,000 on gifts so they “shopped” at the K-State Store in the Union. They also requested days off with pay from Central Administration and received ~25.
- iii. Further thoughts/ideas? The Committee is aware of a couple of Unclassified Professional awards, such as Advising and Libraries. There was discussion about providing awards to Unclassified Professionals for length of service versus excellence in performance. In the end, there was general agreement to move forward with developing a proposal, but with careful consideration due to the variations in USS/Faculty models and how they are funded/supported. Allyssa Wendel volunteered to work with Loleta on an awards ceremony.

IV. New Business

- a. **Advisor Forum Update:** Ashley Thomas reported that the Advisor Forum recently met with Jay Stephens and Jennifer King (HCS) to present a suggested framework for a career ladder for the full-time academic advisors. There was positive feedback. In addition, the University Advising Committee is ready to endorse the recommendations. Ashley will keep PSA informed on next steps.
- b. **Concern about full time term employees ineligibility for the Dependent/Spouse Grant**
 - i. Do we want to take this on as an initiative? This is a complicated and important topic. When full-time term appointees accept a K-State position, they may not understand that term employees sometimes receive different benefits than

non-term employees. One example involves tuition assistance for spouses (spouse not eligible). It will be helpful for HCS to supply numbers for types of university employees including term employees (repeat of earlier request).

V. Other Business

- a. Jordan Kiehl (PSA Student Representative) was not able to attend today's meeting due to another hate/racist incident that appeared on social media. Everyone expressed concern at this news. To communicate more broadly that K-State stands for diversity in all aspects of campus life and will not tolerate hate incidents, it was suggested that President Myers seek a variety of opportunities to speak on local media outlets (local news stations, etc.). This suggestion will be brought up at Faculty Senate Leadership.
- b. Why are some Unclassified Professional staff members now using a time clock? The short answer is that this has to do with recent changes to the Fair Labor Standards Act.

VI. Adjourn

NEXT MEETING: November 7, 2017 @ 3:30 p.m. in BB 3046