

**Kansas State University Faculty Senate**  
**Professional Staff Affairs**  
**Minutes**

**March 19, 2019, 3:30-5:00pm**

*Business Building Room 3046*

Present: Mary Anne Andrews (Human Ecology); Kelly Briggs (Education; Co-Chair); Mishelle Hay McCammant (Agriculture); Ashley Thomas (Business Administration; Co-Chair; Alice Anderson (K-State Libraries); Rob Caffey (General University), Chassy Nichols (Engineering – Via Zoom); Alyssa Wendel (Technology & Aviation); Christina Hauck (Arts & Sciences – Via Zoom); Laurie Chandler (Extension); Non-Voting Attendees:

Alternate Attendee: Maria Beebe (General University)

- 1) Call to Order
- 2) Approval of Minutes
  - a) February 19, 2019 - Approved
- 3) Old Business
  - a) Campus Survey data updates
    - i) Big concerns
      - (1) Pay
      - (2) Benefits
      - (3) Budget
      - (4) Leadership
      - (5) Career Ladder
    - ii) Pivot Table then broke those concerns out by job category (family, college, etc.)
    - iii) What are the next steps?
      - (1) Pull out the major categories
      - (2) Look at job families to see if there are particular issues to pull out
      - (3) Need some longitudinal analysis comparing surveys
      - (4) Need a summary for faculty senate exec and human capital services leadership, then eventually something for K-State Today
    - iv) Parts of this will be a public report, but not all
    - v) Eventually we will dive deeper into the areas of concern that emerged
    - vi) Invite Jay Stephens to meeting and then report to Faculty Senate
  - a) Open Forum debrief
    - i) A lot of talk about the library especially with the budget (i.e. serials)
    - ii) Faculty expressed they are not being recognized as much as they should
  - b) State of Diversity Address debrief
    - i) Multi-Cultural Center being put in next to Union
- 4) New Business

- (1) This will be for everyone, this will not be a segregating entity
  - (2) Space will lend itself to many different functions
  - (3) Kitchen and eating space added because meal time is an important cultural experience for many groups
- ii) Focused a lot on what individual units are doing
- iii) We are moving forward and need to continue moving forward
- c) KBOR USS/UPS Survey
  - i) Should have received the link on Monday from the docking institute
  - ii) Survey started last year (September 2017)
    - (1) KBOR got wind that K-State was sending a survey, so they decided to do that for everybody
    - (2) Some schools thought it wasn't good for their university and started pulling out
    - (3) Last semester it re-emerged and that all universities were going to be participating
    - (4) Kelly will follow-up with Pitt State to see if it can be sent to those that said they didn't get it
- d) Representation of Professional Staff
  - i) Conversations starting surrounding structure of shared governance and how Professional Staff and USS fit into this structure.
    - (1) Ideas: Create a Staff Senate, remain part of Faculty Senate
  - ii) Concerns and Thoughts Shared:
    - (1) Some feel staff would be better represented in their own senate
    - (2) Would insist on still having access to president and provost
    - (3) Concerns regarding benefit to Professional Staff
    - (4) Perception that they are trying to combine the two groups with HCS reclassifications
    - (5) Lots of USS positions moving to Unclassified Staff on term appointments so there is a cost savings to the unit
    - (6) Morale issue discussed
    - (7) A lot of administrators are unclassified staff not faculty
    - (10) Would PS have a voice on major policy?
    - (11) Lots of unclassified staff work in areas that are significantly impacted by policies that pass
    - (12) Staff not directly working in certain "areas" still have valuable input into policies – often offer unique perspectives or perspectives that hadn't been considered
    - (13) The group would represent hourly facilities workers through administrators like assistant deans and directors (this especially impacts the general university group)
    - (14) It would seem some of those groups have very different concerns and needs
    - (15) Unclassified and USS have different benefits – Unclassified benefits closer align with faculty with the exception of tenure

- (16) Will have another meeting with USS and General Caucus
- (17) Regardless if we do this or not we want to explore a closer collaboration with USS
- (18) Faculty Senate is redoing the constitution – it is on hold until we decide what we want to do
- (19) PSA only became a sub-committee of Faculty Senate in 2013

5) Other Business

- a) Upcoming Joint Meeting—Faculty Affairs
  - i) April 2<sup>nd</sup> at 3:30pm

6) Announcements

- a) VP of Student Success search
- b) Open Leadership positions

7) Adjourn

***Next meeting: April 2, 2019, 3:30-5:00pm, Business Building Room 3046***

***This will be a joint meeting with Faculty Affairs***