

Kansas State University Faculty Senate Professional Staff Affairs Meeting Minutes

April 16, 2019, 2:30-4:00pm

Business Building Room 3046

Present: Mal Hoover (Vet Med); Rob Caffey (General University); Mishelle Hay McCammant (Agriculture); Alice Anderson (Libraries); Ashley Thomas (Business Administration – Co-Chair); Kelly Briggs (Education – Co-Chair); Alyssa Wedel (Polytechnic Campus – Via Zoom); Christina Hauck (Arts and Sciences – Via Zoom, Renee Gates (Libraries); Sadie Polson (SGA)

Alternate Attendee: Maria Beebe (General University)

- 1) Call to Order
- 2) Approval of Minutes
 - March 19 - approved
 - April 2 - approved
- 3) Old Business
 - Survey Report
 - Created a Microsoft Team for Professional Staff Affairs
 - Teams is the new version of groups – it is all built in SharePoint
 - Always add a 2nd owner
 - May need Power BI Pro
 - Compensated Fairly Tab Example
 - Can break it down by group
 - Can see total responses vs comments
 - Everyone should be able to operate Excel
 - Count of Code – how many issues of benefits come up in comments
 - Count of Code 2 – Cumulative of the range (so in benefits $13 + 86 = 99$)
 - In Power BI we have the data tree that shows us visually the biggest areas of concern or feedback
 - How does Chris Urban share data in Power BI without the users needing Pro?
 - Next steps to write report
 - Draft to look at in here in 2 weeks
 - To what extent do we want to look at the change from last time?
 - Finalize report and bring it back to the group
 - Sub-committee needs to meet to decide what draft will go forward. Kelley will be out of the country but can Zoom in.
 - Faculty Senate structure—continued discussion
 - What has everyone been hearing?
 - General uncertainty
 - What would the structure look like?
 - Concern about having less “power”
 - Want to learn more
 - Fear with joining forces

- Does it really benefit faculty senate to remove general caucus from faculty senate especially as it pertains to policies that impact students, academic policy, staff, etc. – they provide valuable input
- Unclassified is more in-line with faculty when it comes to benefits than they are with USS
- Moving forward for now
 - Looking at more of a staff voice on all of the committees
 - Perhaps someone coming from USS leadership to Faculty Senate meetings
 - Need more information gathering before we rush to change
- Voting to change faculty senate constitution
 - Some heard only faculty could vote on amending the constitution – we believe that a full general vote passes it, so not just faculty
 - Issues with how faculty perceive on staff, if faculty only vote then staff have no say/vote

4) New Business

- Joint Meeting debrief
 - What comes first, moving term to regular or giving them the benefits?
 - What is the 2-5 year retention rate – what is going on during that time?
 - Are they lower paying positions?
 - How many USS are moving from Unclassified and of those how many are term appointments?
 - Is there gender bias?
 - Request this data from HCS
 - Send requests to Ashley – she will email Jay Stephens
- Update on Parental Leave policy
 - On hold, KBOR is kicking it back for further revisions

5) Other Business

- SGA working on attendance policy
 - We would like to see language for faculty and language for student responsibility
- Working on on-boarding for new students – lots of information given that day that students don't retain

6) Adjourn

Next meeting: May 7, 2019, 3:30-5:00pm, Business Building Room 3046