

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

**October 16, 2018, 3:30-5:00pm**  
*Business Building Room 3046*

- 1) Call to Order
- 2) Approval of Minutes
  - a) May 1, 2018--tabled
  - b) September 4, 2018--tabled
  - c) September 18, 2018--tabled
- 3) Visit from Dr. Bryan Samuel
  - a) Follow up on Climate Survey data and action items
    - i) Kelly Briggs expressed concern that previous climate survey results were not widely distributed and corresponding action items and progress on those items had not been widely communicated
    - ii) Group and Dr. Samuel discussed that there is a difference between climate survey and job satisfaction survey—previous survey tried to measure both. Dr. Samuel shared his feeling that these should be separate and distinct (employee engagement/job satisfaction survey versus climate survey)
    - iii) Dr. Samuel's office is currently working on climate survey; PSA is working on collecting data on job satisfaction and would like to work collaboratively with the new climate survey
  - b) KSUnite—Dr. Samuel shared his thoughts regarding the recent KSUnite event:
    - i) Very well attended, very happy with the outcome
    - ii) Just went to diversity officer meeting for Big XII and spent time discussing KSUnite with other institutions
    - iii) Diversity is broader than race and broader than just the students—have to be cognizant and mindful of all populations
    - iv) Feels it is very important to continue with this event
    - v) KSU is slowly emerging as a trend leader for diversity
    - vi) Had more than 1800 people participate either in person or streaming
    - vii) Looking at success not by numbers but by quality of content of message and how this message was received; had a number of community members and elected officials attend
    - viii) Dr. Samuel is recommending that this event continue; also recommending to communicate the event to make sure faculty can include date/time in syllabi, etc.
    - ix) Kelly Briggs suggested that in the future, sign language interpreters be in the view of the cameras so that people streaming in can see them
    - x) Maria Beebe mentioned that she appreciated the inclusion of an international student story as part of this event as they are typically excluded in these conversations

- c) State of Diversity address—Dr. Samuel will be giving this address
  - i) Wants to include topic of how people can get involved and how we define diversity
  - ii) Wants to consistently revise our diversity plan including multicultural center and tracking progress and successes
  - iii) Looking at accessibility as well; wants to emerge as an institution that helps their students; wants to holistically think about accessibility
  - iv) Working with other cabinet members on how to improve campus climate as a whole
- 4) Old Business—none
- 5) New Business—none due to length of conversation with Dr. Samuel
- 6) Other Business
- 7) Adjourn

***Next meeting: November 6, 2018, 3:30-5:00pm, Business Building Room 3046***