

Kansas State University Faculty Senate

Professional Staff Affairs Minutes

December 4, 2018, 3:30-5:00pm

Business Building Room 3046

Chassy Nichols (Engineering - via Zoom), Kelly Briggs (Education; Co-Chair); Rob Caffey (General University); Mishelle Hay McCammant (Agriculture); Miranda Moore (Student Representative); Ashley Thomas (Business Administration; Co-Chair); Alyssa Wendel (Technology & Aviation – Via Zoom)

Non-Voting Attendees: Bill Johnson (Liason for Human Capital Services – via Zoom)

Alternate Attendee: Maria Beebe (General University)

- 1) Call to Order
- 2) Approval of Minutes
 - a) November 6, 2018 – add Chassy to list of attendees via zoom – approved with amendment
- 3) Old Business
 - a) Debrief from recent visits:
 - i) Bryan Samuel
 - ii) Jay Stephens
- 4) Announcement – Ashley
 - a) Bryan Samuel – asked about best way to get input from staff – Ashley recommended that he find a meeting time for USS leadership, PSA committee, and Office of Diversity to work collaboratively and provide feedback for this survey
 - b) Ashley would like to see that all PSA committee members be present for this meeting
 - c) Various topics for discussion were raised: How will this be different than the 2014 survey? How do we justify the cost? Where are the results from the 2014 survey
 - i) This upcoming meeting is a good opportunity to ask these questions.
 - ii) Maria mentioned that a recent meeting of the President's Commission on Multicultural Affairs (PCMA) raised the perception not much has happened since the 2014 survey
 - iii) 2014 Climate Survey on K-State Website (has its own website) – executive summary
 - d) Based on comments received by committee members, perception from some constituents on campus is that central administration needs to improve transparency – they are trying to do that

- e) KBOR survey of all staff is being considered again – they were going to use the docking institute at Fort Hays – started moving forward, but then universities started backing out (KU out, Wichita State Out) (Pitt State in)
- f) Concerns were raised about over-surveying people

5) New Business

- a) Analysis of data from recent survey – Alice not here, may need to discuss further at a later meeting – Received some feedback that staff were thankful, felt like it gave them a voice
 - i) Initial information – most people are happy at K-State, they like K-State, most do not feel they are being compensated enough, only a few outliers that were unhappy about everything. 700+ survey responses, lots of comments
 - ii) Sub-committee – coding comments into categories, some comments may need to be redacted for confidentiality, need to submit a report to faculty senate, we want to report it to constituents as well (shooting for February for K-State Today article), would like Alice to lead the sub-committee, Rob Caffey volunteered, as did Maria, Rob will reach out to Mike Crow to get information on how they did the analysis last time
- b) KU request to amend definition of bachelor's degree – want to have a specific program with Johnson County Community College and KU Edwards to allow only 45 hours from a 4-year institution for a bachelor's degree instead of 60 credits for a 120 hour curriculum. Concerns over how universities afford this? College is about the experience outside of the classroom. Community Colleges won't accept some university credits to meet degree requirements and vice versa
- c) December 12--KBOR meeting – Kelly is going in person if anyone has anything they want her to bring up
- d) Physician's Assistant Program was discussed– has this been looked at in the new budget model? What about international students? – they wouldn't be able to apply for at least a year

6) Other Business

- a) January 22nd—joint meeting w/ Academic Affairs – discussion topic: term appointments (dependent and employee benefits – tuition) – president and provost seem supportive of that
 - i) **NOTE ROOM CHANGE: BB4061**
- b) Reminder--January meeting dates:
 - i) Schedule is a bit different than normal. Meeting dates in January for PSA Committee will be January 8 and January 22
- c) Faculty Senate Constitution Committee has been formed to look at possible changes to the Faculty Senate constitution – Kelly will be there representing PSA

7) Adjourn

Next meeting: December 18, 2018, 3:30-5:00pm, Business Building Room 3046