

Kansas State University Faculty Senate
Professional Staff Affairs Minutes
October 15, 2019, 3:30 – 5:00 pm
Business Building Room 3046

Present: Kelly Briggs (Education – Co-Chair); Maria Beebe (General University – Co-chair); Renee Gates (Libraries); Mishelle Hay McCammant (Agriculture); Suzy Auten (Business Administration); Mal Hoover (Veterinary Medicine); Megan Elzinga (Architecture, Planning, and Design); Mary Anne Andrews (Health and Human Sciences); Bill Zhang (Engineering); Alyssa Wendel (Polytechnic Campus – Via Zoom)

Non-Voting Attendees: Paul Volino (Human Capital Services)

1. Call to Order
2. Introductions
3. Approval of Minutes - approved
4. Guests: Shanna Legleiter and Jenny Dowell, Human Capital Services
 - HCS Strategic Initiative Teams Update (4 Teams)
 - Competency Modeling
 - Career Paths
 - Performance Management
 - Career Development
 - Build Awareness>Engage Partners/Champions>Gather Insights>Refine Approach
 - Institutional Context
 - K-State 2025 and Refresh
 - a. Budget Modernization
 - b. Strategic Enrollment Management
 - c. Strategic Initiative Exploration
 - i. Aviation
 - ii. Global food, health, and biosecurity
 - iii. Innovation in education
 - Benchmarking Efforts
 - Campus Appetite
 - Administrative Stop and Slow Down

- What we know
 - a. Strategic initiatives will require a lot of work that needs to be done right.
 - b. HCS will require expertise
 - c. HCS will need appropriate resources to get at the work:
 - 1. PPM revisions
 - 2. FTE, technology, training, release time
 - 3. Appropriate timing
- What's Possible Today? (Stop and Slow Down)
 - a. Pause initiative team progress:
 - i. Update our website
 - ii. Communicate with campus
 - iii. Align with SEM efforts and connect with new leadership
 - b. Competency education will be the focus for the next year
 - c. Work will resume (When? We don't know)
- Next Steps
 - a. Competency Education
 - i. Competency framework will be on the website
 - ii. Training content and resources will be developed
 - iii. Re-engage the Community of Practice
 - b. Champion the Narrative
 - i. Share the "why"
 - ii. Champion the on-going efforts
- It was asked if HCS would be interested in partnering on listening sessions
 - They would love that
- It was pointed out that bridges need to be built again to gain the trust of the personnel of the university. There were many issues with reclassification and salaries that left people feeling sour about the Total Rewards and resulting salary readjustments process.

- They know their reputation, they know mistakes were made, and they want to try and make it right.
- It was asked how do you make it right if you aren't going to go back? They are looking at how they can do that right.
- They do desk audits, for when reclassification is not going the way the supervisor and employee want it to, so they can see if they are missing something
- It was asked if we have lost a lot of people in HCS with a Higher Ed background
 - HCS disagreed with that observation
- It was mentioned that there are staff who would like a pathway for going to HCS about their classification when their supervisor will not allow them to submit a review of their classification
 - It was asked with the campus becoming more digitized every year, have they looked at the Functional IT that were moved into the IT family, when really their career ladders align with a different family (i.e. Academic Services), instead of being lumped into Technical IT?
 - No they have not, but those are the type of discussions we need to have in the future.
 - They would love to comeback and talk about the competency framework

5. Guest: Jeff Barnes, Director of Parking Services

- \$4 million budget (completely self-sufficient) – about \$1 million in salaries
 - Revenue is down because of lower student enrollment
 - Painting parking lots is around \$15,000 annually
- Salina did a lot use study, they are doing one for Manhattan also – this also comes out of Parking Services' budget
- Ice Hall needs a new parking lot, parking services will have to pay for that which will be about \$900,000
- The Engineering parking lot was \$1.2 million and parking services has a \$800,000 maintenance budget
- They don't have zone parking based on demand
- 20 years left on the bond payment for the garage, it was originally a 30 year loan
- Ride share options at Bramlage – ATA Bus Free for students/staff/faculty
- The lot North of Weber typically has 100+ stalls available

- Llama lot also has spots available, ATA bus parks there at night, it saves them \$60,000 a year so that is why they let those with K-State ID ride for free
- GRA/GTA permits have to pick either student parking or faculty/staff parking, if they stay student they can pay an extra \$30 for the garage. 2745 students pay for the garage.
- Blue stalls were lost in lot North of Waters because the Justin Hall lot changed all of the green student stalls to red faculty/staff stalls
- Assistant Deans and above, but not Directors, qualify for reserved parking, language has not changed even though HCS classifies differently (i.e. many assistant dean positions are now directors)
- There are no requirements to have a reserved stall in the garage. It is \$900.

Professional Staff Committee Questions

- What are the utilization numbers for the parking garage?

I'm not sure how to answer that. The garage is split up into 4 basic sections, Student, Preferred, Transient and Reserved. The student section (500 stalls) fills up daily during the school year. Usually it's full by 9:15-9:30 then opens up by 2pm and stays available to those commuting students with garage access. The preferred and reserved sections are not sold out. We've only sold about 275 out of 400 preferred and 85 out of 115 Reserved. The transient almost always has space available. When we have conferences or events, that's when the transient section fills up, so on Junior Days (Discovery Days) or Senior Days (Admitted Wildcat Days), for example, that's when the transient has a tendency to fill up. Depending on events, we will take the available preferred stalls and delegate them to transient on those days when we have events or we put some extra into the student section to help keep the garage full. Currently the preferred stalls aren't allowed to be oversold, that said, we've never had all the preferred stall owners present in the garage at the same time, so there are always empty stalls in the garage, even though they may be paid for.

- What are the payment tiers for parking permits? What are the parameters of these tiers?

The tiers started with the increase for the garage. At that time it was pressure from the Classified Senate, now the USS. They were tied in to the benefits levels that existed at that time. Annual salaries up to \$28K, \$28-\$48K and over \$48K were the 3 tiers. Since that time, those benefits levels have ceased to exist, but we've kept that in place.

- FS1 – 386 permits
- FS2 – 1220 permits
- FS3 – 1818 permits
- Will bring looking at changing the tiers to the parking counsel

- Can you tell us what the cost of parking permits for employees has been over the past 10 years?

2009-10 Fac/staff basic permit rates were \$150, \$175 and \$190, we had one increase about 5 years ago to the current levels. Student costs were \$150, garage preferred were \$600, garage reserved was \$1200. The next year, preferred costs dropped to \$400 and garage reserved was \$900. We played around with the Reserved and Preferred stall amounts to find the right price point. Other things happened on campus, but Business being adjacent to the garage increased our sales until we were basically sold out. Then Business moved to their new building and we haven't been full since. So it's time to find another price point probably.

- How do you determine the number of spaces available for W, T and O permits? How many permits are issued for each?

I try to keep a balance mostly when we lose stalls. I try to spread the loss out evenly, for lack of a better word. The basic layout hasn't changed since I got here other than we've lost lots and stalls in the heart of campus. The garage has mitigated some of that loss and our numbers are higher but that's because of additions outside of main campus that I've been gifted such as the Grain Science areas, Ice Hall and Institute for Commercialization and Lafene. Faculty/Staff have the highest number of dedicated stalls at 2550 W stalls including reserved both in and out of garage and preferred. Resident Hall Students have 1272 stalls, Commuting Students have 1103 stalls and Jardine has 1197 stalls. We have an additional 1583 T(commuting student and fac/staff) stalls and 1930 Z(any valid permit) stalls. We sold 3574 Faculty/staff permits, 2481 Resident Hall permits, 746 Jardine and 5124 Commuting Student permits.

- Are there any future plans/changes in store?

License Plate Recognition (LPR) is the biggest change upcoming, eliminates most physical permits, your license plate becomes your permit. It will require nose in parking so license plates can be seen. I'm hoping that we only have to order permits 1 more year so in 2021, it's all done by license plate. We have to raise prices to keep up with expenses. And we have an app coming on board that will help with paying meters called ParkMobile, so people can pay a meter through an app, they don't have to carry change and they can renew from their phone without returning to the meter. Maybe by January that's up and operating. The LPR is not good enough to operate the gates, it only has a 95% accuracy that would be 40-50 cars a day that cannot get in, that is too many.

- They want to get rid of the gates, do they make the parking garage a "T" lot and it is first come first serve, or do they say 400 faculty/staff spots and 500 student spots?
- Friday and Monday are the slow days

- Do they get rid of transient parking and give it to the students, but then the students aren't paying for that and parking services loses the revenue from transient parking

6. Old Business

7. New Business

8. Other Business

- USS Report
- SGA Report
- Salary and Fringe Benefits Committee Report – Mal Hoover
 - Raises have not been given across campus for years
 - Bad taste in everyone's mouths with new hires in central administration and the hiring of consultants. That was a lot of money spent that could have gone toward raises.
 - How are COLA raises distributed
 - What is the flextime policy? Highly variable
 - Used to be a 10 minute lunch hour policy
 - Should we have to use leave over winter break?
 - HealthQuest – why do we have to commit to it? Why not just give us the discount?

9. Adjourn