

**Kansas State University Faculty Senate  
Professional Staff Affairs Minutes  
November 19, 2019, 3:30 – 5:00 pm  
Business Building Room 3046**

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

**Non-Voting Attendees:** Cyreathia (Sam) Reyer (USS Liaison); Paul Volino (Human Capital Services Liaison)

1. Call to Order
2. Introductions
3. Approval of Minutes – amended and approved
4. Guest – Jay Stephens
  - a. Competency work groups
    - i. Community of practice – certified people on campus
      1. This year will be about educating people on what a competencies are
  - b. New fair labor standards act - \$35,308 goes into effect in January. K-State adopted the \$47,476 minimum despite the fact it never took effect due to an injunction.
    - i. About 500 positions in that window
    - ii. Will have to determine who would still be eligible for over time (duties test)
    - iii. It is still under consideration when that will go into effect (beginning of fiscal year?)
    - iv. There will be a small survey or focus group to see how it will impact affected employees.
  - c. Title IX Regulation – It probably won't come until after the new year – likely to include more due process, but we won't know until it is out

- d. Merit raises – how will that work when unclassified don't really have standard evaluation processes across campus? Jay agreed and said that this is something that was being looked into
- e. COLA raises – flat COLA rates cause problems with the highest paid getting the biggest raises
  - i. In the future we need to figure out ways to reward those units that excel in generating revenue
  - ii. Central administration will have to look into redistribution that is equitable
- f. Total Rewards Program – will look for more input moving forward

## 5. Old Business

- a. Update on Listening Sessions – meeting with General Caucus leaders
  - i. Meeting with Gary Pratt (11-20-19) to learn how he developed, implemented, and facilitated his listening sessions.
  - ii. We will not have an open forum, we will do the listening sessions so that we are methodical and deliberate as to who comes to these and we want them very guided.
  - iii. May look into seeing if David Procter from CECD and Cindy Shuman from OEIE would be interested in teaming up with Cheryl Grice and her office to help develop questions for the sessions as well as assist with facilitation of the sessions.
- b. Update on Parking Services
  - i. Update at USS – Jeff Barnes
    - 1. There will be an increase in parking fees next year.
    - 2. The Parking Committee will look at shifting the current tiers.

## 6. New Business

- a. Climate Survey – , Four separate surveys for each students, staff, faculty and administration; plan to have it out prior to Spring Break

## 7. Other Business

- a. USS Report

- i. Custodians were concerned that they were not asked about potential problems with the new schedule.
  - ii. Trying to come up with a “teams” approach (i.e. this team comes in and does all the floors, this team comes in and does the trash, etc.).
  - iii. Custodial staff is often encouraged to NOT participate in campus activities/government.
  - iv. Staff, especially those on the lower end of the pay scale, are afraid to speak-up/out for fear of retribution, they feel they would have a target on their back.
- b. SGA Report – N/A
- c. Salary and Fringe Benefits Committee Report
  - i. Flex time discussion – 4220.085 PPM Alternative Work Schedules Flex Time
- d. Employee Disputes
  - i. Faculty and staff have an Ombudsperson
  - ii. Look at PPM on peer review committee on USS to possibly incorporate/create a UPS dispute resolution process.
- e. Constitutional Committee
  - i. Looking at having both term and regular for unclassified in Faculty Senate.

## 8. Adjourn