

Kansas State University Faculty Senate
Professional Staff Affairs Minutes
September 1, 2020, 3:30 – 5:00 pm
Zoom

Present: (All participants are on Zoom): Maria Beebe (General University – Co-Chair); Mishelle Hay McCammant (Agriculture – Co-Chair); Kelly Briggs (Education); Suzy Auten (Business); Megan Elzinga (Architecture, Planning, & Design); Renee Gates (Libraries); Maggie Syme (Health & Human Sciences); Justin Thomason (Veterinary Medicine); Carson Tjelmeland (SGA); Alyssa Wendel (Polytechnic Campus); Laura Hohenbary (Arts & Sciences - Secretary)

Non-Voting Attendees: Paul Volino (Human Capital Services Liaison); Mary Oborny (USS Liaison)

1. Call to Order
2. Minutes approved
3. Introductions of new and continuing members
4. New Business
 - a. Term appointments:
 - i. Discussion of ongoing issues surrounding term appointments including some units moving regular positions to term with new hires to allow more flexibility in future years by eliminating the one-year notice of non-renewal, not being eligible for spousal/dependent tuition benefits, and lack of representation under either Faculty Senate or USS Senate. This topic affects the areas of equity, inclusion, and career satisfaction.
 - ii. It was suggested and agreed that a smaller working group should be formed to work on a white paper outlining issues and a proposal to take forward to bring about actionable change. Suggested make-up of the group was to be a couple of representatives from each of the following groups: Professional Staff Affairs, USS Senate, Faculty Affairs Committee, General University Caucus, and possibly FSCOUP. Kelly Briggs and Maria Beebe volunteered. Alyssa Wendel agreed to ask for a representative from Polytechnic as a way to reach out to their campus and have representation. Mary Oborny volunteered to be a USS representative on the working group.
 - b. Goals for 2020-2021 Academic Year:
 - i. Term appointment review and proposal for changes
 - ii. Constitution Committee: Follow progress and provide input on solutions to the lack of representation for term employees. Maria

indicated that Mindy Markham, Faculty Senate President, could come to a future meeting to discuss.

5. Old Business

a. “Staff of the Week”

- i. Reviewed work of the committee over the summer
- ii. Selected 8 recipients from the nominations submitted. Mishelle will forward names to Candace.
- iii. Discussion of what went well and what didn’t go well within the individual caucuses with regard to the nomination process. Some caucuses are less active over the summer and the August 25 deadline was tight for some. Others were busy with COVID related topics. Process is slightly different from Faculty of the Week nominations where each caucus is given a firm number of how many they can nominate.

b. Listening session data analysis by Kelly Briggs and Renee Gates

i. Steps in the process so far:

1. Determined methodology
2. Identified a couple of recurring themes within each area of discussion of the listening sessions (Professional Development, Recognition, Perks, and Communication)
3. Identified keywords and watched recordings to listen for the recurrence of keywords
4. Identified some actionable items that would not cost a lot of money.

ii. Steps going forward:

1. Please send your feedback on their written report to Kelly and Rene.
2. Contact Gary Pratt, Jeff Morris, and Cheryl Grice who were involved in the original listening sessions to plan a larger Town Hall to present findings and get feedback “Did we hear you correctly?”
3. Write report to send to Cabinet with actionable items.

6. Other Business:

a. USS report:

- i. Furloughs – a lot of work was done this summer on input and monitoring of furlough discussions. Identified an issue with how it was being administered differently in units that were causing some employees to get caught up in multiple furloughs and they were able to correct before it went into effect.
 - ii. USS is losing lots of positions as they are being rehired as Professional Staff. Some colleges/units are in single digits.
- b. SGA report:
 - i. Executive Branch focus areas: affordability, accessibility, civic health, SGA modernization, conservation, and sustainability
 - ii. Privilege Fee focus areas: Combatting reductions in Privilege fee generation because of online course fees
 - iii. Travel and on-campus activities committee: focus areas will look a lot different this year because of COVID
 - iv. Judicial: Code of conduct review with the plan to have a first draft completed by October.
- c. State Employee Advisory Committee:
 - i. Maria sits on this committee for all state agency employees. They meet about 3 times per year. Some topics of discussion recently are
 - 1. Employees with disabilities having issues with accruing some of the available credits through Health Quest
 - 2. Were able to cut the credits required for premium discounts and contributions to HSA in half this year due to COVID disruptions.
 - 3. Survey was sent out today to all State employees about their thoughts on Health Quest.
- d. Salary and Fringe Benefits Committee: Has not met recently but Mindy Markham wants to get it revitalized.
- e. Future invitations for speakers: It was decided that Maria would invite Bryan Samuel to discuss the Climate Survey listening sessions and perhaps there would be some overlap for actionable items of interest, invite Jay Stephens toward the end of the semester to give the term positions working group some time to get some work accomplished, and Mindy Markham.

7. Adjourned.