

Kansas State University Faculty Senate
Professional Staff Affairs Minutes
October 6, 2020, 3:30 – 5:00 pm
Zoom Meeting

Present (All participants are on Zoom): Maria Beebe (General University – Co-Chair); Mishelle Hay McCammant (Agriculture – Co-Chair); Alyssa Wendel (Polytechnic Campus); Suzy Auten (Business & Administration); Christopher Jones (Engineering); Maggie Syme (Health & Human Sciences); Carson Tjelmeland (SGA); Laura Hohenbary (Arts & Sciences - Secretary)

Non-Voting Attendees: Paul Volino (Human Capital Services Liaison); Mary Oborny (USS Liaison); Dr. Bryan Samuel, Chief Diversity & Inclusion Officer (presenter); Stefan Yates, Special Assistant to Chief Diversity & Inclusion Officer

1. Call to Order
2. Minutes approved
3. New Business
 - a. Dr. Bryan Samuel, Chief Diversity & Inclusion Officer attended to answer questions that the committee had prepared and sent beforehand and answered more questions from meeting participants. Some highlights of the presentation included:
 - i. Update of the Climate Survey, which was completed in early Spring 2020 just before COVID disruption.
 1. Survey well supported by administration and university community.
 2. Participation rates were well ahead of peer institutions who have held similar surveys.
 3. Focus groups held in June and facilitated by Dr. Don Saucier. Some reports from focus groups are on the website and others are being drafted now and will available for the website in coming weeks.
 4. For more information about the survey, focus groups, reported resulted, and more: <https://www.k-state.edu/2025/initiatives/climate-survey/>

- ii. Dr. Samuel encouraged us to stress to supervisors and colleagues to attend diversity and inclusion events on campus AND to come ourselves. Encouraged upcoming events Indigenous People's Conference (Monday, Oct 12) and KSUnite (Tuesday, Oct 13).

4. Old Business

a. Term Employees

- i. Faculty Senate President Mindy Markham will attend our next PSA meeting.
- ii. Charge from President Markham: PSA is charged to come up with a proposal for representation of term employees.
- iii. Term Employee Working Group Update: Committee includes Kelly Briggs from Professional Staff Affairs; Charlotte Self (Faculty Affairs); Pamela Erickson (General Caucus) and Mary Oborny (USS). Come up with a roadmap towards solutions to issues with lack of representation on either Senate, lack of benefits such as spousal/dependent tuition support, leave without pay benefits, one-year non-renewal notice.
- iv. In finding equitable solutions for term employees, one solution discussed was to eliminate the various definitions of staff and move to one group. Some members expressed concern that benefits of regular staff positions should not be voluntarily given up to get to an equitable solution but rather we should advocate for all employees to have benefits that make employment at K-State competitive on local, state, and national levels.
- v. Laurel Littrell is working on data analysis of the 5-year data on term and regular employees.

5. Adjourned.