

Kansas State University Faculty Senate  
Professional Staff Affairs Minutes  
October 20, 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); Nancy Daniels (Extension); Megan Elzinga (Architecture, Planning, & Design); Renee Gates (Libraries); Kelly Briggs (Education); Justin Thomason (Veterinary Medicine); Laura Hohenbary (Arts & Sciences - Secretary)

**Non-Voting Attendees:** LaVerne Williams (representing Human Capital Services Liaison Paul Volino); Dr. Mindy Markham, Faculty Senate President (presenter)

1. Call to Order
2. Minutes Approved
3. New Business
  - a. Faculty Senate President Mindy Markham
    - i. Charge to Professional Staff Affairs - PSA is charged to come up with a proposal for representation of term employees.
    - ii. 3 roadblocks
      1. A perception that term is the same as temporary and people may question if temporary employees should have a voice in determining policy
      2. Could shift the number of senators in each caucus
      3. Would it still be considered a “faculty” senate?
    - iii. Discussion continued after Mindy left the meeting.
      1. Concern was raised that not all term issues are equal. Some are hired for truly short-term employment (i.e. postdocs) versus term employees who have been at the university for 20 years.
      2. Discussion around representation and whether or not a length of time employed should be applied before a person can be eligible to run for Faculty Senator. Concern raised about whether or not that would apply to regular employees as well and is that fair.
      3. PPM 4650.080 outlines different employment contracts – Probationary Faculty (tenure earning), Tenured Faculty,

Regular, Term. Contracts are not required for an employee with a total FTE of less than .50, no matter the duration.

4. Our committee has been asked to have a proposal regarding representation by February so we can present for vote in Faculty Senate by the end of Spring semester.
  - a. Have a written proposal by December 3 to give to Faculty Affairs.
  - b. Have a combined meeting with Faculty Affairs in January to iron out any differences.
  - c. Present a final draft to Constitution Committee in February.
5. Maria and Mishelle asked the group to review documents in MS Teams regarding the 5 year analysis of term positions versus regular positions and send comments to them by Tues, Oct 27.

b. CCOP/CPAG Discussion

- i. <https://www.k-state.edu/provost/committeehb/fscop.html>
- ii. Acronyms for College Committee on Planning (CCOP) and College Planning Advisory Group (CPAG)
- iii. Various colleges are utilizing these at different levels. Some CCOPs are very engaged and meet regularly and some rarely meet. Some have CPAGs and some do not.
- iv. According to the University Handbook (Section B95), CCOP are to be comprised of Instructor or above. Discussion around whether we should request change to allow staff to be represented on CCOP or if it should be required that all college's have CPAG that should include staff.
- v. It was mentioned that CPAG as an "advisory" group could offer valuable information on how proposed changes to university or college policy might impact areas that faculty and administrators alone may not consider. Staff are engaged in procedures, data gathering, mechanics of different computer systems, and more that are impacted when policy changes are made. Having a variety of staff support roles (i.e. student support, academic coordinators, financial, etc.) reflected on each college's committee, whether included in CCOP or CPAG, would help to identify how to implement new policies in the most efficient and beneficial ways.
- vi. Undergraduate and graduate students appear to be on some CPAGs and this is also a good policy to include in all colleges to improve representation and effective outcomes.

4. Old Business

a. Listening Sessions Summary Update – Kelly Briggs

- i. Letter in K-State Today later this week with an update on the focus areas. Survey will be included to allow for more feedback on the focus areas to refine what will be presented to President's Cabinet in November.

5. Other Business

a. Employee Advisory Committee Report – have not met since last PSA meeting

- b. Salary and Fringe Benefits Committee Report – Renee reported that proposal on extending spousal/dependent tuition benefit to term employees is being drafted and they are planning on a timeline that would take it to Faculty Senate in December.

6. Adjourned.