

Kansas State University Faculty Senate
Professional Staff Affairs Minutes
November 17, 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); Suzy Auten (Business & Administration); Christopher Jones (Engineering); Maggie Syme (Health & Human Sciences); Nancy Daniels (Extension); Renee Gates (Libraries); Kelly Briggs (Education); Justin Thomason (Veterinary Medicine); Carson Tjelmeland (SGA); Laura Hohenbary (Arts & Sciences - Secretary)

Non-Voting Attendees: Jay Stephens, VP of Human Capital Services (invited guest); Mary Oborny (USS Liaison)

1. Call to Order
2. Minutes Approved
3. New Business
 - a. Jay Stephens, Vice President of Human Capital Services, attended and discussed questions regarding the following:
 - i. Update on Director of Benefits Search – hoping to have someone hired and in place early in 2021.
 - ii. Training and transparency related to Regular versus Term contracts for hiring agents, applicants, and new employees. Jay stated that they are working on developing a comparison sheet much like what we have for the differences between USS and Unclassified.
 - iii. No plan to make a massive conversion from USS to Unclassified positions. This is done at the discretion of the hiring unit when a position is posted.
 - iv. Mary Oborny asked if there has been consideration about changing policy so that USS personnel who are laid off can have bumping rights to fill vacant Unclassified positions, especially when they were recently converted from USS to Unclassified. Jay stated he would like to change the policy to allow this but it would require negotiations with trade union personnel.
 - v. Jay ended with offering his appreciation for the advocacy put forth by the PSA Committee on behalf of staff at K-State.
 - b. Appreciation shown for all who were instrumental in administrative leave days approved for staff over winter break. PSA and USS had

requested this from central administration after state-wide meetings where other KBOR schools reported it had already been approved at their institutions.

4. Old Business

a. Term Employees

i. Representation Proposal - Update

1. Proposal sent by email prior to the meeting for committee members to review.
2. Discussion centered on the following:
 - a. Implementation of the staggering approach for the 3-year terms.
 - b. Possible points of opposition and finding solutions/compromises.
 - c. Term positions are both faculty and staff so increasing Term representation does not benefit just staff.
 - d. Voted and unanimously approved that proposal should be forwarded to Faculty Affairs for their consideration and input.

ii. Term Employee Working Group Update

1. Maria reported that the committee has decided to disband since Salary and Fringe Benefit committee is working on proposal to end discrepancies regarding dependent/spousal tuition benefit and PSA Committee is proposing solution to term representation.

b. Docking Institute Survey – Kelly Briggs

i. State-wide group met recently to discuss the next survey.

1. Will keep some of the same questions as last time for longitudinal studies.
2. Will adjust some questions to get new and different information.
3. Planning to do the survey every 3 years which would put the next one at Spring 2022.
4. KBOR supports the survey being done.
5. KU plans to participate next time.

ii. Listening session follow-up

1. K-State Today survey “Did we hear you correctly” results received. Most agreed that those were the important issues. Some criticism with not addressing lack of pay

increases but the goal was to try to find low-cost ways to improve morale and job satisfaction.

2. Briefing with Jeff Morris later this week. He was chosen by the President to be the liaison between President's Cabinet, PSA and USS in this matter.
3. Presentation to President's Cabinet on Dec 10.
4. Planning to ask to present at a future First Tuesday.

5. Other Business

a. SGA Report – Carson Tjelmeland

- i. Privilege fee adjustments cut \$2M from SGA budgets this year and those have been finalized.
- ii. Working on a resolution regarding Title IX changes
- iii. Wellness days for Spring 2021 – proposal drafted to have two Mondays in Spring off. Faculty Senate did not approve. Working now with Faculty Senate to come up with changes in hopes that an alternate proposal can be drafted and approved.

b. Salary and Fringe Benefits Committee Report – Renee Gates

- i. Reworking proposal for giving the same dependent/spousal tuition assistance benefit to both regular and term employees.
- ii. First proposal was based on numbers that did not include USS. Working to make it cost neutral as compared to the current policy.
- iii. Considering graduated scale of earning credit hours of benefit over time depending on an employee's years of service (for example: after 3 years an employee would earn 3 credits and earn an additional credit each year after that).
- iv. The committee may put forward two proposals in order to give central administration choices. Goal is to have a proposal by December so it can go to Faculty Senate by February.

c. USS Report – Mary Oborny

- i. Employee suggestion program
 1. Previous program ended in 2014 and was only for Classified employees.
 2. President is supportive of restarting the program and would be set up as a University committee to review proposals.
 3. New program would be open to all university faculty and staff.
 4. Possibility of cash rewards for implemented improvements suggested by faculty and staff.

d. Employee Advisory Committee Report – Maria Beebe

- i. Encourage staff to complete survey sent out by the Docking Institution regarding the State Employee Health Plans and Health Quest.

6. Adjourned.