

**Kansas State University Faculty Senate
Professional Staff Affairs Agenda
November 2, 2021, 3:30 – 5:00 pm
Zoom Meeting**

Join Zoom Meeting

<https://ksu.zoom.us/j/91721758009>

Meeting ID: 917 217 580 09

1. Call to Order
2. Approval of Minutes for October 5
3. Old Business (re-arranging order today as Jay cannot join us until 4 pm)
 - a. CCOP/CPAG participation with FSCOUP updates
 - b. Staff Spotlight recognition exploration task force
4. Other Business
 - a. SGA Report
 - b. Listening Session Committee
 - c. Salary and Fringe Benefits Committee Report
 - d. USS Report
5. New Business
 - a. Faculty Senate Shared Governance Committee and Jay Stephens (4 pm)
 - i. Inclusion of whether work site options are available or negotiable in position description (hybrid, remote options)
 - ii. Five years consecutive or total regarding Term positions and benefits.
 - iii. Workload expressed in position description – is there a process of reviewing positions to ensure assigned work is appropriate to position description.
 - iv. Market value of positions and how will positions be adjusted in new budget model?
 - v. How many staff positions are left unfilled, and how is compression going to be addressed?
 - vi. Benefit changes coming and how they will impact staff
 - vii. Hourly recording and how data are being recorded (Chronos system). Should all employees use same system?
 1. Perceived issues of difficulties checking in for hourly employees and differential scrutiny relative to salary employee system.
 - viii. Holiday pay and time at end of Dec 2021- Jan 2022
 - ix. There is a feeling that there is a push to combine all staff so no more USS/Professional, just Union/Staff. Can you comment on that? If that were to happen, which benefits would be retained (i.e. –USS have an annual bonus after 10 years, professional staff have a 1-year notice of non-reappointment)?
 - b. Vaccine Mandate questions:

- i. What will the separation process look like for staff and faculty that choose not to vaccinate?
 - 1. Will the process vary depending on your contract type?
 - 2. How long do you anticipate the separation process will take?
 - 3. Will those who choose not to comply with the vaccination requirement be able to work on campus after December 8th until their separation process is complete?
 - ii. For those that could retire but choose to go through the separation process, could they still choose the retirement option during that process or does it need to be declared prior to it.
 - iii. Will some staff and faculty who are separated for cause be eligible for unemployment?
 - iv. If an employee has insurance through K-State, how long will they continue to have insurance after they separate?
 - v. How soon will units be able to recruit for positions being vacated due to the vaccine requirement?
 - vi. Will there be flexibility for those that did get vaccinated prior to December 8th, but will not be fully vaccinated (2 weeks after final vaccination) by the December 8th deadline?
- c. Proposed revisions to Ombudsperson requirements.

6. Adjourn