

**Kansas State University Faculty Senate**  
**Professional Staff Affairs MINUTES**  
**April 19, 2022, 3:30 – 5:00 pm**  
**Zoom Meeting**

Join Zoom Meeting  
<https://ksu.zoom.us/j/91721758009>  
Meeting ID: 917 217 580 09

Attendance: Marta, Tandy Rundus, Mark Haub, Renee Gates, Melissa Holmes, Mariya Vaughn, Casey Keller, Mark Stadtlander, Mishelle Hay McCammant

1. Call to Order (3:30)
2. Approval of Minutes for April 5 - approved
3. New Business
  - a. BOR UPS Career ladder committee
    - i. None of the regents campuses have career ladder paths or options
    - ii. Subcommittee to be formed to initiate this.
    - iii. Advisors have indicated this need and they developed some ideas for HCS
  - b. C-159 5-year review process
    - i. Consensus among faculty and staff
    - ii. Many colleges may omit and there is no oversight to ensure staff are included
    - iii. Will be moved to Handbook Committee to formalize changes and edits
4. Old Business
  - a. Docking Survey – issue was determined that the list of recipients was incomplete.
    - i. Request was made to insure all positions were included the final list.
    - ii. Documentation is developing to use for future surveys
    - iii. Statewide for KBOR, the response rate is greater than prior response
      - Current rate for KSU is 24%
  - b. Update on meeting with the president
    - i. Indicated that the President looks forward to meeting again in fall
    - ii. Discussed hiring, positions, career ladder
    - iii. Focusing on growing enrollment to address budget issues
    - iv. Reach out to search committees and include president in cc to attempt to assist with processes being followed
    - v. Marketing and branding concerns about inconsistent knowledge of recruiting tag line
  - c. Staff Spotlight request – sent via email and waiting for reply
  - d. C192 wording (Ombudsperson—currently with the Handbook Committee)
    - i. Aiming for summer read at Faculty Senate
    - ii. Discussion about including non-tenure track faculty, due to increased hiring.

- Suggested One position for staff, one for tenured faculty, and one open position (tenured, staff, and non-tenured)
- e. Resolution of support for central offices and other units across campus.
  - i. Distributed through student and faculty committees for initial approval
- f. Co-chair, secretary for next year

## 5. Other Business

- a. SGA Report – Big effort on recruitment, putting a task force together to determine options to address enrollment decline.
  - i. Ensuring SGA is aware of staffing issues to assist with enrollment
    - Affects response rates to potential students and families
    - Delays in getting paperwork through the system
    - Many staff are doing multiple jobs
- b. USS Report
  - i. Retirement recognition ceremony uses different calendar (AY vs Calendar), to better align lists and dates.
- c. Term Staff Report
  - i. Working on coordinating efforts to determine key issues
  - ii. Were in involved in meeting with President and involved in Docking Survey
- d. Salary and Fringe Benefits Committee Report
  - i. Non-tenure process has
  - ii. Targeted salary enhancements
    - Multicultural and Diversity positions
    - Advisors
      - a. Academic services need to be included
  - iii. One time payment if limited budget for base salary
  - iv. Mention to FSCOUP about strategic planning using the shared investment pool
- e. Shared Governance
  - i. Term employee benefit opportunities and shared governance options
    - USS/UPS similarities and differences to determine path forward.

## 6. Adjourn

Submitted by Mark Haub