

Minutes
Kansas State University Faculty Senate
Professional Staff Affairs

November 16, 2021, 3:30 – 5:00 pm

Zoom Meeting

Join Zoom Meeting

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

Meeting ID: 917 217 580 09

Attendance: Mishelle Hay McCammant, Renee Gates, Amy Bruska, Casey Keller, LaVerne Bitsie-Baldwin, Mariya Vaughn, Mark Stadlander, Monica Macfarlane, Paul Volino

1. Call to Order
2. Approval of Minutes for November 2. Please review to help us fill in the gaps and we will approve via email once complete.
3. New Business
 - a. Comparison of other institutions in Kansas
 - a. How are they handling paid leave over break
 - b. Moving target of vaccine mandate
 - a. 11/15 was initial exemption request deadline, with notification on 11/19 (Friday)
 - b. Still many questions and seeking legal wording for exemptions
 - c. Vaccine process is open and no one will be let go if/when the process started.
 - d. Potential loss of student staff members
 - e. Some may be waiting to determine unemployment status.
 - f. Do those considering separation know about health insurance?
 - g. Is there a way to get K-State Today to provide more deadlines and reminders?
 - a. Some colleges are providing reminders via departments and/or deans offices.
 - h. If OSHA mandate/policy is approved, there may some required testing for those with exemptions.
 - a. Not currently required
 - i. Will exemption information be encrypted like health information?
 - j. Some issues with Lafene portal and how data are aligned.
 - c. Term Caucus process
 - a. Were to vote up to 8
 - b. A department head distributed to those who were not necessarily eligible

- c. Vote was re-issued
 - d. Candace has cleaned it up and done a great job managing the issue
 - e. Still on schedule
 - 4. Old Business (re-arranging order today as Jay cannot join us until 4 pm)
 - a. CCOP/CPAG participation with FSCOUP updates
 - a. Work is getting better at formal incorporation. However, there are still CCOP/CPAG groups that are lacking representation
 - b. Still needs to involve Fac Affairs committee.
 - c. We would need to put a statement together regarding CPAG status
 - b. Staff Spotlight recognition exploration task force
 - a. Working on getting more involvement from USS
 - b. Qualtrics is being defined and developed
 - a. Discussions occurred about nomination process and limitation of length of the nomination "form".
 - b. Discussed eligibility and nomination restrictions
 - a. Non-faculty
 - b. Number of years = 2
 - c. Olathe & Salina campuses, Extension eligible
 - c. This process may change due to number of nominations
 - d. Nominations due on the 15th and winner determined by 1st of the next month, and announced the next month.
 - a. Everything submitted by the first, will be reviewed.
 - b. Nominations may be considered over the next 12 months if not selected in first month.
 - c. Selection committee from PSA committee and USS employees.
 - a. Suggested to have a policy for determining winners.
 - d. Photos to help recognize nominated was discussed, and concerns about anonymity was raised.
 - c. Proposed revisions to Ombudsperson requirements.
 - a. Progress was made and more time needed to finalize wording. Goal is to have this done by beginning of Spring Semester (2022)
5. Other Business
 - a. SGA Report - No report
 - b. Listening Session Committee - No report
 - c. Salary and Fringe Benefits Committee Report - No report
 - d. USS Report
 - a. Discussions focused on COVID mandates and OSHA policies

- b. Specific questions were to be sent to HCS to ensure specific situations would have an answer or response.
- c. Employee suggestion program/memo
 - a. The position is still open to manage this and the program was on pause until filled.
 - b. Not necessarily a budget issue, but one where there were positions unfilled
 - c. Discussion of facilities employees using personal vehicles vs ATV/university work vehicles.
 - a. Does not appear to be compensation for this personal resource use.

6. Adjourn – 4:26pm