

Kansas State University Faculty Senate  
Professional Staff Affairs Agenda  
April 4, 2023, 3:30 – 5:00 pm  
Business Building 3046  
or Zoom  
Meeting ID: 91721758009

Call to Order

1. Approval of March 7th minutes
2. New Business
  - A. Hiring incentives
    - i. <https://www.k-state.edu/hcs/policies/incentive-bonus/>
  - B.
3. Old Business
  - A. Goals/Yearlong agenda topics - Assignment of Committee Members to Year Long Goals
    - i. Add remote opportunities to job postings-in process (should be listed as fully remote, hybrid, campus only) Currently an option to sort on job page. - **Completed**
    - ii. Ombudsperson language changes— **Completed**
    - iii. Resolution of support – tabled
    - iv. Strategic planning involvement
      - a. Update on Workforce Development Task Force (next meeting)
      - v. 5-year review language clarification (Handbook committee) C159.3 and C159.9 – **With Handbook Committee**
        - a. Ensuring that staff are included
        - b. Does the language mean direct reports only or everyone in the organization lineage?
      - vi. Compensation/Career Ladders - Casey and Monica C.
        - a. When or where to start?
        - b. What are the goals or what does completion look like?
        - c. Who are the stakeholders? From whom do we need buy-in or information?
        - d. This would be a K-State issue, and not likely a statewide option.
        - e. What determines a change in title/promotion? Years of experience? Education/Training/ Certifications? Evaluation?
        - f. Is it possible to hire a consultant to determine these processes?
        - g. How will multiple surveys (Docking Institute and Emergent Methods) affect outcomes and next steps?
      - vii. Docking survey follow-up listening sessions
        - a. Linda and ?
    - B. Committee Roles: **Must have volunteers to vote on by next meeting.**
      - a. Co-chair--Renee will do 1 more year, but also will chair Regents UPS
      - b. Secretary --
      - c. Salary and Fringe Benefits committee rep –  
<https://ksuemailprod.sharepoint.com/:w:/r/sites/ProfessionalStaffAffairs/Shared%20Documents/General/PSA%20Committee%20Roles.docx?d=w7e23beb747ca4411b0d0ccf0f0350445&csf=1&web=1&e=OCuExF>

- C. CCOP (College Committee on Planning) Integration – Update
- D. Shared Governance Meeting
  - viii. USS Representation in FS
    - a. Caucus with or without staff that are in a union
  - ix. Changing staff classification
    - a. One type of staff?
    - b. USS to Unclassified?
    - c. Exception for Regular Contract Staff that move to Term Contract
- F. COLA Proposal
  - i. Update - Renee

G. Other

- 4. Other Business
  - A. SGA Report
  - B. USS Report
  - C. Term Staff Report
  - D. Salary and Fringe Benefits Committee Report
  - E. Shared Governance
- 5. Adjourn