

Kansas State University Faculty Senate
Professional Staff Affairs
Minutes
February 7, 2023, 3:30 – 5:00 pm
Business Building 3046
or Zoom
Meeting ID: 91721758009

Members: Renee Gates, Mishelle Hay-McCammant, Linda Craghead, Chris Jones, Monica Curnutt, Melissa Holmes, Justin Wild, Kimm Dennis

Call to Order

1. New Business

a. Review of HCS Re-hire policy

- i. Issues pertain to background checks and how to identify and know reasons for prior dismissal.
- ii. How will applicants be vetted for this prior to interviews and reviews?
- iii. Appears to have different processes for staff, tenured faculty, and non-tenured faculty
- iv. How much time will be allowed for the review and/or appeal
- v. Will we know this in PageUp?
- vi. How are applications assured to be identified correctly?
- vii. What does intent to terminate mean?
- viii. Will this policy be present on applications or HCS pages to know of this policy?
- ix. Are the individuals notified they were ineligible to be re-hired?
- x. Who has access to this list?
- xi. Does this happen after a grievance procedure?

b. Provost in next FS Meeting – Questions for him?

2. Approval of January 17th minutes

a. Approved

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
- iv. Strategic planning involvement - **Committees being formed now**
- v. 5-year review language clarification (Handbook committee) C159.3 and C159.9 – Mariya and Tandy – **Sent to Faculty Affairs Committee**
 - Ensuring that staff are included
 - Does the language mean direct reports only or everyone in the organization lineage?
- vi. Compensation/Career Ladders
 - Casey and Monica C.
- vii. Docking survey follow-up listening sessions – **Update from UPC**
 - Linda and **Mark**

b. Committee Roles:

- Co-chairs – Tandy Rundus and Brad Cunningham will exchange committees
- Secretary – Mark may need to be replaced, pending HHS vote

- 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. Board of Regents UPS (University Professional Staff) committee responsibilities 23-24 preparation -

d. CCOP (College Committee on Planning) Integration – Updates?

i. Still many/most colleges and units are not fully in compliance with B95 of University Handbook

e. Shared Governance Meeting

i. USS Representation in FS

- Caucus with or without staff that are in a union

ii. Changing staff classification

- One type of staff?
- USS to Unclassified?

f. Exception for Regular Contract Staff that move to Term Contract

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