

Kansas State University Faculty Senate
Professional Staff Affairs
Minutes
February 21, 2023, 3:30 – 5:00 pm
Business Building 3046
or Zoom
Meeting ID: 91721758009

Members present via zoom: Renee Gates, Justin Wild, Tandy Rundus, Mark Haub, Casey Keller, Kimm Dennis, Mariya Vaughan

Call to Order

1. Approval of February 7th minutes
 - a. Approved

2. New Business

- a. Building and Sustaining the Next-Generation Land-Grant Workforce at K-State

- i. <https://www.k-state.edu/strategic-planning/process/Next-Gen-K-State-Task-Force-Strategic-Planning-Themes.pdf>

- ii. CHALLENGE QUESTIONS

- What does the workforce of a next-generation land-grant university look like?
- How do we ensure we are building and maintaining an environment that prioritizes diversity, equity, inclusion, and belonging for all our faculty and staff? What supporting initiatives, programs, structures, and resources are necessary?
- What are the unique elements of a next-generation land-grant university that can enable us to recruit and retain a more diverse workforce?
- What does it mean for K-State to be a competitive employer, and how will we apply that lens when considering work format, flexibility, role definition, and compensation?
- How should we recruit, retain, support, accommodate, communicate with, evaluate, incentivize, and reward our people? What should career mobility and progression look like at K-State?
- How should we hold one another accountable and evaluate performance in a way that is fair and equitable to all our people?
- What structures, policies, or systems need to be modernized to help our faculty and staff do their work and be successful?
- When we think about all the changes that will happen by 2030, how should we approach structures and policies that drive innovation and help the next generation of faculty and staff be successful? How do these needs differ between faculty and staff?
- What capacity is needed among our faculty and staff to fulfill our mission and achieve our vision? Where are our greatest gaps?

List of comments and issues pertaining to these questions. Provided by Linda Craghead and our PSA committee members:

Antiquated systems
Update and invest in CRM
Replace systems
Need centralization, as best as possible
Align with KBOR system (ERP)
Endgoal — ERP

- Functional IT is excluded from most positions and hiring searches
- Career ladders for staff
- What is definition Next Gen Land-Grant university?
- Needs to be prescriptive (who's responsibility is it?)
- Develop our own workforce vs training students to work in other fields.
- Match and develop staff with necessary skills to excel in positions
- Be the place where people want to work.
- Flexible benefit options (leave balances, childcare, tuition, etc)
- Streamline on-boarding together (staff through upper administration)
- What are the actual steps to move up for each step? Is that listed/known?
- Need to provide time to prepare to level-up
- Helping area understand what we do and provide quality work environment
- Time to be able to complete service, and expand resume
- Mandate leadership and supervisor training for all administration.
- Succession planning
- Salary compression / inversion
- Strategic hiring
- Salary cap certain positions
- Advising Standards
- What are the top 5 priorities that have been shared already?
- How can we impact the most
- Dashboard items to track and what metrics are needed on the dash?
- What is the roadmap for creating and cultivating a better culture?

Report - Family Day - April 19th to May 3rd

Chair (Jennifer Miller) for caucus member needs replaced.

b. Task Force Members:

[Building and Sustaining the Next-Generation Land-Grant Workforce at K-State Task Force](#)

- Rana Johnson, Vice President for Diversity, Equity, Inclusion and Belonging, Office of Diversity, Equity, Inclusion and Belonging, Task Force Co-Chair
- Karin Westman, Professor and Head, English, College of Arts & Sciences, Task Force Co-Chair
- David Brown, Director of Operations, Human Capital Services
- Marcellus Caldas, Professor, Geography & Geospatial Science, College of Arts & Sciences, and Assistant Provost for International Faculty Collaboration and Educational Programs
- Linda Craghead, Director of Facility Custodial Services, Administration and Finance
- Trisha Gott, Assistant Professor and Associate Dean for Academic Programs, Mary Lynn and Warren Staley School of Leadership
- Kevin Gwinner, Dean, College of Business Administration
- Troy Harding, Professor and Head, Integrated Studies, K-State Salina
- Derek Jackson, Associate Vice President Student Life, Housing & Dining

- Julia Keen, Professor, Architectural Engineering and Construction Science, Carl R. Ice College of Engineering
- Amanda McDiffett, Budget Director, College of Business Administration
- Audrey Mross, Attorney and Senior Partner, Munck, Wilson, Mandala in Dallas, TX, K-State Alumni
- Adam Petrea, Director of Project Management, Information Technology
- Marta Richenburg, Senior, History and Political Science, College of Arts & Sciences
- Meagan Sadler, Director of Business and Fiscal Affairs, K-State Olathe
- Anthony Tarpoff, Associate Professor, Animal Sciences & Industry, College of Agriculture
- Zane Whitney, Doctoral Student, History, College of Arts & Sciences
- John Wolf, Operations Manager, Animal Sciences & Industry, College of Agriculture
- Shanna Legleiter, Associate Vice President, Human Capital Services, ex-officio

3. Other Business

- a. SGA Report
- b. USS Report
- c. Term Staff Report
- d. Salary and Fringe Benefits Committee Report
- e. Shared Governance

4. Adjourn