

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

Call to Order

1. Approval of February 7th minutes & 21st minutes
 - a. Approved

2. New Business
 - a. COLA proposal
 - i. Proposal was sent to administration to review
 - ii. Using the % increases the pay gap
 - iii. Proposing is to get same amount (flat rate) and based on FTE rate (e.g., 0.8 vs 1.0)
 - ☐ Have merit be based on %
 - ☐ KBOR may mandate a specific way to allocate
 - iv. Eliminates impact on those on lower pay scales
 - v. Salina had similar concerns
 - vi. Arrange it to resolve this going forward
 - vii. Seems to be consensus of PSA
 - b. Meeting changes due to spring break
 - i. Vote to cancel 3.21.23 meeting

3. Old Business
 - a. HCS follow-up with answers to PSA questions regarding the ineligible to rehire list policy
 - i. This will be kept internal.
 - ii. There are very few of these cases.
 - iii. These will typically be internal hire issues and rare for most positions.
 - iv. They (individual) will receive notification
 - v. Applies to faculty and staff
 - vi. There will not be an appeal once on the list
 - ☐ Being on the list will only happen after being placed on the list.

4. Other Business
 - a. SGA Report
 - b. USS Report
 - c. Term Staff Report
 - d. Salary and Fringe Benefits Committee Report
 - e. Shared Governance – Was rescheduled. Majority of USS did favor moving this forward and have Mindy (Markham) support it as past president.
 - i. This may need to go to constitution committee first to make sure wording is correct.

Retention – Ag and HHS had issues with faculty retention, and staff had retention issues that were > than national average. Some of the issues were due to COVID.

The new budget model does not hold position lines anymore, so may not be comparing apples – apples.

If a position is no longer held, it may appear that the position is not needed (since it is not held/open) and budget was re-allocated.

5. Adjourn