

Minutes
K-State University Support Staff Senate
August 13, 2025 @ 1:00 pm
Cottonwood Room, K-State Student Union;

I. Call to Order

II. Roll Call

III. Minutes from July: Regina Crowell moved to approve minutes as read, Jane Cleveland second the motion.

IV. Budget/Treasurer's Report – **Sandy Emme** – Absent, No Report

V. HCS Report – **Betsy Molinary**: From Marci Ritter she is continuing to work on the compensation study with the team & departments. They are working on steps to comply with the state of Kansas requirements to eliminate unnecessary degree requirements from job minimum qualifications. They anticipate more updates mid-fall. Updates from Megan and the talent & learning team, they are currently developing a seasonal training catalog that will highlight learning and development opportunities available to employees. Fall 2025 is the launch of this new resource. There will be a dedicated webpage. Will share additional information once page goes live.

VI. Administration and Finance Report – **Tara Fronce** Happy to assist with any questions but nothing to report. Tom asked about committees and not meeting. Tara has not received an update but can find out, last know was they were doing a review of all university committees. She will check if any decisions have been made.

VII. Unclassified Professional Staff Affairs Committee Report – **Gina Nixon** PSA meets next week for the first time and will be working on creating agendas.

VIII. Office of Civil Rights & Title IX Report – **Justin Frederick** Eric Bicaba filled in for Justin. They are revising and updating the biannual training. Estimate will be live mid to late September. Also updating any pre-requirement for any training for USS Supervisors attending the K-State Supervisory Foundation. They would be happy to conduct in person group requiring assistance.

IX. Facilities Union Representative – Bill Burris

X. USS President/Executive Council Report – **Thomas Fish** Tom and Kimm received the revisions for the handbook started last academic year to review. Tom will send out to all the senators to take a look and to talk to your constituents about the changes before September meeting. In September Shanna and HR will come to meeting so if there is any discussion needed. Questions can be asked at that time.

Senate Standing Committees:
Communications – **Jane Cleveland**
Recognition – **Regina Crowell**

XI. Campus Committee Reports:

Campus Recycling Advisory Committee – Currently not meeting.

Campus Planning and Development Advisory Committee – Vacant position

Campus Environmental Health and Safety Committee – Vacant position

University Committee on Gender Equity – **Kristin Copeland-Class, Regina Crowell**

Parking Council – **Sandy Emme** (3 Vacant positions)

FS Salary and Fringe Benefits Committee – **Thomas Fish**

FS Committee on Technology – **Regina Crowell**

FS Committee on University Planning – **Thomas Fish**

Staff Compensation Steering Committee – **Denny Ryan** Met this week and talked about how they will be wrapping up the staff and moving to faculty. They stated that they want to meet with USS at the next meeting in September. That has not been confirmed yet. Believe for update and to ask questions. Much is considered confidential and not much that can be shared at this time. If have any questions you would like him to take to the committee, please let him know.

XII. Old Business:

XIII. New Business: COLA discussion: Not official but has been heard employees will no longer be receiving this starting next fiscal year. Go to strictly a merit based. By K-State. It might be different if mandated by state. Also, it has been heard that KU is on hiring freeze until 2027. Gina mentioned that HR liaison got email stating October 12th will be the go live date of timeclocks. Training will start taking place in September. They have had vendor reviews happening to put performance appraisal system, making it all computerized rather than paper forms. So there is an RFP out there. Discussed the one-time bonus happening.

XIV. Adjournment: Regina moved to adjourn, Jane second.

Next meeting: September 10th, 2025 @ 1:00 pm – Cottonwood Room 230