

**Kansas State University Faculty Senate Professional Staff Affairs**  
**April 16<sup>th</sup>, 2024, 3:30 – 4:45 pm**  
**Business Building 3046 or Zoom link: <https://ksu.zoom.us/j/91721758009>**

Attending in-person were Monica Curnutt, Tandy Rundus, Will Grogan, Mark Stadlander. On-line were Linda Craghead, Jason Maseberg-Tomlinson, Mishelle Hay-McCammant, Kimm Dennis, Justin Wild, Mariya Vaughan, Amy Bruska, Melissa Holmes, and Lisa Wilken.

Mark moved to approve minutes of March 5th, 2024. Jason seconded and motion approved.

**New/Ongoing Business:**

- a. Steering committee on Performance Management System update – Linda reported that the committee had a chance to share their feedback and the last update was that there would be a questionnaire sent out for general feedback soon.
- b. Notice of Non-Reappointment Policy working group—Renee sits on this committee for us. Nothing to report at this time. It was noted this was a university level committee and nearing plans for launch.
- c. The Time & Leave System was to be launched in April. Linda reported the award contract had not been signed, but it and the MOU were close. Amanda McDiffett is working on this as the AVP of HR operations for the University.

**Other Business:**

Staff Spotlight- Linda will get the sub-committee together to finish up the awards.

SGA Report – Elections complete so will have a new representative soon.

USS Report – Kimm Dennis reported USS Senate formed a subcommittee for updating their mission statement and creating a list of benefits for allowing employees to be involved in USS Senate to provide to supervisors; progress on training through Sunderland Foundation and a list of trainings to be offered should be available soon. May 22<sup>nd</sup> at 11:00am is USS recognition.

Term Staff Report – Tandy reported the group met with Faculty Senate leadership and felt caucus was a good idea to continue; biggest challenge no way to connect with constituency regularly with no set college meeting. Caucus members encouraged Faculty Senate Leadership with new hire of Candace's position to put extra support into an email list of Term employees so caucus could better connect with constituents. Tandy was not re-elected; but Marcus Kidd from the College of Education will be representing the Term Caucus on the PSA committee.

Salary and Fringe Benefits Committee Report – Linda reported that the group met and reviewed emeritus faculty and staff policy to allow emeritus faculty to continue to receive dependent tuition benefits; it was also shared that several staff do not realize they can apply for emeritus status – so committee will take that topic up for consideration. A call for representation for a faculty compensation peer learning community – for equitable, transparent faculty compensation had been put out. Currently there is not an option through the compensation peer learning community to have a cohort for staff, but working with KBOR to put something forward to help with that process.

We need to be able to update FLSC with info on next year's co-chair and secretary soon. Renee will still be on PSA next year, but cannot serve as a Co-Chair again. Reach out to Monica or Renee for more information or to serve. Transition meeting should be the second one in May.

Mishelle shared that her question at the Town Hall about University decisions being made on policy and process that include high to mid-level admins but not boots on the ground, student-facing faculty and staff not implementing well had several reach outs to her about this problem being a real concern. She felt the PSA should continue to encourage administration to be inclusive of those below Assistant Dean level on committees. Monica reported she will be meeting with the President and Provost later this week and can lift these up as well as other issues related to shared governance.

It was suggested that it might be good to create a more structured format for Staff Spotlight moving forward. Monica asked the sub-committee to share the structure they are working with now and the group can finalize it more.

Group also discussed who might be good to connect with for hot topics before the group transitioned. Shanna Legleiter was suggested as a reach out to discuss:

1. Performance Management system update
2. Time and Leave system update
3. Types of contracts when we go to 90-day non-reappointment notification
4. Is there a workload policy for professional staff planned much as there was a faculty workload policy?

Group prioritized #2 and #3 above if Shanna only has time for a couple updates.

Looking forward: Suggestion was given that the committee review initiatives to move forward that are important to Professional Staff including:

- Policy change to include staff in CCOPs.
- PSA could be asking why we can't apply pressure to President or Provost for oversight of policy changes.
- Ombudsperson have to have one that will be staff.
- And policy changes to include direct reports at all levels in evaluations of higher admins like Deans.
- Another issue has been the Docking Institute Surveys have been done, but nothing is done with the information from them.
- Keep doing climate surveys of our staff, but doing NOTHING with the information received continues to be a big gap.
- Are staff on NEX-GEN committees?

Meeting adjourned. Tandy Rundus recorder.