

Attendance:

Kimm

Jody

Jerry

Gina N

Lisa W

Kari

Betsy

Renee

Marcina

Marcus

Monica

Linda

Will (came late)

Guests:

Thomas Lane

Patrick Burt

Kansas State University Faculty Senate

October 15th, 2024, 3:30 – 4:45 pm

Business Building 3046

or Zoom link:

<https://ksu.zoom.us/j/92136035246>

1. Call to order
2. Approval of September 17th, 2024, minutes, linked: [Professional Staff Affairs 09.17.2024 Minutes](#).
3. Expressive Policy – Dr. Thomas Lane & Patrick Burt

- a. PPM 7840 (Facilities Usage)
 - i. Changed language to reflect updated student organization recognition.
 - ii. Added .090 to PPM 7840 – Expressive Activity Time, Place, and Manner Restrictions
 - b. PPM 8570 (Publicity)
 - i. Renamed from Sidewalk Publicity to Chalking
 - ii. Added language regarding the changes to existing chalking
 - c. Campus Demonstration Response Team
 - i. Answer questions and ensure a smooth event.
 - ii. Training was conducted with KSUPD regarding de-escalation techniques. OGC regarding first-amendment rights, etc.
 - d. Free Speech & Expressive Activity Website
 - i. Created by Corey Williamson, AVP DEIB
 - ii. It's like a one-stop shop regarding the topic.
 - iii. <https://www.k-state.edu/diversity-inclusion/resources/free-expression/>
 - e. Q&A with our guest speakers took place. The questions were from various topics.
 - f. The slide deck will be put in Teams. The slides can be shared with our constituents.
4. Other Business
- a. Feedback from October 9th – President's Open Forum
 - b. Feedback from University Provost's SEP Open Forum
 - c. [Comp Study Overview pdf](#) & [2025 Performance Management pdf](#) provided by Human Resources has been added to the PSA Meeting File title "Human Resources Presentations"
 - d. Report – Quarterly Meeting with Dr. Marshall Stewart held 10/16 @ 3 p.m.
 - e. Update on Employee/Faculty Classification Trend Report – Marci Ritter
 - a. How does information compare to Office of Data, Assessment & Institutional Research information? [Quick Facts \(k-state.edu\)](#)
 - b. Terminology
 - c. 2019 – 2024 analysis took place
 - i. Unclassified regular //Unclassified temporary // Unclassified total
 - ii. USS Regular // USS Temporary // USS total
 - iii. USS positions represented by the Union have not been decreasing
 - iv. Union membership is very low. The Union MOA details/protections extend to all positions covered by the Union agreement.
 - v. Unclassified is slowly increasing over time
 - vi. Faculty numbers (decrease in tenured faculty numbers) aren't an uncommon trend right now across higher education.
 - f. Staff Spotlight – Renee Gates
 - a. The committee (Renee Gates, Linda Craghead, Mary Sullivan, Sujatha Prakesh, Kimm Dennis, Regina Crowell) Met in September and October to select award winners for July, August, and September. Letters have been sent to the

President's Office for signatures and once ready, will be sent to recipients after they are signed. Payment requests have been submitted to payroll and the K-State Today announcements have been submitted to hopefully appear on 10/18 (July), 10/23 (August) and 10/28 (September). We will meet the first Friday of November to select the October recipients.

- b. SGA Report – Brady Kappelmann
- c. USS Report – Kimm Dennis
- d. Term Staff Report – Marcus Kidd
 - a. We haven't had met yet, but our next meeting will be taking place soon.
- e. Salary and Fringe Benefits Committee Report – Gina Nixon

5. Adjourned the meeting @ 4:55 PM

General Info:

- a. Reminder - Health Insurance Open Enrollment closes October 31st.
- b. Reminder – [Attend Performance Management Training](#) (click link for session dates) – be prepared to provide feedback

- c. 3rd Week of October - [Kansas State University Campus Master Plan \(k-state.edu\)](#)

Town Hall Meeting times:

October 21 – Salina (in-person) 3:30 -4:30 College Center Conference room

October 22 – Manhattan (in-person & virtual) 5:30 – 7 p.m. College of Business Room 1088

October 23 – Virtual - Noon – 1 or 6 – 7 p.m.

October 24 – Olathe (in-person) 1-3 p.m. Forum Hall

Future Meeting Dates:

November 5th & 19th (11/19 – Thomas Bunton will give IT Update)

November 22nd – Onsite KBOR Meeting

December 3rd & 17th

January 7th & 21st

February 4th & 18th

March 4th & 18th (Spring Break 17th – 21st) Cancel 03/18 or reschedule?

April 1st & 15th

Final May 6th & Transition 20th

AI notes

Overview

During the Professional Staff Affairs Committee meeting held on October 15, 2024, key topics included the introduction of updated expressive activity policies, influenced by nationwide challenges on campuses, presented by Thomas Lane and Patrick Burt. The committee reviewed policy updates to PPM 7840 regarding facilities usage and PPM 8570 concerning chalking, discussing new guidelines and enforcement issues. A Campus Demonstration Response Team was established to ensure safety during expressive activities, with training focused on First Amendment rights. The meeting also addressed complexities surrounding university statements on social issues, referencing historical contexts from the Calvin Committee, and analyzed employee classifications, including FLSA thresholds and faculty trends. Additional discussions included aligning HR data with institutional research and plans for future collaboration, with action items assigned for data sharing and feedback on the campus master plan.

Notes

☐ Introduction and Expressive Activity Policy (00:00 - 08:54)

- Thomas Lane and Patrick Burt presented on expressive activity policies
- Purpose of college: widen horizons, create space for variety of ideas
- Spring 2024: Nationwide expressive activity challenges on campuses
- K-State reviewed and updated expressive activity policies

Policy Updates and Chalking (08:55 - 22:32)

- Updated PPM 7840 (Facilities Usage) policy
- Added section on expressive activity time, place, manner restrictions
- Identified appropriate outdoor locations for expressive activity

- Updated PPM 8570 (Chalking) policy
- Discussed chalking rules and enforcement challenges

📌 Campus Demonstration Response Team (22:32 - 38:50)

- Established to support expressive activities and ensure safety
- 28 initial team members from various departments
- Provided training on First Amendment rights and campus policies
- Team structure: 4 leads with supporting members

University Statements and Calvin Committee (40:16 - 49:44)

- Discussed challenges of making university statements on social issues
- Referenced Calvin Committee from University of Chicago (1960s)
- Highlighted risks of university taking specific stances

Employee Classification and Trends (49:58 - 01:02:12)

- Marci presented on employee classification terminology
- Discussed USS, unclassified, and faculty appointment types
- Showed trends in employee numbers from 2019 to 2024

FLSA and Contract Types (01:02:13 - 01:07:05)

- Presented data on exempt vs. non-exempt employees
- Discussed upcoming FLSA threshold change (January 2024)
- Showed trends in contract types (regular vs. term)

Faculty Trends (01:07:08 - 01:14:41)

- Presented data on tenure-track vs. non-tenure track faculty
- Discussed overall decline in faculty numbers in higher education

Data Analysis and Reporting (01:14:54 - 01:20:34)

- Discussed alignment of HR data with Office of Data Assessment and Institutional Research
- Considered sharing data with provost and faculty senate

Wrap-up and Future Meetings (01:20:42 - 01:24:41)

- Discussed sharing of presented data and potential privacy concerns
- Mentioned upcoming town hall meetings and campus master plan feedback sessions

Action items

Monica Curnutt

- Upload presentation slides to the team's page (48:00)

All members

- Review campus master plan draft and provide feedback (01:23:32)
- Attend campus master plan feedback sessions if possible (01:24:11)
- Send reports to Marcus for next meeting (01:22:26)

Marci

- Check with Shannon about sharing data presentation (01:21:11)
- Send data presentation to Lynn for provost review (01:20:52)