

Minutes
K-State University Support Staff Senate
November 9 @ 1:00 pm
Cottonwood Room, K-State Student Union; Zoom Meeting ID: 289 124 7737

- I. Call to Order at 1:02 pm
- II. Roll Call: Monica Macfarlane, Kimm Dennis, Regina Crowell, Mike Seymour, Denny Ryan, Sandy Emme, Marla Carstenson Tom Fish, Bryan Hone(zoom), Jane Cleveland(zoom)
Liaisons: Mischelle Hay McCammant Emily Johnson
Guest Richard, union representative
- III. Minutes from October
 - a. Motion to approve October Minutes as written by Regina Crowell, 2nd by Sandy Emme. Motion passed
- IV. Budget/Treasurer's Report – **Regina Crowell**
Picked up paperwork from Prior treasurer, Kelly today.
Balance as of 11/9/2022
Foundation Account(C-21151-CS) one contribution of \$10.00, for an ending balance of \$9,350.88
Foundation Account (C-21155-CS) no activity for ending balance of \$195.07
Foundation Account (C-23750-CS Awards Ceremony balance of \$2,730.67.
State Account (NMAF205629) balance of \$3,628.94
Total Funds Available as of 11/2022 are \$15,905.56
Motion to approve by Marla Carstenson, motion seconded by Tom Fish. October 2022 treasure's report approved.
- V. HCS Report – **LaVerne Williamson** – No Report
- VI. Administration and Finance Report – **Tara Fronce** - No Report
- VII. Unclassified Professional Staff Affairs Committee Report – **Mischelle Hay McCammant**
Proposed Revisions have been made to the handbook Section C 159. It doesn't necessarily require them to be inclusive of staff, depending on one of our big things is as they say, unclassified, or professional staff and then they say and other staff. Regarding the five-year reviews for administrators, because we think it's too ambiguous and it's not. So, we're assuming when they say other staff, they need USS. And so, our concern is that for both the staff designations that they have listed. Concerned if not a direct report to the administrator but work with them that you will not be included. We would like it to be more instructive of who will be included. Would like input from USS senators. Next it would be presented to Faculty Affairs, they'll review and then they will decide if willing to send on to university handbook committee. If moves forward it will then be reviewed of any changes again. If the case, then it can move to a full vote or faculty to change that.
- VIII. Office of Intuitional Equity Report – **Justin Frederick** – No report
- IX. **USS President/Executive Council Report – Monica Macfarlane**
Monica, Denny, Mary & Mischelle gave presentations, including results and recommendations, to the Dean's council and President's cabinet (president was not there, Provost was covering for him) about the docking survey. They seemed to want to know what they could do – an “easy button” They were showed how morale has gone down in the last two years primarily from workload & struggles with having more work with no or extremely little increase in pay. They suggested to start asking the staff for solutions. Recommended having targeted brainstorming sessions (not just listening sessions) on the four areas, salary compensation, work environment, workloads, and incentives. Also noted that administration needs to be advising their unit heads that staff need to be involved in helping with solutions...they need to be given time to go do thing and give their input.
Positive was that we did get the holiday leave, all employees did. Docking Survey was also given to Emergent method. They stated they will work with administration of a course of action. Have heard nothing since.
- X. Senate Standing Committees:
Communications – **Jane Cleveland/Monica Macfarlane** – Monica; the docking survey results were sent out.
Recognition – **Regina Crowell/Kimm Sanchez**
Regina has written up some items and will also send it out by email, kind of what was done last year and let's get everyone to brainstorm with the positive & negative. She will then set up a meeting.

XI. Campus Committee Reports:

Campus Recycling Advisory Committee – **Marla Carstenson/Thomas Fish** – No report
Campus Planning and Development Advisory Committee – **Regina Crowell** – No report
Campus Environmental Health and Safety Committee – **Marla Carstenson/Dylan Lackey** – Has not heard anything yet.
President's Commission on Diversity, Equity, Inclusion and Belonging – **Be Stoney** – No report
KSUnité – **Be Stoney** Monica stated they just sent out hours' classes will be canceled
Parking Council – **Sandy Emme** – Has not heard anything yet.

President's Commission on Gender Equity – **Monica Macfarlane** – Had their 1st mtg. Had mtg with Emergent method. Introduced new members and what plans will be for December. Discussing having a university forum with inviting different groups to come talk about equity issues. This can help find areas to focus on and help.

FS Salary and Fringe Benefits Committee – **Mary Oborny** – No report
FS Committee on Technology – **OPEN (Regina?)** -Has not heard anything yet
FS Committee on University Planning – **Monica Macfarlane** No report

XII. Old Business:

- a. KBOR meeting with Senate Exec 11/17
A presentation was put together. Basically, to say here are our staff, recruitment and retention issues. Plan to provide highlights from the docking survey. Am extending invite to all senators to attend.

XIII. New Business:

- a. Docking Survey Presentation update – under IX
- b. Senate Structure change proposal
You will fall under Faculty Senate. We are down to about 950 with about half being union. Have had no say in how these transitions to UPS have been handled. Few concerns include longevity pay and review board are being lost. Trying to determine how to have discussions - some say in how transitions happen. Hoping while still a “chunk” left move into a caucus. As you are transitioned you would then move to the appropriate caucus. Looking at asking for a three year to see how this has gone. One senator for every 100 people. With our counts we are asking for four representatives, with preference for one spot being given to one being from either Salina or Olathe, if one willing. Possibility of one ex-officio from the unionized employees. The proposal would first go thru senate, if approved it would then have to go to a vote to all USS. With this change the unionized employees would not be a part of this. Richard, union rep, would need to speak to others. (Union section does not “lose” anything by not being a paid member) If senate dissolves then the union will have representation for anyone under the union. Discussion continued on the subject. Monica will make adjustments to proposal with shared governance and send out to us after she returns from her vacation for a vote. Then it will need to be presented to the rest of the USS employees. The union will also need to present it to their people for a vote. Discussion of Monica, Richard & others coming to Salina to present the information. Talk of having a USS forum for both campuses will be checked into. Information can be sent out by listserv, K-State today etc. We do need things to get going however as this needs to start moving. More discussion occurred.

XIV. Adjournment at 2:21 pm.

Next meeting: December 14, 2022 @ 1:00 pm - Cottonwood Room