

Minutes

K-State University Support Staff Senate

October 9, 2024 @ 1:00 pm

Room 206, K-State Student Union;

Zoom Meeting ID: 972 3121 1339

Passcode: 666576

I. Call to Order

II. Roll Call

In Person: Thomas Fish, Regina Crowell, Sandy Emme, Marla Carstenson, Shanna, Betsy Molinary, Monica Curnutt, Emily Johnson

Online: Cassie Hall, Denny Ryan, Justin Frederick, Tara Fronce

III. Minutes from September

Moved & 2ndd

IV. Budget/Treasurer's Report – **Sandy Emme**

Change of amount to foundation account. Had a \$15 donation, paid out a \$200 merit award. Currently at \$9,222.86. Everything else is same as last month.

Moved- Regina,
2nd- Marla

V. HCS Report – **Betsy Molinary**

Next generation leadership development series offering October workshop offered three times between the 21st-24th. Details available in K-State article and on the HR website under "Learn and Develop."

Recap on upcoming compensation studies: announcement in K-State Today and on "Strategic Initiative" page. Study is in RFP stage, working with colleges and administrative units to ensure all PDs older than Jan 1st 2022 have been reviewed.

Process for reviewing PDs: HR will coordinate with HR liaison in each college or unit and then we will work with them to work through submission process.

Focusing on making sure we have PDs on file and that are accurate for the work that's being done so vendors are able to look at the info and be able to see if we are classified appropriately and updated.

If classification is not accurate or updated, there will be a reclassification process that works with vendors. Marcia is working on that.

Regina- Representation on committees. Employee appeals committees- we need

more representation and diversity- not just different job categories, male & female, etc. I (Regina) would be willing to serve on these committees, I've helped with 2 this summer and we have people on committee but couldn't due to timing or position.

VI. Administration and Finance Report – **Tara Fronce**

Nothing to report.

VII. Unclassified Professional Staff Affairs Committee Report –
Monica Curnutt

Professional staff affairs has met with HR and have requested some data to analyze regarding exec positions related to staff positions and change over time. Meeting with Dr. Lane next week to talk about expressive policy. Met with Regents to talk about 2025 docking survey. Will be looking at final round of questions and then finding some that align with strategic plan. Specifically, number nine, hiring champions of the world, the employer of choice. Will be meeting with Dr. Marshall Stewart to talk about the cost of the docking survey.

Filled in some time during meeting talking- Open forum- President would like in-person attendance with questions regarding topic and anything you have a question or concern on. Clarification- faculty and staff issues

VIII. Office of Intuitional Equity Report – **Justin Frederick**

Busy with freedom of expression and speech. If there is something you see that you are unsure if it could be harassment or discrimination in your area get in contact with OIE.

IX. USS President/Executive Council Report – **Kimm Dennis/Thomas Fish**

FS Open Forum October 9th at 3:30 in the Union Forum Hall- Please attend if you can

X. Senate Standing Committees:

Communications – **Jane Cleveland**

Recognition – **Kimm Dennis** – Need a new chair of committee.

Regina & Sandy agreed to co-chair

XI. Campus Committee Reports:

(Tara- Current data collection and analysis of committees to see how often they're meeting, if some need to be combined, what is necessary and what is not, etc.)

Campus Recycling Advisory Committee –**Thomas Fish**- Currently not meeting.

Campus Planning and Development Advisory Committee – **Regina Crowell**

Campus Environmental Health and Safety Committee –**Dylan Lackey ****

University Committee on Gender Equity –

Kristin Copeland-Class, Regina Crowell, October 21, 2024

University Committee on Diversity, Equity, Inclusion and Belonging(UCDEIB)-

Thomas Fish

Parking Council – **Sandy Emme**

Meeting scheduled for Oct 16th

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

FS Committee on Technology – **Regina Crowell**

FS Committee on University Planning – **Kimm Dennis**- Absent today

USS Mission Statement – **Mary Oborny**-No report

Staff Compensation Steering Committee-**Denny Ryan**

Still forming and solidifying committee.

Probably won't meet until vendor is selected.

XII. **Old Business:**

Goals: need mission statement in order to set goals, maybe get committee back together, regroup. Put note out to get some committee members, check previous senators? Tom- prep November meeting.

XIII. **New Business:**

Shanna sent a follow-up email with information to answer questions from last meeting. Topics discussed in email:

-followed up with benefits team and confirmed that there's no health insurance rate increase for the benefit plan that starts in 2025, there will be a new eyecare provider. Do open enrollment as soon as possible.

-Followed up with compensation area and they're working with housing and dining to address compensation issues. Compression

Representation- limit of one on steering committee on compensation? Limit due to make up of committee & steering committee becomes ineffective

Question of Motion last meeting- 'we look at something to help Cat's Cupboard'

Waiting on report from Cats Cupboard and Tara is looking into a grant writer to help support them.

XIV. **Adjournment:**

Moved- Sandy

2nd- Regina

Next meeting:

November 13th, 2024 @ 1:00 pm – Hale 407