

Attachment 4

To: Climate Survey Committee
From: Faculty Senate Leadership Council and Professional Staff Affairs
Subject: Climate Survey & Professional Staff
Date: May 11, 2015
CC: Provost Mason, President Schulz

As the Climate Survey results were shared via the town hall meetings and published to the website, it was apparent that Professional Staff of the university were not clearly delineated both in the analysis and consideration for future meetings. The Faculty Senate Professional Staff Affairs Committee values the input and time that was contributed to the Climate Survey by Professional Staff at the University. Because we value the input and time of professional staff, we respectfully disagree with the approach taken thus far and in the interest of equity and transparency, it is necessary that the following actions occur:

- An analysis needs to occur for the group that identified themselves as “Unclassified Professional Staff”. We know from the Unclassified Professional Task Force Report and the Aon Hewitt report that there are critical areas to address for our body. To date, this has not happened. This survey information is imperative for us to continue to positively advocate and make change for the body of employees that makes up a third of the employees at K-State.
- Raw comments sent to the Faculty Senate Professional Staff Affairs Committee. This will aid us to determine any items to improve upon for Professional Staff. An example of an area of concern will be annual evaluations. We know for a fact that Professional Staff are not satisfied with the annual evaluations that occur for Professional Staff. Of course this would not be a theme if you lump us in with university support that have had mandatory performance evaluations for many years.
- Professional Staff must be a scheduled session in the fall. Professional staff serves largely different functions at the University when compared to university support staff positions. To not differentiate the professional staff during the Constituent Group Sessions further perpetuates our devaluation by the university at large. It is offensive that we should have to request and be considered for a “special group” session.

Professional Staff contribute greatly to the success of the university mission in ways that are distinctive from faculty and University Support Staff. To avoid addressing issues of concern to a distinct group that represents a third of the employees at the University, is to send a message of nonsupport that is unfair and dismissive. All three groups, faculty, Professional Staff, and University Support Staff should be treated as distinctive entities with their own concerns, responsibilities and work experiences. Thus, all should be considered equally and distinctly, and the fact that this is not being done sends the message to both Professional Staff and University Support Staff that neither group is deemed important enough to merit its own full and careful consideration.

We welcome a time to further consult with the Climate Survey Committee in person.