

Minutes  
K-State University Support Staff Senate  
November 13, 2019  
KSSU Flint Hills Room

**I. Call to Order:** Meeting was called to order at 1:00 pm.

**II. Roll Call:**

**Present:** Teresa Adams, Roxann Blasi, Becki Bohnenblust, Jane Cleveland, Monica Curnutt, Sandy Emme, Thomas Fish, Georgia Perez, Kylie Rethman, Cyreathia Reyer, Dennis Ryan, Cynthia Slover, Debbie Webb, Barb Wells, Debra Wilcox **Non-Voting Liaisons:** Maria Beebe, Tara Fronce, LaVerne Williamson, Stephanie Fox sitting in for Mary Oborny

**Excused:** Brittney Green, Vickey Grochowski, Kelly Ingalsbe, Mary Oborny

**III. Guest Speakers:** Shanna Legleiter, Associate VP of HCS and Jenny Dowell, Compensation Manager. Shanna and Jenny provided an update on the 4 HCS Strategic Initiative Teams:

- Competency Modeling – Utilize the competency framework acquired and how to assign competencies
- Career Paths – Opportunity to develop series of career ladders for a path forward (currently no career ladders in place)
- Performance management – no formal performance management at K-State
- Career Development – Create opportunities for career development, target opportunities.

What is possible today? Update website, communicate with campus, align with SEM efforts and connect with new leadership. Competency education will be their focus for the next year. No 360 reviews done at K-State at this time. There were 47 reclassification requests, they are still doing reviews.

**IV. Minutes:** Becki Bohnenblust moved to accept the October 9, 2019 minutes as presented. Motion was seconded by Jane Cleveland. Motion carried.

**V. Budget/Treasurers Report:** Kellie Ingalsbe was absent and no report presented.

**VI. HCS Report – LaVerne Williamson:** October 28 facilities came with Labor Relations regarding moving 2<sup>nd</sup> shift to the day shift. They discussed the challenges with staffing and bringing everyone together for training. They have been working to support the 26 involved and helping those unable to make the change find other jobs.

**VII. Administration and Finance Report – Tara Fronce:** There was an E-Scooter meeting – hope to have contract final – In April will look at the policy. The University will be working with ATA in constructing a shelter for riders. The holiday memo went out. University Risk and Compliance Officer interviews will be held the 1<sup>st</sup> week of December.

**VIII. Unclassified Professionals Committee Report – Maria Beebe:** Jenny and Shana gave the same presentation to the Unclassified Professionals Committee. Jeff Barns attended the October 15 meeting. Parking Services is 100% self-sustaining. He provided information on the tiers and the amounts charged for parking. There were 300 sold making under \$28,000. The Division of Vehicles will come to campus on November 19 and renew driver's licenses. Currently all appointment slots are filled. They are open to coming back if this is a success and is wanted. Jay Stephens will be attending the next meeting.

**IX. President/Executive Council Report: Cyreathia Reyer:** Beginning discussions with Faculty Senate and the Professional Staff to look at what an all university staff senate would look like. Things to consider are: Grievance process, # of term positions, Senate representation, job satisfaction and retention, and benefits (dependent tuition). If we start these discussions now, we would be in a better position when and if this happens. With more and more USS positions being hired and/converted to unclassified professional positions, we need to start discussions on the possibility of opening the Peer Review Committee to include unclassified professions. This is a benefit that we do not want to lose and see it disappear. We are moving forward in setting up listening sessions based on the results of the Docking Institute Survey. There were eight proposals submitted for the All in for K-State fund raising event. The winner will be announced at the end of March.

**X. Senate Standing Committees:**

**A. Communications Committee (Jane Cleveland) –** Updating the website.

**B. Governmental Affairs (Denny Ryan/Becki Bohnenblust) -** Filled a few vacancies and still have a couple more to go. We are discussing having a couple of At-Large positions. Denny will draft some language to change the by-laws.

**C. Recognition Ceremony (Debra Wilcox/Kelly Ingalsbe) –** Moving along

**D. University Affairs Committee (Mary Oborny) -** No report

**XI. Campus Committee Reports:**

**A. KSUnite -** Updates in the K-State Today

**B. Recycling –** No Report

**C. Campus Recycling -** No Report

**D Campus Planning and Development Advisory -** No Report

**E. Campus Environmental Health and Safety (Becki Bohnenblust) –** Met 10/23 College of Ag gave presented their report.

**F. Parking Council (Debra Wilcox) –** There will be an increase in parking fees to cover lot maintenance. The Parking Garage is a separate entity, building and offices need to be maintained. Garage fees will not raise. There will be a new tier structure. Heading toward license recognition.

**G. President's Commission on Multicultural Affairs (Barb Wells) – attending first meeting – discuss**

ed goals and defined strategies.

Cyndi reported they are working with Follett Book Store on adding a feature to allow students to print off a list of their text books with author's name and the ability to order online through Follett's app as a convenience to students. Committee concerned with making sure students have a choice to order text books anywhere they want.