

MINUTES
K-State University Support Staff Senate
Date: November 11, 2020
Zoom Meeting

I. Call to Order: Meeting was called to order at 1:02 pm.

II. Roll Call:

Present: Teresa Adams, David Anderson, Roxann Blasi, Marla Cain, Jane Cleveland, Penny Crawford, Monica Curnutt, Vickey Grochowski, Kelly Ingalsbe, Monica Macfarlane, Mary Oborny, Peggie Post, Cyreathia Reyer, Jerry Rogers, Dennis Ryan, Barb Wells, Debra Wilcox.

Excused: Becki Bohnenblust, Sandy Emme, Thomas Fish, Kylie Rethman, Debbie Webb.

Ex Officio: Mishelle Hay McCammant, Emily Johnson, Angela Patrick, Bryan Samuel.

Excused: LaVerne Williamson.

III. Minutes: There were some corrections found to be made. Kelly Ingalsbe moved to approve the October minutes with corrections. Motion seconded by Cyreathia (Sam) Reyer. October 2020 minutes, with corrections, approved.

IV. Budget/Treasurer's Report: Kelly Ingalsbe presented the October Budget/Treasurer's Report. The ending balances as of 10/31/20 for the following: Foundation Account (C-21151-CS) had a contribution of \$12.69 for ending balance of \$11,895.94. The Foundation Account (C-21155-CS) ending balance is \$195.07. The Foundation Account C23750-CS Awards Ceremony) has pending expense for Plaques for Employee Recognition of \$2,485.00 pending balance of \$2,015.00 however ending balance is \$4,500.00. The State Account (NMAF205629) has a pending expense of \$24.16 and \$22.43 Mileage Reimbursements and pending expense of \$80.64 Plaque for USS Senate President pending balance of \$3,961.20 however ending balance is \$4,041.84. Total funds available as of 11/10/20 is \$20,632.85. Kelly stated there will be one additional pending expense not noted on the report for mailing of retiree certificates. Debra Wilcox moved to approve the Treasurer's report. Motion seconded by Roxann Blasi. October 2020 Budget/Treasurer's Report approved.

V. HCS Report – LaVerne Williamson: No report

VI. Administration and Finance Report – Angela Patrick: Custodial Appreciation luncheon is typically held for holidays, this is under consideration due to the pandemic – perhaps providing box lunches. (Mary added that in a meeting it was suggested that Jay work on something outlining the differences between all 4 job classifications including benefits, paid time off, etc.)

VII. Unclassified Professionals Committee Report – Mishelle Hay McCammant: Sending proposal addressing term employee representation to Faculty Affairs which then moves to Constitution Committee in hopes to have full approval before end of academic year. Our goal is to have tuition benefits for term employees and dependents voted on ultimately. This is all in preliminary stages. Discussion of UPS Regular/Term and USS appointments.

VIII. President/Executive Council Report – Mary Oborny: State wide meeting was held Nov 4th. Next Docking Institute survey is tentatively going to be administered in the spring of 2022. KU is participating this time, so the cost per institution should go down contingent on Docking Institute pricing remaining the same. They will explore the possibility of asking KBOR to cover the cost. Other discussion was centered on employee morale and what institutions were doing for their employees. Ex: WSU is shutting down on the day before Thanksgiving and on the Tuesday before providing a Thanksgiving meal for those that are working. ESU will be closed for 2 weeks Dec 21-Jan 4th and are providing Administrative Leave for Dec 21-23rd so staff is not using their own leave balances. Mishelle added that she just heard this morning that KU is giving employees paid leave from Dec 25 through Jan

1st. Thanks to Sam Reyer and past Faculty Senate President Tanya Gonzalez for their work on the Employee Suggestion program. A proposal has been sent to President Myers for approval. Dr. Markham and I will be giving a presentation on the proposal to the President's Council on Tuesday, Nov 17th. Term appointments committee. Our subcommittee is examining the possibility of eliminating regular and term contracts in order to treat all employees equitably. The Salary and Fringe Benefits Committee has sent forth a proposal to extend the dependent/spouse tuition grant benefit to term employees who have been with K-State for at least 5 consecutive years.

Budget updates – From Provost Taber (Nov 10), the state has not notified us of further funding reductions. Estimates for state revenues have been better than expected. There are enrollment ramifications that we need to take into account. Revenues from enrollment have gone down.

Spring Calendar changes – Feb 22 and April 12 Well Being Day no classes proposed. Faculty Senate did not support proposal. Provost could go forward with these days.

IX. Senate Standing Committees:

- A. Communications:** Jane Cleveland - Updating web page, working on form for Senators without a Bio posted.
- B. Governmental Affairs:** No report.
- C. Recognition Ceremony:** Kelly Ingalsbe, Co-Chair - Reports that all retiree certificates have been sent out with only one returning. Will try to track down a new address for this person. A few awards remain for pickup in her office, could Senators in these areas spread the word for these depts/units that remain or perhaps these Senators could pick them up?
- D. University Affairs:** Mary reported, in the absence of those on committee, that there has been no progress on the Coat Drive. They have struggled with a location for the drop-off, issues with the pandemic. The Coat Drive has been put on hold.

X. Campus Committee Reports:

- A. Recycling:** No report - check the website for updates.
- B. Planning and Development Advisory Committee:** No report.
- C. Environmental Health and Safety Committee:** Monica Macfarlane – Met on October 28th College of Vet Med gave a presentation of their safety practices and 2019 report. Went over their gator and UTV policies. College of Education and Health and Human Sciences will present at next meeting.
- D. KSUnite –** weekly update in K-State Today. Dr. Bryan Samuel stated that we had some interesting disruptions and challenges, that notwithstanding a pretty good event. Rich dialogue, much information shared by speakers - moving forward on how to conduct the next event. I am hopeful that as an institution we will move ahead and do this again giving all an opportunity to engage with one another to learn and grow. No formal plans just yet. Senators asked if there had been any progress in tracking down the hackers? Dr. Samuel responded - Yes, significant progress – working through the processes via student code of conduct. In response to a question on the Multicultural Center's opening – the Virtual Ribbon Cutting Ceremony is on November 20 for the Multicultural Center. Small private tours will be available for physical tours. Remark - Provost Taber mentioned Executive Order 13950 – could you tell us a bit about it. Dr. Samuel responded that he is continuing to move forward as he has – it is the law of the land. We are not sure of the meaning. The impact the election may affect the Order a great deal, it did not start until the 25 of this month. Also there are places throughout the order with words and topics of concern that were only applicable to federal contractors and many of us would not even fit that category. Dr. Samuel generally stays away from many of the words mentioned with the exception of intersectionality. He believes that Individuals behave in certain ways due to different factors not due to their race alone. I do not use these words in my training.
- E. Parking Council:** Teresa Adams/Roxann Blasi/Debra Wilcox – This was the first meeting of the year. Reviewed topics of the last year. Discussed the new LINK scooters and

coming soon “Lillypad” (geocaching) of scooters in which the charge for the rider will continue unless the scooter is returned to these designated areas. Currently not enough staff to monitor where they are parked or to cite. Last count, 30K rides – popular. Parking must find remedy for loss of revenue.

- F. President’s Commission on Multicultural Affairs:** Roxann Blasi: Met Oct 20th Shari Crittendon, General Counsel, addressed executive Order on Diversity Training and Free Speech. Majority of the meeting was spent discussing KSUnite. What went right, what went wrong, what was learned. Dr. Samuel added that in the meeting today they discussed recruitment of faculty staff and administration across many categories. The data shows we have been very good at attracting diverse pools, not as good with hiring and retention in these groups.
- G. President’s Commission on the Status of Women –** Barb Wells/Debra Wilcox: The PCSW meeting featured guest speaker Assistant to the President/Chief Government Relations Officer Dr. Sue Peterson who gave an insightful overview of her work at both the state and federal levels and answered questions from the group about the work she has done on behalf of the university. The commission welcomed new members for the 20-21 term and reviewed the current work for this year’s committees. We look forward to a busy and productive year.
- H. Faculty Senate Committee on Technology:** Debbie Webb - No report.
- I. Faculty Senate Committee on Planning:** Cyreathia (Sam) Reyer - Ethan Erickson was a guest speaker – discussed the budget – he expects 2022 budget to be at the 1998 level as well as enrollment to be at 1998 levels. Salaries are 69% of the budget – utilities are \$14,545,132. Recruitment is suppressed due to COVID. Incoming class sizes are smaller than the graduating classes. They will be looking at F&A policy as there due to larger increase in research revenue.
- J. Faculty Senate Salary and Fringe Benefit Committee:** Cyreathia (Sam) Reyer - Discussed dependent tuition assistance – submitting a proposal recommended change to the policy. Will go through Faculty Salary and Benefits Committee, Faculty Senate Academic Affairs committee and finally through Faculty Senate. The proposal is to make the benefit to include regular and term employees who have been continuously employed at K-State for at least 5 consecutive years.
- K. Search Committee for Deans and Above:** No report

XI. Old Business:

- A.** Installation of new Senator David Anderson. Welcome David! He apologizes for not having been able to attend a meeting prior due to commitments. He began his Law Enforcement career as a State Corrections Officer in Arizona and with a long distance relationship moved to Manhattan in 2016. He has now had his four-year anniversary working at KSU.

XII. New Business:

- A.** KAPE – representatives will join us later on. Right now they are still in negotiations. They can inform us more at later date. Police Department also has their own representation.
- B.** Please encourage people in your area to pick up their awards.

XIII. Adjournment: Meeting adjourned at 2:09 pm.