

The University of Kansas Classified Senate Newsletter

May 2003

FROM THE PRESIDENT

Kathy Jansen

On of the most pleasant tasks that I have as President of Classified Senate is making committee appointments. Pleasant that is, if I have a list of willing volunteers. There are numerous opportunities for service on a wide variety of University Committees.

How many times have you seen the name of a co-worker associated with some committee action and wondered how they got on that committee? Chances are that they volunteered or were appointed.

Classified Employees have recently been granted membership on a variety of University Governance committees. We have worked hard for the acceptance and now we need qualified volunteers to fill these slots. In some instances I can submit one name for acceptance and in other instances I can submit a slate from which a person will be chosen by the Provost's Office.

In any case I would like to solicit volunteers. Sometimes opportunities come up during the course of the year so if you are not notified shortly, a notice may come later in the year. Terms of appointment vary from one to three years. The time commitment varies significantly also. For a complete listing of the positions available, log onto our website at www.ku.edu/~clsenate/. Please indicate your interest via email at kjansen@ku.edu or call me at 864-3063. You can indicate interest in a specific committee or willingness to serve where needed.

Committee choices are as follows: **United Way Fund Committee** (1 for a 1 year term), **Parking Commission** (1 for a 3 year term), **Academic Procedures and Policies Committee** (1 for a 1 year term, must be a University Council/Classified Senate member), **Organization and Administration Committee** (1 for a 1 year term, must be a University Council/Classified Senate member), **Academic Computing and Telecommunications** (1 for a 3 year term), **Calendar** (1 for a 3 year term), **International Affairs** (1 for a 3 year term), **Library Appeals** (1 for a 2 year term) and **Judicial Board** (need 3 for

1, 2 and 3 year terms). The University Governance Office is an excellent source for committee duty information. Contact Kathy Reed at 4-5169 for additional information.

THE ALTERNATIVE, THE VOTE, THE TIE

Mike Auchard

By 5:00 p.m. on May 5, 1,090 classified employees had returned ballots to decide whether representatives from the university administration and classified employees should continue to pursue an alternative to the state civil service system at KU. Even before the ballots were counted, it was obvious a lot of ballots had been deposited into the blue, padlocked ballot box in the University Governance office.

Altogether, over 74% of us voted on what has become a contentious issue. The people who counted and re-counted the ballots reported that many of them were stapled shut with multiple staples and that some were even sealed with duct tape in an effort to keep prying eyes from finding out how individuals had voted.

I think these staples and duct tape are indicative of two things:

- 1) A lot of people felt that their vote was very important, and
- 2) There is a lot of distrust, not only of the administration on this campus, but also of each other.

This vote was supposed to be the closing chapter in a process which seems to have been going on a long time. There have been many meetings where we (Eleanor Kent, Kathy Jansen, Beverly Koerner, Bette Luther, and I) met in 102 Carruth O'Leary with them (Ola Faucher, Director of Human Resources, Linda Fund, Assistant Director of Human Resources, and Lindy Eakin, Vice Provost) to try to come up with a proposal that would combine what was good about the civil service system—due process rights, regular pay raises for all satisfactory employees, and appeal rights—, with some elements that the administration deemed desirable in a new system—more latitude in

THE ALTERNATIVE, THE VOTE, THE TIE — CONT'D

hiring and setting pay rates, a merit pay component to allow departments to enhance and reward specific jobs, areas, and individual employees, as well as the probability of better pay. The university wants to be able to hire and retain quality employees.

From the first meeting of this group the process was marked by openness, a genuine desire to find something acceptable to everyone, and a willingness to listen, negotiate, and find suitable compromises. No single issue deliberated was rejected out of hand without all of us exploring alternatives and rationales. It soon became obvious that this was a group that could work together. Over the years I have worked with similar groups, but never have I had the feeling that the members representing the administration were as willing to accept changes beneficial to employees. We all got to know and respect each other more as the process went on.

We knew from the very beginning that Chancellor Hemenway desired merit-based raises in whatever plan we came up with. We were able to reach a compromise on this point by making the merit-based component only one third, and the other two thirds would be an automatic addition to the base pay of any employee with a satisfactory evaluation. In addition there was a clear understanding that university monies would be used, whenever possible, to enhance whatever appropriations were received from the legislature. Instead of longevity pay remaining outside of total regular compensation, it would be added to everyone's base pay. To the task force, the proposal had a lot of positive aspects, and apparently the members of Classified Senate felt the same, because your representatives approved it out of both the executive council and whole senate by unanimous votes of those present.

Then we took it on the road to a series of town hall meetings where it met with varied reviews. About six hundred of you attended seven public meetings where the work group members were met with a barrage of questions. A great many of you had a healthy dose of skepticism concerning the possibility of major changes in your livelihood. The work group tried to answer your questions honestly and with as much detail as was possible to a proposal that still had a long way to go. We had known from the first that there was going to be a lot of distrust from some of the employees towards the administration and were not disappointed in that regard. The questions and comments were at times

spirited and in a couple of instances nearly confrontational.

It was gratifying that several of you came up after these meeting to tell us that you had come to the meeting with a negative attitude but were leaving with the probability of supporting the proposal. At one point in a meeting in Alderson Auditorium, Dean Christie from Facilities Operations had to remind everyone that we, the rank and file employees on the committee, were on your side – that we thought we had designed something that was better than what we all had. He was and is right. We would not have gone to this much trouble if we didn't think the alternative proposal is better than the state civil service system, but even after all the effort and explaining, half of you who voted remained unconvinced.

We had stated publicly, in both written and spoken form, that a simple majority, one vote either way, would decide the fate of the proposal. There was always a possibility it would be close, but we hoped not. No one, especially after we heard reports of a large turnout in the balloting, ever imagined there would be a tie. With over 74% of the employees voting, it came out even. A few ballots missed the deadline, but were never opened or counted.

At our most recent meeting on May 12, the task force decided to solicit more information, modify the proposal as much as possible in a manner reflecting whatever new information we might receive, and have another vote in the fall. We realize that there are those of you who feel passionately about this issue one way or the other. Recent discussions with classified employees who felt very strongly that with half of the employees voting against it, the idea should be scrapped. The facts of the matter are that:

- 1) We promised in several very public forums that the issue would be decided by a simple majority, and neither perspective achieved a majority.
- 2) Exactly half of those who voted wanted the plan to be brought forward, and it would be unfair to them to abandon the issue until it is defeated in the manner we promised. Just as half of you reacted to this process with fear and distrust, half of you saw it as hopeful and possibly beneficial.

There seem to be two main arguments against the proposal. The first is the issue of job security. Some of you seem to think that the state civil service

THE ALTERNATIVE, THE VOTE, THE TIE — CONT'D

provides us with job security. This is in spite of the fact that employees were laid off last year here at KU because of budget shortfalls, and that we all know that if a position is eliminated due to department restructuring the person in that position has to be laid off or relocated. We also know that our human resources department worked assiduously to place the employees who were laid off, and in all but one instance succeeded.

Yesterday, I had a meeting with the State Employee Advisory Committee, a group of classified employees from across the state, whose purpose is to advise the Department of Administration, Division of Personnel Services. The Division of Personnel Services has laid off a number of people due to the budget, and a fellow committee member who works with the Department of Aging told me that she and everyone else in her office had received their notices. She told me she would inform me of her employment status, or lack thereof before the next meeting. She is in the same civil service the rest of us are in.

There are no guarantees. One thing to keep in mind is that here at the university there is a great deal of work to be done, much of it of a rather specialized nature, and that in order to get the work done, the university needs qualified employees. Until the university stops doing the kind of work you are currently doing, they need you or someone as qualified as you.

The other major objection seems to be a distrust of supervisors to do fair evaluations, especially if one third of our pay increases depend upon them. This seems partially based upon a pattern of thought voiced during the town hall meetings in which we tended to think in whole percentages. The example we used repeatedly was 3%. Under the scenario we used, if the university authorized a 3% raise for employees, everyone with a satisfactory evaluation would automatically get 2% and the other 1% would be a merit increase up to the discretion of the department.

The tendency was to think that a lot of employees would get only 2% and other employees would get 4% or more. The more likely scenario, as Lindy Eakin explained it, would be for some employees to get 2.5% or 2.75%, while other employees might get 3.25% or 3.50%. Furthermore, he stated unequivocally, that the situation would be monitored by his office, just as unclassified staff raises currently

are, and if amounts of raises were too dramatic in either direction, explanations would be in order.

For those of you who have supervisors who you feel can't be trusted to do fair evaluations, bear in mind that if the proposal passed, then these percentages would be based upon larger amounts. That would minimize differences in fractions of percentages. There are always going to be differences of opinion between some employees and some supervisors wherever you work, and that is one of the reasons that we have an appeal process.

Finally, many of the people who are opposed to this plan actually seem to trust the state legislature more than the university administration. Having worked extensively with both of them, I will cast my vote for an administration who works and lives in the same geographic area where I do and understands the cost of living in this area, as well as the necessity for the job that I do at the university, rather than a legislator from outside this area, convinced that much of what is done here is a waste of time, and whose main priority is to save their constituents tax dollars, so that they will re-elect him every two years.

A lot of you have stated that the faculty will always be a priority here, and that when push comes to shove, the administration will side with the faculty. I find it convenient to think in terms of a movie analogy when trying to understand this line of reasoning. If you think of KU as one big movie, you realize that many people go into the production process. Some of us are directors, some of us producers, lighting technicians, sound technicians, make-up people, caterers, set designers, actors, etc. All of us are necessary in order to make this movie, but the people who buy the tickets to see this movie (the students) are coming primarily because of the actors. The faculty in this movie are our Jack Nicholson and Meryl Streep. They get most of the glory, and they are always going to be something of a priority. They can't get the movie made without you, but there wouldn't be anyone at the box office without them.

Watch your mailboxes in late June for a new (short!) survey asking for feedback and suggestions on changes that you think should (or should not) be made to the Alternative for Civil Service proposal.

LEGISLATIVE AFFAIRS INFORMATION
--

Dennis Constance

It's time to summarize the results of the Legislative Session just ended. Here is what the leadership of the Administrative and Legislative branches said about it:

"A fresh attitude of change and cooperation has truly taken hold,"

Governor Kathleen Sebelius
LJW, 5/8/03

"By any measure, I would have to conclude that the session of 2003 was extremely successful"

Doug Mays, Speaker of The House
LJW, 5/8/03

"An A was within reach," he said. "But we didn't do well on the final." (After giving the Legislature a "B" for their work this session.)

Dave Kerr , Senate President
TCJ, 5/8/03

I largely disagree with all of these assessments. What we saw in this session was a demonstration that leadership is very important, especially in tough times. Governor Sebelius came in with some different ideas about how to handle the budget crisis, and for the most part, we got what she proposed. Perhaps not in all particulars, but definitely in terms of the general philosophy of how to approach the problems: juggle the assets and liabilities so the books balance, and hope that adjustment holds good long enough for the economy to turn around and fix the problems for real.

The Legislature was willing to be lead in this direction because when the Governor proposed her budget, which was very different from that those of her predecessors, I think most of the Senators and Representatives realized here was a way to get out of Dodge without making any politically scary decisions. Plus, it had the added bonus that if things went really wrong, the Governor would take a lot of the heat. Her statement about "a fresh attitude of change..." is simply putting a good political face on what happened.

Nevertheless, we must give Kathleen Sebelius the credit for several things. She stepped up to the plate with a plan. Had she not done so, the session might have been very different. She also found a way to give us at least a small raise. Had she not done so, I am convinced we would have gotten nothing again this year. She was also willing to think at least a little

outside the box, a virtue that may help our causes in the future.

The Legislative leadership was much more off the mark in their assessments of the session's results. They gave themselves more credit than they deserve, especially the House, where leadership seemed in short supply.

The House Appropriations Committee and the full House tried to kill our 1.5% raise, although the money for it came, in essence, from ourselves. Thank the Senate, and the compromise committee for saving it.

The House also killed the Freshmen Tax Plan. This proposal did not benefit Classified Employees directly, but it did call attention to the need to be realistic about tax revenues, something we had asked our Legislators to do so we could have a decent raise this year. The sixteen freshmen Legislators who drafted and supported it, as well the 25 other Representatives (including most of the Douglas Co. delegation) who also supported it, were acknowledging that we have a fundamental flaw in our tax policy, and it needs to be fixed. That is an attitude we need when it comes time to push our issues again.

I'm not convinced, as Senate President Kerr apparently is, that an A was really within reach. Most of the legislators never accepted the reality that our state revenue problems are in part due to bad tax policy, *aggravated* by hard times. We provided them with documentable evidence of this on Legislative Information Day, but it was ignored. A "C" was more in order, at least from our perspective as classified employees. *[Editor's Note: "The superintendents of seven public school districts in the Lawrence area gave the Legislature a letter grade, and none of the marks was higher than a 'C.'" Superintendants grade Legislature, LJW, 5/19/03]* Furthermore, it is only kept from a lower grade by virtue of the retention of the 1.5% raise recommended by the Governor.

As for being "*extremely* successful, by any measure", that is an overstatement. Yes, it can be seen as successful that we got any raise at all, but the one we got still falls within the historic pattern of de-valuing the work we all do.

After weeks of silence or near-silence about the legislative session's impact on classified workers, a summary of the "wins" and "losses" appeared in the May 9, 2003, Topeka Capital-Journal, and is reprinted below. The comments inserted in brackets are mine.

LEGISLATIVE AFFAIRS INFORMATION — CONT'D**WINS:**

- Cost of living adjustment of 1.5 percent, after workers got no raise last year.

[Getting a raise of any kind is indeed a "win". However, the amount has to be considered a "loss", given that it continues the pattern of insufficient amounts and does nothing to address a plan to at least stabilize pay values. This win-lose aspect is apparent in that the 1.5% C.O.L.A. is also included in the losses section below as bullet #2.]

- Steps taken to close the gap between state contributions and expected cost of benefits owed in the state workers' pension system.

[This is the only true "win", as it does address one of the items in the Kansas Council Position Paper, albeit one of the lower priority ones.]

- A group of 15,000 retirees will receive their "13th check," a special bonus paid in lieu of a cost of living adjustment.

[Great if you are a retiree. Not so good for the 24,000 of us still on duty. Depending on whether you count the retirees' base as 13 or 12 checks, their de-facto C.O.L.A. amounts to 7.7% or 8.3%. Either way, it is at least 5 times larger than the 1.5% current workers are getting. Like the Highway Troopers raise, it is another spot-solution instead of a system fix.]

- Bonus program implemented to reward employees who think of cost-saving ideas.

[This is nothing new. It is the re-invention of an old program, and like the longevity bonus, it is another extremely weak form of compensation, in that very few people will get it, if they do the reward will be small, and it does not contribute to the worker's base pay.]

LOSSES:

[These speak for themselves, although we could list a great many more. E-mail me at dcon@ku.edu if you would like my full list.]

- Layoffs and furloughs continue as agencies grapple with budget cuts; 2,500 jobs remain unfilled.

- Despite the 1.5 percent COLA, workers had hoped for a higher raise.

- State worker retirement benefits, which haven't received a cost of living adjustment since 1998, once again received no increase this year.

Of the 10 items on this year's Kansas Council Position Paper, we got NO action at all on 8 of them,

and a partial response to 1 of the remaining 2. The only position addressed directly at all was to close the un-funded liability gap in K.P.E.R.S. The 1.5% pay increase can be seen as a partial response to a couple of the pay positions. A success rate of 1.5 out of 8, despite the fact that several of our position paper points were designed to give legislators some "painless" ways to reward workers, doesn't seem very good.

Certainly, we appear to have done better than last year, and we do owe debts of gratitude to the Governor and at least some of the legislators, but it is also important that we do not lose perspective on the "wins". The bottom line is that we are still stuck in the same 20-year-plus pattern of declining value for wages and benefits, the legislature continues to pursue a pattern of spot-fixes, and robbing Peter to pay Paul (we only got the 1.5% pay increase by taking money from something else that is supposed to be an employee benefit) remains a favorite budgetary tool.

CLASSIFIED SENATE COMMITTEE MEMBERSHIP

There are four standing committees and one ad hoc committee in Classified Senate and every member is expected to join at least one of them. The president is generally considered to be an *ex officio* member of all committees and should be notified regarding their activities. All classified employees are encouraged to join any of these committees. These committees are:

**Elections
Communications
Personnel Affairs
Legislative Affairs
Ad Hoc - Classified Senate WEB Page**

The Code states that the president shall appoint membership to these committees but in practice individual members have chosen the committee in which they wish to participate at the first meeting of the year. Except for the work done by the executive council and the president, these committees do the real nuts and bolts work of the senate. For most members, the more involved she or he becomes in committee work, the more satisfying the time spent in Classified Senate will be.

The Elections Committee is charged with conducting the election every March in which the senators representing their EEO categories are selected. This is done by sending out nomination

COMMITTEE MEMBERSHIP — CONT'D

forms to all classified employees (eligible to vote), either in the January newsletter or separately, verifying the eligibility of all nominees, preparing the ballot, distributing the ballot to all eligible voters and then counting the ballots to determine the new senators. Much of this work will have to be coordinated with the Communications Committee and any questions should be decided by the executive council. Suspicion of voter fraud or any other irregularities should be brought before the president or executive council.

From time to time there may be changes to the Code of the Classified Senate, in which cases the electorate is polled. This polling is coordinated between the executive council, the Elections Committee and the Communications Committee.

In odd numbered years, before the general election is held, the Elections Committee is responsible for contacting the Department of Human Resources to determine the number of individual eligible employees in each EEO category. It will then use this information to determine if the correct proportion of senators is representing each EEO category.

The committee updates the roster and reports any vacancies at each classified senate executive and full senate meeting. Current members include:

Judy Greenberg (chair)
Kathy Reed
Sharon Lee Green

The Communications Committee is responsible for creating the quarterly Classified Senate newsletter, and organizing the Senate's presence at the University Open House. Work is coordinated with and advice sought from the president and executive council. It generally handles all mass communications for the Senate including those from the Elections Committee. Traditionally, the chairperson of this committee has solicited newsletter articles from each chairperson of the other standing committees when those committees have activities to report. At times, it is necessary to coordinate communication activities with the Senate secretary. The committee also works with University Relations and Human Resources to keep classified employees informed regarding new or changed university policies and benefits. Current members include:

Bette Luther (chair)
Margretta de Vries

Nancy Brune
Ruthie Hatfield
Andy Pritchard
Debby Reed
Sharon Lee Green

The Personnel Affairs Committee handles matters related to employee benefits, civil service regulations, university policies, and other matters that the president and executive council may determine to be appropriate. It is important that this committee stay aware of Article II of the Code, which states, "The Senate will not act in an advocacy role in any specific employee/employer dispute within the University, nor will it assume the role of arbitrator in any such matter." There may occasionally be matters brought before this committee, which are initially, disputes between an individual and the administration. In the event that this dispute affects a group of employees or has the potential to affect a group of employees, it has sometimes been the practice, after approval of the executive council, to try to reach a satisfactory resolution by working with the director of Human Resources or her delegate. When matters reach this stage it is necessary to exercise the greatest degree of caution, discretion and judgment. It is occasionally necessary for this committee to coordinate its efforts with the Legislative Affairs Committee. Current members include:

Sabrina Evans (chair)
Bev Nightingale
Judy Greenberg
Kathy Stiers
Bev Koerner
Carol Gonce
Janice Andes
Tom Kearns
Angel Gillaspie
Kathy Jansen

The Legislative Affairs Committee is concerned with the activities of the state government as they relate to matters affecting classified employees. The busiest periods of activity are usually in late summer to early fall, and in late January to early February. The committee keeps track of bills during the legislative session. On occasion the chairperson or one of the members may be asked to testify before a legislative or governmental committee. It composes the KU Classified Senate position paper to be adopted by the classified senate.

COMMITTEE MEMBERSHIP — CONT'D

The chair and members serve as a nucleus group for participation in the annual Legislative Information Day. The committee advises the president on legislative matters. This committee works closely with the executive council and the senate as a whole. It also works with university legislative liaison when uncertainties about legislative intent or potential legislative impact arise, when the senate has a legislative guest on campus or when a member of senate is going to testify before a legislative or governmental committee. Current members include:

Dennis Constance (co-chair)
 Sam Hunsaker (co-chair)
 Mike Auchard
 Allen Eastland
 Chris Finkbiner
 Tim Thomasson
 Sue Hewitt
 Tom Bryce
 Terry Proctor
 Nancy Brune
 Jean Robart
 Ken Squires
 Mike Lindeman
 Ed Whittman

Ad Hoc Committee- Web Page, this committee is responsible for maintaining and updating the classified senate web page.

University Council: Three representatives, (Traditionally the president is one of the representatives)

If you would like to serve on any of the above committees, please contact Kathy Jansen, President, at kjansen@ku.edu.

TUITION ASSISTANCE

FALL SEMESTER DEADLINE IS 5:00 P.M., FRIDAY, JULY 18TH

The Tuition Assistance program is available to staff with six months of KU employment. The program normally covers tuition for one class per semester. Classes should be structured courses that meet on a scheduled basis with days and times published in the Timetable of Classes. The tuition assistance application form is available on the Human Resources website under forms download. For more

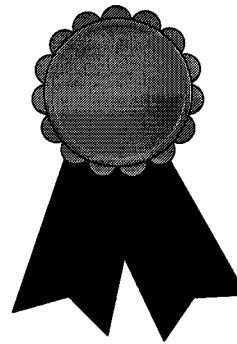
information, contact Lynn George, at 864-7415. Applications should be forwarded to the Tuition Assistance Committee, c/o Human Resources, 103 Carruth-O'Leary Hall.

Please note: when you are filing out your form, fill in the amount of tuition to the best of your ability. Once tuition rates are set, the amount will be adjusted accordingly on your application.

Important Tax Update: In the past, pursuant to IRS requirements, tuition assistance was considered a taxable benefit for individuals with at least a baccalaureate degree and was reflected accordingly on the employee's annual W-2 form. Beginning with the Spring 2002 semester, awarded tuition assistance for both undergraduate and graduate courses will be excluded from gross income. This exclusion for employer-provided tuition benefits has been expanded and extended through December 31, 2010 by the Economic Growth and Tax Reconciliation Act of 2001.

Congratulations to Mary Acher, an Administrative Specialist, International Student and Scholar Services for being the Classified Employee of the Year!

Congratulations to the following for being named **KU Classified Employees of the Month:**



March—**Melinda Pendreigh**, Dining Systems Manager in the Department of Student Housing.

April—**Frances Wales**, Safety & Security Officer I in Health, Sport and Exercise Sciences.

This newsletter created and designed by Margretta de Vries, Bette Luther, Nancy Brune, Ruth Hatfield, Andy Pritchard, Debby Reed and Sharon Lee Green.

The Classified Senate Communications Committee meets once per month. If you have suggestions for articles, please call Bette Luther (864-4229) or email us at clsenate@ku.edu. ©2003–2005 KU Classified Senate and Margretta de Vries.

OFFICERS

President
Kathy Jansen
Vice-President
Beverly Koerner
Secretary
Eleanor Kent
Treasurer
Kathy Reed
Ex-Officio
Mike Auchard

COMMITTEES**COMMUNICATIONS**

Bette Luther, Chair
864-4229
bluther@ku.edu

ELECTIONS

Judy Greenberg, Chair
864-0790
fitjudy@ku.edu

LEGISLATIVE

Dennis Constance, Co-Chair
864-4261
Sam Hunsaker, Co-Chair
864-0106
shunsaker@ku.edu

PERSONNEL

Sabrina Evans
864-5901
scevans@ku.edu

WEB SITE AD HOC

Kathy Reed, Chair
864-5169
kreed@ku.edu

SENATORS**Beverly Nightingale • EEO 3 Rep**

Bette Luther
Terry Proctor

Sharon Green • EEO 4 Rep

Janice Andes
Nancy Brune
Sabrina Evans
Carol Gonce

Judy Greenberg
Susan Hewitt
Eleanor Kent
Maude Morris
Debby Reed
Kathy Reed
Kathy Stiers
Maxine Younes

Jean Robart • EEO 5 Rep

Sam Hunsaker

Tim Thomasson • EEO 6 Rep

Thomas Bryce
Mike Davenport
Allen Eastland
Ken Squires

Tom Kern • EEO 7 Rep

Dennis Constance
Chris Finkbiner
Angel Gillaspie
Mike Lindeman
Andy Pritchard
Ed Whittman

WEB SITE UPDATE

www.ku.edu/~clsenate/

Please visit our website and feel free to e-mail the Webmaster. Your input is appreciated.

clsenate@ku.edu

HELPFUL WEB LINKS**KU Home Page**

www.ku.edu/

KU Staff Benefits

www.ku.edu/~kuhr/faculty_staff/benefits/

Meeting Schedules

For KU Classified Senate

www.ku.edu/~clsenate/

On the menu, select, 'Meeting Schedules'. Full Senate meetings are open to anyone who would like to attend.

Visit the **Academic Computer Center** www.ku.edu/acs/ and check out the new Summer 2003 classes and online registration.

KU News, Arts, & Events are available at www.ku.edu/news/.

THE NEXT MEETING OF THE KU CLASSIFIED SENATE WILL BE ON JUNE 11TH AT 10:30 AM IN THE WALNUT ROOM OF THE KANSAS UNION.

UNIVERSITY OF KANSAS CLASSIFIED SENATE

33 Strong Hall

Lawrence, KS 66045