

The University of Kansas Support Staff Senate Newsletter

August 2005

FROM THE PRESIDENT OF THE UNIVERSITY SUPPORT STAFF SENATE

Hello all,

This is my first communication as president of the University Support Staff. Our transfer became official as of July 1 with a telephone vote of the Kansas Board of Regents. Their vote was unanimously in favor of the transfer from Civil Service.

Support staff received a 1.25% raise in the paychecks for the pay period that began June 5, 2005. Civil Service workers are slated to receive another 1.25% raise at the end of the calendar year. Since we are no longer in Civil Service, we will not get that raise but we will get a 1.75% raise that should show up in our paychecks that come on July 29th. These raises total a 3% raise for all Support Staff with a satisfactory evaluation on file.

It is very important that all staff members check and make sure that they have a current evaluation on file. The merit component of our raises will use that evaluation as part of the consideration for merit increases. It is hoped that decisions on these merit raises will be made very early in the fall semester. The total **average** raise for support staff should total 4.5% (1.25% plus 1.75% and an estimated **AVERAGE** of 1.5% for merit.) for this year.

Please remember that the merit component will vary according to decisions made by departmental hierarchy. Factors in making these merit decisions are:

- Performance
- Conduct
- Taking on additional, more complex responsibilities
- Salary compression
- Market Value
- Skill acquisition

As is evident from this list, the decisions to award merit will be more involved than our past salary increase practices. Those decisions will not erase years of extremely limited salary increases and the salary compression on Step 4 that existed for a

number of years. The distribution of merit increase will get easier as all involved get used to the process and concept.

I have received several inquiries on improving staff benefits, especially sick and vacation accrual amounts. When discussions were held concerning the switch to Support Staff, it was stated that benefits would remain the same as under Civil Service. SB 74 was passed with that wording so any changes to benefits would require another statutory change through the legislative process. For the present, efforts will be concentrated on getting University Support Staff up and running smoothly. Initial concerns will be salary ranges, wages and longevity. This is not to say that benefits will never be discussed but it will not be in the near future.

As usual, contact me via e-mail at Kjansen@ku.edu if you have any questions or concerns. Also monitor the Senate web site at <http://www.ku.edu/~clsenate/>. We will be posting the final draft of the Final Appeals Process in early August.

Kathy Jansen

Kansas State Fair

Volunteers Needed (Sept. 9-18)

The university needs volunteers to staff the KU booth in four or five-hour shifts, which is fun and exciting. There are still a few spots open. For more information contact Margey Frederick at mfrederick@ku.edu or Amanda Torbett at torb@ku.edu. A volunteer orientation session will be held in late August.

UNIVERSITY SUPPORT STAFF RETREAT

On July 19, 17 Senators gathered at the Student Fitness Recreation Center on the Lawrence campus for the Second Annual University Support Staff Senate Retreat. The four-hour retreat was facilitated by Keith Russell and Carmen Orth-Alfie, unclassified Library staff. We discussed our role in the continuing transition to the new classification as University Support Staff. Currently, several Senators are working with the Provost and Human Resources to finalize the appeals process.

In addition, we brainstormed for ideas on how we could better communicate with each of our constituents, how the Senate can be more visible, and raise the visibility of the workers we represent in the University Community. Some of the ideas generated from that discussion are as follows:

- Work with the *University Daily Kansan* and *The Oread* to get better coverage of staff and Senate activities
- Create a calendar or brochure that features staff in different occupations and departments across campus
- Adopt A Highway on behalf of the staff
- Work with the University Webmaster to have staff featured on the main KU website
- Send a contingent of Senators to work the KU booth at the Kansas State Fair
- Work with the Wheat State Whirlwind Tour organizers to include staff each year
- Initiate a job-trading program between the staff and University administrators similar to the "Chancellor for a Day/Student for a Day" program
- Send a survey to determine how we can better serve the staff and what they expect of us

Later in the retreat, we broke into groups to begin designing a new Senate logo. The goal was to come up with some ideas and parameters that could be given to a graphic design class as a class project. Two professors in the School of Art and Design have shown an interest in having their students work with us on this project. We hope to be able to choose the most qualified submissions and submit the final choices to the entire staff for feedback.

Finally, we wrapped up the afternoon with a general goal-setting session that should give us an excellent base on which to build the next three years. The afternoon was well-spent, as we arrived at some

viable solutions for several important issues, *which include the above bullets.*

Be sure to watch for project progress reports on the website (www.ku.edu/~clsenate) and in future newsletters.

Kristin Tate

EMPLOYEES OF THE MONTH

The University Support Staff Employees of the Month are:

May -- **Doris Gasper**, Administrative Officer in the Applied English Center

June -- **Sherrie Saathoff**, Public Service Administrator I,

July -- **Leanea Wales**, Office Manager Economics Department

Congratulations to all of you for the recognition of your hard work and for your representation of University Support Staff at KU!

UNIVERSITY SUPPORT STAFF SENATE MEETING SCHEDULE

The University Support Staff Senate will meet on the following dates from 10:30 a.m. – Noon, in the Kansas Union. All meetings are open to the public.

| | |
|----------------|---------------------------|
| Sept. 14, 2005 | Pine |
| Oct. 12, 2005 | Parlor |
| Nov. 9, 2005 | Parlor |
| Dec. 14, 2005 | Parlor |
| Jan. 11, 2006 | Parlor |
| Feb. 8, 2006 | Relays Room (Burge Union) |
| March 8, 2006 | Parlor |
| April 12, 2006 | Parlor |
| May 10, 2006 | Parlor |
| June 14, 2006 | Parlor |

EXECUTIVE BOARD MEETING SCHEDULE

The University Support Staff Senate Executive Board will meet on the following dates from 11:30 a.m. – 1:00 p.m., in the Kansas Union.

| | |
|---------------|--------------------|
| Sept. 7, 2005 | Governor's Room |
| Oct. 5, 2005 | International Room |
| Nov. 2, 2005 | International Room |
| Dec. 7, 2005 | International Room |
| Jan. 4, 2006 | International Room |
| Feb. 1, 2006 | International Room |
| March 1, 2006 | International Room |
| April 5, 2006 | International Room |
| May 3, 2006 | International Room |
| June 7, 2006 | International Room |

OFFICERS

President Kathy Jansen
Vice-President Bev Nightingale
Secretary Linda Orr
Treasurer Angel Gillaspie
Ex-Officio Mike Auchard

SENATORS**Bette Luther - EEO 3 Rep**

Judy Greenberg Bette Luther
 Brian Hanabury

Mary Ann Baker - EEO 4 Rep

Janice Andes Nancy Brune
 Mary Ann Baker Angel Gillaspie
 Carol Gonce Linda Orr
 Bev Koerner Sharon Lee Green
 Kathy Stiers Maxine Younes
 Kristin Tate Teri Chambers
 Delores Leonard

EEO 5 Rep

Jay Barnard

Tim Thomasson - EEO 6 Rep

Doug Carter Thomas Bryce
 Tim Thomasson Allen Eastland
 Wayne Hathaway

Pauline Sanders - EEO 7 Rep

Dennis Constance Pauline Sanders
 Mike Lindeman Ed Whittman
 Russell Benke

Representative At Large

Kathy Reed Jenna coker
 Ruthie Hatfield Russell Benke

COMMITTEES**Communications Committee**

Pauline Sanders, Co-Chair
 864-4770 psanders@sunflower.com
 Teri Chambers, Co-Chair
 864-2841 tchambers@ku.edu
 Nancy Brune Margretta de Vries
 Allen Eastland Sharon Lee Green
 Ruthie Hatfield

Legislative Affairs Committee

Dennis Constance, Chair
 864-4261 dcon@ku.edu
 Mike Auchard Jay Barnard
 Nancy Brune Tom Bryce
 Bette Luther Linda Orr
 Tim Thomasson Maxine Younes
 Ed Wittman

Personnel Affairs Committee

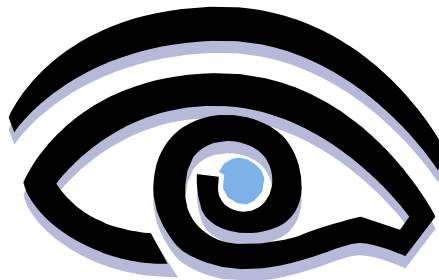
Bev Koerner, Chair
 864-5144 koerner@ku.edu
 Janice Andes Mary Ann Baker
 Russell Benke Jenna Coker
 Angel Gillaspie Bev Nightingale
 Kathy Stiers Maxine Younes

IAPR

Kathy Stiers, Co-Chair
 864-4089 kistiers@ku.edu
 Kristin Tate, Co-Chair
 864-3655 tatekris@ku.edu
 Delores Leonard Maxine Younes

Elections Committee

Doug Carter, Chair
 864-3097 dscarter@ku.edu
 Sharon Lee Green Judy Greenberg
 Wayne Hathaway Kathy Reed
 Kristin Tate



Look for our new
 logo and header in
 the near future

UNITED WAY REPRESENTATIVE

Judy Greenberg
fitjudy@ku.edu

UPSA

Maxine Younes

SENEX REPRESENTATIVE

Bev Nightingale

WEB SITE UPDATE

www.ku.edu/~clsenate/

Please visit our website and feel free to e-mail the Webmaster (clsenate@ku.edu). Your input is appreciated.

HELPFUL WEB LINKS**KU Home Page**

www.ku.edu

KU Staff Benefits

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

**Meeting Schedules For
KU Support Staff 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 Spring 2005 classes and online registration.

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

This newsletter created and designed by Margretta de Vries, Pauline Sanders, Teri Chambers, Nancy Brune, Allen Eastland, Ruthie Hatfield and Sharon Lee Green. The KU Support Staff Senate Communications Committee meets once per month. If you have suggestions for articles, please call Teri Chambers (864-2481) or email us at clsenate@ku.edu. ©2005-2007 KU Support Staff Senate

THE NEXT MEETING OF THE University of Kansas Support Staff Senate WILL BE ON SEPTEMBER 14TH AT 10:30 A.M. IN THE PINE ROOM OF THE KANSAS UNION.

UNIVERSITY OF KANSAS SUPPORT STAFF SENATE

33 Strong Hall

Lawrence, KS 66045