

The University of Kansas Support Staff Senate Newsletter

November 2005

FROM THE PRESIDENT OF THE UNIVERSITY SUPPORT STAFF SENATE

Hello,

University Support Staff Senate is continuing to work on the details involved with the implementation of the new system. This new USS system is an evolutionary system and will continue to evolve. The distribution of merit raises has gone smoothly.

There is no appeal on the merit raise. We are however encouraging departmental staff responsible for determining the amounts of the raise to discuss the merit increases with their staff members. The merit raise can only be an inducement to improve performance if the employee knows how the merit raises were determined. If decisions were made to reduce salary compression or to reward superior performance, employees need to know. While each merit raise is private, the process needs to be understood by both sides to be effective.

The USS work group is continuing to work on salary range issues and clarification of policies and their implementation. It has been determined that since the longevity raise has been added to the base salary, the payout of the bonus will remain a yearly event. It is important to remember that you need to be in work status on the date your bonus is due in order to be paid. You will not be credited for a portion of a year served.

University Support Staff Senate would like to officially and publicly thank Provost Shulenburg for his strong support of the USS proposal and staff in general. It is doubtful that the Board of Regents would have approved the proposal without his able presentations. His influence with the Legislature was also crucial. Thank you Provost, you will be missed.

Sincerely

Kathy Jansen

FORT HAYS TUITION ASSISTANCE PROGRAM

Fort Hays State University has received approval from the Board of Regents for their proposal to provide tuition assistance to spouses and dependents of Fort Hays' employees. The Personnel Committee of the University Support Staff Senate will be exploring the idea of tuition assistance for spouses and dependents of KU employees. We hope to meet with representatives of the Unclassified Senate to gauge their interest in a proposal. If you have an opinion on this issue, please e-mail me at koerner@ku.edu. We will keep you informed of further developments.

Bev Koerner
Chair, Personnel Committee

TUITION ASSISTANCE

SPRING SEMESTER DEADLINE IS 5:00 P.M., FRIDAY, NOVEMBER 18, 2005

The Tuition Assistance Program (TAP) 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: 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: Since the Spring 2002 semester, awarded tuition assistance for both undergraduate and graduate courses has been 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.

DISCIPLINARY ACTION HEARING BOARD FOR THE UNIVERSITY SUPPORT STAFF

When Classified employees became University Support Staff, we were no longer able to appeal sanctions of suspension, demotion, or dismissal to the State Civil Service Board. The Disciplinary Action Hearing Board was established to ensure that USS employees still had an appeal process. The board consists of five members: three USS, one faculty member, and one unclassified staff member. The members are appointed by the Provost, but are nominated by each respective governance organization.

Guidelines and hearing board procedures were developed by a group of University Support Staff, Provost Office representative, and HR/EO. These procedures were reviewed, discussed, analyzed, and compared to the State Civil Service Board procedures. On August 3, 2005 the University Support Staff Senate voted to approve the Guidelines and Procedures.

One does not have to go to Topeka, KS, to appeal the above mentioned sanctions. To view the Guideline and Procedures please see:

http://www.ku.edu/~clsenate/2005_Hrng_Brd_Gdins.htm

Kathy Reed

UNIVERSITY SUPPORT STAFF SENATE MEETING SCHEDULE

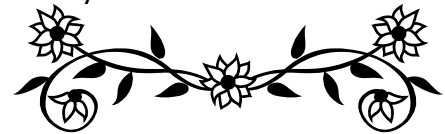
The University Support Staff Senate will meet on the following dates from 10:30 a.m. – Noon, in the Kansas Union. All meetings are open to the public.

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

STATE FAIR EXPERIENCES

I've been at KU four years now and this is my third year going to volunteer at the State Fair. It is always a fun experience and a good opportunity to get more exposure for KU in the western parts of Kansas and to talk with loyal KU fans from all over. We have a great product to offer at KU and the State Fair is a good opportunity to hear people's experiences and connections with the University. I have enjoyed meeting other KU staff on my shifts and learn about their areas of KU like the Geological Survey and University Relations. My favorite experiences are just talking with people about their KU connections, such as grandparents whose grandchildren are going to KU or KU alumni who reminisce about their college days. I would definitely encourage everyone to volunteer at the State Fair in the future to give KU a smiling face in the minds of Kansans.

Diana Koslowsky



Hello there everyone!

My name is Sharon Lee Green and this year was the first time that I volunteered to work at the KU booth at the State Fair. I had a wonderful time taking care of people who came to our booth for KU free items and information. I really enjoyed putting the tattoos on the kids and parents that came to the booth. If you have not volunteered for the KU booth at the State Fair, I recommend you do.

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.

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 Gonc Linda Orr
 Bev Koerner Sharon Lee Green
 Kathy Stiers Maxine Younes
 Delores Leonard Teri Chambers

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

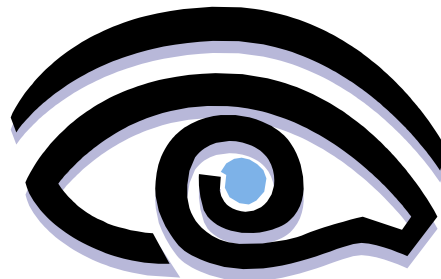
Bev Koerner, Chair
 864-5144 koerner@ku.edu
 Janice Andes Mary Ann Baker
 Russell Benke Jenna Coker
 Angel Gillaspie Bev Nightingale
 Kathy Stiers Maxine Younes

IAPR

Kathy Stiers, Chair
 864-4089 kistiers@ku.edu
 Sharon Lee Green, Angel Gillaspie
 Delores Leonard Maxine Younes

Elections Committee

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



Look for our new
 logo and header in
 the near future

UNITED WAY REPRESENTATIVE

Judy Greenberg
eudorafi@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 Teri Chambers, Sharon Lee Green, Nancy Brune, Allen Eastland, Ruthie Hatfield, Pauline Sanders, and Margretta de Vries. 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 clsenat@ku.edu. ©2005-2007 KU Support Staff Senate

THE NEXT MEETING OF THE KANSAS UNIVERSITY SUPPORT STAFF SENATE WILL BE ON NOVEMBER 9TH AT 10:30 A.M. IN THE PARLOR ROOM OF THE KANSAS UNION.

UNIVERSITY OF KANSAS SUPPORT STAFF SENATE

33 Strong Hall

Lawrence, KS 66045