

The University of Kansas Support Staff Senate Newsletter

February 2006

FROM THE PRESIDENT OF THE UNIVERSITY SUPPORT STAFF SENATE

Hello,

This will probably be my last article as president of USS. We will be having elections shortly and there will be a new president. I will continue to be involved by serving as ex-officio president and as a member of the USS workgroup to continue to develop our new employment system.

I have enjoyed my term as president and feel that it covered a significant time in our work history. The switch from civil service was monumental and is still evolving and will continue to evolve. The beauty of the new system is that if it isn't working it can be changed. A recent example is the change in overtime calculation that occurred last month. Another tangible example was the precedent setting pay increases that staff received last summer.

There are still a lot of things that need work. The Town Hall meetings that will be held are very important so all of us understand what the change in the employment system actually means for each of us. This change will not address and rectify all problems but it does open an avenue for change. The University should be able to address the logjam on the former step IV by moving staff on the basis of merit and possibly special circumstances.

Over the past several years, some staff members have had a tendency to dwell on the things that were wrong with our work environment. Those of you that know me know that I am usually a "glass half empty" person but I have been thinking in a much more positive direction lately. There are a lot of good things about working at KU.

Compared to many places on the outside, our vacation and sick leave is generous. Benefits like family sick leave and shared leave do not exist in many private sector places. Insurance may be costly but not more costly overall than compared with private sector jobs that even offer health insurance. Check out some of the large employers in Lawrence that don't hire staff full-time so they don't need to pay insurance or benefits. Permanent full-time temps don't get benefits. While KPERS may not be the best retirement system in the country, it is still

solvent. Watch any news program about major companies cutting benefits to their retirees.

We have recourse through established grievance channels to appeal decisions that affect our employment. We have developed an excellent working relationship with KU administration particularly with Provost Shulenburg, Vice Provost Eakin and their staff. HREO staff members have worked diligently to establish the new employment system.

Let's be proud of ourselves and continue to work to improve our environment by joining Senate, signing up for a committee, volunteering on campus or in the community. These are only a few ways to improve our environment I know you can think of many more. I am a member the University Support Staff and proud of it!

Thanks for your support over the past years.

Kathy Jansen

THANK YOU, KATHY!

How do you thank someone for the diligence, dedication, and hard work that she accomplished as President of the Senate? The simple words, 'Thank You', do not seem adequate enough to convey our sincere thanks to you for your leadership in the Senate for the benefit of the University Support Staff.

Without your hard work as President, we would not have brought to fruition the USS proposal. Now we can look forward to expanding our presence on campus, in Lawrence, and to the legislature. Hopefully, we will continue the proactive thinking that you have guided us with, so that we will continue to pursue objectives that will benefit all support staff across campus. You have shown us by example what it takes to obtain a constructive and positive change. So to be heard, we need to act and not sit back thinking someone else will do it for us.

Kathy Stiers

Annual performance evaluations for all university support staff (USS) with permanent status must be submitted to HR/EO no later than March 1, 2006. Position descriptions should be updated, if needed.

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.

| | |
|----------------|---------|
| March 8, 2006 | Parlor |
| April 12, 2006 | Parlor |
| May 10, 2006 | Parlor |
| June 14, 2006 | Jayhawk |

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.

| | |
|---------------|--------------------|
| March 1, 2006 | International Room |
| April 5, 2006 | International Room |
| May 3, 2006 | International Room |
| June 7, 2006 | International Room |

HOLIDAY AND OVERTIME COMPENSATION

A new policy is now in effect for holiday and overtime compensation. Holiday credit will now count toward the calculation of overtime eligibility for all of the University's non-exempt staff, whether university support staff or unclassified professional. No other forms of paid leave will count toward the calculation of overtime eligibility, e.g. neither sick nor vacation leave.

TUITION ASSISTANCE

FALL SEMESTER DEADLINE IS 5:00 P.M. FRIDAY, APRIL 14, 2006

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.

DISCIPLINARY ACTION HEARING BOARD

Disciplinary Action Hearing Board Appeals for
Permanent University Support Staff
7/01/05 – 12/31/05

Disciplinary Actions Taken: 27*

1. Dismissals: 13
2. Demotions: 1
3. Suspensions: 10
4. Resigned: 1
5. Verbal Resignation: 1
6. Probationary-not eligible to appeal: 1

*of the 27 - 6 are still within their 21 days to appeal

Hearings Held: 3

1-day suspension -*affirmed by board 10/18/05, accepted by provost 11/01/05*

3-day suspension-*affirmed by board 10/28/05, accepted by provost 11/07/05*

Dismissal-*modified by board 12/2/05, Modified to demotion, modification supported by provost 12/16/05*

If you have any questions please contact the University Governance office 785-864-5169

TOWN HALL MEETINGS

Town Hall Meetings will be conducted by Human Resources and Equal Opportunity (HR/EO) for University Support Staff. Titles and salary administration will be discussed. Please plan to attend. New titles will be implemented on March 26th.

Wed., February 15th: 8:00 to 9:30 p.m.
Only evening session!

Mon., March 6th: 9:00 - 10:30 a.m.

Fri., March 10th: 2:00 to 3:30 p.m.

This newsletter created and designed by Teri Chambers, Sharon Lee Green, Nancy Brune, Allen Eastland, Ruthie Hatfield and Margretta de Vries. The University Support Staff Senate Communications Committee meets quarterly. If you have suggestions for articles, please call Teri Chambers (864-2481) or email us at clsanat@ku.edu.
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NEW USS LOGO COMING SOON!

At the January 11 University Support Staff Senate meeting, David Johnston, Director of Marketing was a guest speaker. He visited with us and went over some of the new policies regarding the University's new logo. He shared with us some examples of how departmental letterhead will look and explained the policy regarding pre-existing logos. With our name change, and the new KU identity requirements, instead of designing a new logo to replace the former Classified Senate logo, we will be receiving our new KU-approved logo as soon as it is available.

EMPLOYEE OF THE MONTH

- August—Rosalee W. Neibarger in Social Welfare
- September—Carlotta Liska in Facilities-Operations
- October—Charles Gabel Manager of the Machine Shop, Learned Hall
- November—Gina King in Graduate Application Processing Center
- December—Sandra Drake in Commutations
- January—Pam Lerow in CLAS

Congratulations! And Thank You for your hard work!

UNIVERSITY SUPPORT STAFF SENATE NOMINATIONS

Members elected to the University Support Staff Senate serve two years, beginning at the first full senate meeting in May. The Senate meets on the second Wednesday of each month from 10:30 – 12:00. The Executive Board, which is made up of the President, Vice President, secretary, treasurer, EEO representatives and committee chairs, meet on the first Wednesday of each month from 11:30 – 1:00.

We have openings in all EEO categories. EEO categories and job titles may be found on our web site: <http://www.ku.edu/~clsenate>, or you may contact University Governance, 864-5169.

If you're interested in being a member, or know someone who is, please complete the following information and return it by March 8th, 2006 to: University Governance, 33 Strong Hall, or email the information to clsenate@ku.edu, or call 864-5169

Name: _____

Department: _____

Job Title: _____

EEO Category: _____

Phone: _____

Email: _____

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

Brian Hanabury

Bette Luther

Mary Ann Baker - EEO 4 Rep

Janice Andes

Nancy Brune

Angel Gillaspie

Bev Koerner

Linda Orr

Kathy Stiers

Maxine Younes

Sharon Lee Green

Betty Childers

Delores Leonard

Teri Chambers

Jenna Coker

Jay Barnard - EEO 5 Rep**Tim Thomasson - EEO 6 Rep**

Thomas Bryce

Doug Carter

Allen Eastland

Wayne Hathaway

Pauline Sanders - EEO 7 Rep

Dennis Constance

Mike Lindeman

Ruth Hatfield

Ed Whittman

Representative At Large

Kathy Reed

Russell Benke

Diana Koslowsky

COMMITTEES**COMMUNICATIONS**

Teri Chambers, Chair

864-2841 tchambers@ku.edu

Sharon Lee Green

Nancy Brune

Margretta de Vries

Allen Eastland

Ruthie Hatfield

ELECTIONS

Doug Carter, Chair

864-3097 dscarter@ku.edu

Judy Greenberg

Sharon Lee Green

Wayne Hathaway

Kathy Reed

LEGISLATIVE

Dennis Constance, Chair

864-4261 dcon@ku.edu

Mike Auchard

Jay Barnard

Nancy Brune

Tom Bryce

Ed Wittman

Linda Orr

Bette Luther

Maxine Younes

Tim Thomasson

PERSONNEL

Bev Koerner, Chair

864-5144, koerner@ku.edu

Janice Andes

Mary Ann Baker

Angel Gillaspie

Carol Gonce

Judy Greenberg

Kathy Jansen

Bev Nightingale

Kathy Stiers

Maxine Younes

IAPR

Kathy Stiers-Chair

864-4089, kistiers@ku.edu

Maxine Younes

Delores Leonard

Angel Gillaspie

Sharon Lee Green

WEB SITE UPDATEwww.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 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 Spring 2006 classes and online registration.

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



THE NEXT MEETING OF THE UNIVERSITY SUPPORT STAFF SENATE WILL BE ON MARCH 8TH AT 10:30 A.M. IN THE PARLOR ROOM OF THE KANSAS UNION.

UNIVERSITY OF KANSAS SUPPORT STAFF SENATE

University Governance

33 Strong Hall