

## FROM THE PRESIDENT OF THE CLASSIFIED SENATE

The new campus year is well underway, and it seems to be off to a good start in several areas. I would like to briefly share a few of them with you.

Under the leadership of a new Provost for the first time in 13 years, there has been obvious interest in what that will mean for all of us in the KU community. In particular for University Support Staff who are in the transition to that new definition from our old civil service role, we are interested in administrative follow-through. Will the new campus leader understand where we were coming from, where we want to go, and continue to support the effort? I have been able to meet with Provost Lariviere several times now, and the short answer to those questions at this point seems to be "yes". Only time and experience will tell for certain, of course, but I am encouraged that we will continue to make progress.

The University Support Staff Work Group is also a key element in that progress, and it has been working on several items. One is to examine the possible ways for continuing to improve our financial conditions from the pitiful state they had sunk to under control of the State Legislature. For two years in a row since our changeover we are ahead of our brethren who stayed behind in the civil service, and we want to keep that up. Another area of attention is tracking how the merit portion of the money is working out, and creating ways to improve the communication about how those awards were made. The merit pay part of our system will not work as well as it should without effective feedback. The work group also continues to monitor how the system of disciplinary action appeals is working so that it will yield results as comparable as possible to those that came from the Civil Service Appeal Board.

Committee work of all kinds is gearing up. USS seats on University-wide committees like the Parking Board, Planning and Resources, Employee Recognition, Etc. have been filled. The USS Senate Committees—Elections, Personnel, Communications, Legislative Affairs, and Information Access and Public Relations, are in full swing.

While the USS Senate is the vehicle by which all committee assignments are made, you do not have to be a Senator to participate. In the last newsletter we asked people to express interest in committees they might wish to serve on. You can submit your name to me or to the Governance Office any time. Some committees can be joined at any time. Others can only be joined when there is a vacancy, but vacancies can occur unexpectedly and need to be filled. A full list of committees is available on our website, or by contacting the Governance Office in Strong.

The USSS Personnel Committee is currently studying the results of the Dependent Tuition Survey we recently asked you to participate in. Roughly one-third of you did respond. The initial look at the results suggests that among that response group the idea of expanding tuition assistance in some way to cover spouses and/or dependents is one that we should pursue further. There will be more information about this coming soon.

The Information Access and Public Relations Committee has recently completed a goal and you will have seen it by the time

this newsletter reaches you. We have long felt that sometimes people do not understand who we are and what we do for the University, so IAPR has developed a brochure to help correct that. It will be placed in areas around campus where information of that type is generally available, and we hope to use it in the coming year at events like KU Day at the Kansas Legislature, and the next Kansas State Fair. Anywhere we want to get out the word about how our work is important to one of the major institutions of our State.

When the Kansas Legislature passed Senate Bill 74 and opened the door to creating University Support Staff, part of it's language required the on-going involvement of the affected classified employees. In short – all of us. The University Support Staff Senate takes its role in that very seriously. I hope I have given you some idea of how we are doing that so far. Please feel free to share your concerns and ideas with any Senator or Officer.

Dennis Constance

## TUITION ASSISTANCE

**SPRING SEMESTER DEADLINE IS 5:00 P.M., FRIDAY, NOVEMBER 17, 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.

**OPEN ENROLLMENT FOR PLAN YEAR 2007  
INSURANCE PLANS AND FLEXIBLE SPENDING  
ACCOUNTS.**

**STARTS: OCTOBER 1, 2006  
ENDS: OCTOBER 31, 2006.**

**FOR ENROLLMENT GO TO THE WEBSITE:**

[HTTP://WWW.HREO.KU.EDU](http://www.hreo.ku.edu)

### YOUR PAY RAISES

How our pay raises are determined now that we are University Support Staff, is different than it was as Classified Staff. As a result, knowledge of just how large that raise will be gets finalized a little later in the process than it did in the old system.

As Classified Staff, we knew right at the end of the legislative session, usually in late April or early May, exactly how small our raises were going to be. Step movement, if any, was always the same, and the C.O.L.A., if any, was set by vote of the legislature.

Now we are part of the University's budget cycle, there are steps to that process which cannot occur until the legislative session is over. It is only then that KU knows for sure how much money it will have to work with for all expenses, including our pay. Prior to that time, the university is working with estimates, and releasing any pay information based on estimates, no matter how knowledgeable and close those projections might be, would be misleading and unfair.

One of those added steps is approval of our budget by the Kansas Board of Regents (KBOR). After the Kansas Legislature has done its business and adjourned, the University then has to finalize its budget and submit it to the Regents for approval. It is not official until that vote has been taken at the KBOR June meeting, late in the month. Only then can accurate information about our raises be legally released to the employees involved.

Raises will take effect-when the new fiscal year begins, just like in the past. The only difference, other than being larger than the legislative grants, is that you don't know for two months ahead of time. The new process does NOT delay when your raise takes effect. The money is still there to pay your bills when needed, and thanks to being USSS and part of that longer budget process, there is more of it than there otherwise might be.

### STATE FAIR EXPERIENCES

I have had the chance to volunteer for the KU Booth at the State Fair consecutively for three years now. The diversity of the people that came to our booth is amazing. We gave away KU items such as football posters, magnets, pens, and a variety of other items. The most popular item with the kids was our KU tattoo. Adults asked for our basketball schedule. Our booth was located in the Meadowlark Building. My shift was from 9am to 1pm on Friday, September 15. A number of school groups came through during that time. Volunteering for the State Fair was a wonderful experience.

**Joann Berner**



This year KU conducted a pep rally at the State Fair from 2:00-3:00 on September 16. The marching band and spirit squad were on hand to perform for the crowd. Nine songs were played by the band with a patriotic number being played in honor of our troops. Several KU administrators spoke as well. T-shirts and plastic footballs were tossed into the stands. Fans and bookmarks were also given out.

**Margy Fredricks, Coordinator for the KU Booth**



I have volunteered for four years for the KU Booth at the Kansas State Fair. My family comes from McPherson, Kansas so

we make the fair a family affair with my mother and sister joining us for the day. I enjoy interacting with the people that visit our booth and projecting a positive image about the university. We give away items such as fans, magnets, and football posters. KU tattoos were a very popular item with people of all ages.

**Craig Pearman**

### EMPLOYEES OF THE MONTH

**Jeremy Whetstone** – KU Memorial Unions evening building manager – July 2006.

**Jolene Fairchild** – Budget Officer in the College of Liberal Arts and Sciences – August 2006.

**Jun Fu** – Accountant in the Department of East Asian Studies – September 2006.

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

### UNIVERSITY SUPPORT STAFF SENATE MEETING SCHEDULE

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

10/11/06	Centennial Room
11/08/06	Jayhawk Room
12/13/06	Jayhawk Room
01/10/07	Jayhawk Room
02/14/07	301 Relays Rm – Burge Union
03/14/07	Jayhawk Room
04/11/07	Jayhawk Room
05/09/07	Jayhawk Room
06/13/07	Jayhawk Room

### 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.

11/01/06	International Room
12/06/06	International Room
01/03/07	International Room
02/07/07	International Room
03/07/07	International Room
04/04/07	International Room
05/02/07	International Room
06/06/07	International Room

Currently the University Support Staff Senate has an opening for a Senate seat. This opening will be placed either in the EEO category 7, service/maintenance, or will become an at large member. If you are interested in becoming a member of a governing body, please email: [USSS@ku.edu](mailto:USSS@ku.edu) of your interest. Please explore the web site for information on the Senate, <http://www2.ku.edu/~clsenate/>

**OFFICERS**

President – Dennis Constance  
 Vice President – Doug Carter  
 Secretary – Kathy Stiers  
 Treasurer – Sharon Lee Green  
 Ex-Officio – Kathy Jansen

**COMMITTEE ASSIGNMENTS****LEGISLATIVE AFFAIRS**

Mike Auchard - Co-Chair  
 Jay Barnard - Co-Chair  
 Brad Gilges Ruth Hatfield  
 Joseph Morgison Renee Wiggins  
 Maxine Younes

**IAPR**

Kathy Stiers – Chair  
 Sharon Lee Green Delores Leonard  
 Bette Luther Maxine Younes

**ELECTIONS**

Wayne Hathaway – Chair  
 Jay Barnard Doug Carter  
 Linda Gerdes Sharon Lee Green  
 Judy Greenberg

**PERSONNEL**

Maxine Younes – Chair  
 Janice Andes Jenna Coker  
 Brian Hanabury Kathy Jansen  
 Diana Koslowsky Bev Nightingale  
 Pauline Sanders Cindy Sexton  
 Kathy Stiers Renee Wiggins

**COMMUNICATIONS**

Delores Leonard – Chair  
 Teri Chambers Betty Childers  
 Allen Eastland Sharon Lee Green  
 Ruth Hatfield Diana Koslowsky

**UNIVERSITY COUNCIL REPS**

Mary Ann Baker Doug Carter  
 Kathy Jansen, ex-officio  
 Dennis Constance

**UNCLASSIFIED SENATE REP**

Maxine Younes

**SENEX REP**

Doug Carter

**UNITED WAY**

Judy Greenberg

**ACADEMIC COMUPTING  
AND  
TELECOMMUNICATIONS**

Brian Hanabury

**ACADEMIC  
PROCEDURES &  
POLICIES**

Kathy Stiers

**CALENDAR COMMITTEE**

Cindy Sexton

**INTERNATIONAL AFFAIRS**

Renee Wiggins

**ORGANIZATION & ADMIN.**

Mary Ann Baker

**PLANNING & RESOURCES**

Kathy Jansen

**PARKING COMMISSION**

Bette Luther (2008)

Kathy Reed

**RETIREES RIGHTS AND  
BENEFITS**

Linda Gerdes

Jeanne Torneden, retired staff member

**LIBRARY APPEALS**

Position alternated every two years with  
 Unclassified Staff

**LIBRARIES**

Mary Ann Baker

**SENATORS****Ruth Hatfield - EEO 3 Rep**

Brian Hanabury Bette Luther

**Mary Ann Baker - EEO 4 Rep**

Janice Andes Teri Chambers  
 Betty Childers Jenna Coker  
 Sharon Lee Green Diana  
 Delores Leonard Koslowsky  
 Cindy Sexton Joseph  
 Renee Wiggins Morgison  
 Kathy Stiers Maxine Younes

**Jay Barnard - EEO 5 Rep****Wayne Hathaway - EEO 6 Rep**

Mike Auchard Allen Eastland  
 Russell Benke

**Pauline Sanders - EEO 7 Rep**

Brad Gilges Chris Wallace

**Representatives At Large**

Linda Gerdes Judy Greenberg  
 Bev Nightingale Linda Orr  
 Kathy Reed

**WEB SITE UPDATE**

[www.ku.edu/~clsenate/](http://www.ku.edu/~clsenate/)

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

**HELPFUL WEB LINKS****KU Home Page**

[www.ku.edu](http://www.ku.edu)

**KU Staff Benefits**

[www.ku.edu/~kuhr/faculty\\_staff/benefits/](http://www.ku.edu/~kuhr/faculty_staff/benefits/)

**Meeting Schedules For  
KU USS Senate**

[www.ku.edu/~clsenate](http://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/](http://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/](http://www.ku.edu/news/).

This newsletter created and  
 designed by Delores Leonard,  
 Chair, Teri Chambers, Betty  
 Childers, Allen Eastland, Sharon  
 Lee Green, Ruth Hatfield, and  
 Diana Koslowsky. The  
 University Support Staff Senate  
 Communications Committee  
 meets quarterly. If you have  
 suggestions for articles, please  
 call Delores Leonard (864-9720)  
 or email us at USSS@ku.edu  
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 Support Staff Senate

The next meeting of the University Support Staff Senate will be on October 11<sup>th</sup> at 10:30 a.m. in the Centennial Room of the Kansas Union.

**UNIVERSITY OF KANSAS SUPPORT STAFF  
SENATE**

33 Strong Hall  
Lawrence, KS 66045