

**FROM THE PRESIDENT OF THE
UNIVERSITY SUPPORT STAFF SENATE**

By now, most of us are hitting the stride in our jobs after the flurry of activity that starts each new school year. The pace of work never gets too slow, but by now it is settling into something manageable for the long run to end the 08-09 marathon.

There is something new in place this fall that will affect us as employees, of which I want to ensure you are aware. Beginning this month, by mandate from the Board of Regents, we have to have a policy in place governing criminal background checks for all new hires. This policy can be found on the University's website at <https://documents.ku.edu/policies/hreo/BackgroundCheck.htm>. I urge you to look it over to see what is involved, but I will share a few key aspects with you:

- It will not affect current employees unless they are "serve at the pleasure of" positions, which most USS staff do not.
- If you leave the service of the University for one year or more and then return, you will be subject to the background check as if you had never previously worked here.
- The background check will not be done on every applicant. It will only be done on those who are actually offered a position.
- The new hire will be informed the check is being conducted and that the offered job is contingent upon the acceptable outcome of that check.
- A criminal record will not automatically disqualify someone from University employment.
- The actual background check will go back 7 years and be conducted by a private contractor who handles all aspects of that process. Thus, the University will not maintain records in-house of these checks.
- IF the background check turns up something, HR/EO, in consultation with the General Counsel's Office and the Office of the Provost, will review the nature and seriousness of any offense in relationship to the job's requirements and responsibilities. The individual's subsequent rehabilitation record also will be considered.

Given the public safety concerns that have been in the news relative to college campuses it is understood why such checks have become necessary. There is no desire to be unfair in our treatment of anyone through this new policy. I have shared my concerns with the Provost, the USS Work Group and other governance bodies that we strive not to create unnecessary problems for our staff, and there is agreement we must be sensitive to that

possibility when carrying out the provisions of this new policy. If in the future you have concerns these efforts are not being achieved, please feel free to contact me or any other member of the University Support Staff Senate.

Best wishes for the new school year.
Dennis Constance

**HERE COMES THE WWW !
THE WHEAT STATE WEE WHIRLWIND !**

For a number of years now, the University has sponsored a week-long, quick tour of Kansas to orient new faculty to the rich diverse wonders of our fair state. The Unclassified Staff hosted a similar, albeit shorter, event last fall. Now the University Support Staff Senate is making our own shortened version of this popular event available to University Support Staff members – the Wheat State Wee Whirlwind Tour.

This will be a one-day tour to visit a few of the interesting places nearby. Features will include:

**The Land Institute of Salina
The Smokey Hill Wind Farm
Council Grove Historic Sites
The National Tallgrass Prairie Preserve**

Senior Vice Provost Don Steeples, the knowledgeable host of the Faculty tour each Spring, has agreed to come along as our guide, both to planned sites as well as those we will pass along the way.

The date is set for Monday, October 13th.

The tour will depart by bus from the KU Visitor Center at 15th and Iowa at 6:30am, returning at approximately 6:30pm. Transportation is free. Any other costs involved such as meals will be the responsibility of each participant. Since this tour occurs on a weekday, each person will need to arrange with their department for a vacation day off to join the fun.

Space is limited, so make your reservation by **October 3**, you can either call, email or complete the form on the last page of the newsletter and return it to University Governance 33 Strong Hall. Phone: 864 5169, Email: kreed@ku.edu Or drop by in person.

In the event more people want to go than there is space on the bus, participation will be determined by a random drawing. You will be notified no later than October 8th if your seat is confirmed, so be sure to include information as to how you may be contacted when you make your reservation.

If you want to plan to go with another person, please make sure their name also is part of your request. When the random drawing occurs, those two people will be assigned the same number in the process.

Only University of Kansas, University Support Staff employees are eligible to participate.

Contributed by Dennis Constance

REMEMBER TO VOTE NOVEMBER 4

OPEN ENROLLMENT FOR INSURANCE

THE OPEN ENROLLMENT PERIOD FOR HEALTH INSURANCE STARTS OCTOBER 1 THROUGH OCTOBER 31, 2008. WATCH YOUR MAILBOX FOR MATERIALS THAT WILL AID YOU IN THE PROCESS.

TUITION ASSISTANCE

Fall Semester Deadline is 5:00 p.m. Friday November 7, 2008.

Due to the increased number of staff wanting to take advantage of the tuition assistance program, the application deadline has been moved up to allow more time to process application materials. The new deadlines are listed below and they will also be listed on the HR/EO web page at <http://www.hreo.ku.edu/>.

<u>Semester</u>	<u>Application Deadline</u>
Spring	First Friday in November
Summer	First Friday in April
Fall	First Friday in July

For information about program guidelines and to access the most current application form, go to http://www.hreo.ku.edu/benefits_pay/benefits_info/tuition_assistance.

LACTATION STATIONS

To help support mothers and their nursing relationship with their babies, there are several Lactation Stations around campus. The stations vary in their availability and functionality. Some Lactation Stations also are available for breastfeeding so that a mother may nurse in private if that is her preference. A complete list is also found on the Emily Taylor Women's Resource Center website:

<http://www.etwrc.ku.edu/~etwrc/parents/NursingStations.shtml>. Please call for availability.

Contributed by Teri Chambers

2008 STATE FAIR EXPERIENCES



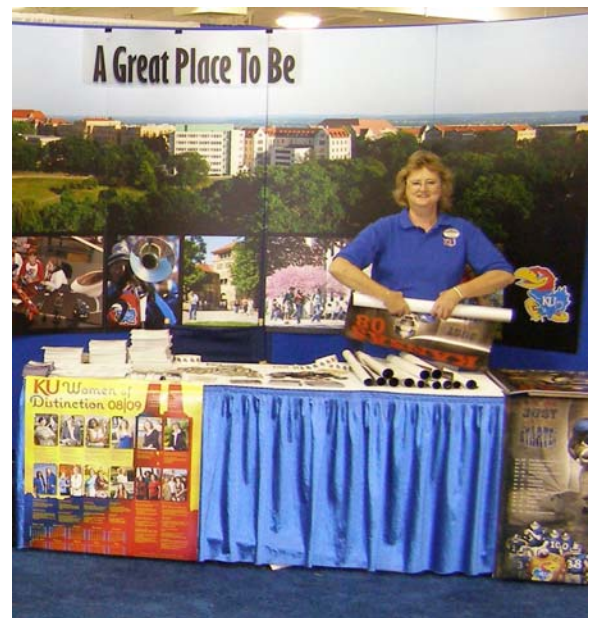
(left to right) Kristi Thompson, Carol Vrbas

This was my fifth year to work in the KU Booth at the Kansas State Fair. It was an amazing experience getting to talk to people about KU. I really enjoyed giving out stickers and bookmarks to the kids.

- Kristi Thompson, Business and Financial Planning

Volunteering to work the KU Booth at the Kansas State Fair was a very fun experience. I have gone every year for the last six years. It was a pleasure to work with people from the other KU campuses. I really enjoyed meeting people from all over the state and talking with them. My favorite part was getting to put the Jayhawk tattoos on the kids.

- Carole Vrbas, Health, Sport and Exercise Sciences



Betty Childers

I have volunteered for a number of years for the KU Booth at the Kansas State Fair. It was a wonderful experience. The opportunity to work with people from the different KU campuses was very interesting. I enjoyed interacting with

the people who visit our booth and listening to their concerns and comments about the university. I even met someone from England who was very interested in our university. We gave away items such as posters, magnets, and stickers.

- **Betty Childers, University Registrar Office**

Pictures by Kevin Boatwright

STAFF RIDE FREE---KU OR THE T!

All buses in Lawrence are now FREE for KU Staff, Faculty, and students. To board the bus off campus, you must show a current KU ID. If you do not have a current KU ID, you may get one for FREE (if you have your old card) at the KU Card Center, located on the 4th floor of the Kansas Union. You do not have to show ID to board the bus on campus. The KU buses are newer and cleaner, thanks in part to a nominal campus transportation fee imposed on the students and a contribution from the Parking budget.

There are many other exciting changes to the bus system this year. For the first time, KU on Wheels owns its own buses. A new Transit Commission reports directly to the Provost, and includes one representative each from Faculty, Unclassified and University Support Staff. KU began a new 17-month contract with MV Transportation, which also manages the "T." The current contract expires December 31st, 2008, and the University is in the process of evaluating new bids and negotiating a new contract. The future of the "T" is uncertain pending the results of the November 4th General Election.

Starting October 1st, 2008, you must have a current KU ID to board the bus for free off campus. Your old KU ID will no longer be valid. Please contact the KU Card Center at 864-5845 or visit their web site at www.kucard.ku.edu for further information.

Contributed by Peggy Robinson

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.

10/08/08	International
11/12/08	International
12/10/08	International
01/14/09	International
02/11/09	Alcove J
03/11/09	International
04/08/09	International
05/13/09	International
06/10/09	International

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.

10/01/08	International
11/05/08	Pine
12/03/08	International
01/07/09	International
02/04/09	International
03/04/09	International
04/01/09	International
05/06/09	International
06/03/09	International

If you are interested in becoming a member of a governing body, please email: USSS@ku.edu of your interest. Please explore the web site for information on the Senate <http://www2.ku.edu/~clsenate/>

THE NEXT MEETING OF THE UNIVERSITY SUPPORT STAFF SENATE WILL BE IN THE INTERNATIONAL ROOM AT THE KANSAS UNION ON OCTOBER 8, 2008 AT 10:30AM.

EMPLOYEES OF THE MONTH

Cynthia Cook, Technical Support Tech Senior – Academic Computer Center – August 2008.

Lucinda Koester, Administrative Associate Senior – KU Bands – July 2008.

Karla Conrad, Administrative Associate Senior – Department of Theatre and Film – June 2008.

James Anguiano, Community Services/Training Supervisor – Public Safety Office – May 2008.

Robin Kidney, Dish Room Staff - KU Dining Services – April 2008.

Rae Ann Brown, Administrative Associate Senior – Department of Slavic Languages & Literature – March 2008.

Kenneth Blackwell, Operations Lead Custodian – Burge Union – February 2008.

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

EMPLOYEE OF THE YEAR

Annie Rajaei, Administrative Associate Senior – Parking and Transit

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

OFFICERS

President – Dennis Constance
Vice President – Chris Wallace
Secretary – Kathy Stiers
Treasurer – Sharon Lee Green

COMMITTEE ASSIGNMENTS

LEGISLATIVE AFFAIRS

Jay Barnard –Co-Chair
 Betty Childers – Co-Chair
 Doug Carter, Brad Gilges
 Wayne Hathaway, Cayla Witty

IAPR

Kathy Stiers – Chair
 Jeannie Doering, Delores Leonard

ELECTIONS

Chris Wallace – Chair
 Jay Barnard, Linda Gerdes
 Sharon Lee Green, Wayne Hathaway
 Delores Leonard

PERSONNEL

Diana Koslowsky – Chair
 Teri Chambers, Jenna Coker
 Jeannie Doering, Bev Nightingale
 Isabelle Odegi, Cindy Sexton
 Kathy Stiers, Kristi Thompson

COMMUNICATIONS

Charlotte Goodman – Co-Chair
 Delores Leonard – Co-Chair
 Cynthia Davis, Allen Eastland
 Sharon Lee Green, Wayne Hathaway
 Samantha Reinblatt, Lisa Stratton
 Peggy Robinson

UNIVERSITY SENATE REPS

Mary Ann Baker, Betty Childers
 Cayla Witty
 Dennis Constance – Ex-officio

UNCLASSIFIED SENATE REP

Peggy Robinson

SENEX REP

Mary Ann Baker
 Dennis Constance – Ex-officio

UNITED WAY

Dennis Constance

HR/EO REP

Cindy Nitcher

ACADEMIC COMPUTING & TELECOMMUNICATIONS

Lea Chaffin, Academic Technology Services

ACADEMIC PROCEDURES & POLICIES

Kathy Stiers (2009)

ATHLETICS COMMITTEE

Teri Chambers (2010)

CALENDAR COMMITTEE

Debora Deering, School of Business

INTERNATIONAL AFFAIRS

Renee Wiggins (2009)

LIBRARIES

Mary Ann Baker (2010)

ORGANIZATION & ADMIN.

Diana Koslowsky (2010)

PLANNING & RESOURCES

Kathy Jansen (2009)

PARKING COMMISSION

Mike LaBonte, FO Plumbing (2011)
 Kathy Reed (2009)

RETIREES RIGHTS AND BENEFITS

Linda Gerdes (2009)
 Ruthie Hatfield (2011)

Library Appeals

Mark Lohmeyer, Budget Mgmt/Fiscal Services (2009)

SENATORS

Vacant- EEO 3 Rep

Linda Gerdes

Teri Chambers - EEO 4 Rep

Mary Ann Baker, Teri Chambers,
 Kathy Chaney, Betty Childers,
 Jenna Coker, Cynthia Davis,
 Jeannie Doering, Sharon Lee Green,
 Delores Leonard, Cindy Sexton,
 Kathy Stiers, Kristi Thompson

Jay Barnard - EEO 5 Rep**Peggy Robinson - EEO 6 Rep**

Doug Carter, Allen Eastland, Brad Gilges, Wayne Hathaway

Charlotte Goodman - EEO 7 Rep

Lisa Stratton

Representatives At Large

Pat Argueta, Isabelle Odegi
 Samantha Reinblatt, Ken Sarber,
 Cayla Witty

WEB SITE UPDATE

www.ku.edu/~clsenate/

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

HELPFUL WEB LINKS

KU Home Page

www.ku.edu

KU Staff Benefits

www.hreo.ku.edu/new_faculty_staff

Meeting Schedules For KU USS Senate

<http://www2.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.technology.ku.edu/ and check out the new Summer and Fall classes and online registration.

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

<p>This newsletter is created and designed by Co-Chair Delores Leonard, Co-Chair Charlotte Goodman, Allen Eastland, Wayne Hathaway, Samantha Reinblatt, Cynthia Davis, and Lisa Stratton. 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 uss@ku.edu. ©2005-2008 KU University Support Staff Senate</p>

Wheat State Wee Whirlwind Tour – Mon, Oct. 13,

Senior Vice Provost Don Steeples, originator and host of the University's Wheat State Whirlwind Tour, has volunteered to go along and be the guide. (Due to time constraints we may need to make adjustments to the schedule)

Tentative General Itinerary

Depart KU Visitor Center, 6:30am

Arrive The Land Institute, Salina,– Tour

Arrive at Smoky Hills Wind Farm,

Arrive Council Grove, - Self explore historic sites

Arrive Tallgrass Prairie,

Arrive KU Visitor Center, 6-6:30pm

General Information:

The cost of the bus is courtesy of the University Support Staff Senate. All other expenses, such as entrance fees, meal, etc., are the individual's responsibility.

Seating is limited, and if there is more demand for participation than there are seats on the bus, participation will be determined by a random drawing.

Participation will require that anyone taking the tour will need to use a day of vacation time.

If you would like to attend, please return the information below to the University Governance Office, 33 Strong Hall, by October 3, 2008. You may also email your information to kreed@ku.edu, by October 3, 2008. **Participants will be notified no later than October 8th.**

Please only sign up if you are serious about attending the tour.

Name: _____

Department: _____

Phone Number: _____ Email: _____



UNIVERSITY OF KANSAS SUPPORT STAFF SENATE

33 Strong Hall

Lawrence, KS 66045