

KU THE UNIVERSITY OF KANSAS

Support Staff Senate



Winter 2011

A Letter from the President

By Dennis Constance

Greetings to everyone as the holiday season brings 2011 to a close. By now you should have received notice of the first pay raise many of us have received in 3 years. While it is not nearly as large as we might wish—or need—it to be, it is a step in the right direction. Hopefully the next step will be a larger one. Everyone knows the University has had, and still has, a significant amount of deferred maintenance that is a threat to the institution's ability to function. I try to suggest to our administration that years of "deferred pay" have created a similar problem for KU as it relates to staffing, and we need to address it with a similar crisis aversion manner to that with which we have approached the facilities issues.

The separation from State Civil Service 6 years ago was brought on by this problem and was an attempt to begin to solve it. We were making some progress before the economy brought that to a halt. We were for the most part ahead of classified pay raises from the legislature, as promised by KU, but the margins were generally small. When Provost Lariviere was still here, I shared with him on several occasions that when the budget began to improve, we needed to make it a priority to develop a plan for signifi-

cantly improving low pay. Many entry level positions have a rate of compensation that hovers woefully near the federal poverty guidelines. Interim Provost Anderson was sympathetic to this as is Provost Vitter now. As KU is facing significant changes brought about by the strategic planning process and related activities, such as the work of the Huron Group, it seems time to push the message again. There needs to be a serious effort to improve the financial lot of University Support Staff.

The University made a promise when we separated from civil service that they would always try to provide raises better than what the State was providing its classified staff. While we have technically honored that pledge, we need to put significant effort into finding ways to make that margin noticeably larger. We appreciate the continuance of longevity bonuses when they have disappeared for the rest of state employees. We appreciate the practice of including those bonuses in our base pay for purposes of calculating percentage increases and then removing them so that they can be paid in the lump sum amount we have come to count upon.

Still, we need to make further improvements. We have gone through some hard times, and I would like to point out that KU *never* promised that we would *always* get a raise. I heard some people speak in error about this during some of the Huron Group Town Hall Meetings. The original promise was twofold: If money for raises was available, the University would always try to beat the state's increase. Also, that whatever money was available would be divided so that two-thirds was distributed among everyone with a satisfactory performance evaluation in the preceding year. We have just come through a time where money was not available, and lack of raises was not KU breaking its word.

I can tell you now that our administration has been at work for over a year to find a way to ensure that staff would not have to face another twelve months without a raise. Hopefully the budget problems are improving and we can look forward to not only getting back on track, but moving ahead.

Best wishes for the rest of 2011 and the start of 2012.

Dennis



Dennis Constance
President, University
Support Staff Senate

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Support Staff Employee of the Month — Congratulations!

November 2011—**Terri Rockhold**, American Studies

October 2011—**Brian Baker**, Kansas Law Enforcement Training Center (KLETC)

September 2011— **Maria S. Thompson**, Provost Office

August 2011—**Enedina “Nina” Villeareal**, University Advising Center

July 2011—**Rhonda Tingle**, Comptroller’s Office



The next employee of the month could be you or a co-worker! Nominations may be made by contacting HR/EO at 785-864-7408 for help with the nomination form, or by filing online at www.hreo.ku.edu/documents/alphabetical, select *Employee of the Month* under the letter “E”.



Seeking Career Advancement?

By Alecia Gray

The staff at the University of Kansas and other public sector organizations who want to advance in their careers are invited to develop their skills in the Emerging Leaders Academy (ELA). Offered through KU’s Public Management Center (PMC), the ELA is targeted to promising, non-managerial staff to help them prepare for leadership roles in their departments and agencies.

The program meets two days each month for six months, with classes designed to help participants hone their skills for positions of increasing responsibility while also growing their effectiveness in their current roles. The program benefits not only the attendees but also offers participants’ employers a more prepared and engaged talent pool to draw from as they plan for the future.

In addition to exploration of class topics such as organizational dynamics, generations in the workplace, and business communication skills, each participant completes a mentor shadowing assignment and creates a professional portfolio designed to highlight his or her competencies and identify skill gaps. ELA graduates cite these activities as crucial to their learning about themselves and how to attain their goals.

“Seven staff from five different KU programs and offices have participated in past sessions of the Emerging Leaders Academy,” said Noel Rasor, assistant director of the PMC and program manager for the academy. “I’d love to see more departments take advantage of ELA as a way to recognize and support staff growth and achievement.”

One of the past KU participants was Victoria Williams, circulation supervisor at the Anschutz Library. “I loved getting different perspectives on the issues facing those of us in the public sector,” Williams said. “We heard about not only the problems faced and how they were handled but the triumphs as well. It gave me a better understanding of my own role and a better understanding of what it really means to be a public servant.”

The PMC is part of the School of Public Affairs and Administration and has a mission to prepare leaders, develop professionalism in the public workforce, and link KU resources to the challenges of management in public organizations. Historically it has predominantly served staff from state agencies and local governments.

“We’re now trying to make more folks at KU aware of what we can do to support staff development needs here,” Rasor said.

“Our relationship with the School ensures that all the trainings and resources we offer are grounded in current research,” said Charles Jones, director. “The Public Management Center staff supplements this with years of experience in leading engaging workplace education programs. It creates a win-win for our participants.”

The standard tuition for ELA is \$1,000; the KU staff rate is \$750. The cost covers all training days and materials. The PMC can work with departments on payment arrangements if necessary.

More details about the Emerging Leaders Academy and all of the center’s educational programs can be found on the Public Management Center’s website at www.kupmc.org. The next ELA classes will be held in the Spring, 2012.

Upcoming Important Dates for Support Staff

December 12-16—Finals Week
 December 26 —Christmas Holiday, Offices Closed
 January 2 —New Year's Day Holiday—Offices Closed
 January 11—University Support Staff Senate Meeting—10:30-12:00—KS Union
 January 16—Martin Luther King, Jr. Day Holiday—Offices Closed
 January 17—1st day of Spring 2012 Classes

REMINDER:
If you haven't
used your
Discretionary
Day for 2011,
you must use it
by December 23!!!



Have a Safe and Happy Holiday Season!

Professional Education Opportunity for KU Managers

By Alecia Gray

Are you a KU manager looking for a way to boost your management skills?

The Kansas Certified Public Manager (CPM) program, offered by KU's Public Management Center, is a professional education opportunity for managers working in government agencies, nonprofits, and organizations that contract to provide public services and meet community needs. CPM is a nationally-accredited management program and certification in which participants develop and strengthen their management skills through a competency-based curriculum.

The program can fill a training gap for staff with significant technical expertise who seek to further their

knowledge of current management practices. The Kansas CPM program offers a blended learning approach of classroom hours, online learning, and outside assignments to meet 300 hours of structured learning. The curriculum addresses personal and organizational integrity, managing work, leading people, developing self, systematic integration, public service, and leadership during times of change. Along the way, participants complete a capstone project focused on an opportunity for cost savings, revenue generation, process improvement, or innovation in their workplace.

"CPM students represent the very best in public service," said Terri Calla-

han, program manager. "While managing full time jobs, CPM students and their sponsoring agencies, somehow find the time and energy to hone their management skills to improve public service in Kansas."

Participants meet in the classroom two days per month for one year, starting in January. In 2012 the program will be offered in three locations: Topeka, the Kansas City area, and Hays. For more information or to apply, visit the Kansas CPM website: <http://www.kupmc.org/programs/cpm/> or contact Terri Callahan at (785) 296-2353 or tcallahan@ku.edu.

Did You Know?

At one time it was against the law to serve ice cream on cherry pie in Kansas?

There are 27 Walnut Creeks in Kansas.

Smith County is the geographical center of the 48 contiguous states.

The stone barn built in 1858 that houses Fire Station #4 in Lawrence, was a station site on the Underground Railroad.

A hailstone weighing more than 1 1/2 pounds once fell on Coffeyville.

Barton County in Kansas is the only county named for a woman—Clara Barton the famous Civil War volunteer nurse.

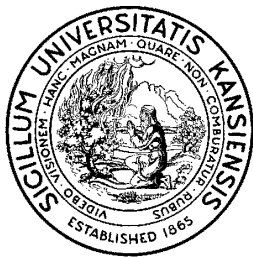
Phog Allen was KU's Head Football coach for one season—1920.





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We're on the Web!
www.uss.ku.edu



University Support Staff Senate Meetings

Yes—Open to YOU!

Did you know that you are welcome to attend the University Support Staff Senate Meetings? Well you ARE!! Feel free to join us at any or all of the following meetings. We'd love to meet you!

January 11—10:30am—12:00pm, KS Union—International Room

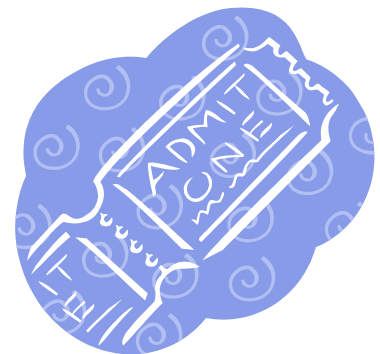
February 8—10:30am—12:00pm, KS Union—Malott Room

March 14—10:30am—12:00pm, KS Union—International Room

April 11—10:30am—12:00pm, KS Union—International Room

May 9—10:30am—12:00pm, KS Union—International Room

June 13—10:30am—12:00pm, KS Union—International Room



Come see what University Support Staff Senate is all about!!!