

President's Corner

From President Michelle Ginavan Hayes and President-Elect Robert Waller



Pictured: Members of the 2018-2019 Staff Senate

Welcome to a new year, Jayhawks! The Staff Senate represents the voices of all support staff and unclassified professional staff at KU. Our 44 senators represent the 3,300 staff members on campus as we facilitate conversations around common employment concerns and provide a formal channel to represent staff in shared governance across the university.

We've been working over the summer and the start of the school year on several issues that impact all of us, including diversity & inclusion, professional development, tuition, and of course, the budget.

Over the summer, many of our senators were able to devote time to conversations and training specific to social justice and microaggressions. Our Diversity & Inclusion committee works closely with the Office of

Diversity & Equity throughout the year to ensure training is made available to everyone on campus.

Regarding professional development, one focus in the coming months is on the Staff Professional Development fund. With a continued commitment from the Pepsi Development fund, we have \$10,000 to award for professional development throughout the year. Look for some announcements coming soon.

We continue efforts on other issues such as tuition assistance for spouses and dependents. Additionally, our staff senate committees are working together to continue the progression of the 2017-18 staff fellow project around improving employee engagement across the university. The Employee Value Proposition is available here: <https://humanresources.ku.edu/staff-fellows-program>

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And finally, we are working with university governance and university leaders to represent staff concerns regarding the budget. We meet on a regular basis with Interim Provost Lejuez, communicate with the Chancellor, and continue to advocate for staff and be part of the conversation. If you have specific concerns or comments regarding the budget, please email them to staffsenate@ku.edu.

Our next Staff Senate election is coming up in the spring, so please consider running for office if you'd like to become more involved in the work that we do. More information about Staff Senate is available here: <https://staffsenate.ku.edu>

If you have any questions, please feel free to contact us directly at mginavan@ku.edu or rawaller@ku.edu.

Why United Way? 2018 Campaign

Melissa Rhodes, KU United Way Coordinator

The KU United Way fundraiser is back once again. Behind the scenes, volunteers have been meeting and planning for campus events and department fundraisers, which will be held to financially support United Way. United Way of Douglas County provides educational, health and financial stability assistance through 26 partner organizations. Two campus volunteers tell why they give to United Way.



Jill Hummels, Office of the Provost Communications Manager - My first job after college was working for a sizeable, robust nonprofit. That experience gave me insight not only into the important stop-gap services nonprofit agencies provide for our communities, but also into the challenges of operating in an environment where funding streams and government regulations can change at a moment's notice. The services available through United Way agencies are critical to the health, well-being and financial stability of individuals and families in Douglas County, and by extension are critical to the greater prosperity and providence of our entire community. Our friends, coworkers, neighbors, and sometimes even our own families may need these services, and I'm glad they are available to anyone in need.



Janet Lukehart, Office of Graduate Studies Executive Assistant - As Lawrenceans and members of the KU Community, we have so much for which to be grateful. United Way provides everyone at KU an opportunity to give back to the Lawrence Community by supporting services that truly help our fellow citizens. And giving back, even just a little bit, is the most useful and joyful way to express gratitude. So, thank you, United Way.

If you are interested in donating to United Way of Douglas County and contributing to organizations that serve our community, you can find fundraising events on campus or consider filling out the payroll deduction pledge form: <https://www.unitedwaydgco.org/ku-payroll-deduction-pledge-form>. The campaign ends December 7th.

VOTE!

Not registered? Not a problem! The registration deadline is Tuesday, October 16th. The Douglas County Clerk's Office is located at 1100 Massachusetts Street, Lawrence, KS 66044. The phone number is 785-832-5267 and their email is elections@douglascountyks.org.

Three sites for getting more information:

1. <https://lplks.org/resources/elections-and-voting/>
2. <https://www.douglascountyks.org/> (Search "voting and elections")
3. <https://my.lwv.org/kansas/lawrence-douglas-county/article/voting-information-douglas-county-residents>

Tuesday, October 16th:
Deadline to register to vote

Wednesday, October 17th:
Advance voting begins in person
or by mail

Tuesday, October 30th:
Deadline to request an advance
ballot to be mailed out

Monday, November 5th:
Advance Voting ends at noon

Tuesday, November 6th:
Election Day

Spotlight: Things You May Not Have Known

1.

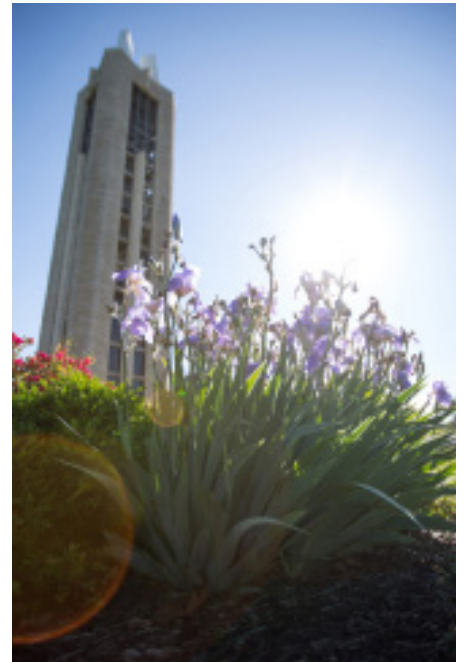
You can save 10% in KU Dining Dollars. KU Faculty and Staff can load \$50 onto their KU ID card for only \$45. The KU Dining Dollars can be used at any on-campus dining facility including The Market, Impromptu Café, Courtside Café and residential dining centers. To purchase this special offer, visit the KU Bookstore website and select KU Dining Dollars offered under the Gear & Gifts section. <https://www.kubookstore.com/c-349-ku-dining-dollars.aspx>

2.

Before your next purchase, make sure to check the S.T.A.R. (State Thanks & Recognition) website. There are many great saving opportunities you can take advantage of because you are an employee of the state. There are discount offers for wireless services, gym memberships, entertainment, and restaurants throughout the state of Kansas. To ensure you never miss a great deal, subscribe to get updates. <http://oitsapps.ks.gov/da/ops/star/default.asp>

3.

Is your department looking for a venue for a team-building retreat, program, or event that offers experiences enhanced by art? Consider having your event at the Spencer Museum of Art. The Museum welcomes University units, affiliated groups, and community organizations to host a range of programs and events. They offer tours and gallery experiences customized to meet each group's goals. If you are interested, please visit their website and complete the online form, or contact Amy Duke, the Museum's Associate Director for Public Engagement: aduke@ku.edu or 785-864-0126. <https://spencerart.ku.edu/facility-use>



Staff Senate Committee Updates

Personnel Affairs Committee

Ranu Pal, ranupal@ku.edu, and Annette Delaney, adelaney@ku.edu, Co-Chairs

The Staff Senate Personnel Affairs Committee worked with central Information Technology to create a KU Acronym webpage. The webpage will reside with the Office of Public Affairs. All staff are encouraged to use and suggest additions, updates, or deletions: <https://publicaffairs.ku.edu/ku-acronyms>

In addition, the Personnel Affairs Committee and the Legislative Affairs Committee are reviewing and recommending revisions to the current weather policy. Watch for updates in the Policy Library: <http://policy.ku.edu/provost/winter-weather-policies>

We will be pursuing efforts in future meetings to improve services on campus that affect KU employees. If you would like to join our committee and contribute to these efforts, let both Ranu and Annette know.

Staff Senate Committee Updates, Continued

Legislative Affairs Committee

Jenny Flinders, jflinders@ku.edu, Chair

The Staff Senate Legislative Affairs Committee has kicked off the new academic year with a busy agenda. The Committee is currently exploring updates to the tuition assistance program, reviewing staff roles and opportunities on the University Senate, working with the Personnel Affairs Committee to review and recommend revisions to the current inclement weather policy, and working with the full Staff Senate and 2017-2018 Staff Fellows on an Employee Values Proposition. Legislative Affairs members also continue to monitor state and federal legislatures for policies and actions that affect university employees.

Watch for updates to policies, including tuition assistance and inclement weather procedures, in the Policy Library: www.policy.ku.edu

Professional Development Committee

Abby Ehling, ahling@ku.edu, Chair

The Staff Professional Development fund application is now open for the academic year. Applications will be accepted on a rolling basis. Applications will be reviewed around the 20th of each month, and applicants can expect to hear about their application by the beginning of the next month. All staff represented by Staff Senate are eligible to apply for funds to use for professional development opportunities. More information here: staffsenate.ku.edu/professional-development



Staff Senate Committee Updates, Continued

Diversity and Inclusion Committee

Michelle D. Wilson, michellewilson@ku.edu, and Jeff Severin, jseverin@ku.edu, Co-Chairs

The Diversity & Inclusion Committee is working on a number of initiatives to provide professional development around diversity, equity, and inclusion and to better support staff with marginalized identities. Efforts for the 2018-19 academic year include:

- Providing ongoing professional development opportunities for Staff Senators
- Hosting a two-part campus-wide series addressing Whiteness in the Workplace
- Reviewing and recommending updates to online resources for Staff and Faculty
- Reviewing and recommending updates to trainings offered to staff

If you are interested in getting involved in any of the Faculty and Staff Councils, please check out the Faculty Staff Council Handout at the back of the newsletter and get in touch with the appropriate contact person(s).

We all benefit from diverse, equitable, and inclusive learning and workplace environments. Learning and engaging with individuals and groups from varied backgrounds facilitates complex thinking in the classroom, innovation in discoveries, and excellence in scholarship and academic achievement. Creating such a campus demands that we each do our part. Together we can meaningfully create a more knowledgeable, fair, and welcoming KU.

- Office of Diversity and Equity

Highlighted Upcoming Diversity, Equity, and Inclusion Events

- The Unexpected Caribbean Symposium
October 18-20, 2018, at various venues across KU & Lawrence
Celebrate the surprising interplay between Caribbean cultures and people and the rest of the world.
More information: <https://ucs.ku.edu/unexpected-caribbean-symposium>
- An Evening with Nnedi Okorafor, author of the Black Panther comic
November 8, 2018 at 7:30 p.m. at Liberty Hall; doors open at 6:30 p.m. Free and open to the public.
More information: <https://www.facebook.com/events/1759681494153399/>
- 2018-19 KU Common Book Events
More information: <http://firstyear.ku.edu/cbevents>

Stay updated on DEI events: <http://diversity.ku.edu/learnengage>

To add events from your department/unit to the KU DEI Events Calendar—Engage!, please email Cody Case, codycase@ku.edu, Managing Director for the Multicultural Scholars Program, or invite him via Facebook.

This newsletter was put together by the Public Relations Committee:
Teri Chambers and Mary Murphy, Co-Chairs
Michelle Ginavan Hayes
Emma Hage
Gretchen Hatfield
Brian D. Moss

*If you have any questions, comments, or concerns,
please email Teri Chambers, tchambers@ku.edu, and Mary Murphy, memurphy@ku.edu*

Faculty & Staff Councils

Building a more Inclusive Faculty and Staff at KU



The Office of Diversity and Equity developed this resource to inform faculty and staff of opportunities to get involved with faculty and staff councils. Please use this handout to learn more about each council.

Councils may be available to meet with faculty or staff candidates visiting campus for interviews upon request.

Please contact the Office of Diversity and Equity at diversity@ku.edu if you have any questions.

Asian and Asian American Faculty and Staff Council (AAAFSC)

Web: aaafsc.ku.edu

Contact: Z. Charlie Zheng, President (zzheng@ku.edu)

About: The Asian and Asian-American Faculty and Staff Council (AAAFSC), serves to advance the professional growth, social support, and full participation of Asians and Asian-Americans at the University. It is a resource for information sharing, networking, and leadership.

Black Faculty and Staff Council (BFSC)

Web: bfsc.ku.edu

Contact: Michelle Wilson, President (michellewilson@ku.edu)

About: The Black Faculty and Staff Council (BFSC) is committed to the future of the University and Lawrence community. Throughout the year, BFSC discusses issues of concern to faculty, staff, and students. In BFSC, members will find opportunities to network with faculty, staff, students, and alumni.

Council of Councils (CoC)

Contact: Dr. Jennifer Hamer, Vice Provost for Diversity & Equity (jhamer@ku.edu)

About: The CoC is a collaborative body of KU's autonomous faculty and staff identity groups. The purpose of this collective is to provide an

opportunity for members of faculty and staff councils to share common interests, build professional development opportunities, and broaden social and professional networks.

Latinx Faculty and Staff Council (LFSC)

Web: www2.ku.edu/~lfsc/

Contact: Michael Chavez, President (machavez@ku.edu)

About: The mission of the Latinx Faculty and Staff Council (LFSC) at the University of Kansas is to provide a forum for understanding the issues of concern to the Latinx academic community, assist the university in recruiting and retaining Hispanic/Latinx students, faculty, and staff, and provide networking opportunities for Hispanic/Latinx faculty and staff.

Native Faculty and Staff Council (NFSC)

Web: nfsc.ku.edu

Contact: Elizabeth Kronk Warner, President (nfsc@ku.edu)

About: The mission of the Native Faculty and Staff Council (NFSC) is to increase the recruitment, retention, leadership, and success of Native people at the University of Kansas. The Native Faculty and Staff Council promotes an academic and social environment at KU.

Sexuality and Gender Diversity Faculty and Staff Council (SGDFSC)

Web: in progress

Contact: Megan Pacey, President (mpaceley@ku.edu)

About: The Sexuality and Gender Diversity Faculty and Staff Council supports the LGBTQIA+ communities by supporting programs and initiatives focused on growing a culturally rich campus through community building, advocacy, social justice and diversity education, leadership, and the development of informed citizens.

Faculty and Staff Council for Disability Inclusion

Web: in progress

Contact Person: Catherine Johnson, President (cej2@ku.edu)

About: The Faculty Staff Council for Disability Inclusion promotes, recommends, and advocates for a climate of full inclusion across all aspects of life at the University of Kansas and beyond. The Council will meet monthly to discuss disability issues, provide resources and expertise, promote disability as an integral component of diversity and develop policies to further advance the goal of full inclusion of individuals with disabilities.