

President's Corner

From President Robert Waller and President-Elect Abby Ehling

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 plus 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. Over the summer the Staff Senate meet with the Interim Provost not only as an introduction to new Senators, but to discuss the implementation of the new Budget Model. Understanding the concerns Staff have raised over the budget model, the budget cuts, and other employment issues, your Staff Senate felt it necessary to ask the Provost for an official meeting outside of our regular monthly conversations with the Provost. Between our official meeting with the Provost and the beginning of the semester, another issue arose concerning the move of Chick-fil-A from the Underground to the Memorial Union. The Sexual and Gender Diversity Faculty Staff Council (SGDFSC) penned a letter to the Chancellor, Provost, and other senior leadership expressing concern and frustration over the move. The SGDFSC pointed to the history of Chick-fil-A in "supporting organizations that are hostile to lesbian, gay, bisexual, transgender, and queer (LGBTQ) people, families, and communities." The Staff, Faculty, Student, and University Senates (University Governance) supported this letter, reinforcement and affirming that the University of Kansas is a diverse and all-inclusive community and believes

that intolerance should not be accepted on our campus. Yet, the move has been completed. The contract with Chick-fil A will be reviewed again in 2023-2024, and University Governance has requested review of the contract before renewal.

Speaking of diversity and equity, your Diversity & Inclusion committee continues to work closely with the Office of Diversity & Equity throughout the year to ensure training is made available to everyone on campus, for example the "Unpacking Whiteness" series. Likewise, the Professional Development Committee, with a continued commitment from the Pepsi Development fund, the Staff Senate has \$10,000 to award for professional development throughout the year. The Committee has revised the application process to improve transparency, equity, and ease of applying for those funds. A recent development announced during the Budget Model Town Hall meeting on September 16, 2019, the Provost will allocate \$100,000 for dependent tuition. Language to implement a dependent tuition program was already being developed by the Legislative Affairs Committee of Staff Senate, and we have a meeting scheduled with the Provost and senior leadership to finalize that language for implementation. Staff Senate committees continue to work together toward progression of the 2017-18 staff fellow project or deemed the "Employee Value Proposition"

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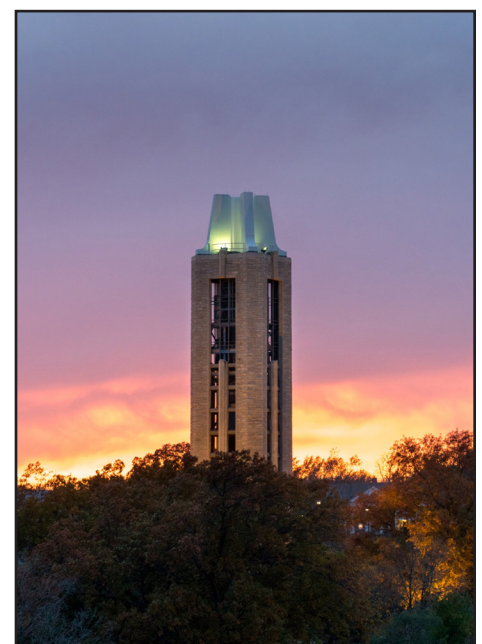
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Check Us Out!

Follow the KU Staff Senate Twitter account and Facebook page, where we post topics of interest to the KU Staff.

Follow us: [@KUStaffSenate](#)
Like us on: [KU Staff Senate and Networking](#)



President's Corner, Continued

to improve employee engagement, benefits, and work/life balance across the university. The Employee Value Proposition includes (but not limited to):

- Onboard and Off-boarding process
- Leadership and Supervisor training (including Faculty)
- Establishing a mentoring program
- Staff evaluation process
- 360 Review process, Evaluation process reform, Performance development
- Dependent/Spouse tuition program
- Work/Life balance, On campus benefits

If you have specific concerns or comments regarding the budget model or any issue, please email them to staffsenate@ku.edu. Lastly, times and dates for Staff Senate Committees meetings are on the website <https://staffsenate.ku.edu>. Your involvement is critical to the success of all Staff on campus, and your participation is NOT predicated on you being elected. You as Staff, are always welcome, so please engage or run for office if you'd like to be more involved. For more information about Staff Senate please visit the above website or if you have any direct questions, please feel free to contact us directly at Robert Waller (President) rawaller@ku.edu or Abby Ehling (President-Elect) at aehling@ku.edu.

ROCK CHALK!

Spotlight: Things You May Not Have Known

1.

Faculty/Staff can make an appointment to receive a flu shot by calling Watkins Health Services at **785-864-9565**.

Walk-ins are also accepted from **8 am – 4:30 pm Monday through Friday**.

Don't delay! Get vaccinated today to ensure you stay healthy throughout the fall and winter months. Click here for Flu Shots clinic dates <http://studenthealth.ku.edu/>

2.

Faculty/Staff are eligible to start using the Ambler Student Recreation Fitness Center for a one-week trial at no charge.

The Ambler Rec Center provides Personal Training and KU Fit Classes. Click here for more information <https://recreation.ku.edu/>

3.

The University of Kansas uses many acronyms. Do you ever see one and not know what it means?

Find the answers to your KU acronym questions at <https://publicaffairs.ku.edu/ku-acronyms>

Found an acronym that is not correct? Help the Staff Senate Personnel Affairs Committee achieve their goal of updating this list by contacting:

Ranu Pal, ranupal@ku.edu, and Annette Delaney, adelaney@ku.edu, Staff Senate Personnel Affairs Committee Co-Chairs

4.

Staff Senate wants to fund your next conference, training, or workshop up to \$500 (awards average \$341). Funding is limited and awards are on a first-come, first-served. Submit your application at <http://staffsenate.ku.edu/apply>.

“Staff are the foundation of the university. Without staff the university cannot operate.”

– Chancellor Doug Girod
(Staff Fellows Session- October 13, 2017)

New KU Staff Mentor Program



The Staff Senate Professional Development Committee would like to announce a new “KU Staff Mentor Program” starting this fall. The mission of this program is to provide support for professional development and career growth, while enhancing the solidarity and recognition of university employees.

This program combines the use of an online communication network and in-person events to promote connections between university staff. If you are interested in joining the staff mentoring community and learning more about our events, you can create a profile and join the “KU Staff Senate Mentor Program” group at <http://ku.edu/owa/auth/logon>. The committee has created a Mentoring Profile Instruction Guide that provides step-by-step instructions for joining the group.

Look for the announcement about the first staff mentor networking event coming later this month!

Staff Senate Committee Updates

Upcoming KU Staff Senate and Staff Senate Executive Committee Fall 2019 Meeting Dates

Staff Senate-Executive Committee

Wednesday, November 6, 2019

12:00 pm - 1:30 pm

Kansas Union, English Room

Staff Senate

Wednesday, November 13, 2019

12:00 pm - 1:30 pm

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Staff Senate-Executive Committee

Wednesday, December 4, 2019

12:00 pm - 1:30 pm

Kansas Union, English Room

Staff Senate

Wednesday, December 11, 2019

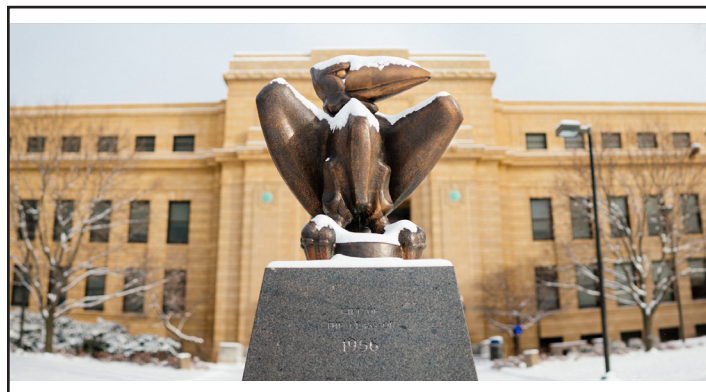
12:00 pm - 1:30 pm

Alderson

Professional Development Committee

Adam Braun, adam.braun@ku.edu, Chair

The Professional Development Committee is exploring how staff find paths to better opportunities. We are working to provide resources on promotional paths within units, career transitions across units, and career services available to staff. The committee is also examining resources to help staff develop their core competencies, and receive credit for events and activities during performance evaluations.



Staff Senate Committee Updates, Continued

Legislative Affairs Committee

Michelle Ginavan Hayes, mginavan@ku.edu, Chair

The primary role of the Legislative Affairs committee is to review and monitor all changes to Staff Senate code, monitor activities of the state government and KBOR on matters that impact university staff, and to work with university leadership to facilitate and support the exchange of information and ideas related to the staff experience.

Our highest priority this year is to continue work with university leadership to draft and implement a policy for tuition assistance for employee dependents and spouses. With continued support from the Interim Provost and the university, we keep our fingers crossed that we can execute a policy now as a starting point that will lay the foundation for additional benefits over the coming years. Tuition for dependents has been a priority for many years, and we are happy to lay the groundwork for this important benefit.

Some of the other priorities we are working on revolve around ensuring USS staff and staff from the Edward's campus are represented in Staff Senate and have a voice in governance. We also continue to work to implement the Inclement Weather policy that was provided to university leadership last year. We hope to have a final policy in place before Mother Nature can swoop in on us.

Please reach out if you have questions or recommendations.

Personnel Affairs Committee

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

The committee continues to focus on KU onboarding and departmental orientation with the end-goal in mind to provide new employees and transfers a positive and welcoming experience at KU and in their department. Onboarding can be overwhelming because of the amount of new information so our focus is on a Departmental Orientation Checklist to insure departments across campus are consistent by making sure the new hires have necessary information and resources to include, but not limited to: where to park, bus information, where their office is located, who their go-to departmental contacts are for questions, who their mentor(s) are, who/when to contact central offices, building and office keys, name plate, business cards, how to obtain KU ID card, campus tour, etc.

The committee is also focused on making employee discounts and opportunities widely known to all KU employees, likely by creating or enhancing a webpage with resources in one location and sharing the link.

Discounts/employee benefits include but are not limited to, the following:

- **STAR (State Thanks And Recognition):** <https://oitsapps.ks.gov//da/ops/star/default.asp>
- **The Parking Spot, KCI Airport Parking Employee Discount:** <https://procurement.ku.edu/travel-agencies>
- **Rental Car Discounts for Employees:** <https://procurement.ku.edu/enterprise-and-national-car-rental-benefits>
- **Lodging:** Some locations will allow a discount for Federal/State employees with KU employee ID.
- **Rewards/Benefits at KU:** <https://employment.ku.edu/total-rewards-benefits-eligible-faculty-and-staff-appointments>



Staff Senate Committee Updates, Continued

Diversity and Inclusion Committee

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

The Diversity & Inclusion (D & I) Committee is charged with creating a more inclusive work environment for KU Staff. The D & I Committee seeks to do that by collaborating with other Staff Senate committees and campus departments, providing professional development for Senators and committee members, and participating in campus-wide diversity, equity, and inclusion (DEI) initiatives. Committee work is carried out through action teams, providing committee members with an opportunity to address a range of DEI topics on campus. Current teams are developing a process for staff to provide feedback to supervisors on performance, identifying opportunities to welcome new staff with marginalized identities and connect them with affinity groups, and assessing feedback provided through a survey on food insecurity among faculty and staff. There are also teams determining how we can best include the needs of staff with disabilities and International staff in our efforts.

The committee also continues to host its “Unpacking Whiteness in the Workplace” workshop series and Packed Lunch, which engages staff and faculty in conversations about white privilege with a goal of moving education toward actions that create more inclusive work environments.

Regardless of your own level of awareness and involvement, continuous self-education and self-reflection are essential to supporting an inclusive workplace culture.

For more information about this committee and related activities, visit www.staffsenate.ku.edu/diversity.

Upcoming Diversity, Equity, and Inclusion Events

Unpacking Whiteness in the Workplace, Part 2

Friday, October 25, 2019 | 1:00-4:00 p.m.

Capitol Federal Hall, Colloquium

Register at <http://mytalent.ku.edu>

Robin DiAngelo author of White Fragility

Monday, October 28, 2019 | 7:00 p.m.

Burge Union, Forum AB

UMKC Conference on Social Justice

Keynote speaker: Robin DiAngelo

Wednesday, October 30, 2019

University of Missouri-Kansas City, Student Union

<https://info.umkc.edu/ea/>

KNEA Racial Justice and Social Justice Summit

Saturday, November 2 | 10:00 a.m. – 5:00 p.m.

Kansas National Education Association, 715 Southwest 10th Avenue, Topeka, KS 66612

Non-KNEA members: \$50

<https://www.eventbrite.com/e/knea-racial-justice-and-social-justice-summit-tickets-61503908847?aff=ebdssbdestsearch>

Tunnel of Oppression

November 13 – 15 | 9:00 a.m. - 5:00 p.m.

Sabatini Multicultural Resource Center

<https://omaclone.drupal.ku.edu/tunnel-oppression>

Unpacking Whiteness: Packed Lunch

Thursday, November 14, 2019 | 12:00-1:00 p.m.

Burge Union, Forum B

Unpacking Whiteness in the Workplace, Part 3

Friday, November 22, 2019 | 1:00-4:00 p.m.

Kansas Union, Jay Room

Register at <http://mytalent.ku.edu>

Social Justice Fellows (OMA)—2020 Cohort

Applications will be open until December 6, 2019 and participants will be notified no later than December 13.

https://kuservey.ca1.qualtrics.com/jfe/form/SV_6sT-PZY7roKfwj3f

This newsletter was put together by the Public Relations Committee:
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Johanna Beth McSweeney
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Prem Singh Thapa Chetri

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