



ROAR



A Newsletter for Classified Employees of Kansas State University – August 2009

President's Notes

by Carolyn Elliott

I am very excited to serve as your new Classified Senate President! Though I have only been at K-State a short time I look forward to working with and learning from my fellow senators. They have given over 350 years of service to the university, and many uncounted years to the Classified Senate.

During this year as each of you know we are faced with many opportunities and challenges. One of our great opportunities is the chance to get to know our new University President Kirk Schulz and learn his ideas for K-State. He addressed our July Senate meeting and I feel he was an excellent choice for K-State.

We are all concerned about the Budget and the affects it will have on K-State and our positions. As you look through this issue of the Roar you will find information that should be helpful. You will see that all campus constituents are being asked to share ideas for cost savings and benefits those ideas are to be sent to the Budget Office (<http://www.k-state.edu/budget>) by October 15. Please let your voices be heard.

Some of my goals for Classified Senate this year include:

- ✓ *Addition of a mentor coordinator;*
- ✓ *Addition of senate photographer;*
- ✓ *Addition of senate Historian/Archivist;*
- ✓ *Gain positive publicity in the Collegian,*
- ✓ *Continued work with SGA & Faculty Senate,*
- ✓ *Learn about different campus programs,*
- ✓ *Address health & safety issues.*



Continuation of senate business including:

- ✓ *Review & revision of the Codes and By-laws, Re-alignment of the senate seats,*
- ✓ *Booth at the benefits Fair (Oct. 8, 2009),*
- ✓ *Recognition Ceremony (April 28, 2010),*
- ✓ *Work with the CSSC (Classified and Support Staff Council) organization for the good of all state classified employees.*

It is hard to believe that summer is ending and the new academic year is upon us. Please know that your senators are scattered across campus to give you the opportunity to contact them with needs that need addressed. Don't hesitate in contacting any of them. If you don't know your senator please look on the Classified Senate web page:

<http://www.k-state.edu/class-senate/senators.html>

May we all have a fantastic 2009-2010 year! Go K-State!

Sincerely,
Carolyn
csbe@ksu.edu

Be sure to visit the
Classified Senate Booth
at the
KSU Benefits Fair
October 8, 2009
K-State Student Union
Ballroom

OPPORTUNITIES FOR CLASSIFIED STAFF TO GIVE BACK



*All-University Campaign
Co-Chairs: Bradley Kramer,
Cheryl Grice, Laurel Littrell
and Darla Thomas*

For one K-State staff member, the university has been the key to success for three generations of her family, and she has found the perfect way to give back through the All-University Campaign for K-State.

"K-State has provided both education and employment in my family for three

generations," said Darla Thomas, public service administrator, Department of Animal Science and Industry. "My gift is a way to show my appreciation and my dedication to K-State."

Thomas is one of four co-chairs for the upcoming faculty- and staff-led All-University Campaign for K-State. She, along with Bradley Kramer, professor and head, Industrial and Manufacturing Systems Engineering and director, Advanced Manufacturing Institute; Cheryl Grice, manager, Employment Services; and Laurel Littrell, associate professor, Hale Library hope to inspire their fellow employees to participate in the campaign.

The campaign kicks off Sept. 10 and will encourage faculty, staff and other campus community members to make gifts designated to any fund, including two funds designed specifically to benefit classified staff.

A Classified Employee Opportunity Fund was established during the 2007 campaign as an option for classified employees to support a fund that directly affects their workplace. The fund provides financial resources for classified employees for leadership, personal and professional development, travel to meetings and individual needs in the workplace.

The Classified Senate Fund also exists to support the business activities of the senate,

indirectly benefiting all classified employees. In the past, these funds have been used for the Classified Recognition Ceremony and for senators to travel to Topeka, Kan., to participate in the State Employment Oversight Commission meetings.

"This is a way for an individual to have an impact. It's something you can continue to do — start small and continue to build on it," said Grice, who has assisted more than 2,000 classified employees gain employment at K-State and who previously served as Classified Senate president from 1998-99.

Grice said that she has made small gifts to areas where her son, a student at K-State, would benefit such as the debate team.

"It's a way for an individual to have ownership, Grice said. "We all want to leave a legacy. I think this might just be one way to do so. One thing to remember with this campaign is that it's not necessarily about how much you give, but that you are participating, empowering future generations and making a difference."

Participation and continuing the tradition of faculty and staff giving at K-State among faculty and staff members are the specific goals of the campaign. In the campaign's first year, 16 percent of K-State employees made a gift to the university. By its second and third year, 32 percent of faculty and staff participated by making gifts to the university.

"I hope that we will have increased participation this year, even with the difficult economic times," Thomas said. "I believe the need is greater now than ever for us to show support for our university."

The All-University Campaign for K-State allows faculty and staff members to make one-time gifts, sign up for payroll deductions or explore a variety of long-range gift planning options designated to any of the funds and causes at K-State. Campaign participation packets will be available through any one of about 60 volunteer faculty and staff campaign representatives on Sept. 3.

The 2009 All-University Campaign for K-State will kick off with an ice cream social Sept. 10 at 3:30 p.m. in the K-State Student Union Bosco Plaza. A kick-off event for K-State at Salina will be held Sept. 9 at 3 p.m. in the College Center Conference Room.

BUDGET UPDATE

K-State's FY 2010 General Use Budget, consisting primarily of State General Fund (SGF) appropriations and tuition, will be \$325 million. Our FY 2010 State General Fund (SGF) appropriation has been reduced by \$21.7 million (about 12%) from the beginning FY 2009 level. In addition to these unprecedented cuts, K-State had to identify about \$6 million to fund increased costs for items such as utilities, employee fringe benefits, faculty promotions and the minimum wage increase. Primarily because of your extraordinary cooperation and work, K-State has a plan for FY 2010 that allows us to meet our base needs.

Though we enter the 2009-2010 academic year prepared to teach students, perform important research and fulfill our core service and outreach mission, our budget cutting efforts are not complete. For a number of reasons, we need to identify \$15 million in savings that can be used to address critical needs over the next two years. First, our current base operating budget is not sustainable – we need to replace \$8.5 million in temporary resources (non-recurring federal stimulus funds and targeted fund balances) that are being used to pay for base operations. Primarily because of the uncertain economy, we cannot depend on increased State appropriations or additional tuition collections to replace these temporary funds. Second, we need about \$5 million to strategically restore resources that have been cut from core campus units that are operating in a non-sustainable fashion - for example, some of the approximately 200 unfunded vacant positions must be filled. Last, we need about \$1.5 million in central resources for contingent needs such as additional budget cuts or enrollment loss.

Thus, collectively, we need to determine how to identify \$15 million in permanent savings. The entire university must be involved and work together in this process. We already have groups in place to facilitate this process, and we want to ensure there are opportunities for all to share ideas. We believe the various groups described in the University Handbook, such as the DCOPs, CCOPs, ADCOPs, FSCOP, GACOP and the Faculty Senate should work closely with

college and department leaders to formulate and forward ideas. In addition, the Classified Senate and Student Governing Association should formulate and forward ideas. We encourage all campus constituents - faculty, staff and students - to participate and communicate. We ask that all ideas consider both cost savings and benefits in the context of K-State's mission. Our goal is for ideas to be sent to the Budget Office (<http://www.k-state.edu/budget>) by October 15. We will continue to post documents and related information about the budget and this process on the Office of the Budget website.

Some suggested budget reduction questions and considerations include:

- Is a particular budget reduction strategy a reasonable change?
- Does it serve the interests of K-State as a student-centered university?
- Is it cost effective?
- Are there ways to do things more efficiently and effectively with the same amount of money? What changes should we consider that can increase effectiveness and productivity, even if they may not result in much or any savings?
- Are there pedagogical changes that might provide both a richer educational experience and reduce costs?
- Institutional priorities as well as cost savings should be considered for any possible program closures.
- Department and college priorities should guide decisions about potential reductions.

We look forward to engaging with you in this very important process and receiving your suggestions and ideas. K-State has a long history and reputation of being a proactive university. This tradition, spirit of cooperation and positive approach will serve us well as we work together on identifying strategies to ensure K-State continues to achieve its land-grant mission.

(Information from Budget Update 8-17-2009 e-mail received from the Office of the President)

Classified Employee Spotlight

Dave Threewit **Department of Chemical Engineering**



When Dave Threewit was asked "What do you enjoy most about working for Kansas State University," he replied: *"Well there are several things that I enjoy about this position and working in this department. I would not feel right listing just one, as they all are important and connected, but I guess the top four would be:*

#1. The people: *The faculty, staff & students I get to work with here in the department are great.*

#2. Working with our grad students: *Our grad students are a real pleasure to work with and an experience that I really enjoy. They are*

extremely friendly, polite, intelligent, happy and eager; that is a real motivator and energizer for me. We have a very diverse mixture of grad students. It is very interesting getting to know them, their backgrounds, and their cultures. As they advance into their research and field of study, I have an opportunity to watch them change, grow and mature in the manner and attitude that they approach their research or projects. I do not get to work with the undergrads very much, but the time I have spent with them has been a very positive experience.

#3. The Education: *I am constantly learning from all those people in number one and two above and the other technicians and technologists that we work with from other departments.*

#4. The Challenge: *There is always that one project, among the many different ones always going on at once, that has an extra added challenge to it."*

Dave Threewit has worked for Kansas State University for 26 years in November; 9 years with Extension Forestry and the last 17 years with Chemical Engineering. He is the research technologist and safety officer for the department. In his position, he does a variety of different tasks. On the mechanical and electrical side, he maintains and repairs both undergrad and research lab equipment and instrumentation. He builds and machines a good share of their equipment, devices, components and experiments from plans provided by faculty, researchers, grad students or him. Other duties include maintaining the inventory, doing safety evaluations of the labs and research programs, ordering and maintaining lab supplies and chemicals, lab remodeling and much more. They have a small machine shop in the department where he does most of his own work on smaller projects that are not being done in the lab.

Dave is married with two grown children and one grandchild. Besides spending time with family and friends, he enjoys motorcycle riding and touring, traveling, sightseeing, historical sites, museums, antique shops and he loves the mountains. He also likes flying, camping, working outside in the summer on the lawn and house, planes, restoring vehicles, and going to air, bike and car shows. He is an electronics hobbyist and an amateur radio operator.

He likes to read quite a bit especially about American history, old machines, aviation, bikes and new science and technology books and articles. His favorite magazines are Popular Mechanics, Science, National Geographic, Aopa, Flying, Reminisce, Country, and Farmshow. What little TV he watches is during the cold winter months. The shows he enjoys watching include the Antiques Road Show, Hometown, This Old House, New Yankee Work Shop, Sunflower Journeys, Nova and a few comedies.

Thanks to Dave for his work in the Department of Chemical Engineering and his dedication to Kansas State University!



We know that our Classified Staff work very hard at their jobs and we know you appreciate it. We've chosen this space as a spot for you to show them your thanks! If you want to brag about the staff, we'd love to hear it!

Please look for the Bragging Rights tab under the ROAR section of the Classified Senate website at www.k-state.edu/class-senate/roar.htm

Be sure to visit the Classified Senate's updated website at www.ksu.edu/class-senate/



ROAR



If you have suggestions or comments for the ROAR, please contact Connie Emig (cemig@ksu.edu) or Lois Schreiner (lschrein@ksu.edu).

Senate Meetings

All classified Senate meetings are open to all classified employees. You are encouraged and welcome to attend any or all of our meetings. Senate meetings begin at 12:45 p.m. Below are the dates and locations:

- September 2, 2009 – KSSU Sunflower Room
- October 7, 2009 – KSSU Sunflower Room
- November 4, 2009 – KSSU Sunflower Room
- December 2, 2009 – KSSU Sunflower Room
- January 6, 2010 – KSSU Sunflower Room
- February 3, 2010 – KSSU Sunflower Room
- March 3, 2010 – KSSU Sunflower Room
- April 7, 2010 – KSSU Staterooms 1&2
- May 5, 2010 – KSSU Sunflower Room
- June 2, 2010 – Edwards Hall

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