



ROAR



A Newsletter for Classified Employees of Kansas State University – August, 2008



(Pictured above, (l-r) Connie Kissee, Marlene Walker, Governor Sebelius, Sam Reyer, Barb Nagel, Janel Harder and Jennyfer Owensby)

Governor Sebelius signs bill for state employee raises

K-State Classified Senators shown above traveled to the Statehouse to witness the signing of House Bill No. 2916 by Governor Kathleen Sebelius. The bipartisan measure recognized salaries of thousands of state workers were far below market rates and that it was time to replace the seniority-based compensation model with a merit-oriented model that rewarded the best employees. The KSU Classified Senate was instrumental in the passing of this bill.

Unity and Pride Campaign: New giving opportunities for classified staff

The upcoming faculty- and staff-led Unity and Pride, the 2008 All-University



Campaign for K-State, will give K-State classified employees the opportunity to show their support for the areas they care about most. Faculty, staff and other campus community members will be invited to participate by making gifts designated to any fund, including a new fund designed specifically to benefit classified staff.

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President's Notes

by Jennyfer Owensby

This senate year has started off with a bang. As one of my first duties as President of Classified Senate, it was a privilege to inform the classified community of the approved enhanced leave proposal.



In case you missed our prior messages, employees with 10 or more years of service started earning 6.7 hours of annual leave as of the June 15, 2008 pay period. This was an increase from 5.6 hours for 10 - 15 years of service and 6.5 for 15 or more years of service. Next fiscal year, employees with 5 - 10 years of service will earn 5.5 hours of annual leave instead of 4.7. All employees can now earn 304 hours of annual leave and receive a leave payout for 176 hours if they resign or 240 hours if they retire. In planning your vacation for FY 2009, please keep in mind you will stop earning vacation leave once you reach 304 hours. If you do not want to lose vacation leave, you will need to reduce your annual leave balance before reaching the 304 cap. In making this conversion, classified employees lost the ability to transfer vacation leave to sick leave at the end of a fiscal year (beginning in FY 2010). I was disappointed to see that option eliminated; however, I believe what we gained was worth that sacrifice.

We are also very busy responding to questions and concerns submitted by our peers. Some of the issues we will address this year include:

CLASSIFIED SENATE 2008-2009

COLLEGES

Agriculture & Extension (4)

1. Brittany Green (2011) 1st term
2. John Wolf (2010) 2nd term
3. Lois Schreiner (2009) 1st term
4. Connie Emig (2010) replaced Connie Hobbs

Architecture, Planning & Design (1)

1. Tracy Ivy (2009) 1st term

Arts and Sciences (1)

1. Becki Bohnenblust (2010) 1st term

Business (1)

1. Claudia Leeds (2010) 2nd term

Education (1)

1. Janel Harder (2011) 2nd term

Engineering (1)

1. Peggy Selvidge (2009) 1st term

Human Ecology (1)

1. Libby Vathauer (2009) 1st term

Veterinary Medicine (2)

1. Wendy Michaels (2009) replaced Connie Reding
2. Rob Reves (2010) 1st term

Hale Library (1)

1. Connie Kisse (2011) 2nd term

KSU Salina (1)

1. Annette Hernandez (2011) 1st term

ADMINISTRATIVE UNITS

Administration & Finance (6)

1. Richard Umscheid (2011) 1st term
2. Terri Wyrick (2011) 1st term
3. Darin Van Dorn (2010) 1st term
4. Nick Pecenka (2010) 1st term
5. Jennyfer Owensby (2009) 1st term
6. Joseph Myers (2009) 1st term

Institutional Advancement (4)

1. Hanna Manning (2011) replaced Bryan Smith
2. Connie Reding (2011) 1st term
3. Carolyn Elliott (2009) 1st term
4. Richard Brenner (2009) 1st term

President/Provost (1)

1. Melissa Linenberger (2010) 1st term

Local Agencies (1)

1. Terri Eddy (2010) 1st term

- Monitoring the implementation of the new pay plans and the corresponding market adjustments
- 4 - 10 hour day work week option
- Creating a K-State community website for carpooling contacts
- Creating a "Bragging Rights" website or section within The ROAR
- Planning the Recognition Ceremony for McCain Auditorium
- Reviewing the Employee of the Year award process for the Recognition Ceremony
- Establishing a special committee to review distribution of the Classified Employee Opportunity Fund (All-University Campaign donations)
- Representing classified employees during Legislative Day
- Preparing our booth for the Benefits Fair
- Serving on the Presidential Search Committee
- Serving on the Background Checks Committee
- Serving on the Campus Security Measures & Policies Working Group
- Presenting a Classified and Support Staff Committee (CSSC) report to the Board of Regents bi-annually

Many of these issues were ideas which came from the K-State classified community. The 4-10 hour day work week option is a very complex issue which has generated a lot of interest on campus. I receive 5-10 emails every week regarding this issue. I would like to emphasize that because of the complexity involved, it will take a significant amount of time before we are able to make any real progress. However, we will do whatever we can to help with this issue.

To be honest, sometimes I think to myself, "What on earth have I gotten myself into?!" However, that feeling subsides once I realize how very proud and honored I am to have a chance to lead Classified Senate during this momentous time. To say the least, I have some very big shoes to fill. I will do my best to meet those expectations. Please feel free to contact me (jennyfer@ksu.edu) or one of your senators if you have ideas or concerns you would like to bring to our attention.

Jen

Unity and Pride Campaign: (continued from page 1)

"This campaign offers an opportunity to contribute to the continued success and pride of Kansas State University," said Barbara Nagel, campaign co-chair and public service administrator I in the Registrar's Office.

The Unity and Pride Campaign, which will kick off Sept. 11, is an internal fundraising effort to benefit K-State. The campaign is run by campus volunteers and is specifically focused on the participation of all employees, faculty and staff of the campus, the Alumni Association, KSU Foundation and K-State Athletics.

Nagel explained that the newly-established Classified Employee Opportunity Fund is a great option for classified employees to support because it directly affects their workplace. The fund will provide financial resources for classified employees for leadership, personal and professional development, travel to meetings and individual needs in the workplace.

"This fund is very important because it is the first ever established specifically for classified employees. The fund offers a wide variety of uses to benefit classified employees, from leadership development to attending a conference," Nagel said.

Nagel, the outgoing president of Classified Senate, also said a Classified Senate Fund exists that was previously established. Those funds only 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.

Nagel, along with campaign co-chairs Betsy Cauble, associate professor and head of the Department of Sociology, Anthropology & Social Work; Cyreathia (Sam) Reyer, public service administrator in the Department of Horticulture, Forestry & Recreation; and Gary Pierzynski, professor and head of the Department of Agronomy, hope that campuswide participation will send a strong message to the public.

"Through faculty and staff participation in the Unity and Pride Campaign, a positive example is displayed to legislators, corporations and foundations, alumni and friends that we too have pledged our commitment to K-State," Nagel said.

The Unity and Pride Campaign 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.

"This campaign gives faculty and staff the opportunity to directly impact the place where they work. By giving to the campaign, faculty and staff can not only participate through a monetary contribution, but they can also experience or see the direct impact of their participation," Nagel said.

The annual campaign began in 2006 as part of the historic Changing Lives Campaign. The Unity and Pride Campaign highlights the principles that the campaign seeks to embody. Through unity in giving to a common cause — K-State — faculty and staff demonstrate their pride in and commitment to the university.

The Unity and Pride Campaign will kick off Thursday, Sept. 11, at 3:30 p.m., with an ice cream social in the K-State Student Union main ballroom. Campaign packets with detailed instructions and giving materials will be available through any one of about 60 volunteer faculty and staff campaign representatives. Additional information including ways to give online is available through the campaign's website www.found.ksu.edu/alluniv.



Pictured (l-r) Campaign Co-Chairs, Cyreathia (Sam) Reyer, Barb Nagel, Betsy Cauble, and Gary Pierzynski

Classified Employee Spotlight

Cyreathia (SAM) Reyer

"The opportunities to serve on campus committees have broadened my way of thinking and looking at things in a broader sense rather than just what is best for me, but what is best for the campus employees as a whole," is the philosophy of Cyreathia (Sam) Reyer. Sam has served on numerous campus committees as well as serving for two terms on the Classified Senate.

Sam currently serves as Public Service Administrator I in the Department of Horticulture, Forestry and Recreation Resources. She is the assistant to the Department Head as well as personnel specialist for the department.

Sam has worked for Kansas State University for almost 28 years. She began employment with K-State in December 1980 in the Dean's Office of Home Economics (Human Ecology). In 1988, she transferred to the Department of Forestry and in 1991 the Departments of Forestry and Horticulture merged to form the current department of Horticulture, Forestry and Recreation Resources.

She was born and raised in the Manhattan area and moved to Wamego in 1988. Sam graduated from Manhattan High School and Manhattan Area Vo-Tech. She has been married to Gary Reyer for 27 years and together they have raised two wonderful boys, Andy and Tim. Their pets include a miniature pincher, a cat, an Amazon Parrot and several fish aquariums. In her spare time, she makes jewelry (for herself, friends, family, and to sell on-line) as well as bird toys to keep her parrot happy and busy.

When asked what she enjoyed most about working for K-State, Sam replied, *"Over the years, I have found K-State to be a great place to work. K-State is a very friendly campus; in my years of service I have met some very wonderful individuals, many of whom I feel fortunate to call friends."* She went on to say, *"Many of the faculty and staff in my department are very genuine and caring individuals and make it a pleasure to come to work each day."*

Many thanks to Sam for her hard work and dedication to K-State.



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

State Hiring Freeze

The Office of the Vice President for Administration and Finance requested the Division of Human Resources implement a hiring freeze for classified and unclassified personnel effective immediately. This action was taken in response to memos from Governor Sebelius, Duane Goossen (SOK Director of Budget) and the Board of Regents asking state universities to identify ways to cut spending in preparation for a potential reduction of state fund allocations for FY 2009 & FY 2010.

Classified and unclassified temporary and grant funded positions are exempt from the hiring freeze. For all other positions, regardless of funding and where you are in the employment process, we (either Affirmative Action or Human Resources) will need specific written approval from the President, Provost or Vice Presidents Rawson or Krause or their designee. The written approvals can be in the form of an email or letter with their signature. Obviously, if you've already offered a position to someone, we will honor that without specific authorization. Affirmative Action will have a record of authorizations granted prior to the hiring freeze.

For reclassification requests, Human Resources will finalize those we had in our office on Friday, July 18. Other than those, no further reclassification actions will be authorized.

At this time it is not possible to determine when the hiring freeze will end. Questions about these actions as they relate to unclassified employees should be directed to Affirmative Action (532-6220). Questions regarding classified employees should be directed to Employment Services or your Payroll and Employee Data liaison (532-6277).



ROAR



If you have suggestions or comments for the ROAR, please let us know. If you have ideas for articles that you would like to see or a classified employee that you would like us to spotlight, please contact Melissa Linenberger (mwaso@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 3, 2008 – KSSU Room 206
- October 1, 2008 – KSSU Staterooms 1&2
- November 5, 2008 – KSSU Staterooms 1&2
- December 3, 2008 – KSSU Room 206

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

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