



ROAR



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

31st Annual Recognition Ceremony held April 2, 2008

The Kansas State University 31st Annual Classified Employee Recognition Ceremony hosted by Classified Senate was held on April 2, 2008 in the K-State Student Union Ballroom. The program was emceed by President Barbara Nagel and President-Elect Jennyfer Owensby, with Dr. Lori Goetsch, Dean of Hale Library, as the ceremony's special keynote speaker. A short DVD message prepared by President Jon Wefald was played in his absence. Shortly after, he surprised everyone by walking in and joining the ceremony leaders on stage. We were pleased that his schedule changed so he could join us!

Forty-three Employees of the Year, who were chosen by their individual Colleges, Administrative Units, Local Agencies and/or Departments, were recognized and received awards for their outstanding performance in 2007. Years of Service awards were given to those employees who, by the end of December 2007, had dedicated five, fifteen, twenty-five and thirty-five years of service to K-State, and those employees with ten, twenty and thirty years of service were acknowledged. Thirty-eight retirees were recognized and given awards for their retirement from Kansas State University in 2007. Several hundred employees were in attendance, accompanied by many family members and friends. Door prizes were provided by nineteen local businesses and given away at the end of the ceremony, followed by a reception.

Classified Senate would like to extend our sincere thanks to those in attendance and congratulations, once again, to all who received recognition and awards!

President's Notes

by Barb Nagel



As my term as President comes to an end, I want to express my appreciation for the opportunity I was given to be President of Classified Senate. It's been an awesome responsibility. I have enjoyed the many challenges and appreciate the personal growth I've gained from the experience.

It has been an exciting year of positive changes for Senate. Many opportunities were presented to Classified Senate and, in each case, your Senators stepped up to the plate to be involved. Let me recap the happenings of this Senate year.

This year K-State hosted the annual meeting of the Kansas Council of Classified Senates, also known as KCCS, who represent the 6 Regents institutions Classified Senates. Sue Peterson, Assistant to the President and Director of Governmental Relations at K-State, moderated the meeting and laid the groundwork for KCCS's involvement in the pay plan process. Jennyfer Owensby, President-Elect from your Classified Senate, was nominated by KCCS to testify before the State Employee Compensation Oversight Commission representing the Regents Classified Employees and testifying on two separate occasions. Jennyfer's involvement with the pay plan process gave KCCS and K-State's Classified Senate immediate recognition on the state level as professional and knowledgeable concerning classified issues. KCCS's involvement with the Oversight Commission led to the opportunity to approach the Board of Regents in establishing a Classified and Support Staff

Council for classified representation to the board. Again, your Classified Senate was instrumental in making the request to the Board of Regents and interacting with the board throughout the process. The Council proposal passed unanimously at the March Regents meeting. This begins a new era for the Regents Classified Senates. KCCS will now have direct collaboration and interaction with the Board of Regents on matters involving classified issues. Also in March, I had the opportunity to testify before the Special Committee on Employee Pay Plan representing the Regents classified employees in support of the Oversight Commission's pay plan recommendations and HB2916. The results of the Legislative Session are HB2916 has passed and the provisions of the FY 2009 pay plan are as follows:

- ◆ A 2.5% General Increase for classified employees and merit increase for unclassified employees
- ◆ A longevity bonus, at \$50 per year, for classified employees
- ◆ Funding for the first of five years of market adjustments for classifications that are significantly behind market.

Classified Senate participated in the public hearing on NBAF, representing the voice of classified employees on this important issue for Kansas State University, as well as participating in a facilitated focus group for the campus-wide "IT" Needs Assessment, and at the Benefits Fair, informing classified employees of the role and function of Classified Senate. New committees were formed on Senate to better serve the mission of Classified Senate. A Public Relations Committee was established to focus on the publication of the classified employee newsletter, "The Roar", and update the Senate web page. The Recognition Ceremony Committee was established to focus on the planning, execution, and evaluation of the recognition ceremony. Communications from Senate have improved with the implementation of the "President's Notes".

Support from K-State Central Administration has strengthened, and the Senate's visibility and commitment to be involved with issues related to classified employees has increased. This year your Senate has represented you on all levels; university, regents and state.

I would challenge and encourage every classified employee to serve on Classified Senate. There are so many good ideas yet to be shared that could positively impact our fellow colleagues and Classified Senate is a way to make them happen. Thanks for a great year and I hope to see you on Senate sometime soon.

Barb

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

Classified Senate Elections

Classified Senate is composed of twenty-six Senators elected by permanent full-time and part-time classified employees in their respective colleges and/or administrative units. Senate terms are three years and a Senator can be elected for two consecutive terms.

The Legislative Affair Committee has recently sent out ballots to those departments/units for this year's election. We are still in need of one Senator for Ag and Extension.

The Committee also conducted officer elections at the April meeting of the Classified Senate. The following persons were elected to offices for the 2008-2009 Senate year.

President - Jennyfer Owensby

President-Elect - Carolyn Elliott

Vice President - Janel Harder

Secretary - Lois Schreiner

Treasurer - John Wolf

At Large Member - Melissa Linenberger

Classified Senate is a great way to get involved and make a difference for the classified employees here at K-State.

Classified Employee Spotlight

Sarah Davis and Kris Fulkerson

The beautiful awards that were presented at the recent Classified Senate Recognition Ceremony were crafted by Kris Fulkerson and Sarah Davis. "We've been a part of the Classified Recognition Ceremony for the past four years and have enjoyed working with the staff that is involved in this ceremony," Kris said. The designs of the awards for classified employees have evolved every year into increasingly higher quality symbols of the University's "Thank You" for a job well done.

A fast growing part the Division of Facilities, the Sign and Awards Shop, have not only supplied all the ADA compliant signage for the campus and the local school district for many years, but have also expanded over the past three to five years into making awards for all types of recognitions. They offer traditional rotary engraving, full-color sublimation printing and added a laser engraver to their operation two years ago. With a little imagination and experience on their part, they have been able to evolve from plain awards to items that they are proud to produce and that recipients are proud to display. Word of mouth is great for the engraving and signage shop, which is how this department got involved with the Classified Senate awards. When a classified senator requested ADA signs for their office, and saw some of the examples they had on the wall, the senator inquired about the years-of-service awards and asked about the types of plaques the shop could offer. Check out the shop's website - www.k-state.edu/facilities/storeroom - for examples of their work.



Kris Fulkerson is a 1994 graduate of Kansas State University. He currently works for the Division of Facilities as a Procurement Officer II and the Director of Purchasing for the Division of Facilities. Kris and his staff are responsible for purchasing goods and services for the Division of Facilities and other departments as necessary. They have averaged over \$4 million in purchases per year over the last 10 years. They maintain the Facilities Storeroom and carry approximately 13,000, different items on the shelves including building supplies, janitorial products, and office supplies.

Kris basically grew up on the K-State campus. He is a third generation graduate and his mom retired from the College of Engineering with over 30 years of service. He has spent a lot of time at K-State and seen a lot of changes in this university over his life with most of them being beneficial. He mostly enjoys working with the people from all the departments he has had contact with over the past nine years as an employee and also the five years he was a student employee. Kris has been married for almost 30 years and has two children. He enjoys riding his Harley and playing poker.

Sarah Davis is also a K-State graduate (Class of 2000). She started with the Division of Facilities as a student employee working for the storeroom. She worked for two years while she was going to school and upon graduation realized she was "burned out" and wanted to wait to go on to graduate school, so she was hired as a temporary employee after graduation which led to a full time job. She worked as a Storekeeper Specialist for several years before her current position as a Procurement Officer I. While she was a student and temporary employee she was trained in the engraving room and has been making the signage for campus for almost 10 years. Sarah said, "It is nice to be involved in an industry that recognizes people for their dedicated years of service to the university and to the State of Kansas. I feel a sense of pride that we are a part of that recognition and can help honor the individuals receiving the awards."

Sarah has been married for four years. She met her husband, Matt, at K-State's Division of Facilities. They have one daughter, Delaney, who is 1 ½ years old. She loves to read, but these days spends most of her time chasing Delaney around. She also loves spending time with her friends and family. She is a third generation K-State graduate. What she enjoys most about working at K-State is - the people she has met.

HB 2916 - FY2009 Pay Plan passed by the Legislature

On April 30, the House voted to adopt the conference committee report on HB 2916, so the FY2009 Pay Plan has passed. The provisions of the FY2009 Pay Plan are as follows:

- ◆ A 2.5% General Increase for classified employees and merit increase for unclassified employees
- ◆ A longevity bonus, at \$50 per year, for those eligible classified employees
- ◆ Funding for the first of five years of market adjustments for classifications that are significantly behind market.

In addition to these provisions, the final version of the bill also includes the proposal to limit eligibility for a longevity bonus for employees hired or rehired after June 15, 2008 and provides that the Compensation Philosophy developed by the Task Force last summer will be set out in statute. Finally, the bill also approves the recommendations of the State Employee Compensation Oversight Commission to implement the five new pay plans and provides for a committee consisting of the following members to provide ongoing oversight regarding the implementation of the new pay plans: two members appointed by the Speaker of the House, one member appointed by the House Minority Leader, one member appointed by the President of the Senate, one member appointed by the Senate Minority Leader, two members appointed by the Governor (one of whom must be a representative from a labor organization) and two ex officio members in the form of the Secretary of Administration (or designee) and the Secretary of Labor (or designee).

The list of classes that will be receiving market adjustments in FY2009 and a brief explanation of how those adjustments will be accomplished will be provided no later than Tuesday, May 6th. Watch for more details.



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:

- May 14, 2008 - KSSU Room 206
- June 4, 2008 – Edwards Hall

KSU Classified Senate
118 Anderson Hall
Manhattan, KS 66506