



A Note from President Schulz

I appreciate the work of our classified employees -- they provide the backbone of the university, from office support to buildings and grounds, to heating and air conditioning. Everywhere you look on campus is better because of the work

of our terrific classified employees.

Because we recognize that classified employees are vital to the overall operation of the university, K-State continues to pursue efforts to provide non-base supplemental pay for classified employees. To date, those efforts have not been successful, but we will continue to look for solutions.

As always, I welcome your comments and ideas about ways to improve Kansas State University as we work together to become a top 50 public research university.

Kirk Schulz

Classified Senate President's Notes

by Lesa Reves

Fall is a beautiful and busy time here at K-State! Since our last issue of the ROAR, Classified Senate has had a lot going on.

September 21st, I had the privilege to give a report to the Board of Regent on



behalf of the Classified and Support Staff Council. I shared with the Regents issues that continue to be important to classified employees-reinstatement of the Market Adjustments, Cost of Living Adjustments, funding of our retirement plan and continuation of Longevity Bonuses. The Regents were very receptive to the report.

On October 6th, members of the Classified Senate had a chance to visit with other classified employees at the Benefits Fair held in the Union Ballroom. It is always great to get feedback from those we serve.

The next day, K-State Classified Senate hosted the other Board of Regents universities for the annual CSSC meeting. This is the time we decide the topics that will be on our position paper we present to state senators and legislators for our "Day on the Hill" in January. We had lunch at the Legends room overlooking the football stadium. Our meeting was a great success.

October 10th and 11th, I traveled with the President's Council to North Carolina State University. It was exciting for me as it had been over 21 years since I was in an airplane! NC State has a very beautiful campus. We got to tour their Veterinary Hospital and a SCALE UP classroom. I had the pleasure to spend time with David DeFoor, the Chair of the NCSU Staff Senate. He represents over 4,500 staff at NCSU. Both of the universities staff members are dealing with the same issues including the need for Cost of Living Adjustments. The Classified Senate at K-State is very fortunate to have the ability to go to Topeka to lobby for issues important to us. North Carolina State employees are in one of two states that by law cannot lobby for themselves. NCSU staff has to bring their issues to their university lobbyist who in turn goes to the state house to speak on their behalf. This trip also allowed me to get to know the members of the K-State administration better. I feel privileged to

(continued from page 1)

work together with such talented and caring representatives of Kansas State University.

Make sure to support Coach Snyder who has the Wildcats off to a winning season-

Vote daily for Coach Bill Snyder as Coach of the Year at www.coachoftheyear.com, sponsored by Liberty Mutual -- a partner to the K-State Alumni Association!

Don't forget to donate to the All University Campaign.

Again, please feel free to contact me at lreves@ksu.edu or any Classified Senator.

We are here to serve you. We welcome your ideas and suggestions on issues you would like to see addressed.

Your Classified Senators for 2011-2012

We want to thank Jackie Yonning for the time she devoted to Classified Senate, and welcome Sharon Maike, in her place. Jackie retired from her position here at K-State.

COLLEGES

Agriculture & Extension (4)

1. Christina Nash (2013) 1st term
2. Maria Sweet (2013) 1st term
3. Lois Schreiner (2012) 2nd term
4. Janice Taggart (2014) 1st term

Architecture, Planning & Design (1)

1. Jody Fronce (2012) 1st term

Arts and Sciences (1)

1. Lindsay Thompson (2013) 1st term

Business (1)

1. Pam Warren (2013) 1st term

Education (1)

1. Susan Erichsen (2014) 1st term

Engineering (1)

1. Doris Galvan (2012) replaced Sharon Hartwich

Human Ecology (1)

1. Janet Finney (2012) 1st term

Veterinary Medicine (2)

1. Rob Reves (2013) 2nd term
2. Lesa Reves (2012) 1st term

Hale Library (1)

1. Pat Fine (2014) 1st term

KSU Salina (1)

1. Annette Hernandez (2014) 2nd term

ADMINISTRATIVE UNITS

Administrative and Finance (6)

1. Brad Millington (2013) 1st term
2. Dale Billam (2013) 1st term
3. Will Hirsch (2014) 1st term replaced Michael Seymour II
4. Cherry Rosenberry (2012) 1st term
5. Michael Seymour I (2014) 1st term
6. Terri Wyrick (2014) 2nd term

Institutional Advancement (4)

1. Vickey Grochowski (2012) replaced Carolyn Elliott
2. Sharon Maike (2012) replaced Jackie Yonning
3. Hanna Manning (2014) 1st term
4. Kerry Jennings (2014) 1st term

President / Provost (1)

1. Ramon Dominguez (2013) 1st term

Local Agencies (1)

1. Paula Connors (2013) 1st term

Thank you to all of those who have served!



Inclement Weather Policy

Since winter will be here before we know it, we thought it would be good to review the inclement weather policy with everyone so we are all sure to be prepared should a declaration of inclement weather be made.

- *In the event of a Declaration of Inclement Weather, K-State will close for non-essential*

(continued from page 2)

state employees during the period of Inclement Weather and if school is in session, classes will be cancelled during that time period. Benefits eligible non-essential employees who are scheduled to work shall be placed on Inclement

Weather Leave, using the appropriate Inclement Weather leave earnings code for Time & Leave reporting: IWE for FLSA exempt employees and IWN for FLSA non-exempt employees. Employees will not be required to use their personal leave.

- *Each University unit is responsible for designating essential personnel and communicating that designation to such personnel prior to any Declaration of Inclement Weather.*
- *Employees on authorized leave, holidays, or off days are not affected by these emergency procedures and will continue in that status.*
- *Those employees who work during a Declaration of Inclement Weather will receive compensation at the same rate of pay that the employee would have received had there not been a Declaration of Inclement Weather.*

If an employee is unable to work due to weather conditions and a Declaration of Inclement Weather has not been issued, they should follow their own department policy for reporting their absence. Employees not reporting to work, reporting to work late, or leaving early due to weather when a Declaration of Inclement Weather has not been declared will be expected to use vacation leave, accrued compensatory time, accrued holiday compensatory time, their discretionary holiday, or leave without pay. At the discretion of the department, employees may make up missed work time within the workweek. This policy does not affect the requirement that exempt employees must report leave in half- or full-day increments.

If you are uncertain if you are considered essential vs. nonessential personnel, we encourage you to check with your supervisor.

Want to make a difference? Join us for the 2011 All-University Campaign for K-State



The 2011 All-University Campaign co-chairs pose for a photo with Willie at the ice cream social kickoff event. From left to right: Ernie Minton, College of Agriculture; Terri Wyrick, Facilities Services; Rebecca Gould, Information Technology Assistance Center; and Howard Erickson, College of Veterinary Medicine. (Not pictured: David Fritchen, College of Engineering.)

Last fall, 37 percent of K-State faculty and staff — including many classified employees — made a gift to the All-University Campaign and helped set an all-time record for participation! This fall, faculty and staff will join together again to make a difference in the university's future.

The All-University Campaign for K-State is an internal fundraising effort run by campus faculty and staff volunteers specifically focused on the participation of all employees including the Manhattan campus, K-State Salina, K-State Alumni Association, KSU Foundation and K-State Athletics. It is an annual campaign for all members of the campus community to participate in by

(continued from page 3)

supporting the areas of the university they care about most.

Through participation, we show our K-State pride and send a powerful message to our donors, legislators, corporations and foundations, alumni and friends that we believe in K-State's future. Every gift, regardless of the size, makes a difference.

There are lots of ways to participate. Here are a few:

Decide how you would like to make a difference. When you make a gift to the All-University Campaign, you decide how your gift makes a difference. Our website lists thousands of K-State funds you can explore. Last year, more than 167 gifts were made to the Classified Opportunity Fund, which helps fund professional development

opportunities for classified staff. To learn how you can make a difference, visit www.k-stateauc.org.

Make a gift. In September, you received your All-University Campaign packet, which included a contribution form. You can make a gift by filling out your contribution form, or you can give online at www.k-stateauc.org.

Win fabulous prizes! If you participate in the All-University Campaign, you are automatically entered into a drawing to win prizes! Prize winners will be announced on Mondays on the All-University Campaign's [Facebook](#) and [Twitter](#) pages, as well as on the All-University Campaign [website](#).

Questions? Contact your campaign volunteer or Kim Baccus at 785-532-7584 or kimb@found.ksu.edu. You can also visit our website: www.k-stateauc.org.

Classified Employee Spotlight



Darla Thomas Animal Sciences and Industry

Darla Thomas is a Public Service Administrator I for the Department of Animal Sciences and Industry. She has worked at K-State for 12 years. Darla and her husband, Mike, recently celebrated their 40th wedding anniversary. They have two married children and are anxiously awaiting the arrival of their first grandbaby in January. Darla is an avid photographer and loves to head out with her gear in search of “the perfect shot.”

Darla is known to work many hours outside the normal 8:00 to 5:00 schedule, and goes above and beyond to ensure all deadlines are met. She is also actively involved with many other activities outside her normal responsibilities, such as United Way Coordinator for her department, and has served on the K-State All-University Campaign since its inception. Her efforts have previously been recognized when she received the 2007 College of Agriculture Classified Employee of the Year Award. Her work ethic is contagious and causes everyone around her to work more effectively and efficiently together.



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



ROAR



If you have suggestions or comments for the ROAR, please contact Ramon Dominguez (ramon@ksu.edu) or Lindsay Thompson (lindsay@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 12:30 p.m. Below are the dates and locations:

- November 2, 2011 – Sunflower Room
- December 7, 2011 – Cottonwood Room
- January 4, 2012 – Cottonwood Room
- February 1, 2012 – Cottonwood Room
- March 7, 2012 – Sunflower Room

KSU Classified Senate
118 Anderson Hall
Manhattan, KS 66506
www.ksu.edu/class-senate/



CAMPAIGN FOR K-STATE



PROJECT SEARCH, a federally funded grant to provide a program to teach job skills and employability skills, will bring opportunity for young adults with intellectual and developmental disabilities to the Union.

The program is dedicated to providing education and training that benefits the individual, workplace, and community. Students attend the program for a full school year and are guided by a teacher and one to three job coaches who will meet the educational

and training needs of the students.

"It is an honor to host this program as it prepares students with disabilities for employment in the community," Charlotte Self, manager of human resources at the Union, said. "The student interns and their families are excited and humbled the Union and the university are partners in providing opportunities for the students."

For more information about Project SEARCH, contact Jenna Bell at jennab@manhattan.k12.ks.us or (785) 532-3947.



THE ALL -UNIVERSITY CAMPAIGN FOR K-STATE is an internal fundraising effort run by campus faculty and staff volunteers specifically focused on the participation of all employees including the Manhattan campus, K-State Salina, K-State Olathe, K-State Alumni Association, KSU Foundation and K-State Athletics. As an annual event, the campaign calls for all members of the campus community to participate each year by supporting the areas of the university they care about most. The campaign includes the Friends of the Union program as one of the many supported funds.

To give a gift to your Union you may fill out a campaign gift form and return it to the KSU Foundation Center or go online to found.ksu.edu/alluniversity.

For more information, visit k-stateauc.org or find the All-University Campaign on Facebook and Twitter. Contact Kim Baccus at kimb@found.ksu.edu or (785) 532-7584 for additional questions. The KSU Foundation must receive all gifts by November 11.

BLUEMONT BUFFETS

A FAVORITE FOR MANY YEARS, the Bluemont Buffet is very popular for a relaxed, quiet, professional lunch atmosphere. We feature entrees, carved meats, vegetables, hot rolls, desserts, beverages, and a daily buffet-style salad bar. We also serve delicious all-you-can-eat holiday-themed buffets throughout the academic year. We invite you to enjoy our specialty buffets listed below.

- Halloween - October 25
- Thanksgiving - November 15
- Holiday - December 8
- Commencement - December 10

The Bluemont Buffet, located on the second floor of the Union, is open 11 a.m. - 1:30 p.m. Prices for specialty buffets will vary. For more pricing information visit union.k-state.edu/eat/bluemont-buffet.

ART ADDITIONS



1) A NEW ADDITION to the Union's permanent art collection, "Kayla" by artist Michelle Leivan, is displayed on the Union's second floor concourse and depicts a portrait of the artist's friend.

2) A RECENT GIFT to the Union from Mrs. Rose Pitts and family this summer features historical documents, stories, and photos of the Tuskegee Airman, the first African-American aviators in the U.S. armed forces. Rose Pitts' husband and former Union Executive Director Bernard Pitts' father was a pilot with the Airmen during World War II. The piece can be viewed in Room 212 on the second floor of the Union.



OTHER ADDITIONS

- "Kansas Native Americans" featuring pieces from the 1795 Treaty of Greenville, Room 213
- "Si Se Puede - Huerta and Chávez Creating a Just World" by Cristina Acosta Art and Design, Sunflower Room
- Martin Luther King Jr. collage featuring materials from Kings' visit to K-State, Room 212

COMMERCE BANK

COMMERCE BANK continues to support the K-State Student Union and its mission with a \$50,000 gift to the Friends of the Union program. These funds will allow the Union to advance in areas of leadership development, technology, programming activities, and services.

"Our partnership with the Union began 14 years ago and we are honored to assist the Union even more with its commitment to our campus and community," said Carrie Rowe, Commerce Bank branch manager. The Union branch is located on the first



Pictured are (left to right): Tana Thompson, Commerce Retail Manager, Tom Giller, Community Bank President, Bill Smriga, Union Director, and Carrie Row, Commerce Branch Manger

floor. Individuals and business interested in participating in the Friends of the Union program are encouraged to contact the Union Director's office at 785-532-6591.

BUILDING HOURS

YOUR K-STATE STUDENT UNION will be providing the following services during university's Thanksgiving Break Saturday November 21 - Sunday, November 29.

- Commerce Bank, Three area locations
- Radina's, School of Leadership Studies
- Subway, Lower Level
- Union Bookstore, Aggieville location
- Union Computer Store, Online at computerstore.ksu.edu
- Union Recreation, Lower Level

For complete building hours, please visit union.k-state.edu. Have a safe and enjoyable Thanksgiving!

