

University Support Staff Transition Plan
Discussion Points for Alternatives to Civil Service
September 8, 2013

The plan that is developed and implemented to move classified employees from state civil service to university support staff (USS) will need an established method for continued input, communication, and collaboration between Administration, Alternative Service Committee, and University Support Staff leadership.

It is essential that the Alternative Service Committee (ASC) leadership has continued involvement with the plan until it is fully implemented, which is estimated to be 2-4 years from the time the Kansas Board of Regents approves a start date. Continued involvement will be accomplished with collaboration among Alternative Service Committee, Classified Senate, and Administration. Classified Senate has approved a liaison position from ASC to be added to the Senate with non-voting privileges. The responsibility of the liaison will be to educate the Senate on the plan and assist with the transition to Senate.

ASC, in cooperation with the Senate, will have a continued, active share in providing input into the plan until the new compensation system is put into place as the final step to full implementation. At that point, the Senate (formerly known as Classified Senate) will assume full responsibility of the plan and will work directly with Administration with regards to any future plan changes. Once the transition has been fully completed, the Alternative Service Committee will be dissolved and the full responsibility for USS will fall upon the Senate who represents University Support Staff.