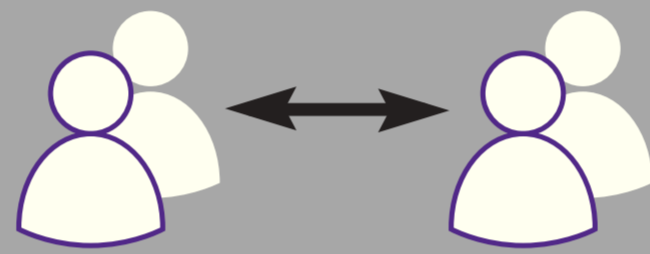


Kansas State University provides a working environment and compensation structure that aims to support the people who make K-State a great place to work, learn, live, and change the world. The university workforce is comprised of faculty, unclassified professionals, and university support staff (USS). Below is an overview of similarities and differences in unclassified professionals and USS positions.

Position Similarities

USS and Unclassified Staff



Health Insurance

Life Insurance / Optional Life Insurance

Vacations, Sick and Special Leave

Voluntary Retirement Plans

Worker's Compensation

Tuition Assistance and Tuition Grants

Employee Assistance Program

Employee Discounts

Hiring / Onboarding Process

Compensation Structure

Position Differences

USS vs. Unclassified Staff



Kansas Public Employees Retirement System (KPERs) Retirement

Formal Performance Review Process

Leave without pay up to one year

KPERs participating service credit earned during Long-Term Disability

Mandated placement for unsuccessful completion of promotional, probationary appointments, layoff, and disabling conditions

Specific disciplinary procedures

Longevity awards, including bonuses after 10 years

Conflict of Interest not required

Governing Body - USS Senate

Permanent status after successful completion of probationary period

Employee initiated dispute resolution



Kansas Board of Regents (KBOR) Retirement

Individualized Review Process per college/department/unit

Leave without pay up to three years

Employer retirement payments during Long-Term Disability

Mandated placement for disabling conditions

Best practices for corrective action

No longevity awards, bonuses include: Faculty Award Payments One-time awards for merit

Completes a Conflict of Interest

Professional Staff Association (PSA) included in Faculty Senate

Contracts:

Term - have a specific end date
Regular - require a one-year notice of non-reappointment after two years of employment

Unclassified employee initiated grievance process