

USS Senate President's Notes



Hello, I am Pam Warren and I am honored to be your 2015/16 University Support Staff Senate President. In addition to representing you, I am a Senior

Administrative Specialist for the Department of Accounting in the College of Business Administration.

Your 2015/16 University Support Staff Senate representing YOU this year are listed on the next page. We want to hear from you. Please contact us with your concerns and comments. We are also making ourselves available to you through different gatherings.

Carol Marden, Steve Greinke and I held two meetings with Facilities Staff, VP Cindy Bontrager, Associate VP Ryan Swanson, and Director John Woods, on September 21 and 22, 2015. Another meeting is planned for Grounds Staff on October 29, 2015, 1:00 – 2:00 pm in 122 Cardwell Hall.

After the great response to the spring 2015 open forum with President Schulz and VP Cindy Bontrager we have planned another one for this fall for all University Support Staff (USS). VP Cheryl Johnson, Human Capital Services, has been asked to join this panel. It will be, November 4, 2015, 2:00 – 3:00 pm, in Forum Hall. Watch K-State Today for more information as the date draws closer. This is YOUR opportunity to ask questions and communicate directly with some of upper administration! Please

Do your best to attend. If you are not able to attend, but have questions or comments, please forward them to Carol Marden, Carrie Fink, or me.

One of the hot topics this year has been the lack of equitable pay for USS. Whenever possible, this message is being delivered to President Schulz, "USS have received only one pay raise since 2008." Yes, a few USS did receive a market adjustment, but the plan was not fully funded and it fell very short of its intended goal. When we did receive the one pay raise, KPERS, health insurance, and even parking among many other items went up. All of these totaled more than the two percent pay increase. At the recent State of the University address, I asked President Schulz; "Since it appears we should be expecting more cuts from the legislature, what avenues are being explored to remedy the lack of funding for pay raises." His response was tuition and fees. After the address I received an e-mail from a digital journalism student who asked two questions, they are listed below with my responses:

What was the biggest takeaway from President Schulz's speech on Friday? Many good things are happening on campus with donor specific funding that will keep the University on track for 2025.

Were you satisfied with President Schulz's answer in regards to staff pay increase? I understand the legislature has tied his hands with inadequate funding. What we (the whole university) need to do, is be more creative to find ways to fund our

needs so we are not as dependent on legislature. This is most likely not going to be the last of the cuts we will see from the legislature. It would also be a benefit for all, if the sourcing were something other than just tuition increases. With all the great minds here on campus – we should surely be able to derive a suitable solution for all concerned.

So the challenge for all of us (University wide, including USS, UP, Faculty, and Administration) is to be creative, brainstorm, write down our ideas, no matter how bazar, share your ideas for more input, and write down the additional input and/or additional ideas. Once you have them on paper, forward them to me or your Senate Representative. Your ideas may be the answer, or they may inspire someone else to come up with even better ideas that will solve this incredibly important issue. Keep in mind it may take more than one plan of attack to have a complete solution. Instead of just giving negative assertion, this gives us more credibility by offering positive solutions while working on a winning team – Kansas State University.

Thank you for allowing me to serve and I look forward to all ideas, questions, comments and concerns.

Pam

Your Senators



Thank you to all of the senators who work many hours each week representing University Support Staff. You are all appreciated!

| K-STATE UNIVERSITY SUPPORT STAFF SENATE 2015-2016 | | | | | | |
|---|---------------------|---|----------------------------------|------------------------|-------------|--------------|
| EXECUTIVE COUNCIL | | | | | | |
| | | | Represents | Address | E-Mail | Phone |
| 1 | Warren, Pam | President | Business Administration | 109 Calvin Hall | pkwarren | 532-6184 |
| 2 | Marden, Carol | Vice President, Chair, University Affairs | Student Life | 232 English/Counseling | cmarden | 532-6927 |
| 3 | Green, Brittany | Secretary, Chair Recognition Ceremony | Agriculture & Extension | 2004 Throckmorton | bdgreen | 532-0184 |
| 4 | Erichsen, Susan | Treasurer | Education | 002A Bluemont Hall | sle | 532-5551 |
| 5 | Reves, Rob | Parliamentarian | Veterinary Medicine | G112 Mosier Hall | rreves | 532-4173 |
| 6 | Greinke, Steve | At-Large Representative | Administration & Finance | 139A Cardwell Hall | sgreinke | 532-6267 |
| 7 | Thompson, Lindsay | Chair, Communications Committee | Arts & Sciences | 116 Cardwell Hall | lindsay | 532-1607 |
| 8 | Jennings, Kerry | Ex-Oficio Past President, Chair, Governmental Affairs | Student Life | 105 Davenport Building | kjennings | 785-410-1831 |
| 9 | Lowe, Gina | HCS Liaison | Human Resources | 103 Edwards Hall | glowe | 532-1878 |
| SENATORS | | | | | | |
| 10 | Anders, Jackie | New | Student Life | 121 Fairchild | janders1119 | 532-4679 |
| 11 | Bachura, Yvonne | New | Engineering | 2061 Rathbone Hall | ybachura | 532-5602 |
| 12 | Brenner, Richard | New | Student Life | Davenport | rhbren | 532-3057 |
| 13 | Bundy, Ruth | New | Student Life, Lafene | 1105 Sunset Avenue | rbundy | 532-6544 |
| 14 | Capoun, Amy | | Agriculture & Extension | 2004A Throckmorton | acapoun | 532-6995 |
| 15 | Fink, Carrie | | Student Life, Registrar's Office | 118 Anderson Hall | cafink | 532-6254 |
| 16 | Fox, Stephanie | New | Human Ecology | JU 119 | stephmd | 532-2884 |
| 17 | Hazelbaker, Susan | New | Veterinary Medicine | B117A Mozier Hall | susan7 | 532-4173 |
| 18 | Johnson, Emily | | Local Agencies | Student Union | ewatts | 532-6577 |
| 19 | Lindstrom, Randall | New | Administration & Finance | Dykstra Hall | walrus | 532-1745 |
| 20 | Martin, Cheryl | | Administration & Finance | 1 KSU Parking Garage | cdmartin | 532-7275 |
| 21 | Nowakowski, Brenda | New | Architecture, Planning & Design | 213 Seaton Hall | blnow | 532-1998 |
| 22 | Osburn, Felisa | New | Hale Library | 222B Hale | felisa | 532-3427 |
| 23 | Seymour, Michael II | | President & Provost | 109 East Stadium | mseymour | 532-0031 |
| 24 | Taggart, Janice | | Agriculture & Extension | 201 Shellenberger Hall | jtaggart | 532-4055 |
| 25 | Vacant | To be appointed for AY16 | Administration & Finance | | | |
| 26 | Wolf, John | | Agriculture & Extension | 149 Weber Hall | jwolf | 532-1241 |
| 27 | Zook, Kari | | K-State Salina | 123 Welcome Center | karizook | 826-2959 |

Annual Leave for All USS

By Kerry Jennings

The University Support Staff Council (USSC), which is made up of USS representatives from all six Board of Regents (BOR) Universities, with the support of all six BOR USS Senates has asked for Annual Leave for all USS employees to be consistent with all employees on campuses by earning the max of 176 hours for 22 pay periods beginning on the first day of employment. With this change, the USSC believes it will help bring unity among all employees on campuses in addition to being an excellent recruiting tool.

The first step was a needed change in language to KSA Statute 76-175a and 76-715b to allow the BOR to make changes to USS employees leave. This change was approved by the Kansas Legislature and signed by the Governor in May 2015. The leave change request has now been sent to the Council of Presidents (all 6 BOR Presidents) and they have asked for study from the Universities Council of Business Officers to assess the impact this change will have on each of their campuses. It is anticipated this response will be presented at the November or December meeting of the Council of Presidents.

Stars Program for State Employees

By Felisa Osburn

Everyone is looking for a way to save some money these days and the STARS Program gives you that opportunity. Go to the website <http://oitsapps.ks.gov/da/ops/star/> and you will find 3 drop down sections. You can search by industry, county or city to find where you would like to get your discount. Once you see something that you're interested in, just click on "click here" in the More Info column. Some examples of what you can find are 15% off baked goods at Billy Vanilly in Manhattan or a \$10 gift card when signing up for, renewing, or upgrading your membership at Sam's Club in Topeka. These are exclusive discounts for State employees, so take some time to browse and see where you can save.

All-University Campaign

By Janice Taggart

K-State is more than my employer, I give because.....

10 YEARS!!!! Yes, we have been giving to help our favorites causes through the All-University Campaign for ten years! Thank you to all of you who have been giving throughout the last ten years! For those of you who would like to give, but think you don't have the funds, I would ask that you consider this: It is not the amount that is important, it is the participation!

You can give as little as you want. Since this is the 10th year, we are striving to have 50% participation. Students have started their own campaign because they saw how staff and faculty care enough to give back. Industry also is impressed with how the K-State family gives back and is more likely to support K-State because of the support our K-State family gives! So your giving generates more than the actual gift.

Many of you have benefited from the University Support Staff Senate Merit Award, or help with paying for books while going to class. This is my fund of choice because it helps so many of my fellow USS, but there are so many from which to choose! You can also give through payroll, deduction.

In Acknowledgement of a Recent Donation to USS

By Carol Marden

President Kirk Schulz continues to show his support for University Support Staff (USS) by donating the equivalent of his recent raise from the Board of Regents to the University Support Staff Awards program. Knowing there is not enough funding to provide a campus wide salary pool this year for faculty and staff, the announcement in the,



K-State Today, June 19, 2015 of President Schulz showing this level of appreciation for USS by supporting this program is deeply appreciated. The University Support Staff Senate would like to publically thank him on behalf of all K-State USS for this act of generosity. Many times we have heard statements of value placed upon K-State's employees and this act of kindness truly demonstrates the words we have heard expressed many times by our President.

The University Support Staff Awards program has been of great value to USS throughout the past few years. This program was a way to recognize staff during the lean years when we were State Civil Service Classified Employees and continues now that we are University Support Staff.

This program supports USS who have demonstrated exceptional leadership and/or extraordinary effort in their position which proves to be a valuable service to the K-State community. For more details visit: <http://www.k-state.edu/class-senate/awards/award.html>

Again, this donation to the USS Awards program is another fine example of the President's generosity in support of USS. Thank you President Kirk Schulz for all the support you have given USS during your tenure here at Kansas State University.

ROAR

If you have suggestions or comments for the ROAR, please contact Lindsay Thompson (lindsay@ksu.edu).

Senate Meetings

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:

- Nov 4, 2015 Flinthills Room
- Dec 2, 2015 Cottonwood Room
- Jan 6, 2016 Flinthills Room

All University Support Staff meetings are open to all University Support Staff.

KANSAS STATE
UNIVERSITY

K-State University Support Staff
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www.ksu.edu/class-senate/