

K-State University Support Staff Senate Minutes

March 2, 2015, 12:30 p.m. – 2:30 p.m.

Executive Council 12:00

2002 Throckmorton Hall

I. President, Kerry Jennings, called the meeting to order at 12:30 p.m.

II. Roll Call

Present: Amy Capoun, Doris Galvan, Lesa Reves, Rob Reves, Kari Zook, Carrie Fink, Michael Seymour, Michael Seymour II, Susan Erichsen, Brittany Green, Lindsay Thompson, Carol Marden, Kerry Jennings, Janice Taggart, Pam Warren, John Wolf, Steve Greinke, Gina Lowe, Julie Wilburn, Cheryl Martin, Connie Kisse, Janet Finney, Sharon Maike

Excused: Emily Johnson, Michael Ashcraft, Heather Tourney

III. Guest Speaker, President Schulz

President Schulz gave an update on the happenings in the legislative session. There will be no significant changes in the K-State budget for the next two years. Higher education funds are being cut by \$16.2 million, with \$3.4 million affecting K-State. A statement will be released in K-State Today soon regarding how we will deal with our \$3.4 million dollar cut.

Questions directed to the President:

Pam Warren asked for clarification on the amount of the budget cut. At first the amount was \$3 million, she wanted to know where the extra \$400,000 came from. The president said it came from an additional Animal Science program.

Janice Taggart had a question about the possibility of the governor converting classified state positions into unclassified positions, like the University of Kansas. President Schulz said that K-State has no plans of doing this and will be stating such in a future K-State Today.

Carol Marden asked what the financial advantages would be for the university if the USS employees were to go to unclassified positions. President Schulz said Cindy Bontrager would have specifics. Carol will send USS senators her findings after speaking with Cindy.

John Wolf asked if USS employees would be getting raises this year. Right now there is a 2 % raise calculated in the budget for all K-State employees. However, due to budget cuts, we aren't sure at this time if it will be the full 2% raise.

Michael Seymour II stated his constituents were concerned about the lack of funding/cuts to KPERs. President Schulz stated that the Board of Regents were aware of the situation and had the same concerns

Lesla Reves, voiced concerns about changes to the PEER review board. She, as most other senators, was under the assumption that nothing would change when we went to University Support Staff. She would like to have this issue addressed and resolved before June 2015. The president requested

that Lesa send him an email stating what changes have been made so that he can meet with his staff regarding them and to begin working toward a solution.

Cheryl Martin asked the president how we should communicate our concerns regarding KPERS to the governor. He suggested writing letters directly to the elected representatives of our districts, voicing these concerns.

In closing the president gave an update on the current ongoing campus-wide construction. Many of the projects are being completed with private funding. In Fall 2016 the college of business building should be complete. Construction on the welcome center is progressing well and according to schedule. The new foundation building, which will be located at the corner of Denison and Kimball, will not only be used by the foundation but will also be leased to private sector companies, which could be potential places of internship for our students. The new architecture building project is currently on hold. The state was supposed to provide \$60 million for this project, however, due to budget issues, we're unsure if they will be able to contribute in such a large capacity. The new multi-cultural building will be built where the old campus ecumenical building used to be. There are also plans for a new building for Geology to be built in the parking lot behind the Engineering complex.

IV. Minutes: February 4, 2015

The minutes from the February 4, 2015 meeting were reviewed. John Wolf moved to accept the minutes with the correction of Lindsay Thompson's name. Pam Warren seconded the motion. Motion carried.

V. Budget/Treasurer's Report

Nothing to report.

VI. Human Capital Liason

The kaizen was successful. Interviews for the Director of Compensation Effectiveness will be taking place on Wednesday and Friday. The screening of the applications for the Assistant Director of Institutional Equity has been completed, interviews will start soon. Interviews for the Director of Compensation and Organizational Effectiveness will be conducted in the first week of March.

Rob Reves asked for clarification on the consequences for departments who have student workers who work overtime hours. Currently, we haven't had a significant amount of these cases. Gina stated that even so these are still the rules we should go by, however, we aren't sure of the consequences of not going by this rule will be at this time.

Carol Marden, asked how and when the new hiring process would be implemented. Gina said they hope to start using the new process sometime this summer.

C-Biz is the vendor that will be assisting with compensation planning review. USS position will be reviewed first. Position description reviews will be starting sometime in March. They hope to have all reviews completed by Fall 2015. The reviews will be completed by using a mixture of online/hardcopy surveys and face-to-face interviews of USS employees.

VII. Executive Council Report

The award procedures and nomination process was discussed. Senators were asked to go back and review the USS website and locate changes that may need to be made to the wording and instructions for next year. Kerry also asked them to see if there were problems in their sections with submitting nominations.

VIII. USSS President's Report

Kerry Jennings clarified for the senators that C-Biz will not be completing all of the reviewing themselves. It will be in conjunction with the assistance of Human Capital Services.

Dr. Myra Gordon gave a presentation on the new multicultural events building, which will be a \$17 million dollar investment. They are currently in the early fundraising stages right now and will be located on the site of the old campus ecumenical building. There will be a name change for the ISIS computer program for students. At this time we're unsure when but the new name will be KSIS (Kansas Student Information System).

IX. Senate Standing Committees

a. University Affairs & Communication Committee

- i. Senators were encouraged to be thinking of questions for the Open Forum with the President on April 9, from 10:30 to noon in Forum Hall . Hope to have another Roar published by mid-March sometime. Submit articles by March 10.

b. Governmental Affairs Committee

- i. Senators on this committee attended Cats in the Capital. There was a high turnout. Elections for Vet Med and Student Life USS senators are currently ongoing.

c. Recognition Ceremony Committee

- i. This committee is working on getting the recognition letters out this month. Employee of the year submission were submitted last Friday, as of yet, we still aren't sure of the names of the winning employees.

d. USS Employee Opportunity Fund

- i. Four book reimbursements were given out. Two Meritorious Awards were approved.

X. Old Business

Bereavement Policy – Rob Reves moved to take from the table the bereavement policy change. Connie Kisse seconded. Niece and nephew will be added to the policy wording immediately. Any other changes to this policy are currently on hold. Motion passed unanimously. John Wolf moved to send the changes forward. It was seconded by Lesa Reves. USS senators unanimously approved sending the changes forward.

Peer Review Committee - Carol Marden spoke about the changes regarding the PRC and the inception of the Appeals board, which was said to take the place of the Civil Service board. Steve Greinke requested that a letter be submitted to Cindy Bontrager by the senate stating our opinion regarding the PRC/Appeals Board changes. It was suggested that we should emphasize that this was not what was agreed upon when we voted to go USS. The letter would be addressed to Cindy Bontrager and Cheryl Johnson, with Gina Lowe and President Schulz carbon copied.

XI. New Business

A letter will be sent to the president regarding the appeals process.

Michael Seymour raised the issue of KPERS again. Michael Seymour requested the USS president to reach out to his contemporaries to figure out how to handle this situation. He has already met with Sue Peterson regarding this issue. They discussed going directly to the legislature to discuss this issue. Her advice was to proceed with caution.

XII. Adjournment

Due to time restrictions in our meeting location, we were unable to hear any campus committee reports. Rob Reves moved to adjourn the meeting. Lesa Reves seconded. The motion carried.

Respectfully Submitted,

Brittany Green