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CLASSIFIED SENATE NEWSLETTER

VOLUME 2 ISSUE 3

THE WICHITA STATE UNIVERSITY

NOVEMBER 1987

PRESIDENT'S MESSAGE

FOR THE FIRST TIME IN OUR THREE-YEAR HISTORY WE CALSSIFIED EMPLOYEES, REPRESENTED BY THE CLASSIFIED SENATE, WERE INCLUDED IN INTERVIEWING OF THE CANDIDATES TO FILL AN UNCLASSIFIED POSITION, THAT OF DIRECTOR OF HUMAN RESOURCES (FORMERLY DIRECTOR OF PERSONNEL). THERE WERE A TOTAL OF NINE OF US INVOLVED IN THE PROCESS, AND WE HAVE SUBMITTED OUR INPUT TO VICE PRESIDENT ROGER LOWE. I THINK I SPEAK FOR ALL NINE OF US WHEN I COMMEND THE SEARCH COMMITTEE FOR DOING THEIR "HOMEWORK" VERY THOROUGHLY. OF 111 APPLICANTS, THERE WERE SIX BROUGHT IN FOR INTERVIEWS, AND THEY WERE ALL HIGHLY INVOLVED AND AWARE OF PERSONNEL PROBLEMS AND PROCEDURES. DONNA LITTLETON HAS DONE AN EXEMPLARY JOB AS THE INTERIM DIRECTOR, AND I AM CONFIDENT WE WILL SOON HAVE A FULL-TIME DIRECTOR OF HUMAN RESOURCES WITH WHOM WE WILL HAVE CONTINUED COMMUNICATION.

NOW IS THE TIME FOR EACH OF US TO BE IN TOUCH WITH OUR LOCAL LEGISLATORS - THE JANUARY SESSION IS NOT FAR AWAY. WE HAVE INCLUDED A LIST OF NAMES, ADDRESSES AND PHONE NUMBERS OF THESE REPRESENTATIVES FOR YOUR USE. CALL, WRITE OR SEE THEM IN PERSON—THEY REALLY DO LISTEN TO THEIR CONSTITUENTS IF WE GIVE THEM SOMETHING TO LISTEN AND REACT TO. TELL THEM WHAT YOU THINK OF OUR HEALTH PLAN FOR THE NEXT YEAR AND ENCOURAGE THEM TO CONTINUE BEING AWARE THAT WE ARE PART OF THE OVERALL WICHITA STATE UNIVERSITY.

FRAN PETERSON
PRESIDENT

DIRECTOR OF HUMAN RESOURCES INTERVIEWS

THE SENATE WAS HAPPY TO BE ASKED TO INTERVIEW SIX CANDIDATES FOR THE POSITION OF DIRECTOR OF HUMAN RESOURCES, THE POSITION TEMPORARILY BEING FILLED BY DONNA LITTLETON. THE SENATE PARTICIPANTS WERE ALLOWED 30 MINUTES WITH EACH CANDIDATE. AT THE END OF ALL INTERVIEWS, ON OCTOBER 27, THE PARTICIPANTS WERE ASKED TO SUBMIT THEIR OPINIONS IN WRITING TO VICE PRESIDENT ROGER LOWE SO SENATORS' PREFERENCES MIGHT BE CONSIDERED BY THE SELECTION COMMITTEE.

SENATE MEMBERS PARTICIPATING IN THE INTERVIEWS WERE: PRESIDENT FRAN PETERSON, SECRETARY FRED A BOWDEN, CLERK JESSICA THACKER, AND SENATORS JOHN WILLIAMS, PAULINE PETERSON, DENE MYERS AND BRUCE JOHNSON. THE SENATE APPRECIATES BEING INCLUDED IN THE PROCESS OF MAKING THIS VERY IMPORTANT ADMINISTRATION APPOINTMENT AND THANKS THE DIRECTOR OF THE CAC FOR THE USE OF HIS CONFERENCE ROOM FOR THE INTERVIEWS. THE CANDIDATES INTERVIEWED WERE ALL EXCELLENT, AND ANY OF THEM WOULD BE A CREDIT TO THE UNIVERSITY. THE SELECTED CANDIDATE WILL COME TO THE UNIVERSITY WITH A GOOD WORKING KNOWLEDGE OF CURRENT CLASSIFIED CONCERNS AND WILL BE ACQUAINTED WITH CLASSIFIED SENATE OFFICERS AND GOALS.

WAGE INCREASE SURVEY

AS SOME OF YOU ARE AWARE, PRESIDENT ARMSTRONG SENT TO THE BOARD OF REGENTS AN ANNUAL BUDGET WHICH CALLED FOR NO COST-OF-LIVING INCREASE FOR CLASSIFIED EMPLOYEES. SOME CLASSIFIED SENATORS HAVE MADE AN EFFORT TO UNDERSTAND THE RATIONAL USED BY THE ADMINISTRATION IN RECOMMENDING AN INCREASE FOR UNCLASSIFIED PERSONNEL BUT INCLUDING NONE FOR UNCLASSIFIED PERSONNEL AT WICHITA STATE. IT IS APPARENT THAT THE RECLASSIFICATION STUDY CURRENTLY CONDUCTED BY THE DEPARTMENT OF ADMINISTRATION HAS NOT IMPACTED ON MOST OF US, AND, WE BELIEVE, PAY MATRIX STEP MOVEMENT ALONE FAILS TO REMUNERATE US FOR OUR OUT-OF-POCKET INCREASE OF EXPENSE TO HELP THE STATE FUND OUR BENEFITS PACKAGE.

AN EFFORT WAS MADE BY AT LEAST TWO CLASSIFIED SENATORS TO DISCOVER HOW MANY CLASSIFIED STAFF MEMBERS RECEIVED NO STEP INCREASE IN FY 1987 AT WICHITA STATE. WE WERE TOLD THAT SUCH STATISTICS DO NOT EXIST. THEREFORE, IN AN EFFORT TO SATISFY OURSELVES AND THE ADMINISTRATION THAT PAY MATRIX MOVEMENT IS INADEQUATE TO COVER INCREASED BENEFITS COST, WE ASK CLASSIFIED STAFF MEMBERS TO FILL OUT THE QUESTIONNAIRE BELOW AND RETURN IT TO THE SENATE'S CLERK, JESSICA THACKER, CAMPUS BOX 6.

NAME AND/OR JOB TITLE _____
DATE OF LAST STEP INCREASE _____
LENGTH OF TIME YOU HAVE HELD YOUR CURRENT JOB LEVEL _____

OUR TABULATION OF THE SURVEY WILL BE PUBLISHED IN OUR NEXT NEWSLETTER. YOU DO NOT NEED TO GIVE YOUR NAME.

THE HEALTH CARE BENEFIT

THE HEALTH CARE COMMISSION WITHIN THE KANSAS DEPARTMENT OF ADMINISTRATION HAS MADE AVAILABLE TO US THIS YEAR THREE HEALTH CARE OPTIONS. THESE OPTIONS HAVE BEEN AMPLY EXPLAINED IN MEETINGS HELD IN THE CAC THEATER, FIRST BY DEPARTMENT OF ADMINISTRATION STAFF MEMBERS AND SECOND BY MEMBERS OF OUR OWN DEPARTMENT OF HUMAN RESOURCES.

TO PUT IT PLAINLY, THE HEALTH CARE COMMISSION APPEARS TO HAVE MERELY CAVED IN TO BLUE CROSS/BUE SHIELD'S DEMAND FOR MORE MONEY IN EXCHANGE FOR LESS COVERAGE. THE INTERESTS OF THE CLASSIFIED EMPLOYEES OF WICHITA STATE UNIVERSITY WERE NOT SERVED BY THE HEALTH CARE COMMISSION. THERE WAS NO OPPORTUNITY FOR CLASSIFIED INPUT CONCERNING THE AWARDED OF THE STATE HEALTH CARE CONTRACT; AND COMPETITION AMONG HEALTH CARE PROVIDERS WAS SUPPRESSED OUT OF A FOOLISH LOYALTY TO BLUE CROSS/BUE SHIELD OF KANSAS.

THERE IS NOT MUCH WE CAN DO ABOUT THIS DIMINISHED BENEFIT THIS YEAR, BUT WE MIGHT BEGIN WORK NOW TO PREVENT FURTHER EROSION NEXT YEAR. AMONG OPTIONS CLASSIFIED EMPLOYEES MIGHT CONSIDER ARE:

1. REPRESENTATIVE MEMBERSHIP ON THE HEALTH CARE COMMISSION AND PUBLICATION OF THE COMMISSION'S PROCEEDINGS IN THE KANSAGRAM.
2. AN AUDIT OF BC/BS RECORDS TO VERIFY THAT THE KANSAS CONTRACT MADE NO PROFIT FOR THE PROVIDER IN FY 1987.

WE URGE CLASSIFIED EMPLOYEES TO ACQUAINT THEIR LEGISLATORS WITH THEIR CONCERN OVER THIS VERY IMPORTANT MATTER.

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LEGISLATIVE REPRESENTATION

THE CLASSIFIED SENATE HAS COMPILED A CURRENT LIST OF AREA REPRESENTATIVES AND SENATORS OF THE KANSAS LEGISLATURE. THE CLASSIFIED SENATE HAS ALWAYS ENCOURAGED MEMBERS OF THE STAFF AT WICHITA STATE TO ACQUAINT THEIR ELECTED OFFICIALS IN TOPEKA WITH THEIR CONCERNS AS STATE EMPLOYEES. WE PROVIDE THIS LIST OF NAMES AND ADDRESSES TO FACILITATE A CONSTRUCTIVE FORM OF COMMUNICATION WITH THOSE WHO REPRESENT US.

THE CLASSIFIED STAFF AT WICHITA STATE NUMBERS GREATER THAN 600 INDIVIDUALS, AND IT SHOULD GO WITHOUT SAYING THAT NO LEGISLATOR IS GOING TO IGNORE THE CONCERNS OF SO LARGE A VOTING CONSTITUENCY. HOWEVER, STAFF MEMBERS MUST MAKE THEIR CONCERNS KNOWN TO THE INDIVIDUALS WHO RESOLVE THE QUESTIONS OF WAGES AND BENEFITS. AIRING CONCERNS TO SUPERVISORS, LOCAL PERSONNEL OFFICERS OR THE DEPARTMENT OF ADMINISTRATION CAN PROBABLY WIN AN EMPLOYEE IMMEDIATE PSYCHOLOGICAL GRATIFICATION, BUT SUCH A PROCESS HAS NO POLITICAL VALUE. STATE AGENCIES MAY COMMISERATE WITH OUR PROBLEMS, BUT IT IS IN THE LEGISLATURE THAT SOLUTIONS ARE FINALLY FOUND. **IT IS TO OUR LEGISLATORS THAT WE MUST APPEAL.**

KANSAS STATE LEGISLATURE
WICHITA AREA LEGISLATIVE DELEGATION
SENATORS - 1987-88

Eugene Anderson (D)
1832 No. Poplar
Wichita KS 67214
685-2666
COMMITTEES: Confirmations; Education; Federal & State Affairs; Public Health & Welfare; Legislative Educational Planning

Norma Daniels (D)
130 Miles Avenue
Valley Center KS 67147
755-0394
COMMITTEES: Confirmations; Energy & Natural Resources; Federal & State Affairs; Labor, Industry & Small Business; Legislative Post Audit

Paul Felecianno, Jr. (D)
815 Barbara
Wichita 67217
522-7875
COMMITTEES: Energy & Natural Resources; Interstate Cooperation; Labor; Judiciary; Industry & Small Business; WAYS AND MEANS

James Francisco (D)
217 East English
Mulvane 67110
777-1618
COMMITTEES: Governmental Organization; Legislative & Congressional Apportionment; Public Health & Welfare; Transportation & Utilities; State Building Construction

Frank D. Gaines (D)
1 Belmont Court
Augusta 67010
775-3120
COMMITTEES: Governmental Organization; Judiciary; Local Government; WAYS AND MEANS

Joseph C. Harder (R)
532 Becker Avenue
Moundridge 67107
345-8735
COMMITTEES: Chairperson, Education; Vice Chairperson, Financial Institutions & Insurance; Organization, Calendar & Rules; WAYS AND MEANS; Chairperson, State Building Construction; Chairperson, Legislative Educational Planning.

Bill Morris (R)
9822 Hardtner
Wichita 67212
722-4092
COMMITTEES: Chairperson, Transportation & Utilities; Vice Chairperson, Federal & State Affairs; Labor, Industry & Small Business; Public Health & Welfare

Eric Yost (R)
104 Post Oak Rd.
Wichita 67206
683-6983
COMMITTEES: Chairperson, Legislative & Congressional Apportionment; Energy & Natural Resources; Judiciary; Labor, Industry & Small Business; Special Claims Against the State

REPRESENTATIVES - 1987-88

Elizabeth Baker (R)
1025 Redwood Rd.
Derby 67037
788-3058
COMMITTEES: Local Government; Education

Rick Bowden (D)
433 Walnut
Goddard 67052
794-2134
COMMITTEES: Education; Governmental Organization; Local Government

Theo Cribbs (D)
1551 No. Minnesota
Wichita 67214
262-0242
COMMITTEES: Insurance; Interstate Cooperation; Labor & Industry; Public Health & Welfare

George Dean (D)
2646 Exchange Place
Wichita 67217
267-6009
COMMITTEES: Agriculture & Small Business; Local Government; Communication, Computers & Technology

Ben Foster (R)
600 Longford Lane
Wichita 67206
684-2448
COMMITTEES: Vice Chairperson, Special Claims Against the State;
Elections; Interstate Cooperation; Public Health & Welfare; Energy &
Natural Resources

Kenneth D. Francisco (D)
212 Victory
Maize 67101
722-8408
COMMITTEES: Ranking Minority Member, Commercial & Financial
Institutions; Local Government; Pensions, Investments & Benefits;
Legislative Educational Planning

Wanda Fuller (R)
2808 Sennett
Wichita 67211
686-6320
COMMITTEES: Governmental Organization; Judiciary; WAYS AND MEANS;
Chairman (one of five House appropriations committees)

Diane Gjerstad (D)
2701 Lulu
Wichita 67216
267-9898
COMMITTEES: Federal & State Affairs; Insurance; Labor & Industry

Ken Grotewiel (D)
1425 West Murdock
Wichita 67203
296-7636
COMMITTEES: Ranking Minority Member, Energy & Natural Resources;
Federal & State Affairs; Legislative, Judicial & Congressional
Apportionment; Pensions, Investments & Benefits

Henry Helgerson (D)
4009 Hammond
Wichita 67218
COMMITTEES: Communication, Computers & Technology; Elections;
WAYS AND MEANS

Connie Kennard (D)
541 North Pershing
Wichita 67208
682-2009
COMMITTEES: None

Jo Ann Pottorff (R)
6321 East 8th
Wichita 67208
684-3780
COMMITTEES: Education, Labor & Industry; Public Health & Welfare;
Reapportionment

Michael T. Sawyer (D)
1116 Dayton
Wichita 67213
265-7096
COMMITTEES: None

Debara Schauf (R)
P.O. Box 68
Mulvane 67110
COMMITTEES: None

Dennis Spaniol (R)
438 South Socora
Wichita 67209
722-2044
COMMITTEES: Assessment & Taxation; Chairman, Energy & Natural
Resources; Transportation; Administrative Rules & Regulations

Darrel M. Webb (D)
2608 South Fern
Wichita 67217
264-4100
COMMITTEES: Energy & Natural Resources; Labor & Industry; State
Building Construction

Vernon L. Williams (R)
2402 Coolidge
Wichita 67204
838-3176
COMMITTEES: Education; Legislative, Judicial & Congressional
Apportionment; Vice Chairperson, Pensions, Investments & Benefits;
Public Health & Welfare; Appropriations