

MINUTES OF THE COMMITTEE ON HIGHER EDUCATION.

The meeting was called to order by Chairperson Tom Sloan at 3:30 p.m. on January 27, 2003 in Room 231-N of the Capitol.

All members were present except: Representative Winn, excused
Representative Neighbor, excused

Committee staff present: Mary Galligan, Legislative Research Department
Mona Gambone, Committee Secretary

Conferees appearing before the committee: Rodney Stanfield, Representative of Classified Employees Association
Kirk Lancaster, Chair, Council of University Faculty Senate Presidents
Thelma Simons, President, KU Unclassified Professional Staff Association

Others attending: See attached list

Chairman Sloan called the meeting to order at 3:30 p.m..

Chairman Sloan called the members' attention to the minutes of the January 22, 2003 meeting which were before them and asked them to call the Committee Secretary with any changes before 5:00 p.m. the following day or they would be considered approved as written.

Chairman Sloan asked Committee members if any of them had any bills they want the Committee to introduce. Representative Storm made the motion to introduce legislation enabling children of undocumented workers who had lived in Kansas three years and had graduated from an accredited high school to pay in-state tuition to attend Kansas institutions of higher learning. Representative Kuether seconded the motion, the motion passed.

There were no other bill introduction requests by members of the Committee.

Chairman Sloan introduced Rodney Stanfield of Kansas State University, representative of the Classified Employees Association (Attachment 1). In response to questions from the Committee, Mr. Stanfield was assisted by Mike Auchard and Dennis Constance of the Kansas University Classified Senate. In addition to this testimony, Chairman Sloan handed out to the Committee information on the 2002 Federal Poverty Level Guidelines and the pay steps and grades of classified employees at the University of Kansas (Attachments 2 and 3).

Chairman Sloan then introduced Thelma Simons, President of Kansas University Unclassified Professional Staff Association (Attachment 4). She responded to questions from the Committee, with assistance from Pam Houston, Director of Liberal Arts and Sciences Undergraduate Services at the University of Kansas.

Chairman Sloan then introduced Kirk Lancaster, Wichita State University, and Chair, Council of University Faculty Senate Presidents (Attachment 5). He then responded to questions from the Committee.

There being no further business, the Committee was adjourned at 4:35 p.m..

The next meeting is scheduled for January 29, 2003.

**Kansas Council of Classified Senates
Position Paper for FY 2004**

Representing over 6,000 classified employees in the Regents System

Emporia State University, Fort Hays State University, Kansas State University,
Pittsburg State University, University of Kansas, Wichita State University

Salary

- adjust pay matrix annually so lowest pay rate is above most current Federal Poverty Salary Guidelines for a family of four
- fund pay matrix step increases
- fully fund longevity pay at the current rate and remove \$1,000.00 cap
- establish standing guidelines to keep Classified Employees salaries equitable with private sector

Benefits

- fund any increase in health insurance premiums by an offset of appropriated dollars to Regents Universities
- increase Sick Leave earned per pay period from 3.7 to 4.2 hours
- increase Annual Leave earned per pay period by .5 hours and remove cap for employees over 20 years
- subsidize health insurance premiums for retirees with 85 points, specifically those that choose to retire before they are eligible for federal assistance

Retirement

- reduce KPERS vesting period to five years
- close the unfunded retirement liability gap in KPERS

*We support the initiatives of the State Employee Advisory Committee (SEAC) on behalf of all state
Classified Employees.*

1/27/2003 7:57 AM

House Higher Education Committee
Meeting Date: 01/27/03
Attachment No.: 1

ASSORTED FACTS ABOUT CLASSIFIED STAFF OF KANSAS AND KANSAS REGENTS INSTITUTIONS

The following is data designed to provide a thumbnail sketch of classified employee in general, and Regents classified employees in particular, and how they fit into the larger picture of State services and economic issues.

- **\$18,100.00/year** = Federal Poverty Guideline annual income for a Household of four persons. *
- That translates to **\$8.70/Hr.**, based on 2080 work hours per year.
- On the most current Kansas State Civil Service Basic Pay Plan, commonly referred to as the pay matrix, the closest step that is not over that amount is **\$8.51/Hr.**
- Statewide, **4.4%** of Classified Staff are paid at or below this level. *²
- At KU, which is the largest state agency in terms of number of employees, both classified and unclassified *³, **10.8%** of classified staff *⁴ fall at or below this \$8.51/Hr. threshold. (Rodney: I've asked for this same info from each Regents School. I suspect it is typical.)
- 3 of the Regents Universities, KU, KSU, and WSU are in the top 10 most populous agencies, and all 6 are in the top 16.
- On January 8, 1987, the Dow-Jones Industrial Average closed at over 2000 for the first time in history, dating back to its beginning on May 26, 1896, a period of 91 years. *⁵ The roughly 10 years following that time represents the most phenomenal period of economic growth in human history, and even now, with the current economic downturn, we are functioning at over 8000 regularly. During this period of unparalleled prosperity, the basic buying power of Kansas classified employees had steadily declined *⁶.
- Of the 24398 classified employees, **19.7%** of them work at one of the Regents Universities. *³
- The statewide average salary for classified employees is \$30,575.00, but the single most common salary amount is **\$20,508.80/Year**, or **\$9.86/Hr.**, a number that is within 13% of the \$8.70/Hr. poverty level wage.
- The average classified staff salary at all the Regents Schools is below the state average:
 - PSU @ \$27,099.00 = 11.4% below
 - KSU @ \$26,304.00 = 14.0% below
 - KU @ \$26,188.00 = 14.3% below
 - ESU @ \$26,093.00 = 14.7% below
 - WSU @ \$24,717.00 = 19.2% below
 - FHSU @ \$24,389.00 = 20.2% below

* Available from several sources, the one I used being the Bureau of the Census website. Another is the Kansas Chapter of the National Association of Social Workers.

*² Computed from data in the "State of Kansas 2002 Workforce Report", published by the Dept. of Administration Division of Personnel Services.

*³ From data in the "State of Kansas 2002 Workforce Report", published by the Dept. of Administration Division of Personnel Services, pg. 13.

*⁴ Information provided by KU Dept. of Human Resources.

*⁵ From www.cftech.com/BrainBank/FINANCE/DowJonesAvgsHist.html

*⁶ Data calculated by adjusting an FY'81 pay matrix for inflation thru the year 2000.

DRAFT KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (effective December 9, 2001) Basic Steps (Hourly Rates)

	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
5	6.06	6.21	6.36	6.51	6.66	6.83	7.01	7.18	7.35	7.53	7.71	7.91	8.12
6	6.36	6.51	6.66	6.83	7.01	7.18	7.35	7.53	7.71	7.91	8.12	8.31	8.51
7	6.66	6.83	7.01	7.18	7.35	7.53	7.71	7.91	8.12	8.31	8.51	8.73	8.94
8	7.01	7.18	7.35	7.53	7.71	7.91	8.12	8.31	8.51	8.73	8.94	9.17	9.39
9	7.35	7.53	7.71	7.91	8.12	8.31	8.51	8.73	8.94	9.17	9.39	9.61	9.86
10	7.71	7.91	8.12	8.31	8.51	8.73	8.94	9.17	9.39	9.61	9.86	10.10	10.35
11	8.12	8.31	8.51	8.73	8.94	9.17	9.39	9.61	9.86	10.10	10.35	10.59	10.87
12	8.51	8.73	8.94	9.17	9.39	9.61	9.86	10.10	10.35	10.59	10.87	11.13	11.41
13	8.94	9.17	9.39	9.61	9.86	10.10	10.35	10.59	10.87	11.13	11.41	11.68	11.98
14	9.39	9.61	9.86	10.10	10.35	10.59	10.87	11.13	11.41	11.68	11.98	12.27	12.57
15	9.86	10.10	10.35	10.59	10.87	11.13	11.41	11.68	11.98	12.27	12.58	12.89	13.21
16	10.35	10.59	10.87	11.13	11.41	11.68	11.98	12.27	12.58	12.89	13.21	13.53	13.86
17	10.87	11.13	11.41	11.68	11.98	12.27	12.58	12.89	13.21	13.53	13.86	14.22	14.57
18	11.41	11.68	11.98	12.27	12.58	12.89	13.21	13.53	13.86	14.22	14.57	14.91	15.29
19	11.98	12.27	12.58	12.89	13.21	13.53	13.86	14.22	14.57	14.91	15.29	15.65	16.05
20	12.58	12.89	13.21	13.53	13.86	14.22	14.57	14.91	15.29	15.65	16.05	16.44	16.85
21	13.21	13.53	13.86	14.22	14.57	14.91	15.29	15.65	16.05	16.44	16.85	17.27	17.70
22	13.86	14.22	14.57	14.91	15.29	15.65	16.05	16.44	16.85	17.27	17.70	18.11	18.57
23	14.57	14.91	15.29	15.65	16.05	16.44	16.85	17.27	17.70	18.11	18.57	19.03	19.50
24	15.29	15.65	16.05	16.44	16.85	17.27	17.70	18.11	18.57	19.03	19.50	19.99	20.49
25	16.05	16.44	16.85	17.27	17.70	18.11	18.57	19.03	19.50	19.99	20.49	20.99	21.52
26	16.85	17.27	17.70	18.11	18.57	19.03	19.50	19.99	20.49	20.99	21.52	22.03	22.58
27	17.70	18.11	18.57	19.03	19.50	19.99	20.49	20.99	21.52	22.03	22.58	23.13	23.72
28	18.57	19.03	19.50	19.99	20.49	20.99	21.52	22.03	22.58	23.13	23.72	24.29	24.90
29	19.50	19.99	20.49	20.99	21.52	22.03	22.58	23.13	23.72	24.29	24.90	25.52	26.14
30	20.49	20.99	21.52	22.03	22.58	23.13	23.72	24.29	24.90	25.52	26.14	26.79	27.45
31	21.52	22.03	22.58	23.13	23.72	24.29	24.90	25.52	26.14	26.79	27.45	28.12	28.83
32	22.58	23.13	23.72	24.29	24.90	25.52	26.14	26.79	27.45	28.12	28.83	29.51	30.27
33	23.72	24.29	24.90	25.52	26.14	26.79	27.45	28.12	28.83	29.51	30.27	31.00	31.77
34	24.90	25.52	26.14	26.79	27.45	28.12	28.83	29.51	30.27	31.00	31.77	32.54	33.36
35	26.14	26.79	27.45	28.12	28.83	29.51	30.27	31.00	31.77	32.54	33.36	34.18	35.03
36	27.45	28.12	28.83	29.51	30.27	31.00	31.77	32.54	33.36	34.18	35.03	35.90	36.77
37	28.83	29.51	30.27	31.00	31.77	32.54	33.36	34.18	35.03	35.90	36.77	37.71	38.61
38	30.27	31.00	31.77	32.54	33.36	34.18	35.03	35.90	36.77	37.71	38.61	39.59	40.57

1-3

1-3

1-4

Cells in **RED** are all below the most current Federal Poverty Guidline for a family of four.

Cells in **YELLOW** are at the recommended Living Wage (as determined by the Kaw Valley Living Wage Alliance) for the Lawrence/Douglas County Area. I do not have a Kansas statewide average, but the national average is approx. \$11.40/Hr.

Cells in **BLUE** are the single most common wage for state classified employees.

For Kansas Classified Employees:

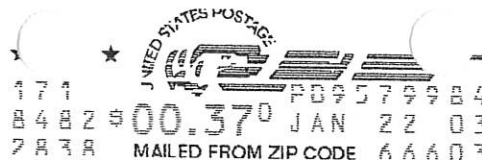
There are 700 job classes

The Mean (average) for Classified ---- \$30,575.00 or \$14.70/Hr.
Unclassified \$53,213 (25.58)

The Median (middle) for Classified ---- \$48,495.20 or \$23.32/Hr. (?)

The Mode (most common) for Classified ---- \$20,508.80 or \$9.86/Hr.

1-4



KNASW Thursday Paper, 1/23/03

The **Federal Poverty Level Guideline (FPL)** is used by the Social Security Administration to determine what is considered the 'absolute deprivation' income level for an individual or family. It is adjusted each year using the Consumer Price Index. **States use the guideline to determine whether or not one is qualified for various social services based on income.** For example, the Department of Social and Rehabilitation Services (SRS) uses the criteria of 32% of the Federal Poverty Level (FPL) for eligibility to receive Temporary Assistance for Families (TAF) and General Assistance (GA). A threshold of 72% of the FPL is used for elderly and disabled persons on Supplemental Security Income (SSI) for Medical assistance. TAF, GA, and SSI-Medical all have born a 2% decrease in eligibility requirements since last year. Pregnant women and infants qualify for Medicaid at 150% the FPL, while children one to five years old qualify at 133% of FPL. All other children qualify at the 100% of FPL. This variance of eligibility sometimes creates the situation that some children in a family are qualified for a Medicaid card, but others are not. Because of the state's budget problems, child care subsidy eligibility was reduced from 185% of FPL to 150%. About 2100 children in about 1275 families are affected. Beginning on July 1, 2003, the child care subsidy eligibility will be restored to 185% of the FPL. The Children's Health Insurance (Healthwave) eligibility is at 200% FPL. *The higher the percentage of the FPL, the more persons may be eligible for the service and this usually means the families that are working but cannot make ends meet—the working poor.*

2002 Federal Poverty Level Guidelines (FPL)

Annual Income for 1-5 Member Households

(HH1 equals a household of one; HH5 is a household of five)

<u>Percent of FPL</u>	<u>HH1</u>	<u>HH2</u>	<u>HH3</u>	<u>HH4</u>	<u>HH5</u>
32%	\$2853	\$3844	\$44836	\$5828	\$6819
72%	6372	8587	10,802	13,017	15,232
<u>100%</u>	<u>8860</u>	<u>11,940</u>	<u>15,020</u>	<u>18,100</u>	<u>21,180</u>
110%	9746	13,134	16,622	19,910	23,298
120%	10,632	14,328	18,024	21,720	25,416
130%	11,518	15,522	19,526	23,530	27,534
133%	11,784	15,880	19,977	23,073	28,169
140%	12,404	16,716	21,028	25,340	29,652
150%	13,290	17,910	22,530	27,150	31,770
160%	14,176	19,104	24,032	28,960	33,888
170%	14,062	20,298	25,534	30,770	36,006
185%	16,391	22,089	27,787	33,485	39,183
190%	16,834	22,686	28,538	34,390	40,242
200%	17,720	23,880	30,040	36,200	42,360

Sources:

American Social Welfare Policy, Karger and Stoesz, 3rd Edition, 1998

Finger-Tip Facts, Kansas Department of Social and Rehabilitation Services, 2003

SRS Answers to Questions Asked by Committee Members, Health and Human Services, January 21, 200

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House Higher Education Committee

Meeting Date: 01/27/03

Attachment No.: 2

From: "Constance, Dennis" <dcon@ku.edu>
To: "sloan@house.state.ks.us" <sloan@house.state.ks.us>
Date: Mon, Jan 27, 2003 10:30 AM
Subject: Information

Tom;

Attached is the information you asked for concerning how many classified employees at KU are in the poverty level pay steps. Sorry it took me awhile to get it.

I was surprised to find that KU is significantly different from the statewide number of 4.4%. KU has 10.3% of its classified workforce in these low steps.

I have asked for this same info from each regents school, but as yet I have not received it. I will forward it to you as it comes in, and also a summary when I have it all.

Mike & I will see you at the hearing this afternoon.

Dennis.

P.S. Thanks for the poverty table you sent me. All the percentage qualifiers for various kinds of aid is information I did not have.

Count of Step	Step													98 (blank)	Grand Total	Count	Percentage		
Grade	4	5	6	7	8	9	10	11	12	13	14	15							
009	14						2	2									18	150	10.30%
011	118	8	8	5	5	3	4	11	6	15	3	7					193		
013	66	3	6	3	6	5	5	5	2	2	5	9					117		
014	1	2					1			2		1					7		
015	75	11	8	5	7	8	8	6	5	7	4	9					153		
016	28	1	4	3	3	5	3	1	1	1	2	8					60		
017	18	6	5	3	7		2	4	2	4	3	4					58		
018	126	20	37	7	11	19	10	12	13	14	9	20					298		
019	54	11	16	6	7	11	8	6	4	8	10	12					153		
020	14	2	4	7	3		4	2	1	8	3	13					61		
021	25	5	3	2	5	3	4	1	4	9	3	3					67		
022	5		1	1	1		1	2	1	1		8					21		
023	32	9	2	6	2	7	6	6		2	2	5	1				80		
024	14	4	9	2	7	2	3	3				7					51		
025	7	8	8		3	2		3	2	6		2					41		
026	9	2	3	2	2	9	3	2		1	1	1					35		
027	9	2		2		4		1		1	1						20		
028		1	1			1	1		2								6		
029	2	2	1		2	1		1									9		
030	1					1											2		
031	1						1	1									3		
032			1	1													2		
035							1										1		
(blank)																			
Grand Total	619	97	117	55	71	81	67	69	43	81	46	109	1				1456		



University of Kansas

Unclassified Professional Staff at a glance

- Percentage of employees on the KU Lawrence campus designated as Unclassified Professional Staff: 18.7.
- Unclassified Professional Staff are the second largest group of employees on the University of Kansas Lawrence campus. Only student employees represent a larger block.
- Head count of Unclassified Professional Staff on the Lawrence campus at the start of the Fall 2002 semester: 1,791.
- Unclassified Professional Staff FTE: 1,122.72
- Gender breakdown: 56.6 percent female, 43.3 percent male.
- Unclassified Professional Staff at the University of Kansas hold a wide-ranging variety of positions that ensure success of the academic and research missions of the University.

Source: Office of Institutional Research and Planning

To get a feel for the level of commitment and the skill sets all KU's Unclassified Professional Staff bring to the work place every day, meet some of the members of the Unclassified Professional Staff Association Executive Board.

Dan Consolver

Title: Assistant to the Vice Provost of Information Services

Education: Currently writing Master's thesis

Years at KU: 20+

Responsibilities: Consolver directs the Office of Academic Technology Services and is sector budget officer for Academic Services. ATS provides several centralized services. All prospective student mailing is produced, recorded, and handled (mailed) by ATS production staff. End-user computer support is provided for nearly all offices in the Academic Services and Student Success sectors. A few examples of these offices include: Admissions and Scholarships, Student Financial Aid, University Registrar, Freshman-Sophomore Advising Center, Multicultural Affairs and many more. ATS also programs the Academic Requirements Tracking System and supports all users including those at the KU Medical Center and the Edwards Campus. Specialized database and Internet programming is developed by ATS staff to simplify operations for the end-users and student access to information. Through sector Web sites, ATS receives inquiries from students, prospective students, and parents who are trying to "navigate the system." As a central office, ATS resolves their queries and connects them with the sources they need. As sector budget officer, Consolver provides central budget authority to the seven departments in Academic Services, prepares all budget documents, and trains and manages the departmental budget staff members. The sector budget is approximately \$4.5 million.

Sally Hayden

Title: Managing editor, Spencer Museum of Art

Education: Master's degree

Years at KU: 11 as a full-time nonstudent staff member

Responsibilities: Hayden produces and manages all the public relations and publication activities of the Spencer Museum of Art. She edits and publishes a monthly newsletter, annual lecture, exhibition catalogues, etc. She also publicizes the activities of the museum to the KU community, Lawrence, the region, and the art world and handles media contacts for the museum. Each year Hayden works with five graduate student interns at the Spencer Museum, teaching them the basics of public relations, such as writing press releases. She also edits

articles they write for the newsletter. When the budget allows, Hayden has an undergraduate student employee — a journalism or communications major — who assists her and learns how public relations is practiced in an actual work place setting; maintains archives; and works with the media.

Pamela Houston

Title: Director, College of Liberal Arts and Sciences Undergraduate Services

Education: Master's in Education

Years at KU: 21

Responsibilities: Houston directs the main support office for the more than 14,000 undergraduate students in the College of Liberal Arts and Sciences — more than half of the undergraduates on campus. Her office is the students' "Dean's Office." It provides comprehensive academic advising as well as information and help with policies, procedures, deadlines, and requirements to students, parents, faculty, and staff. The office maintains the academic student records for all undergraduate students in the College and certifies graduation completion. The office works with the undergraduate curriculum committee for the College. It also provides training for academic advisors in other offices and in the CLAS departments. In addition to Houston, the office is composed of seven advisors (unclassified), one assistant director, who also does advising (unclassified), an Academic Records Tracking System and web support person (unclassified), four classified support staff, and three student workers.

Danny Kaiser

Title: Director of Student Organizations & Leadership Development Center

Education: Master's degree in Education

Years at KU: 17

Responsibilities: Kaiser leads a staff of unclassified, classified and student workers who develop leadership experiences and programs and participation opportunities for individual students in more than 400 student organizations. He and his office advise Student Senate and provide work space for student organizations to conduct their activities.

House Higher Education Committee

Meeting Date: 01/27/03

Attachment No.: 4

Jeannette Johnson**Title:** Assistant to the Provost**Education:** M. Phil. (also have B.A. and M.A. — the M.Phil. was a degree awarded to doctoral candidates after successful completion of coursework and comprehensive exams — a remnant of the '60s.)**Years at KU:** 28 years as an employee, plus four as a graduate student.**Responsibilities:** Johnson's major responsibilities lie in the area of University policy. She works with the Provost and other administrators to update, develop, disseminate, and implement institutional policies and to ensure that they conform to Board of Regents policies and state and federal laws. She also works closely with issues related to Graduate Teaching Assistant (GTA) appointments and provides staff support to search committees, review committees, and task forces as needed.

Johnson works with student leaders on matters such as policy changes and voter registration efforts and is frequently contacted by GTAs and other students who have questions about university policies. She occasionally teaches an honors course in Western Civilization and in recent years has served as mentor for two graduate interns, one in the Higher Education doctoral program and the other in the Master of Health Service Administration Program offered by the School of Medicine's Department of Health Policy and Management.

Donna Hultine**Title:** Director of Parking**Education:** B.A. from KU, Certified Administrator of Public Parking from UVA**Years at KU:** 21**Responsibilities:** As director of parking, Hultine oversees parking regulations on campus so that students, faculty and staff have fair access to campus to attend classes, teach, work, and study. Each year, the Parking Department sells roughly 20,000 permits, which allow access to parking on campus. There are 13,607 parking spaces on campus. The Parking Department — which is completely self-supporting (no tuition dollars, no tax dollars) — expects to bring in \$3.3 million in revenue from the sale of permits, fines, event parking, meters and garage fees this year. The funds raised go back into the operation, including lot improvements and lot maintenance, parking lot lighting, snow removal, equipment, salaries, and more. The major portion of the revenue goes back to pay the debt service (nearly \$1.5 million annually) from two bonds used to build parking garages. The Parking Department employs about 20 students to write tickets, work athletic events and staff the information booths at the entrances to key campus streets where traffic is restricted. The booths are there not only to provide information, but to keep unnecessary traffic away from student pedestrians. Each information booth can see between 15,000 and 20,000 vehicles a month. The department also employs five law students who operate the Board of Parking Appeals for students who wish to contest their tickets. Students also are active on the Parking Commission and provide valuable input and ideas toward an effective campus parking system.**Jill Hummels****Title:** School of Engineering Public Relations Director**Education:** B.S. in Marketing, M.S. in Journalism and Mass Communications**Years at KU:** 2**Responsibilities:** As public relations director for the KU School of Engineering, Hummels performs a variety of tasks that promote the activities and increase awareness of the school. These include production of a research publication to educate audiences — including poten-

tial graduate students and media — about the impact and positive effects of KU's engineering research; production of a biannual alumni magazine designed to keep engineers engaged with and contributing to their alma mater. Hummels also is involved in promotion of student activities, such as the school's wildly popular Engineering Expo for K-12 students. She provides publicity of student honors and achievements. She also oversees maintenance and content of the school's Web site, which helps educate current students, potential students and parents about opportunities available at the School of Engineering. Several other activities round out her weekly routine.

Joe D. Potts**Title:** Director of International Student & Scholar Services**Education:** Ph.D.**Years at KU:** 4**Responsibilities:** Potts directs the office at KU that is responsible for admitting international undergraduate students and determining international undergraduate transfer credits. The office also is responsible for advising and orientation for international students, international research scholars and international visiting faculty as well as ensuring all immigration-related documents are in order. Potts and others in the Office of International Student & Scholar Services have extensive one-on-one and group interaction with students, faculty and staff from every academic department and unit on campus.**Thelma Simons****Title:** Special Projects Manager for Academic Computing Services**Education:** B.G.S. (Bachelor of General Studies)**Years at KU:** 13**Responsibilities:** Simons currently manages two large projects. The Exchange project provides e-mail to more than 20,000 students and 5,000 faculty and staff. This project provides course e-mail distribution lists that allow a professor to contact all her students with a single email. The lists are automatically updated each day so faculty do not have to spend any time maintaining lists for their classes. The other project, Tech Support for the College, provides technology support for faculty and staff in 30 departments in the College of Liberal Arts & Sciences. The program Simons manages maintains the computers, printers and servers that allow departmental faculty and staff to prepare the materials necessary for the classroom and for research.**Kathryn Nemeth Tuttle****Title:** Director of the Freshman-Sophomore Advising Center**Education:** Ph.D.**Years at KU:** 15**Responsibilities:** Tuttle manages the Freshman-Sophomore Advising Center (FSAC), which provides comprehensive academic advising services to freshmen and sophomores. FSAC makes it possible to assign an individual advisor to each new student and ensure they get good information about choosing courses, majors, and careers. Since the FSAC opened, freshman-to-sophomore retention and student perception of advising have improved. FSAC provides more than 7,500 student visits a semester, and when orientation advising programs are included, the office provides almost 20,000 advising sessions a year. Tuttle's work involves supervising more than 30 professional advisors, faculty advisors, classified staff, and student staff. She also coordinates PRE 101 — Orientation Seminar, which offers more than 30 sections a year to assist new students with their academic transition to KU. Each year, Tuttle also teaches an Honors Tutorial and co-teaches a graduate course in the School of Education.

House Higher Education Committee
January 27, 2003

Kirk E. Lancaster
Chair
Council of University Faculty Senate Presidents

Chairman Sloan and members of the House Higher Education Committee, I am pleased to represent the approximately 4600 members of the faculties of Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, the University of Kansas, the University of Kansas Medical Center and Wichita State University before your committee.

The Council of University Faculty Senate Presidents (COFSP) was created by the Kansas Board of Regents in 1987¹. COFSP consists of the Faculty Senate Presidents of Fort Hays State University, Kansas State University, Pittsburg State University and Wichita State University, the Faculty President of Emporia State University, the chair of the University Council of the University of Kansas and a faculty representative from the University of Kansas Medical Center. COFSP

“... is charged by the Kansas Board of Regents in its Policy and Procedures manual to address faculty concerns in a focused and efficient manner. To accomplish this mission and ensure quality education in Kansas Regents Institutions, the Council of (University) Faculty Senate Presidents will:

- Communicate with faculties, administrators, the Kansas Board of Regents and legislators.
- Initiate collegial discussions of key issues affecting faculty and quality education.
- Educate and involve the publics served by Kansas Regents Institutions.”²

As chair of COFSP and in consultation with the University Faculty Senate Presidents, I would like to offer the following remarks.

The members of COFSP and many faculty members around the state have been very impressed by the Kansas Board of Regents and by the individual regents. The Board has been open to dialog with faculty and students and has been responsive to faculty concerns and proposals. The Board and individual regents have traveled to many of the institutions and had productive discussions with faculty members; this travel can sometimes be difficult for regents who are essentially volunteers offering their services to the state of Kansas while trying to maintain jobs or raise families. The meetings of the Kansas Board of Regents

¹Article VI Section 4. (c) of the Kansas Board of Regents *Policy and Procedures Manual* (July 1995) (page 11)

²Quoted from <http://www.kansasregents.org/board/committees/senate.html>

during the current (fiscal) year have been marked by a high degree of cooperation among the universities, substantial dialog among the higher education constituent groups and dedicated, sustained and extremely successful efforts by the Board to develop forward-looking approaches to important issues in higher education. COFSP requests that the Kansas House and Senate give significant weight to recommendations from the Board of Regents and testimony by the Board or its staff.

COFSP supports the budgetary and legislative requests of the Kansas Board of Regents. In view of the current budgetary situation, however, restoring the cuts of August and November, 2002, fully funding legislation like the Higher Education Coordination Act (e.g. 1999 SB 345, 2002 SB 647), funding 'unfunded mandates' (e.g. unfunded salary increases, longevity increases for classified staff) amounting to approximately 3.25% of the state block grant to the universities and restoring other cuts to higher education seems unlikely. We therefore strongly endorse and support the FY04 budget request for higher education of Kansas Governor Kathleen Sebelius.

COFSP strongly supports the goal of increasing cooperation and coordination between the faculties of the universities. Since Kansas is a relatively small state in terms of population, the number of students at a regents' institution is, at most, moderate when compared with public institution in many larger states. This means that many academic departments at Kansas universities have a small to moderate number of faculty. For many purposes, being able to 'network' with a large group of faculty with similar or related interests is beneficial to the research programs of faculty members; these research/creative activities programs can lead to external funding opportunities, patent applications, assistance to local industries and enhanced cultural life for citizens of the state. To some extent, the availability of communication technology (e.g. e-mail, the Internet) allows intellectual communities to develop over distance. However, there is great value in being able to meet in person with other faculty, at least on occasion. Certain federal agencies (e.g. the National Science Foundation) often place higher value on grant proposals which involve cooperating universities, especially when this results in more efficient use of federal funds. For these and other reasons, we believe cooperation is beneficial. If the state were to encourage faculty in a discipline (e.g. mathematics) at each public university to view themselves like members of one statewide academic department, encourage them to hold statewide meetings once or twice per year and develop policies and resources which reward cooperative behavior (e.g. joint grant proposals), then cooperation would be enhanced and the degree programs in that discipline might be viewed (informally) as one extended degree program. One might consider the financial and intellectual success of some universities and higher education system which results from giving faculty adequate resources and encouraging cooperation among and between faculty; consider, for example, the University

of Wisconsin system and the University of Wisconsin at Madison³.

Over the next four years, the legislature of Kansas will need to decide if it wishes to make a significant increase in its support of higher education. The need for an increase was established to the satisfaction of the 1999 Kansas legislature when it passed the Higher Education Coordination Act (SB 345), which also restructured higher education in the state. This need is also established in a report⁴ prepared for the Hall Foundation of Kansas City and presented to the Kansas Board of Regents in September, 2002. The 'Hall Foundation report' found that, in comparison with the other Big 12 states (Colorado, Iowa, Missouri, Nebraska, Oklahoma and Texas), Kansas state higher education appropriations per student (1) by headcount and (2) by full-time equivalent student (FTE) was

FY 1997 (1) 77% (2) 78% of the average for the other Big 12 states

FY 1998 (1) 76% (2) 77% of the average for the other Big 12 states

FY 1999 (1) 81% (2) 81% of the average for the other Big 12 states

FY 2000 (1) 75% (2) 74% of the average for the other Big 12 states

The 'Hall Foundation report' also found, for example, that salaries for full professors in FY01 were below the average for full professors at similar institutions in surrounding states (respectively national averages) by the following percentages:

Emporia State University	8 – 11%	(20%)
Fort Hays State University	8 – 10%	(19%)
Kansas State University	14 – 17%	(19%)
Pittsburg State University	3 – 5%	(14%)
the University of Kansas	2 – 4%	(6%)
Wichita State University	13 – 15%	(17%)

The state of Kansas should be concerned if faculty salaries are not competitive. Poor salaries make faculty retention difficult and faculty recruitment almost impossible. Faculty retention is important for an economic reason; with recent national trends of salaries and start-up expenses, replacing a senior faculty member with a junior faculty member may save little or no money. While some students attend universities for nonacademic reasons, most students expect to find a well qualified, motivated and concerned faculty; many will not attend or will leave a university with an inadequate faculty. If the state government exists, in part, to serve present and future generations of Kansans, then 'forcing' more and more student to leave the state for higher education is counterproductive. The often used statement that "The faculty is the university" is, to a great extent, still true.

³See, for example: Wisconsin Alumni Research Foundation (WARF) <http://www.warf.ws/index.jsp>, UWM Research and Sponsored Programs <http://www.rsp.wisc.edu/>, UWM Research Park <http://www.universityresearchpark.org/>

⁴*Kansas State Funding for Higher Education*, A Report to the Civic Council of Greater Kansas City by MGT of America, Austin, Texas

I would like to mention a salary example which contains current (FY03), rather than earlier (e.g. FY01), salary data and has a personal connection with me. I just received the February, 2003 issue of the Notices of the American Mathematical Society, which is the principle society of professional mathematicians in the US (and in the world). The February issue of the Notices includes the annual (current year) salary survey⁵. Comparing the average salary for full professors at Group 3 Doctoral (Math Ph.D.) Institutions, which includes the University of Kansas and Wichita State University and has the lowest salaries of the four groups⁶ of institutions offering Ph.D.s in mathematics, I found that the average FY03 salary for 'regular'⁷ full professors in mathematics or statistics at WSU is more than ten percent (10%) below the (Group 3) average (and more than 21% below the average for all four groups of Doctoral Institutions). In view of the 'Hall Foundation report' information on salaries, I believe that this example is representative of many similar stories on current salaries which could be found at every one of the universities governed by the Kansas Board of Regents.

Many Kansas residents are suffering in difficult economic times. I have one neighbor who has been laid off from Boeing since June after working there for over 20 years. I have a relative in Wichita who is retired; a great deal of this person's retirement income comes from stock funds and, consequently, this income is greatly reduced. University faculty understand that citizens in Kansas are hurting economically and are sympathetic to their plight.

Legislators should ask themselves if the historical pattern of underfunding the higher education system in Kansas has resulted in more or fewer jobs for its citizens; how has economic development been affected by appropriations decisions by Kansas legislatures? As one example of potential economic development which did not occur partially because of an underfunding of high education, I ask you to recall the sale of Wesley Hospital and the creation of the 'Wesley Foundation' (now the Kansas Health Foundation) in Wichita. In the second half of the 1980s, the Wesley Foundation was planning to help fund the development a medical/biotech 'industry' in Wichita. One of the principle reasons the Wesley Foundation eventually decided not to support this economic development activity was because of a serious lack of infrastructure in Wichita and especially at Wichita State University. As one of the 'economic engines' and 'tax revenue engines' in Kansas, the facts that a great deal of the economy of Wichita is tied to the aircraft industry and this industry is doing poorly means the state is receiving reduced revenue. Imagine how the employment and revenue situations in Kansas now might be different if the state of Kansas had invested more money in higher education in the 1970s and 1980s and a Wichita medical/biotech industry had started to develop in the 1990s to 'even out' the

⁵<http://www.ams.org/employment/facsal.html>

⁶Group 1 Private (e.g. Stanford), Group 1 Public (e.g. U.C. Berkeley), Group 2 (e.g. University of Iowa), Group 3 (e.g. University of Alabama) (see 5.)

⁷Excluding the department chair and one mathematician who is currently an acting associate vice president

economic swings of the aircraft industry.

COFSP understands that the FY04 budget will be extremely tight. However the economic situation will improve at some point in the next four years. We strongly urge the legislature to support the governor's FY04 budget request for higher education and to be prepared to substantially increase the state's investment in higher education when the economy improves enough to allow this. We understand that Kansas legislatures in the past have passed 'three year plans' for investment in higher education, such as the *Margin for Excellence*, without ever funding the 'third year' of the plan, which usually required the greatest amount of investment by the state. The Higher Education Coordination Act (1999 SB 345) is a 'three year plan' whose 'third year' has not been funded. The university faculty in Kansas are looking at the appropriations of the state over the next few years as an indication of the value placed on higher education by the state of Kansas. While the current situation in Kansas will encourage some faculty to prepare to move to institutions in other states, we believe you will find that the faculty in greatest demand, such as the very best instructors, the faculty members with the greatest success at attracting external funding and the most innovative faculty, will leave Kansas in increasing numbers if the state fails to invest significantly in higher education when this becomes economically possible.

I do not know if investing in higher education has any 'political payoff' for a legislator. My greatgrandfather, Harry Posley, was born in Iowa in 1858. In 1863, he traveled with his family across the plains to northern California. From 1908 until at least 1920 he served as the fifth district Assemblyman, from Red Bluff, in the California Assembly. Of all the votes he cast in that time, the two votes of which he was most proud were votes in favor of free textbooks for public school students⁸ and in favor of women's suffrage. These votes by my greatgrandfather form a legacy which is recognized and remembered by my family. I have no idea whether these votes helped or hurt Harry politically and I do not think he cared; he was proud of these votes because they were right. I have met a few members of this year's Kansas legislature and I have been favorably impressed. Just as the members of the Kansas Board of Regents are volunteers, the legislators are also almost unpaid volunteers. I believe most legislators understand that investing in higher education is beneficial to the citizens of the state in the long run. I also know that 'short term' or political considerations may make it difficult to support higher education adequately. When you retire from the legislature, will your legacy be that you supported higher education even when this was difficult or that you always believed in higher education but were never able to find a way to support it?

⁸In 1912, the voters of California approved a constitution amendment coming the legislature which included a provision for free public school textbooks. The ballot arguments for and against this admendment concentrated almost exclusively on the issue of free textbooks. (see the pdf file at www.library.ca.gov/crb/99/11/99011.pdf)