



WICHITA STATE
UNIVERSITY

UNCLASSIFIED
PROFESSIONAL SENATE

Special Meeting Minutes
Wednesday, March 4, 2015

Present: Ellen Abbey, Michelle Barger, Kathy Downes, Ricki Ellison, Mandy Konecny, Eric Maki, Laura Manning, Maria Martino, Brett Morrill, Becky North, Mark Porcaro, Sheelu Surender, Tonya Witherspoon, Frankie Kirkendoll (ex-officio), Heather Perkins (at-large).

Absent: Amy Barfield, Belinda Bishop, Gabrielle Dodosh, Gina Crabtree (ex-officio), Andrea Stipp (ex-officio), Jessica Treadwell (ex-officio).

Guests: Dr. John Bardo

Brett Morrill opened the meeting at 8:35 AM.

Dr. John Bardo discussed and explained the need and purpose of the JAQ. No employee will be given a pay cut as a result of the JAQ. If the position is deemed to be overpaid, the salary will drop after the position is vacated and we make a new hire. It is probably more likely that the vendor will find positions are underpaid. The nature of the study is to correctly classify all USS and UP positions and bring them up to market pay.

Q. Will JAQs be evaluated by a human or a machine?

A. They may use a machine, but we will use humans.

Dr. Bardo asked that the UP Senate name three people to be on an advisory group to oversee the project. Frankie Kirkendoll stated that a committee had already been formed and members of the UP Senate already sit on the committee.

Q. Will there be job areas that are outsourced?

A. In his previous job, he was under obligation by the state to study outsourcing in all central functions. The only area that made sense to outsource was central supply. No one lost their job with that change, one person retired and two others were reassigned. What he sees here is a billing process for services rendered that he cannot understand. Whenever looking at costs, he will discount fringe benefits. He is not interested in the fringe benefit issue having any impact on the data. Additionally, many of the new buildings coming to campus will be privately owned and the owner of the building has the right to hire who they want to clean and maintain the building.

Q. Will the people that complete the JAQs be able to see the final product once the study is over? Will they get feedback?

A. Yes. They will go to the President's Executive Team, then the deans/directors.

Q. Will we follow KU and eventually convert all USS staff to UP?

A. He is not headed that way unless it is something that the staff wants.

Human Resources is planning on sending out a communication to all staff pointing out all the positive things that could come about as a result of this study.

The president stated that we have reached the stage in our development when departments that don't want to go along are pretty visible and some are highly bureaucratic and his office is working to break the bureaucracy, which is making people very uncomfortable. However, we have to de-bureaucratize this organization. We will follow the law and state rules, but won't be any more restrictive than that because we need people to have the flexibility to do their job.

The meeting adjourned at 9:20 AM.

Submitted by Ellen Abbey