TOPEKA — Records discarded at the University of Kansas were mailed anonymously to three newspapers, prompting a campus investigation Wednesday. It was the second report in two months of such a breach of students' privacy.

The records included what appeared to be graded exams, job applications, change-of-grade forms, class rosters, seating charts and copies of health insurance cards and immigration forms, according to editors at the newspapers. Some of the documents contained credit card numbers, Social Security numbers and student identification numbers, they said.

The records were mailed in manila envelopes, with a letter in each packet. Each letter said the papers had come from the university's math department or its recycling center. The letter's writers claimed to be former math teaching assistants or current employees of the recycling center, and they were critical of how the math department handled its records.

"Our No. 1 concern is protecting these individuals from any compounded exposure and launching an investigation," university spokeswoman Lynn Bretz said.

Bretz also issued a statement asking news organizations that had received the documents to return them. She said doing so would protect patients' privacy and allow the university to contact students whose records were mailed. Also, she said the university needed the documents as evidence in its investigation.

In July, The University Daily Kansan, the campus newspaper, reported that documents were left in vacant offices in Wescoe Hall, which was being renovated. The documents included graded exams, student essays and schedule-changing forms. Earlier this month, university officials announced a new program to improve the protection of private information.
KU Summer Grads Named

The University of Kansas released the names of more than 900 students who received degrees after the 2006 summer session. Among those receiving their degrees are two from Mulvane.

Christopher Wyant, a graduate of Mulvane High School, received his master of science in education degree. Traci Flores, daughter of Richard and Mary Flores of Mulvane, also received her master of science in education degree.
Recruiters must overcome cow town misconceptions

BY TAMMY WORTH | CONTRIBUTING WRITER

The agricultural roots that helped establish the Kansas City area as a premier hub for the animal health industry also stand as an obstacle to staffing the growing market.

That irony vexes many work force recruiters, who say that luring individuals away from larger markets and into Kansas City is their greatest challenge.

"That in itself is probably the biggest obstacle for the industry in general," said Gina Gauna, market manager for Kforce Inc.'s scientific office in Overland Park.

Kforce's scientific division provides staffing for a variety of regional animal health companies, from pet food manufacturers to developers of biologicals. Gauna said that finding candidates to meet the very specific requirements for the positions forces the company to recruit nationwide.

And despite a growing animal health presence coupled with a cheaper cost of living that can sometimes equal as much as a 20 percent increase in salary, Gauna said the region has a personality problem that keeps some job seekers at bay.

"There are definitely still misconceptions about Kansas City being a cow town and not having the diversity or the culture that they are used to in the cities in which we are recruiting them from," she said.

Once a candidate is interested in a position, Gauna said the biggest challenge is to educate individuals on what Kansas City has to offer and to sell them on the area. She also said Kforce relies on creative recruiting tactics, including sign-on bonuses, retention programs, comprehensive relocation packages and stock options.

At Bayer HealthCare LLC's Animal Health Division, the turnover rate is less than 10 percent of its approximately 600-person work force, said Jamie Jackson, the division's director of human resources. But turnover combined with internal growth has required the company to staff 70 jobs since the beginning of the year.

Trying to recruit talent from the main pharmaceutical hubs such as New Jersey and San Francisco is a constant challenge, Jackson said.

"There are some really strong labor markets, and they tend to hold people because of the security people feel when they are in high-skill, high-demand jobs," he said. "If there is downsizing, they can just look next door for new work."

Jackson said that the company has put a lot of emphasis on staffing during the past few years and that new internal and external recruitment tools are helping even more. One of the big boons to drawing outside professionals to companies such as Bayer is the emphasis on Kansas City's place in the Animal Health Corridor, he said.

"It is a huge recruiting tool, and ... we are really beginning to say, 'Look at what we have here. This is a big thing,'" Jackson said.

The company also has implemented internal measures to bring in candidates, recently partnering with the University of Kansas to create the science and management integration program.

Individuals with doctorate degrees in the sciences will be able to participate in a three-year, on-the-job training program working in areas such as marketing, sales and business development while getting an MBA from KU.

"We are looking at it as a good recruitment vehicle to bring in high-level scientific people and integrate them with business," Jackson said.

He said KU's MBA demographics suit Bayer's needs locally. The program offers more "mature" students, and about 30 percent to 40 percent of its graduates have engaged in an international experience during the program.

"Some people go into science and love it and want to stay there," he said. "But there is a subgroup who move into it and then find interest in other areas like drug discovery or bringing drugs to the market."

Jackson said the goal is to expand the initiative throughout the corridor and create a greater talent pool to feed all of the local companies. Bayer's first group is slated to begin the program in January, and Jackson said he has been told that other companies will be supporting the initiative and creative
‘(THE KC Animal Health Corridor) is a huge recruiting tool.’

Jamie Jackson director of human resources, Bayer HealthCare LLC’s Animal Health Division

similar programs.” Although many companies are looking outside of the area for recruitment, Gauna said that what may be the most exciting aspect about the concentration of growth in the industry is the talent pool that will be generated locally.

“Right now, the focus is on bringing new talent to Kansas City, but in the long run, the growth will come from bringing in entry-level employees and growing them with the companies,” she said.

Building local talent is what Chris Morrow is focused on. As coordinator of the veterinary technician program at the Metropolitan Community College-Maple Woods, Morrow said his job is to generate interest among high school students, and support and guide them through programs like his or through four-year programs at larger universities.

Because of the specialized nature of many jobs and the growth in the industry, Morrow said he often meets with local companies to find out how the college can help fill in labor gaps.

“I get out and talk with some of the animal health companies and see what their true work force needs are and what we can do to help and what relationship we can develop with universities,” he said. “There are so many companies, a couple here and a couple there start to add up to a lot of open positions that need to be filled.”

Tammy Worth | Worth is a freelance writer in the Kansas City area.
University investigating unauthorized mailing of records

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"Obviously the sorts of records that are in these packets are private and should have been protected," Bretz said. "Safeguarding personal information is a priority at KU."

The Kansan and the Lawrence Journal-World received their packets Tuesday, and The Kansas City Star received documents Wednesday, their editors said.

"They looked like they came straight from a filing cabinet," said Erick Schmidt, the Kansan's editor.

The Kansan planned to return what it received in the mail to the university but was keeping a single copy of each record in a locked safe. He said the newspaper needed a copy of the records for its reporting.

"We're just trying to tell a story and get the word out to people that this kind of stuff is going on," Schmidt said.

Dennis Anderson, the Journal-World's managing editor, said the newspaper would allow the university to review what it had received, but not make copies or retrieve the originals. He said the paper's attorney concluded the documents were its property; they were locked in a filing cabinet.

Later, in a story on its Web site, the Journal-World said it would destroy the documents after its reporting was finished. He said the newspaper wouldn't make any information in the documents public.

"The story's not us," Anderson said. "The biggest concern is that the documents must be taken care of."

The Star hadn't decided Wednesday whether it would return the documents or destroy them after its reporting was finished, editor Mark Ziemian said. He also assured students that information in the records wouldn't be made public.

"These documents weren't disposed of properly originally and we will certainly make sure they are this time," Ziemian said.
State University

Kari Tajchman, for pledging Gamma Phi Beta at
The University of Kansas.
Hagen chosen as resident assistant

LAWRENCE — Danielle Nicole Hagen of Hillsboro, daughter of Cheryl and Terry Hagen was chosen as a resident assistant at The University of Kansas. She is an RA at McCollum Hall, a dormitory at KU.

For the 146 students chosen as live-in resident assistants, proctors or food board managers, duties include serving as role models, handling administrative and programming duties and performing paraprofessional advisory functions for residents.
KU honor students

Thirty-seven students from around Sumner County gathered at Wellington High School, Wednesday, to be honored during the Kansas Honors Program sponsored by the University of Kansas. The guest speaker at the event was David Johnston, director of marketing and internet services for the KU Alumni Association. Johnston, an advertising alumnus, told the students there were the “standard bearers” and that every person in their lives represented a dictionary — a resource to be used and looked into. Johnston said it wasn’t important what college the honor students attended after high school, just that they furthered their education. “What you choose isn’t as important as how you use it,” said Johnston. Awards were presented to the students by Danny Lewis, assistant director of alumni programs. Each honoree was given a dictionary to commemorate the occasion. Wellington High School honor students are, back row from left: Kelsey Rains; Brittney Ward; Sarah Jeanne Mitchell; Mary Leftwich; Zakaria Tazkargy; Madison Hughes; and Jamin Dodson. Front row: Loryn Zoglmann; Alicia White; Logan Neises; Tiffany Kimbel; and Kayla Richmond. Other Sumner County students honored Wednesday night will be featured in future issues of the Wellington Daily News.
Sumner students graduate from KU

LAWRENCE — More than 900 students received degrees from the University of Kansas after the 2006 summer session, Registrar Cindy Derritt announced today.

Because KU conducts only one formal commencement ceremony each year, many of these graduates will return as members of the Class of 2008 to take part in commencement exercises May 18.

Graduates are listed online by home county, state or country, degree, major, level in school, gender, parents’ names and high school information at www.news.ku.edu/2007/september/7/summergrads.shtml.

The summer graduates represent 52 counties in Kansas, 37 other states and U.S. territories, and 24 countries outside the United States.

KU offers more than 85 undergraduate and more than 190 graduate or first professional degrees. First professional degrees are law, medicine and pharmacy.

Those graduates from Sumner County are:

Wellington
Darren M. Farley, current resident of Merriam, certificate in Obstetrics and Gynecology. He is a graduate of Wellington High School.

Geuda Springs
Rachel Karen Warren, daughter of Tom and JoLynn Warren, Bachelor’s Degree in Biochemistry. She attended Arkansas City High School.

Mulfane
Traci Lynn Flores, daughter of Richard and Mary Flores, Master of Science in Education Degree. She is a graduate of Oakley High School in Oakley, Kan.
Conway Springs honorees

Four Conway Springs High School students were awarded dictionaries for their academic achievements by the University of Kansas, on Wednesday night, Sept. 19, 2007. Those being honored were from left to right, Jessica Ast, Emily Gerber, Lori Selwert, and Jennifer Walker.
**Going statewide**

With the power of technology, statewide events are actually becoming more statewide in their reach.

This year's Kansas Economic Policy Conference, set for Oct. 11 at the University of Kansas, will also have links for participants at two satellite locations.

They include Ulysses, which has been connected to past KU conferences through a video link, and Norton, which is a new addition this year.

Norton will utilize the video conference facilities at the Northwest Kansas Library System, 2 Washington Square.

Pioneer Communications will serve as host of the conference in Ulysses at the video conference room, 129 W. Kansas Ave.

This year's conference, entitled “Kansas E3: Energy, the Environment and Economics” will be a day of panel discussions and speakers focusing on the state's economy and new energy challenges.

Registration is available at http://www.ipsr.ku.edu/confern/kepc07/ or call 785-864-3701.