

Executive Committee

Tim Bailey, President 2015-2016
Khamis Siam, 1st Vice President 2015-2016
Jamie McDaniel, 2nd Vice President 2015-2016
Browyn Conrad, Secretary 2015-2017
Susan Johns-Smith, Treasurer 2014-2016
Phil Rudd, Parliamentarian 2015-2017
Harry Humphries, Immediate Past President 2014-2015

Bargaining Council

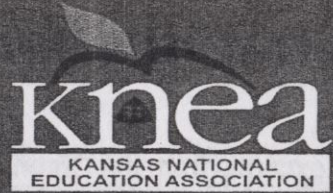
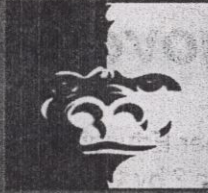
Jamie McDaniel 2014-2016
Grant Moss 2014-2016
Chris Anderson 2014-2016
Ronny Galloway 2014-2016
Tim Bailey 2014-2016
Browyn Conrad 2015-2017
Laura Washburn 2015-2017
Kris Lawson 2015-2017
Jamie Wood 2015-2017
Erik Mayer 2015-2017

Bargaining Team (2015 continuing for 2015-2016 contract)

Mark Johnson, Spokesperson 2013-2015
Kenny McDougle 2013-2015
Bob Kehle 2013-2015
Browyn Conrad 2013-2015
Ananda Jayawardhana 2013-2015

Grievance Committee

Laura Washburn 2015-2018
Jamie Wood 2015-2018
Susan Schreiner 2014-2017
Khamis Siam 2014-2017
Tim Bailey 2013-2016
John Daley 2013-2016



**Pittsburg State University
Kansas
National Education
Association
Newsletter**

**A Year
In
Review
Fall 2015**

What is *shared governance*?

(excerpts from the Chronicle of Higher Education, 7-23-2009, *Exactly What Is 'Shared Governance'?* by Gary A. Olson)

Shared governance is a delicate balance between faculty and staff participation in planning and decision-making processes, on the one hand, and administrative accountability on the other. It has come to connote two complementary and sometimes overlapping concepts: giving various groups of people a share in key decision-making processes, often through elected representation; and allowing certain groups to exercise primary responsibility for specific areas of decision making. "Shared" means that everyone has a role. "Shared" doesn't mean that every constituency gets to participate at every stage. Nor does it mean that any constituency exercises complete control over the process. No one person is arbitrarily making important decisions absent the advice of key constituents; nor is decision making simply a function of a group vote. The various stakeholders participate in well-defined parts of the process. True shared governance attempts to balance maximum participation in decision making with clear accountability. It gives voice (but not necessarily ultimate authority) to concerns common to all constituencies as well as to issues unique to specific groups. The key to genuine shared governance is broad and unending communication. When various groups of people are kept in the loop and understand what developments are occurring within the university, and when they are invited to participate as true partners, the institution prospers. That, after all, is our common goal.

Why PSU-KNEA matters

Every significant aspect of the employment of tenured and tenure stream faculty at our university (i.e. the Unit) has been negotiated by PSU-KNEA. This includes:

- Daily work load and course load expectations
- Annual performance appraisal process
- Tenure dossier structure and evaluation process
- Promotion dossier structure and evaluation process
- Post tenure review evaluation process
- Summer employment procedures
- Sabbatical, absence, disability and maternity leaves
- Annual salary increases
- A grievance procedure structure to address problems, misunderstandings, and issues that contradict our contract.

Given this scope and level of importance, we encourage you to actively participate in decisions that affect your future at PSU. Our association is powered by faculty representing and protecting faculty. It is important for our voices to be heard and our actions to be for our common good. Become active – it's in your best interest!

A big thank you to all our faculty who have served, and are serving PSU-KNEA. Without our faculty contributing, we could not continue the important tradition of shared governance at PSU.

Social Media Update

PSU-KNEA representatives participated in the Social Media Policy Committee to satisfy the KBOR mandatory requirements. The review committee is comprised of the PSU-KNEA President, the Faculty Senate President, the USS President and Vice-President, and the Unclassified Staff President and Vice President. The SGA President is a member *pro forma*. We remind Unit members that our contract protects our freedom of speech rights guaranteeing us due process in the case of a reported violation to the PSU President.

Faculty Morale Survey

In January 2015, PSU-KNEA conducted a faculty morale survey. Over 50 percent of the tenured and tenure track faculty responded, with almost identical proportions of assistant, associate and full professors. There are four major findings:

- (1) Overall, faculty are satisfied with the responsiveness of our administrators (at all levels) to the concerns of faculty.
- (2) Overall, faculty are not satisfied with the responsiveness of KBOR to the concerns of faculty.
- (3) Overall, morale has declined from 5 years ago.
- (4) Over 22 percent of Unit members are actively seeking employment elsewhere.

***Activities Insight* and the Annual Performance Appraisal of Faculty**

This fall semester, PSU begins using a databank system called *Activities Insight*. This is a digital record of each faculty's annual activities and accomplishments. Faculty are required to begin keeping a list of yearly activities in *Activities Insight*. It will be especially helpful to the University for the numerous external evaluation-related requests.

This will also be used in the annual performance appraisal reporting process. Instead of using the GUS system form as we have in the past, our information that we have entered in *Activities Insight* will be used to populate the same information boxes for our annual reports. Each faculty will be able to choose the limited information to be reported in each information box. The annual performance appraisal form and content will mirror what we used in the past. Faculty choosing to apply for an exceptional rating will continue to provide a paper document detailing their accomplishments. Faculty requesting to opt out will continue with the current process.

A big thank to our 2014-2015 PSU-KNEA committee members for your tireless work. These efforts made a difference for us all!

Contract Negotiations

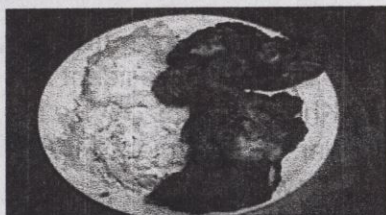
PSU-KNEA is continuing to negotiate on behalf of our Unit faculty through the meet and confer process. This year's negotiation has seen delays due to issues with the Legislature and the State of Kansas budget. We continue to deal with uncertainties and are working to achieve the best possible conditions for our Unit members. Important information will be sent to all members when it becomes available; please look for emails from your bargaining team!

Grievance Activities

During the 2014-2015 academic year PSU-KNEA represented faculty in eight grievances. Five were related to Annual Performance Appraisal and three were non-APA related. Two grievances are ongoing. Regardless of the issue or outcome, this shows us that the contract works, protecting both faculty and administration. The contract provides us with a proven structure and set of rules to address these kinds of issues.

A big thank you to our PSU-KNEA bargaining team for their continued hard work and the countless hours they have spent fighting for our rights.

Fall Social Celebration



It seems like only a short time ago that our PSU faculty were getting together for the start of the new academic year. The 2014 social dinner and celebration was held in the Wilkinson Alumni Center with approximately 80 members and guests in attendance. A great Southeast Kansas fried chicken dinner (vegetarian options too!) and warm camaraderie were enjoyed by new, current and retired faculty and their friends alike!

**Our Fall Social Celebration
will be held on Tuesday
September 8th, 2015 from
5:30-8:00 PM, in the
basement of the Wilkinson
Alumni Center.**

**We hope to see you there!
RSVP to Jamie McDaniel:
jmcDaniel@pittstate.edu**