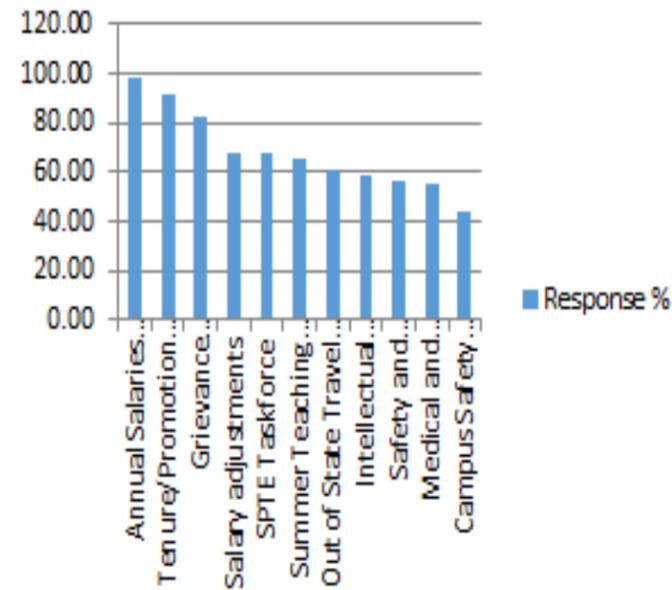


Faculty Awareness of PSU/KNEA Activities

Response %



Survey Results Analysis

The charts displayed before were presented with descending order of responses. This is consistent with the way data is presented in a Pareto analysis. One way to think about this is that the significant data is contained within the first 80 cumulative percent of the data. That said, it looks like most of the responding faculty teach a summer course. This is followed by about 18% who rarely teach. The next question on the survey explored whether this was in line with preference. It is close. Most faculty need 4 weeks or more to do a good job of preparing a summer course. A significant number felt that 8 weeks are required. It was apparent that very few faculty felt pressured to teach during the summer. Results were mixed on the question about changing summer monies to base if that meant that some may not be able to teach during the summer. The next question probed the level of base salary increase that would lead faculty to decline to teach during the summer. Results from this question showed that, while 32% would prefer to teach in the summer regardless, a level of \$5000 to \$6000 would cause a significant number to decide not to teach during the summer semester. Regarding the overhead of enrollment and advisement, while the 56% majority indicated willingness, 44% preferred not to support absent a summer contract.

The survey then started asking questions about more general morale issues. It looks like the significant majority of the faculty are either satisfied, very satisfied or neutral. It looks like satisfaction level is decreasing because according to the next question, the satisfaction level for most of the faculty either stayed the same, decreased or decreased a lot over the past couple of years. The results were mixed about the question where respondents were asked if they had an adequate voice in issues that affected them. Most either Disagreed, were neutral, or agreed. Most faculty felt that their chair did a reasonable job of abiding by the contract. The largest response to the question about job security was that 40% felt secure. On the other hand, this was about equal to the number of faculty who felt insecure or were not sure. Most faculty indicated that their workload had either increased or remained the same over the past couple of years. When it comes to faculty looking to move on, about 66% were not sure, very likely, or likely. KNEA membership comprises about 34% of eligible faculty. About 50% of the faculty are not opposed to joining KNEA but never really got around to it. It appeared that most faculty had read all of parts of the contract. Finally it appears that most faculty (at a 50% cut off), were aware of most of the KNEA activities on their behalf.

Your 2018 – 2019 PSU/KNEA Officers



| | |
|------------------------|-------------------------------------|
| <u>Grant Moss</u> | President, 2018-2019 |
| <u>Ronny Galloway</u> | 1st Vice President, 2018-2019 |
| <u>Randy Winzer</u> | 2nd Vice President, 2018-2019 |
| <u>Lori Martin</u> | Secretary, 2018-2019 |
| <u>Susan Schreiner</u> | Treasurer, 2018-2020 |
| <u>Phil Rudd</u> | Parliamentarian, 2018-2019 |
| <u>Laura Washburn</u> | Immediate Past President, 2018-2019 |

Grant's Take on Things

When I came to Pittsburg State University in 2010, I was not sure if I should join PSU/KNEA. I wanted to know if the benefits (liability insurance, discounts on products, voice for fair governance, and more) would outweigh the costs (34 dollars a pay period for nine-month employees). I wondered about union membership in a right-to-work state. I was curious about being a member of a white-collar union. I questioned whether or not my idealistic view of unions would overcome my concerns about some members who would take advantage of the system. I worried about belligerent, outspoken voices who might control PSU/KNEA while others might quietly sit aside. Despite all of my preliminary indecision, I joined PSU/KNEA. Joining PSU/KNEA was a great decision for me because I have been able to work with you who come from all walks of life and all different fields. We have been able to share volunteer experiences together.

The first purpose of my short message is to persuade you, my tenured and tenured-earning colleagues, to consider (or reconsider) being a big part of the PSU/KNEA team. You have the talents, expertise, and passion that PSU/KNEA needs. PSU/KNEA needs you to step up and to volunteer. My second purpose is to urge Pittsburg State University's administration so that they re-evaluate Pittsburg State's priorities. There are three key ways the administration can leave a positive impact on Pittsburg State: curb administrative spending, limit administrative hires, and make a 3% cost-of-living increase for faculty and USS the first line on the budget. During my time at Pittsburg State University (nine years), administrative spending has increased by more than 50%, the total number of university support staff and teaching professionals has gone down while the total number of administration has gone up, and a cost-of-living increase for Faculty and University Support Staff has not taken priority.

I strongly believe that active membership PSU/KNEA can improve your professional life. I also strongly believe that PSU/KNEA needs to continue to raise awareness of the challenges that our university faces so that we can address them and overcome them. As PSU/KNEA President, I promise to do my best to use my talents, my expertise, and my passion, not only to represent your best interests over the course of the next year, but also to improve all of our professional lives and inspire Pittsburg State's administration to do the same.

The WF18 PSU/KNEA Welcome Back Dinner

The KNEA Fall Social Celebration will be held on [Thursday September 6th, 2018](#) from 5:00-8:00 PM, in the basement of the Wilkinson Alumni Center. Join us for a good meal and collegiality to start the year off right – families welcome.

We hope to see you there!

RSVP to Randy Winzer: wwinzer@pittstate.edu

Salary Increase Looks to be Minimal – From the Table

July 19, 2018

In an effort to keep the lines of communication open between us and the Unit Faculty, the Bargaining Team and Bargaining Council are sending out the latest “From the Table” explaining all that transpired between our last communication and the present.

June 19: The PSU/KNEA bargaining team met with our counterparts on **Tuesday, the 19th of June**. The counter to our proposal was essentially a no counter and the Administration had no offer other than 1.5% for all faculty who did not receive the Legislative allocation last year and 0.5% for those who did, with all raises to start in August. Deciding whether to accept or reject the offer was a decision that we all felt we could not make on behalf of the faculty. Such a decision on behalf of so many Unit Faculty could only be representative if we surveyed the faculty themselves and presented the only option that the Administration put forth on the table. We hoped the survey would inform both our negotiations and the Administration’s offer. We sent the survey and the results were as follows: 55% voting No and 45% voting yes. A 10% spread is quite impressive. A total of 127 faculty members responded to the survey and that is also quite an impressive return.

June 25: We called a meeting of the Bargaining Council on the **25th of June** to share the results of the survey and to discuss our options for moving forward.

June 27: We then met with the Administration team on the **27th of June**. We shared with them the results of the survey and also alerted them to the results of the Summer School and Job Satisfaction Survey by KNEA indicating the low morale pervading the halls of PSU. We asked them to go back to the upper administration and consider the likelihood that their offer, if brought to a ratification vote, will fail. That would not reflect well on either party. Food for thought!!!

July 11: We met again on the **11th of July**. The Administration brought forth the following offer:
1.5% for all faculty who did not receive the Legislative allocation last year and 0.5% to those who did starting in August and 0.5%, **NOT TO BE INCLUDED IN THE BASE**, starting in December.

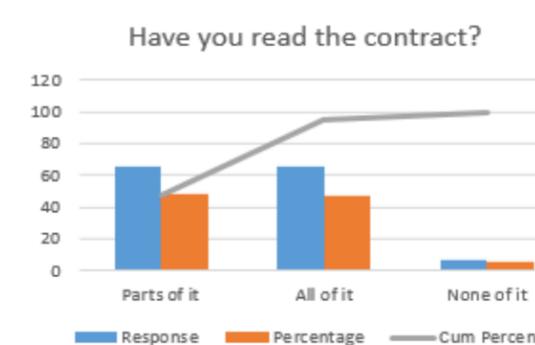
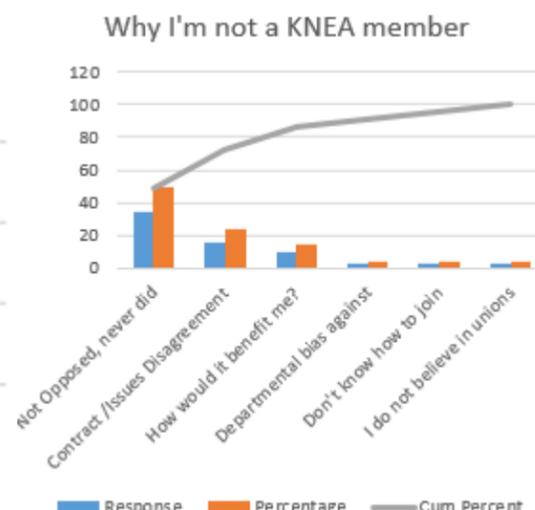
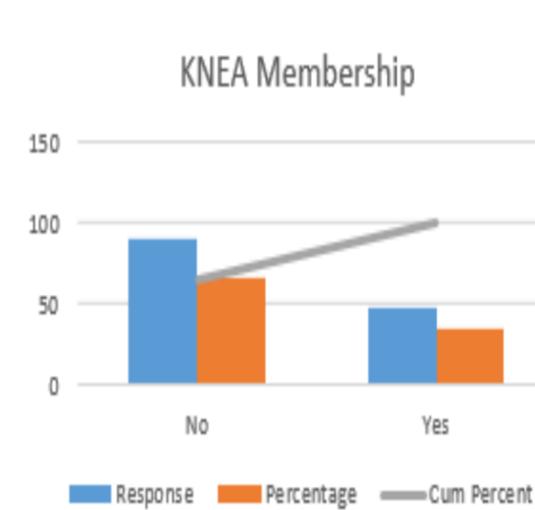
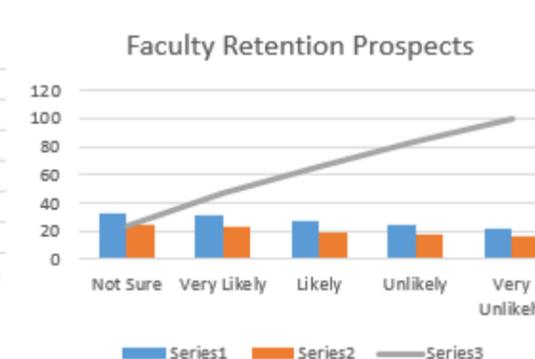
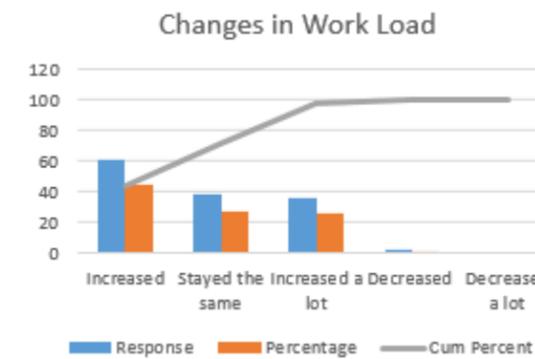
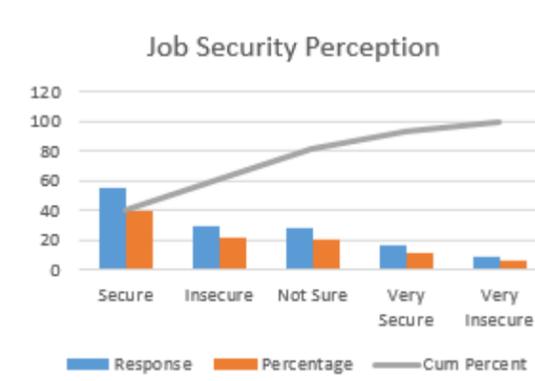
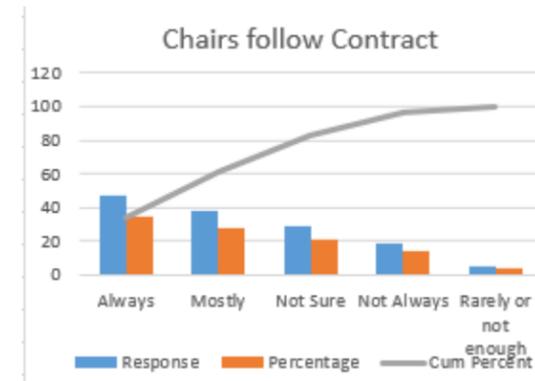
We were also told that they did not think we were following IBB (Interest Based Bargaining) and we assume that their idea of IBB is for them to tell us that this is all they have to offer and that we just accept it. The impression we got was that they did not think that IBB should involve all of these offers/counter offers. We found this shocking.

We met to caucus and we decided to counter with the following, presenting them with 2 choices:
1.5% for all faculty who did not receive the Legislative allocation last year and 0.5% for those who did starting in August and a \$450 flat one-time payment per faculty member, not to be included in the base, starting in December. We don’t like flat, non-base increases on principle, but if we were to accept one, we did not want it to be less than the \$400 we had received in 2016.

We went further and gave them a second option to consider:

1.75% for all faculty who did not receive the Legislative allocation last year and 0.75% for those who did, starting in August.

Let us give you some of our reasoning with respect to the \$450 one-time bonus. Many of you remember the \$400 one-time bonus we got in 2016; at the time, we were told that they would consider putting that \$400 in the base but that never materialized.



The one-time payment of 0.5% proposed by the Administration amounts to \$332 per faculty member. The difference, between our proposal and theirs, amounts to ~\$25,000 more, which we think is easily manageable for an institution our size.

We need to stress that for each and every member of our Bargaining Team, our own self-interest would dictate we opt for the 0.5% rather than the flat-rate amount. Nevertheless, we are trying to work for the benefit of all the faculty at PSU and therefore, we do not mind sacrificing our own self-interest.

Our alternate offer would cost the University \$37,500 instead of the \$75,000 they are offering. The only difference is the fact that the 0.25% differential (1.75% from 1.5% and 0.75% from 0.5%) **WOULD GO INTO THE BASE** starting in August.

July 16: We heard back on the **16th of July** that the Administration would offer us the pro-rated amount of \$332 per faculty member, thus converting their 0.5% offer to dollar amount and essentially not changing the overall amount they were offering; adding that there may be an opportunity to place that amount in the base at a later date.

It is somewhat disingenuous to sort of promise to consider putting the money in the base knowing full well that such will not be the case.

We offered them a deal, at half the cost, to place the money in the base and if they are serious about putting that one-time payment in the base, they should jump at our alternate offer that actually saves the University ~\$37,500.

July 19: Our Bargaining Council met today on the **19th of July**. The Bargaining Council directed the President of PSU-KNEA and the Chief Spokesperson to request a meeting with PSU President, Steve Scott, Provost and VP for Academic Affairs, Lynette Olson, CFO Doug Ball, and the Chief Spokesperson for the administration, Paul Grimes. Our intent is to explain our rationale for the offer(s) we made and hopefully get back to the table to finalize the agreement. We will keep you posted.

Please share any concerns/ideas you might have with any of the Bargaining Team members.

Khamis Siam, Chief Spokesperson, Tim Bailey, Amy Hite, Mark Johnson, Laura Washburn

Results from KNEA SP18 Survey of Faculty

