



JOIN PSU/KNEA – FREE UNTIL FALL

“the larger the choir, the larger the voice” – Tim Knoles

Message from the PSU/KNEA President



As I approach the end of my tenure as PSU/KNEA President, I would like to take a moment to thank each of you for your continued dedication and for the support you have given to me and all other elected and appointed individuals of the PSU/KNEA.

Last year’s contract negotiations extended into the fall semester and were, at times, especially demanding and stressful. Nevertheless, our bargaining team demonstrated resilience, professionalism, and determination throughout the process, reaching an agreement. PSU-KNEA continues to advocate for faculty rights, support fair and equitable working conditions, and ensure meaningful faculty representation in institutional decision-making.

We have recently begun negotiations regarding salary and other financial matters for the coming year. These discussions are taking place within the broader context of the state budget process, where recent legislative actions have emphasized fiscal restraint and shifting funding priorities. In this context, I would like to extend my sincere appreciation to Laura Washburn for her years of dedicated service as Chief Negotiator. Her leadership, expertise, and unwavering commitment have been invaluable. I would also like to congratulate Trent Lindbloom on stepping into the role of Chief Negotiator and thank him for his willingness to take on this important responsibility.

Recent legislative documents also revive discussions around tenure and faculty remediation, raising important questions about the future of faculty protections and evaluation processes. These issues highlight the need for continued faculty engagement and advocacy as policies develop that could significantly impact academic freedom and shared governance.

The challenges facing higher education, including national trends affecting tenure and faculty roles, will require continued collaboration, transparency, and unity. Active participation by PSU/KNEA members in the Faculty Senate and other university committees is especially important. Your engagement in shared governance and ongoing dialogue remains vital.

At the same time, as payroll deduction for union dues may face potential challenges, we encourage members to consider transitioning to the AutoPay system to help ensure continuity in our collective efforts and advocacy.

To stay informed and engaged with developments that affect our work, I encourage members to regularly follow reliable sources covering Kansas legislative actions and higher education issues. Outlets such as the Kansas Reflector, Topeka Capital-Journal, and KMUW provide consistent reporting on state policy, while publications like Inside Higher Ed and The Chronicle of Higher Education offer valuable national perspectives on faculty governance, tenure, and unionization trends.

The University of Kansas, despite being one of the strongest institutions in Kansas, has struggled to establish a union and continues to face challenges in securing a contract. PSU/KNEA, by contrast, celebrated 50 years in 2024, an achievement built on the courage of faculty who risked their jobs to create this organization, and on the sustained efforts of those who have kept it strong.

As we face ongoing and emerging challenges, whether related to tenure, working conditions, or broader policy changes, the value of a strong and active union becomes even clearer. PSU/KNEA has been and will continue to be essential in advocating for faculty rights and protecting our shared governance. It is now our responsibility to protect, support, and carry forward PSU/KNEA. This year, we experienced significant membership growth, the strongest we have seen in recent years. Thank you for all that you do and for your continued support of PSU/KNEA.

I would like to extend my congratulations to the newly elected PSU/KNEA officers, delegates, and committee members, and to thank all those who have served this year for their dedication and commitment to advancing our shared mission.

I invite you to actively participate in our shared efforts to protect the contract, defend tenure, strengthen the union, expand the faculty voice, and stay ahead of policy changes.

Finally, I also encourage each of you to reach out to colleagues who are not yet members and invite them to join PSU/KNEA. Expanding our membership strengthens our collective voice and our ability to advocate effectively.

NEA Higher Education Conference



At the invitation of the KNEA President, Norman Philipp, PSU/KNEA First Vice President, attended the NEA Higher Education Conference in Phoenix, Arizona. The conference brought together faculty leaders from across the country to discuss shared governance, faculty workload, collective bargaining, and the evolving role of faculty unions.

Key discussions emphasized faculty voice, transparency in decision-making, and the importance of clearly defined and consistently applied contract language.

Emerging legislative efforts in states such as California and New Mexico aimed at strengthening due process protections for faculty were also highlighted. These efforts may inform potential bill drafting in Kansas to support due process rights for all full-time faculty.

NEA also shared organizing grant opportunities focused on membership engagement, leadership development, and faculty-driven advocacy. These grants present a potential opportunity for PSU/KNEA to strengthen faculty voice and support organizing efforts related to shared governance and contract clarity.

During his upcoming term as PSU/KNEA President, Norman Philipp will work to advance these efforts by strengthening faculty advocacy, exploring organizing grant opportunities, and supporting initiatives that promote transparency, due process, and meaningful faculty engagement across campus.

PSU/KNEA Updates & Advocacy

PSU/KNEA continues to:

- Advocate for faculty rights and contract enforcement
- Support shared governance across campus
- Engage with administration on faculty concerns

For questions related to workload, evaluation processes, or contract interpretation, please contact an Executive Committee member.

Professional Development Reminder

Almost all of the 2025-2026 PD money allocated from the contract has been used.

Respective deans have returned a total of \$721.62 and Dr. Bon (Provost) has added it to the PD Travel Fund.

This amount will be added to the professional development travel fund and awarded to a unit faculty member. This will allow assistance to a faculty member who would otherwise not be awarded or only partially funded.

PSU/KNEA Election Results

Thank you to all faculty who participated in the recent PSU/KNEA elections. Your engagement helps ensure strong representation and continued advocacy for faculty across campus.

The following individuals have been elected to serve in leadership roles:

Executive Officers:

- President: Norman Philipp (2026-2028)
- 1st Vice President: Carissa Gober (2026-2027)
- 2nd Vice President: Ken Ward (2026-2027)
- Treasurer: Karen Johnson (2026-2028)

Bargaining Council Committee Members:

- Emily George (2026-2028)
- Jeremy Wolfe (2026-2028)
- Phillip Frank (2026-2028)
- Erin Jordan (2026-2028)
- Jason Reid (2026-2028)

Delegates:

- KNEA-RA Delegate: Malcom James (2026-2027)
- KNEA-RA Delegate: Beth Hendrickson (2026-2027)
- NEA-RA Delegate: Emily George (2026-2027)

Grievance Committee Members:

- Marc Daczewitz (2026-2029)
- Kristen Humphrey (2026-2029)

Membership Committee Members:

- Erin Jordan (2026-2028)
- Malcom Jason (2026-2028)
- Jason Reid (2026-2028)

Terms for newly elected positions will begin on May 1.

We appreciate the willingness of these faculty members to serve and support PSU/KNEA's mission.

KNEA AutoPay: What Members Need to Know

Protect Your Union

- Some states have made payroll deductions illegal for unions.
- While it is still legal in KS to use payroll deduction for union dues, KNEA is encouraging membership to switch to AutoPay.
- Switching to AutoPay puts control back in members' hands and keeps the focus on the real issues facing public education.
- AutoPay also protects your privacy by keeping your membership between you and your local.

Build Stronger Locals

- AutoPay is a secure, convenient way to pay state and local dues through automatic withdrawals from your checking or savings account.
- It only requires a quick, one-time setup.

Act Now — Join the Waiting Room

- The AutoPay waiting room allows you to pre-enroll with no disruption to your current payment method.
- Just enter your member ID, ZIP code, and banking information. The system securely stores everything until the new membership year begins on September 1, 2026.
- Click here to get started: [KNEA AutoPay — Kansas NEA](#)

Notify PSU Human Resources

- Members switching from payroll deduction to AutoPay must email Jordan Harding (jharding@pittstate.edu) by **Friday, May 8, 2026**
- Failure to do so may result in duplicate dues charges for the 2026–2027 academic year

FAQs

- What is my membership number? If you don't remember your membership number, PSU/KNEA Treasurer Karen Johnson can help locate it for you.
- Do I have to switch to AutoPay? If you are an existing member who is doing payroll deduction, you do not have to switch; however, it is highly encouraged in case laws change.
- Can **new** members use Payroll deduction? No, all **new** members will [sign up](#) using autopay.



FREE UNTIL FALL - Membership Opportunity

Faculty who join KNEA in April 2026 will pay no dues until September 2026, while still receiving immediate access to full membership benefits, including liability insurance coverage and professional support networks.

Joining takes just a few minutes and connects you immediately to a broader network of educators working toward shared goals. Visit: www.knea.org/join

Why Membership Matters

- Advocate for educators at the state and institutional levels
- Provide legal support, workplace guidance, and representation
- Support professional growth opportunities
- Offer access to member benefits, insurance, and financial programs
- Provide a collective voice in policy and legislative discussions
- Connect you to a statewide and national network of educators

Building Our Local Voice at PSU

- Advocate for faculty working conditions and shared governance
- Promote transparency and accountability in decision-making
- Support colleagues across all faculty roles
- Build a more connected and engaged faculty community
- Strengthen communication between faculty and administration
- Encourage participation in faculty governance and committees

JOIN PSU-KNEA - Strengthening Our Collective Voice

As we navigate a rapidly changing higher education landscape, the importance of a strong, unified faculty voice has never been greater. PSU-KNEA, in partnership with KNEA and NEA, supports educators through advocacy, professional development, and collective action at the local, state, and national levels.

Upcoming Faculty Union Information Sessions

PSU/KNEA will be hosting a series of upcoming information sessions focused on the role and benefits of faculty unions in higher education.

These sessions are intended to:

- Provide an overview of how faculty unions support contract enforcement, due process, and shared governance
- Offer space for faculty to ask questions and learn more about PSU/KNEA and the unions at other KBOR institutions
- Create opportunities for faculty across all appointment types to connect and engage with one another

These sessions are designed as informational opportunities for faculty who are interested in learning more about how faculty organizations function and support their members.

Dates and additional details will be shared soon.

Get Involved

Opportunities to engage:

- Committee service (Bargaining, Grievance, Membership)
- Participation in meetings and events
- Providing input on faculty concerns

Contact a PSU/KNEA Executive Committee member for more information.

PSU/KNEA remains committed to supporting faculty through advocacy, transparency, and engagement. Your participation strengthens our collective voice.

PSU/KNEA Quick Contacts

Not sure who to contact? PSU/KNEA leadership is here to support you.

General Questions / Getting Involved

- Contact any PSU/KNEA Executive Committee member

Grievance & Contract Questions

- Contact PSU/KNEA President or any Grievance Committee Member

President

- Norman Philipp - nphilipp@pittstate.edu
 - (Office) 620-235-4347 or (Mobile) 913-221-3422

Chief Negotiator

- Trent Lindbloom - tlindbloom@pittstate.edu

Membership & Dues (including AutoPay)

- PSU/KNEA Membership Committee
- 2nd Vice President: Ken Ward kjward@pittstate.edu
- Treasurer: Karen Johnson - kalohnson@pittstate.edu

Human Resources (Payroll / Deductions / AutoPay notification)

- Jordan Harding – jharding@pittstate.edu

If you are unsure where to start, reach out to any PSU/KNEA Executive Committee member and we will connect you with the appropriate person.

**We Empower Educators
So Educators Can Empower Students**