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PSU/KNEA Newsletter

A Year in Review

May 2014

Special points of interest:

- History
- Fall Social
- Social Media Policy
- Smoking/Tobacco Policy
- Contract Year
- Leadership 2014-2015

A Lesson in History Pittsburg State KNEA

In 1976 May 18, Pittsburg Morning Sun, PSU faculty member Dr. Denmar Cope quoted the Governor of California, Mr. Jerry Brown, "Why in the world are faculty salaries higher for administrators when the basic mission is teaching?" The following day, the Pittsburg Morning Sun reported that the average faculty salary was \$14,400 and the average salary of an administrator was \$23,150. Administrators were earning on the average about 60% more than the faculty at that time. Not only did they earned so much more than faculty but also they commanded so much power on faculty.

The Public Employer-Employee Relations Act (PEERA) of 1971 granted professors the right to organize and bargain. State of Kansas followed and Kansas Senate Act 75-4321 allowed the right for certain public employees to bargain. This was a time in which faculty had no protection against unfair administrative actions. Pittsburg State University faculty were in desperate need to participate in governance;

hiring of faculty and administrators; deciding promotions, teaching loads, release time for research, and sabbatical leave; and faculty right discussions. Regardless of the time, any attack on tenure is a direct attack upon the academic freedom.

According to one of the retired faculty members, faculty leaders of the 1970's took a tremendous risk by organizing and most of the time they was not sure about whether



they will have a job at the end of the day. But they mustered the courage in the name of common good for all faculty members and organized the Kansas National Teachers Association affiliated unit of Pittsburg State University (PSU-KNEA). On October 31, 1974 our unit became official.

According to the records, the PSU-KNEA did not play any role in the presidential search of 1976. We have come a long way! Faculty and administration relationship has been amicable over the recent years. Most of the changes for the betterment of faculty have happened due to the struggles of the bargaining unit. We deserve a voice and our professional fate should not be left in the hand of others. PSU-KNEA strives to effectively express the salary concerns of the faculty, to promote shared governance, and to protect the rights of faculty.

Above all PSU/KNEA promotes better educational opportunities for all students.

Ananda Jayawardhana, PhD
Immediate Past President
PSU-KNEA

Fall Social



How time flies, it seems like only a short while ago that the KNEA/PSU faculty was getting together for the start of the new academic year. The social/meeting took place at the Wilkerson Alumni Center with approximately 30 members in attendance. A great Southeast Kansas fried chicken dinner and camaraderie with new, current and retired faculty were enjoyed by all. Be sure to mark your calendars now and plan to attend the Fall Social in August 2014.

**Special meeting
held on May 6.**

***First
Amendment
and
Academic
Freedom in
Question***

Social Media Lights a Fire

On December 8, 2013 the Board of Regents implemented a new policy related to social media. The policy can be found at http://www.kansasregents.org/policy_chapter_ii_c_suspensions. The initial policy emerged after University of Kansas professor David Guth fired off a tweet at

members of the NRA following last year's Navy Yard massacre: "Next time, let it be YOUR sons and daughters." Political controversies ensued and legislators called for Guth's removal. A few months later the Kansas Board of Regents commissioned a review of its much-criticized social media policy by fac-

ulty and staff from all the regent universities. Browyn Conrad, PSU/KNEA president, was selected as a member of the review team for Pittsburg State.

According to the Kansas Board of Regent's website, "after reviewing the workgroup's recommendations, the Board Governance Committee has directed

Board staff to incorporate the workgroup's language regarding academic freedom and the First Amendment, as well as a number of other suggested provisions, into the current Board policy. Following staff and input from the public the Board's Governance held a special meeting on May 6 to decide whether to forward the Social Media Policy with their proposed revisions to the full board for the May meeting.



University Moves Forward on No Smoking/Tobacco Policy

Earlier this year a Pittsburg State University Tobacco Policy Task Force was formed to explore the feasibility of making the campus tobacco free. The KNEA representative

on this task force was Serif Uran. According to Chris Kelly, after receiving recommendations from the Task Force, President Scott appointed an executive tobacco policy work

group to consider a campus communication plan; develop training for staff, students and the community; provide cessation support services for tobacco users; and



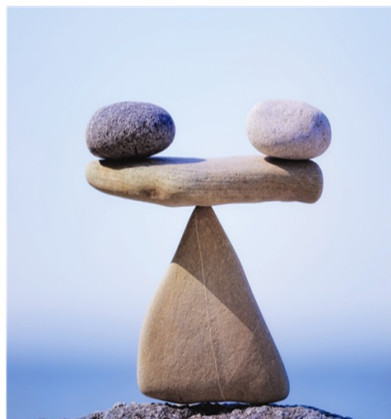
develop compliance policies. A final implementation plan from the committee is due to University President Steve Scott in June of 2014. The PSU/KNEA leadership is awaiting the final policies to review and consider any contractual significance for faculty.



Contract Year

Contract negotiations are currently underway. All parts of the contract are open for negotiations this year. According to Mark Johnson, Spokesperson for the KNEA/PSU unit, topics being discussed are post-tenure review, promotion and tenure, e-mail for retired faculty, discussion of sabbatical (planned and unplanned steps),

summer school, extra duty pay, salary increases and cleaning up general language in the contract. Members of the negotiation team include Kenny McDougale, Bob Kehle, Browyn Conrad, Ananda Jayawardhana and Mark Johnson.



2014-2015 PSU/KNEA Leadership



Election Results

Officers

President: Harry Humphries
First Vice-President: Khamis Siam
Second Vice President: Tim Bailey
Treasurer: Susan Johns-Smith

Grievance Committee

Susan Schriener
Khamis Siam

Bargaining Council

Peter Chung
Jamie McDaniel
Grant Moss
Chris Anderson
Ronny Gallaway