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### Correspondence May 1977

Orville Brill  
*KHEA*

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**KANSAS STATE COLLEGE OF PITTSBURG CHAPTER  
KANSAS HIGHER EDUCATION ASSOCIATION**

PITTSBURG, KANSAS 66762

AFFILIATED NEA and KNEA

May 12, 1977

Dear Colleague:

Attached for your information are copies of communications between your Association and President Appleberry. These communications are pertinent to the recommendation of the KHEA Executive Council that the salary distribution detailed in the printout of April 18, along with subsequent modifications resulting from discussions at the table, be accepted for Fiscal Year 1978.

This recommendation is being made by the Executive Council upon the reaffirmation of the Administrative Team at the table of President Appleberry's commitment to meet in good faith on a regular basis to resolve the issues described in my March 8 letter of acknowledgment of agreement. Those issues include addressing the remaining items in the fact finder's report and the development of an evaluation system with the features described in that letter.

We have been given assurance by the Administrative Team that we can expect substantial progress at the table over the next few weeks, and you should understand that we are operating upon the basis of mutual respect and trust in making the present recommendation.

Sincerely,

*Orville L. Brill*

Orville Brill  
President

Enclosures: Brill letter of March 8 [retyped to fit one page]  
Appleberry letter of March 25  
Brill letter of March 31  
Appleberry letter of May 10



**KANSAS STATE COLLEGE OF PITTSBURG CHAPTER  
KANSAS HIGHER EDUCATION ASSOCIATION**

PITTSBURG, KANSAS 66762

AFFILIATED NEA and KNEA

March 8, 1977

Dr. James Appleberry, President  
Kansas State College of Pittsburg  
Pittsburg, Kansas 66762

Dear Dr. Appleberry:

Subsequent to our recent discussions at the table following the receipt of the fact finder's report, I am writing on behalf of KSCP/KHEA to acknowledge our agreement on the following two items.

1. KSCP/KHEA agrees to the implementation of the administration's April 23, 1976, salary proposal for the 1976-1977 fiscal year.
2. KSCP/KHEA agrees to the implementation for the fiscal year 1977-1978 of the temporary merit evaluation and salary increase determination procedures described in the March 8, 1977, document, "The Evaluation of Faculty Merit and Distribution of Salary Increases."

Agreement on these two items is conditioned on the understanding of both parties that implementation of Items 1 and 2 is not intended to remedy all of the recommendations of the fact finder and also on the expressed agreement of both parties at the table to enter promptly into good faith discussions aimed at the development of a merit evaluation system which will include, among other factors, the following features for implementation for fiscal year 1978-1979.

1. The identification of appropriate evaluation procedures, providing for faculty input and the development of suitable criteria for merit, with provisions for faculty to respond appropriately to their evaluations.
2. The provision for the communication of strengths and weaknesses and suggestions for improvement of the merit rating of the faculty member as a part of his/her evaluation.
3. The establishment of a mechanism for continuing study of adjustments for affirmative action and other types of inequities.
4. The formulation of a meaningful procedure for grieving salary.

I want to thank you for your personal efforts for progress in our discussions at the table. I believe this present agreement augurs well for a harmonious resolution not only of the remainder of the issues in the fact finder's report but also for the other items under discussion or due for discussion at the table.

Sincerely,

Orville Brill, President



Recd 3/28  
2 PM

**KANSAS STATE COLLEGE of PITTSBURG**

Office of the President



66762

March 25, 1977

Dr. Orville Brill, President  
Kansas State College of Pittsburg  
Chapter  
Kansas Higher Education Association

Dear Dr. Brill:

Thank you for your letter of March 8 concerning the implementation of the administration's April 23, 1976, salary proposal for the 1976-77 fiscal year, and the implementation of the temporary merit evaluation and salary increase determination procedures described in the March 8, 1977, document entitled, "The Evaluation of Faculty Merit and Distribution of Salary Increases." Based on the recommendations of the fact finder, as well as your letter, I recommended to the Board of Regents at the meeting last week that the salary proposal be implemented. The Regents approved that recommendation, and we hope to be able to have the appropriate dollars reflected in the May 1, 1977, paychecks.

After having a few days to reflect upon your letter, I do think a point of clarification is necessary. The "conditions" to which you allude in your letter were not a part of the agreement on the merit evaluation and salary distribution procedures document we reached during the meet and confer process. However, as a part of the discussions which occurred at these sessions, statements independent of the discussions on the procedures document were made by the administration team which I will reaffirm at this time. First, we will continue to meet in good faith, on a regular basis, to address the remaining items in the fact finding report. Second, we expect to develop appropriate procedures for evaluation of faculty, and these procedures will be implemented by the beginning of fall semester, 1977. These procedures will allow for faculty input and will allow for faculty to respond appropriately to their evaluations. We expect that procedures to be used will provide for the communication of strengths and weaknesses, together with suggestions for improvement where appropriate, as a part of the faculty evaluation process. Third, we expect to take appropriate steps to identify salary inequities in the College. Again, this will be an agenda item for discussion at the table. Fourth,

Dr. Orville Brill

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we expect to develop a grievance procedure which would allow a faculty member to grieve the failure to follow evaluation procedures.

Thank you again for your letter. I share your opinion that the present agreement does indeed augur well for the harmonious resolution of the several issues which are now being discussed at the table, as well as those which will likely be discussed in the future. Working together, we can and will make those decisions which best serve the interests of Kansas State College of Pittsburg, its students and faculty, as well as the citizens of the state.

Sincerely,

  
James B. Appleberry  
President

klw

March 31, 1977

Dr. James Appleberry, President  
Kansas State College of Pittsburg  
Pittsburg, Kansas 66762

Dear Dr. Appleberry:

Thank you for your letter of March 25.

The conditions to which I referred in my letter of March 8 were not "statements independent of the discussions on the procedures document", but rather they were key factors in our acceptance of the document. As you know, from our point of view the document has serious weaknesses, some of which are addressed in those conditions. Due to the fact that we were forced to work under the pressure of a March 8 deadline for the completion of that temporary agreement, we agreed to the implementation of the merit evaluation and salary increase procedures described in the March 8 document after receiving assurances from your team that we would enter promptly into good faith discussions aimed at development of a merit evaluation procedure that would remedy some of the weaknesses of the March 8 document, including the ones listed in my letter of March 8.

My letter of March 8 acknowledges our agreement to the implementation of salary proposals for the fiscal years 1976-1977 and 1977-1978 conditioned upon an understanding and an expressed agreement of both parties at the table. Since the agreement was implemented upon your recommendation at the recent Regents' meeting, and since you have reaffirmed the content of those conditions, I'm not sure that I understand your more recent concern to "clarify" the substance of the agreement. Of course, given a good faith effort on the part of both parties at the table, neither party has need for concern about the implementation of our agreement.

Thanks again for your letter and for your constructive attitude.

Sincerely,

Orville Brill  
President