

Pittsburg State University

Pittsburg State University Digital Commons

KNEA 50th Anniversary

1976

Miscellaneous Correspondence

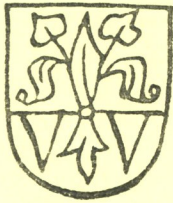
KHEA/KNEA

Follow this and additional works at: <https://digitalcommons.pittstate.edu/knea50>

Recommended Citation

KHEA/KNEA, "Miscellaneous Correspondence" (1976). *KNEA 50th Anniversary*. 72.
<https://digitalcommons.pittstate.edu/knea50/72>

This Article is brought to you for free and open access by Pittsburg State University Digital Commons. It has been accepted for inclusion in KNEA 50th Anniversary by an authorized administrator of Pittsburg State University Digital Commons. For more information, please contact digitalcommons@pittstate.edu.



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

PITTSBURG, KANSAS 66762

AFFILIATED NEA and KNEA

A FUZZY TRIP . . . Another Episode in the Legend of the Land of Fuzz

Once upon a time in the Wonderful Land of Fuzz, the Aging Ruler of Regents got tired of always doing business in his office each month with Squiggledobbs around and Falderols always dropping in. So the Aging Ruler of Regents decided the best thing to do was to have a Cocktail Party the night before each monthly business meeting, and in that way no time would have to be spent with business at the public meeting and the secret of the sacred rites would not be violated.

Now the people of Fuzz became worried about the business meeting that the Aging Ruler of Regents held in the dark of night--because it was here that with the aid of Spirits Magic Numbers were conjured up, and where Merit for the Meritocracy was wonderfully woven, cut, and shaped to order. Now this type of meeting was against the laws of Fuzz, which stated that all meetings should be open to the Sunshine of Public Gaze--and everyone knows that Magic Numbers can't be conjured up in sunshine.

Because they were worried, the Mushroom People of Fuzz appointed some Mushroom Knockers and sent them to-peek-at the Max Pack and try to bring some sunshine into the Cocktail Shakers' Lair. But the Bored Persons who met with the Maxivellian Magician each month heard rumor that the Mushroom Knockers were coming to-peek-at them, and they became sore afraid that the Mushroom Knockers would break in upon their Magical Coven. So they decided the bravest thing they could do was stay at home, where it was easy to hide in the dark from the Mushroom Knockers.

:::Moral: No sunshine was admitted to the Max Pack that night, but no new Magic Numbers were conjured up either!

.....
WEATHER PERSONS. The KSCP/KHEA Weather Persons made their first trip to Topeka Wednesday evening to let the sun shine in, but the weather had been cancelled. We should be looking for a bit of sunlight on a regular schedule in the future. Be sure to get all the sunshine--not just the shaft. Join KSCP/KHEA TODAY!

KSCP/KHEA
September 16, 1976

Dear PSU/KHEA member:

Enclosed is your official ballot for electing state and successor delegates to the NEA Representative Assembly in Minneapolis, July 3-6, 1977.

Voting instructions follow:

1. Vote for one candidate for each position for a total of 13 positions. Positions are 1, 3, 4b, 5, 7, 9, 11, 12, 13, 15, 17, 19 and 20.
2. Vote for as few or as many as you wish of the successor delegates. In the event of a vacancy in the state delegate positions, successor delegates will be selected in the order of the most votes received.
3. The only exception to the above is the successor to the ethnic-minority-minority delegate. Only ethnic-minority successor delegates may replace an ethnic-minority delegate.

Return your marked ballots to me (c/o the Social Science Department) by no later than Tuesday, April 26, 12 noon.

Thank you,

William E. Powell

William E. Powell



February 1, 1977

Mr. Victor Salem
Executive Secretary, KHEA
P.O. Box 18359
Wichita, KS 67218

Dear Mr. Salem:

This letter is in response to your request to stop or curtail the KHEA request for an evaluation. As you are aware, this office received a request from Francis Short, President of KHEA, calling for an evaluation of UniServ District 18. As recorded in the January 8, 1977 Executive Committee Minutes, the KHEA Executive Committee adopted a motion calling for an evaluation of the UniServ Unit. Upon receiving this request, I interpreted it to be in conformance with Article IV, Evaluation, B. On Site Evaluation and have moved accordingly. In a memo to the KHEA Executive Committee and to you dated January 21, 1977, I attempted to spell out a suggested procedure to follow to meet the requests of KHEA in compliance with the tri-lateral agreement. The procedure, very briefly, was as follows:

1. Send a written evaluation to present and past leaders of KHEA and its affiliates. That document is now in your hands.
2. Request materials pertinent to any type of evaluation that should be conducted.
3. Spell out, in general terms, what the on-site evaluation would consist of.

I do not see that the request for the unit evaluation is in conflict in any way with any UniServ District self-evaluation. (Article IV, Evaluation, A. Annual Evaluation or Article IV, Evaluation, C. UniServ Director Evaluation)

I will be more than happy to meet with any individual or group to discuss this process or procedure, however, for me to disregard and hold up the process that KHEA has requested would represent an affront to the KHEA leadership, and until I receive a request from that body I feel that I have no other choice than to proceed.

Respectfully,

Rodney D. VanZandt
Assistant Executive Director

aw

cc: KHEA Executive Committee, Ken Melley, Vincent Kiernan, Jim Sisung



KANSAS HIGHER EDUCATION ASSOCIATION

P.O. Box 18359

Wichita, Kansas 67218

Phone 316/682-0812

March 17, 1977

Mr. James Davenport,
Chairman of the KHEA, K-NEA,
and NEA Evaluation Committee
National Education Association
1201 16th Street, N.W.
Washington, D.C. 20036

Dear Jim:

K-NEA President Dennis Doris requested that I furnish the committee with information regarding the KHEA Negotiations Training Service that was provided to the KHEA affiliates during the past several months. The KHEA Negotiations Training Service was conducted on all of the two year affiliate campuses except for Fort Scott. Fort Scott did not want to avail itself of this service at that time. The KHEA Negotiations Training Service involved the following:

1. Showing of the film, "Critical Incidents in Negotiations." (Approximately 1 hour.)
2. A complete review and analysis of the master contract in force at the institution. (Approximately 1-1/2 hours.)
3. A review of the advantages of other master contracts both in Kansas and out of the state. (Approximately 1 hour.)
4. A general discussion on the subject regarding negotiation techniques and negotiation subjects. (Approximately 1 hour.)
5. The following texts were used:
 - a. Protecting Teacher Rights - A Summary of Constitutional Developments - NEA.
 - b. Grievance Administration - NEA Commission on Professional Rights and Responsibilities.
 - c. A Chronicle of Higher Education Handbook - Faculty Collective Bargaining, Second Edition.

Mr. James Davenport

-2-

March 17, 1977

6. In addition, the attached material was distributed to the faculty members.

I hope the above information gives you a general idea of the KHEA Negotiations Training Service. Please let me know if there is any further information that you need. Thank you for all your help.

Sincerely,

KANSAS HIGHER EDUCATION ASSOCIATION, K-NEA, NEA



Victor J. Salem
Executive Secretary

VJS:sd

Enclosures

cc: KHEA Executive Committee
Ed Galloway
David Preston
Robert Miner
Dennis Doris
Rodney VanZandt
Lee Miller
Darrell Wood



KANSAS HIGHER EDUCATION ASSOCIATION

P.O. Box 18359

Wichita, Kansas 67218

Phone 316/682-0812

March 5, 1977

Dear Colleague:

The committee evaluating the Kansas Higher Education Association UniServ Program (see attached) may visit your campus shortly. Enclosed you will find a copy of the Kansas Higher Education Association Report which may be of help to you in your discussions regarding KHEA.

Please contact me if you need any further information. Thank you for your help and cooperation.

Sincerely,

KANSAS HIGHER EDUCATION ASSOCIATION, K-NEA, NEA

Victor J. Salem
Executive Secretary

VJS:sd

cc: KHEA Executive Committee
KHEA Presidents
Lee Miller



MEMORANDUM

To: Committee Evaluating KHEA UniServ Program
(1) Ed Galloway, KHEA, 1915 S. Elm, Pittsburg, KS 66762
(2) David Preston, KHEA, 904 E. 24th, Hutchinson, KS 67501
(3) Robert Miner, NEA, 1201 16th Street N.W., Washington, D.C. 20036
(4) James Davenport, NEA, 1201 16th Street N.W., Washington, D.C.
(5) Dennis Doris, K-NEA, 715 West 10th, C-170, Topeka, KS 66601
(6) Rodney VanZandt, K-NEA, 715 West 10th, C-170, Topeka, KS 66601

From: Rodney VanZandt, K-NEA UniServ Coordinator

Re: Evaluation Committee Schedule

Wednesday Evening, March 9, 1977, 8:00 p.m.

The Committee will meet in Topeka at K-NEA headquarters to review the charge of the Committee, to review all policy documents that were requested in behalf of the Committee and to analyze the written survey previously sent to KHEA leaders.

Thursday, March 10, 1977, 9:00 a.m.

The Committee will divide into three teams to meet with elected leaders on selected campuses to gain a field impression of the higher education UniServ program. The three teams will strive to meet with elected leaders from at least half of the affiliated campuses.

At 5:00 p.m. the Committee will meet with the KHEA Executive Committee at a location to be established in Wichita. Representatives of the Committee will meet individually and collectively with members of the KHEA Executive Committee.

Friday, March 11, 1977, 9:30 a.m.

The Committee will be in Topeka to meet with any interested individual or group that have information or recommendation they wish to make pertaining to higher education. Following this session the Committee will begin the process of preparing a report with recommendations to present to KHEA, NEA and K-NEA.

I will be contacting local chapter presidents Thursday and Friday of this week to arrange on-campus meetings. This memo is also to serve as an invitation to any interested party to meet with the Evaluation Committee Friday morning, March 11, in the K-NEA headquarters building.

cc: Vic Salem
Jim Sisung
Don Keck
KHEA Executive Committee
Presidents of Affiliated Chapters



KANSAS HIGHER EDUCATION ASSOCIATION

P.O. Box 18359

Wichita, Kansas 67218

Phone 316/682-0812

M E M O R A N D U M

To: Kansas Higher Education Executive Committee
From: Victor J. Salem, KHEA Executive Secretary
Subject: Easter Holiday

The Kansas-National Education Office and all of the K-NEA Uniserv District offices will be closed from Thursday, April 7, through Monday, April 11 for the Easter holiday.

K-NEA LEADERSHIP TRAINING PROGRAMS

The following are program areas in which training materials are existent either in a packaged form, under development, or at the initial stage of planning. In some instances training materials are being updated or revised, and this is noted.

I. PROFESSIONAL NEGOTIATION

COMPREHENSIVE BARGAINING TRAINING PROGRAM* ----- 60 hours

Pre-bargaining

- A. Basics in Bargaining (3 hours - available now on piece-meal basis)
 1. Organizational Development
 2. Structural Organization
 3. Bargaining Calendar
 4. Surveys
- B. Use of Prototype (3 hours - available shortly after prototype finished)
 1. Bargaining Attitudes
 2. Responses to School Board Positions
 3. Establishing a Bargaining Log
- C. NEA Verbal Skills (7 hours - available now)
- D. School Finance and Budget Analysis (3-4 hours - available by November 1)
- E. Basic Skills in Writing Proposals and Counterproposals (available after October 4)
 1. Six hour training program, but could be modified into:
 - a. Writing Proposals (3 hours)
 - b. Writing Counterproposals (4½ hours)
 2. Components
 - a. Guidelines for Preparing Proposals
 - b. Common Errors
 - c. Tests for Language
 - d. Grievability of Language
 - e. Exercises in Analyzing and Grading Proposals
 - f. Exercises in Writing Proposals and Counterproposals
 - g. Optional Exercises

*All training for association negotiation committee and team, except when noted.

- F. Formulating Strategies and Tactics (3 hours - available after October 15)
 - 1. Bargaining Approaches and Techniques
 - 2. Concession Patterns
 - 3. Basic Tactics
- G. Bargaining Dynamics and Simulation (12 hours) (basically ready to go)
 - 1. Bargaining Dynamics Exercise (4 hours)
 - a. Trust Levels
 - b. Personality Problems
 - c. Protection Devices
 - d. Interpersonal Relations
 - e. Critique
 - 2. Bargaining Simulation (8 hours)
 - a. Carry-over from Bargaining Dynamics Exercise
 - b. Minimum of four (4) hours of Bargaining
 - c. Extensive Critique
 - (1) Strategy and Tactics
 - (2) Skills
 - (3) Table Conduct

During bargaining

- A. Impasse Resolution Training (two separate training programs)
 - 1. Negotiating Team/Committee (available by December 15)
 - a. Mediation (3 hours)
 - (1) Basics to mediations
 - (2) Mediation simulation
 - b. Factfinding and/or arbitration (3 hours)
 - (1) Basics of process
 - (2) Pre-hearing preparation (exhibits, witnesses, etc.)
 - 2. UniServ Staff (available in January, 1977)
 - a. Mediation (same as above)
 - b. Factfinding and/or arbitration (12 hours)
 - (1) Preparation
 - (2) Strategies
 - (3) Presentation of case
 - (4) Videotapes of actual factfinding and arbitration hearings

Post-bargaining

- A. Contract Maintenance (3 hours for grievance representatives - available by October 15)
 - 1. Modification of "King and I" to include advocacy training.