

## PSU/KNEA 2018 Spring Survey Results

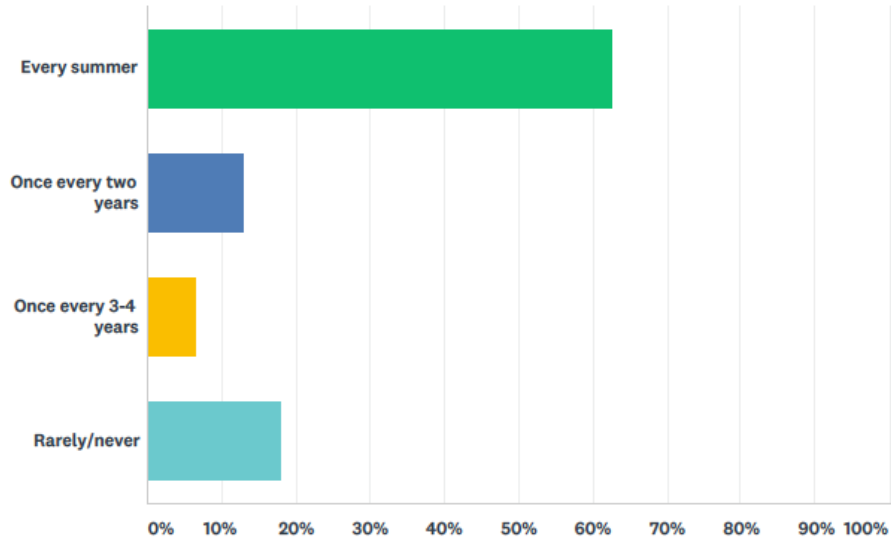
Thank you to everyone who participated in our survey. Enclosed are some screen shots of the results and some compiled data with commentary from Laura Lee Washburn. We had 139 people respond. The survey was only sent to Unit faculty. We divided the survey into 3 parts.

### Summer School

The first part's purpose was to acquire data for the summer school task force's use. The survey format didn't allow for a full explanation of the task force's discussions, so please see **commentary** throughout for more explanation. Many faculty may not know why we have a summer school task force. Last year at the bargaining table, the administration wanted to consider changes to the current summer policies or formulas. With the three year contract under scrutiny, no one believed we could come to agreement within a reasonable time frame about any summer changes. We agreed it needed more study. Both sides had received feedback about other changes that needed to be made. The team worked from March until August on pay raise, changes to Goal setting and annual report timelines, pairing tenure and promotion for those moving to Asst. Prof, officially removing travel from requirements for sabbatical, parental leave, safety and environmental issues, grievance procedures. Additionally, the administration had taken the unprecedented step of holding back faculty contracts beyond the usual timeline.

### Q1 How often do you normally teach a summer course?

Answered: 139 Skipped: 0

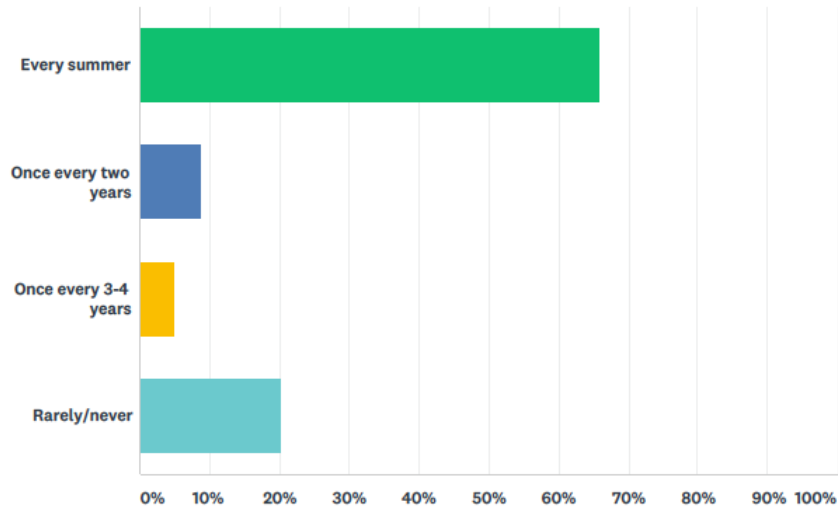


ANSWER CHOICES	RESPONSES	
Every summer	62.59%	87
Once every two years	12.95%	18
Once every 3-4 years	6.47%	9
Rarely/never	17.99%	25
TOTAL		139

## Q2 Ideally, how often would you prefer to teach summer courses?

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ANSWER CHOICES	RESPONSES	
Every summer	65.94%	91
Once every two years	8.70%	12
Once every 3-4 years	5.07%	7
Rarely/never	20.29%	28
TOTAL		138

**Commentary:** In the past when faculty were scheduled to teach for summer in the schedule, they could normally expect to receive a contract. This enables faculty to plan their summer finances, decide if they do not need to supplement their income from other employment, and gave them adequate time to prep courses that they had a reasonable insurance they would be teaching. When courses really had too few students for the course to be offered, faculty were offered the opportunity to opt out or were offered other summer employment opportunities. The administration set a new precedent in Spring 2017 by withholding contracts until very late and then outright cancelling some classes. Most faculty do not support paying faculty for zero enrollment, but most faculty recognize that they need adequate time to prep and to make financial arrangements. The new precedents were strongly protested by KNEA and led to the formation of the task force. We believe the administration's desire to make summer school changes to the contract was lead by a desire to make greater profits from summer school. Summer school does make a profit. It currently already pays for itself.

Q3 In order to prepare a summer course using best practices, how many weeks before the beginning of a summer session would you need to receive a contract to confirm you'll be scheduled to teach a course?

92% said 4, 6, 8, or more than 8 weeks: 53 people said 4 weeks and 74 people said 6, 8 or more than 8.

Other data collected re: summer school:

6 respondents feel pressured to teach summer courses when they would prefer not to.

11% of respondents would decline teaching on a regular basis if 2-3k were added to base pay. 79% would continue to teach.

At least 56% of faculty would you be willing to work with student enrollment and advising during the summer months if we had an increase in base from summer funding if they were no longer teaching. Some in comments said if voluntary.

**Commentary:** We are not actually expecting summer salaries to decrease or for programs that use summer school as part of programs or that have healthy enrollments to be discontinued. If the task force or survey, led anyone to draw those conclusions, we apologize. We do not believe faculty who are not teaching or employed by the U. in the summer should be required or pressured to work on enrollment and advising, but instead that that work should be voluntary.

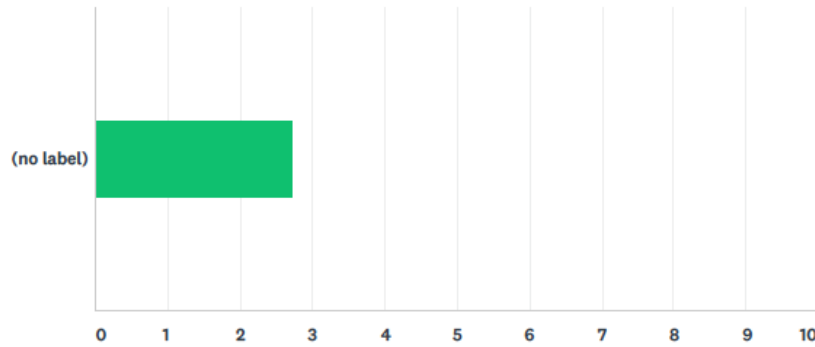
Second section of Survey:

Job satisfaction: Overall, how satisfied are you working for Pittsburg State University? VERY SATISFIED SATISFIED NEUTRAL = 75%

Q9 Has your level of satisfaction changed in the past 1-2 years? 57% said decreased or decreased a lot. 35% said stayed the same.

Q10 Do you agree that Pittsburg State faculty have an adequate voice in decisions that affect you?

Answered: 138 Skipped: 1

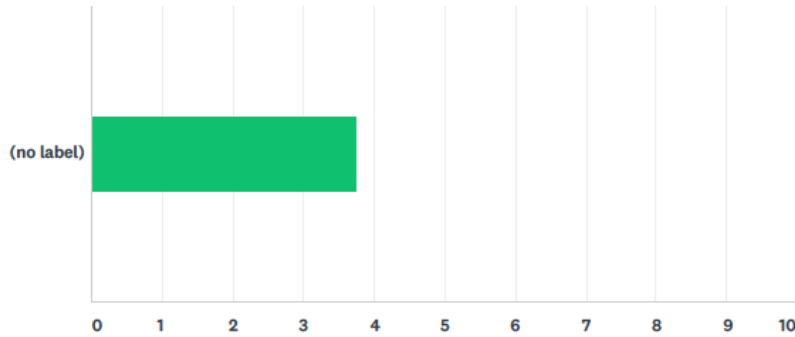


	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	7.25% 10	20.29% 28	25.36% 35	31.88% 44	15.22% 21	138	2.72

### Q11 To the best of your knowledge, does your department chair always follow the PSU faculty contract?

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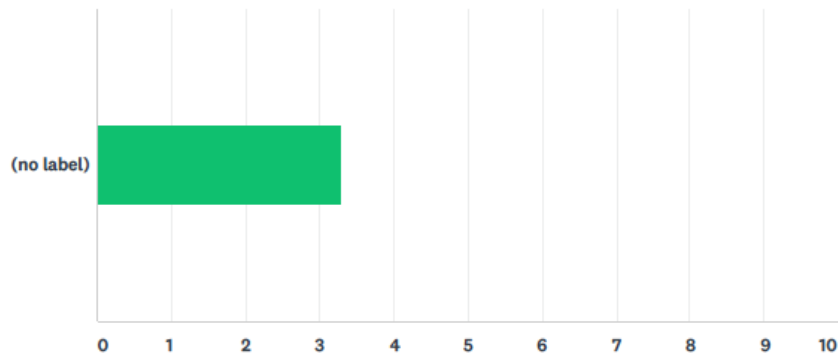
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	ALWAYS	MOSTLY	NOT SURE	NOT ALWAYS	RARELY OR NOT ENOUGH	TOTAL	WEIGHTED AVERAGE
(no label)	34.06%	27.54%	21.01%	13.77%	3.62%	138	3.75
	47	38	29	19	5		

### Q12 How do you feel about your level of job security?

Answered: 138 Skipped: 1

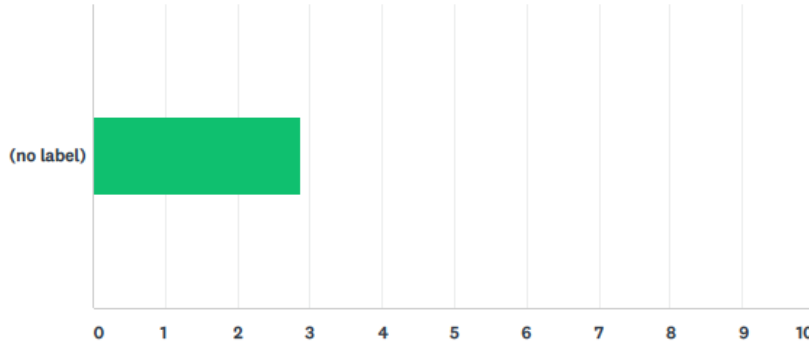


	VERY SECURE	SECURE	NOT SURE	INSECURE	VERY INSECURE	TOTAL	WEIGHTED AVERAGE
(no label)	11.59%	39.86%	20.29%	21.74%	6.52%	138	3.28
	16	55	28	30	9		

Q13 In light of current conditions, has your workload at Pitt State changed in the past 1-2 years? 71% said increased or Increased a lot.

**Q14 Are you looking for other employment, have you looked for other employment in the past 1-2 years, or do you plan to look for other employment in the next 1-2 years?**

Answered: 138 Skipped: 1



	YES/VERY LIKELY	LIKELY	NOT SURE	UNLIKELY	NO/VERY UNLIKELY	TOTAL	WEIGHTED AVERAGE
(no label)	22.46%	19.57%	23.91%	18.12%	15.94%	138	2.86
	31	27	33	25	22		

We then asked Q15 If you hope to leave Pitt State for other employment, would anything lead you to reconsider?

**Commentary:** A number of respondents (64 to be exact) offered comments on this question.

Some noted problems with administrative decisions, from hiring more administrators, to no term limits for department chairs, to a need for greater transparency and better communication, to problems with specific chairs

Financial Security: Some wanted higher or more equitable wages, cost of living increases, pay closer to national averages; fair and equitable pay.

Some mentioned rising health care costs.

Some noted higher than contracted teaching loads or other workload issues and several noted these problems could be solved by unfreezing faculty lines.

Others mentioned worries about job security.

State laws regarding guns were mentioned.

Some faculty wanted support in the form of such things as equipment upgrades, support for research via release time and funding, better support for academic standards, and support for the liberal arts.

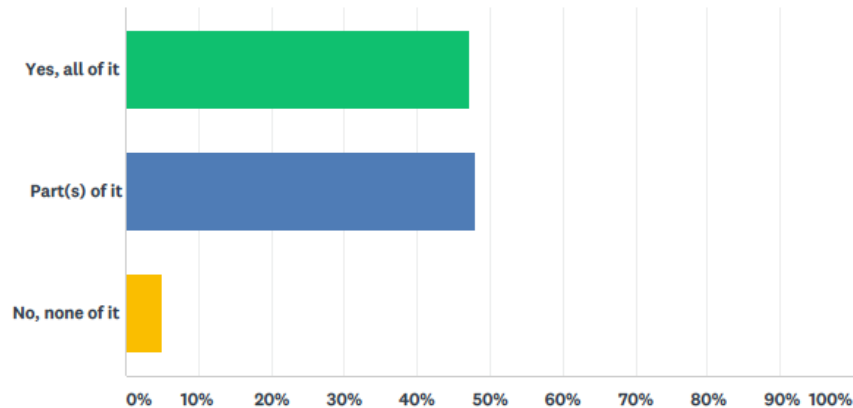
A more positive work environment was also mentioned. Faculty want to feel valued.

## Q17 If you are not a member, why not? Check all that apply:

**Commentary:** Our newsletter has more on this!

## Q18 Have you ever read/consulted the PSU/KNEA contract (i.e., the faculty contract)?

Answered: 138 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes, all of it	47.10% 65
Part(s) of it	47.83% 66
No, none of it	5.07% 7
TOTAL	138

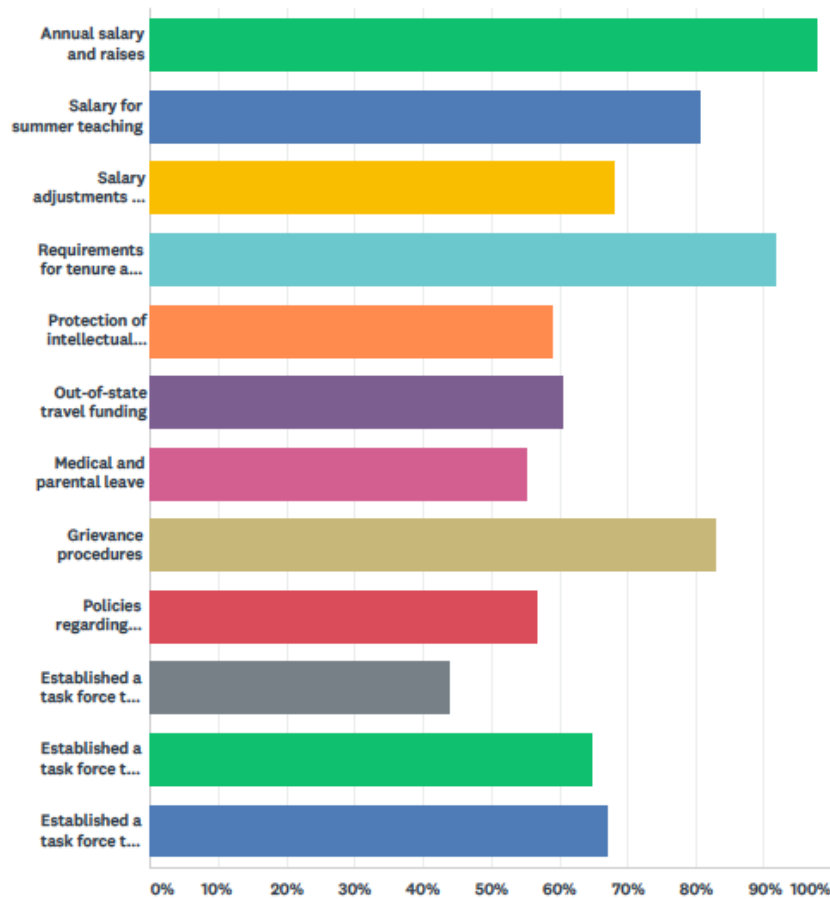
**Commentary:** We hope to make good use of your responses to do what we can for the faculty. We have shared as appropriate with the summer school task force, the provost, our bargaining team, and the administration bargaining team. Thank you again for participating in the survey. If you have questions, please contact anyone on the executive committee. And please check out the Spring 2018 newsletter for more information.



Q19 Below is a list of things the PSU/KNEA bargaining unit negotiates (or has accomplished) on behalf of all tenured and tenure-track faculty.

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ANSWER CHOICES	RESPONSES
Annual salary and raises	97.76% 131
Salary for summer teaching	80.60% 108
Salary adjustments to address pay discrepancies	67.91% 91
Requirements for tenure and promotion	91.79% 123
Protection of intellectual property	58.96% 79
Out-of-state travel funding	60.45% 81
Medical and parental leave	55.22% 74
Grievance procedures	82.84% 111
Policies regarding safety and working conditions	56.72% 76
Established a task force to examine campus safety	44.03% 59
Established a task force to examine summer teaching contracts and salary	64.93% 87
Established a task force to examine alternatives to the SPTE evaluations	67.16% 90