

PSU-KNEA Communicator

The Chicken Report

by Susan Johns-Smith

"Forty-eight people attended the PSK/KNEA Annual Chicken Dinner held August 25, 6 p.m. at Pittsburg Memorial Auditorium. Dr. Blake West, KNEA President, honored us with words of welcome and encouragement from the state office in Topeka. The team of "Johnson and Son" provided both musical entertainment and orderly introductions, welcoming new faculty and existing members and their families. Dr. and Mrs. Steve Scott were also present, with Dr. Scott also giving us words of welcome for the 2010-2011 school year.

This year Wesley House was contacted and gratefully accepted our bountiful leftovers, and have sent their thanks to us for our thoughtfulness."

Unless otherwise indicated, this newsletter was prepared by Browyn K. Conrad.

A Year of Bargaining

At the end of the 2010-2011 academic year, the PSU/KNEA-PSU/Regents Agreement is set to expire. To gear up for negotiations, the PSU-KNEA Bargaining Council and Executive Committee met on November 12th and discussed several possible changes to the contract, including major changes to the Annual Performance Process. Members of the unit are invited to fill out the bargaining survey on the back of the newsletter, which seeks your input on some of the ideas discussed at the November 12th meeting, and return it to PSU-KNEA President Mark Johnson by December 10th. Members may also e-mail issues or items to be negotiated to their officers or team spokesperson.

PSU-KNEA Officers:

Mark Johnson	President	mjohnson@pittstate.edu
Browyn Conrad	1 st Vice President	browyn@pittstate.edu
Ken Smith	2 nd Vice President	ksmith@pittstate.edu
Chris Anderson	Secretary	canders1@pittstate.edu
Susan Johns-Smith	Treasurer	suzyq@pittstate.edu
Serif Uran	Parliamentarian	suran@pittstate.edu
Kenny McDougle	Team Spokesperson	mcdougle@pittstate.edu

Explaining Union Membership

An article appearing in a recent issue of *Sociological Inquiry* found that union membership is strongly linked to having pro-union friends and colleagues. In addition to this social network effect, the study of 329 junior college professors in the state of Kentucky found that distrust of campus administrators, perceptions of union efficacy, level of education, and a liberal identity are also significant predictors of union membership.

Source: Goldey, Gregory, Eric Swank, Constance Hardesty, and Randall Swain. 2010. "Union Professors: Framing Processes, Mobilizing Structures, and Participation in Faculty Unions." *Sociological Inquiry*. 80 (3): 331-353.

Welcome New PSU-KNEA Members!

Serif Uran	Physics
Robert Schroer	Automotive Technology
Grant Moss	Modern Languages and Literatures
Jean Dockers	Teacher Education
Jennifer Harris	Nursing
Tamara Simon	Nursing
Jeremy Wade	Math

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Training Session

by Susan Johns-Smith

“Executive committee members Mark Johnson, Susan Johns-Smith, and Serif Uran met with local Uniserv representatives in a supper/training session held Wednesday, August 4 from 5:30-8 p.m. at the SEK Uniserv Offices. Mark Farr, KNEA Secretary/ Treasurer, spoke to the group, and various topics and best practices were discussed.”

Question of the Term:

What is an under-performing department or program?

Faculty Lounge?

What We Know About the Value of ‘Free Spaces’

At the 2010 annual PSU-KNEA picnic, President Mark Johnson stated that the union would work this year toward the creation of a faculty lounge. Some see this as a good idea, as it has the potential to create camaraderie, preserve institutional memory, and help faculty keep their “ears to the wall.” Others question the effort given that most faculty are simply too busy to show up.

One way for members of a collective bargaining unit to evaluate the merits of bringing back a faculty lounge is to consider what social scientists have had to say about the conditions under which actors will mobilize as a collective in pursuit of a common interest. Beginning from the premise that grievances are ever present in society, sociologists of social movements have identified “free spaces” as an important factor that facilitates collective action. As defined by McAdam and Snow (2010), “free spaces” are “small-scale community or social settings beyond the surveillance and control of institutionalized authorities in which dissidents and system complainants can fashion the kinds of adversarial narratives and frames that precede or accompany mobilization” (p. 187).

If free spaces are linked to the process by which the often unorthodox ideas of yesterday become today’s taken-for granted rights—for example, the right as women to vote—one could reasonably argue that the only relevant question for a member of a union should be: where are they?

Source: McAdam, Doug and David A. Snow. 2010. *Readings on Social Movements: Origins, Dynamics and Outcomes*. NY: Oxford University Press.

Bargaining Survey: Please detach this section of the newsletter, indicate whether or not you support each item, and return to Mark Johnson, Technology and Workforce Learning, Kansas Technology Center, by December 10th.

- | | Yes | No |
|--|--------------------------|--------------------------|
| 1. Shall we continue the use of the Annual Performance system as currently crafted? | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Shall we continue the current Annual Performance system but add a 360-assessment that includes feedback from chairs, peers, and students? | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Shall we replace the current Annual Performance system with a new system that: | | |
| Requires abbreviated year end reports to qualify for a uniform pay raise? | <input type="checkbox"/> | <input type="checkbox"/> |
| Requires full/extensive year end reports for tenure-track faculty? | <input type="checkbox"/> | <input type="checkbox"/> |
| Doubles the dollar increase for promotions at each level? | <input type="checkbox"/> | <input type="checkbox"/> |
| Allows faculty to apply for a one-time cash “bonus” (not added to base pay) for a major accomplishment? | <input type="checkbox"/> | <input type="checkbox"/> |
| Allows chairs to require “unsatisfactory” faculty to file full/extensive reports? | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Shall we advocate for free membership to the Recreation Center? | <input type="checkbox"/> | <input type="checkbox"/> |

Comments: _____