

#### **Executive Committee**

<u>Khamis Siam</u> , President	2016-2017
Jamie McDaniel, 1 <sup>st</sup> Vice President	2016-2017
Laura Washburn, 2 <sup>nd</sup> Vice President	2016-2017
<u>Browyn Conrad</u> , Secretary	2015-2017
Susan Johns-Smith, Treasurer	2016-2018
Phil Rudd, Parliamentarian	2015-2017
Tim Bailey, Immediate Past President	2015-2016

#### **Bargaining Council**

Tim Bailey	2016-2018
<u>Browyn Conrad</u>	2015-2017
John Daley	2016-2018
Shirley Drew	2016-2018
Ronny Galloway	2016-2018
Kris Lawson	2015-2017
Erik Mayer	2015-2017
William Shirley	2016-2018
Laura Washburn	2015-2017
Jamie Wood	2015-2017

#### **Bargaining Team (2015 continuing for 2015-2016 contract)**

Amy Hite, Spokesperson	2016-2018
<u>Joe Arruda</u>	2016-2018
Mark Johnson	2016-2018
Jamie McDaniel	2016-2018
Laura Washburn	2016-2018

#### **Grievance Committee**

John Daley	2016-2019
Shirley Drew	2016-2019
Susan Schreiner	2014-2017
<u>Khamis Siam</u>	2014-2017
Laura Washburn	2015-2018
Jamie Wood	2015-2018



## **Pittsburg State University**

## **Kansas National Education Association Newsletter**

## **Fall 2016**

### **What is *shared governance*?**

(excerpts from the Chronicle of Higher Education, 7-23-2009, *Exactly What Is 'Shared Governance'?* by Gary A. Olson)

Shared governance is a delicate balance between faculty and staff participation in planning and decision-making processes, on the one hand, and administrative accountability on the other. It has come to connote two complementary and sometimes overlapping concepts: giving various groups of people a share in key decision-making processes, often through elected representation; and allowing certain groups to exercise primary responsibility for specific areas of decision making.

"Shared" means that everyone has a role. "Shared" doesn't mean that every constituency gets to participate at every stage. Nor does it mean that any constituency exercises complete control over the process. No one person is arbitrarily making important decisions absent the advice of key constituents; nor is decision making simply a function of a group vote. The various stakeholders participate in well-defined parts of the process. True shared governance attempts to balance maximum participation in decision making with clear accountability. It gives voice (but not necessarily ultimate authority) to concerns common to all constituencies as well as to issues unique to specific groups. The key to genuine shared governance is broad and unending communication. When various groups of people are kept in the loop and understand what developments are occurring within the university, and when they are invited to participate as true partners, the institution prospers. That, after all, is our common goal.

### **Fall Social Celebration**



**Our Fall Social Celebration  
will be held on Thursday  
September 8<sup>th</sup>, 2016 from  
5:30-8:00 PM, in the  
basement of the Wilkinson  
Alumni Center.**

**We hope to see you there!  
RSVP to Laura Washburn:  
lwashburn@pittstate.edu**

## Contract Negotiations

The latest round of negotiations was held in July. The parties reached agreement on funding promotions and also merit increases for faculty receiving exceptional rating. Negotiations will resume in October when we will have a better picture of the financial health of our University.



***A big thank you to our PSU-KNEA bargaining team for their continued hard work and the countless hours they have spent fighting for our rights.***

**Interested in Joining PSU/KNEA?  
Visit our web site at  
<http://www.pittstate.edu/knea> for  
more information!**

Contact Khamis Siam  
KNEA President  
105C Heckert-Wells, 235-4754



## Faculty Morale Survey

A university task force has been established to develop a faculty morale survey, which is to be administered by the Hanover Consulting Group in the Fall of 2016.

## Why PSU-KNEA matters

Every significant aspect of the employment of tenured and tenure stream faculty at our university (i.e. the Unit) has been negotiated by PSU-KNEA. This includes:

- Daily work load and course load expectations
- Annual performance appraisal process
- Tenure dossier structure and evaluation process
- Promotion dossier structure and evaluation process
- Post tenure review evaluation process
- Summer employment procedures
- Sabbatical, absence, disability and maternity leaves
- Annual salary increases
- A grievance procedure structure to address problems, misunderstandings, and issues that contradict our contract.

Given this scope and level of importance, we encourage you to actively participate in decisions that affect your future at PSU. Our association is powered by faculty representing and protecting faculty. It is important for our voices to be heard and our actions to be for our common good. Become active – it's in your best interest!

***A big thank you to all our faculty who have served, and are serving PSU-KNEA. Without our faculty contributing, we could not continue the important tradition of shared governance at PSU.***

## Activities Insight and the Annual Performance Appraisal of Faculty

*Last Spring, Activities Insight was used in the annual performance appraisal reporting process. We will again use it for this year's performance appraisal. Faculty choosing to apply for an exceptional rating will continue to provide a paper document detailing their accomplishments. Faculty requesting to opt out will continue with the current process.*

***A big thank to our 2015-2016 PSU-KNEA committee members for your tireless work. These efforts made a difference for us all!***