

The PAT Welfare Committee conducted a survey in November 2015 to obtain feedback from PATs on a variety of areas. The results of the survey are available here:

<http://psu-pat.blogs.plymouth.edu/files/2015/12/PAT-Welfare-Survey-Fall-2015-graphs.pdf>

<http://psu-pat.blogs.plymouth.edu/files/2016/01/PAT-Survey-Results.pdf>

PATs offer the following list of ideas in response to the survey results. We share the results and these ideas, submit by individual members of the PAT constituency, in the hopes that together we can come up with workable solutions to improve campus morale and to engage all members of our community in the collective effort of moving PSU forward.

- Clarify workload expectations: While it was made clear that faculty working to further develop would get summer pay and release time during the academic year, PATs are also asked -- and wanting -- to participate in the Cluster Development as well as the Strategic Allocation portion of our URSA process but are not offered the same compensation. Past inquiries into clarification on what is a reasonable workload for PATs, given that we are expected to "work until the job is done" is resulting in a regular expectation of hours long past what is widely considered a full-time work week, and often regularly include extended hours and weekends. PATs expect some of this, part of the occasional and often anticipated work-load peaks above and beyond a "normal" work week. As evidenced by this survey, the number of hours that constitute a "normal" work week has increased for many, and the peaks for many are no longer occasional but quite frequent (weekly, in some instance). Equitable balances are not insured with the current system, as it is highly dependent upon the interpretation by the supervisor, and the recourse to this offered by HR is to follow up with a supervisor or HR, however few feel safe in this current budget environment to vocalize being overworked to HR or a supervisor for fear of being perceived as not being a team player. **The PATs request a more quantifiable system to insure that PATs are not overworked and that interpretation and implementation of work-load expectations is consistent across the University.**
- RIF of staff: The PATs appreciate the transparency regarding the possibility of a RIF. The last round of RIFs resulted in major decrease in morale that can still be felt. **The PATs request that PSU look far beyond HR best practices and utilize the expertise of the many scholars and professionals on campus to improve the way RIFs are communicated, the services available to RIFed employees, and the way we thank RIFed employees for their contributions.**
- Consider performing a cost-benefit analysis & feasibility study of Center for Young Children and families (CYFS) usage. Determine ratio of Faculty/PAT/OS/private sector usage to see which groups use the CYFS most. **Query PSU community to determine whether there is demand for 12 month usage of day care services.**
- Faculty currently have a process in place for mentoring and promotion from Assistant to Associate Professor and from Associate to full Professor. Not only is there a campus wide faculty handbook, each academic program has its own guidelines and process. **Cabinet leaders**

should consider working with HR and division leaders to create a set of similar processes for PAT/OS staff to encourage career growth and job stability within the PSU community.

- **Consider requiring a mandatory review & resubmission of PAT/OS PDQs every 6 years.** This is in keeping with faculty guidelines which allow for promotion after a six years interval. Additionally, the PDQ process should be more transparent and open to the full PSU community.
- Employee wellness is about more than exercise and diet, it also includes morale. The cabinet should expand the Healthy PSU program to include a variety of activities to boost morale. **Furthermore, the campus should 'practice what they preach' and work to assure that the components of the work environment (such as workload) are indeed 'healthy and balanced'.**
- The existing awards system (PATOY, OSOY, PSSA, SJSOSSA) should be reviewed, enhanced, and expanded so that the many PAT/OS who show dedication may be properly recognized by the greater PSU community.
- Supervisors should be encouraged by the cabinet to recommend bonus compensation for work that goes above and beyond normal expectations.
- **PAT/OS who serve as teaching lecturers should be paid at the same rate as those who are eligible to be members of the teaching lecturers' union.** Prior to unionization, all PAT/OS who taught at PSU were paid at the same scale as other adjunct faculty. This concern was presented before and it was explained that the difference related to the fact those in the union are not benefitted. The logic is slightly flawed since many in the union already have full time jobs with benefits and, as such, do also receive benefits from some entity. Consider revising this for equity purposes.
- Allow equal access for PAT/OS to future administrative selection committees. A number of these committees are 'faculty-heavy'even when the position being searched is administrative.