

Unit Ties

Fall 2002

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President's Message

Gary Brodowicz, PSU-AAUP President

First, let me take this opportunity to welcome all new faculty to PSU and invite returning faculty to capture the enthusiasm that comes with our new colleagues. This is my 42nd year in school (counting kindergarten), so the anticipation of another academic year is a familiar feeling. Still, there's a certain excitement that materializes each autumn that I'm sure many of you feel.

We all know that summer hasn't really been the "vacation" that some would suggest justifies the low faculty salaries in higher education. Many of you have been busy editing manuscripts, collecting and analyzing data, conducting workshops, and engaging in a variety of important and necessary professional development activities. PSU-AAUP has also been active throughout the summer months; the office staff and the executive council were involved in a number of important projects.

The 2002 AAUP Collective Bargaining Congress Summer Institute was held in San Diego (July 18-21) and it provided the PSU-AAUP leadership with an opportunity to stay abreast of current developments important to all of us on the higher education front lines. Your collective bargaining team negotiated an agreement on Article 18—a significant step in the recognition of the important work performed by fixed-term faculty on our campus. Plans were made for our legislative forum and the university-wide forum on faculty governance, and I invite each of you to attend these two events; they promise to be stimulating and informative. For more information on these events see the calendar on page 3.

addressed in this newsletter: 1) the impact of the state budget turmoil on higher education, and 2) future personnel changes in the PSU-AAUP office. We've been meeting with the PSU administration for informal discussions about the state budget situation, and although it's too early to say with certainty how PSU may be affected in the next year or two, we are trying to keep the lines of communication open in an effort to do what is best for PSU students, faculty, and staff. Rest assured that we will be asking for help from each of you as we look toward the next biennium.

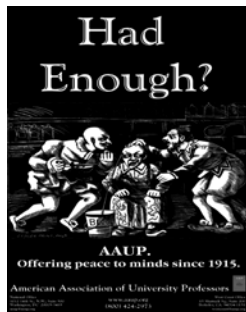
Some of you may already know that Julie Schmid, our capable Chapter Coordinator for the past two years, has recently accepted a position with the National AAUP and will be leaving us in January. While we are happy for her well-deserved success, we are also sad for her seemingly premature departure. I know that the Executive Council and others who have come to rely on Julie's competent performance in the PSU-AAUP office will miss her. We can take comfort in the fact that she has agreed to work with the search committee throughout the next several months in an effort to locate a qualified replacement. I hope that you will take a moment to thank Julie for her work in advancing PSU-AAUP in its mission.

As we head into the 2002-03 academic year, I hope that we can count on each of you to make a commitment to serving your professional organization in some small way. Remember: PSU-AAUP works if YOU do.

Two other important issues deserve to be

Message from the Editor

Susan Reese, Unit Rep



Hello, Susan Reese here, on my first outing as Editor of *Unit-ties*, our AAUP newsletter, a task I consider to be a privilege and a pleasure. This issue welcomes the 2002-2003 academic year, reflects on the past year, and invites all of you to become involved; AAUP needs each and every one of us, and action on the part of any of us benefits all of us. To that end, we are including a Calendar of Events which we invite you to incorporate into your personal schedule, a list of Unit Reps who we invite you to contact or think about joining, and articles reflecting upon the gains of last year's bargaining team, the challenges facing us this year (in messages from our AAUP leaders, from our lobbyist, and from PEBB), as well as thoughts from this past summer's AAUP Collective Bargaining Congress Summer Institute in San Diego.

Collective Bargaining Report

Jacqueline Arante, VP of Collective Bargaining

If you are reading this and are not yet a member, ask yourself "why?", then call the office or send in the Membership Application in this newsletter.

I believe our best news of the last year has been the 22% increase in our membership. This sends a positive and powerful message to the University and provides the Association with an almost adequate operating budget. Our Membership Committee applied to National AAUP for a membership-recruitment grant, which we received in winter quarter 2001. This grant resulted in a highly successful recruitment effort, headed by Michael Harvey (Applied Linguistics), the unit reps, and the staff. If you are reading this and are not yet a member, ask yourself "why?", then call the office (5-4414) or send in the Membership Application in this newsletter. We need your support, now.

Although this has not been a full-contract negotiations year, Martha Hickey (FLL), Steve Harmon (XS-Summer Session), and I re-opened negotiations with the University over Article 18, which provides recognition and protection of fixed-term instruc-

tional and research faculty (FTF). The new article was ratified by the membership on October 4th. The newly ratified Article 18 mandates eligibility for consideration for multi-year appointments and establishes Seniority Status for many long-term fixed-term faculty members. Article 18 requires departments to develop promotion and review guidelines and it requires basic good practices in hiring and assigning workload. It also establishes professional development opportunities available to fixed-term faculty and requires an increase in the number of FTF on multi-year appointments. The provisions of this article will allow AAUP to monitor the University's use of fixed-term faculty over the next 2 years. While fixed-term faculty now constitute nearly 40% of the AAUP bargaining unit (remember, this does not include part-timers, those with an appointment of less than .5 FTE), the University has yet to agree to negotiate over the ratio of tenure-line faculty to FTF. This is an

area of tremendous concern to AAUP; both our share in governance and our academic freedom, which tenure is designed to protect, are endangered.

The "re-opener" process, though fairly successful, was expensive and difficult. We are unlikely to again agree to another re-opener during the next round of contract negotiations. AAUP continues to listen to the expressed needs of our members and to gather information that will ensure a constructive series of negotiations of the 2003-2005 contract.

We are continually requesting information from the University to ensure contract maintenance and to prepare for negotiations, which will begin in March. We continue working with Human Resources to address inaccuracies in record keeping as they relate to our members.

AAUP was also involved in the redesign of the non-

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Legislative Report

Tom Barrows, Dave Barrows & Associates

The following information is provided in direct response to member concerns about the Oregon Public Employees Retirement System (PERS). Please continue to communicate your concerns to the AAUP office (5-4414) or aaup@psuaaup.net and we will do our best to provide information.

There was a great deal of discussion of PERS during the record fifth Special Session of the Oregon Legislature last month. In addition to the struggle over the budget, some lawmakers took the opportunity to try to eliminate the PERS system. This effort was led by Senate President Gene Derfler (R-Salem), a long-time opponent of PERS. Derfler introduced a bill (SB 1028) that would have eliminated the current system as of January 1, 2004 for current and prospective employees. After removing current members from the bill, it narrowly passed out of the Senate on a 16-13 vote. All Senate Republicans except Sen. Len Hannon (R-Ashland) voted in favor of this bill and all Senate Democrats opposed it except Sen. Mae Yih (D-Albany). SB 1028 then went to the House where it eventually got a hearing in committee and was passed out on a party line. When it came up on the House floor, it was immediately sent back to committee. This sent the message to Sen. Derfler that the votes were not there in the House to pass this bill. Sen. Derfler had threatened that the Senate would not take up any of the bills to balance the budget until the PERS bill was moved out of the

House. HB 1028 would have eliminated the current PERS system for all prospective employees as of January 1, 2004. It would have made the 8% guarantee the cap as well as the floor for Tier 1 members. It would have mandated the 2003 legislature to come up with a 401K-type plan to succeed PERS, and it would have precluded the Governor and Legislators from participating in the current PERS system.

One of the many problems with this legislation is that no legislature can bind any future legislature to do anything. It would have also undone the work already being performed by two task forces. It would have severely limited the ability to recruit good qualified candidates to state service and probably would have caused many present employees to retire early.

There will be much discussion on PERS in the upcoming 2003 Regular Session. The PERS board has already decided to implement new actuarial tables for all retirees after January 1, 2004. It is certain that the two task forces already looking at this issue, one chaired by the Governor and the other by Rep. Tim Knopp (R-Bend), will be coming out with some recommendations. The key will be to make sure that whatever is done doesn't have too negative an impact on public employees.

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PSU-AAUP Fall Calendar of Events

<u>Date</u>	<u>Event</u>	<u>Location</u>
October 11, 12:00-2:00	Legislative Candidates Forum	K-House
October 11, 5:00-7:00	OR State Conference of the AAUP Fall Membership Meeting	SMC 333
November 15, 9:30-12:00	AAUP/Faculty Senate Shared Governance Forum	UPA Gallery (2 nd Floor UPA)

For more information on these events, contact the PSU-AAUP office.

Your PEBB Questions Answered

The following are questions members have communicated to the AAUP office and the Oregon Public Employees Benefit Board (PEBB) has been very amenable to providing answers. We would like to address issues that concern our members on an on-going basis. If you give us your questions, we'll make every attempt to locate answers. Just call (5-4414) or email (aaup@psuaaup.net) the AAUP office.

Who decides on the structure of the benefit plans?

"Structure" includes the design of the program and formulas used within PEBB's cafeteria plan. For example, choice of plan, subsidies (if any), and opt-out and cash-back options are decided annually by the Board. All of these relate to the overall dollars available in the monthly contribution employees receive.

The Benefit Board usually begins the process of designing plans about 12 to 14 months in advance of the actual plan year. However, PEBB has no role in establishing employees' monthly benefits contribution amounts. These are determined through collective bargaining, the legislative budget process, by agencies and by branches of government.

In addition to the budget, agency and branch decision-making process, there are dozens of labor union agreements across the state. Different groups are responsible for establishing the timelines associated with collective bargaining cycles. This means that as frequently as every other year the Board is designing the next year's benefits, negotiating with carriers and finalizing plans before the actual employee contribution amounts are known.

Many groups have looked at ways to rearrange the timing of these events to achieve a better flow of information for all parties. Unfortunately the legislative process, dozens of collective bargaining cycles and IRS regulations related to cafeteria plans do not offer a great deal of flexibility to the PEBB planning process.

PEBB tries to provide timely market and cost-trend information to all interested parties throughout the year.

Why have costs gone up so dramatically?

Many factors are contributing to cost increases. Our employee population includes many Baby Boomers and, like Boomers across the country, state employees are using more services and prescriptions drugs. New technologies, rising hospital costs and provider-contracting disruptions are also contributing to higher costs. Employers in Oregon are seeing 10-60 percent increases in annual premiums. These cost increases and their causes are not unique to PEBB or Oregon; these are national phenomena affecting employers nationwide.

What is PEBB doing about rising costs?

The Board is working on both short-term and long-term solutions. For this year, the Board was able to renew the 2002 plans for 2003 with an 8.75 percent overall increase in medical and dental premium. The renewals required some changes but, in general, PEBB was able to maintain its level of benefits for another year.

Assuming no other budget changes, eligible full-time employees will continue to receive fully paid medical and dental benefits for themselves and their families in 2003. For long-

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Employers in Oregon are seeing 10-60 percent increases in annual premiums. These cost increases and their causes are not unique to PEBB or Oregon; these are national phenomena affecting employers nationwide.

Reports from the AAUP CBC Summer Institute

San Diego, CA, July 18-21. Members in Attendance: Jacqueline Arante, Gary Brodowicz, Susan Reese, Julie Schmid, and Gerry Sussman.

Gerry Sussman, Unit Rep, UPA & COMM

The AAUP Collective Bargaining Congress Summer Institute was a good experience for me because, like other good conferences, this one recharged my intellectual and spiritual batteries—in this case about my commitment to faculty unionism. I wanted to gain a strong sense of why the faculty union is relevant to the lives of all faculty (and students), and the conference successfully provided ample relevant information toward my goal.

One of the learning techniques employed at the Institute was role playing in different academic scenarios, such as recruitment of faculty, talking with legislators, and encouraging students to become leaders. I felt a broader sense of identification when I took on the role of a part-time faculty member. Here I had to express myself, albeit in a simulated way, as someone struggling to stay afloat, trying to provide for and still be available to my family, while jumping from one university to another trying to string together a livable wage and some degree of personal dignity. I realized what my life would be like if I did not have the security that comes with tenure. There would be no time to write, no time to engage in extended research, no time to really get to know my colleagues, no time to achieve any degree of self-fulfillment. I know quite a few people who are actually in this situation, and I have discovered that this is what their lives are actually like.

There is an appalling sense that the higher education system is moving in a direction in which more and more people will be reduced to part-time status. Not only are their lives undermined by the callous logic of the new university-as-business culture, but the whole system of education is corrupted in the process. Millions of students, especially in the under-funded state universities, will be cheated and not have the university experience that I had as an undergrad, a stimulating and inspiring environment in

which to develop intellectually and morally, into a better citizen. Tenure-line faculty will become increasingly overextended trying to fill in the administrative and teaching needs of departments that are more and more understaffed and will have less time to focus on their disciplines and the needs of their students. Universities will be constantly undercut by staff departures because what was once a relatively protected public sphere is now thrown into the world of markets, where only the bottom line matters—and that bottom line rarely is accountable to the values of public enlightenment and the maximization of social well-being. In the decline of the public university over the past 25 years or so, this point is all too obvious.

I hope that more faculty will seek the privilege of attending the Summer Institute, become more active union members, and accept the honor of working for improvement in the quality of life in our chosen profession, for our current students, and for those who follow.

Julie Schmid, PSU-AAUP Chapter Coordinator

The Summer Institute consists of a number of different workshops. I took part in the Collective Bargaining Workshop, a two-day workshop focused on training AAUP members for contract negotiations—traditional "positional" bargaining as well as "win-win" bargaining. The workshop culminated in a negotiations simulation, in which AAUP members took on the roles of union and management bargaining teams. Although many of us in the course were reticent about role-playing, this portion of the workshop ended up being the most informative and really fun. It was great to see how much enthusiasm these members put into this exercise and how differently the different "management" and "labor" teams approached the same negotiations exercise. My group ended up reaching a tentative agreement on our "contract," but a number of other groups were unable to find common ground. In fact, during the last hours of the class one of the "union" groups

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Like other good conferences, this one recharged my intellectual and spiritual batteries—in this case about my commitment to faculty unionism.

2002/03 PSU-AAUP Unit Representatives List

The following is a list of unit reps for the 2002/03 academic year. Unit reps are the liaison between the AAUP office and the membership. If you have any questions about your union, please feel free to contact your rep. If your unit is not listed below, consider serving as a PSU-AAUP unit rep. If you are interested in serving, please contact the AAUP office at 5-4414.

Unit reps are the liaison between the AAUP office and the membership. If you have any questions about your union, please feel free to contact your rep.

Department	Unit Representative
Applied Linguistics	Judith Wild
Academic Support Center	Liane Gough
Admissions	Elizabeth Rushen
Child Welfare Partnership	Anna Rockhill
English	Susan Reese
Extended Studies	Lola Bichler
Financial Aid	Elizabeth Rushen
Foreign Languages	Dirgham Sbait
Geology	Georg Grathoff
History	Tom Lockett
Library	Mary Ellen Kenreich Michael Bowman
Philosophy	Peter Nicholls
Political Science	Gerald Sussman
Public Administration, Population Research Center, Urban Studies & Planning	Gerald Sussman Gary Brodowicz
Regional Research Institute	Mary DuPain
School of Community Health	Gary Brodowicz
Speech Communications	Gerald Sussman
University Studies	Tom Lockett
Women's Studies	Wendy Judith Cutler

Editor: Susan Reese

Staff: Susan Cerasin, Julie Schmid

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Unit-Ties is published on a quarterly basis. The American Association of University Professors (AAUP), established in 1915, is the only National Organization exclusively representing faculty of higher education. AAUP has pioneered the fights for tenure, academic freedom, and due process for all faculty.

The Portland State Chapter (PSU-AAUP) operates as both a professional association and as the exclusive collective bargaining agent for all PSU faculty employed at least .50 FTE.



Welcome New Members!

Cecile Accilien	Foreign Languages & Literature
Harry Anastasiou	Conflict Resolution
Melanie Arthur	Sociology
Michael Bartlett	Biology
Mitch Cruzan	Biology
Roberto De Anda	Sociology
Lynette Feder	Administration of Justice
Michele Justice	International Education Services
Jo Lucke	Fine Arts
Stephanie McBride	Curriculum & Instruction
Jennifer Perlmutter	Foreign Languages & Literature
Yer Thao	Curriculum & Instruction



PSU-AAUP Executive Council & Staff

Name	Title	Dept.	Phone	Email
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Jacqueline Arante	VP of Collective Bargaining	ENG	5-3574	arantej@pdx.edu
Beverly Fuller	Treasurer	SBA	5-3744	beverlyf@sba.pdx.edu
Louise Paradis	Secretary	CARC	5-4970	paradisl@pdx.edu
Sy Adler	Councilor	USP	5-5172	adlers@pdx.edu
Randy Blazak	Councilor	SOC	5-8502	cfrb@pdx.edu
Tucker Childs	Councilor	LING	5-4099	childst@pdx.edu
Martha Hickey	Councilor	FLL	5-5290	hickeym@pdx.edu
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Alan McCormack	Councilor	UNST	5-8430	alanm@pdx.edu
Ron Witczak	Councilor	IES-SA	5-8246	witczakr@pdx.edu
STAFF:				
Julie Schmid	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Susan Cerasin	Administrative Assistant	AAUP	5-4414	aaup@psuaaup.net

The AAUP Executive Council is committed to being available to you. Please call or email a council member or the AAUP office with any concerns or questions.

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contractual grievance procedure. AAUP requested that the University articulate guidelines for conducting mediation and that these guidelines be made available in written form for the information of faculty and staff. AAUP representatives met with PSU administration and members of the University Senate Committee that had reviewed current procedures for non-contractual grievances to discuss the findings of the Senate Committee. AAUP also reviewed the new guidelines for mediation.

The Executive Council and the staff continue to manage the time involved in grievance resolution, despite many other commitments. It is imperative that the Association recruit and train a Vice President for Academic Freedom and Grievances as soon as possible. This is a tremendously important part of contract maintenance and a faculty member must step forward and shoulder this responsibility. This year Julie Schmid has been able, through her invaluable expertise, to prevent several potential grievances, but as most of you know, Julie is leaving our chapter to work with the National AAUP; we may only hope our new chapter coordinator will have at least minimal experience in grievance resolution, but we need, NOW, a faculty member who is willing to serve the Association in this role. Resolving potential grievances is a valuable source of information for the collective bargaining team, but the team will have little time to do anything other than prepare for negotiations after January 1.

We have continued to work with the parking office to insure that flexible parking for our members who must leave and return to campus during the day is being developed and that more parking is being created on the East side of campus. (see Article 25 and Appendix F of the CB agreement).

In the working conditions article (Article 24), we have mandated that the University maintain minimum office components for all of our members; we will continue to work with the University to create a Campus Life Committee.

I'm sure many of you are questioning how the perpetual state budget crisis is going to play out in higher education, particularly in

OUS and here at PSU. Concerning this year, I am only able to say that if we, as an institution, do not face any more significant cuts to the budget (remember, we have already taken 6.2 million in cuts) we will most likely not have to consider program or staff cuts. But in the 2003-2005-budget cycle, making more headway against low salaries, salary compression, the rising cost of benefits, and ensuring an adequate retirement system will be rough going. We will hold fast to the Association's goals of improving salaries and benefits for our members, but we will also work to strengthen non-monetary weak spots in our current contract. Much will depend on the results of the January election.

This fall term is the time to voice your opinion on what are our most important issues in collective bargaining for the next contract. We will be surveying our members in a number of different ways; we have scheduled several informal brown bag discussion times; please join members of the bargaining team and the staff for these sessions. For a schedule of these lunches, see page 11. We will also announce times and places for these brown bag lunches in the weekly AAUP update. If you have a strong interest in the negotiations process or an expertise in one of the issues covered in collective bargaining, please speak with Jacqueline Arante or Julie Schmid about becoming part of the bargaining team. We have always prided ourselves on being a grassroots, member-run organization; our members must come forward to provide leadership, and development.

Finally, let me remind you to attend the events of fall term: the Legislative Forum and Oregon State Conference meeting on October 11 and the Shared Governance Conference on November 15. Both events are being planned with an eye to our current budget and shared governance crises, of which I am sure you are all aware. These events are an opportunity for each of us to consider ways in which we can be proactive, both as individuals, and as a labor organization, in re-establishing our role in governance, the goal of which is to protect academic freedom.

We will hold fast to the Association's goals of improving salaries and benefits for our members, but we will also work to strengthen non-monetary weak spots in our current contract. Much will depend on the results of the January election.

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term solutions, the Board has launched several new initiatives including a Self-insurance Task Force to explore alternative ways to finance benefits. The Board also introduced a new statewide wellness program designed to help employees and family members improve their health and well-being. The program also provides specialized resources to those in greatest need of assistance. In addition, the Board is pursuing strategic partnerships to identify innovations that can help keep quality benefits affordable for the future.

Why has PEBB decided to fully cover individuals, spouses and families instead of providing cash-back options?

As noted in the previous answers, PEBB does not determine the monthly contribution amounts that employees receive. However, over the years, the Board has considered a variety of factors when making PEBB policy and program decisions regarding full family coverage. These factors include the State of Oregon's philosophy on family friendly policies, and its recruitment and retention goals. Based on these and other factors, the Board has developed fundamental principles that include a program goal to provide quality health benefits for employees and families. In structuring the program, the Board uses available dollars to provide sufficient benefit coverage for all employees, including single employees and those with families, rather than providing cash-back.

Another significant issue is that the skyrocketing premiums are using all of the available budgeted dollars. In today's environment, receiving health benefits AND cash-back is an unlikely scenario.

Why is there such a low limit on the amount of cash-back someone can receive if they decide to opt out?

The Board determines the opt-out formula annually. It has remained at 60 percent of the monthly contribution for the last three years. For 2003, employees who opt out will receive an average of \$175 per month in cash-back. In its 2000 review of structural issues, the Board was unable to find

any other state or large employer that offered higher levels of opt-out cash-back than PEBB. The current level for other employers is approximately \$50 to \$100 per month. Many employers offer no cash-back features.


Who decides which services get covered?

The Plan Design Subcommittee spends about eight months every year reviewing plan designs. During this process, the members consider summaries of all employee suggestions, complaints and evaluations. The subcommittee also considers employee testimony and correspondence about benefit changes throughout the year.

For example, over the years PSU employees have been among a growing number of employees who have pushed for improved alternative care benefits. As a result of this feedback, these benefits were improved in 2000 and again in 2001.

Increased premium costs are the trade off for adding new services and benefits. It is almost impossible to exchange or remove existing benefits for new ones. Examples of employee requests for new benefit requests include improvements in coverage for infertility, orthodontia, obesity surgery and life insurance.

PEBB serves more than 100,000 members with a diverse set of health concerns. The Plan Design Subcommittee spends months evaluating preferences, medical and health policy updates, state and federal mandates, health plan suggestions, and the available resources. Each year the Subcommittee must balance all of these factors in making its recommendations to the Board in June.



Another significant issue is that the skyrocketing premiums are using all of the available budgeted dollars. In today's environment, receiving health benefits AND cash-back is an unlikely scenario.

While I heartily recommend attending Summer Institute and taking one of the workshops, the most important thing about the Institute is what happens outside the classroom. It is a great opportunity to meet activists from other AAUP chapters and to learn about the state of higher education on campuses around the U.S.

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ended going out on "strike," which included picketing and chanting outside the classroom. But the best thing about this exercise was that it demystified the bargaining process for those who have not been in the situation before.

While I heartily recommend attending Summer Institute and taking one of the workshops, the most important thing about the Institute is what happens outside the classroom. It is a great opportunity to meet activists from other AAUP chapters and to learn about the state of higher education on campuses around the U.S. The over-reliance on contingent faculty and the resultant erosion of tenure continue to plague higher ed institutions.

Some AAUP affiliates, most notably the union that represents the faculty in the State University of New York system and the California Faculty Association, have been able to address these issues through contract negotiations and lobbying their state legislators.

As those of you who followed the Article 18 Re-Opener know, PSU-AAUP has made some fairly significant gains in improving working conditions for fixed-term instructional and research faculty. However, the University remained intransigent when it came to agreeing to any sort of contract language that would ensure a mostly tenure-line faculty.

Another major concern of attendees was the erosion of shared governance on their campuses. As more and more schools adopt a top-down corporate model, faculty find themselves with less and less of a voice in the governance of the institution. Certainly, we can see this national trend being played out on the PSU campus, from the hiring of new administrators without real faculty input to the installation of departmental "directors" without faculty election. We heard again and again at the Summer Institute that the only way to reverse these trends is to strengthen shared governance on campus. Undoubtedly, this is something PSU-AAUP will need to address.

PSU-AAUP would like to begin a conversation on campus about the state of shared governance at the University. To that end, we are

hosting a shared governance forum here on campus on Friday, November 15, 9:30-12:00. Jane Buck, the President of the National AAUP, will be the keynote speaker, and the forum will also include a round-table discussion for PSU faculty members. We hope that you will be able to participate in this event! For more information see page 11.

Gary Brodowicz, PSU-AAUP President

I attended the Summer Institute to focus on chapter leadership and effective communications, and what I experienced was, and continues to be, very valuable to me, in ways above and beyond the sessions I attended.

The National AAUP works hard to put together an Institute that will benefit a very diverse audience, and this is not an easy task. Attendees include faculty from small, medium and large public and private institutions, from community colleges to nationally ranked research universities, faculty from collective bargaining chapters and faculty from "advocacy" chapters, faculty from chapters that have "fair share" and those that don't, tenure and tenure-track and fixed-term faculty (as well as a "new" category of faculty I learned about: faculty "with status"). It's an interesting mix.

During our free time I was fortunate to meet and talk with a number of AAUP members, all with unique situations on their individual campuses, yet all with strikingly similar concerns. The topic that resonated throughout each session seemed to center around the issue of shared governance; some described what worked well, but I was disturbed by the fact that far too many told of the failures on their campuses. "What's going on?" I wondered. Surely the situation can't be as bad as they're making it out to be. After all, isn't shared governance a cornerstone of academe?

It turned out that many of the accounts I heard were related to the changing face of higher education in America; that is, the "corporatization" of the university. More and more faculty are being treated as assembly-line workers, responsible for turning out an ever increasing number of "units" as effi-

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ciently as possible. It's a disturbing trend that doesn't appear to be turning around any time soon. Shared governance isn't necessary, or even desirable, under the corporate model.

I came away this time feeling lucky to work at PSU, where we are a collective bargaining chapter with a voice about academic freedom, shared governance, tenure, working conditions, and compensation. I felt fortunate that shared governance is something we value on our campus; glad to know that there are faculty willing to work to maintain and improve the relationship we have with the PSU administration. The Summer Institute reminded me again that PSU-AAUP has done a lot to make PSU a better place to work and learn.

Susan Reese, Unit Rep & Newsletter Editor

I attended sessions in common with Gerry and Gary, and I, too, came away with several new awarenesses as well as an enthusiasm fueled by new ideas and the dedication of my AAUP colleagues. A primary source of strength comes from the opportunity of meet-

ing the folks from National AAUP; we are very fortunate to have such devoted and highly qualified people working on our behalf who are ready to provide support and encouragement when called upon. I do hope as many of you as possible will make a point of attending the shared governance forum on November 15 and hearing President Jane Buck, as she is a very motivating speaker.

I agree with my colleagues that listening to the stories of others from around the country was affirming and concerning; how lucky we are at PSU to be a collective bargaining unit, but how common our struggles are, everywhere. The Institute, however, provided many constructive ways to address those struggles, and I came back refueled and excited to get re-started. As the new Editor of the newsletter, I was particularly interested in "Effective Communication," which above all emphasized the importance of an informed membership, and so I hope you find this edition helpful, informative, and effective. Please direct all feedback to our AAUP office (5-4414). This is your newsletter, so please let us know what you want to know, and what you'd like to say. Thank you!

The Summer Institute reminded me again that PSU-AAUP has done a lot to make PSU a better place to work and learn.

Questions about the collective bargaining process?

Concerns about salary, benefits, academic freedom?

Ideas about changes you would like to see in the 2003-2005 Collective Bargaining Agreement?

Attend one of the brown bag lunches share your ideas, questions, and concerns with Jacqueline Arante and other members of the Collective Bargaining Team.

- Oct. 15, 11:00-12:00
- Oct. 16, 12:00-12:45
- Oct. 22, 2:00-3:00
- Oct. 23, 12:00-12:45
- Oct. 29, 2:00-3:00
- Oct. 30, 12:00-12:45
- Nov. 6, 12:00-12:45
- Nov. 12, 11:00-12:00
- Nov. 13, 12:00-12:45
- Nov. 20, 12:00-12:45
- Nov. 26, 2:00-3:00
- Nov. 27, 12:00-12:45
- Dec. 4, 12:00-12:45

All lunches will be in Neuberger Hall, Room 407.

Mark your calendars!

Attend the AAUP/PSU Faculty Senate Shared Governance Conference

Friday, November 15, 9:30 am-12:00 pm in UPA Gallery (2nd floor UPA)

Featuring:

Keynote address by Jane Buck, President of the National AAUP

Introductory comments by Jennifer Ruth, ENG. Round-table discussion on the state of Shared Governance at PSU (Moderated by Gerry Sussman, USP. Participants include Charles Heying, USP; Provost Mary Kay Tetreault; Sherril Gelmon, Presiding Officer of the Faculty Senate; and other faculty members).

For more information, contact the PSU-AAUP office at 5-4414 or aaup@psuaaup.net.

American Association of University Professors

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Portland, OR 97207

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Email: aaup@psuaaup.net

We're on the Web!
www.psuaaup.net



American Association of University Professors

The American Association of University Professors (AAUP), established in 1915, is the only National Organization exclusively representing faculty of higher education. AAUP has pioneered the fights for tenure, academic freedom, and due process for all faculty.

The Portland State Chapter (PSU-AAUP) operates as both a professional association and as the exclusive collective bargaining agent for all PSU faculty employed at least .50 FTE.

Faculty Working Together for Superior Education.



**American Association of University Professors
Portland State University Chapter
Membership Application**

Name _____
Last First M.I.

Campus Home _____
Mail Code _____ Address _____

Academic Field & Rank _____

Extension _____ Email _____

AUTOMATIC DEDUCTION AUTHORIZATION

As provided under ORS 292.043, I authorize the monthly deduction of my dues to the American Association of University Professors, Portland State University Chapter. The amount of the deduction is based on my salary and AAUP status, and is calculated by the AAUP office and the Payroll Office. The monthly deductions will continue until I provide written notification to the Payroll Office.

Print Name _____

Signature _____

Department _____

Date _____

SS# _____

Annual Dues

Normal Annual dues for PSU-AAUP members are 3/4 of one percent (.0075) of academic salary. Active Entrant dues (must be new to the PSU-AAUP bargaining unit) are 3/8 of one percent (.00375, half of normal dues). Annual dues cover local, state and national membership in AAUP.

Send completed form via campus mail to mail code "AAUP"