



*Faculty Working Together for Superior Education*

Fall 2004

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PSU-AAUP

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## Getting to Know "Us"

*Susan Reese, Unit Ties editor & English Unit Rep*

Hello, and welcome to autumn at PSU.

This year we're embarking on a plan to make our members better acquainted by focusing each newsletter on a different area of our bargaining unit, and in this issue, the PSU Library takes center stage, with many thanks to Rose Jackson for facilitating this through words and deeds. We're also fortunate to include the work of an award-winning essayist, Carol Franks of the English Department; I'm grateful for Carol's generosity in allowing this, as well as for her marvelous ability with words, and I'm sure you'll agree that this is a work everyone should read. You will also find the usual reports and calls for action from your AAUP officers and negotiating team, and we all sincerely hope that you will find this to

be your year to step forward and become more actively involved in your PSU chapter of AAUP. We can accomplish so much when we all work together. And that brings me to absolutely the most important thing I will say to you all year, which is to VOTE in the upcoming election. We have power when united, we live in a democracy only if we participate, and we have the constitutional right to VOTE. Please exercise that right.

Thank you, and welcome back. I look forward to hearing from all of you; this remains your newsletter, so please submit articles, and let me know what you're thinking.

## Who is PSU-AAUP?

*Julia Getchell, Chapter Coordinator*

I attended the AAUP Summer Institute this year at the University of Scranton. As a way to understand the context in which our colleagues work, faculty members and field staff from other AAUP chapters ask each other a familiar question, "Who does your Chapter represent?" Most reply something like, "We represent all the faculty at the University of Vermont."

But my answer was not so simple because the PSU chapter of the AAUP is very diverse. The PSU-AAUP represents 942 instructional and research faculty members, librarians, and academic professional faculty members working in every school and college at PSU.

Librarians have faculty rank and are tenured or on the tenure track. Academic Professionals, even though they work exclusively on fixed-term contracts, are recognized as faculty members. Both librarians and academic professionals have all the rights of academic free-

dom as research and instructional faculty members who may or may not have tenure.

There are 171 Academic Professionals in the AAUP bargaining unit. Academic professionals are an eclectic group academic staff members with faculty rank. They include faculty members with the titles Program Administrator, Advisor/Counselor, Instructional Specialist, Psychologist, Clinical Social Worker, Physician, Psychology Resident, and Educational Technology Specialist.

There are 86 research faculty members in the AAUP bargaining unit with Research Assistant, Research Association, and Senior Research Assistant ranks. These faculty members design and conduct research in PSU research units like the Child Welfare Partnership, the Regional Research Institute, and the Population Research Center.

There are 685 instructional faculty members

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# The PSU-AAUP Year Ahead

*Sy Adler, President*

President Bernstine, in his convocation speech, said that he would be spending a lot of time working with the State Legislature to boost funding for higher education, including increasing faculty salaries and improving programs and facilities as high priorities. AAUP shares his priorities and looks forward to working with him to achieve those objectives; we will also be quite busy on financial and other issues during the coming year. All of these goals require the active support of our membership, of each of you.

We'll return to the bargaining table in March, 2005, to negotiate a successor agreement to the contract that will expire at the end of August, 2005, and we'll undertake several important activities in order to prepare for negotiations. One will involve AAUP participation with the administration on a joint Compensation Task Force starting this Fall quarter that is mandated by our current contract. This task force will examine salary, work load, and related issues, and develop recommendations for the next round of bargaining and the next state legislative session. The task force will likely create subcommittees to examine key issues

in detail; these subcommittees will be opportunities for interested members of the bargaining unit to get involved. Please contact the chapter coordinator, Julia Getchell, and let her know if you would be willing to participate (and please see the article by Martha Hickey, Chief Negotiator, in this issue).

We'll supplement our work on the Compensation Task Force with a Contract Campaign that will be developed based upon a Chapter Audit that we will conduct with the assistance of the national AAUP office, the purpose of which will be to assess the strengths and weaknesses of AAUP at Portland State. Starting in November we'll undertake a series of initiatives to strengthen the capacity of AAUP to connect with our varied stakeholders, increase the number of people who take active roles in the organization, and more clearly understand and articulate the concerns and interests of the diverse people who compose our bargaining unit during contract negotiations and in other forums. There will be focus groups, individual interviews,

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## The 2005 Legislative Session

*Tom Barrows, Dave Barrows & Associates*

The summer is over and the campaign season is heating up. Ballots will be sent out in just a few days. As we look ahead to the 2005 Legislative Session, it appears that some things will change and some will not. Most observers agree that the Senate will most likely have a majority of Democrats for the first time in ten years. The Democrats are expected to break the present 15-15 tie by picking up one or two seats and gaining control with 16 or 17 members. It is unclear what they will then do about the position of Senate President. Presently Peter Courtney (D-Salem) is the Senate President due to a compromise in the evenly split body. If the Democrats take control as expected, look for a battle between Courtney and Democratic Leader Kate Brown (D-Portland) for the top position.

In the House it appears that the Republicans will maintain control. They presently hold a 35-25 edge and that could swing a couple of votes either way. Most agree that there are a few key races that will determine just how large a majority the Republicans will have. House Speaker Karen Minnis (R-Fairview) is ex-

pected to be reelected as Speaker and Majority Leader Wayne Scott (R-Canby) will retain his position.

The Higher Ed Lobby Network (HELN) had its first meeting of the year on Monday October 11. It appears that the group will be expanded to bring in more folks and that a greater effort will be made to coordinate lobbying efforts rather than just share information. One of the things that came out of this meeting is that the Higher Ed Board will have a retreat at some point and that the role of the Chancellor's office will be determined at this retreat. The topic of faculty compensation was discussed quite a bit and it is clear that we need to have more specific anecdotal cases of top faculty leaving the state in order to present to legislators because the presently used peer comparisons do not have the same impact. The Board representative stressed that it is a Board priority to increase faculty compensation. Debbie Murdock also said that PSU has been discussing the need for faculty salary increases when they have met with legislators and candidates for the legislature.

**Editor:** Susan Reese

**Staff:** Susan Cerasin, Julia Getchell

Smith Memorial Student Union, Room 232

*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.

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# Joint Compensation Task Force

Martha Hickey, VP of Collective Bargaining

Last spring the University and AAUP agreed to form a task force to look at salary and workload issues at Portland State. Four faculty members have volunteered to serve on the core committee this year: Johanna Brenner, Gary Brodowicz, Mitchell Cruzan and Martha Hickey. A number of other faculty have agreed to serve on the subcommittees that will probably be formed to investigate targeted areas of concern. Faculty Task Force members believe that the University will benefit most if a focus emerges on identifying specific, concrete strategies to improve the current situation and they look forward to meeting with the representatives that the PSU administration has named to the committee—Mike Driscoll, Alan Kolibaba, Cathy LaTourette, and Barbara Sestak. PSU faculty are encouraged to share their suggestions and concerns about the charge articulated in the Letter of Agreement that is now a part of the PSU-AAUP contract. (See below.)

The Task Force had an initial organizational meeting on October 13 and plans to establish a series of working groups.

**If you wish to participate in these efforts, or have questions or concerns, contact PSU-AAUP at 5-4414 or [aaup@psuaaup.net](mailto:aaup@psuaaup.net)** or any of the task force members individually.

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surveys, and other techniques used to generate ideas and proposals for the Contract Campaign, as well as methods for communicating Campaign themes both inside and outside the university.

A highlight of the November initiatives will be a talk on the 18th at 11 AM by Tim Nesbitt, President of Oregon AFL-CIO, and a member of the State Board of Higher Education appointed by Governor Kulongoski. He will speak about the future of higher education in the state.

The AAUP Executive Council has created a new committee to deal with governance issues. This committee reflects our concern with the state of academic freedom and shared governance at PSU. The governance committee will be examining the operating guidelines and by-laws that units are using, as well as promotion and tenure guidelines, with an eye toward strengthening faculty self-governance procedures across campus. In addition, this committee will address important governance issues raised by the university's continuing growth-related entrepreneurial initiatives. Bargaining unit members interested in governance issues are welcome to participate in the work of this committee. Please let Julia know that you're interested.

The Executive Council's legislative and membership committees will also be very active during the coming year and will welcome participation by bargaining unit members.

## LETTER OF AGREEMENT ON JOINT COMPENSATION TASK FORCE:

*The University and the Association agree to work together to maintain a faculty of distinction. To that end, the parties agree to create a Compensation Task Force; the University and the Association will be equally represented in the composition of the task force. The task force will investigate matters related to compensation, including, but not limited to market salary comparisons, benefits, workload, retention, recruitment, compression, and equity. In working toward this goal, the University agrees to explore opportunities to increase base salary amounts for those employees where compensation inequities exist within ranks. In addition, the task force will examine and propose guidelines for ranks, qualifications, position descriptions, and compensation for research assistants, senior research assistants, research associates, and senior research associates. The task force will provide a report with recommendations, no later than March 1, 2006, to the Provost and the Vice President for Finance and Administration.*

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The legislative committee works with our lobbyist to monitor developments at the state legislature and at the State Board of Higher Education, and recommends strategies to advance and defend our interests. A key objective of the membership committee this year will be to strengthen our system of unit representatives. Unit reps are members who play the critical role of linking the Executive Council and its committees, and the Bargaining Team, with bargaining unit members with whom they work. Communication has got to be flowing in both directions for AAUP to function effectively; unit reps facilitate the flow. In addition, unit reps are the first point of contact for bargaining unit members regarding grievances. Again, please let Julia know if you're interested in the work of either the legislative or the membership committees, or if you're interested in becoming a unit rep.

As you all know, we're searching for two new vice-presidents this year. The people hired will have extremely significant impacts on the quality of our work lives. AAUP will provide a forum for discussing the candidates for these positions when they come to campus in the winter.

Welcome to the 2004-05 academic year. There is much on the AAUP agenda. Your active participation is critical to acting on it. Please don't hesitate to let me know what you think and what you'd like to contribute.

# What's New in the Library

Rose Jackson, Library Unit Rep

Who's on first...could well describe the personnel changes taking place within the Millar Library. University Librarian, Tom Pfingsten retired after 23 years at the helm and we now have a new University Librarian, Helen H. Spalding. Additionally, the library has active searches for two other positions: Systems Librarian and Business Librarian. If that's not enough, the library has hired eight librarians within the past 12 months! If you haven't met them yet, they are:

- Linda Absher, Humanities, [absherl@pdx.edu](mailto:absherl@pdx.edu), 5-4713
- Michaela Brenner, Cataloging, [brennerm@pdx.edu](mailto:brennerm@pdx.edu), 5-5778
- Rose Jackson, Urban & Public Affairs, [rosej@pdx.edu](mailto:rosej@pdx.edu), 5-3689
- Ed Loera, Distance/Electronic Resources, [ecloera@pdx.edu](mailto:ecloera@pdx.edu), 5-4504
- Gary Markham, Cataloging, [markham@pdx.edu](mailto:markham@pdx.edu), 5-8178
- Robin Paynter, Social Science, [painter@pdx.edu](mailto:painter@pdx.edu), 5-4501
- Lauren Ray, Instruction, [rayl@pdx.edu](mailto:rayl@pdx.edu), 5-4124
- Bob Schroeder, Information Literacy, [schroedr@pdx.edu](mailto:schroedr@pdx.edu), 5-4519

PERS retirements not only resulted in a significant number of vacancies within the Librarian ranks but also shifted the balance between tenured and non-tenured librarians. In previous years, the library rarely had any candidates for tenure and maybe one for promotion. In addition to the eight new librarians mentioned above, three others have less than 3 years of service at PSU.

- John Burchard, Fine and Performing Arts, [burchari@pdx.edu](mailto:burchari@pdx.edu), 5-4192
- Jennifer Dorner, Humanities, [dorner@pdx.edu](mailto:dorner@pdx.edu), 5-4125
- Tom Larsen, Cataloging, [larsent@pdx.edu](mailto:larsent@pdx.edu), 5-8179

Librarians are faculty members and hold faculty ranks of Assistant, Associate, and full Professor. The tenured/untentured shift resulted in a change in the library's process of electing and filling positions on our tenure process committees. Librarians are faculty members and must demonstrate service and scholarship within the field.

We have two committees and the University Librarian within the library for the evaluation of library faculty. The first to review candidate files is the P&T Committee (Promotion and Tenure), a peer-review, composed of tenured and non-tenured librarians, non-tenured are non-voting. They forward the records to the JAFPT (Joint Academic and Faculty Promotion and Tenure Committee), a department review, composed of tenured and non-tenured librarians as well as the Assistant University Librarians for Public Services and Technical Services. The candidate records are then reviewed by the University Librarian, who forwards them to the Provost and onto the President.



Front row: Left to right, front to back  
Rose Jackson, Linda Absher  
Lauren Ray, Robin Paynter  
Gary Markham, Bob Schroeder  
Ed Loera

## **Needed: One tenured faculty Member to Serve on the Grievance Committee**

The PSU-AAUP Grievance Committee needs one tenured faculty member to help their junior faculty members with promotion and tenure issues. We are seeking faculty members who have been tenured and/or promoted at PSU and are willing to advise tenure-track faculty members about the procedures at PSU.

We will help you become familiar with the University's promotion and tenure procedures and what to do when procedures are not followed. For more information, please contact Susan Lindsay, Vice President for Grievances and Academic Freedom, at 5-8257 or Julia Getchell, Chapter Coordinator, at 5-4414.

# Review Procedures for Tenure-Track Faculty

Susan Lindsay, VP of Collective Bargaining

PSU-AAUP has learned that some tenure-track faculty members are not getting the professional development support that they are entitled to. According to Article 14 (Promotion and Tenure) of the Collective Bargaining Agreement (CBA) departmental promotion and tenure committees and department chairs are required to evaluate all faculty members on tenure-track appointments beginning the second year of employment. The purpose of these reviews is to provide faculty members with timely, formative evaluations that assess each faculty member's success in achieving tenure.

Because faculty members have not received annual reviews, faculty members are being shortchanged professional development opportunities that may directly affect their bids tenure and promotion. By foregoing the reviews or delaying them for years, PSU is not providing the support tenure-track faculty need and that is required by the CBA.

Grievances can occur if the timelines laid out for the P&T process are ignored. In two recent grievances, faculty members had not received reviews and were terminated after procedurally problematic third and sixth year reviews. In responding to these grievances the University deemed them "untimely." The Administration's expectation seems to be that the junior faculty member needs to "rattle the cage" within the contractually allotted 40 working days of not receiving their review or give up their right to grieve. An arbitrator recently ruled that these grievances were timely because the harm occurred when the faculty member was terminated, not when the review did not happen.

## What You Are Entitled To

- Tenure-track faculty members are entitled to annual reviews after the first year and each subsequent year.
- Tenure-track faculty members are required to receive a more formal Third Year review at the end of their third year of employment at PSU.
- It is the responsibility of the Chair, Director, or for School of Business Administration, Dean to initiate annual review procedures for tenure-track faculty members.
- The Provost publishes a timeline for P&T reviews each year that each department or unit must follow to insure timely feedback to faculty members.

## When Things Go Wrong: How AAUP Can Help You

AAUP can help you with procedural problems with your P&T review. The grievance procedure outlined in the CBA applies only to procedural errors. It is very simple. Procedural errors boil down to all things that do not following the

procedures outlined in PSU's P&T guidelines or your department's P&T guidelines. For example, your department Chair/Director evaluated you using the wrong guidelines, criteria discussed in your departmental P&T guidelines was not used, or you received your Third Year or P&T review in the wrong year.

If you did not receive promotion and/or tenure because an Administrator judged that you didn't have enough high quality publications or your teaching evaluations were too low, we can't file a grievance. These kinds of decisions are considered "academic judgment". Article 28 (Grievances) specifically disallows grievances relating to matters of academic judgment. You can only challenge procedural violations.

However, the Faculty Grievance Procedure, or non-contractual grievance procedure, is a way to address errors of academic judgment. The Faculty Grievance Procedure is an administrative grievance procedure outlined in Oregon Administrative Rules 577-042-0005 through 577-042-0025. For more information, see AAUP's non-contractual grievance procedure summary at <http://www.psuaaup.net/noncontractgriev.html>.

Two advantages of the Faculty Grievance Procedure are 1) you can challenge both the substance of promotion and tenure decisions as well as procedural irregularities, and 2) the process includes a peer review hearing. In the past, tenure-track faculty members have successfully used this procedure to contest Administrator's academic judgment regarding promotion and tenure.

**Editor's note:** This article appeared in slightly different form in the Winter/Spring 2004 Unities.

*"In two recent grievances, faculty members had not received reviews and were terminated after procedurally problematic third and sixth year reviews. In responding to these grievances the University deemed them "untimely."... An arbitrator recently ruled that these grievances were timely because the harm occurred when the faculty member was terminated..."*

You are invited to a talk by Tim Nesbitt: *On the Future of Higher Education in Oregon*

Thursday, November 18, 11-12 pm

238 SMSU

Mr. Nesbitt is a member of the State Board of Higher Education and President of the Oregon AFL-CIO

All members of the campus community are invited.

PSU-AAUP

Cordially invites all tenure-track faculty members to

**The Dynamics of Promotion and Tenure Reviews at Portland State: Knowing the Process; Preparing to Succeed**

This workshop will address:

- The dynamics of annual, third year, and sixth year promotion and tenure-related reviews, including discussion of departmental, school/college, and central administration procedures;
- Potential obstacles at each of these steps, and ways of overcoming them; and
- The history and future prospects of tenure at PSU and throughout the US.

Thursday, November 4, 2004, 3-5 pm

229 Smith Memorial Student Union

Refreshments will be served.

**How to get involved in PSU-AAUP**

**Become a member!**

Many academic faculty and staff members think they are members of AAUP when they are actually fair share fee payers. Call or email the AAUP office to clarify your status. Fill out the membership form and send it to AAUP. Enjoy your membership benefits: democratic participation in AAUP and contract matters and many other benefits.

**Join a committee!**

AAUP has several active committees that need your input. Join the Legislative, Membership, Communications, or Grievance committees. If you are interested in participating in any of these committees, please contact Julia at 5-4414 or [aaup@psuaaup.net](mailto:aaup@psuaaup.net) for more information.

**Become a Unit Rep!**

Currently we need more Unit Reps in every school and college at PSU. Unit Reps are the main link between AAUP bargaining unit members and AAUP leadership. Their main tasks are to:

- Inform AAUP leadership about the concerns, opinions, and ideas of bargaining unit members in their department or program.
- Inform bargaining unit members in their department or program about concerns, ideas, and activities of the elected AAUP leadership.
- Welcome new faculty members to AAUP.
- Sign up colleagues in their department or program who are not AAUP members.
- Attend one two-hour Unit Rep meeting once per month during the academic year.

AAUP provides all training and support. If you are interested in becoming a Unit Rep, please contact Julia at 5-4414 or [aaup@psuaaup.net](mailto:aaup@psuaaup.net) for more information.

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in the AAUP bargaining unit. These include faculty members with the ranks of Lecturer, Instructor, Senior Instructor, Assistant Professor, Associate Professor, and Professor.

About 244 instructional faculty members are tenured and 205 are on the tenure-track. In addition, 219 instructional faculty members are working on fixed-term contracts. A total of 51% of AAUP bargaining unit members are working on fixed-term contracts, 26% are tenured, and 22% are working toward tenure. There are 17 faculty members of unknown rank and unknown tenure status.

PSU-AAUP bargaining unit members hold various combinations of tenure status and academic rank. As you can see, academic rank does not necessarily correspond to tenure status.

But ultimately, PSU-AAUP is YOU in both the collective and individual sense. I invite you to get involved in YOUR union.



Check out our special Creative Arts supplement enclosed in this newsletter.

If you have anything you'd like to contribute for upcoming newsletters, please send it to [aaup@psuaaup.net](mailto:aaup@psuaaup.net) or via campus mail (mailcode "AAUP")

### PSU-AAUP Executive Council & Staff

Name	Title	Dept.	Phone	Email
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Susan Lindsay	VP of Grievances & Academic	LING	5-8257	<a href="mailto:lindsays@pdx.edu">lindsays@pdx.edu</a>
Beverly Fuller	Treasurer	SBA	5-3744	<a href="mailto:beverlyf@sba.pdx.edu">beverlyf@sba.pdx.edu</a>
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Veronica Dujon	Councilor	SOC	5-8503	
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**American Association of University Professors**

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



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

**Name** \_\_\_\_\_  
Last First M.I.  
**Campus** \_\_\_\_\_ **Home** \_\_\_\_\_  
**Mail Code** \_\_\_\_\_  
**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.

**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). An-

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