

Unit Ties

Faculty Working Together for Superior Education

Winter 2005

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PSU-AAUP

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Spring Fever

Susan Reese, Newsletter Editor

I've discovered recently that I'm one of those people who can barely enjoy gorgeous weather in January and February because I'm too busy worrying about potential drought and the fires that could bring in summer. Oh, it has been so beautiful, so beautiful that my students have spring fever already, and it's hard to keep their eyes in the room. I really can't blame them. It's easy to become comfortable, distracted by all that we enjoy in our days, and forget to work for those issues beneath the surface that, although they may not be bothering us at the moment, may rise up in our path somewhere farther along. AAUP is here to help prepare for, and whenever possible prevent, those dire consequences. Please become involved and do whatever you can, whether this means attending a rally for our bargaining team as they enter contract negotiations on our behalf, making signs for a rally in Salem, becoming a Unit Rep, participating in a focus group, or writing an article for our newsletter. It is important to celebrate the richness of each moment we inhabit, and it is equally important to plan wisely for the future. This newsletter contains information on a myriad of ways to become involved with your PSU Chapter of AAUP, and I urge you to do so.

Do You Know Your PSU-AAUP Membership Status?

Julia Getchell, Chapter Coordinator

There has been some confusion about membership status among bargaining unit members. What does the deduction on your paycheck that says "AAUP dues and fair share" really mean?

Fair Share Fees vs. Membership Dues

There are two types of deductions: "fair share" fees and membership dues. **Unless you have filled out a membership form and are paying membership dues, you are *not* a PSU-AAUP member.**

All bargaining unit members must pay their "fair share" of the costs associated with negotiating and maintaining the contract between the University and PSU-AAUP. Some choose not to become members. Fair Share fee payers are represented in collective bargaining and contractual matters by PSU-AAUP, and receive the same assistance with contract matters as do members.

Benefits of Membership

However, only members are eligible to hold office; to vote on important chapter issues, including contract matters; or to take advantage of national and local benefits available only to members. For more information about the benefits of membership see <http://www.psuaaup.net/benefits.html>

Check Your Address Label

If your address label on this newsletter is pink, you are a fair share fee payer. If your address label is white, you are a dues paying member.

If you are interested in becoming a PSU-AAUP member, please fill out the application included in this newsletter and send it to the PSU-AAUP office via campus mail.

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President's Message

Sy Adler, PSU-AAUP President

"This is the season to participate actively in the state legislative process. What goes on there during the next several months will affect critically the quality of our working lives."

The state legislature is in session, the governor has submitted a budget, and our Faculty Senate Budget Committee is being told that PSU will likely have to cut its budget by anywhere between \$4 and \$12 million per year for each of the next two years. This is the season to participate actively in the state legislative process. What goes on there during the next several months will affect critically the quality of our working lives. Through our legislative committee and our lobbyists we will monitor and try to help shape developments in Salem. We'll organize letter writing efforts and visits to legislators. Call our Chapter Coordinator, Julia, to become actively involved. In addition, there will be a great deal to talk about on campus regarding how we'll address any budget cuts that will have to be made. Such discussions are always extremely difficult; AAUP will provide a forum for them.

This is also the season for reviews and evaluations. Promotion and tenure reviews are ongoing, and performance evaluations and reviews for fixed term faculty and academic professionals are taking place as well. This past fall AAUP held a very well attended workshop for tenure line faculty about promotion and tenure review processes. During winter term we'll co-host with the Office of Academic Affairs a workshop about fixed-term faculty review. Although annual reviews of fixed-term faculty and academic professionals are mandated, as are annual reviews for tenure line faculty, it's often been the case that reviews don't happen, or are done in a perfunctory manner. The problems of missing and inadequately performed annual reviews are extremely important ones that AAUP is trying hard to address, but we need your help to do so effectively. Please alert us if you're not getting a review that

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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.



Legislative Report

Tom Barrows, Dave Barrows & Associates

The Oregon legislature is now in full motion after a slow start filled with controversy and the resignation of the House Ways and Means Co-Chair early on. The number of bills this Session is expected to exceed those of 2003, though they are coming out much slower than usual; this is primarily due to less drafters in Legislative Counsel, where all bills are actually drafted. Many observers are talking about another long session, though some still cling to the hope of getting out by the end of June or early July.

The two Revenue Committees got a look at the March Revenue forecast on Friday, February 25th. The good news of the projection is that revenue will be up for the 2005-2007 biennium by over \$105 million over what the December 2004 forecast predicted. Taken with a beginning balance projected to be over \$96 million, total resources available appear to be up by about \$202 million. While this is not a huge amount in the overall state budget, it is encouraging that the number is going up. What this will mean to higher education remains to be seen.

On Monday, February 20, those demanding more money for K-12 held a rally on the steps of the Capitol. The crowd was estimated to be between 2,000 and 3,200. With the State offices other than the Capitol closed due to President's Day, Court Street in front of the Capitol was closed off to traffic. The rally itself got a lot of attention from legislators, many of whom showed up to be recognized at the rally. I did hear from some staff, however, that the large number of people roaming the offices was sometimes disruptive, especially those demanding that certain schools not be closed in Portland.

We are encouraged to hear that President Bernstine continues to make faculty compensation his number one priority when talking to legislators. This has been helpful to put this issue into a larger context for legislators and to bring a more united voice to the topic.

The Higher Ed Lobby Network (HELN) continues to meet to discuss issues of higher ed with an emphasis on the budget. Faculty compensation is a topic that is being stressed there as well.

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Equity with Professional State Employees

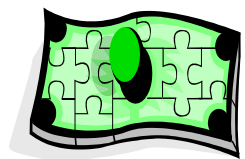
Martha Hickey, VP of Collective Bargaining

Oregon Higher Ed does have something to be grateful for. Governor Kulongoski has requested that the legislature double Oregon Opportunity Grant funds for students who will probably have to cope with higher tuition next year; and he has requested an increase in the number of dollars going to OUS from the state's General Fund. However, the governor's recent budget proposal for 2005-07 is also a dramatic illustration of how Oregon continues to under fund university faculty positions.

In December, the governor released his recommendations for State Employee compensation for the next two years—a \$130 million General Fund package to pay for health care and annual cost of

living adjustments. Given the on-going state fiscal crisis, one could argue that not much more could be expected. Here's the rub: The Governor's budget also requests "funding for merit increases for eligible employees."

The Governor proposes to restore traditional performance increases for the state's management and professional staff and step increases for unclassified public employees. This means that a significant number of the state's 52,180 employees would get more than a 1-2% increase. State workers with a step to move up to would receive a 4.5% salary increase. Professional staff who



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Grievance Report

Susan Lindsay, VP of Grievances & Academic Freedom

"...an issue that the AAUP Grievance Committee has been closely studying relates to the particular difficulties that faculty members of color and women appear to have achieving tenure at PSU."

One of the most important member services PSU-AAUP offers is protection for members against unfair or procedurally incorrect administrative practices. By that account, the AAUP Grievance Committee stands to assist members with their questions, concerns or efforts towards redress regarding termination, sanction and promotional and tenure denials. The Committee is composed of tenured, tenure track and fixed term members, yet we work collectively to address issues and support individuals. We can always use more help. Currently we are actively seeking senior faculty members to help with this spring's round of promotion & tenure (P&T) decisions. If you are a faculty member who could give service to others in their time of deep need and professional concerns, we could really use and would appreciate your participation with our committee. Service could

include interviewing a concerned member, accompanying a member to a meeting with their Chair or Dean, reviewing a member's P&T committee report and offering alternatives for redress or reconsideration to the member. AAUP will provide training and support for all volunteers. The all volunteer Committee is a nice way to meet other faculty members from other disciplines while you provide valuable direct assistance and care to others. This process doesn't work without you, the senior faculty members, so please come forward and help us to assist the greater university community. Please contact the AAUP office at 5-4414 if you're interested or to find out more.

Besides the ever-present issues related to tenure, promotion, termination and sanction with all ranks and terms of faculty, an issue that the AAUP Grievance Committee has been closely

studying relates to the particular difficulties that faculty members of color and women appear to have achieving tenure at PSU. The Grievance Committee is deeply aware a problem seems to exist, and has been doing outreach to talk to members regarding this issue. We are in the process of identifying and crafting a list of specific proposals to present and discuss with the PSU administration to help support and increase the retention of faculty members of color and women. If you feel that you have suffered tenure and promotion obstacles, or sanction and unfair treatment as an academic professional or fixed term instructor due to race, ethnicity or gender, please contact me at lindsay@pdx.edu or 5-8257, to add your voice and suggestions to help support making in more real terms the university's commitment to diversity throughout all ranks of faculty employment.

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have had positive reviews would receive performance increases, also typically about 4.5%.

This is the budget design that allows Oregon to ignore Higher Ed faculty. Where are the funded increases for faculty who are meeting and surpassing the many expectations of their positions? Especially here at PSU, where more students and multiple constituencies are served? Where student affairs and educational programming professionals are working overtime to keep up with demand, where faculty work to promote and sustain PSU's academic mission with 30% fewer tenured and tenure-track positions than at U of O or OSU, where close to 50% of instructional credit hours and research support are delivered by faculty with little job security?

The Board of Higher Education knows that even

after benefits are calculated in, Oregon faculty are still down in the bottom third of national salary rankings. They asked the governor for a phased annual 2% increase above cost of living over a period of six years to bring OUS faculty closer to market. The Governor tabled the proposal.

Ultimately, the Board's solution only treats the symptoms. Even "market-based" hiring salaries erode quickly when, in addition to missing cost of living adjustments, there are few on-going rewards for performance. The Governor's suggested 1 million dollars for "faculty retention" will not go far either, once it is divided up among seven universities with nearly 3,500 ranked faculty positions.

Oregon State policy for Human Resources outlines a compensation system for several thousand mem-

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**PSU-AAUP
ALLOCATION OF EXPENSES
DECEMBER 31, 2003**

	Total	Chargeable	% Chargeable	Non-Chargeable
Administrative	\$ 22,409	\$ 22,409	100 %	\$ 0
Collective Bargaining	22,083	22,082	100	0
Communications	986	684	69.37	302
Contributions	213	0	0.00	213
Depreciation	290	290	100.00	0
Dues	68,500	27,800	40.00	41,700
Grievances	11,334	11,334	100.00	0
Legislative	9,259	0	0.00	9,259
Membership	4,037	0	0.00	4,037
Payroll	96,933	94,994	98.00	1,782
Solidarity	484	0	0.00	484
State Conference	1,369	0	0.00	1,369
Total	\$ 238,896	\$ 179,593	77.25	\$ 59,303

Detailed budget allocations toward chargeable and non-chargeable expenses are available to any member of the bargaining unit in the AAUP office (232 SMSU). We believe the allocation of expenses to be accurate and honest, and gave the benefit of the doubt to the non-chargeable category if there was any question. Challenges of the expense allocations must be received in writing to PSU-AAUP within 30 days of this notice. The percentage of expenses that was chargeable in 2003 was 77.25%. During the 2003-04 academic year, fair share fee payers were charged 75%.



Spring Commencement



According to the Collective Bargaining Agreement between PSU-AAUP and PSU, all tenured faculty are required to attend spring commencement. Please honor your contractual obligation and attend the ceremony.



All full members of PSU-AAUP (both regular and associate) are eligible for reimbursement for regalia rental, up to \$35. To be reimbursed, send a copy of your receipt to mail code "AAUP". If you are not a full member (if your mailing label on this newsletter is pink) and you would like to be reimbursed, send in a completed membership application (on page 8) and a copy of your receipt to us.



If you have any questions, please contact the AAUP office (5-4414) or aaup@psuaaup.net.



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ought to be taking place, or if the review you got wasn't satisfactory.

"Given all that we'll be involved in during the next several months, this is also a critical time for those of you who are not yet full members to step up."

Bargaining will begin shortly, as will a contract campaign to mobilize the bargaining unit in support of our collective bargaining team. We conducted a bargaining survey and focus groups. Martha Hickey, our Vice-President for Collective Bargaining, Julia Getchell, our Chapter Coordinator, and I have been meeting with units to learn from people what are the issues that ought to be addressed in bargaining, and to learn about any other concerns that people have that AAUP ought to be taking up. A variety of governance issues have surfaced several times, as have concerns about review processes and the need for more promotional opportunities. These meetings have been very valuable learning experiences for us, and we want to have as many of them as possible. Please contact me directly, or call Julia to arrange for one or more of us to attend a meeting with people in your unit.

Given all that we'll be involved in during the next several months, this is also a critical time for those of you who are not yet full members to step up. Please examine your status in relation to AAUP (see Julia's article on page 1 for information on how you can determine if you are a full member or not). There are two types of dues: "fair share" fees, and membership dues. **Unless you have filled out a**

membership form and are paying membership-level dues, you are *not* a member of AAUP. Bargaining unit members who choose not to join PSU-AAUP are paying their "fair share" of the costs associated with negotiating and maintaining the contract between the University and PSU-AAUP. Fair Share fee payers are represented in collective bargaining and contractual matters by PSU-AAUP, and receive the same level and quality of representation and assistance with contract-related matters as do PSU-AAUP members. However, they are not eligible to hold office, to vote on important chapter issues, including whether or not to ratify a contract, to participate in the various insurance plans, or to take advantage of other benefits available to AAUP members. The lobbying work that AAUP does is not an activity that fair share fee payers help to fund. As a member of AAUP you are supporting political efforts to increase funding for higher education. You are also supporting efforts to defend academic freedom and tenure. Full membership dues strengthen our voices in Salem and in Washington, DC.

The more support we have from full members, the stronger our position at the bargaining table. The difference between full member and fair share dues is fairly small on an individual basis, but makes a big difference in the organizational capacity of AAUP to carry out its mission.

It is the greatest of all mistakes to do nothing because you can only do little ~ do what you can. ~ Sydney Smith

(Continued from page 1)

What You Pay

There are two categories of membership dues.

Active Entrant Dues

For non-tenured faculty with 1-4 years service in the PSU-AAUP bargaining unit. Active Entrant dues are calculated at 0.375% of your salary (50% of full member dues).

Full Member Dues

For all tenured faculty members and people with 5+ years of service in the PSU-AAUP bargaining unit. Full member dues are calculated at 0.75% of your salary.

There are two categories of fair share fees.

Fair Share Entrant Fees

For non-tenured faculty with 1-4 years service in the PSU-AAUP bargaining unit. Fair Share Entrant fees are calculated at 0.28% of your salary.

Fair Share Full Fees

For all tenured faculty and people with 5+ years of service in the PSU-AAUP bargaining unit. Fair Share Full fees are calculated at 0.5625% of your salary (75% of full member dues).

If you are a fair share fee payer and want to know what your membership dues would be, use the following formula:

$$(\text{SALARY}) \times (\text{FTE}) \times (\text{AAUP Rate}) / (9 \text{ or } 12 \text{ months})$$

For example, the monthly membership dues for a newly hired, full-time untenured faculty member making \$30,000 on a nine months contract would be approximately \$12.50 per month ($\$30,000 \times 1.0 \times .00375 / 9 = \12.50).

Need Assistance?

If you have any questions about your status or membership benefits, I'd be happy to talk it over with you. Please contact me at aaup@psuaaup.net or 5-4414.

“If your address label on this newsletter is pink, you are a fair share fee payer. If your address label is white, you are a dues paying member.”

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bers of its professional staff that is designed to allow “for the orderly progression of an employee’s pay,” and that seeks to reward and “encourage outstanding individual performance and organizational accomplishments” (DAS Policy: 20.005.05). Oregon university faculty also make both measurable and intangible contributions to the present and future welfare of the state of Oregon. Let’s ask our legislators and our University not to continue to overlook them. We want to thank the Governor for his current support, but we also want to ask him and the legislature to assist our efforts to reward quality job performance and ensure that growth is about more than numbers.

State of Oregon Professional Pay Rates=Annual Merit Increases

According to State Administrative Policy on merit pay, “Increases to salaries generally advance employees one step, or the equivalent thereof, in the salary range unless an alternative policy has been adopted by the agency. Generally, eligibility for merit pay increases follows a 12 month cycle.” See DAS Policy 20.005.05

<http://egov.oregon.gov/DAS/HR/docs/advice/P200505.pdf>

Management Executive Service

The executive service has 10 pay grades with multiple tiers and incorporates the first four levels (A-D) that are currently targeted for professional employees in non-supervisory positions, each with 9 rates or steps. However, there are pay rates listed for non-supervisory professional up to the I-level (9th level) ranging from \$5,763 at Rate 1 to \$8,487 at Rate 9.

Management Executive Service, non-supervisory (MENN)

Level D level is specifically intended to allow for promotion of high-level specialty area technical or professional employees. D level, 9 rates in two tiers, in dollars per month for an annual 12 month D level, 9 rates in two tiers, in dollars per month for an annual 12 month month employee. D Level, Tier 1 employees are paid \$3,720 at Rate 1 to \$5,486 at Rate 9. D Level, Tier 2 professional employees range from \$4,308 at Rate 1 to \$6,342 at Rate 9.

“Oregon university faculty also make both measurable and intangible contributions to the present and future welfare of the state of Oregon. Let’s ask our legislators and our University not to continue to overlook them.”

**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
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"