



# Unit-Ties

*Faculty Working Together for Superior Education*

## Fall 2006

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## Time to Fall into a New Paradigm

*Susan Reese*

*Newsletter Editor*

November is already here, and as we “fall back” in time while rushing forward, I am so happy to be at PSU, with my students, with the leaves on the elms in the Park Blocks doing their show of color, then falling, with colleagues I admire and enjoy, with shelves of books to immerse myself in, to share; I love being here, right here on this campus. I can become insulated, full of joy from positive interactions like all of the above, but when I look at the bigger picture, the University, I wonder if my love for PSU is too often unrequited.

I would do almost anything for this place in which I so wholeheartedly believe, and there are individuals with whom I work who I believe would do almost anything to support me here, at PSU, but will this University do almost anything for me, to keep me here, or am I merely a cipher in a virtual budget from which I may too easily be deleted?

Obviously, I fear the answer may be “no,” or I wouldn’t ask. Many actions on the part of the University lead to widespread insecurity among us, its employees. For instance, my two year contract will expire this spring (I’m a FTE), so I will receive my holiday pink slip in December. I also realize that I’m part of

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## AAUP Creates Endowment for the Future of the Professoriate

*Jacqueline Arante*

*English*

I attended the 2006 Annual Meeting last June and was impressed with AAUP’s progress toward their goal of creating a \$10 million endowment fund to support the operating costs of the organization and specific projects on issues of concern to the professoriate such as research on the status of contingent faculty,

the issues involved in academic boycotts, and surveys of faculty retirement policies.

Termed the “Campaign for the Common Good,” and championed by the current President-Elect, Cary Nelson (University of Illinois, Champagne-Urbana), the campaign is overseen by a prestigious national committee of scholars,

*(Continued on page 6)*

# On the Horizon...

*Jonathan Uto*

*President*

The OUS Board Policy Package for 2007-09 contains many interesting requests that have an impact on faculty at Portland State University. These include:

- Changes in Faculty Healthcare
- Clarification of optional retirement plans
- An additional retirement plan with rates not tied to current state retirement plans
- Statutory changes for more prudent management of OUS
- 13 million dollars exclusively for Regional University Support

These issues affect the overall compensation of faculty at Portland State University. If you would like to learn more about these issues and how they pertain to collective bargaining and our total compensation packages, please join us at the upcoming PSU-AAUP faculty coffee.

**Tuesday, November 28th**  
**9-10:30 a.m.**  
**170 Millar Library**

## PSU-AAUP Executive Council & Staff.

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# OUS 2007 Legislative Agenda: Faculty Salaries, Health Care, and Retirement

Gary Brodowicz  
Councilor

The 2007-2009 Oregon University System legislative agenda includes proposals for changes to faculty salaries, health care plans, and retirement plans.

The information below comes from OUS, and we thought PSU faculty might be interested in some of the plans and policies being discussed by those representing higher education in Oregon. Space limitations do not allow us to reproduce the entire document forwarded to PSU-AAUP by OUS. The document is posted on our website: <http://www.psuaaup.net>. Here's a summary of what OUS seeks from the Legislature for the 2007-2009 biennium regarding faculty salaries and benefits.

*Priority 1: Package 101: Part B Recruiting and Retaining Faculty in a Competitive Market - \$29 million*

According to OUS it will cost \$49 million over a ten-year period to increase faculty compensation from 2005-06 levels to the average salaries of peers. For 2007-2009, the first biennium of this ten-year period, the request is for \$12.5 million. This component also includes \$16.5 million of general fund salary increases based upon an annual cost of living adjustment to the base.

OUS universities rank unfavorably compared to their respective established peer institutions in both salary and total compensation (salary plus benefits). PSU faculty salaries are ranked tenth out of ten peer institutions.

In addition, PSU faculty salaries are 86.6% of the average of the peer institutions' faculty salaries. OUS institutions have difficulty

*“According to OUS it will cost \$49 million over a ten-year period to increase faculty compensation from 2005-06 levels to the average salaries of peers.”*

attracting and retaining faculty. According to OUS, nearly 30% of all faculty searches undertaken in recent years in OUS universities have ended in failure (position not filled) or with a diminished result (not filled with the first-choice candidate). For some institutions, the proportion is approaching half of all searches.

In the majority of these cases, salary is the major issue. The related issues include support for equipment, set-up, and graduate assistants.

Faculty retention is also a significant issue. On average, 5% of ranked faculty leave each year through resignation, termination, or retirement. Excluding retirements, OUS campuses report that 80% of the faculty who leave do so for salary related reasons.

*Priority No. 17 - Package No. 503 – Public Employee Benefit Board Changes*

## **OBJECTIVE:**

Reduce the cost of health care insurance by providing alternative healthcare options to employees. Shift a portion of healthcare cost to the employees, with an offsetting increase in salaries. The shifting of benefit dollars to salaries will increase the average faculty salary and make Oregon faculty salaries more competitive with the national market.

*Priority No. 22 - Package No. 508 – Optional Retirement Plan Change*

## **OBJECTIVE:**

Seek clarification on the ability of OUS to require new employees to pay the employee share of contribution to the ORP.

# Grievance Report

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*Susan Lindsay*

*Vice President Grievances & Academic*

The PSU Chapter of the AAUP continues this fall to have a vibrant and active Grievance Committee that meets regularly to help members and fair-share contributors with problems related to possible violations of the Collective Bargaining Agreement.

For G.C. members, this time of year is often the “calm” before the storm, as issues related to promotion and tenure are in the departmental committee stage and under process. During this time it gives the Committee an opportunity to look into other contractual obligations such as pay accuracy and timing, workload demands, fair access to appropriate funds and multi-year contract issuance.

For those of you involved in promotion and tenure, either as the applicant or as a faculty member serving on a departmental committee, the AAUP will be hosting two workshops on the tenure process in November. These workshops will bring together OAA administrators as well as experienced faculty to help get your questions and concerns addressed. One workshop may be geared more towards faculty on the tenure track, while the other may better serve the needs of departmental committee members. Both of these valuable sessions are open to all and will have information for both reviewers and for those going up, so please plan to attend.

## **The workshop schedule:**

November 15, 3:30-5pm, Smith 229

November 20, 2:30-4pm, Smith 327

For those who can't make the workshops, here are just a few quick suggestions from the Grievance Committee to possibly help prevent problems from occurring during this oft-stressful evaluation period. For Committee Members:

1. Be fair and consistent.
2. Clearly communicate expectations and timelines.
3. Follow the procedural “rules” established in the Promotion and Tenure Guidelines approved by PSU in 1997
4. Follow (if they exist) approved by OAA/Senate individual departmental guidelines.
5. Recognize the value in good teaching and service as well as in research and funding.

For Applicants:

1. Keep written notes and records of conversations involving expectations and commitments.
2. Request that you receive yearly reviews and use these reviews as a means to improve and fine-tune your research, funding, teaching and service.
3. Establish written “scholarly agendas” with your Chair to help guide your work, your research and funding.
4. Remember your rights to appeal to a higher level a negative decision. If you receive a negative review and you disagree, write a comprehensive response and meet with the person(s) as proscribed in the P & T procedures.
5. Don't stop seeking publishing/funding opportunities during your appeal.

If you are interested in joining the PSU AAUP Grievance Committee, please let us know. We meet once a week for about 1.5 hours and the topics are always interesting. Just call Julia Getchell, AAUP Executive Director at 5-4414 to find out more information.



# Hand In or Hand Out?

Gary Brodowicz

Councilor

This?



Figure A. Hands In

Or This?



Figure B. Hand Out

Many of you know that PSU faculty will begin negotiating a new contract in spring '07. Compensation, health care, working conditions, retirement, faculty development, reviews, academic freedom, shared governance, and dispute resolution are important items that are usually addressed through this important process. The PSU-AAUP bargaining team has already begun its work, and if history is any indication, reaching a fair and equitable agreement will take longer than any of us would like. Although I am not a member of the dedicated group that will sit at the table, I'm going to do what I can to help. I hope you will join me.

I've agreed to chair the PSU-AAUP Contract Action Team (C.A.T.), which is intended to play a supportive role in advocating for the PSU faculty. At present, the C.A.T. has no formal by-laws, membership criteria, or operating procedures; it is simply a grass-roots collection of faculty committed to supporting the PSU-AAUP collective bargaining efforts. My vision for the group is characterized above by Figure A ("hand in"); Figure B ("hand out") represents the scenario I think we should avoid.

How can individual faculty help support the bargaining team in the months ahead? Many of us are already struggling with full workloads and have little time to spare. Fortunately, my vision for the C.A.T. (Figure A)—if realized—requires little time and effort from any one individual. The key to its success is that the little time and effort must come from a LOT of people; otherwise, it falls apart.

Therefore, I'm asking all of you to commit to making a small contribution. Talk with your colleagues about how you can work together to lighten the load. Stay informed about what is going on at the bargaining table and share the information with others in your unit. Contact me ([brodowiczg@pdx.edu](mailto:brodowiczg@pdx.edu)) with suggestions, comments, and concerns. Consider stepping forward to take a more active role with other C.A.T. members.

In the next few months I will be trying to do what I can to organize "action efforts" and campaigns that will support the bargaining team. You should anticipate getting requests for help with letter-writing, rally attendance, flier distribution, phone-trees, etc., and I hope you'll offer to help. Together, we can lighten the load of our colleagues at the table; it works best if we all lend a hand.

# AAUP Endowment

(Continued from page 1)

academic leaders who are committed to the future of higher education as an independent and creative force for the common good. The endowment fund will allow the Association to respond to crises and to undertake initiatives beyond its current capabilities. Historically, AAUP has relied almost exclusively on the membership dues of its 43,000 members to fund its day-to-day operations. Its dedicated funds are restricted and constitute less than \$1 million combined. A secure endowment fund will allow AAUP's trusted and independent voice in matters of academic freedom to remain strong.

The Association has garnered foundation support from organizations such as TIAA-CREF, the Carnegie Corporation, the Ford Foundation, the Cornell Higher Education Research

Institute, the Sloan Foundation, the Spencer Foundation, and the Open Society Institute. Substantial pledges have also come from AAUP chapters and conferences: \$165,000, as of June 2006. Individual members, too, have stepped up to contribute: more than \$525,000 as of June 2006. The national committee believes that pledges from individual members indicate to corporations and foundations that support for the Association's campaign is broadly and deeply based among its members.

As a 25-year PSU contingent faculty member, I am continually reminded of the work AAUP has done in supporting academic freedom, collective bargaining, and faculty work/life issues. I felt personally responsible to contribute to the Campaign and will request that the PSU Executive Council pledge

in the name of our chapter. I invite any individual faculty member who would like to contribute to contact me (arantej@pdx.edu) (5-3574) for the pledge forms. You may choose to dedicate your pledge to the Endowment Fund or in equal parts to any of the following funds: Academic Freedom Fund, International Academic Freedom Fund, Mary A. Burgan Fund, Contingent Faculty Fund, Legal Defense Fund, and the Henry T. Yost Fund. The pledge form will supply you with a description of the goals of each of these funds.

Thanks for your consideration of this vital support of our profession.

## Volunteers Needed For 2007 Contract Campaign

The PSU-AAUP Executive Council is seeking volunteers for the 2007 Contract Campaign. For as little as an hour a week, you can help support the Bargaining Team's efforts at the negotiations table. Many hands make light work!

**Contract Campaign Committee**—plan and carry out member education and mobilization regarding contract negotiations.

**Contract Support Team**—provide support to the Bargaining Team on salary, health care, retirement issues by compiling and analyzing data, designing and implementing member survey, and facilitating focus groups.

**Communications Committee**—facilitate communications with members, the campus community, and the public.

**Legislative Committee**—monitor 2007 legislative issues of interest to members, liaise with PSU-AAUP lobbyist, coordinate higher education legislative campaign.

**Membership Committee**—design and implement campaigns to recruit and educate new members.

**Unit Representative Committee**—facilitate communication between members and Executive Council and sign up new members.

For more information, please contact Jonathan Uto, President, at 5-5366 or Julia Getchell, Executive Director, at 5-4414.

# New Paradigm

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(Continued from page 1)

a faculty that ranks extremely low nationally, in our state, and that my Department even ranks low in terms of other Departments on the PSU campus in terms of salaries.

Don't get me wrong; I am happy each time I rise in the morning and head to this place, and that kind of job satisfaction, fulfillment, is very significant. But each time I go to pay my bills, or talk to my friend who is an attorney and she says, "Sue, I pay my receptionist more than you make," it stings. We are highly educated professionals who teach people each and every day, an important undertaking which influences their futures and the future of our nation and our world, and often we make less than our students are making while they are in our classes, not to mention after their graduation. Yes, I do find it romantic in some ways that I work, not for the financial reward, but because I love what I do, my students, my area of study, but sometimes I dream there might be more, that it might be possible to have fulfillment, job security and financial stability. I know we share this dream.

As my students and I work our way through historical periods, discussing paradigm shifts that have led to greater human equality in areas such as child labor laws, voting rights for women, or gender and racial equality, for example, I always wonder aloud what practices are currently in place that we have not yet recog-

nized as morally wrong. Perhaps the area of animal rights bears greater consideration, certainly, in the U.S., universal health care comes to mind, the fact that each individual should receive quality medical care. I suggest that, along with a right to employment (not only for survival, but as Thomas Carlyle says "It has been written, 'an endless significance lies in Work;' a man perfects himself by working" Past and Present, Labour, 1843), the time has come for further examination of the

*"We are highly educated professionals who teach people each and every day, an important undertaking which influences their futures and the future of our nation and our world, and often we make less than our students are making while they are in our classes, not to mention after graduation."*

workplace in terms of the conditions surrounding each and every worker.

Our capitalist democracy provides business models which do not foreground such introspection. John Stuart Mill says, on The Subjection of Women, "And there are so many causes tending to make the feelings connected with the subject the most intense and most deeply-rooted of those which gather round and protect old institutions and custom, that we need not wonder to find them as yet less undermined and loosened than any of the rest

by the progress the great modern spiritual and social transition; nor suppose that the barbarisms to which men cling longest must be less barbarisms than those which they earlier shake off" (1869). In other words, just because this is how it has been done doesn't mean this is how it should continue to be done, and this inequity is no less than previous inequities already addressed. Yes, we've come a long way in terms of labor in this country, but we have a long way yet to go; it's time for another paradigm shift. We are told unemployment is down, that the economy is booming, but what do those numbers really mean? Do they mean that almost everyone is working in an excellent position, with a living wage and full benefits, or does it mean that some are working two or three jobs, barely squeaking by financially, and with no health care, while many remain unemployed? For whom is the economy booming?

We are so lucky that we are part of a collective bargaining unit through AAUP. Not all universities have the right to bargain, but we do. Please read the thoughtful, informative, and sometimes provocative pieces your fellow members have written for this edition of your newsletter, and please become involved with AAUP, support our bargaining team; together we can move our dream into reality.

American Association of  
University Professors

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We're on the Web!  
[www.psuaaup.net](http://www.psuaaup.net)

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.



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 \_\_\_\_\_ PSU E-mail \_\_\_\_\_

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 \_\_\_\_\_  
PSU I.D. \_\_\_\_\_

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).

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