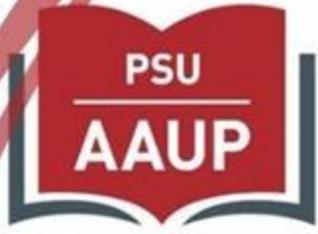


Article 22 Town Hall

September 2025

PSU-AAUP





Agenda

Article 22 Workshop Agenda

1. Article 22 Explainer document -- circulate beforehand
2. Article 22 slides
 - a. What is retrenchment?
 - b. Timeline of responses. PIVOT timeline.
 - c. Details from administration townhall
 - d. IELP Strategy and Recap
3. Q&A
4. Next steps

Article 22. Retrenchment

Section 2(a)

“A condition of **financial exigency** may be declared if the President finds that the University’s budget has insufficient funds to do all of the following: (1) maintain all essential programs and services; (2) finance the full compensation of all tenured faculty; (3) finance the full compensation of faculty on fixed-term appointment until the end of the period of appointment; (4) finance the full compensation of all other faculty until the end of an appointment, including the providing of timely notice.”

Section 2(b)

“A condition requiring **reduction or elimination of a department** may be declared if the President finds that institutional operations within a reduced budget, or failure to reallocate funds, would result in a serious distortion of the academic or other essential programs and services of the University if retrenchment procedures were not implemented.

Retrenchment – Shared Governance?

PSU Standard 580-021-0315

“Responsibility for the decision as to whether a state of financial exigency exists... or the decision as to the necessity for program or department reductions or eliminations... shall rest with the president. In considering such matters, the president shall confer in a timely manner with appropriate faculty and other institutional councils and with... the Board concerning the issues involved in arriving at decisions...”

Article 22, Section 2(b)

“Factual disputes regarding the existence of a condition of financial exigency or the existence of a condition requiring reduction or elimination of a program or department shall not be subject to the grievance, contract dispute resolution, or arbitration articles of this Agreement.”

Shared Governance *(cont.)*

Article 22, Section 3

“Appropriate representatives of the University shall offer to meet with representatives of the Association for the purpose of presenting and discussing a full description and analysis of the financial condition of the University.”

“The President or designee shall present a full description and analysis of the financial condition of the University at a regular or special meeting of the Faculty Senate, and to such other faculty councils as the President may deem appropriate.”

“A time will be established when comments and recommendations will be due in the President’s Office. The time allowed for such consideration will be at least thirty (30) days unless the President finds and states that circumstances require a response in a shorter period of time.”

Shared Governance *(cont.)*

Article 22, Section 4

“A provisional plan will be announced and an opportunity provided for faculty and the Association to comment on the plan, including suggesting alternatives for amelioration of the financial condition. The provisional plan will include tentative assignments of reductions to departments and the time by which responses are to be submitted. The time allowed for such considerations shall be at least thirty (30) days unless the President finds and states that circumstances require a response in a shorter period of time..”

“The Association, and the members in the department assessed a budget reduction in the provisional plan, may make recommendations within the time allotted concerning the manner in which the tentative reductions are to be accomplished.”

MOA. Notice of Termination

When Article 22, Section 2(b) is invoked

“Notices outlined in this MOA will begin on the date (whichever is later) that the University announces the provisional plan under Article 22, Section 4, or provides notice of the provisional plan directly to the Association and the impacted members of the bargaining unit.”

12 months

- Tenured faculty
- Tenure-track faculty in year 3+
- Nontenure-track faculty w/continuous appointment

6 months

- Tenure-track faculty in year 2
- Nontenure-track faculty in year 2+
- Academic Professionals w/indefinite appointment

3 months

- Tenure-track faculty in year 1
- Nontenure-track faculty in year 1
- Fixed-term faculty

Order of Layoffs

Article 22, Section 5

“Order of layoffs for instructional and research faculty within a department:

1. fixed-term faculty
2. non-tenure track faculty prior to continuous appointment
3. non-tenure track faculty on continuous appointment
4. faculty on annual tenure
5. faculty on indefinite tenure.

Within each of the categories..., layoffs shall be made in inverse order to the length of continuous service at the University. Within an academic professional position within a department, layoffs shall be made in inverse order to the length of continuous service at the University.”

“The order of layoff... shall be modified to ensure: 1. the ability of the remaining faculty and academic professionals to meet adequately the needs of the department, including the need for various areas of specialization, and 2. compliance with the University's Affirmative Action Program and Goals.

The President's decisions affecting order of layoff shall be based on departmental recommendations made in accordance with existing departmental procedures.”

Alternative Positions and Recall

Article 22, Section 5

“Prior to the effective date of layoff of any member on continuing appointment, a good faith effort shall be made by the Administration to place that member in another instructional or non-instructional position within the University. If this effort fails the Administration shall make reasonable efforts to assist the member in finding suitable employment elsewhere.”

“A department in which a layoff is in effect pursuant to this Article may not (a) hire new tenure-related faculty until all tenure-related faculty eligible for recall in that department have been offered recall; (b) hire new non-tenure track instructional faculty eligible for continuous appointment until all tenure-related faculty and non-tenure track instructional faculty members on or eligible for continuous appointment have been offered recall; or (c) hire for an academic professional position until all persons who had been in that position have been offered recall.”

Administration's Plan

Executive Summary and Overview

Plan for Institutional Vitality and Organizational Transformation (PIVOT)

Track 1 (Academic Program Optimization): Conducts a comprehensive review of all academic programs using data-informed **Program Vitality Reports**. These reports assess programs across five domains: Student Success, Market Demand, Financial Performance, Mission Alignment, and Organizational Viability. Based on this evidence, programs will be classified into one of five categories: *Grow*, *Sustain*, *Revitalize*, *Sunset*, or *Start*, to guide strategic investment and resource allocation.

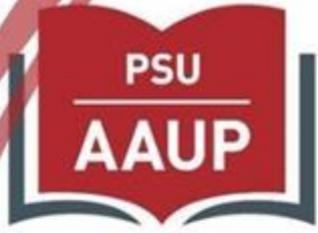
- **Grow:** Programs prioritized for investment and expansion.
- **Sustain:** Stable programs meeting current needs.
- **Revitalize:** Programs requiring redesign to improve performance.
- **Sunset:** Programs identified for phased closure with teach-out plans.
- **Start:** New programs proposed to meet emerging opportunities.

Administration's PIVOT Track 1 Timeline

Implementation Timeline (Year 1: 2025–2026)

- **Aug–Sep 2025:** Data preparation and development of preliminary Program Vitality Reports.
- **Oct–Nov 2025:** Units complete self-studies and conduct consultations to add qualitative context.
- **Nov–Dec 2025:** Deans and OAA develop proposed program classifications.
- **Nov 2025–Jan 2026:** Financial modeling is conducted to analyze deficit contributions.
- **Jan 2026:** Provost and Deans Council finalize classifications and recommendations.
- **Feb 2026–Ongoing:** Approved recommendations are integrated into the university's multi-year budget.
- **Mar–May 2026:** Detailed implementation plans, including teach-out plans for "Sunset" programs, are developed.

} President's Provision
Plan per Article 22?



Next steps

[RSVP for the November 20th Board of Trustees \(BOT\) meeting to speak out against the cuts](#)

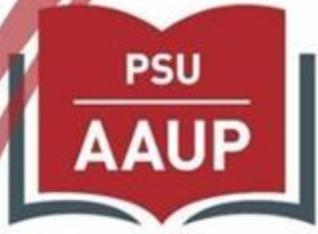
Recruit students to organize to stop cuts and call Kotek to fight for funding

Pledge to call Kotek via Townhall chat and dept meeting and Kotek's office 503-378-4582 & demand investment in your working conditions, not more cuts!

[Get involved in your union google form](#)

Department meetings to do under resourcing google form

[October 24–25 online AAUP Core Skills Training](#)



Kotek call script

Sample phone script:

Hi my name is _____, a [job title] at Portland State University, and a registered voter.

I'm calling to ask Governor Kotek to raise revenue to fully fund Portland State. President Cudd is asking for \$35 million in additional cuts to "academic programs, academic support units, administrative areas, and centers and institutes." After a decade of previous cuts, if enacted, these layoffs would severely impact learning conditions, working conditions, and Portland State's mission as an access university.

Can my students and coworkers count on Governor Kotek to raise revenue to prevent layoffs to over 200 mission critical faculty and staff?