



# Unit Ties

*Faculty Working Together for Superior Education*

## AAUP Legislative Update

*Tom Barrows*

5/15/09 - The May revenue forecast was released today. That is the number upon which the Legislature bases the budget for the next biennium. As expected, the numbers were down. Fortunately the numbers were not as dire as it was feared they would be. It appears that the '09-'11 budget will be about \$3.6 billion short of the money needed to maintain current levels of service. This is not as bad as the anticipated \$4.4 billion shortfall that many people were discussing the last couple of months. That said, there is still a large hole in the current biennium. The legislature will need to deal with a \$350 million shortfall for the '07-'09 biennium that ends in a month and a half. This is much more than was expected. There is a feeling that much of this shortfall can be dealt with using federal stimulus dollars and state reserves.

The Higher Ed Lobby Network (HELN) has been meeting regularly in an effort to promote more money for the Oregon University System (OUS) as well as deal with other Higher Ed issues. A special meeting of the Higher Ed Lobby Network has been called for next week to discuss the Co-Chairs' of Ways and Means budget and the economic forecast. The group met earlier this week to hear about the Oregon Business Association's revenue and expenditure proposal. The OBA has been a strong advocate for higher ed over the years. The meeting of HELN next week will look at how the OBA proposal and the revenue forecast fit together.

## New Executive Director

PSU-AAUP is pleased to welcome Mr. Phil Lesch as our new Executive Director. Mr. Lesch comes to us with 10 years of labor relations experience representing over 7000 teachers and school employees in public school districts throughout southern California, and 4 years representing pilots in the airlines. He served as chief spokesperson at 19 negotiating tables and has fielded hundreds of grievances. He has additional experience in labor management, and for a time served as the labor trustee on SCEET, a private labor management health trust, which purchased health benefits for 45,000 lives.

Mr. Lesch is already working closely with the executive council, the grievance committee and the collective bargaining committee on pending issues. He can be reached at the PSU-AAUP office at 503-725-4414 or [aaup@psuaaup.net](mailto:aaup@psuaaup.net).

### Spring 2009

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# PSU Shared Governance: Common and Uncommon Comments from Com on Com

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*Gary R. Brodowicz, Ph.D.*

Over the last several decades there have obviously been many changes in the landscape of higher education, especially as it relates to faculty—there are far fewer tenured and tenure track faculty, and a significant increase in the reliance on fixed-term and part-time faculty. A recent PSU faculty governance survey bears this out: fixed-term and adjunct faculty are responsible for a large proportion of the student credit hours (e.g., one pie chart shows over half of the PSU in-load SCH generated by fixed-term faculty; AAUP: 26% and AFT 27%).

What do these changes have to do with faculty governance? Let me begin with a bit of background. Throughout my 20+ years on the PSU campus I've been fortunate to have had the opportunity to make small service contributions on behalf of my colleagues through both the PSU-AAUP and the PSU Faculty Senate. My most recent activity has been as chair of the Faculty Senate Committee on Committees (CoC), a constitutional committee that I've learned can have a fair bit of power. Made up of faculty elected by their academic units, it is charged with the oversight of important senate committees; this oversight includes making appointments, filling vacancies, and selecting chairs, as well as removing faculty from their appointment when things aren't working out. During my brief tenure as chair, I've learned from CoC colleagues that the committee's charge is not to be taken lightly, especially if one is serious about the role of faculty in governance of the university.

I'm writing this after the May 11 Faculty Senate Symposium featuring Professor Adrianna Kezar, and although I was able to spend only a short time at the afternoon audience discussion, I saw that she was successful in stimulating attendees to think broadly about issues related to shared governance at PSU. There are surely problems—but also many opportunities—that come with this important founding principle of the academy in America. What follows are some of my thoughts on this topic.

I think faculty participation in governance is declining for several reasons. First, our younger, newly-hired faculty members are not socialized to think governance has any importance with regard to their career goals. In fact, they're often encouraged and rewarded for avoiding time spent in governance and service. When tenure, merit pay, and professional recognition procedures do not value university committee service, who in their right mind would volunteer to be a member of a university committee? If the young faculty member is encouraged—as I was—by a department chair to make such a contribution in order to include it in a tenure portfolio, then I suppose it might happen. In my role as CoC chair, I've received only a couple of requests from young faculty who have—I assume—been encouraged by their department chairs or mentors to include university service in what should be a well-rounded and balanced professional portfolio.

What's my recommendation? I think younger faculty need to be encouraged to “step up” when it comes to governance. When they ask, “Why should I?,” we must remind them that it makes a difference—not only in their promotion and tenure portfolios but also to their futures. If they do not get some guidance about the importance of faculty governance from us, then I guess we get what we deserve. Who knows what the next hot issue or trend will be (sustainability, anyone?), but we should make every effort to position ourselves so that we have a voice about how it affects faculty and students. We have to take an active role, and one mechanism for doing so is by making sure that our younger colleagues understand their role in the institution. [Note: I realize that although many promotion and tenure guidelines may suggest that service is an important aspect to be considered when reviewing faculty for tenure, “merit”, promotion, etc., it is often seen by review committees as the anchor that held the candidate back from publishing more and securing more funding. It is important for young faculty to recognize “lip service”—especially when one's career may be on the line.]

What about the faculty who have been awarded indefinite tenure? Why do many of them avoid service? It's not difficult to imagine that increasing workloads, pressures to pursue extramural funding, and little appreciation for the time spent devoted to principles of shared governance all play a role. There have been a whole host of influences that serve as

principles of shared governance all play a role. There have been a whole host of influences that serve as barriers to faculty involvement in the welfare of the institution, but that doesn't mean that we shouldn't try to remove the barriers.

I think it's more than just the tenure-line and tenured faculty who should be concerned with the issue of governance. For example, the following statement by the American Federation of Teachers (AFT) is informative:

A well-functioning college or university is one that ensures that all faculty and all staff—from full professors to adjunct lecturers, from librarians to departmental support staff—have suitable arrangements for their voices to be heard and given proper weight in decisions that affect the mission and operation of the institution. For example, all faculty and staff should play a direct and prominent role in developing and advising on institutional budgets. All faculty and staff should have a leading role on institutional committees, task forces and decision-making bodies that affect their work and are within their areas of expertise, including search committees for choosing presidents and administrators. Given the growing interdependence among faculty, staff, students, administrators and institutional boards, all of those who aid in the design and/or implementation of the academic mission of the college or university have a stake in shared governance.

I'm sure some readers may disagree with this statement and argue that only "traditional" faculty who've earned indefinite tenure should participate in the arena of shared governance. After all, isn't it

the tenured faculty who will likely be the ones who bear the burden of decisions made by faculty senates and other governance entities? University faculty without tenure—it is argued—are presumably less likely to make "good" long-term decisions because security will be problematic as long as the university is successful in its quest for "budgetary flexibility", I know that in many cases the fixed-term faculty outlast the tenured faculty who leave PSU because "the grass is sometimes greener"—and the salary often greater—at our comparator institutions. It's hard for me to imagine the former, but there is clear data about the latter. The bottom line is that we need to constantly make efforts to encourage our colleagues to participate in the governance of the institution; otherwise, we'll continue to remain observers on the sideline.

What role does a faculty union play in shared governance? In my view, the faculty union provides—among other things—a condition whereby governance entities like the faculty senate can operate successfully without interference. The collective bargaining contract can clearly delineate the role played by faculty in the shared governance responsibilities at the university. It ensures a legally enforceable contract that guarantees rights and levels the playing field at a time when there are increasing pressures from taxpayers, legislators, board members, and others who may know little about higher education.

In summary, I hope you will encourage your colleagues to play an active role in university service and shared governance. The next time someone from the CoC asks you whether you are willing to serve on a university committee, I hope you will seriously consider doing so. When the faculty senate committee preference survey comes around, I urge you to think ways in which you can make a small contribution. Finally, I urge you to talk with your colleagues who are fair-share dues paying members of bargaining unit represented by PSU-AAUP and ask them to join.

# Solidarity in the Face of Financial Crisis

*Michele Gamburd*

*Vice President for Collective Bargaining*

## **Economics**

The national and state financial situation is not rosy. PSU-AAUP recognizes the gravity of the state's financial situation. The bargaining team is keeping a close and critical eye on budgetary issues and examining the university's priorities and spending choices in the interest of enhancing shared governance in key campus decisions.

## **Solidarity**

To balance the university's budget, bargaining unit members are likely to be asked to do more with less. But OUS figures show that PSU already runs an operation leaner and more efficient than other institutions in the state system. If and when cuts occur on our campus, educational quality may suffer, and so may our students. With the support of our members, PSU-AAUP will work tirelessly to hold the line against harmful, short-sighted cuts. By coming together, we can face even the biggest of problems.

## **Compensation**

During negotiations this year, your bargaining team will do what we can to protect recent salary increases while making progress on other important fronts. The bargaining team recognizes the importance of just and adequate compensation. We are committed to working across the table to craft a contract true to the following principles:

1. We will work to keep jobs on campus, preserving PSU's human capital.

2. We will work to preserve current levels of health care coverage.

3. We will work to shield lower-paid bargaining unit members from any cuts that may prove necessary.

4. We will request complete transparency on financial issues. The budget explanation we receive will have to be intelligible and believable so that we can justify asking the bargaining unit members to ratify an agreement.

5. We will work to craft language so that if cuts prove necessary, the situation will "snap back" to the current one at a designated time or threshold - preferably with a cost of living adjustment.

6. We will only accept freezes or cuts to salaries if the administration agrees to make progress on other important issues, including workload, working conditions, and job security for fixed term faculty members.

## **Bargaining**

Negotiations for the upcoming contract started in early April and are progressing cordially. In anticipation of receiving a budget from OUS, the bargaining teams will soon begin to discuss difficult financial issues. Bargaining unit members are welcome to attend bargaining sessions. This quarter, we negotiate on Friday afternoons from 2:00 - 5:00 PM. Please contact me at [gamburdm@pdx.edu](mailto:gamburdm@pdx.edu) at least one day in advance if you are interested in observing a session. We hope to see you there.



# Engagement and Membership

PSU-AAUP's ability to represent faculty interests in bargaining and grievances hinges on the strength of our numbers.

- Interested in learning more? Keep an eye on our new Labor Blog at <http://www.psuaaup.net/blog/blog.html>.



- Are you a full member of the union? If you're not sure, you can check your pay stub. If you see a line that reads "AAUP Union Membership Dues," then you are a \*full\* member. If you see a line that reads "AAUP Union Fair Share Deductions," then you are not a full member. Please consider becoming a full member! For a few extra dollars a month, you can receive the benefits of membership, including the right to participate in contract ratification votes, run for the Executive Council, and receive reimbursement for renting or buying academic regalia for commencement. See <http://www.psuaaup.net/> for more information on membership benefits and for a membership form.

- Interested in doing more? We are recruiting Unit Representatives for some units and members for several committees headed by Executive Council members. Contact Gary Brodowicz ([brodowiczg@pdx.edu](mailto:brodowiczg@pdx.edu)) or Jonathan Uto ([utoj@pdx.edu](mailto:utoj@pdx.edu)) for more information.

## Announcing the PSU-AAUP Labor Blog!

<http://www.psuaaup.net/blog/blog.html>

PSU-AAUP has a blog! This is an important year for our members. With the economy in crisis, our jobs, incomes, and benefits are in jeopardy. This year's bargaining session is especially important in ensuring our membership doesn't fall even further behind. To make sure members know what's happening, we have created the blog as pipeline for discussion. Please feel free to click around the articles as they go up. We'll be tagging each post with a label; if you want to learn more about a specific topic, you can click on the label and find all archived posts relevant to that topic.

The person maintaining the blog is Jeff Alworth, a researcher in the School of Social Work. He has been a unit rep for the past few years and joined the collective bargaining team for the current session. Please feel free to contact Jeff ([alworth@pdx.edu](mailto:alworth@pdx.edu)) at any time about bargaining, if you have juicy tip, or know of important information. And don't forget to stop by the blog! <http://www.psuaaup.net/blog/blog.html>

# Grievance Committee Update

Susan Lindsay

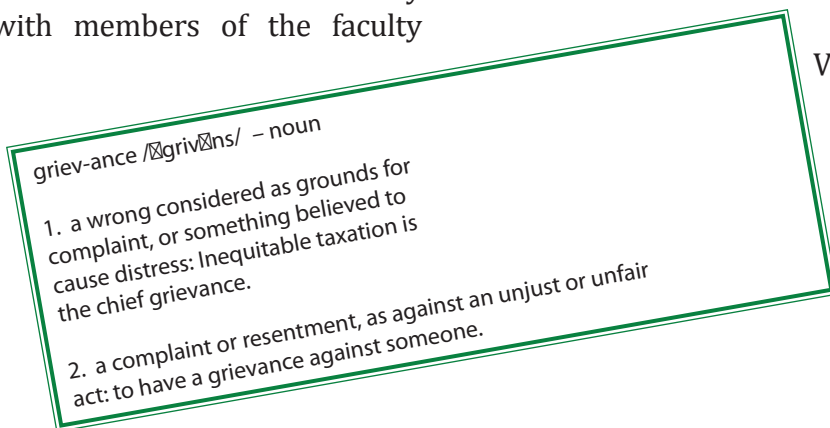
On behalf of the PSU-AAUP Grievance Committee, I want to warmly welcome Philip Lesch as the new executive director for our faculty association. The committee, working without an executive director for the last 6 months, is excited to join forces with Phil, who brings a rich background grievance management as well as directly conducting arbitration proceedings at his former position in the California community college system. We look forward to bringing Phil onboard to the current situation of represented employee relations at Portland State and working collaboratively with him as well as the administration for timely and just conflict resolution.

Also, as the grievance committee completes its work for the 2008-09 academic year, we put out a renewed call for any members interested in joining our cohesive and interdisciplinary committee. The grievance committee members act as faculty advocates, working directly with members who bring concerns regarding potential contract violations or unfair/unjust treatment in their position and departments. The outstanding group of committee members we have had this year have assisted members with concerns ranging from promotion and tenure to disability accommodation to breach of contract, change in work load and much more. One of the most notable cases this year involved a new change to procedures laid out for the promotion and tenure process. Regarding this case, it is in the opinion of the Grievance Committee that PSU administrators should work collaboratively and collectively with members of the faculty

senate and other long term faculty members to craft any changes to the existing 1997 promotion and tenure guidelines. We believe that a proactive approach that comprehensively looks at the needs of both administrators and faculty, as well as the consequences of changes to the existing guidelines, will result in less conflict and mitigate contractual violations. As in years past, the majority of cases that have come forward this year have involved faculty in underrepresented demographics, i.e. female, minority and/or foreign born.

We on the "GC" are an inclusive committee and we welcome new members of all rank and classification, and especially rely on the assistance of full professors, who with their experience on the promotion and tenure particulars can prove a valuable asset for members going through this process. Upon joining, we think you'll find the experience both fascinating and satisfying as you collaboratively analyze the circumstances of the "cases" with fellow committee mates in regularly scheduled meetings, and then assist your assigned colleague (the grievant) in crafting positive outcomes to oft challenging scenarios. This is service in its true form, and those you assist are very grateful for the helping hand. We strive to resolve situations without formal grievance filings, but will not hesitate to file if we are unable to reach a fair solution through informal negotiations. For further information regarding the grievance committee and serving on the 2009-10 academic year, please contact:

Susan Lindsay  
Vice President of Grievances  
PSU-AAUP  
503-725-8257  
<lindsay@pdx.edu>



# Commencement

PSU faculty and staff are invited and encouraged to participate in this year's Spring Commencement Ceremony.

The ceremony will take place on Saturday, June 13, 2009 at the Rose Garden Arena and will begin promptly at 10:00 a.m. This year, we anticipate a packed house with around 2,000 students and 18,000 guests.

This event cannot happen without the support and participation of the PSU community. It means the world to students to see their favorite professors or the staff members who helped them during their tenure at Portland State. Please help us congratulate our students by partaking in this year's Spring Commencement Ceremony.

To ensure adequate seating, all faculty members attending commencement are asked to register online at <http://www.pdx.edu/commencement>. Any of the "Registration" links will direct you to the site where you can register. Please note that we need Faculty Marshals for the program and hope you will consider volunteering for this important role. Faculty Marshals assist students in the assembly area prior to the ceremony, and lead student lines onto the floor of the Arena. Please indicate that you wish to be a marshal on the registration site.

If you need to rent or purchase regalia, you can do so through the PSU Bookstore. The bookstore is located at 1715 SW 5th Avenue and is open Monday through Thursday 7:45 a.m. to 7:00 p.m.; Friday 7:45 a.m. to 6:00 p.m.; and Saturday 9:00 a.m. to 5:00 p.m. Please contact the bookstore at 503.226.2631 if you have any questions.

AAUP will reimburse full members \$58.00 for regalia rental or \$58.00 per year for regalia purchase until the regalia is paid off. Please contact AAUP at 503.725.4414 for further details. The deadline for renting regalia without a late fee is April 27, 2009.

If you have any questions regarding the Ceremony, please call 503.725.4422 or email [commencement@pdx.edu](mailto:commencement@pdx.edu).



# American Association of University Professors

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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.

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



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

Name \_\_\_\_\_  
Last First M.I.

Campus Ph# \_\_\_\_\_ Home Ph# \_\_\_\_\_ Mail Code \_\_\_\_\_

Address \_\_\_\_\_

Academic Field & Rank \_\_\_\_\_ 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

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Department \_\_\_\_\_

Date \_\_\_\_\_

#### Annual Dues

Normal Annual dues for PSU-AAUP members are  $\frac{3}{4}$  of one percent (.0075) of academic salary.

Active Entrant dues (must be new to the PSU-AAUP bargaining unit) are  $\frac{3}{8}$  of one percent (.00375, half of normal dues).

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