

# Unit Ties

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## Members Vote to Ratify 2001-2003 Contract

*Martha Hickey  
Vice-President, Collective Bargaining*

On December 12, 2001, members of PSU-AAUP voted to approve the 2001-2003 contract between Portland State/OUS and the Association with an 88% majority of votes cast. The agreement, which was reached after nine months of negotiations, will result in mid-year raises for instructional and research faculty of 4% in 2002 and 3.2% to 3.6% in 2003. Academic Professional raises balance mid-year raises of 2.5% in 2002 and 2% in 2003 with in-range advancements of 1.5% in July 2002 and July 2003. Although the majority vote sustains the agreement, the number of no votes cast is six times greater than in the 2000 contract ratification vote. The Association sees this as a sign of growing dissatisfaction with the PSU/OUS administration. As we look toward the 2003 contract negotiation session, we must redouble our efforts to educate the administration about faculty frustration with working conditions and compensation.

A key element of the new contract is the change in health and dental benefits. In 2002, the University will pay the full cost of health and dental coverage for all employees and their dependents. In 2003, the University has agreed to pay up to a 14.4% increase in the plans. However, the only way to receive cash back in 2002 and 2003 is by opting out of insurance coverage. Because over two-thirds of the bargaining unit previously received cash back from the 2000 benefits allocation, the Association negotiated an "in lieu of cash back pool" which will replace 70% of cash back income lost in December (and January for those on nine-month contracts) until raises take effect. After the mid-year increase to the salary base, this subsidy will drop to 25% of the previous cash back amount and continue through June for those who do not opt out. The bargaining

team argued determinedly that a significant increase to the salary base was needed now to offset what was for many faculty a loss of income due to the disappearance of cash back. Our ability to negotiate a more substantial offset was undercut by the economic slump that continues to burden the state.

Twelve-month Academic Professionals will only see a 2.5% increase in January 2002. The Administration took the position that in-range advancements in July of 2001 had already had the effect of raising most Academic Professional salaries 2% or more at the beginning of the 2001-02 year. The Association is participating in an AP Advisory Committee to review the job placement and review system inaugurated in 2001 and welcomes feedback from Academic Professionals about their experience and level of satisfaction with the new system and the raise structure. If you would like to share feedback on these issues, please contact the AAUP office at [aaup@psuaaup.org](mailto:aaup@psuaaup.org).

During this round of negotiations, the Association continued to make headway in addressing fixed-term instructional and research faculty issues. Changes include language defining seniority for fixed-term faculty and addressing eligibility for multi-year contracts, as well as the creation of a fixed-term faculty task force to advise the University and the Association on best practices for hiring, review, and professional development for fixed-term instructional and research faculty. Other important changes in the 2001-03 contract include significant increases in the travel fund, the professional development fund, and the institutional career support funds and a letter of agreement to increase

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# Life Since Measure 5: "The Quiet Revolution"

Sarah Andrews-Collier  
PSU-AAUP President

In November 1990, PSU was changed forever by Ballot Measure 5. Fall term 2001 marked ten years since those changes began, and events in the last several months dictate that this era has ended. What follows is one version of our journey through that decade, seen from the perspective of faculty life. True to form, like the preceding decades, the 1990s had its ups and its downs. Don't get me wrong—some very good things have come to pass at PSU—but do, please, argue with me if you see this history differently.

I. Ballot Measure 5, a tax-cut initiative, was placed on the November 2000 state general election ballot—in the second year of the Oregon budget biennium, in the middle of George H.W. Bush's presidency, and mere weeks before the Gulf War began. The previous spring the university had successfully completed the search for a new president, and all were feeling very upbeat and back in the groove, after having put the conflict generated by the previous university president behind us. When Measure 5 passed that November President Judith Ramaley had been on campus a scant two months, but she had already launched several initiatives, including strategic planning. The Provost was shortly to resign. The real impact of Measure 5 wasn't generally understood, however, until January 1991 when Ramaley called a special Faculty Senate Meeting to unveil the budget reduction process and timeline. There followed some dark moments for the university community, for example proposals were briefly floated to eliminate Philosophy, Physics and/or Mathematics, and the elimination of Dance was quietly brokered. There were some very bright moments as well, I believe, because PSU had long before established a distinguished record of collegiality and incredible resourcefulness. Administra-

tors, faculty and staff across the campus made good faith efforts to do right by each other, and they succeeded in averting factionalism and maintaining mutual respect at almost every level. Several academic departments, Foreign Languages and Biology, to name just two, were exemplary models of ingenuity and grace. Just a few of my personal heroes in that affair were Sy Adler, Don Moor, Bea Oshika and Michael Reardon. And, of course, the collective bargaining agreement ensured AAUP participation in program reduction, ensured that no faculty member lost a job without timely notice and ensured in the end that no tenure-related faculty member lost a job. By graduation we had completed the process on schedule and massive budget reductions were enacted effective July 1, 1991.

II. The next few years saw smaller budgets and student enrollments, leaner than ever administration and staff, escalating tuitions, deferred maintenance, zero reserves, increased inter-institutional competition, productivity initiatives which included mandates for very large class sections, etc. and a challenge from Ramaley to pursue a "change agenda" regardless. The two latter activities, especially, occupied a significant amount of faculty time for several years to come. Meanwhile, among the hastily organized major changes had been the elimination of departments in two divisions, the Library and Business Administration. Before the first year was out the Faculty Senate found itself responding to the reorganizations on two fronts. While the reorganization of Business Administration appeared to be a consensus decision, there were clear indications that Library faculty had not participated in reorganization there. With that in mind, the Faculty Senate charged itself to conduct a review in 1993-94 of the two reorganizations.

The reviews were eventually carried out as charged, and the Senate could find no major irregularities with respect to either reorganization. Also in early 1992, the Senate passed a constitutional amendment requiring Senate review and approval of all program reorganizations.

III. As we traversed the second half of the decade, PSU was on a roll. The economy was fabulous and the money was returning, especially to those who competed for it. We were going in every direction at once, and if we disapproved of one initiative there was always another to preoccupy us. (An example of the latter was the move to Division I Football in spite of the fact that physical education was perceived sufficiently marginal to our mission and had been eliminated in the budget reduction.) There was a veritable frenzy of revisiting, revitalizing and reinventing so intense that when we learned that our "vision" person had to leave us, there was little pause for farewells. And the very best part was the proposal for a new budgeting formula, which, if passed, would guarantee that PSU's ship was finally going to come in. Meanwhile, Political Science was moved from CLAS to UPA, with Senate approval but lacking two notable endorsements—those of the colleagues and the dean they were leaving. Problems having to do with governance irregularities continued to surface in the Library. After a negative experience with the new distance education environment, a group of Social Work faculty successfully pursued the first and only faculty grievance ever to reach the State Board (the Board has since rescinded that option).

So if this particular journey has ended, what might be the most significant legacy of the Measure 5 era

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# A Unit Rep's Story: Helping Build Membership and Learning More About our University

Thomas Lockett  
Unit Rep, Department of History

Since October I have recruited some fourteen new members for the PSU-AAUP, primarily among the faculty of University Studies, but also in the departments of History, Sociology, and most recently Economics. It has turned out to be much easier than I expected. I typically knock on someone's office door unannounced, introduce myself, and ask if they have just a few minutes to hear about the AAUP, as they almost invariably do. I try to explain briefly the sorts of things that I wanted to know when I first joined: the role of the AAUP in collective bargaining, lobbying and the defense of academic freedom; the dues structure, and how much it actually costs to join.

Since I have spoken to some twenty people this way over the same period, my success rate comes to seventy percent, yet I seem to be doing nothing special. My pitch is not particularly eloquent or insistent, nor my wardrobe particularly impressive. The truth is that a high percentage of fair share members at PSU are ready to become full members if we only take the time to ask them. One faculty member cut me short well before I finished and explained that I was preaching to the converted, yet her attitude was the norm, not the exception. Even when faculty refuse to commit themselves and say they would like to think it over, they often genuinely just need a little time. Most of those whom I spoke to last spring have joined since.

I am therefore convinced that our greatest current obstacle to expanding membership at PSU is not a difficulty recruiting members, but a difficulty recruiting unit reps and other recruiters. With nearly four hundred fair share members to speak to, the active organizers are spread too thin, and too many programs have no organizers at all. So let me suggest some reasons why others might consider contacting the AAUP office to become unit reps.

In my experience, recruiting for the AAUP is not only easy but surprisingly enjoyable. I receive lists of fair share members from the AAUP staff and work through them at my own pace, visiting only as many in a given week as I decide that I have time for. Each visit becomes an opportunity for a conversation that otherwise would probably never have taken place, and from each I learn something about how the University actually functions. Even the very few visits I have made to faculty who were openly critical of the AAUP have been congenial and have left me with a better understanding of the problems facing PSU. Perhaps the greatest revela-

tion for me has been hearing about the conditions of fixed-term faculty, that growing rank of PSU personnel, most of them highly qualified in their fields, who work for us without job security, without adequate compensation or research support, and all too often without the recognition of their permanent colleagues.

Having finished discussing the union, our conversation often moves to our respective areas of research and teaching, which of course are much more fun to talk about than contract negotiations. Especially as I have recruited outside of my own department (History), these visits have enabled me to learn about some of the exciting research going on across PSU, such as a specialist in ethnic studies completing a dissertation on nineteenth-century whaling, a poet who publishes an on-line journal that combines contemporary poetry with other media, an anthropologist who actually studied with Ranajit Guha (one of my personal heroes), a specialist in women's studies who has worked for years counseling young male delinquents. How would I have known if I had not shown up one day at their offices with a red AAUP folder in my hand?

Over the next two terms, the AAUP plans a major membership drive at PSU. We would like to increase membership from roughly fifty percent to at least seventy percent of represented employees, which by my calculation will require some 160 new members. Please think about getting involved, in either a big way or a small way as your time allows. I doubt that any one of us can figure out how to meet all the challenges facing the faculty in a time of budget reduction—certainly I cannot—but by bringing more colleagues into the union, we can perhaps place in their hands the tools to meet these challenges themselves.

# Welcome New

Alex Accetta	Student Development
Catherine Al-Meten	Applied Linguistics
Katya Amato	English
Amy Banta	Biology
Leslie Batchelder	University Honors
Lois Becker	History
Horia Boboia	Art
Dominique Brillanceau	Applied Linguistics
Jean Campbell	Middle East Studies Center
Susan Captein	Counseling & Psychological Services
Christopher Carey	Communications
Karen Cellarius	Regional Research Institute
Elisabeth Charman	Art
Kate Comiskey	International Education Services
Jonathan Cook	Research Assistant
Laurie Cosgriff	Foreign Languages & Literature
Grace Dillon	English & University Studies
Jonathan Dorwart	Institute of Portland Metropolitan Studies
Patricia Duncan	Women's Studies
John Eckman	Student Development
Jeffrey Edmundson	Education
Nancy Eichsteadt	Education
Rebecca Einolf	School of Business Administration
Toentu Faaleava	University Studies
Toni Ferguson	School of Social Work
Donna Frankel	Applied Linguistics
Heidi Gambee	College of Liberal Arts & Sciences
Darlene Geiger	Speech Communications
Bradley Hansen	Music
Carol Holdt	Sociology
Christina Hulbe	Geology
David Jimerson	Music
Jong Kim	Mathematics
Patricia Koss	Economics
Thomas Kuehn	Applied Linguistics

# PSU-AAUP Members!!

Yves Labissiere	University Studies
Constance Lehman	School of Social Work
Jeffrey London	Sociology
Doug Martin	Communications
Brett McFarlane	School of Business Administration
Wayne McFetridge	Urban & Public Affairs
Russell Miars	Education
Hildy Miller	English
Fran Moga	School of Business Administration
Cynthia Mohr	Psychology
J. Cherry Muhanji	University Studies
Karen Noordhoff	Education
John Ott	History
Pramod Parajuli	University Studies
Victoria Parker	University Studies
Tracy Prince	Urban Studies & Planning
Linda Reilly	School of Social Work
Anna-Louise Reysenbach	Biology
Rita Robillard	Art
Adjoa Robinson	Regional Research Institute
Christine Rose	English
Robert Sanders	Foreign Languages & Literature
Martin Schmidt	Economics
Kristen Setzler	Applied Linguistics
J. Michael Shaughnessy	Mathematics
Donna Sinclair	History
Amy Spring	Center for Academic Excellence
Kenneth Stedman	Biology
Gretchen Thiel	School of Social Work
David Thompson	Foreign Languages & Literature
Anmarie Trimble	University Studies
Cristina Vesbach	Biology
Leslie Wiles	University Studies
James Wise	University Studies
Martha Works	Geography

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## Statement by the National AAUP's Committee on Academic Freedom and Tenure on Academic Freedom in the Wake of September 11, 2001

The Association's Committee A on Academic Freedom and Tenure, holding its autumn meeting close to two months after the despicable mass murders and destruction inflicted by terrorists on September 11, reviewed the reactions to the tragedy on college and university campuses. Committee A is aware of a few disturbing lapses in which the exercise of academic freedom encountered hostility that threatened to impede the free expression of ideas. Overall, however, the Committee was pleased to observe that the quality of the discussion and debate, the commendable degree of interest, and the civility shown by members of the higher education community in the philosophical and moral issues of concern, have boded well for academic freedom and thus the pursuit of the common good. Still, unsettling events in the aftermath of September 11, in this country and abroad, may well be with us for some time, putting continued respect for academic freedom to a severe test. Committee A, like all of us in higher education, will need to maintain a close watch on the situation. In the words of one university president, "It is incumbent upon universities and their leaders to protect the freedom to assemble and debate, explore questions and test ideas. That can be difficult in a time of stress and pain, but it is never more important."

APPROVED BY COMMITTEE A  
NOVEMBER 3, 2001

ENDORSED BY NATIONAL COUNCIL  
NOVEMBER 11, 2001

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for PSU faculty? Certainly, salaries have not kept pace and working conditions have not measurably improved. I believe, however, that the most significant impact in the end will be the unplanned, un-strategic and un-purposeful revolution that has changed our faculty dramatically—and for the worse. The narrative of that change is contained in the following simple data: From Fall 1990 to Fall 2000, the number of full-time faculty increased 60% (from 720 to 1157), the number of part-time faculty increased 52% (from 216 to 328), the number of GTAs increased by 58.1% (from 365 to 577), and the number of tenure-related faculty increased by 7% (from 484 to 510), or 34 people. Lest we think these statistics are not significant, consider the following. OSU had 1078 tenure-related faculty

(<http://www.oregonstate.edu/dept/budgets/IR/FB01/01Fbcontents.htm#FAC>) compared to PSU's 510 tenure-related faculty ([http://www.oirp.pdx.edu/source/factf00/4\\_07.htm](http://www.oirp.pdx.edu/source/factf00/4_07.htm)) last year. In other words, PSU students are almost twice as likely to be enrolled in courses taught by our academic underclasses than those at our sister institution in Corvallis. This year, those numbers have not significantly changed, but PSU now serves the **largest enrollment in the state**.

PSU faculty must examine these statistics closely. The face the PSU faculty has changed significantly in the past decade. Do we or should we care? As we prepare to face another round of fiscal belt-tightening our faculty will need to address this question head on.

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faculty/staff parking on the east side of campus.

There is an old union adage that the contract is only as strong as the membership. The Collective Bargaining Team would like to thank all the faculty members who contributed to our efforts by responding to questionnaires, participating in focus groups, and attending bargaining sessions and pre-mediation rallies. We also want to acknowledge the invaluable support that we received from AAUP Chapter Coordinator Julie Schmid and staff assistant Susan Cerasin. They are an ongoing resource available to help each member of the bargaining unit thanks to your dues and fair-share contributions.

voice that we can learn to use even more effectively. It has taken five years of determined effort, with three calls for state mediation and visible and audible faculty efforts, to demonstrate to the University that we want to change the dynamics of the contract negotiation process. This last round of negotiations was five months shorter and laid the groundwork for some important changes in how the University integrates fixed-term instructional and research faculty into the PSU community. The University will honor its pledge to address salary compression in 2002-03 raises. PSU can be challenged to do more. I encourage everyone to become full members of the AAUP and actively support our next bargaining team in 2003.

Through the Association, faculty at PSU have a strong



### Attention!!

Over the holiday break we changed Internet Service Providers. As a result, our email address has changed. Our new address is:

[aaup@psuaaup.org](mailto:aaup@psuaaup.org)

Our web address is:

<http://www.psuaaup.org>

### Wanted

Retired university professor and wife seek furnished apartment or house from July 1, 2002 for 9 to 14 months. Non-smoking and no pets. Please contact:  
Herbert Goldhor,  
39 Maple Court  
Champaign, IL, 61822  
or  
email: [goldhor@alexia.lis.uiuc.edu](mailto:goldhor@alexia.lis.uiuc.edu)

## PSU-AAUP Executive Council & Staff

*The AAUP Executive Council is committed to being available to you. Please call or email a council member or the AAUP office with any concerns or questions.*

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American Association  
of University Professors

*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.*

***Faculty Working Together for Superior  
Education.***



**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 5- \_\_\_\_\_ 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. Non-tenured Active Entrant dues (must be new to AAUP) are 3/8 of one percent (.00375, half of normal dues).

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