

Unit Ties

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PSU-AAUP: The Year in Review

Sarah Andrews-Collier, Past President

This is my final President's report. I would like to use this column to review PSU-AAUP's activities this year. It was a busy and productive year for your Collective Bargaining Team, Executive Council, Unit Reps, and members serving on other committees.

COLLECTIVE BARGAINING. Martha Hickey's team was Jacqueline Arante, Michael Clark, Brad Crain, Steve Harmon, and Randy Miller. The Association agreed to participate in "Interest-Based Bargaining," which commenced with training in March 2001, and was followed by ground rules sessions in late March. Fixed-Term Faculty Forums were conducted in late May. The Association commissioned a study of the proposed changes to PEBB and results were published in a special fall edition of the newsletter. David Hansen (School of Business Administration) assisted with research on health benefits. Bargaining concluded in Fall 2001, and the team is to be congratulated for concluding their work much sooner than in the last bargaining cycle.

The erosion of the health benefits plan was, and continues to be, the single most important issue in recent contract cycles. After the economy stalled it became especially serious. In November, faculty were required to select a benefits plan with no information on what the contract would look like. Soon thereafter, Martha Hickey, Jacqueline Arante and Julie Schmid met with members of PEBB, and learned that OUS had been withholding information from faculty regarding benefits choices and changes. PEBB had apprised OUS a year and a half earlier that they would no longer support the cash back option, and cash back money should be made up in salary increases. The good news was that changes in benefits contribution levels

triggered an opportunity for members to change the benefits packages they originally signed up for in November 2001. The bad news was that OUS was up to the same old tricks at the bargaining table.

The final contract settlement resulted in certain gains in working conditions. Additionally, there will be a re-opener this quarter concerning fixed-term faculty. In preparation, Judith Wild and Ken Petersen represented the Association on a joint Fixed-Term Task Force. In real dollar terms, however, faculty salaries remain "flat" in the new biennium and still about 12% lower than national averages, due to rising costs for health care, inflation, and the elimination of cash back.

GRIEVANCES. Bill Kenny graciously agreed to chair the Senate Ad Hoc Committee to Review the (non-contractual) Grievance Procedures, through two cycles. Committee members were Robert Liebman, Lois Becker, and Deborah Howe. After some research this winter, the Association learned that the second part was actually a contractual issue. The committee, however, had done their work well so our job was primarily to ensure that their recommendations were accepted by the administration. Martha Hickey, Tucker Childs, Bob Liebman and Bill Kenny represented the Association, and the document will go to the Faculty Senate in May.

On the negative side of the balance sheet, the Association has been without a Vice President for Grievances and Academic Freedom now for over a year. An ad hoc grievance committee was formed out of the Executive Council, composed of Larry Crawshaw, Tucker Childs, Faye Powell and Julie Schmid, and they have done great work. **However, it is imperative that we all**

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2002 Executive Council Elections Results

Liane O'Banion, Nominations & Elections Committee

The results of the 2002 AAUP Elections are in!

- **President:** Gary Brodowicz, School of Community Health
- **Vice President for Collective Bargaining:** Jacqueline Arante, English
- **Councilor:** Sy Adler, Urban Studies & Planning
- **Councilor:** Martha Hickey, Foreign Languages & Literature
- **Councilor:** Susan Lindsay, Linguistics
- **Councilor:** Alan MacCormack, University Studies and Information & Academic Support Center

The 2002 Nominations and Elections Committee would like to thank the 190 members of the AAUP that voted, which represents 34% of the eligible voting membership. There are some interesting facts to note regarding the election: 32% of voting members were tenured faculty, 13% were tenure-track faculty, 34% were fixed-term instructional and research faculty, and 21% were academic professionals. It is the participation from across campus that continues to keep our union strong and we sincerely value your contribution.

Lobbyist Report

Tom Barrows, Dave Barrows & Associates

Oregon will hold its primary election on Tuesday, May 21. The voting will begin about two weeks earlier, however. With Oregon's vote-by-mail system, ballots go out and can be filled out and returned beginning between 14 and 18 days before the election. The counting of the ballots will commence at 8 pm on the 21st.

There are a number of races and issues that make this an interesting primary. At the top of the list is the race for Governor. There are three viable candidates in each major party's primary. On the Republican side, Oregon Labor Commissioner Jack Roberts, former legislator Kevin Mannix and former Portland School Board Chair Ron Saxton are all trying to become their party's nominee in the November General Election. At this point polls show Roberts with a lead over Mannix and with Saxton still fairly unknown. Those "undecided" still make up about fifty percent of the voters at this time, however. The Democrat primary includes former Attorney General and Oregon Supreme Court Justice Ted Kulongoski, former State Treasurer Jim Hill and former Multnomah County Commission Chair Bev Stein. Early indi-

cations were that Kulongoski had a decent lead, but Hill has made some progress and Stein is not too far behind him. All three have also served in the Oregon Legislature in their careers.

In addition to the race for Governor, there are a number of key legislative races that have a primary election component. Which candidate comes out of these primaries could have an impact on which party's candidates win. This is important, as control of the legislature is still up for grabs. The Democrats have a very real opportunity to gain control of the Senate for the first time in ten years. The Republican edge is 16-14 and there are a number of hotly contested races. In the House the Republicans will likely remain in the majority, but there is always a possibility that the Democrats can pull off an upset and grab control.

As always we encourage everyone to get involved, meet the candidates from your area and let them know that Higher Ed funding is a priority to you.

 * We want to Hear from You!!! *
 * Unit-Ties accepts letters and articles to be published. If you'd like to submit *
 * something to us, send your correspondence to mail code "AAUP" or email us at *
 * aaup@psuaaup.org *

World Class Universities, Discounted

David Sarasohn, The Oregonian

Every spring, just around the last date to drop classes to avoid graduating, comes another landmark of the college year: the American Association of University Professors' annual Report on the Economic Status of the Profession.

It's kind of a highlight of the higher education calendar: After March Madness comes the April Accounting.

This past year, says the AAUP, overall salaries rose against inflation, as many legislatures increased their investment in their higher education systems. Overall, it was a good year for professors.

Oregon, as always, keeps its own books.

According to the report's state-by-state breakdowns, the pay scale at Oregon's three research universities is at the bottom of any bell curve. In fact, it seems to be under the bell.

Nationally, the University of Oregon is in the fourth, or next-to-lowest, quintile of pay for full professors; it's in the bottom quintile for associates and assistants. Oregon State deftly reverses the pattern; it's in the bottom quintile for full professors, fourth for lower ranks. Portland State is the most consistent: It's in the bottom quintile for all ranks.

As John Curtis, the AAUP's research director, notes, "When your salaries are at the bottom—and these are at the very bottom—it becomes hard to attract new people and even hard to keep the ones you have."

Or, as Joe Cox, Oregon's higher education chancellor, puts it, "It's not encouraging, wish I could say it was."

"Faculty come to Oregon, and they stick, but if you work hard enough, you can dislodge them."

Oregon's faculty pay has been around this level, of course, for quite a while. These days, however, politicians and businessmen like to pound their chests and declare that Oregon State will be a "top-tier" engineering school—at the same time it's in the bottom tier of senior-professor pay.

You can't be, at the same time, at the bottom and the top.

It's a basic principle of engineering—and of everything else.

There are, points out Curtis, 157 doctorate-granting universities in the group with Oregon, Oregon State and

PSU, meaning "These three universities are in the bottom 30 to 35. They're at rank 120 and down."

To calculate the distance from that to "top-tier," you need a slide rule—or maybe a telescope.

Politicians have a general idea that in the 21st century, *this* is a problem. Monday in Eugene, at a forum for candidates for governor, Democratic hopeful Jim Hill declared, "At the end of my first term, Oregon's universities will stand shoulder to shoulder-to-shoulder with other world-class institutions of higher learning, trail-blazing in scientific development and reaping the financial benefits of their efforts."

It would be quite a leap. Right now, according to the AAUP study, we're standing about shoulder-to-knee.

To consider where Oregon is, forget the entire state of California and the private universities that dominate the top parts of the salary scale. The University of Washington is in the third quintile, and its full professors average \$90,100 compared with \$76,700 at Oregon and \$76,100 at Oregon State. (They're closer to Washington State, at \$79,300.) The University of Arizona averages \$87,700, Arizona State \$88,300; the University of Colorado \$89,700.

It's a central Oregon belief, of course, that none of this matters—that people will take less to work here because they get to live here. We are certain of this, and when it turns out not to be true—as in senior science research professors, or school superintendents—we're not only surprised, we're insulted.

"There's a certain element of people who will come because of lifestyle," says Curtis—who worked in Montana, which tells itself the same thing—"but that only covers you so far."

About as far as the bottom quintile.

Still, in this year's campaign and next year's Legislature, the discussion of Oregon universities will make wide use of the words "top-tier" and "world-class." And the people who use them will be right about one thing: Oregon is in a lovely setting.

Just a little northwest of reality.

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PSU-AAUP Honors Faculty at Annual Meeting

PSU-AAUP's annual meeting was held on April 17, 2002. On the agenda was an annual report given by President Sarah Andrews-Collier; a lobbyist report given by Dave Barrows of Dave Barrows & Associates; a Collective Bargaining Summary by VP of Collective Bargaining, Martha Hickey; and a presentation of several awards to PSU-AAUP officers and members.

Sarah Andrews-Collier was honored with this year's Award for Service to the Association for her service over the past twelve years, including serving on the bargaining team for the 1989-91 contract, being Vice President for Collective Bargaining 1993-95, President of PSU-AAUP 1999-2000, serving as Past President on the Executive Council from 1999-2000 and then being PSU-AAUP President again from the Fall of 2000 to the present.

Martha Hickey was honored for her tireless and persistent work on the last bargaining team and assisting with the Fixed-Term Faculty Task Force. Bob Liebman and Bill Kenny were honored for their work on revisions to the University's non-contractual grievance process. David Hansen was honored for his help with collective bargaining research on health benefits. Judith Wild and Ken Peterson were honored for their work on the Fixed-Term Faculty Task Force. Tom Lockett and Michael Harvey were honored for their work on membership recruitment. Also honored was Larry Crawshaw for his service on the Grievance Committee. Congratulations to all!

OPEU 089 Honors PSU-AAUP Members & Staff

On April 17, 2002 SEIU 503/OPEU Local 089, the union that represents classified employees on campus, had its annual awards and swearing-in ceremony for its new officers. Two PSU-AAUP members were honored with awards. Mary King, Chair and Professor of Economics, was voted "Boss of the Year" by OPEU 089 members. Robert Mercer, Senior Academic Adviser in the College of Liberal Arts and Sciences, was runner-up for "Boss of the Year." Also honored was PSU-AAUP staff member Susan Cerasin for her solidarity with OPEU 089.



DON'T FORGET TO VOTE!!

Oregon's primaries will be held on Tuesday, May 21, 2002. Ballots will be sent out 14-18 days prior to elections.

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!

All full members of PSU-AAUP members (regular and associate) are eligible for reimbursement for regalia rental (up to \$25).

To be reimbursed, send a copy of your receipt to mail code "AAUP."

If you are not a member and 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 call (5-4414) or email (aaup@psuaaup.org) us.

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take on the responsibility of identifying a candidate for Vice President for Grievances and Academic Freedom.

Contract violations become especially common in times of economic downturn, and post-September 11 issues of academic freedom are emerging across the nation. It is only a matter of time before we will be confronted with them at PSU.

COUNCIL ACTIVITIES. In addition to regular duties, the Executive Council set itself a goal of naming each councilor to one or more chapter committees. Ron Witczak, later joined by Michael Harvey and Christina Luther, served on the Membership Committee. Randy Blazak chaired and Martha Hickey and Louise Paradis assisted on the Personnel Committee. Larry Crawshaw and Tucker Childs, assisted by Julie Schmid, formed the Grievance Committee. Larry Crawshaw served on this year's Elections Committee, along with Liane O'Banion and Gretchen Hoffman. Sarah Andrews-Collier, Martha Hickey and Susan Cerasin oversaw External Relations. Larry Crawshaw, Beverly Fuller and Louise Paradis served on the 2001 Annual Awards Committee. We are planning a 25th Anniversary Celebration and Martha Hickey and Beverly Fuller are serving on the 25th Anniversary Celebration Committee, and Louise Paradis is assisting. Jacqueline Arante served with Martha Hickey on the bargaining team, and was elected Vice President of the Oregon State Conference of the AAUP.

Other Executive Council extracurricular activities were several. The Council agreed that they would commit to attending at least one bargaining session each. Ron Narode served on the Vice President for Human Resources Search Committee during Summer 2001. Sarah Andrews-Collier attended a conference in Washington, DC with Dick Pratt entitled "Shared Governance: Faculty Worklife for the 21st Century" (4000 tenured faculty and ABDs from 25 of the best graduate programs in the country were surveyed on their perceptions of tenure-related issues, and researchers reported survey results). The new Executive Council Orientation was held in early June, and the annual Executive Council Retreat was held in early November at Sarah Andrews-Collier's home in North Portland.

COLLECTIVE BARGAINING CONGRESS & ASSEMBLY OF STATE CONFERENCES. The Chapter continues to be active in both arenas of the national AAUP. Sarah Andrews-Collier, Craig Wollner and Julie Schmid attended the Annual Meeting in Washington in June 2001, where Craig attended Committee R meetings and presented at the lobbying workshop. Julie presented on a panel on collective bargaining for graduate students. At the behest of other chapters wanting more west coast representation, Sarah ran for ASC Member-at-Large but lost the

election to a Californian. We also met with the national staff to discuss ways we felt they could improve services to the bargaining arm of our chapter, improve services to west coast members of the Assembly of State Conferences, and increase membership from other institutions in the Oregon State Conference. Jacqueline Arante and Julie Schmid attended the Collective Bargaining Congress Summer Institute in Delaware in July 2001. Jacqueline attended a conference at Howard University entitled "Mission and Governance: Integrating a Shared Vision" in October 2001. Jacqueline and Julie attended the December 2001 Annual Collective Bargaining Congress Meeting in Washington DC. The AAUP has established its first west coast office, and Marcus Harvey, West Coast Rep in Berkeley, came to Portland several times this year to attend State Board Meetings and to meet with the Council, officers, unit representatives and office staff and work on membership initiatives, and contract issues.

The OUS Board met at PSU to discuss budget reductions in November and councilors and members were a presence in favor of not raising undergraduate tuitions at PSU. Sarah and Martha were also both interviewed as part of *The Oregonian* and OPB coverage of the event.

In January 2002, PSU-AAUP members attended a board meeting to represent faculty concern regarding the possible privatization of OIT and its potential impact on academic freedom throughout the state. On February 13, Association members attended OUS's "public conversation" at PSU where the public was invited to share its comments and ideas on what kind of individual should become the next chancellor.

At the state level, Jacqueline Arante was elected Vice President of the AAUP Oregon State Conference. We have been active in working to get the State Conference as visible as it was in the days of Loyde Hale's stewardship in the mid-1990's, and we hope to have that accomplished within two more years. The State Conference, with renewed and extended support, has the potential for making a sizable impact on issues which impact us all, such as funding for public institutions or issues, such as academic freedom.

EXTERNAL RELATIONS. Chuck Johnson, assisted by Julie Schmid and Dave and Tom Barrows (our lobbyists), did a great job on the Legislative Committee this past year with special effort around the two special sessions this year. However, Chuck has just stepped down as Chair of the Legislative Committee, the primaries are less than a month away, the special session is only six weeks away, and there is a major election this fall. We can't expect our lobbyists to perform miracles for us.

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Each and every member in this Chapter MUST become more proactive about contacting your legislators, talking to your neighbors, and communicating with the press.

Susan and I worked very hard to get us in the news during the bargaining cycle, and we hope to continue this effort. I hope to see a day when PSU-AAUP is the first place people go when they want to know what is happening in Oregon Higher Education.

MEMBERSHIP. Councilors Ron Witczak, Christina Luther and Michael Harvey, and Unit Rep Tom Luckett have been at the center of membership activities for the past year. Ron's deep concern for membership development was instrumental in getting the membership drive underway. Between October 22 and November 8, 2001, the committee reported a 3% increase. 45% of those new members were recruited by Tom Luckett alone. PSU-AAUP received a \$5000 grant from the national headquarters for membership development, and with a portion of it, Michael Harvey worked on membership recruitment in Winter 2002. Membership is currently 62%, which is more than 10% higher than at any time in our history, and we feel we are well within range of our year-end goal of 70%.

COALITIONS. The PSU Campus Labor Coalition kicked off bargaining for three unions on campus (AAUP, AFT/PSUFA and SEIU/OPEU 089) with a very successful rally on May 11, 2001. The annual spring LERC Conference, entitled "Working Out West: A Conference for Labor Communicators, Historians and Activists" was held at PSU in May. PSU-AAUP members and Julie Schmid participated on a panel entitled "Uncharted Waters: Higher Education Unions Take On Work Place Mobbing." We supported PSU-AAUP by making a donation for our members to attend. We also co-sponsored, with AFT and OPEU, a reception at Koinonia House. In October, Larry Crawshaw attended the LERC grievance class. In July, the Chapter sent a letter to Mayor Vera Katz supporting the resolution to revoke the City of Portland ordinance creating the Portland Joint Terrorism Task Force. Last spring through fall, Susan Cerasin drafted letters in support of unionization at the Northwest Regional Educational Laboratory (SEIU affiliation), and Sarah spoke at their rally last fall. Susan also drafted letters in support of ARAMARK workers organizing on campus. The last week in October, the first national Campus Equity Week, in support of fixed-term and part-time faculty, kicked off at PSU with a rally on Monday in the Park Blocks, and ended at PSU with a Labor Film Festival on Friday. *Degrees of Shame* and *Human Resources* were shown. We sent Jacqueline Arante, Judith Wild and Dennis Stovall the Jobs with Justice 10th Anniversary celebration, and Jose Padin is currently serving

as our JwJ delegate. In support of the Oregon Nurses Association at OHSU, Randy Blazak organized the ONA Nurses Strike Forum, held January 24, 2002.

CHAPTER OFFICE. As you can see from all of the above, the office was busy with the usual tasks—as well as the newsletter, the new weekly e-mail update, press releases, membership development, legislative activities, dues reconciliation, walk-in traffic, and support for the bargaining team. The office also switched to a new internet service provider. Starting Christmas break, the office closed the office for a few days at ends of the quarters and hired student help to accomplish major projects, such as developing procedures manuals, organizing historical documents, etc. The closings have proved so successful, we are hoping to make it a regularly scheduled activity. Susan has been with us for two years now and Julie has been with us for a year and a half, and they have made themselves so indispensable, it is hard to remember what things were like before they arrived. All in all, I can't stress enough how fortunate the chapter is to have Julie Schmid and Susan Cerasin looking out for us.

THE FUTURE. The immediate goals for the coming year are continued membership growth, strengthening committees, continued development of external relations, recruitment of a minimum of two more members for the next CB team, recruitment of a new Legislative Committee Chair, and, most importantly, **identifying a new Grievance Officer**. Dues are good, but participating is better. There is never enough money, and 40 active members cannot do the work needed for over 500. Whatever your skills, we can find a way for you to contribute to protecting your academic freedom, improving your working conditions, and raising your compensation to what you deserve.

*Do you want to learn more
about your union?*

There are many important chapter activities that require a commitment of only three or four hours a term. Please contact the office (5-4414 or aaup@psuaaup.org) if you would like to get involved.

Welcome New Members!

Nancy Brawner-Jones	Education
Jana DeCristofaro	Regional Research Institute
Kim Hoffman	Public Health
Michael McGregor	English
Brian Renauer	Administration of Justice
Xiaoqin Xun-Irminger	Education

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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Gary Brodowicz	President	SCH	5-5119	brodowiczg@pdx.edu
Jacqueline Arante	VP of Collective Bargaining	ENG	5-3574	arantej@pdx.edu
Beverly Fuller	Treasurer	SBA	5-3744	beverlyf@sba.pdx.edu
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Randy Blazak	Councilor	SOC	5-8502	cfrb@pdx.edu
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We're on the Web!
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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 PSU) are 3/8 of one percent (.00375, half of normal dues).

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