

Unit Ties

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Stand Up for Higher Ed—Write Your Legislator!

Gary Brodowicz, *President*

"In any society, each individual has to make a fundamental decision about how to relate to the larger group. Some choose not to take very seriously at all the degree to which their participation in group decision making and action can make a difference."

—Mike Mauer, *The Union Member's Complete Guide*

A recent Oregonian headline announced, "State shortfall could hit \$1 billion". That's BILLION—with a "B"! As faculty members who are also state employees, we all know that Oregon's current budget crisis is serious, and that it will take a significant effort to minimize the impact on higher education. It won't be easy, and that's an understatement.

When it comes to tight budgets, Oregon higher education seems to always take more than its fair share of cuts—largely because we have yet to be widely recognized as 1) the engine that drives the state economy, and—perhaps more importantly—2) Oregon's future. But while other state funded and state supported agencies raise their voices during financially difficult times, we consistently remain relatively inconspicuous. It's no wonder that we appear to willingly tolerate budget reductions. For the average Oregon taxpayer and the average Oregon legislator, it's a valid perception. I've even heard that some of our allies in the legislature are puzzled by the silence of university faculty when higher education-unfriendly budgets are proposed in Salem.

What can we do? It's simple: we have to make ourselves heard. We can no longer afford to sit on the sidelines as cuts to

higher education are proposed. That means taking a moment to make a phone call or write a letter. That means becoming a member of PSU-AAUP and making sure that colleagues are members. Ignoring the problem while hoping that "someone else" will do the work doesn't make the grade anymore. My doctoral degree in exercise physiology did nothing to prepare me to be an advocate for higher education. I'm sure that quite a few members of the PSU faculty feel the same way. We've got classes to teach, grants to write, data to collect, and yes—committee work. **But the effort has to be made by many more of us if we are going to succeed. Advocacy for higher education is no longer something that we can assume that others will do it for us.**

It will take less than 5 minutes of your time to contact the PSU-AAUP office to obtain the contact information you need to make a significant difference or to check the PSU-AAUP web site for legislative contact information. Here's how you can help. Simply go to the Legislative link on the PSU-AAUP web site (www.psuaaup.org) or call Julie or Susan at 5-4414 to find out which elected officials represent you. Then make a call or write a letter to let them know two things: 1) higher education (and PSU in particular) has taken more than it's fair share of cuts already, and 2) PSU is uniquely positioned among the OUS institutions to provide citizens in the Portland metropolitan area much-needed access to postsecondary education. Without a concerted effort by PSU faculty, we may find ourselves once again at the bottom of the priority list.

On another note, the PSU-AAUP Executive Council continues to work hard on behalf

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Collective Bargaining Update

Jacqueline Arante, VP of Collective Bargaining

Before sitting down to write this piece on AAUP's recent experience in bargaining a "re-opener" of Article 18 (Fixed-Term Instructional and Research Faculty) of the contract, I read President Bernstein's "Capital Campaign Update V" in which he assures the campus community that Portland State University is, and will continue to be, a "place of opportunity." I am not at all certain that is true for our faculty, particularly for the nearly 40% who are "fixed-term."

Here's a bit about how this "re-opener" process works: Last spring, during full contract negotiations, AAUP was fully prepared, based on extensive research, to negotiate more job security, equitable workload, and a more professional review/reward system for fixed-term instructional and research faculty. PSU's bargaining team was reluctant to negotiate, ostensibly because only "union evidence" was offered to justify opening such a potentially explosive discussion. They requested we table most of our proposals until a fixed-term faculty task force, which included representatives from both PSU and AAUP, could be formed to study the situation of fixed-term faculty at PSU and nation-wide. We signed a Letter of Agreement (Appendix H in the 2001-2003 Collective Bargaining Agreement) charging the task force with answering a number of questions from both AAUP and the administration. The task force's primary charge was to make recommendations and offer guidelines to the entire campus community for this year's review of fixed-term faculty. Both AAUP and PSU seemed to feel that professional reviews were essentially tied to increased job security, promotion possibilities, professional development opportunities, and more equitable salaries for fixed-term faculty. We agreed to "re-open" Article 18 this spring, (mid-contract) for negotiation after the fixed-term task force had submitted its report.

The task force worked for 6 months. Their answers to our questions on the professional lives of fixed-term faculty are essentially no different from the information AAUP collected a year ago. We will soon make the Report/Recommendations available on our website for public consideration. They recommend a review structure, which may be adapted by any unit or department; the implementation of a seniority structure; multiple-year, extendable contracts; and professional development opportunities for fixed-term faculty.

So, here we are. We have "re-opened" Article 18 for negotiation and have now worked our way through three sessions only to learn that PSU will accept the review structure (of course) but that they will not accept connecting the reviews to ANY rewards, not even the usual

one-year contract. The University is unwilling to take "flexibility" in hiring and planning away from the deans. In other words, they will agree to contract language which offers "eligibility" for multiple-year contracts to fixed-term faculty upon successful review, but won't mandate them.

Between January and June of 2001, 46 fixed-term faculty became "eligible" for review for multi-year contracts under the auspices of Article 41 of the 2000-01 contract. 65% of those 46 were recommended by their departments to the deans. To date, only a handful have actually received even two-year contracts and of those who have, years of continuous service seems to have played less of a hand in the appointments than did department politics and the size of the salary. Obviously, we are reluctant to agree to leave the decision to offer even a small amount of job security in the hands of the deans who will most likely not agree to hire on multiple-year contract even those fixed-term faculty with more than 10 years of service.

AAUP's position is that the University must find ways to stabilize salary funds for ALL faculty, that faculty members are not simply budget cogs. Fixed-term faculty members who are reappointed several years in succession are integral members of departments and deserve a reasonable assumption of employment based on successful performance review. We have made it clear to the University that we find it unacceptable to implement an onerous review structure without the rewards of more job security, or enhanced promotion opportunities, or substantive salary increases. The University has agreed that the reappointment of a fixed-term faculty member will be based first on the quality of performance, then on the needs of the department, and finally, on the availability of funds.

Negotiating over this one re-opened article in the contract has left us in a difficult position; we are unable to bargain with anything PSU might want from any of the other articles. They have suggested that we agree to this "first step" of implementing a review system for fixed-term faculty and that the reward of longer-term contracts will have to be a "gradual process". They voiced their intention to gradually create more permanent funding for fixed-term faculty—a red-flag issue for AAUP because we are committed to the protection of tenure, to maintaining and increasing our current number of tenure lines. The choice should never be between a tenure line and fixed-term position.

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Lobbyist Report

Tom Barrows, Dave Barrows & Associates

Oregon's primary election ended on May 21. The election system that Oregon uses is one in which ballots are mailed out to registered voters about three weeks before the election day. The voters then mark their ballots and return them by mail or in person. All ballots must be delivered to the County Election Office at 8 PM on election day in order to be counted.

This primary had a number of important races and ballot measures that will impact Oregon for some time. The office of governor is open, as Governor John Kitzhaber is barred from running for a third consecutive term. There were three major candidates in each party's primary this year. In the end, former Attorney General and Supreme Court Justice Ted Kulongoski beat out former State Treasurer Jim Hill and former Multnomah County Chair Bev Stein for the Democratic party nomination. On the Republican side, former Salem Legislator Kevin Mannix edged State Labor Commissioner Jack Roberts and former Portland School Board Chair Ron Saxton for the nomination. Both Kulongoski and Mannix have touted higher ed. as a long-term way out of Oregon's present economic problems. It appears that either one of these candidates will be a good advocate for higher education.

Two measures on the ballot will have an impact on higher ed. Ballot Measure 10 will allow universities to financially benefit from the research that they provide. This measure passed. Ballot Measure 13 sought to create a "rainy day fund" and move money out of the Common School Fund to help cover the budget shortfall that Oregon is experiencing. This measure did not pass. The failure of Measure 13 could have a negative effect on Higher Ed as the legislature seeks to fill in the budget

hole made bigger by this measure's failure. It is expected that the shortfall that Oregon is experiencing may be even bigger than was originally thought. The state economist is expected to announce the projections on Monday, June 3rd.

On May 30 Governor Kitzhaber announced his plan to deal with the expected \$870 million budget shortage. It has been anticipated that the governor will call the legislature into special session on June 10. The governor's plan calls for an increase in the cigarette tax by fifty cents a pack, using the remaining \$80 million of the tobacco settlement money, a disconnect from the Federal Economic Stimulus Package, and a voter-passed temporary increase in the personal and corporate income tax rates to sunset at the end of 2004. The governor's hope is that these together will provide relief until a long-term solution can be found.

Finally, the primary election determined the outright winners in two non-partisan statewide races. Rep. Dan Gardner (D-Portland) won a majority of the votes to get elected as Oregon's next Labor Commissioner. He beat out a field of several lesser known candidates and will take office in January. In the race for Superintendent of Public Instruction, State Senator Susan Castillo (D-Eugene) beat charter school activist Rob Kremer and incumbent School Superintendent Stan Bunn by enough votes to win the seat in the primary.

Your lobbyists continue to meet with the candidates for the legislature in an effort to find out where they stand on our issues and to inform them about the importance of higher ed.

May Day! May Day!

Randy Blazak, PSU-AAUP Executive Councilor

The following address was given by PSU-AAUP Councilor Randy Blazak at the "May Day! May Day" educational forum at Pioneer Square on May 1, 2002.

Happy May Day! May Day is Portland's favorite holiday because Portland is full of working people who pay a lot of taxes and want the most bang for their buck! In preparing for today I thought of a bumper sticker that I have seen around town—"Today's Prisoner is Tomorrow's Neighbor." It's an important idea because the way we think of prisons is a quality of life issue. Who are the type of people we send in and who are the type of people we let out?

I've come today to ask you, what is Oregon's youth policy? We are facing forced cuts in the K-12 education budget of nearly \$100 million! Our higher education system is severely under funded and our faculty salaries are not competitive with other Research I institutions around the U.S. We have just cut the school year by 3 days with more days to come. It's interesting that juvenile delinquency rates go up when school is out. Interesting, because no one is discussing cutting budgets for the prison system where many of those kids will end up. But then, we know that the prison industry in the U.S. is a wealthy political force, like Enron, and unlike education.

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American Association of University Professors
Portland State University Chapter
Allocation of Expenses
December 31, 2001

Category	Total	Chargeable	% Chargeable	Non-Chargeable
Administrative	\$47,290	\$47,010	99.41%	\$280
Collective Bargaining	21,081	21,081	100	0
Communications	1,834	1,222	66.63	612
Contributions	703	0	0	703
Depreciation	1,660	1,660	100	0
Dues	42,490	11,725	27.59	30,765
Grievances	12,762	12,762	100	0
Legislative	7,748	0	0	7,748
Membership	3,998	0	0	3,998
Payroll	127,047	124,772	98.21	2,275
Solidarity	698	0	0	698
Total	\$267,311	\$220,232	82.39%	\$47,079

Detailed budget allocations toward chargeable and non-chargeable expenses are available to any member of the bargaining unit in the AAUP office (232 SMC). We believe the allocation of expenses to be accurate and honest, and gave the benefit of the doubt to the non-chargeable category if there was any question. Challenges of expense allocations must be received in writing to PSU-AAUP within 30 days of this notice. The percent of expenses that was chargeable in 2001 was 82%. During the 2001-2002 academic year, fair share payers were charged 75%.

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.

Community Groups Coming Together for the Common Good

Susan Reese, PSU-AAUP Unit Rep

On Thursday evening May 23, 2002, with excitement and high hopes, I attended the founding assembly for the Metropolitan Alliance for Common Good at the Oregon Convention Center. Although I was there as a representative of my parish, St. Francis of Assisi, and as a member of the Catholic Caucus, the moment I walked through the door, I dug into my purse for my AAUP button and affixed it to my shirt. I was moved to this show of AAUP pride by the variety of registration categories at the reception tables, among which was "Labor."

It was immediately refreshing and heartening to hear opening prayers from across our local religious community, from a Muslim leader, a Catholic sister, a Lutheran bishop, a Rabbi, and a Unitarian Reverend. It turns out that this is the most important thing about the Metro. Alliance; the **Alliance**. It truly was an evening of voices coming together to draw strength in numbers, a strength to be taken to the local and state government for programs in dire need of immediate attention. A steel worker shared his personal story of lay-off after 20 plus years in his job, of facing the possible permanent status of his unemployment after a lifetime of service that should merit more, including a living wage while employed, and a retirement without financial worry. An educator shared tales of teachers she knows, many of whom use their own out-of-pocket funds, sometimes as much as \$2000.00 per year, simply to provide supplies necessary to get students through the school year. I heard of rising health costs, of lack of health coverage, of over-work and low pay, of an inability to acquire safe, affordable housing; I heard all of the stories I've heard at PSU, as I've listened on behalf of AAUP.

The Alliance founding ceremony highlighted major areas of concern, many I've mentioned above, but also alternative energy sources in this time of depleted water and fossil fuels (windmills and solar; the Bonneville Environmental Foundation—no connection to the BPA President, Angus Duncan, wants to work with the Alliance to provide solar technology to individuals and businesses

at wholesale costs, for example), and a tax plan that addresses the needs of all of these programs, of all of us. It was amazing to hear a crowd of 1000 plus people shouting "Raise our taxes!"

During the evening it was announced that the Archdiocese of Portland has contributed \$49,000.00 to the Alliance, and the Lutheran Church has donated \$100,000.00. Portland City Commissioner Jim Francesconi was present, as were Bev Stein (as a member of Havurah Shalom), Steve Marks of Gov. Kitzhaber's office, and Tim Nesbitt, the President of the Oregon AFL-CIO, among others. It was very clear that together we have a much stronger voice.

Although there were several religious groups present, the Alliance is in no way a religious group, but a community group with the potential to take back the power in Oregon; once again that old adage of "united we stand, divided we fall" comes to mind. The hopes of the Alliance leaders rest upon the potential that each person present that evening will spread the news and recruit additional voices. The participating institutions at this time are the parishes of the Catholic Caucus, the Community-Based Independent Caucus, Faith Based Independent Caucus, the Labor Caucus, the Lutheran Caucus, and United Methodist Caucus, in addition to observing institutions from environmental groups, to education and teacher groups, social workers, and health providers, to name a few.

I intend to continue to be involved in the Metropolitan Alliance for Common Good, as a member of my parish, as a member of AAUP, and as a citizen of Oregon. I believe strongly that AAUP should get on board as well, and that each of you should consider throwing your support behind the Alliance, too. Together we **can** make a difference. We can help each other and ourselves. If you would like information on how **you** can get involved, contact the AAUP office at 5-4414 or aaup@psuaaup.org. Thank you.

(Continued from page 1)

of PSU faculty. We've recently made a slight change to our traditional weekly meeting schedule, hoping that it will improve our operation. Every 4th week, the officers and past-president (the executive committee) meet, but the councilors are "free" to work on various committee projects. Also, because Julie has been providing weekly chapter updates via e-mail, we've decided to go to a once-per-term publication schedule for the newsletter. In our continuing work to promote membership in PSU-AAUP, each councilor has agreed to take part in a small

"campaign". Before the end of spring term we will be contacting fair-share members with office visits and phone calls to encourage them to become full members. This fall the chapter will celebrate its 25th anniversary, and plans are now being made for this event.

When you're walking on campus and meet members of your PSU-AAUP Executive Council, I hope you will take a moment to tell them how much you appreciate their dedication and hard work.

(Continued from page 3)

The truth is Measure 11 is our youth policy—ONE strike and you're out! Swayed by racist images of crime, Oregon voters have supported the incarceration of youth 15 and older in adult facilities. Over 60% of those jailed under Measure 11 are first-time offenders. The research on such practices does not look good. We know that juveniles in adult prisons are 50% more likely to be assaulted with a weapon, two times more likely to be beaten by staff, five times more likely to be sexually assaulted. They have much higher recidivism rates and are more likely to commit suicide. The US has the highest incarceration rate in the world (greater than the USSR during communism and South Africa during apartheid). Our prisons are disproportionately young (1/3 all young black males are in the justice system). This is our current youth policy.

Is this how we want to spend our money on young people in Oregon? Defund education and create higher crime rates? Then lock youth up and bill the taxpayer double? It is NOT cost effective! The average prisoner's cost us \$30,000 a year. Youth prisoners cost us \$45,000 a year. And long prison sentences cost us more because of the expense of health care. The uneducated and imprisoned drain economy. The workforce is either locked up or stuck with criminal records, making them less attractive employees. Incarceration takes parents away from children, especially fathers and

we wonder why the cycle repeats. Working on prevention instead of incarceration ultimately reduces victimization, which makes us all happier.

There are alternatives to the big business of prisons. For example, we could focus on intensive supervision, which only has a 5% recidivism rate. And we can do other things to help get us out of this mess. We could repeal Measure 11—a measure that ties the hands of judges and fills costly prisons! We could shift to funding K-12 and higher education, instead of the politically driven "War on Crime" that plays the race card every day! We must move away from the disastrous "War on Drugs" and toward treatment models that have proven their effectiveness again and again!

Give Oregon's youth a future with well funded schools and top tier Universities, not a future with a well-funded prison industry and top-tier hopelessness. If you only care about the "bottom line" and your tax kicker, then ask, why are we sending Oregon's best and brightest out of our state and paying millions to warehouse the rest in correctional facilities (some of whom are also are best and brightest but just got caught)?

It's time for a budget based on rationality, founded on research, not fear and greed. It's time for a budget that closes the gaps instead turning the New Northwest into the Old South. Fund lower and higher Ed! "Today's Prisoner is Tomorrow's Neighbor"!

(Continued from page 2)

We have only two weeks left to finish these negotiations. We will suggest a number of reward options for successful review, but we will not agree to implement a review system from which the fixed-term faculty gains nothing.

The PSU bargaining team and their representative positions and goals will change drastically next year; both the Vice-Provost for Academic Personnel and Budget and the Associate Vice-President for Finance and Planning have resigned from PSU. We feel we cannot trust "institutional memory" and we cannot agree to any "good faith" promises not included in the contract. The entire Oregon University System is facing another possibly

ruthless legislative special session in June.

We had hoped to negotiate well for the fixed-term faculty during this re-opener, thus ensuring our full concentration on a number of other concerns looming in the next round of negotiations over the full contract. If we close the re-opener on June 15 having made no changes in the current Article 18, however, rest assured we will take up the issue in full-force next spring. Your comments and suggestions are welcome. If you have any feedback on this or any other issue related to bargaining, please contact the AAUP office (4414) or aaup@psuaaup.org. Also, please consider serving on the 2003 Collective Bargaining Team.

* 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 *

Welcome New Members!

Mary DuPain	Regional Research Institute
Robert O'Brien	Chemistry
John Smyth	English
Angela Zagarella-Chodosh	Foreign Languages & Literature

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
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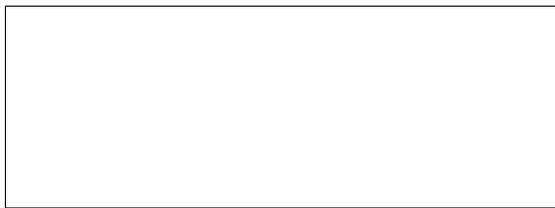
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We're on the Web!
www.psuaaup.org



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. Active Entrant dues (must be new to the PSU-AAUP bargaining unit) are 3/8 of one percent (.00375, half of normal dues). Annual dues cover local, state and national membership in AAUP.

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