

# Unit Ties

Winter 2003

Published by  
PSU-AAUP



## Measure 28 to Temporarily Resuscitate "Canaries"

Susan Reese, English

*In October, after attending a meeting of the Metropolitan Alliance for the Common Good's (MACG) Renew Oregon Campaign (ROC), I decided we needed to share stories in our newsletter, so the following is the call that I sent out, with a bit of information about Measure 28 added. What follows my plea is what we received. I hope each of you will find yourself represented in these pages, and I encourage all of you to submit personal stories for our future pages. Thank you, and Happy New Year.*

I heard Tamsin Ansary (*West of Kabul, East of New York*, an excellent book) on NPR not too long ago. He used the analogy of the canary in the mine to represent the people of Afghanistan. He said we who live in the U.S. are among the lucky. We experience plenty in terms of food, shelter, clothing, education, and the other areas either essential to survival or quality of life, need to aid those who live in the absence of those things, as well as in daily violence. These "canaries" are harbingers of what lies in store for us all one day; we're just lucky enough to have control of most of the world's resources, so our bleak future is clouded by our comfortable present.

I heard the canary analogy again, tonight, as I attended, with 400 others, a meeting of MACG at the First Unitarian Church downtown, they came from the lips of Reverend Terry Moe, and he was referring to those in our very own com-

munity who are without shelter, who are hungry, who have lost their jobs, their retirement pensions, their health care, in other words, their means of survival and quality of life. These people are the first in our state to suffer so, but they will not be the last unless we all choose to get involved, to make our voices heard, to make change happen to get Oregon back on the right track for its people, we the people who are Oregon.

Many personal stories were told over the course of the evening: a single mother with no job and no affordable housing, the former custodian (SEIU) in the public school system who had worked for over 20 years, had just had his job taken away, and who also had lost his much-deserved, and much-needed, retirement pension. It's happening everywhere, and it's happening in higher education, too. Not only are more people losing their jobs, their houses, their futures, but also agencies to help people in such positions are being cut simultaneously.

We all have the potential for becoming homeless, and in this economy, which is rapidly changing for the worse, it can happen very quickly. It is now even more imperative that agencies geared toward helping those who become disenfranchised garner even greater support, not less.

How did this happen? Paul War-

*(Continued on page 6)*

### Inside this issue:

INS Changes	2
Int'l Student Reporting Procedures	
Legislative Report	3
President's Message	4
Farewell Message from Julie Schmid	4
Collective Bargaining Report	5
Shared Governance Conference Coverage	8

---

## PSU-AAUP Alleviates Workload Overload in Music

*Karen Strand, Music*

*"Getting the union involved, far from 'causing trouble for everyone' is what it took for my department to get a grip on financial reality and to take my workload considerations seriously."*

"The Budget looks grim this year."

"In these tough times, we all have to pitch in a little extra."

"Think of the students."

"Think of the department."

"This is only for a little while, until the budget picture improves."

"It's just a little extra, nothing to get the union involved with and cause trouble for everyone."

Signs of the times? Hardly surprising, I suppose, to hear such statements now, but I've been hearing these exact things since I was hired by PSU in 1989. Naturally I have always gone along, thinking of serving my students, my commitment to my field and to the university, the community and the cause of higher ed in general. But just four days before the first day of classes this fall, I still had no contract in hand and was worried that there would be no paycheck at all ready for me on the last day of September—a big consideration with my nine-month part-time appointment. And certainly this has happened in years past. Upon making an urgent call to the department secretary I was told that there "hadn't been time" to prepare my contract, and that I could be paid "extra" on Oct. 31. It took my threat of not showing up to my scheduled courses on the first day of class unless a signed contract was in my hand in order to generate some kind of response from the department chair, and under pressure to sign im-

mediately or see no money at all until nearly November, I felt I had no choice but to sign a 0.6 FTE appointment which was much less than I had been anticipating given my scheduled teaching load for which I had already been preparing since well before September 15. I am the only fixed-term faculty member, rank of Associate Professor, in a department that consists of a few tenured faculty and a majority of adjunct instructors, so getting a clear answer from my department on job description and workload considerations has been impossible. When I questioned the workload, the department chair admitted it was heavy, but I was told "we all have to pitch in a little extra this year" and so on, in fact the familiar litany listed above. Upon discussing a reduction in workload, it was suggested to me that the courses for our majors in my specialty be "adjuncted" out (!) and that I teach the large enrollment courses that I assume bring in the most income to the department. I was told that my rate of pay, collectively bargained by AAUP, was simply "too expensive" for the department and it was implied that I would need to teach enough courses to bring into the department sufficient funds to cover my generous benefits as well. However if I chose to leave, I would certainly get a good recommendation for all my hard work and service!

The excesses in my workload vs. my appointment had been building up for some time over the years, and it is true that at

*(Continued on page 10)*

---

## INS Changes International Student Reporting Procedures

*Christina Luther, International Student & Faculty Services*



In the world of International Education, the challenges we have faced over the course of the last 14 months have been overwhelming. Like no other office on campus, ours was rocked by the events of September 11. Our students, in the blink of an eye, came under the intense scrutiny of the federal government following widespread rumors that most, if not all, of the hijackers had entered the United States on student visas.

While most of these rumors were eventu-

ally found to be without basis in truth, the scrutiny of international students has not abated. The result for those of us who advise international students with respect to their immigration status has been 14 months of flying into action, anticipating the publication of draconian new regulations, interpreting legislation which seems to change on a daily basis and disseminating all of this overwhelming information to the students who are impacted by it. At the

*(Continued on page 11)*

# Legislative Report

Tom Barrows, Dave Barrows & Associates

The financial picture for the State of Oregon as we head toward the beginning of the 2003 Legislative Session is not very positive. The State is in the midst of a major downturn in the economy and the State's heavy reliance on income tax revenues means that it is hit worse than many other states. The extremely probable failure of Measure 28 in January means that even more cuts will take place in the present budget. It is likely that the 2003 legislature will have to take the first couple of months to make additional cuts in the 2001-2003 budget before taking a look at the 2003-2005 budget. The newest estimates put the shortfall beyond even the cuts that will be made automatically with the failure of Measure 28.

The election in November means that there are going to be some major changes in the 2003 Legislative Session. Democrat Ted Kulongoski defeated Republican nominee Kevin Mannix to be elected as Oregon's next Governor in a race that was much closer than most people thought it would be. The Democrats picked up one seat in the State Senate to force a 15-15 tie. The Republicans in the House picked up three seats to increase their majority to 35-25. Former Senate President Gene Derfler (R-Salem), current Senate President Tom Hartung (R-Cedar Mill) and House Speaker Mark Simmons (R-Elgin) have all retired this election so there will be a new Senate President and a new House Speaker.

The tie in the Senate has meant that neither party has a majority and therefore, neither can elect the President on their own. The Democrats have selected Sen. Kate Brown (D-Portland) to continue as their leader and as the person to negotiate on their behalf with the Senate Republicans. The Republicans have not yet selected a leader, but they have selected a negotiating team to work with Sen. Brown to figure out the power structure in

the Senate for the 2003 Session. The team put together by the Republicans includes Sen. John Minnis (R-Wood Village), Sen. Lenn Hannon (R-Ashland), and Senator-Elect Jackie Winters (R-Salem). This group has just begun to meet and the only thing that has come out of the discussions is an agreement that they will not use the power sharing model that the Washington State Senate has used for the last couple of sessions. Under the arrangement in Washington State there are Co-Presidents and Co-Chairs for each of the Committees, with a member of each party in each position. Other than this system, they have not ruled out anything, including making the decision with a coin toss. These negotiations could continue into the opening days of the session. In each of the last two post-redistricting Sessions, it has taken at least a week for the Oregon

(Continued on page 10)

*"The State is in the midst of a major downturn in the economy and the State's heavy reliance on income tax revenues means that it is hit worse than are many other states."*

"November 6, 2002"

The morning after  
election returns,  
rain returns,  
dogs need out  
in the Oregon morning.  
Verdant greens  
outplayed by  
an all out campaign  
of yellow and orange,  
luminously everywhere  
at the sun's first touch,  
and there it was,  
plain as day,  
a multi-hued rainbow.  
God's promise?  
A dream for America?  
As if nothing had occurred,  
just another beautiful day  
in Portland, Oregon  
at the beginning  
of the 21st century.

—Susan Reese

---

## President's Message

Gary Brodowicz, School of Community Health

*"We all know that higher education—particularly PSU—has been significantly under-funded for decades, but faculty cannot ignore the prospect of further budget reductions..."*

Fall Term 2002 was a busy one for PSU-AAUP. First, we've worked hard in our search for a Chapter Coordinator to replace Julie Schmid, who will be leaving PSU on January 15. After conducting 3 phone interviews and 2 all-day interviews on campus, we are fortunate to announce that our new Chapter Coordinator is Julia Getchell, who began her work with us on January 2. We plan to introduce Julia in our Spring newsletter. Also, the Executive Council has been doing its best to deal with several important issues that affect all PSU faculty. These include the implementation of Article 18 of the Collective Bargaining Agreement, which addresses developmental reviews of fixed-term instructional and research faculty; the notices of "non-renewal" that the university delivered to many fixed-term faculty; and the looming state budget crisis that will almost certainly have serious and long-lasting implications for PSU and the other Oregon University System institutions.

All this activity has taken place while we continue to 1) gear up for contract nego-

tiations this spring, 2) handle grievances and grievance-related issues, and 3) maintain our efforts to monitor legislative activities that may have an impact on higher education in the next biennium. As you can imagine, this ongoing activity requires a significant commitment of time and energy from a number of PSU-AAUP members. It is important work that often goes on "behind-the-scenes".

The coming months should clarify what many anticipate will be an increasingly unfavorable budgetary environment for post-secondary education in Oregon. We all know that higher education—particularly PSU—has been significantly under-funded for decades, but faculty cannot ignore the prospect of further budget reductions; we will continue to be told to "do more with less". The University has already begun to prepare for potential fiscal difficulties by issuing non-renewal notices to a significant number of fixed-term faculty. PSU-AAUP is attempting to obtain data that will help us formulate a response to proposed personnel cuts.

The PSU-AAUP Executive Council has discussed the university administration's apparent approach to planning for a significant budget reduction, and has written a letter to President Bernstine (see p. X). At PSU there is a history of faculty involvement in budget reduction decisions, but recent actions make it appear that such involvement is no longer necessary. The Executive Council feels strongly that the past practice of involving faculty at meaningful stages of decision-making is essential, and should not be ignored by the university administration.

There are far too many of us on campus who remain unaware of the potential impact that future budgetary decisions may have on our campus lives. At the individual and department levels, we need to actively participate in the decision-making process, or—at the very least—become informed citizens. PSU-AAUP hopes to play a significant role in facilitating the information-sharing process, and we hope that you will join us. Stay tuned.

---

## Julie Schmid Farewell Message

*I want to thank the PSU-AAUP chapter for the opportunity to work on the important issues facing the PSU community.*

As most of you know, I will be leaving PSU-AAUP in January to work for the National AAUP in Washington DC. I want to thank the PSU-AAUP chapter for the opportunity to work on the important issues facing the PSU community. I also want to provide faculty with a few thoughts on how to continue to improve working and learning conditions at the University.

***Work together to make PSU a better place to work:*** In the past, PSU-AAUP has worked hard to provide faculty with a voice on campus, in the community at large, and in the state legislature. The chapter is, however, only as strong as its membership. While we have made significant inroads into increasing membership over the past

*(Continued on page 14)*

# Collective Bargaining Report

Jacqueline Arante, English

I could begin this update by reporting on the AAUP Collective Bargaining Congress which Julie Schmid and I attended Dec 5-7, but that would be rather like asking "other than THAT, Mrs. Lincoln, how was the play?" Our "that" is, of course, the worsening financial crisis in Oregon and specifically, the decisions made by the PSU administration to address the crisis which will result if the January referendum fails. President Bernstein announced at the December Faculty Senate meeting that all AAUP represented faculty on fixed-term contracts would be given notice by December 31. The administration has chosen to maintain the "flexibility" it gains by hiring many faculty and academic professionals off the tenure track; these employees are understandably anxious about issues such as review and the possible loss of benefits over the summer. I would like to speak to at least those two issues for a moment.

There has been much frustration and many complications this term over the development and implementation of review guidelines for fixed-term faculty; unfortunately, the development of guidelines and this first contract-mandated round of reviews collides with the "timely notice" which requires that non-tenured faculty be given notice of non-renewal by December 31. Consequently, many faculty members are receiving letters of non-renewal during the review process. Let me first remind everyone that both the principle of annual review of fixed-term faculty and the principle of timely notice for all faculty originated with the PSU Promotion and Tenure Guidelines and are included in the Collective Bargaining Agreement by reference.

AAUP has worked to improve the terms and conditions of employment for fixed-term employees in our bargaining unit while firmly holding to the principle of timely notice, em-

phasizing that professional academics need at least 6 months to do a job search when their contract is not renewed. It may seem ludicrous to review a colleague or to submit to review after being given notice, especially when the PSU administration has consistently insisted, long before this latest financial crisis, that the results of review are not connected to possible rehire. It is certainly an uncomfortable and discouraging process, but it is the AAUP position that fixed-term faculty do gain advantages, such as eligibility for multi-year appointments and less frequent review after 6 years and the attainment of Senior status after 7 years, if they participate in the review process. The Senior status advantage will come particularly into play this year as re-hiring decisions are made. Remember that Article 18 of the contract calls for annual review of only those faculty on annual appointments; those on multi-year appointments need only be reviewed in the final year of the appointment.

The AAUP staff and leadership have been attempting to answer your questions during this difficult time, but sometimes we must wait until we gain enough information to do so reliably. For instance, many fixed-term members of the bargaining unit on 9-month contracts have asked whether they will receive benefits through the summer while administration is making re-hiring decisions; AAUP has asked the administration to make a policy statement on this issue and we are waiting for their response.

There are many issues of concern at the moment; as VP for Collective Bargaining I am particularly concerned that our tenured faculty is shrinking, our fixed-term faculty is being threatened with non-renewal, and our part-time faculty, working at a lower salary rate, without substantial benefits, is steadily increasing. An environment of threat and instability can easily mask the dismantling of the tenure system and the academic freedom it protects.

I am also greatly concerned that our current administration has yet to involve the faculty in these budget crisis decisions. Neither the Faculty Senate nor the Budget Committee

*(Continued on page 13)*

*"It may seem ludicrous to review a colleague or to submit to review after being given notice, especially when the PSU administration has consistently insisted, long before this latest financial crisis, that the results of review are not connected to possible rehire."*

*“These people are the first in our state to suffer so, but they will not be the last unless we all choose to get involved, to make our voices heard, to make change happen to get Oregon back on the right track for its people, we the people who **are** Oregon.”*

*(Continued from page 1)*

ner, Director of the Oregon Legislative Revenue Office, provided some very clear information that I’d like to share. First, when Oregonians passed Measure 5 in 1990, it required the State Legislature to spend income tax dollars to replace the property tax dollars lost by school districts. As it happened, the economy was growing quickly in the early nineties and income tax collections increased enough to balance the budget. When recession hit, the gap between the cost of government and the money available began to grow. At the same time that Measure 5 was lowering tax rates, the market value of housing in many parts of the state was quickly increasing. As a result, many homeowners saw property taxes continuing to rise.

Oregon is the top state dependent upon one form of taxation, income tax. Washington is #2 in dependence upon one form of taxation, consumer (sales) tax. Oregon is one of only five states (Montana and Alaska among them) that does not have a sales tax. States with a more successful financial outlook balance their state revenues, drawing more equally from income, property, and sales tax. Our income tax revenues during the 1990s were high, two billion dollars in capital gains in 1995, and six billion in 2000, but this year it looks like the capital gains figure will come in near one billion. Our property tax is now 28th in the nation, down from a much higher ranking not so many years ago. It’s very clear, just from this scant information, that Oregon’s current financial picture is dire. This is affecting the employment, education, health care, and quality of life of Oregonians in all walks of life.

Oregon faces more budget cuts if Measure 28 does not pass in January. If Measure 28 does pass, those cuts will automatically be rescinded. According to the *28 Oregon Voters’ Guide* Measure 28 will change the income tax from 9% to 9 ½ %, ap-

proximately a 5.1% increase for two persons filing together with income over \$12,500.00 and persons filing singly with income over \$6,250.00.

The Legislature has formed a committee, the Revenue Options School Funding and Accountability Task Force, which will be chaired by former governor Vic Atiyeh (R). The committee will meet in the Capitol in Salem, and is required to also hold public meetings on funding options, at least one of which will be in Portland. I will make that information available as it comes to my attention. One such event is the MACG Summit on Affordable Housing and Sustainable Careers in Construction Trades to be held at PSU on Thursday, January 23rd.

People are joining together so that their voices can be heard. I encourage you to share your stories with one another and with AAUP by e-mailing your experiences that are a result of the current recession to the AAUP office at [aaup@psuaaup.net](mailto:aaup@psuaaup.net). Let’s get to know each other better, let’s find out what we have in common, let’s share our needs, and let’s do something about it! It is a very challenging time, but it is also a very exciting time; it’s time for the canaries to sing!

## Letter to President Bernstine

*At the end of Fall quarter, approximately 400 fixed-term faculty received notices of non-renewal from the University. The PSU administration made this decision without consulting the faculty, as has been past practice. What follows is the letter that PSU-AAUP President Gary Brodowicz sent to PSU President Dan Bernstine calling for faculty involvement in these decisions.*

December 19, 2002

Daniel O. Bernstine, President  
341 Cramer Hall  
Portland State University  
VIA CAMPUS MAIL

Dear President Bernstine,

The Portland State University faculty are well aware of the fiscal uncertainties that face the State of Oregon, the Oregon University System, and Portland State University. We also realize that the magnitude of potentially devastating cuts facing many state programs depends on the outcome of the January 28 special election, and that strategies need to be developed in order to find approaches that deal with budget reductions while minimizing the long-term damage to the health and educational mission of Portland State University. It is our understanding that the university is preparing for future shortfalls and uncertainties; the recent widespread distribution of non-renewal notices to fixed-term faculty indicates this clearly.

Given the impact that this uncertainty has on faculty, staff, and student morale, we are urging the university administration to organize campus-wide open meetings in an effort to inform the PSU community about budget reduction plans being considered. We believe that it is important to keep the decision-making process as transparent and open as possible, and that such meetings would provide faculty with an avenue for understanding any recommendations made by the Faculty Senate Budget Committee, the university's response to recommendations, and the role that individual departments and units have in this process.

The PSU faculty—represented by both the PSU Faculty Senate and PSU-AAUP—have been active participants in these processes in the past, and we believe that this precedent should be recognized. Consultation and communication in the decision-making process is necessary once again

In this difficult time for all of us who care about higher education and PSU's future, it is critical that we work together to find acceptable strategies for weathering this economic storm. University-wide meetings would, we think, allow for an information exchange that would help us deal with this financial uncertainty.

We would be willing to meet with you to discuss ways that we could help with these meetings. Please feel free to contact me about this.

Sincerely,

Gary R. Brodowicz, President  
on behalf of the PSU-AAUP Executive Council

copy: Mary Kay Tetreault, Provost, OAA  
Michael Driscoll, Vice Provost for Academic Personnel and Budget, OAA  
Jay Kenton, Vice President for Finance and Administration, FADM  
Sherril Gelmon, Presiding Officer of the Faculty Senate, PA  
Gene Enneking, Chair of the Budget Committee, MTH

# Shared Governance Conference a Success

Dennis Stovall, English



Jane Buck, President of the National AAUP was the keynote speaker at the Shared Governance Conference on November 15, 2002. The Conference was co-sponsored by PSU-AAUP, the Oregon Conference of the AAUP and the PSU Faculty Senate.

The well-attended Shared Governance Conference served as an example of its own subject and proof that we need to do all we can to preserve tenure, academic freedom, and shared governance—as well as extend protections to fixed-term faculty. Jointly sponsored by PSU-AAUP, the Oregon Conference of the AAUP, and the PSU Faculty Senate, the November 15<sup>th</sup> gathering considered several important issues facing both our bargaining unit and faculties nationally.

Gerry Sussman (USP) opened the conference, pointing out that governance issues and abuse of academic freedom motivated the original formation of the AAUP. He noted that recent privatization and corporatization of the academy have put tenure under siege and bode ill for both faculty and students.

Excellent introductory comments by Jennifer Ruth, ENG, led the way for the keynote address by Jane Buck, President of the National AAUP. Buck expanded further on the day's themes, pointing out the changes she has witnessed in her 30 years at Delaware State University.

Buck's address was followed by a panel moderated by Gerry Sussman. Participants were Provost Mary Kay Tetreault, OAA; Sherril Gelmon, PA & Presiding Officer of the Faculty Senate; Charles Heying, USP; and Duncan Carter, ENG & CLAS. Questions from the moderator and the audience focused the discussion on how the current structural changes within the university are affecting shared governance, the preservation and strengthening of tenure, academic freedom, and security for non tenure contingent. Much of the exchange between the panel and the audience dealt with how budget cuts and an increased reliance on funding sources other than the state affect administrative decisions and, ultimately, how these decisions play out in terms of shared governance and academic freedom. Charles Heying summed up the feelings of many when he said that "our adoption of corporate lingo infects us" in insidious ways, representing a fundamental shift in the model from "effectiveness to efficiency." What follows are excerpts from these talks.

---

## Political & Economic Trends Diminish Faculty Governance Roles

Gerry Sussman, *Urban Studies & Planning*

For faculty, administrators, and students, the issue of governance is the most central concern of the university. That is because governance lies at the center of every other issue in campus life. In the early part of the last century, governance issues—and particularly the abuse of academic freedom—became such a profound concern that faculty were forced to organize to defend themselves and the intellectual integrity of their academic professions. The famed philosopher and professor John Dewey became the first president of AAUP in 1915.

Threats of arbitrary denials of academic freedom and freedom of speech have persisted ever since. In the past 25 years or so, in a political and economic environment that has promoted unending privatization of public space and increasing corporate-style management values in public and private institutions of higher education, the university has suffered many attacks on the core principles of shared governance. The tenure system has been under siege, and many university administrations have either eliminated it or placed enormous obstacles to its attainment. And despite an explosion in the college-age population during this

*(Continued on page 11)*

*"For faculty, administrators, and students, the issue of governance is the most central concern of the university."*

---

# Structural Forces Alter the Status of Intellectual Labor

Jennifer Ruth, English

Gender equity is at stake here, and so is academic freedom. (A) recent article on higher education makes the much more plausible claim that “the greatest level of faculty satisfaction (comes) from faculty autonomy and independence.” The freeway flyer has the putative autonomy and independence of any contract worker. The autonomy and independence of the tenure-line professor is academic freedom, freedom to pursue ideas without immediate survival impinging. That freedom is in danger. Not because of malevolent *individuals* but because of large structural forces, a change since around 1970 in capitalism’s mode of production from mass production to what David Harvey calls “flexible accumulation.” This mode is effectively dismantling the traditional professional class, altering the status of intellectual labor in occupations everywhere not just in the academy.

In the academy, however, the result has been increasing pressure on, and the increasing fragility of, shared governance. There is **enormous** fiscal (and cultural) pressure on administrations to restructure universities in ways that endanger academic freedom. Faculty **MUST** assert equal pressure back. Healthy shared governance is not impossible in such a situation, but it certainly becomes more difficult.

Gary Rhoades, the Director of the Center for Study of Higher Education at the University of Arizona, outlined several challenges to shared governance. Rhoades focused on what he called “the widely recognized rise of a corporate model of governance,” and he pointed out three characteristics of this model: 1) Market criteria increasingly dominate merit criteria in academic decisions; 2) Increased use of part-time and contingent faculty, with profound consequences for shared governance as part-timers are largely cut out of that process or, if included—are not “free” in the same way as tenured faculty; 3) Treatment of faculty as employees, whose intellectual property is owned by the employer, with units geared to generating new revenues managed separately. Another challenge Rhoades identified is the devaluation of faculty and even the delegitimization of faculty’s educational commitment and expertise.

Rhoades argued that faculty must find ways to ensure that decision making throughout the institution is shaped more by long-term professional than by short-term managerial concerns. And we need to de-emphasize the technical and specialist expertise-side of professionalism and re-emphasize the professional ideal of public service. We need to be, Rhoades concluded, public-interest oriented professionals.

*“There is enormous fiscal (and cultural) pressure on administrations to restructure universities in ways that endanger academic freedom.”*

---

## Can Shared Governance Be Saved?

Jane Buck, National AAUP President

...A vital college or university is supported by three equally critical pillars, academic freedom, an equitable system of tenure, and a governance structure in which faculty participate as full partners and officers of the institution. In my view, there are two major threats to the continued viability of higher education in the United States: the corporatization of the academy, especially at the level of the governing board, and the overuse and abuse of contingent faculty. Both of these trends have a profoundly negative impact on shared governance, academic freedom, and the quality of the education we provide our students...

The academy does a disservice to society

when it emulates a corporate model of governance that has produced massive corruption and a failing economy at the same time that more enlightened companies turn to the academic model of shared governance. The hierarchical and authoritarian managerial style that produced the monumental failures of once-thriving corporations will serve the academy no better than it has served the profit-seeking sector of our economy.

The second major threat to academic freedom and shared governance, and one that I shall emphasize in my remarks today, is the overuse and abuse of contingent faculty, especially of poorly paid and marginalized part-

*(Continued on page 15)*

*“...these trends have a profoundly negative impact on shared governance, academic freedom, and the quality of the education we provide our students.”*

*"Getting the union involved, far from "causing trouble for everyone" is what it took for my department to get a grip on financial reality and to take my workload considerations seriously."*

*(Continued from page 2)*

least a couple of full time tenured faculty in my department teach courses for which they receive no load credit. However, examining my new workload for this year, attached to my 0.6 appointment, I knew there would not even be a minute left in the day to work as an independent contractor in my field off campus to make up the remaining 0.4 of my living, as I have managed to do in years past, much less preserve my health and any semblance of a personal life while really struggling to make ends meet.

The consideration that convinced me to question this contract and seek assistance from the union was my worry that I would not be able to teach at the professional level I always have with a schedule so heavy as mine seemed. Even if this load was only "for a little while, until things improve," I knew I could not handle this schedule at this rate of pay for even one term, much less the entire academic year.

Upon consulting the AAUP, I got immediate help from our chapter coordinator, Julie Schmid, as well as from the VP of Collective

Bargaining Jacqueline Arante. Upon close examination of all the teaching and departmental duties of my job description, it turned out that my actual workload was 1.75! Pitch in a little extra? With the support of the AAUP, we were able to renegotiate my appointment letter to reflect a .8 rate of pay for the academic year with the appropriate teaching load reduction that would allow me the time to perform my duties at the professional level our students deserve—certainly I am "thinking of the students"—as well as leaving a little time in the day to supplement what is still a part time appointment. I was able to have some say in which courses would remain in my load, including keeping those for majors in my specialization. Yes, The Budget looks grim, and my department is having me pitch in a little extra. AAUP and I estimate that my actual workload now is closer to .9 than to .8, but those extras are my own choice and not written into the job description. Getting the union involved, far from "causing trouble for everyone" is what it took for my department to get a grip on financial reality and to take my workload considerations seriously. Thank you, AAUP!

*(Continued from page 3)*

Senate to organize. In 1983 it took nearly two weeks and in 1993, it took a week. In both of these cases, the Democrats had a majority.

The picture on the House side is clearer. House Majority Leader Karen Minnis (R Wood Village) has been designated the next Speaker, while Rep. Tim Knopp (R-Bend) has been chosen to be the next Majority Leader. The Democrats have chosen Rep. Deborah Kafoury (D-Portland) to continue as their caucus leader. The Committee Chairs have not been announced yet in the House, and they will not be announced in the Senate until that body completes its organization.

It is very likely that this will be a long drawn-out session. Between the current and next biennium budget problems and the probable re-working of PERS, it looks like the Legislature could remain in session through much of the summer.



*Save the Date!*

*Celebrate 25 years of Collective Bargaining*

- Public debut of the PSU-AAUP Oral History Project, a PSU student research project*
- Meet the people who made our history*
- Catered Reception*

*Wednesday, February 19  
3:00-5:00 Vanport Room*

*For more information contact the PSU-AAUP office at 5-4414  
or [aaup@psuaaup.net](mailto:aaup@psuaaup.net)*

(Continued from page 8)

time, tenure-line teaching positions have drastically declined relative to part-time and fixed-term positions—which has deprived students in many cases of the most gifted and committed classroom instructors.

And despite the fact that faculty are the most qualified evaluators of academic credentials and the intellectual goals of the university—and typically the longest in residence at any given university—administrations have often deprived the faculty of the right to choose their colleagues or heads of their departments. Faculty in many universities have been penalized for their politics—including

their demands to form faculty unions.

In many other ways, faculty have been denied a role or marginalized in important campus decision-making, such as in the restructuring or cutting of whole departments or in the introduction of new, often untested, technology and technology-based teaching methods as part the classroom- or distance-learning experience. This often has led to drastic cost-cutting in instructor salaries and also led to a wave of hiring of extremely underpaid adjunct and fixed-term faculty who have no hope of ever enjoying the relative degree of intellectual independence and job security that comes with tenure.

(Continued from page 2)

same time we have been responsible for dispelling the rampant rumors which abound in the international community and for soothing the already frayed nerves of our students and their families.

The newest challenge on our horizon is SEVIS, the Student and Exchange Visitor Information System. This federally mandated, internet-based tracking system is scheduled to go into effect January 30, 2003. The INS, the Department of State and educational institutions across the country will have access to this new information system.

While it has always been our job to collect information on international students and to advise them concerning their immigration status, we have never been required to report any of that. Starting in January, we will report at least once each term on the nearly 1200 international students who are currently admitted to Portland State. We will notify the INS that each student has (or has not, if that is the case) reported to PSU within 15 days of the start of each term. We will notify the INS of major and level changes, degree completion or termination, but perhaps most importantly, we will have to notify the INS of students' enrollment. We are facing hundreds of hours of painstaking data entry.

Many of you may already be aware that the INS requires international students to carry course loads of 12/9 credits each term depending on their level of study (UG/GR). What you are probably not aware of is that the failure to do so is considered a deport-

able offense. That's right. An undergraduate student who completes only 10 credits in a given term without the prior approval of an INTERNATIONAL student advisor (not an academic advisor) is considered to be out of status and therefore deportable. And while regaining student status used to be treated as a formality, it has become a rare benefit reserved for only the most extreme cases. Additionally, if an international student advisor makes a technical error in reporting, the student is punished.

In concluding this brief personal story of the challenges we have been facing in our office, I ask you to be aware of the international students in your classes and of the challenges they are facing in our rapidly changing world. Please recognize that the INS has very different expectations of these students than we have of domestic students—something as trivial as under enrollment could have a severely negative impact on an international student. And please realize that our office is not only here to serve the international students—we are here to serve the faculty and staff of PSU as well and we welcome any questions you might have about the changing regulations governing international students.

*“Many of you may already be aware that the INS requires international students to carry course loads of 12/9 credits each term depending on their level of study (UG/GR). What you are probably not aware of is that the failure to do so is considered a deportable offense. That's right.”*

## PSU-AAUP Executive Council & Staff

Name	Title	Dept.	Phone	Email
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
Louise Paradis	Secretary	CARC	5-4970	paradisl@pdx.edu
Sy Adler	Councilor	USP	5-5172	adlers@pdx.edu
Randy Blazak	Councilor	SOC	5-8502	cfrb@pdx.edu
Tucker Childs	Councilor	LING	5-4099	childst@pdx.edu
Martha Hickey	Councilor	FLL	5-5290	hickeym@pdx.edu
Susan Lindsay	Councilor	LING	5-8257	lindsays@pdx.edu
Alan MacCormack	Councilor	UNST	5-8430	alanm@pdx.edu
Ron Witczak	Councilor	IES-SA	5-8246	witczakr@pdx.edu
<b>STAFF:</b>				
Julie Schmid	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Julia Getchell	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Susan Cerasin	Administrative Assistant	AAUP	5-4414	aaup@psuaaup.net

**Editor:** Susan Reese

**Staff:** Susan Cerasin, Julia Getchell, Julie Schmid

Smith Memorial Student Union, Room 232  
PO Box 751  
Portland, OR 97207-0751

*Unit-Ties* is published on a quarterly basis. 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.

*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.*



(Continued from page 5)

were consulted as the decisions to send notices of non-rehire to 40% of our faculty was made. The Chair of the Budget Committee and the officers of the AAUP were notified as a "courtesy" before President Bernstein made the announcement at the Faculty Senate. In past budget crises, these painful decisions were made by a team which included representatives from the faculty; we must insist, out of our rights and responsibilities as members of the faculty, that we participate in any decisions which affect the future of PSU.

*"Finally, I am happy to announce that your AAUP Negotiations Team has been formed... We will work with national staff to prepare ourselves for what will turn out to be an exceptionally challenging round of contract negotiations..."*

**AAUP Collective Bargaining Congress**

Now, for a report on the Collective Bargaining Congress which I mentioned at the beginning of this article. I attended the "Negotiations Roundtable," an annual event at the CBC during which member chapters share gains made in contract negotiations and discuss the current issues on their campuses. Everyone this year is concerned with the rise in healthcare costs and the development of strategies to ensure fully covered costs for all members of their bargaining units without unfairly treating one group over another. The other major concern was over the rise in the number of non-tenured faculty and whether the ratio of tenured and tenure-track to non-tenure track faculty is, legally, a mandatory subject to bargaining. Several chapters reported that in many disciplines, non-tenured faculty are being hired at higher salaries than tenure-track faculty in the same discipline; therefore, an administration which claims that tenure is "expensive" over time is using a fairly disingenuous argument.

I also attended a session presented by the AAUP leadership at Western Michigan University on their recent move to place their non-tenured "Faculty Specialists" on a separate tenure-track from the regularly ranked faculty. These Faculty Specialists are 7% of the WMU faculty; they are primarily responsible for teaching and service to the profession, the university, and the community. They will be eligible for tenure after 6 years of movement through the Faculty Specialist ranks. These faculty members had had a "tenure-like" status at WMU, but when it was discovered that certain benefits were affected by their not having

actual tenure, the AAUP leadership decided that their first goal was the protection of tenure and its concomitant rights and responsibilities, so they successfully negotiated placing them on the tenure-track. They next plan to negotiate a cap on the number of these appointments, for the obvious reason that in many disciplines it is preferable to have traditionally ranked faculty outnumbering those in the Faculty Specialist track.

Finally, I am happy to announce that your AAUP Negotiations Team has been formed. The members are Connie Ozawa (UPA), Francis Bates (Ext. Studies), Angela Rogers (CWP/RRI), Peter Nicholls (Philosophy), David Hansen (SBA) and yours truly, Jacqueline Arante (English). We will work with national staff to prepare ourselves for what will turn out to be an exceptionally challenging round of contract negotiations. Please feel free to speak with any of us personally about your concerns over the terms and conditions of your work at PSU.

**DON'T FORGET TO VOTE!**

**JANUARY 28, 2003.**

(Continued from page 4)

two years, there is more work to be done—not only increasing membership but also building a strong activist core. The Association and the University begin negotiating the 2003/05 Collective Bargaining Agreement this March. The rising cost of health insurance and the dismal state budget means that now more than ever it is urgently necessary that faculty become involved in their union. If you haven't already done so, **become a full member of the PSU-AAUP by filling out the application on page 16 of this newsletter and sending it to the AAUP office.** The difference between full membership and fair share fees is usually a couple of dollars a month. If you are already a full member, consider running for a seat on the Executive Council this spring, serving as the Unit Rep in your unit, or joining the bargaining support. There are also a number of other activities that the chapter needs your help with—from showing up to rallies to helping with mailings. If you are interested in any of these activities, please contact the AAUP office.

**Commit to contacting your legislator at least once during the upcoming legislative session:** Perhaps the biggest challenge facing PSU this year is the effect that the state budget will have on the higher ed funding. Although AAUP's lobbyist works hard for you in Salem, nothing speaks to a legislator like personal contact from a voting constituent. Unlike K-12 teachers and Health and Human Services workers, faculty are loathe to contact their legislators about the University's need for state support. This is the year to get over that fear and to commit to emailing or calling (from your home phone or email account) your legislator at least once to talk to him/her about the good work that you and your colleagues do in educating Oregon's students. When you talk to your legislator, remind him/her about how important higher ed. will be in the state's ability to recover from this economic downturn.

**Stand in solidarity with the fixed-term instructional, research, and academic professional faculty who have received notices of non-renewal:** One of the results of the budgetary uncertainty facing PSU has been the wholesale "non-renewal" of fixed-term colleagues. These faculty—many of whom have been here 10 or 15 years—have received notices informing them that the University will not be hiring them back in the 2003/04 academic year. The University administration cites the need for financial "flexibility," as the reason for the non-renewals. But the simple fact of the matter is that many of these faculty are integral to the teaching, research, and administration of the University and their non-renewals raise serious questions regarding programmatic planning, curricula, and student services for the 2003/04 academic year. The Association must publicly question this decision and demand that faculty be included in the discussions about the state of PSU's budget. It is incumbent on all faculty to hold the administration accountable for this decision and other decisions made in the name of "financial flexibility." The non-renewal of the fixed-term faculty not only affects the working conditions of many of your colleagues who have no job security for 2003/04, it will have serious consequences for the tenure-line faculty's workloads. Further, these non-renewals give new emphasis to the adage that the faculty's working conditions are the students' learning conditions. The changes in services and curricula that this decision engender will likely have a negative impact on the students.

It is clear that PSU—like many other colleges and universities—will face many challenges in the next few years. I am confident that the members of AAUP are up to the challenge. I am also confident that Julia Getchell, who began her tenure as chapter coordinator January 2, will work with you on facing these challenges. Finally, do remember that I am just a phone call away at the National AAUP office and I remain ready to help you, as do the other members of the National staff. Thank you again for the opportunity to work with you!

*"The rising cost of health insurance and the dismal state budget means that now more than ever it is urgently necessary that faculty become involved in their union."*

(Continued from page 9)  
time adjuncts and lecturers...

*“Tenured  
faculty  
committed to  
academic  
freedom and  
shared  
governance  
must work for  
the conversion  
of part-time,  
contingent  
positions to  
full-time,  
tenure-track  
ones, dying at  
our desks  
unless we have  
a written  
guarantee that  
we will be  
replaced by  
someone on  
the tenure  
track.”*

In 1970, part-time faculty comprised only 22% of the professorate. In 1995 the figure had risen to 41%. In 1998 the figure had risen still more to 49%. Even more telling is the percentage of full-time faculty who are tenured or on the tenure track. According to the U.S. Department of Education, it was only 38% in 1998, the most recent year for which we have data. In other words, the overwhelming majority, 62%, of the professorate was, in 1998, contingent and exploited. In the last decade 54% of all new full-time faculty hires in the United States were off the tenure track. Without the protection of tenure, academic freedom is fragile and imperiled. And without academic freedom, authentic shared governance is impossible.

The fundamental issue, however, with respect to its effect on shared governance, is not one's part-time or full-time status, but the provisional nature of the contract under which a non-tenurable faculty member is employed. When a faculty member is an at-will employee, keeping a low profile on controversial governance issues is not only understandable but necessary for professional survival. If, in addition to serving at will, one is also struggling to earn a poverty-level income by teaching five or six different courses on several campuses, participation in the governance of an institution is a practical impossibility.

The argument usually advanced to justify the alarming increase in contingent positions, especially part-time ones, is that it is much cheaper to hire part-time adjuncts than full-time tenure-track faculty. Although it would be folly to suggest that there are no cost savings to be made in this manner, a careful analysis reveals that it would be far less expensive to convert part-time adjunct positions to full-time than it would appear at first blush. Chris Storer, the legislative analyst for the California Part-Time Faculty Association, provided the following figures based on California's state-wide community college system. The average base salary of tenured and tenure-track faculty in FY 2000-2001 was \$62,912. Temporary faculty members were paid an average hourly rate of \$45. Assuming that 525 faculty contact hours equal a

full-time annual teaching load, the full-time equivalent annual salary of temporary faculty was, thus, \$23,625, less than 38% of the average regular faculty salary. These numbers would appear to overwhelmingly support the cost-saving argument. A closer look, however, reveals that, as a percentage of total budget, the cost of converting all part-time contingent positions to full-time tenure-track positions is between 6% and 12%, depending on the variables included in the analysis. Huge sums? No question. But the California community college system is hugely under funded compared to both the California State University and University of California systems, where total conversion would, therefore, consume a much smaller proportion of the budget. It is probably the case that, in many institutions, a similar situation would obtain. Furthermore, most contingent faculty members would not enter at the average salary, but at a much lower entry level salary, so that the lower percentages are probable. Although the cost-saving argument has some limited credibility, it is not totally persuasive.

Tenured faculty committed to academic freedom and shared governance must work for the conversion of part-time, contingent positions to full-time, tenure-track ones, dying at our desks unless we have a written guarantee that we will be replaced by someone on the tenure track. Above all, tenured faculty must participate in the governance of their institutions and exercise academic freedom or risk losing it. The price of tenure is a continuing and life-long moral obligation to exercise its privileges. We are not always right when we speak out, but we are always wrong when we do not.

*Jane Buck's full comments are available on our website at <http://www.psuaaup.net>.*

**American Association of University Professors**

PO Box 751  
232 Smith Memorial Center  
Portland, OR 97207

Phone: 503-725-4414  
Fax: 503-725-8124  
Email: [aaup@psuaaup.net](mailto:aaup@psuaaup.net)

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



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 \_\_\_\_\_ 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"**