

Unit Ties

Spring 2003

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Bring your Version of Apple Brown Bettys into the Breach

Susan Reese, English

Hello. As I write this it is already the end of the first week of spring term, I'm one week back from New Orleans, and the U.S. is two weeks into war with Iraq. Somehow the flip, slightly indignant poem I'd written about pink slips in December that I had intended to include in this issue no longer seems apt. I'm hauntingly aware of a larger world right now, the one in turmoil that makes my best days seem a bit risky and trite, and I am grateful to have best days. Here at PSU, in AAUP, its important to forge ahead with our goals of a better working environment for everyone, even when some of those issues may seem insignificant in the overall scheme of things. I'd like to share a beautiful piece, "A Time of Gifts," written by Stephen Jay Gould on 9/26/01, right after 9/11 and only a few months before his death.

"A Time of Gifts"—Stephen Jay Gould

The patterns of human history mix decency and depravity in equal measure. We often assume, therefore, that such a fine balance of results must emerge from societies made of decent and depraved people in equal numbers. But we need to expose and celebrate the fallacy of this conclusion so that, in this moment of crisis, we may reaffirm an essential truth too easily forgotten, and regain some crucial comfort too readily forgone. Good and kind people outnumber all others by thousands to one. The tragedy of human history lies in the enormous potential for destruction in rare acts of evil, not in the high frequency of evil people. Complex systems can only be built step by step, whereas destruction requires but an instant. Thus, in what I like to call the Great Asymmetry, every spectacular incident of evil will be balanced by 10,000 acts of kindness, too often unnoted and invisible as the "ordinary" efforts of a vast majority.

We have a duty, almost a holy responsibility, to record and honor the victorious weight of these innumerable little kindnesses, when an unprecedented act of evil so threatens to distort our perception of ordinary human behavior. I have stood at ground zero, stunned by the twisted ruins of the largest human structure ever destroyed in a catastrophic moment. (I will discount the claims of a few biblical literalists for the Tower of Babel.)

And I have contemplated a single day of carnage that our nation has not suffered since battles that still evoke passions and tears, nearly 150 years later: Antietam, Gettysburg, Cold Harbor. The scene is insufferably sad, but not at all depressing. Rather, ground zero can only be described, in the lost meaning of a grand old word, as "sublime," in the sense of awe inspired by solemnity.

In human terms, ground zero is the focal point for a vast web of bustling goodness, channeling uncountable deeds of kindness from an entire planet, the acts that must be recorded to reaffirm the overwhelming weight of human decency. The rubble of ground zero stands mute, while a beehive of human activity churns within, and radiates outward, as everyone makes a selfless contribution, big or tiny

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Vote Yes on Measure 26-48 May 20th

Susan Reese, English

"On May 20th, residents of Multnomah County will cast their votes on Measure 26-48, a measure constructed to restore the basics for schools, senior citizens and public safety."

As I've been seeking my own version of Apple Brown Betty, I've been doing what I always do, but a bit more consciously; teaching, writing, marching, paddling, walking, meeting, praying...all seem more important now. William Stafford, in "A Ritual to Read to Each Other" says "it is important for awake people to be awake." I agree. With this in mind, I want to pass on a bit of information I received at a recent Metropolitan Alliance for the Common Good (MACG) meeting. On May 20th, residents of Multnomah County will cast their votes on Measure 26-48, a measure constructed to restore the basics for schools, senior citizens and public safety. We're all aware of the on-going and looming cuts to everything from the length of the school year, teacher positions, senior and disabled housing, prescriptions for the mentally ill, to jail space for felons. Measure 26-48 seeks to fill the gap in funding, for Multnomah County (Remember: Multnomah County passed Measure 28, but the rest of the State did not), while the State Legislature grapples with a more permanent solution. It would accomplish the following:

- provide funding for a full school year for all students in Multnomah County
- prevent 600 teacher layoffs (meaning lower class sizes and more individual attention to students)
- provide students with a challenging and varied curriculum to prepare them for college or career
- funds will be distributed fairly to all local school districts on a per-pupil basis
- it will restore prescription drug relief for over 3000 medically needy seniors and dis-

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HB 3600 Seeks to Limit Student Free Speech

Bret Davis, OSPIRG Coordinator

"Legal, congressional, and legislative initiatives that stifle the voices of student organizations by restricting access to student fees and campus resources have a detrimental impact on the quality of the university environment."

Universities improve the quality of our society and strengthen future leaders through the discovery of knowledge and development of critical thinkers. These goals are best achieved in a thriving marketplace of ideas, whose participants are actively encouraged to seek out and exchange new ideas while exploring a diverse array of options.

This mission extends beyond the classroom to extracurricular opportunities created by students that enhance their higher education experience.

Students translate academic lessons into practical experience through internship programs, leadership positions, and volunteer opportunities within groups they create with student fees.

Recently the Oregon Legislature has seen two bills that have had the potential to revoke the power of student free speech.

House Bill 3600, which is currently in committee, mandates that student fees could not be used to pay membership dues. Legislation such as this would make it incredibly difficult for groups with larger connections to maintain their student chapter status.

Legal, congressional, and legislative initiatives that stifle the voices of student organizations by restricting access to student fees and campus resources have a detrimental impact on the quality of the university environment.

For more information about this type of Legislation or to show your support please contact, Bret Davis, OSPIRG coordinator, 503-725-4500 or super_Bret@yahoo.com.

All of Us are PSU-AAUP

Gary Brodowicz, School of Community Health

The faculty in my unit—the School of Community Health—have spent the past couple weeks involved with two searches. One was conducted to fill a tenure-track assistant professor position in Community Health, and the other was for the Dean of the College of Urban and Public Affairs. Both gave me opportunities to think about Portland State University, PSU-AAUP, faculty governance, collective bargaining, and several other important issues.

As I met with assistant professor candidates I found myself in the situation of explaining what it means to be a “collective bargaining institution” to young post-docs interviewing for their first faculty position in the academy. I had the chance to talk about grievance mechanisms, working conditions, and even family medical leave. One young candidate summed up her opinion of PSU minimum salary rates with an honestly perceptive “Wow, they’re low.” It probably didn’t come out as I had intended when I told her that the person hired wouldn’t be paid any less than the minimum. My guess is that the salary for the young assistant professor we eventually hire will not be very close to the contractual minimum. It may even be closer to the salaries of my associate professor colleagues, although salary compression will no doubt become a reality for our new hire much sooner than she realizes. Other candidates didn’t say much about PSU-AAUP, and I’m certain that the stress of interviewing meant that they probably understood half of the information I tried to convey. Still, it was an opportunity.

The candidates interviewing for the dean position didn’t ask about PSU-AAUP, but provided insight into their thinking on issues related to governance, merit pay, part-time faculty, and “corporatization.” One candidate told me that it’s sometimes a problem when faculty unions negotiate across-the-board salary adjustments. His logic was that such increases sometimes don’t even keep up with the cost-of-living, and the money can’t be used to award “merit” increases. It made me point out how the “non-meritorious” faculty would fall further behind the cost-of-living, but I didn’t press the

issue. He might’ve countered with some sort of “trickle-down” argument, and I didn’t want to lose my lunch. In some cases it was difficult to determine WHAT a particular candidate thought about some of these issues; sometimes I guess it’s easier not to answer a question and hope nobody notices.

Why do I bring up these searches? One reason is that I want to illustrate the fact that there are different levels of awareness about the rights and responsibilities of faculty when it comes to higher education. There are also varying degrees of appreciation for the role that AAUP plays in the careers of faculty. For young newly hired faculty it may not seem to matter to them that AAUP represents them. Immediate concerns associated with tenure, grant writing, and publishing understandably have a high priority. Faculty who’ve been around a little longer likely understand and appreciate the work done by colleagues in the PSU-AAUP leadership.

Another reason I bring up my interactions with these candidates is to urge each of you reading this to take a moment to consider your own awareness and appreciation for the work of PSU-AAUP. Do you benefit? Is campus life and your work here at PSU better as a result of the many contracts negotiated over the past 25 years? Have you contributed in some way to helping the association and the university make PSU a better place for the entire campus community?

Finally, I think it’s important to remind you that the association isn’t “someone else”... it’s ALL of us. When you hear someone ask, “Why don’t THEY do this?” or “Why did THEY do that?” it means that there is a lack of understanding about who THEY really are. You are the association, and it’s your contribution—large or small—that makes it work. In what will certainly be a difficult future for the entire PSU community, it’s important to give serious consideration about the important role PSU-AAUP plays on this campus and how you can help.

“...take a moment to consider your own awareness and appreciation for the work of PSU-AAUP. Do you benefit? Is campus life and your work here at PSU better as a result of the many contracts negotiated over the past 25 years? Have you contributed in some way to helping the association and the university make PSU a better place for the entire campus community?”

2003-05 State Budget: Grim & Grimmer

Tom Barrows, Dave Barrows & Associates



The news from Salem just keeps getting grimmer. The legislature has just wrapped up dealing with the 01-03 budget and is now beginning to look ahead to the 03-05 budget. The outlook for the coming bien-nium is not any better than had been expected and may yet get worse. The Ways and Means Committee (Appropriations) is already two months behind due to the need to balance the current budget and it is looking at putting together a budget for the next two years based on numbers that continue to move. The legislature has used almost all the one-time sources of money available and will have to look to severe cuts or new revenue to write the coming budget.

One of the ideas that has been proposed by the Governor is to have the Legislature craft a one year budget to begin July 1, 2003 and go until June 30, 2004. The Legislature would then come back into Special Session in early 2004 in order to pass a budget for the 04-05 fiscal year. There are also proposals to send an initiative out to change the Oregon Constitution to have annual Legislative Sessions. There has not yet been much

of a discussion on either of these proposals, but as the Session moves on these ideas may get more attention.

The issue of PERS continues to be the other focus of the Legislature this Session. There is agreement among most of the parties that something must be done or the system will collapse upon itself. The House has already passed a couple of PERS bills and is looking at several others. The Senate General Government Committee has been the recipient of those that have come over from the House and it appears that these will be held for now and packaged with any others that come over. There is concern that part of the PERS package must be done by May 1 in order to function within existing timelines. We are part of the PERS coalition which continues to meet in order to deal with the details in each of the proposals.

Collective Bargaining Report

Jacqueline Arante, English

"We negotiate for ALL of our members, but you must make your specific concerns heard."

Collective Bargaining between PSU and PSU-AAUP over the 2003-2005 contract is about to begin. The AAUP negotiations team will meet with the PSU OUS team during the week of April 14 to determine the schedule of negotiation sessions and to negotiate ground rules. Meanwhile, the AAUP team is meeting weekly, researching, developing strategies, and creating potential contract language. In this year of financial crisis the team will propose negotiating non-monetary changes in the collective bargaining agreement first, as we wait for definitive information from the Legislature, the Oregon University System, and President Bernstine on a budget over which to negotiate.

The collective bargaining team (Francis Bates, David Hansen, Peter Nicholls, Connie Ozawa, Angela Rodgers, and myself) urges

all members of the AAUP bargaining unit to read our current contract carefully and to offer suggestions for contract change to the team as soon as possible. Please participate in information surveys you receive from AAUP and support your team by coming to rallies, information meetings, and by signing up to attend negotiation sessions. We negotiate for ALL of our members, but you must make your specific concerns heard. We know it is difficult to find the time and the energy in these times of war and deficit, but remember the members of your negotiations team are just like you, working beyond a reasonable capacity to create a contract which benefits all. A grass-roots organization is only as effective as its members determine it to be.

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Active & Informed Members Ensure Quality Higher Education

Julia Getchell, Chapter Coordinator

I have a doctorate in Adult Education from the University of Wisconsin-Madison, and my areas of expertise are the professional preparation of college faculty and teaching and learning in higher education contexts.

I have also been a leader in two unions. Many years ago I was an active member and steward in Communications Workers of America (CWA 4660). This experience taught me a lot about the power of people working together for the common good, particularly through union organized community service projects.

My most recent union experience was with the Teaching Assistants' Association (AFT 3220) while I was a graduate student at UW-Madison. I was a steward in the Women's Studies program, Secretary, and Co-President. I chaired the Membership Committee and the Education Committee. These experiences taught me a great deal about the nature of the academic workplace.

In the three months that I have been at PSU-AAUP working as Chapter Coordinator I have seen many interesting things. I have seen state funding for higher education be cut yet again. I have seen faculty, staff, and administrators agonize over budget shortfalls and projected cuts for the next fiscal

year. I have seen instructional and research faculty and academic professionals demoralized because they are working harder than ever to serve students and the community, but have less job security, falling real wages, and diminishing benefits. **These are difficult times for all who care deeply about higher education and vibrant communities.**

One thing I have learned in the last three months is that this is indeed a diverse bargaining unit. Bargaining unit members have a variety of roles and responsibilities. In talking with many members I get the sense that some members believe that our differences divide us, that tenure line faculty cannot relate to fixed term instructional faculty, or academic professionals cannot relate to research assistants.

Yet I see two things that unite us: we are all public employees and we are all engaged in the work of providing quality education to students and to the community. There is strength in unity; that is a fundamental truth for labor unions. I believe if we are to be effective providers of quality higher education in the Portland metropolitan area we must work together where we can to continue to improve the working conditions of all members of our bargaining unit. After all,

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"I believe if we are to be effective providers of quality higher education in the Portland metropolitan area we must work together where we can to continue to improve the working conditions of all members of our bargaining unit. After all, our working conditions are students' learning conditions."

The Ball is in Our Court

Dennis Stovall, English

Isn't it amazing that public employees are pilloried for making modest livings and having reasonable benefits when private-sector employment would nearly pay more? The entire issue of PERS provides a smoke screen for the state legislators who are too cowardly to perform their duties, i.e., make the tough decisions. If one takes the media seriously, the PERS deficit looms as an immediate and overwhelming problem. In fact, any shortfall is not short-term, with the exception that by scaring people not yet ready for retirement into taking their PERS

benefits now, the potential crisis is exacerbated and hurried. We are easy targets, that's for sure, and we need effective means to counter the propaganda being used against us. We should be taking a stand for the extension of good benefits to others instead of cowering before the accusations that we get too much.

Consider this: we were asked to consider the possibility of discussing foregoing our negotiated raise with our members as a

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"We should be taking a stand for the extension of good benefits to others instead of cowering before the accusations that we get too much."

Why are our Salaries “Compressed?”

Martha Hickey, Foreign Languages & Literature

Sometimes it's convenient for those who administer the Oregon University System to remember that we all work for the State, sometimes it's not. Are we really all in the same boat when times are tough? Oregon legislators talk of withholding a cost of living increase (COLA); the governor suggests no salary increases at all for all employees of the state. What may seem, in Salem, like logical cost cutting measures and a fair distribution of the burdens of a budget shortfall will have (let's be generous) unintended and significantly more painful consequences for University faculty. It's spelled C-O-M-P-R-E-S-S-I-O-N.

In Oregon, compression, or the stagnation of faculty salaries, is not solely or even primarily the result of low or sporadic cost of living increases for state employees. The roots of the problem have more to do with the way the administrators of the Oregon University System have chosen to manage the compensation system.

Governor Kulongoski has asked that step increases for state employees be suspended. This is an unusual request, and OPEU, AFT and other unions are sure to oppose it. However, the Board of Higher Ed can shrug its collective shoulders and be glad that it doesn't have to fight this battle. They have an Oregon Administrative Rule banning steps in the University. Unlike most other state employees and teachers in K-14, university faculty rarely see annual increases outside of cost of living. The existence or non-existence of steps is only a symptom of the problem. Having rejected steps, neither the Chancellor's Office nor the Board has acted to establish a permanently funded system for rewarding faculty for experience, expertise and meritorious achievement.

How does it work for most state employees? Let's say you work for the State Department of Education or the Environmental Services Division. You may be employed at one of three levels for teachers or environmental engineers. Each level has a graduated pay scale of eight steps. Every

year, after a satisfactory annual review, you move up a step in the pay scale. That is, you receive a raise of 4.75%. Yes, this raise is independent of the legislatively approved cost of living raises.

Many years state employees reap a **double raise**, 4.75% plus the state funded COLA.* Of course, an individual could hit the ceiling of his or her level after eight years; but chances are that individual has also accrued additional experience and/or education and is qualified to move to the next level, or a related position with a higher pay scale and range.

What has happened to teaching and research faculty and academic professionals within Oregon universities? As we all know, there are only two opportunities for promotion as teaching faculty. Once we have been appointed to a rank, our salary has changed at that rank only if there has been a legislatively funded "across the board" (COLA) raise, sometimes distributed as "merit pay."

At PSU over the last ten years, raises have seldom equaled the rise in the cost of living in the metropolitan area. In four of those years, we saw no raise at all. When was the last time that there was sufficient funding to offer a merit raise? At PSU, that was 1997 and it was, most admit, "paltry" (averaging 1.5%). The COLA that year, at the height of the boom in housing prices, was 3.5%.

Over the last ten years, salaries at PSU have lagged farther and farther behind national averages and behind local colleagues in public education as well. Faculty member in the cohorts hired at the beginning of the nineties may feel that the community has disinvested in them, relative to their neighbors in the teaching profession. Full-time faculty at Portland Community College and in the local public school districts of the state have step systems that reward acceptable job performance on a nearly annual basis. Beginning in 1997, full-time fac-

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"The roots of the problem have more to do with the way the administrators of the Oregon University System have chosen to manage the compensation system."

abled citizens who cannot afford the drugs they need to stay alive

- it fills critical funding gaps for Oregon Project Independence, which will enable 600 seniors to continue living independently instead of being forced into nursing homes
- it will restore housing and personal care to nearly 3000 seniors and disabled individuals and provide over 500 with transportation to medical appointments

How much will it cost? Measure 26-48 is a graduated income tax ranging from 0.6-1.25% of taxable income for Multnomah County, which will raise \$128-\$135 million per year for three years. A person making a typical income of \$45,000 a year would pay about \$22.00 a month (about the price of two pizzas, or one very gourmet pizza!). The measure does not apply to Social Security payments.

At the MACG meeting many stories were shared by those afflicted in one way or another by the above issues; some who have lost funding for medications and treatment have taken their own lives rather than face a future without the assistance they need to thrive. Each of us is touched by these issues, either personally or through someone we know. But no matter how you feel about this measure, speak out. One of the most powerful tools we have in our society is our vote; please vote on this important issue, and make sure that your voice is represented, registered.

Another way in which I urge you to express yourself is by contacting AAUP and letting us know what's going on in your world, and by writing an article for this, your newsletter. We want to support all of you, for you members are AAUP, but we can only do that well if you communicate with us, letting us know of your specific needs. Speak out.

***FYI: HB 2628** (full text available at <http://www.leg.state.or.us/03reg/asures/hb2600.dir/hb2628.intro.html>) would establish PSU as a public corporation under the control of the Portland Metropolitan Universities Board of Directors, removing PSU from OUS.

"Measure 26-48 is a graduated income tax ranging from 0.6-1.25% of taxable income for Multnomah County, which will raise \$128-\$135 million per year for three years. A person making a typical income of \$45,000 a year would pay about \$22.00 a month..."

Please go to Lawrence Ferlinghetti's poem "Speak Out" at <http://www.poetsagainstthewar.org>.

AAUP Wordsearch #1

Find the following words, forwards, backwards, or diagonal:

- | | | |
|--------------|--------------|-----------------------|
| • faculty | • governance | • election |
| • contract | • freedom | • compression |
| • tenure | • research | • Academe |
| • bargaining | • grievance | • JaneBuck (no space) |

e c e c n a n r e v o g
c r a a s v e i r g o n
n e l j a n e b u c k i
a s a e l o i o n o p n
v e a l y i o n e n m i
e a r u n t e u t t o a
i r e s a c l u n r d g
r c e a r e t u l c e r
g h o p o l f n c t e a
e a c a d e m e c a r b
a c e l e m n a t t f a
a n o i s s e r p m o c

—Dan Spero

PSU-AAUP 25th Anniversary Celebration

On February 19, PSU-AAUP celebrated its first 25 years by holding a reception that included a student-led symposium and a wonderful poster exhibit that highlighted many of the faculty who played instrumental roles at various times in PSU-AAUP's history. The 40-50 people in attendance heard four excellent papers presented by students who worked under the supervision of Patricia Schechter, associate professor of History. Gregory Nipper presented "The AAUP and Academic Identity: Unionization and Professionalism," followed by Alexa Derman's presentation, "Language and Power." "The Struggle for Gender Equity and AAUP" was presented by Amanda Ellertson, a graduate student who will be continuing her work on this project for her M.A. thesis in History. Heather Reynolds presented "Women Faculty: Changing Agendas," and Lew Church discussed "Race and Class in the AAUP." Presentations were followed by an opportunity for audience members to participate in a question and answer period. Some of the discussion included notable figures in PSU-AAUP's history, such as PSU historian, Gordon Dodds, and Ann Weikel, PSU-AAUP's first woman president. Before and after the symposium there was plenty of time allowed for everyone to enjoy light refreshments, catch up with colleagues, and enjoy reading portions of the oral history interviews conducted by Dr. Schechter's students. It was a great opportunity to learn about PSU-AAUP and the dedicated people responsible for its success. Congratulations to Julia, Susan, Julie Schmid, and Patricia for organizing a superb event!

—Gary Brodowicz



Ann Weikel, Tom Lockett and Sarah Andrews-Collier.



Gary Brodowicz and Gordon Dodds.



Chuck Johnson and Judith Wild view the historical exhibit.

"Striking a Balance: Collective Bargaining and the PSU-AAUP's First Twenty Five Years"



Patricia Schechter.



Judith Wild and Gregory Nipper.



OPEU 089 President Zoe Birkle and
PSU-AAUP President Gary Brodowicz.
Solidarity Forever!



Alexa Derman, Oren Ogle and Gordon Dodds.

On Wednesday, January 19, PSU students presented their research on the history of the PSU-AAUP at the organization's 25th anniversary celebration event. Key features of the presentation included a photo and text display highlighting member biographies and historical themes such as collective bargaining, gender equity, and academic freedom. After a short welcome address by president Gary Brodowicz and an introduction of the project by coordinator Patricia Schechter, the five student researchers then presented short papers based on their research and reading. The history project is continuing on as the master's thesis topic of Amanda Ellertson. **If you are interested in contributing documents, an oral history interview, or other materials that would make a contribution to the historical record of PSU-AAUP, please contact the AAUP office at 5-4414 or Patricia Schechter at 5-3007.** The research team would like to extend special thanks to all those faculty, administrators, and staff who agreed to be interviewed in this round of the research. Also, the team acknowledges the support of the event committee and the PSU-AAUP staff for making the event so enjoyable and well-planned.

—Patricia Schechter

Editor's Note: We at PSU-AAUP hope to devote our fall term 2003 issue of our newsletter to these projects on AAUP history and so hope to bring some of the above mentioned stories to you at that time. Stay Tuned!

"Our call, at this time as at all others, is to bring our own version of apple brown bettys to the breach. We good people of AAUP have much work ahead of us, and if every member does his or her part, we can accomplish all we set out to do."

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according to means and skills, but each of equal worth. My wife and stepdaughter established a depot on Spring Street to collect and ferry needed items in short supply, including face masks and shoe inserts, to the workers at ground zero. Word spreads like a fire of goodness, and people stream in, bringing gifts from a pocketful of batteries to a \$10,000 purchase of hard hats, made on the spot at a local supply house and delivered right to us.

I will cite but one tiny story, among so many, to add to the count that will overwhelm the power of any terrorist's act. And by such tales, multiplied many millionfold, let those few depraved people finally understand why their vision of inspired fear cannot prevail over ordinary decency. As we left a local restaurant to make a delivery to ground zero late one evening, the cook gave us a shopping bag and said: "Here's a dozen apple brown bettys, our best dessert, still warm. Please give them to the rescue workers." How lovely, I thought, but how meaningless, except as an act of solidarity, connecting the cook to the cleanup. Still, we promised that we would make the distribution, and we put the bag of 12 apple brown bettys atop several thousand face masks and shoe pads.

Twelve apple brown bettys into the breach. Twelve apple brown bettys for thousands of workers. And then I learned something important that I should never have forgotten, and the joke turned on me. Those 12 apple brown bettys went like literal hot cakes. These trivial symbols in my initial judgment turned into little drops of gold within a rainstorm of similar offerings for the stomach and soul, from children's postcards to cheers by the roadside. We gave the last one to a firefighter, an older man in a young crowd, sitting alone in utter exhaustion as he inserted one of our shoe pads. And he said, with a twinkle and a smile restored to his face: "Thank you. This is the most lovely thing I've seen in four days, and still warm!"

Our call, at this time as at all others, is to bring our own version of apple brown bettys to the breach. We good people of AAUP have much work ahead of us, and if every member does his or her part, we can accomplish all we set out to do. In this newsletter we have outlined some of our vision, some of our problems, and some things in which we have pride. Please let us know what you think by e-mailing the AAUP office (aaup@psuaaup.net) and please consider writing something for our next newsletter; it belongs to all of you, and we'd love to have your full participation. Peace.

"As you already know, this reduction in the relative number of faculty to the constant increase in the number of part-time faculty is an issue of grave concern to us all. "

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We would like to remind you that the collective bargaining agreement covers ALL tenured faculty, tenure-track faculty, fixed-term faculty, academic professionals, and research assistants and associates, whether you are a member of PSU-AAUP or not. If you have not made the decision to become a full member, **NOW** would be a great time.

All of the members of our University "family" who received letters of non-renewal last December were represented by AAUP. Should many of these members not return to PSU, we would find our strength and our operating budget much reduced. As you already know, this reduction in the relative number of faculty to the constant increase in the number of part-time faculty is an issue of grave concern to us all. **Please support AAUP by joining, now.**

The negotiations team will be proposing contract change in areas such as Workload, Academic Freedom and Governance, Dispute Resolution, and, of course, Salary and Benefits. We will work together with PSUFA (collective bargaining agent for the part-time faculty) to negotiate fair workloads and equitable entitlement to benefits. We will keep you as informed as possible about the negotiations process and will appreciate your response and support.

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
STAFF:				
Julia Getchell	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Susan Cerasin	Administrative Assistant	AAUP	5-4414	aaup@psuaaup.net

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.

Unit Ties

Editor: Susan Reese

Staff: Susan Cerasin, Julia Getchell

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.

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



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our working conditions are students' learning conditions. To provide quality education to students and the community, instructional and research faculty and academic professionals must be fairly compensated and must have some measure of job security. The best way to insure quality education for students and a quality working environment for ourselves is to become an active and informed PSU-AAUP member.

If you are a fair share member, become an active member. There is a membership application on the back of this newsletter. Fill it out, send it in, and gain access to full participation in the only campus organization that advocates for your rights as a worker. As an active member you have the right to vote for leaders who represent you and your interests to administration. As an active member you have the right to participate in important issues that affect your working conditions. **PSU-AAUP is a democratic institution.** You choose who represents your interests at the bargaining table and in day-to-day leadership of the organization.

- * **If you are an active member, become an informed member.** Know your rights and responsibilities as a worker at PSU. Read the contract. Read the faculty constitution. Read the ABC's of PSU. Read the Promotion and Tenure Guidelines. These are the documents that outline your working conditions and rights and responsibilities.
- * **Read** the quarterly newsletter and the weekly membership updates. **Attend** membership meetings. This is important now more than ever as we begin a new round of contract negotiations. The Collective Bargaining Team wants your input in negotiations that will affect your working conditions.

- * **Share** what you know about with you colleagues. **Talk** to others in your department or work unit. Don't assume problems that affect only individuals. Chances are if you have a problem in your work place, others do, too.
- * **Take action** individually and collectively. Speak up when you or others are being treated unfairly. Collective action leads to real and lasting change. The union is you and your coworkers; you have it within your power to make your union a more effective advocate for workplace rights and justice. Talk to a union representative when things go wrong; **we cannot fix problems we do not know about.**

Get involved in PSU-AAUP. Resources are limited. There is much more we could be doing to be more effective in advocating for members' interests. The union's power is unleashed when individuals pitch in and do a little something to contribute to the larger effort. Volunteer your time and skills as much or as little as you can.

PSU-AAUP needs people who can help with tasks small and large. There is always something members can do to assist in the effective functioning of the union including helping to prepare membership mailings, writing an article for the newsletter, serving on committees or as a unit representative in your department or unit.

"Unions are every working person's best defense against employer excesses, and they are the way our collective voice is heard." Being an informed and active member of PSU-AAUP is the best way to insure that we provide students and the community with high quality and rewarding education.

"The best way to insure quality education for students and a quality working environment for ourselves is to become an active and informed PSU-AAUP member."



Information for 12-month Fixed-Term Non-Renewed Employees:

Terminated employees may receive payment for up to 180 hours of unused vacation (at a supplemental tax rate of 27%). If you have more than 180 hours of unused vacation at the end of June, you could end up forfeiting vacation hours. Contact the Office of Human Resources at (503) 725-4926 to get accurate and individualized information.

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means of cutting costs, but the issue never came to the table. Had the discussion been held, and had we refused, we could be made to look selfish for refusing, we could be made to look selfish for refusing, but the truth is that we've already taken an enormous pay cut. That's what increased workloads and greater productivity amount to, and we've accepted that with hardly a whimper when we should have screamed. Fewer of us doing more work for more students is a sacrifice that our critics prefer to overlook.

We did not create the crisis, but we're shouldering more than a fair share of the burden it's created. The impact on our university is already severe, but that's only the beginning. It will take years to recover. And with the new model of education as business, any sacrifices we make are unlikely to be either appreciated or restored. All we're doing is showing those who believe that we're a factory, that we can make do with less. And less. If it doesn't pay its way, it's unworthy of inclusion in the curriculum. Isn't that the logical conclusion? So, if a course on Milton doesn't pay, let's not

teach his work. And on and on.

During the time we face this budget crisis, we must use our collective power to set standards for when the slump has passed. Salary increases may not be possible now, but we can negotiate greater job security for our members and win contract language that clearly limits workloads. Throughout our contract, we can find small things that can be effectively negotiated and which will put us in a better position to bring our salaries and conditions up to the standards of our peers across the country. But it will take a concerted effort by all AAUP members to do so.

The ball is in our court.

"During the time we face this budget crisis, we must use our collective power to set standards for when the slump has passed. "

PSU-AAUP Executive Council Endorses School Board Candidates

Two members of the AAUP bargaining unit are running for seats on the Portland School Board. The Executive Committee has given them AAUP endorsements and we encourage the PSU community to support their candidacies.

- ♦ Dilafruz Williams is a professor in the School of Education and is a co-founder of the Portland International Initiative for Leadership in Ecology, Culture, and Learning. She is running for a position in Zone 7.
- ♦ Douglas Morgan is a professor in Public Administration and the director of the Executive Leadership Institute in the Mark O. Hatfield School of Government and has worked on numerous community collaborations, including the Portland Budget Advisory Committee. He is running for a position in Zone 1.

We encourage members to return their ballots by May 20. There will also be a tax initiative on this ballot to raise funds for Portland Public Schools.

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ulty at Portland Community College had their 6% pension contribution added into their salary scale.** Compounded over five years with the annual step increase, that translated into an increase of over 60% to their base salaries! Portland Public Schools rewards its teachers for enhancing their qualifications. Their salaries have kept pace with, and in some cases, exceeded inflation.

public universities. This chart dramatically illustrates why a one-size-fits-all approach to state budget cuts will only exacerbate compression

In the past, higher ed faculty have been told that their salaries were stagnating because they were dependent on the legislature's decision to fund cost of living increases. This was true, but primarily because OUS did not determinedly seek a compensation structure that devoted the resources to academic pay that other state workers and professionals receive through stepped pay increases and merit pay. That it did not, seems the height of negligence.

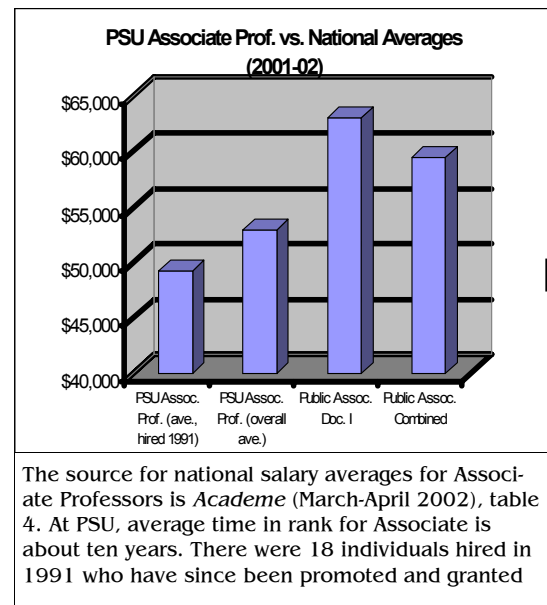
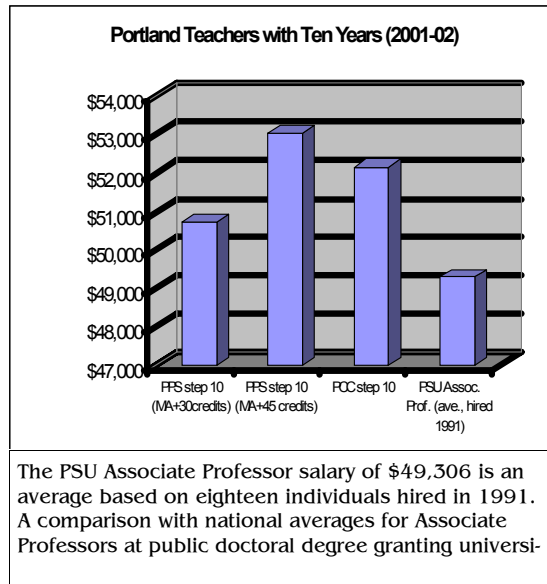
Naturally, the legislature balked whenever the Chancellor asked for an additional 5% or 10% for academic pay raises when the rest of the state was seemingly only getting 2% or 3%. It looked like we academics were being greedy. But when the legislature funded other state programs, it was funding budgets with nearly automatic 4.75% raises already "built in."

OUS has also used this compensation system to its advantage. While the System's budgets limited faculty salary increases to whatever the legislature funded through the COLA, Oregon universities had to rob these dollars to fund merit pay. Over the years, PSU's chief negotiator, appointed by the Chancellor, has steadfastly refused to discuss any form of step compensation, disingenuously arguing that OUS prefers to reward merit over seat time. Our share of the pie at PSU, perpetually based on an under-funded COLA, has seldom been enough to fund real merit pay increases without further compressing the majority of the faculty.

Creating a merit or step-increase pool that is funded independently from COLAs is a logical remedy. Academic Professionals at PSU already have such a pool. The challenge will be to ensure that it does not become an excuse to raid legitimate COLA increases. Steps can be implemented incrementally. At Willamette University, faculty can apply for step increases every three years, upon review. The Oregon Board of Higher Education imposed its own form of unfunded mandates two years ago

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"Over the years, PSU's chief negotiator, appointed by the Chancellor, has steadfastly refused to discuss any form of step compensation, disingenuously arguing that OUS prefers to reward merit over seat time."



The accompanying graph compares Portland faculty who began their careers here ten years ago, and juxtaposes these salaries to national averages for Associate Professors at Doctoral I and all combined

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when it required all faculty be reviewed on a three-year basis. No form of recognition was offered to those who are successfully reviewed. (PSU has a contractually funded Peer-Development Fund to which those under review may apply. It is not offered as compensation, however.)

The University of New Hampshire entered the battle against compression several years ago when it agreed that tenured faculty with 5 years in rank would not be paid below a certain minimum. In effect, they created a step above the minimum for rank. This is one way of ensuring that salaries of those in rank do not fall behind those who are newly hired "at market ranks." This is a particular problem at PSU. Many departments here have seen the value of the dollars that it compensates its experienced faculty further eroded over the last five years by the higher "market rate" salaries of newly minted PhDs or tenured hires from elsewhere. We shouldn't begrudge them fair compensation for the work that they do, but PSU needs to continue to acknowledge the equity and morale problems that are created when only new hires are fairly paid. And "new hires" all too soon become "old hires" caught in the same doldrums as the rest of the faculty.***

Lately we have been told that each University in the system is responsible for its own budget. PSU has recently began to move in the direction of addressing compression, using a formula based on national average salaries to distribute a 2.75 to 4% salary increase in 2000 and a 3.2 to 3.6% increase in 2003. (When offered in lieu of a cost of living increase, unfortunately, this strategy disadvantages those hired close to the national average.) Average salary, of course, is based on average years in rank. It does not acknowledge the more than average service of many PSU faculty. For this reason, a portion of the dollars in the compression pool is distributed based on years in rank.

The important question is whether PSU will be true to the commitment it has made to address its lagging salaries. The hurdles are obvious. OUS and PSU have continued to use the State COLA as an index for its salary offers. OUS will probably once again send its VP for Personnel to the table as chief

negotiator for the 2003-05 contract when negotiations begin. If he follows past practice, he will, undoubtedly, want to hold the line on salary increases to fend off requests for increases from the other universities in Oregon.

PSU will want to argue that, due to the state budget crisis and its other commitments, it needs to hold back increases. But PSU should ask itself what message it will be sending PSU faculty if it backs away from the obligation to compensate its professionals equitably. We are, after all, state employees. We, too, deserve the same opportunities to seek and earn fair compensation for the work that we do and we shouldn't be afraid to say this out loud.

*The state government COLA is applied to the salary step structure, elevating all steps by the COLA amount.

**The 6% increase added to the step structure at PCC was intended, in part, to forestall the loss of the 6% pension contribution that the state was paying in lieu of a salary increase. The latest PCC contract removes this 6%, but still funds an annual 3.5% step increase for the next four years.

***The minimum rank salary for **Associate Professor** in September 1995 was only \$30,627. It is currently \$46,368, equivalent to a starting salary for many new Assistant Professors. The promotional minimum increase for pending promotions will scarcely reach 5% of current salary.

"The important question is whether PSU will be true to the commitment it has made to address its lagging salaries."

**American Association of
University Professors**

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

Phone: 503-725-4414
Fax: 503-725-8124
Email: aaup@psuaaup.net

We're on the Web!
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"