



# Unit Ties

*Faculty Working Together for Superior Education*

## Summer Institute Sparks Hope

Susan Reese

Newsletter Editor

*I* spent ten days on the east coast this summer, first in New York, Manhattan and Bronxville, and then the last three days in Durham, New Hampshire, at AAUP's Summer Institute. My favorite memory of New Hampshire, and I have many, was Friday night, after what for me had been eight days of drenching humidity, when a massive thunderstorm broke. There we were, almost the entire Portland delegation, with our heads as far out the windows of the dining room as possible, giggling and deeply inhaling the torrential rain. In times like those, you know who your friends are, or at least who came from the same part of the country.

Summer Institute amazed me again for the breadth of information presented and for the easy way we, who share this academic lifestyle, bond with each other; although there were several others present from PSU, I happily went off on adventures (a whole lobster, with the rest of the meal included, for only \$17.95, right across the river from Maine!) with new friends from all around the country. I'll never forget that night roaming the streets of Portsmouth, after the lobster, with Niame and Beulah, both from New Mexico.

There were some tales of riches (one community college outside Detroit

*(Summer Institute, Continued on page 6)*

## AAUP Settles Arbitration Award

Julia Getchell

Chapter Coordinator

*I*n April 2005 an arbitrator ruled that PSU violated the AAUP Collective Bargaining Agreement when it terminated a tenure-track faculty member without providing her with annual reviews and a timely third year review.

The arbitrator ordered PSU to reinstate the tenure-track faculty

member and to "make her whole" for all lost wages and benefits. In August 2005 AAUP and PSU reached an agreement to settle this grievance.

In the agreement, the faculty member resigned as of June 15, 2005. In exchange, PSU rescinded the faculty member's termination, paid her for lost wages and benefits, and provided her with a positive reference letter.

Fall 2005

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# President's Message

Sy Adler

President

Welcome to the 2005-06 academic year. A special welcome to those who are new to Portland State and new to the bargaining unit. This is a critical time for both AAUP and the university. As those of us who have been here a while know only too well, PSU has a growing enrollment and is undertaking a variety of new building and academic initiatives while our real incomes have declined as a result of a salary freeze and an escalating cost of living. Performance expectations in all areas of our work have been increasing. We've been expected to teach larger classes, seek more external funding,

produce more creative works, do more community outreach, and internationalize the curriculum, all while we engage in various self-governance activities.

And we've done so.

The self-study that's been prepared for the upcoming site visit by the accreditation team documents all that's been achieved. PSU is the largest university in Oregon, and is ranked highly in several categories by *US News and World Report*.

Many higher education officials at PSU and at the state, including President Bernstine, have been saying they understand the necessity to compensate us in a manner that recognizes the fact that we've been working harder and accomplishing more during a

*(President, Continued on page 7)*

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**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.

# Legislative Report

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Tom Barrows

Dave Barrows & Associates

The Oregon legislature adjourned on the morning of August 5. It was the second longest Session in history. The Senate was controlled by the Democrats for the first time in ten years and the Republicans held their ground, as they have since 1993. With the split bodies there were few controversial bills that passed all the way through the process.

Once again the general public appeared to be generally dissatisfied with how the legislature operated. The Oregon legislature is viewed by many to be very dysfunctional, though much of the impetus for this dysfunction can be traced to the contradictory way in which the public interacts with the legislature. The public wants experienced leaders; then they pass term limits. They complain that the legislature should do their job and not refer issues to the voters when a tax increase is referred out; then in the next Session, when the legislature adopts a tax increase directly, the voters do a referendum so that they can vote on it.

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*“With the split bodies there were few controversial bills that passed all the way through the process.”*

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The legislative leadership has recognized that the public perception of the Oregon Legislature is not as positive as it once was, and they have created a Public Commission on the Oregon Legislature to look at ways in which the legislature can work more efficiently and increase the public perception. This is the first time that this has been done since 1974. This Commission is made up of legislators, former legislators, three college Presidents (including Dan Bernstine), two lobbyists, representatives of the public and businesses, and other elected officials.

The Commission has begun to meet and it has created committees to look at five areas of interest. The five committees are Facilities, Human Resources, Management, Process, and The Public Institution. The full Commission will report back with recommendations no later than January 5, 2007. The Cochairs of this Commission are Judge Laura Pryor, County Judge for Gilliam County, and Gary Wilhelms, former legislator and Chief of Staff for Speaker Karen Minnis. Among the 29 members is AAUP-PSU lobbyist Dave Barrows.

## PEBB Announcement

PEBB open enrollment runs through October 31, and this year, whether you want changes or not, you have to re-enroll. Human Resources recently sent out a very helpful e-mail regarding how to re-enroll successfully. If you are uncertain whether you have re-enrolled for the same benefits to continue, check the Human Resources information before you go to the PEBB website. If you want to stay with BCBSO, and you don't re-enroll successfully, you will automatically be switched to Kaiser on January 1, 2006.

# Participation Pends on Priorities

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Gary Brodowicz

PSU-AAUP Past President

I recently had several conversations with colleagues who—for a variety of reasons—are unsure or uneasy about involvement in matters related to PSU-AAUP, especially when it comes to collective bargaining. Some perceive participation in AAUP activities as too “blue collar,” and cling to the notion that university work is somehow not considered “labor.” Others worry about how they will be judged by their colleagues who don’t support collective bargaining. Many, however, argue that they are too busy and admit that they expect the Association to get things done, not fully appreciating that **THEY** are the Association.

Changing a university professional’s perception or definition of labor can be difficult. For some it may be impossible to make an argument persuasive enough that would succeed in such an undertaking. My lack of training in psychology prevents me from trying to help some people who worry about others’ perceptions of their involvement in union activities.

In this article I will try, however, to address the notion that we’re all “too busy” and that “the association” will somehow address

our collective concerns (e.g., fair compensation, adequate working conditions, etc.).

First, being “too busy” is an excuse that is easy to make, especially when priorities aren’t considered. For example, one could argue that the 10-15 minutes it takes to **attend a rally** in support of the bargaining

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*“Many argue that they are too busy and admit that they expect the Association to get things done, not fully appreciating that **THEY** are the Association.”*

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team takes too much time, but the same amount of time is often spent discussing current events with a colleague over coffee. It’s just a matter of priorities.

As an exercise physiologist/health educator, I hear similar arguments from some people about the lack of time for physical activity. If you’ve ever walked up the stairs next to an escalator at the

mall, I’ll bet you got to the upper level at the same time—if not sooner—than the people content to stand. It’s just priorities.

Second, we’re all busy with things that demand our immediate attention. The mere thought of an additional item in an already full calendar can make us want to stay on the sidelines. It’s a mistaken belief, however, that the “additional item” has to be time-consuming to be worthwhile.

For example, **wearing an AAUP button or T-shirt on Wednesdays** takes no more time than it takes to remember what day it is. Or **attending a bargaining session or a Faculty Senate** meeting wearing a button or T-shirt to show your support takes only a little longer. I’d be willing to bet that those who have attended at least one bargaining session are glad they did—it’s an eye-opening experience!

Thirty or forty faculty observing each bargaining session for 10 minutes makes a strong statement, similar to the one we made at the October Faculty Senate meeting. Finally, **writing a letter** can take more time, but letters can also be shared, copied, and co-signed; co-signing a letter written by a colleague takes about as much time as it does to **sign a petition** (about 4 seconds if you’ve got a name like “Brodowicz”).

# Member Advocates AAUP

Olivia Alcaire

Extended Studies

The opportunity to attend the AAUP Summer Institute at the University Of New Hampshire in July 2005, definitely opened my eyes to the function and purpose of our union. For one thing, I learned that the issues impacting faculty and staff at Portland State University are common across the country, and how important it is for union members to know their rights and responsibilities.

Further, I attended the grievance sessions that included creative ways to try to resolve issues as proactively as possible. I also met other union members from across the country who shared the challenges and successes they faced in ensuring that their collective contract was honored by their individual administrations.

Based on what I learned and the people I met at the institute, I believe that Portland State University faculty and staff are lucky to have such a strong union to advocate on their behalf.



## "Time is Now" (Tune: "Union Maid" by Woody Guthrie)



*There once was a Ph.D.  
Who anyone could see  
Did work all day and work all night  
At an urban university.  
When the time came for a raise,  
All that came was praise.  
The budget was kept under wraps,  
And carried on the faculty's backs.*

*Chorus:*

*It is time to us all our fair shake,  
What OSU makes,  
What U of O makes.  
It is time to gives us all our fair shake,  
Raise up what we make,  
The time is now.*

*The prof then said, "Look here,  
I am no volunteer.  
I have a family, I'm obliged  
To tend to their needs, so let's be clear:  
I ask not charity,  
But what is due to me."  
If you agree it's been too long,  
Then join us in our song.*

*Chorus:*

*It is time to us all our fair shake,  
What OSU makes,  
What U of O makes.  
It is time to gives us all our fair shake,  
Raise up what we make,  
The time is now.*

(To hear the Union Chorus sing the tune, please visit [www.psuaaup.net](http://www.psuaaup.net); click on photo.)

# Summer Institute Continued

*(Summer Institute, Continued from page 1)*

where I was told I would, with my credentials, start at \$75,000.00, and if I taught summers, I would make \$100,000.00...I think they have a waiting list), and others whose campuses are not bargaining organizations; our wonderful bargaining team is only something of which they can dream.

The best thing, of course, is everyone shares their sorrows, their fears, their best ideas, their hopes,

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*“Please take a moment to realize how lucky we are to have the opportunity of negotiation, and then take a few more moments and count your blessings that we have this team . . .”*

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and their dreams. We fill each other up; we leave with plans, knowing that if we need support, we have a myriad of people to watch our backs. It is an extremely worthwhile experience; I’m grateful I was able to participate this year, and I encourage you to think about attending in the future.

Our intrepid, fabulous negotiating team continues to work on our behalf. Please take a moment to realize how lucky we are to have the opportunity of negotiation, and then take a few more moments and count your blessings that we have this team, made up of individuals just as over-committed in their lives as we all are, that represents our hopes and dreams in its hours and hours, days and days, months and months of work on our behalf.

Get your green AAUP shirts on, especially on Wednesdays; wear your AAUP button **everywhere**; talk to each other; attend rallies; **do something each**

**week for AAUP.** But watch out; if you do these things, you will make friends, you will begin to feel better about the way things are going, you will grow hopeful, and you will make a difference. But then, what’s wrong with that?



*Photo by Julia Getchell*

**A PSU faculty members holds up a sign at a rally held Wednesday, October 12, 2005, along the front steps of the PSU library. About 200+ bargaining members came together to demonstrate the need for a new contract, which at the time of this printing, still has not occurred.**

# President's Message Continued

(President, Continued from page 2)

time when our real incomes have been declining. However, that understanding hasn't yet translated into reality.

As you all know, intensive bargaining over a new compensation package is going on right now. The AAUP Bargaining Team, which has been working extremely hard, needs our support to successfully conclude the negotiations. It's clear that funding choices made by the state legislature and the State Board of Higher Ed have critically impacted PSU, as have decisions about resource generation and allocation that have been and are being made by PSU administrators.

Both local and state officials need to hear loudly and clearly from us, right now and in the future, that compensating us at a level that reflects our contributions has to be their top priority.

Among the consequences of enrollment growth and all the other initiatives that PSU has been pursuing simultaneously are increases in the number and complexity of issues that AAUP has to address. Complicated

grievances of various sorts surface on a continuing basis, for example, as well as pay and working-condition issues, arising from our very diverse membership.

*“Both local and state officials need to hear loudly and clearly from us, right now and in the future, that compensating us at a level that reflects our contributions has to be their top priority.”*

As mentioned above, the need to attend to the state legislature and the state board gets more critical. AAUP's capacity to address these issues has to increase in line with the challenges we confront. In the last several months, however, three members of the AAUP Executive Council stepped down to take positions as department chairs, and a fourth will leave soon to become

a program director. Those sorts of changes have occurred fairly frequently. One thing they mean, though, is that remaining members of the bargaining unit need to step up to take leadership positions on a continuing basis. Recruiting new people to take leadership positions will be a major focus of AAUP activity this coming year.

We need more people to strengthen the links between the bargaining team, the Executive Council, and bargaining unit members. We also need more people to work on grievances and on governance issues.

PSU is a large organization that operates in a highly politicized context. AAUP has got to enhance its ability both internally and externally to defend and advance the interests of our bargaining unit members as well as those of the institution as a whole.

Show support for the bargaining team. Become a full AAUP member. Join an AAUP committee. Take on a unit representative role. Get in touch with me if you have any issues to discuss, or any questions.

## ***It's a Boy! And . . . another Boy!***

*Former PSU-AAUP Chapter Coordinator Julie Schmid is the proud mother of twin boys born on September 27, 2005. August Daniel was born at 8:31 pm weighing 5 pounds, 2 oz. and Otto Robert followed 2 minutes later, weighing 4 pounds, 9 oz.*

*Congratulations, Julie!*

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**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 \_\_\_\_\_ E-mail \_\_\_\_\_

**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 \_\_\_\_\_  
SSN \_\_\_\_\_

**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 and national membership in AAUP.

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