



# Unit Ties

*Faculty Working Together for Superior Education*

## Not Everything is Lost

*Susan Resee*

*Newsletter Editor, English*

I am passing my editorial to one of my favorite writers this term, partly in honor of National Poetry Month (I received the following as a gift in honor of the occasion, as did all members of The Friends of William Stafford), and partly because of recent events at Virginia Tech, in Iraq, and in our world. I am so grateful each day to greet my students and colleagues at Portland State, and I am even more appreciative at this particular time as I contemplate our beauty and our safety, as well as our job security, academic freedom, shared governance, and salaries. The following arrived at my home for me to find on the evening of the Virginia Tech event, and it helped. I hope you find something in it that also helps you. We are such a community as Nye describes, and I am fortunate indeed to share it with all of you. One of the most hopeful lines I know comes from Shihab Nye's poem "Jerusalem." "Yes, it's late. But everything comes next." Thank you. Bless you. Enjoy.

*(Continued on page 9)*

## Longing for Health

*Gary Brodowicz*

*PSU-AAUP President, School of Community Health*

**T**hen...*February 2001*

*Unit Ties*

"Stand Up for Higher Education"  
by Virginia Butler, PSU-AAUP  
Councilor

*"You are all probably aware by now that the Governor's budget for higher education is awful. In a nutshell, his budget is about 96 million dollars*

*short of what is needed...to meet the University System's obligations at current service levels. The latest budget proposal by the co-chairs of the House Ways & Means committee adds about 29 million to higher education, but this still leaves us with what amounts to a 67 million cut in budget."*

**And now...April 4, 2007**

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**Spring 2007**

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# Joe Uris Hired as Membership Organizer

This February Joe Uris was hired by the PSU-AAUP to increase membership in the organization. His task is to increase awareness of the important role the AAUP plays in protecting faculty rights and bargaining for improved compensation and working conditions for both full time faculty and academic professionals at PSU. He will be reaching out to departments, Unit Reps and individual faculty.

Many are unaware of their status as fair share members of the AAUP, and believe they are full members. Employees automatically become fair share members upon hire, but must specifically sign up to become full members. Full membership includes the right to vote for AAUP leadership (both local and national), whether or not to accept the negotiated contract, and to authorize a strike. As the union and the administration go into the bargaining process it is important for all eligible faculty to become full members of AAUP. A membership application is on the back of this newsletter.

Uris can be reached at the AAUP office, 232 SMSU, by email at [membership@psuaaup.net](mailto:membership@psuaaup.net) or by phone at 5-4414.

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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

Dave Barrows & Associates

The 2007 Legislative got off to a fast start and it hasn't let up since. The goal of the new leadership in the House and the continuing leadership in the Senate has been to be done and adjourned by June 29, and they have continued to work toward reaching that goal. For the first time in memory they have put in hard dates by which to have committee work done and they are sticking to them. Monday, April 30 was the deadline for committees to have bills out if they are in the original House. This means that all House Bills had to be out of House Committees by the 30th and the same for Senate Bills in the Senate. There was much activity in those last few days as they strived to get work done by the deadline. The deadline imposed only applies to substantive committees, not to Ways and Means.

The hearings on the higher education budget have been on going, and on Thursday April 26, two PSU- AAUP professors testified before the Education subcommittee of the Joint Ways and Means Committee. Both of them did an excellent job. Patricia Schechter, Associate Professor of History, talked about the serious problem of increased workloads on tenured faculty. She did an outstanding job of pointing out the consequences of this situation and the fact that not only is it a burden on the professors but it presents a real problem for the students in terms of class size and quality time with the professors involved.

Jennifer Ruth, Associate Professor in the English department, talked about the problems of hiring adjunct faculty instead of tenure track faculty and that the issues surrounding that kind of a decision are much more than just saving money. She talked about the impact on students, the fact that it is difficult to get good counseling and advice by the students from adjunct faculty, and she discussed the necessity of the system looking at this whole issue.

There were so many individuals, professors, students, parents who wanted to publicly testify and indicate their support of the Governor's recommended budget for

Higher Education that the Education subcommittee took the unheard of stance of having two days of public testimony on this budget. We cannot remember when that has ever occurred.

Both of us continue to communicate with members of the Education Subcommittee and the Co-Chairs of the full Committee about the importance of not losing quality faculty because of the salary constraints under which the Universities are operating.

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# Three for Salary

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*Jonathon Uto*

*Vice President of Collective Bargaining, Admissions*

Salary is a hot issue for Portland State University Faculty. For years, and still today, the top concern raised at PSU-AAUP hosted focus groups, surveys and general meetings is salary. So the PSU-AAUP Bargaining Team met recently to discuss issues around salary. The most difficult challenge of the topic is how to address an issue that affects so many individuals in so many different ways.

The PSU-AAUP Bargaining Team has come up with a three tiered proposal to address faculty salaries:

- The PSU-AAUP Collective Bargaining Agreement should include a yearly Cost-of-Living Increase to ensure our salaries do not erode over time.
- Merit pay should be available to all teaching and research faculty who meet expectation as determined by their peers. Academic Professional pay scales should be replaced with a Step System with guaranteed increases to salary based on meeting expectations.
- A Compression Formula should be implemented to address faculty who have been at PSU for years, but whose salaries have stagnated because of salary freezes and who are now making below market and less than their peers.

The Bargaining Team feels that if these three points are addressed, faculty salaries will keep pace with cost of living increases, build to a place where they are competitive against the market, and reward individuals for good work. Additionally, PSU-AAUP will continue to work to protect fully paid health benefits.

We need your help! Please support PSU-AAUP Bargaining efforts. Many voices demanding changes in salary are hard to ignore!

## Thank you, Patricia and Jennifer!

Many thanks to Patricia Schechter and Jennifer Ruth for volunteering to testify at the Higher Education Budget Hearing on April 26. Patricia described for legislators the problem in increasing faculty workload and decreasing faculty salaries. Jennifer explained the effect of fewer fulltime, tenure-track faculty on student success.

Thank you for advocating for PSU faculty.

## Congratulations Raffle Winners!

Congratulations to the Winter Membership Raffle winners. Johanna Brenner won the iPod, Sally Eck the tenone-day parking passes, and Carla Riedlinger the Powell's gift card.

Thank you to the more than 50 faculty members who joined PSU-AAUP during winter term.

# Heads Up!

## DID YOU KNOW?

### PSU-AAUP STAFF IS CONSUMER CONSCIOUS & ENVIRONMENTALLY FRIENDLY!

MOST OF YOU KNOW THAT THE PSU-AAUP EXECUTIVE COUNCIL SPENDS YOUR UNION DUES TO PROTECT YOUR INTERESTS AND BETTER YOUR WAGES, HOURS, AND WORKING CONDITIONS. HOWEVER, DID YOU KNOW THAT THE PSU-AAUP STAFF WORKS HARD AT BEING CONSCIOUS CONSUMERS AND ENVIRONMENTALLY FRIENDLY? FOR EXAMPLE:

- PSU-AAUP T-SHIRTS AND POLOS ARE PURCHASED FROM A UNIONIZED COMPANY. PSU-AAUP STAFF WORKS HARD TO IDENTIFY AND SUPPORT UNIONIZED BUSINESSES.
- PSU-AAUP STAFF WORKS TO SUPPORT LOCAL AND FAMILY OWNED BUSINESSES WHEN CATERING FOOD. OUR GENERAL MEETINGS ARE TYPICALLY CATERED BY FAMILY/LOCALLY OWNED MADISON'S GRILL AND CATERING.
- PSU-AAUP STAFF WORKS HARD TO RECYCLE, REDUCING WASTE THAT GOES TO LANDFILLS.
- PSU-AAUP STAFF IS MOVING MORE INFORMATION ONLINE, MAKING IT EASIER TO ACCESS INFORMATION AND REDUCING THE NEED FOR PAPER. [WWW.PSUAAUP.NET](http://WWW.PSUAAUP.NET)

WE CAN ALL FEEL GOOD THAT NOT ONLY ARE OUR DUES BEING EFFECTIVELY USED, BUT CONSCIENTIOUSLY UTILIZED AS WELL.

## Spring Commencement...A Reminder

All full members of PSU-AAUP are eligible for reimbursement for regalia rental (up to \$53). To be reimbursed, send a copy of your receipt to Susan Cerasin at mail code AAUP.

If you are not yet a member and would like to be reimbursed, send in a completed membership application (on the last page of this newsletter) and a copy of your receipt to the above address.

If you have any questions, please call Susan at 5-4414 or email at [aaup@psuaaup.net](mailto:aaup@psuaaup.net).

## Congratulations Jacqueline Arante!

Jacqueline Arante, English Department Faculty, was recently elected to represent District II of the American Association of University Professors, our parent organization. Jacqueline is a former Vice President of Collective Bargaining and Executive Councilor of PSU-AAUP. She also served as an officer in the Oregon State Conference of AAUP.

Best wishes on your leadership at the national level!



# Not Everything is Lost

(Continued from page 1)

## **Wandering Around an Albuquerque Airport Terminal** by Naomi Shihab Nye

After learning my flight was detained 4 hours, I heard the announcement: If anyone in the vicinity of gate 4-A understands any Arabic, please come to the gate immediately. Well -- one pauses these days. Gate 4-A was my own gate. I went there. An older woman in full traditional Palestinian dress, just like my grandma wore, was crumpled to the floor, wailing loudly. Help, said the flight service person. Talk to her. What is her problem? We told her the flight was going to be four hours late and she did this.

I put my arm around her and spoke to her haltingly. Shu dow-a, shu-biduck habibti, stani stani schway, min fadlick, sho bit se-wee? The minute she heard any words she knew -- however poorly used - she stopped crying. She thought our flight had been cancelled entirely. She needed to be in El Paso for some major medical treatment the following day. I said no, no, we're fine, you'll get there, just late, who is picking you up? Let's call him and tell him. We called her son and I spoke with him in English. I told him I would stay with his mother till we got on the plane and would ride next to her -- Southwest.

She talked to him. Then we called her other sons just for the fun of it. Then we called my dad and he and she spoke for a while in Arabic and found out of course they had ten shared friends. Then I thought just for the heck of it why not call some Palestinian poets I know and let them chat with her. This all took up about 2 hours. She was laughing a lot by then. Telling about her life. Answering questions.

She had pulled a sack of homemade mamool cookies -- little powdered sugar crumbly mounds stuffed with dates and nuts -- out of her bag --and was offering them to all the women at the gate. To my amazement, not a single woman declined one. It was like a sacrament. The traveler from Argentina, the traveler from California, the lovely woman from Laredo --we were all covered with the same powdered sugar. And smiling. There are no better cookies. And then the airline broke out the free beverages from huge coolers --non-alcoholic -- and the two little girls for our flight,

one African-American, one Mexican-American -- ran around serving us all apple juice and lemonade and they were covered with powdered sugar, too.

And I noticed my new best friend -- by now we were holding hands -- had a potted plant poking out of her bag, some medicinal thing, with green furry leaves. Such an old country traveling tradition. Always carry a plant. Always stay rooted to somewhere.

And I looked around that gate of late and weary ones

and thought, this is the world I want to live in. The shared world. Not a single person in this gate -- once the crying of confusion stopped -- has seemed apprehensive about any other person. They took the cookies. I wanted to hug all those other women, too. This can still happen, anywhere.

*"[...]this is the world I want to live in. The shared world. Not a single person in this gate [...] has seemed apprehensive about any other person. This can still happen, anywhere."*

Not everything is lost.

# Longing for Health

(Continued from page 1)

## The Rogue Pundit

“Musings from Southern Oregon” ([http://roguepundit.typepad.com/roguepundit/2007/04/preferential\\_tr.html](http://roguepundit.typepad.com/roguepundit/2007/04/preferential_tr.html))

“Kulongoski proposed a budget of \$859 million for the Oregon University System. The Ways and Means leaders’ budget rolls this back to \$843 million. The governor’s recommended \$483 million in state support for community colleges is reduced to \$458 (million). And Kulongoski’s call for \$401 million in bond-financed construction at Oregon university campuses is scaled all the way down to \$56 million.

In the current biennium, state support for the Oregon University System is still short of its level in 1999-2001. Kulongoski proposed a 12.5 percent increase. The Legislature should not be chipping away at that increase, but instead should be looking for ways to sustain increases of that size for several biennia.”

It makes me wonder if I’m in a weird time warp or just living in a state that doesn’t quite “get it” when it comes to educating its citizenry. The disinvestment in higher education continues no matter how much support is promised during the election season. The longer I work at PSU, the more I am encouraged to just give up and seek out a well-paying career in a growth industry, like prisons. Higher education funding in Oregon is sick.

I found myself at the Kaiser Permanente Beaverton Urgent Care Clinic for the second time in about as many weeks recently. It was more than a couple hours of waiting, blood tests, waiting, throat cultures, waiting, and—finally—a chest x-ray that confirmed pneumonia. I guess I’m as sick as I feel. When I opened

*“The longer I work at PSU, the more I am encouraged to just give up and seek out a well-paying career in a growth industry, like prisons.”*

my wallet at the prescription counter and was told that I had to pay \$4 for the antibiotic/cough suppressant prescription, I didn’t know what to think (especially after the pharmacy tech found that I’d been overcharged \$2!). I walked away feeling pretty lucky—and hopeful.

On the ride home I began to wonder about other fellow Oregonians I’d waited with...the children crying, the older gentleman with the persistent cough, and the young women sitting with her head in her hands looking feverish and exhausted. I wondered if they had health insurance. I wondered if it was sufficient.

I imagined what it would have been like to visit the clinic as an adjunct professor (<0.5 FTE) hired by an Oregon university that relied more

and more on part-time faculty because 1) not providing health care is cheaper, and 2) there is much more “flexibility” (i.e., less job security) during tough financial times. Given that Oregon seems to be in a persistent state of “tough financial times”, it’s a wonder that ANY faculty are full-time, let alone tenure-track. Would I have been able to afford the health care coverage? The prescription? Would it matter to the employer? I guess someone else could take my place.

It turns out that PSU-AAUP has once again made a difference in my life. As the national assault on workers’ rights and union activism continues, I’m glad the PSU faculty still has the power to bargain collectively and that we have a say about our compensation, working conditions, health care and retirement. Will it continue? I suppose that’s up to you. Our voice diminishes to the extent you find yourself ignoring the opportunities you have to maintain and strengthen your rights as workers (yes, you’re workers). I certainly hope that many more of you will become active in the association...for the students, the university, your colleagues, and your future.

Now if we could just figure out a way to give the Oregon legislature a hefty dose of antibiotics, then maybe we could hope for a healthier system of higher education someday.

# The Time to Speak as One Voice is Now

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*Jennifer Ruth*

*PSU-AAUP Executive Councilor, English*

Recently, I was asked to read and comment on the AFT statement on Academic Freedom for the AFT newsletter. Before this, I did not know much about AFT, which represents many of PSU's adjunct faculty. I was deeply impressed. The paper demonstrates an understanding of higher education that seems sorely lacking among the administrators who currently occupy powerful positions at our universities. I am especially impressed with the delicate balancing act it performs between advocating for equitable working conditions for contingent faculty while at the same time articulating a commitment to tenure as the cornerstone of a healthy university. The statement acknowledges that tenure is the only real safeguard of academic freedom and appears to recognize that institutionalizing more appropriate and reasonable structures for contingent faculty is not without its dangers. That is, putting tenure-like structures in place might accelerate the erosion of tenure itself. But what is AFT supposed to do? Let its members remain exploited and unprotected while it fights against the erosion of tenure?

I am a tenured professor. When I was offered the job eight years ago, I felt I had won the lottery (in retrospect, this strikes me as funny since my salary is so low that I cannot pay for full-time childcare if I also want a roof over my head). I had won the lottery in the sense that there were many, many others who were equally qualified and who would have done the same quality of work

if hired. Only chance separates me from the ranks of contingent faculty. But it is not just survivors' guilt that motivates me, it is also the reality that the more of us there are working off the tenure line, the less power we faculty as a whole have to control our working conditions and the terms of our scholarship and teaching. In other words, it would be awfully stupid for tenure-line people to assume that our significantly better working conditions means that we have a similarly greater degree of power over our professional destinies than our non-tenure-line colleagues do over theirs. When there are more non-tenure-track faculty than tenure-track faculty, as is quickly becoming the case, shared governance will be impossible, and we will all be managed employees.

After reading the statement on academic freedom, I Googled "AFT" and came across news about AFT's work in putting forward House Bill 2578, which would require Oregon Universities to restore a healthy balance of tenure-line faculty by 2011. AFT, and some of PSU's own adjunct faculty, testified on behalf of the bill in March. We in AAUP need to be there next time, supporting our colleagues. Very recently, The Vanguard informed us that administrators' plan to deal with the new budget shortfall is to "increase graduate tuition costs by \$650,000, replace numerous retired full-time professors with lower-paid part-time professors, and look for more nonresident freshmen." Interesting, that middle item. Clearly, the time to speak as one voice is now.

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## Arante *(Continued from page 7)*

Also, but not second, AAUP is increasingly turning its attention to the dismantling of the tenure system and the concurrent exploitation of contingent labor. It is imperative that academics accept the relationship between the use of short-term, unprotected labor and their own academic freedom and working conditions.

Finally, I'd like to suggest that all AAUP members regularly use the national website to stay current on the issues and to attend as many events as possible, both local and national. We must raise our voices to be heard!

***Thank you for taking the time to share with us. Again, congratulations!***

Thanks, Susan. And thanks for taking on the task of editing this newsletter. You, and everyone working in our local chapter, are doing great work.



# Traveling With the Students

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*(Continued from page 6)*

At some point, this state and its legislators must wake up and recognize that there is a tipping point and that this year they have reached it.

Though our letter to the editor of the Oregonian was not published, the Executive Council drafted the following response to the proposed decrease:

*April 12, 2007*

*To the Oregonian:*

*The Executive Council of the American Association of University Professors at Portland State University was disturbed to read an interview by Oregon State Senator Kurt Schrader ( D. Canby), the powerful co-chair of the Ways and Means Committee, on the issue of higher education funding and the variety of courses offered at community colleges and state universities. (Metro Section, page 1, Thursday, April 12, 2007)*

*Senator Schrader, a conscientious and dedicated politician, suggested that vast waste and inefficiency exists at community colleges because of their wide variety of course offerings and low class sizes. Both community colleges and universities are not simply trade schools.*

*Community colleges take students from all backgrounds and levels of education and train them for careers as well as providing the first two years of the university experience. Often students come to these public institutions not just to learn a trade but to discover important ideas, skills and techniques for life long learning*

*To limit their exposure to a multitude of educational possibilities is to unfairly limit their futures. Small classes, whether at the grade school, high school, community college or university level, are not an unwarranted luxury. Small classes give students a chance to interact, be intellectually challenged and become much more effective in whatever careers they choose. Surely our publicly financed institutions of higher education should not be forced to short change our taxpayers in this regard.*

*Ironically, as student numbers grow at universities like Portland State and available classrooms and faculty fail to keep up with this growth, class sizes grow as well. This increases instructor loads leading to less attention to individual student learning. At Portland State, including all courses, from graduate seminars to large lecture sections the average number of student is now more than twenty to one. This means that students are literally sitting on the floor in some courses because there are not seats for them and they need the courses to graduate.*

*Over the last 15 years community colleges and the state university system have worked to create a seamless process to move students effectively through both systems to graduation. To attack this system because it offers choices and opportunities for so many from so many different educational backgrounds really misses the point.*

*Education is expensive. But far more costly is an ignorant and uncompetitive work force. Good teaching by well rewarded instructors in decent facilities is not only just but is wise. The problems of financing such a necessary system are not solved by attacking higher education but rather by appropriately supporting it.*

*Executive Council*

*American Association of University Professors*

*Portland State University*

I urge my fellow AAUP members to personally contact their state representative and urge them to support the Governor's proposal and begin the process of reasonable funding for higher education.

# Traveling With the Students

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*Rose Jackson*

*PSU-AAUP Secretary, Library*

In February, the PSU-AAUP chartered buses for students and faculty to travel to Salem for the day. The goal was to rally support among state legislators for Higher Education.

It is a good thing we chartered those buses, because PSU provided the largest contingent of students to the event. Of an estimated 400 in attendance, approximately 30-40% were from PSU. Thanks for letting your students attend without penalty.

At that time the governor had released his proposed budget and the immediate future of Higher Education seemed bright. Gov. Kulongoski had proposed a 15% increase for public universities and an 18% increase for community colleges. The Governor has also included \$40.7 million to support campus operations, including increased salaries for faculty, which lag far behind the national average. The budget will improve the faculty-student ratio and meet the demands of enrollment growth. This is still less than what was proposed for K-12.

The governor and several supporters spoke well of the strategic disinvestment of higher education that has

taken place over the past two decades. They highlighted what we already know and live, that salaries are woefully low, that many dedicated “state employees” (faculty, academic professionals, and researchers) suffer from salary compression the longer they remain in their positions, and that the individual teaching load has risen and continues to rise without forethought.

Leaving that rally, we were sure that we had made our point and that higher education would receive more support and recognition.

Unfortunately, the Ways and Means Committee, decided that higher education is “light” in comparison to K-12. That committee recommended an 85% decrease in the governor’s higher education capital improvement budget. This huge decrease, coupled with a smaller percentage of funding for retention and recruitment, implies that we, faculty, academic professionals, and students of public higher education will not benefit from the improved economy. That we must continue to work, learn, and practice in decrepit buildings with no improvement in our financial situation is appalling.

*(Continued on page 11)*

## AAUP 2007 Summer Institute

All members are invited to attend the AAUP 2007 Summer Institute, which gives leaders and activists a valuable and enjoyable opportunity to hone new skills, deepen their knowledge, and network with colleagues from around the country.

This year the Summer Institute will be held from July 19-22, 2007 at the University of Nevada-Reno. Workshops include: Academic Freedom and the First Amendment, Demystifying Budgets, Faculty Gender Equity, and Developing Shared Governance.

For more information about workshops and activities, see [www.aaup.org/AAUP/About/events/2007-SI](http://www.aaup.org/AAUP/About/events/2007-SI) or call Julia at the PSU-AAUP office 5-4414.

Early registration deadline is May 19.

Final registration deadline is June 30.

# An Interview with Jacqueline Arante

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*Susan Reese*

*Newsletter Editor, English*

**J**acqueline Arante, English Department Faculty, was recently elected to represent District II of the AAUP (see page 5 for more info). Our newsletter editor, Susan Reese, interviewed Jacqueline about her new position.

***Jacqueline, congratulations on your recent election to office with National AAUP! Please tell me, what is your exact title and what will your duties include?***

I have been elected to one of three seats representing District 2 on the AAUP National Council. District 2 includes Alaska, Colorado, Hawaii, Idaho, Kansas, Montana, Nebraska, North Dakota, South Dakota, Oklahoma, Oregon, Texas, Washington, and Wyoming. I will serve for 3 years.

***Will there be travel involved? Will you be spending time in Washington, D.C. and/or elsewhere in the country as part of your responsibilities?***

Yes, the Council meets twice a year in Washington DC, in June and November. I will have committee assignments and will possibly participate in the Summer Institute.

***What prompted you to decide to do this?***

I believe AAUP, in its role as the primary professional organization for academics and as our collective bargaining agent, is uniquely positioned to support and protect us, but the organization must adapt to the changing demographics of today's faculty. Electing progressive women and minorities who have experienced terrible working conditions such as being hired off the tenure track, without benefits and for rock-bottom salaries to the Council is one way AAUP can address this issue. Not to imply they have not been addressing the issues surrounding contingent academic labor; the recent statement on the use of contingent labor is a great step forward. I hope my work on the Council will support these national issues.

***I assume it is beneficial for our local chapter of AAUP that you're a part of National, but could you share specific ways in which this is true?***

Well, I'm still a little green to answer this fully, but I am the first Council member from Oregon; I hope my presence on the Council will raise our profile and elicit support and guidance in our on going struggle for better salaries and working conditions in Higher Ed. I'll be happy to report more fully on the connection between national and local issues as my term continues.

***What are the primary issues before you and your National colleagues right now, and what do you see as the major issues that you hope to bring to National attention?***

AAUP has been grappling with issues of freedom in an era of heightened "national security." They have always been committed to maintaining our defense of academic freedom, especially in cases where an individual's academic freedom has been violated, or where an administration has created employment structures which threaten the academic freedom of its faculty. The current "war on terror" has jeopardized both the academic freedom, and in some cases, the civil liberties, of many academics. AAUP is working to create a climate of debate and exchange of ideas over how we, as intellectual and social leaders, conduct ourselves during these stressful events. AAUP has always been successful in developing leadership in the academy.

*(Continued on page 8)*

American Association of  
University Professors

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

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.



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 \_\_\_\_\_  
PSU-ID \_\_\_\_\_

**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).

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