



Unit Ties

Faculty Working Together for Superior Education

A Message from the Editor

Susan Reese

Newsletter Editor, English

OZYMANDIAS

Percy Bysshe Shelley

I met a traveller from an antique land
 Who said:—Two vast and trunkless legs of stone
 Stand in the desert. Near them on the sand,
 Half sunk, a shatter'd visage lies, whose frown
 And wrinkled lip and sneer of cold command
 Tell that its sculptor well those passions read
 Which yet survive, stamp'd on these lifeless things,
 The hand that mock'd them and the heart that fed.
 And on the pedestal these words appear:
 "My name is Ozymandias, King of Kings:
 Look on my Works, ye Mighty, and despair!"
 Nothing beside remains: round the decay
 Of that colossal wreck, boundless and bare,
 The lone and level sands stretch far away.

(Continued on page 6)

President's Report -An Optimistic Pessimist

Gary Brodowicz

PSU-AAUP President, School of Community Health

On more than one occasion my wife has accused me of having been transformed from a once young "rose-colored-glasses optimist" to an old "fuddy-duddy pessimist". I've lived in Oregon and have experienced higher education funding since 1986, and I can only surmise that her assessment may have something to do with the fact that I received

notice of non-renewal after my academic unit was eliminated—coincidentally at the time I planned to be reviewed for tenure and promotion—back in the early 90s. Stuff happens. She may be right.

This last legislative session, however, has turned me around...sort of. Largely as a

(Continued on page 7)

Fall 2007

In This Issue:

Legislative Report	3
Waiting on Roy	4
Student Perspective	8
Membership Application	12

Upcoming Bargaining Sessions

- Tuesday, December 4th; 10am-1pm; Location: 307 Cramer Hall
- Tuesday, December 11th; 12pm-1pm; Location: 307 Cramer Hall

Your attendance makes a huge difference!
 We look forward to seeing you there in your red shirts.

PSU-AAUP Executive Council & Staff

Name	Title	Dept.	Phone	E-mail
Gary Brodowicz	President	SCH	5-5119	brodowicz@pdx.edu
Jonathan Uto	VP of Collective Bargaining	EEPS	5-5366	utoj@pdx.edu
Susan Lindsay	VP of Grievances & Academic Freedom	LING	5-8257	lindsay@pdx.edu
Robert Schroeder	Treasurer	LIB	5-3744	beverlyf@sba.pdx.edu
Rose Jackson	Secretary	LIB	5-3689	rosej@pdx.edu
Leslie Batchelder	Councilor	UNST	5-8158	lwbatch@pdx.edu
Ramin Farahmandpur	Councilor	ED	5-8271	rfp@pdx.edu
Jennifer Ruth	Councilor	ENG	5-4944	ruthj@pdx.edu
Robert Shunk	Councilor	USP	(503) 491-7190	rdshunk@pdx.edu
Gerry Sussman	Councilor	UPA	5-5176	sussmang@pdx.edu
Natalee Webb	Councilor	SALP	5-5653	natalee@pdx.edu
AAUP STAFF:				
Julia Getchell	Executive Director		5-4414	aaup@psuaaup.net
Susan Cerasin	Office Manager		5-4414	aaup@psuaaup.net
Tita Compere	Office Assistant		5-4414	aaup@psuaaup.net

Newsletter Editor: Susan Reese

AAUP Office: Smith Memorial Student Union, Room 232

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

Tom Barrows & Dave Barrows

Dave Barrows and Associates

Oregon's Legislature is getting ready to try an experimental even-numbered year Session in February, 2008. It is set to last approximately 20 days. This experiment comes out of a recommendation from the Public Commission on the Legislature that met through the 2005-2006 interim. That Commission was made up of 30 members, including AAUP-PSU lobbyist Dave Barrows who was one of two current lobbyists appointed to the Commission by the President of the Senate and the Speaker of the House. The goal of this supplemental Session is to see if it makes sense to propose a Constitutional amendment to create annual Sessions in Oregon. Oregon is one of a handful of mostly small states (Texas is a big exception) whose Legislature does not meet annually. As this state has grown, it has become more difficult to govern every other year and a proposal to go to annual Sessions failed by a small margin in an election several years ago. The Legislative leadership hopes that by showing the public that it can get its work done in a timely and fairly non-contentious manner, the legislature might be able to gain enough support for annual Sessions. They took a great step in that direction in the 2007 Session by finishing up in June, rather than August as it had been in 2003 and 2005.

The structure of this supplemental Session is still somewhat up in the air. The Senate has proposed that this Session be limited to fifty bills

introduced in the Senate. This would give each of the thirty members of the Senate one bill that they could introduce individually with the remaining twenty bills coming out of the Committees. The House has also proposed that they be limited to fifty bills, but with sixty members they would not be able to allow each member to introduce a bill. The idea that has been discussed in the House is that the fifty bills would come out of the Committees and Leadership. This upsets the Republicans in the House since the Democrats are in Leadership and they control all of the Committees.

“Since this is new territory we don't yet know how this short Session might impact higher ed and PSU specifically but we will be watching the events leading up to February and we will be at the Capitol while the Legislature is there.”

It has been discussed that controversial bills stand very little chance of moving in this short Session. There is not much time to move things through as it is and there is a desire to make this as non-partisan as possible. If things deteriorate and there is a great deal of bickering then it would be less likely that the public will vote to amend the Constitution to create annual Sessions. Most observers think that they will work on adjusting the budget slightly and deal with a few non-controversial substantive issues that they put off this year. Since this is new territory we don't yet know how this short Session might impact higher ed and PSU specifically but we will be watching the events leading up to February and we will be at the Capitol while the Legislature is there.

Waiting on Roy

Jonathon Uto

Vice President of Collective Bargaining, Educational Equity Programs

Personal thoughts from the Chief Negotiator

In my fourth year at Portland State University I was getting used to being underpaid, which I know is a bad thing. However, I thought this year would be different, that 2007 held a lot of promise for investment in faculty salaries. There are two reasons why I thought the abysmal salaries would change: one, the significant investment in Portland State University from the Legislature and the Oregon University Board of Higher Education (18%), and two, Provost Roy Koch.

At Convocation, in front of the OUS Board, at Faculty Senate and other public venues, Roy Koch has continually stated that investment in faculty salaries is of the highest priority. Additionally, Provost Koch continues to engage in discussions about bringing faculty equality to the market of their peers. These messages regarding investment in faculty salaries were instilling hope, raising morale, and demonstrating strong leadership, that is, until they were not backed with significant action, a situation that continues to the present.

This makes me wonder if the Provost is engaging in empty rhetoric and has no real plans for action, or if he really does not understand the concept of adequate compensation? Could it be that Provost Koch really believes 8.6% would make salaries whole against cost of living increases in Portland AND address market equity issues? If Provost Koch needs an education on how compensation works, PSU-AAUP can help. If Provost Koch does not have the authority to make budgetary decisions, perhaps he can point us to who can. This will enable PSU-AAUP to move the energy of the entire faculty to lean on those preventing Provost Koch from enacting his ideas regarding investment in faculty salaries.

In the end I agree with dozens of my colleagues who have emailed me over the past few weeks. Increasing numbers of us are tremendously disappointed in Roy Koch's leadership. We don't need lofty rhetoric unless it is backed by decisive action. In this case, Provost Koch, didn't tell us that faculty salaries are only a priority if we bring the money to the bargaining table ourselves; it seemed that funds from the State budget were mandated to be used for faculty compensation. This is what Provost Koch has been confirming in his public remarks; but we all continue to wait on him to put his words into action and show decisive leadership regarding investment in faculty salaries.



Our Bargaining Team Hard at Work

Heads Up!!!

***“We are not interested in bargaining over that.
We said no. What part of ‘no’ don’t you understand?”***

-PSU Administration’s response to AAUP’s workload contract proposal.

Get Your PSU-AAUP Shirt Now!

Have you picked up your PSU-AAUP t-shirt?

The latest design is a 100% cotton t-shirt with “Invest in Faculty” and “Recruit, Respect, Retain” on the front and “American Association of University Professors” on the back. The text is in black ink on a red t-shirt.

The shirt is 100% union made and union printed.

It is available in men’s sizes S, L, XL, and XXL (we’re out of Medium, sorry).

Please drop by the PSU-AAUP office at 232 Smith Memorial Student Union to pick yours up. If you cannot make it to the office, we would be happy to send you one via campus mail.



A Message from the Editor

(Continued from page 1)

I met a traveler from an antique land, or maybe he was from the present; it's hard to tell as I constantly feel myself a Romantic in a Newtonian world. Maybe I'm the antique. He was from Portland, but not Portland State, and he told me that if I were willing to take everything I do on-line and teach 500 students a term, well, then the world would be willing to pay me more for what I do. What I do. What we do. The truth of the matter is that part of our problem is perception. I have to think that many people believe we who teach at the university level just waltz in and teach for a couple of hours and breeze home to watch television and eat bon-bons while our PERS swells and our salaries, that we get for doing essentially nothing of consequence, roll in.

I know this is not true as I see my colleagues, exhausted, finally heading home at 9 pm; I know this partly because I am there with them, absolutely wiped out, wondering if perhaps a bed in my office would be a time saving idea. But I don't want to live at PSU; I want to go home and be with my husband. Of course, I tend to ignore him most of the time because I'm either grading papers or prepping for class. If I'm not reading, well, it's probably time to call the ambulance.

This past week, a colleague and friend, at the end of several very long days, saw me in the hall and said "I see you." He repeated, "I mean I really see you; I see what you do." That's all I really needed. I didn't have to go home and go into my litany of the day's activities to my husband, because I had been seen; someone I value finds me visible. Like the Velveteen Rabbit, I became real. We are too often misperceived in this world, or treated as if we are invisible, while we're working as hard as we can. If

only we could be seen.

At a Faculty Senate meeting earlier this year, I mentioned that it can be difficult to feel loved around here sometimes (and, yes, I really appreciate that now each of you tells me you love me whenever I see you!), and this is what I meant. I love PSU, because I love my students, my subject area, and the people with whom I work, but while my students return my energy a thousand fold, the load grows heavier as there are fewer and fewer of us to share it, and the salaries don't rise commensurate with the

duties assumed. There are many individuals among my colleagues (faculty, staff, and, yes, administration) who make a point of commenting on a job well done (and thank heavens for Scott Burns!), but what I'm talking about here is something more.

As the University grows and continues to marginalize its faculty, I can't help thinking about the well known irony of Shelley's poem; Ozymandias exists because a poet insured his immortality with words.

Edifices and statues may rise from the earth, but time will wear them away. All that will be left will be the result of the writers we are, the writers we nurture (and please add scientists, historians, sculptors, engineers, and every other discipline of the University to both categories), the students we mentor who go on to mentor others. Yes, we need fiscal management to stay afloat, but what is PSU without its students, and where are they without its faculty? It is as ironic as Shelley's poem that we move more and more toward a corporate model, but we will be remembered for what our students do because of their hard work, intelligence, creativity, and those faculty who inspired them.

"I see my colleagues, exhausted, finally heading home at 9 pm; I know this partly because I am there with them, absolutely wiped out, wondering if perhaps a bed in my office would be a time saving idea."

President's Report

(Continued from page 1)

result of the well-coordinated and cooperative efforts orchestrated by advocates that included PSU faculty, students, administrators, alumni, and friends, Oregon higher education received an 18% increase in funding this biennium. I have cautiously interpreted this to be a sign that this state can actually invest in higher education. I'm not holding my breath, however.

My relative optimism is not entirely a result of recent success at the legislative level; it also arises from things I've experienced locally at PSU. For example, I've had the opportunity to watch our excellent faculty bargaining team in action—both away from the table as well as during several negotiation sessions. I cannot help but be optimistic after seeing how capable and dedicated these individuals perform their volunteer service on my behalf. If you haven't done so yet, I sincerely hope you will make an effort to see them in action, even if for only 10-15 minutes. You won't be disappointed. One can only hope that others will step up to the plate in the future.

After meeting with students, I am optimistic about the extent to which we can count on their help in trying to prevent anything that

will thwart the will of the legislature; they are genuinely concerned about our efforts to improve faculty salaries and student-teacher ratios. Students I've talked with have a keen understanding of the relationship between faculty workload/morale and student

representation. It is my understanding that a similar discussion is underway at the University of Oregon campus. Such efforts to improve the lives of higher education faculty in Oregon make me optimistic.

"I find it inspiring to see faculty stepping forward to act on behalf of students and colleagues."

The activism, support, and unity I encounter among many of my colleagues also serve to fuel my optimism. Whether in the arena of the Faculty Senate, contract negotiations, or a PSU-AAUP executive council meeting, I find it inspiring to see faculty stepping forward to act on behalf of students and colleagues.

Together, we can make a difference, even if it means something simple like wearing a button or t-shirt.

learning/success, and we are grateful for their willingness to provide help on these fronts in the coming months. Faculty-student partnerships have been successful in the past (e.g., legislative advocacy, Higher One, etc.), and we have recently agreed to assist with the ASPSU "Textbook Affordability Campaign" in order to help keep textbooks affordable.

I've been asked to meet with a group of Oregon State University faculty to discuss the impact of AAUP representation on our campus, presumably to provide information that will inform any movement they might initiate toward union

Student Perspective

Marie Bates

Portland State Senior

There is a disturbing trend developing in many universities in this country, and it's a diminishing regard for the value of professors in the classroom. As universities scramble for funding to keep classroom doors open, many institutions of higher learning seem to be attracted to web-based education (more students, less overhead, and students don't even have to bother to travel to campus, so convenient). While I can understand the allure of an off-site solution for scarce classroom space on university campuses, a frightening question arises in the mind of this middle-aged returning student: where do the student and professor really figure into this scenario? Both seem to be low on the list of priorities as this problem grows, a problem that will continue to escalate if something isn't done to reverse the idea of colleges functioning as mini-corporations. College students are not commodities. Yes, the harsh reality is that universities need money to function, but don't we also need to keep a positive identity for our schools in the process? If the welfare and personal success of students and professors aren't a part of arriving at the solution for taking a university into its future, isn't the mission of colleges being negated?

The "get in, get it done, get out" model of college education doesn't fit all; PSU students have jobs, families, and all the burdens of adult life. Many students don't successfully learn as well from just a textbook or on-line materials, but thrive in physical proximity to other students, and instructors; they use lecture and discussion to explicate that text and move to their own meaning and application. Although there may be on-line discussions, they do not replace the value of in-depth discussions in a classroom with other students and professors. Effective critical thinking skills can best be taught by a well informed instructor who cares enough about the process of learning to see that students are engaged and progressing in their developing

knowledge; this happens most powerfully in person, face to face. The ability to question, to process information and arrive at a conclusion individually without the personal guidance of professors is virtually impossible. How else would we discuss ideas? Share discoveries? Build our confidence as students achieving milestones along our educational journey? We have come to realize that professors are more than just imparters of wisdom, they are advisors, confidants, friends, and as such, are indispensable to us.

An intellectual bond formed with a professor is a treasure a student will keep long after graduation, a model to be used many times over the course of a lifetime. Faculty members sacrifice much of their time and effort to get to their place in the University echelon and to hold that place, and they are there because this is the path they have chosen to take in life; their dedication is perceptible in a classroom setting. Today's university students have traveled far from Paulo Freire's model of the "banking concept" of education. We know that we aren't merely empty vessels to be filled with rote learning, because that isn't learning in its true sense; in fact, Freire shares this system as one of oppression. You can teach a parrot to memorize verb conjugations, but you can't make it write creatively. Critical thinking is essential in this global marketplace as employers now more than ever are looking for individuals who problem solve by creating solutions from a multi-level perspective. To accomplish this in the richest sense, you need personal contact, in the classroom, their office, or over coffee, with a prof.

Is Administration Thwarting Legislature?

Amy Greenstadt

English

Is the administration misusing the monies recently allocated to OSU by the state legislature? The upshot of the Administration's stance in bargaining is to continue to erode the learning environment for students at PSU even as tuition continues to rise.

The Administration is thwarting the will of the legislature. The legislature gave PSU money to improve faculty salaries in order to raise faculty morale and retention, which translates to better education for students, who can depend on seeing high-quality faculty stick around and invest in them and the future of the university.

This year, largely because of student activism on campuses around the state, the legislature gave PSU money to hire new tenure lines to bring down class sizes. The administration wants to use that money to make hires in already thriving programs, leading those class sizes that are already big to stay big or even get bigger relative to some of the more "resource-rich" programs. In short, the legislature intended to give PSU money to improve the overall situation at the university but the Administration is using this money to improve only a few, already thriving sectors of the university. The administration also gave themselves 20% raises while offering faculty significantly less than what faculty at the other Oregon Universities are given--and this despite the fact that PSU got significantly more money for salaries than the other universities, in response to the fact that we are the lowest-paid faculty in the system (in one of the worst paid state systems in the country). Many of our faculty, especially in those departments that do most of the teaching at PSU, are at the very lowest end of the pay scale nationwide.

Amy Greenstadt
Assistant Professor of English
Portland State University

A Dream Deferred

Langston Hughes

What happens to a dream deferred?
Does it dry up
like a raisin in the sun?
Or fester like a sore--
And then run?
Does it stink like rotten meat?
Or crust and sugar over--
like a syrupy sweet?
Maybe it just sags
like a heavy load.
Or does it explode?

Promotion & Tenure Time!

PSU-AAUP Grievance Committee

Fall marks the beginning of promotion and tenure time. Committees have been meeting since September to make decisions that will affect the careers of our colleagues as well as help shape departmental and student needs for the future.

If one is currently serving on a promotion and tenure committee, please remember that peer review is a unique academic tradition. In no other profession are peers entrusted with these important decisions regarding the granting of tenure or the bestowing of promotion for service, teaching and scholarship already performed.

The PSU-AAUP Grievance Committee invites you to consider the following when serving as a peer reviewer:

- Be professional
- Follow the guidelines
- Review as a peer
- Remember that no one is perfect.
- Provide a balanced evaluation that takes in consideration the four areas of teaching, scholarship, service and community outreach, yet remembers that everyone has specific strengths.

Most colleagues who come up for promotion and/or tenure consideration have been working hard for many years and the majority of these decisions will be positive. In the cases where the committee believes that the candidate has not met performance expectations, be clear, honest, fair, and collegial.

For those new to the process of peer review, it may help to remember the review is not a competition and may not be resemble your past experience. This is an individual review that compares an individual faculty member's portfolio with department and university review guidelines.

Persons serving on review committees or candidates in consideration for review who have questions or concerns about ongoing process are invited to speak with the Grievance Committee or individual members. All conversations are held in confidence. The Grievance Committee meets bi-monthly and is open for membership for those seeking to become valued "faculty advocates". Contact the AAUP office (5-4414 or aaup@psuaaup.net) for more information, and to find out times and location of Grievance Committee meetings.

Respect

Leslie Batchelder

University Studies

Sing to the tune of Aretha Franklin's classic song.

R.E.S.P.E.C.T.

Find out what it means to me

R.E.S.P.E.C.T.

Take care of faculty!!!

What you want

Baby WE got it

What you need

You know WE got it

All we want you to do for us is

Show us a little respect

Yeah Admin

(Just a little bit)

Hey Admin

(A little respect)

Come on and give to us

Well the Legislature says Invest in US

You say It costs too much

What's it gonna take for you

To pay us a working wage!

What you want

Baby WE got it

What you need

You know WE got it

All we want you to do for us is

Show us a little respect

Yeah Admin

(Just a little bit)

Hey Admin

(A little respect)

Come on and give to us

We aint gonna do you wrong

Even when it takes too long

We aint gonna do you wrong

Cause we don't wanna

American Association of
University Professors

P.O. Box 751
232 Smith Memorial Center
Portland, OR 97207

Phone: 503-725-4414

Fax: 503-725-8124

Email: aaup@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.

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



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"