



Unit Ties

Faculty Working Together for Superior Education

A Tough Economy and Uncertain Times

Jonathan Uto, Education Equity Program



drawing by
Susan Harlan

I was recently in line for coffee and ran into a colleague. She turned to me and asked a simple, but scary question, “Should I be worried for my job?”

We in public higher education are used to uncertain budgets. We’ve lived through the tough ballot measures and prior recessions. However, this one seems especially tough. Just about everyone knows folks who have been laid off, and the State of Oregon revenue forecast is going to be bad at best, horrible at worst. Scores of our own bargaining unit received the dreaded pink slips. Also, discussions about ways to balance the budget take into consideration drastic measures such as work furloughs, hiring and salary freezes, and reductions of appointments from 1.0 to 0.9 or less.

I imagine my colleague, in line for coffee, is like many of you. Faced with a tough economy and uncertain times there are many questions and concerns. While this biennium may not be a good one for your union to deliver high salary increases or other financial improvements, PSU-AAUP is as important as ever.

Our Grievance Committee, under the leadership of Susan Lindsay, is ready and available to defend your interests. Members of the committee have expertise in a range of employment issues including termination notices, seniority, promotion and tenure, and medical leave. PSU-AAUP also retains a strong set of labor attorneys for the really tough questions and sticky situations. These two resources, supported by your dues, have helped hundreds of faculty over the years and will continue to do so in the future.

PSU-AAUP also retains a long time, passionate, and well-connected lobbyist. Dave Barrows, for years, has monitored funding for higher education and will continue to keep us informed. He will also continue to go to bat with us to convince our elected officials that investing in higher education is good for long term economic prosperity.

Finally, your Collective Bargaining Team, under the leadership of Michele Gamburd, can work on more than just salary increases. Job security, clarification of promotion guidelines, Intellectual Property Rights, and bike parking are just a few of the things we can fight for to improve our working conditions and peace of mind. The 2009-2011 campaign for faculty is going to be just as active and important as in years past. Please come out for your union and stay informed and engaged.

I know for many of us this economic climate has been and will continue to be rough. In these situations a bit of solidarity and a strong faculty union are more important than ever. Let PSU-AAUP help get you through these tough and uncertain times.

Winter 2009

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Collective Bargaining Kick-off

*Michele Gamburd,
Vice President of Collective Bargaining*

In March, PSU-AAUP and the PSU Administration will officially commence negotiations to craft the 2009-2011 Collective Bargaining Agreement. Negotiations this year will take place within a difficult context, including a world economic crisis, national financial turmoil, and state budget woes.

Our bargaining unit is quite diverse. AAUP represents over 1100 members, including roughly 100 Fixed-Term Research Faculty, 200 Academic Professionals, and 800 Instructional Faculty. (Of the 800 Instructional Faculty, 275 are Fixed Term and 525 are Tenure Related. Of the 525, about 375 are tenured and 150 are tenure track.) PSU's adjunct faculty members are represented by another union, the American Federation of Teachers (AFT).

The PSU-AAUP bargaining team this year consists of six faculty members drawn from all segments of our bargaining unit. Contact information for all bargaining team members is listed below and is also posted on the AAUP website at (<http://www.psuaaup.net/bargaining-team.html>). Please feel free to get in touch with the team at any point during negotiations if you have suggestions or concerns about bargaining.

Collective Bargaining Team 2009-2011

- Michele Gamburd, Anthropology;
725-3317; gamburdm@pdx.edu
- Jeff Alworth, Child and Family Services;
725-8066; alworth@pdx.edu
- David Hansen, School of Business Administration;
725-5213; hansend@pdx.edu
- Bob Liebman; Sociology; 725-3601;
liebmanr@pdx.edu
- Ron Narode; Curriculum and Instruction;
725-4798; naroder@pdx.edu
- Andrea Ogston; Student Legal Services;
725-4556; ogston@pdx.edu

Here are some Contract Articles to keep an eye on:

- Article 14: Promotion and Tenure. The P&T Guidelines, last updated by the Faculty Senate in 1996, may be opened for revisions soon. These revisions will not take place at the bargaining table, but will be reflected in Article 14. The administration would like to regularize the schedule for 3rd Year Reviews and change the contents of P&T files. In addition, PSU-AAUP and the PSU Administration agree that we need to craft clear and separate criteria for promotion for Fixed Term Instructional Faculty. These faculty members are currently eligible for promotion under the existing P&T Guidelines, but these guidelines do not reflect the focus on teaching that figures

heavily in FTIF job descriptions.

- Article 15 (new): Workload. A joint labor-management task force instituted by Letter of Agreement #5 in the current Collective Bargaining Agreement has been working since September to reach common ground on the issue of faculty workload. We hope to bring recommendations to the bargaining table when negotiations commence. (The PSU-AAUP task force has had some turn-over in personnel, and we would like to recruit a couple more people. Please contact Michele Gamburd if you are interested in joining this discussion.)

- Article 18: Fixed-Term Instructional and Research Faculty. A joint labor-management task force instituted by Letter of Agreement #5 in the current Collective Bargaining Agreement has been working since September on issues related to fixed term faculty. Goals of the task force include disentangling language for FT Research and FT Instructional Faculty and clarifying issues around review and promotion.

- Article 20: Intellectual Property/ Distance Education. A joint labor-management task force instituted by Letter of Agreement #3 in the current Collective Bargaining Agreement has been working since September and will forward recommendations to the bargaining table. With more emphasis on distance education and web-based courses (with videotaped lectures and on-line assignments), we need a clearer policy on who owns which materials.

- Article 30: Salary and Retirement. Our discussions about salary and retirement benefits will inevitably reflect the Oregon state budget and the national economic crisis.

- Article 31: Insurance. Our discussions on this article will reflect state-wide decisions about insurance for Oregon State Employees.

What else would you like us to take to the table? Please get in touch with any member of the Collective Bargaining Team with your ideas and let us know what you would like us to consider.

What can you do to support the bargaining team? Attend negotiation sessions! Wear your pins and t-shirts! Volunteer to work on one of our committee initiatives! And if your department lacks a Unit Representative, please consider signing up for this position today. We look forward to your enthusiasm in keeping union solidarity strong on campus this spring.



Slogan Contest: Calling all Word-smiths!

The PSU-AAUP Collective Bargaining Team is pleased to announce the kick-off of the 2009-2011 Bargaining Slogan contest to promote participation in the bargaining process among our members.

To enter just create a simple slogan (or slogans) that expresses the importance of faculty rights and retention. Feel free to be creative! The contest winner will receive a set of three 1-day parking passes.

There is no limit to the number of entries an individual may submit but each entry may only contain one slogan. All submissions must include your full name, Department, telephone number, and e-mail address. You may submit your slogan via email at aaup@psuaaup.net or via Campus Mail (AAUP) to our office in Smith 232.

All entries must be received by April 3, 2009. We look forward to your submissions!

Get Involved! Vacant AAUP Positions

The Portland State University Chapter of the American Association of University Professors (PSU-AAUP) operates as both a professional association and the exclusive collective bargaining agent for all Portland State faculty employed at least .50 fulltime equivalent.

We are seeking an energetic, articulate, outgoing individual to provide leadership to our organization composed of approximately 1100 members.

The primary responsibilities of the Executive Director are supporting collective bargaining activities and processing grievances as well as supervising the chapter support staff. The Executive Director reports to the Executive Council. The full position description can be found at: <http://www.psuaaup.net/employment.html>

Please submit a cover letter, resume and list of three professional references, including contact information to aaup@psuaaup.net, ATTN: Susan Cerasin. References will not be contacted without permission.

The review of applications will begin on March 2, 2009 and continue until the position is filled. PSU-AAUP welcomes applications from diverse candidates and candidates who support diversity.

PSU-AAUP also has openings for five seats on the 2009 Executive Council. The following positions are open for nominations:

- Vice President for Grievances and Academic Freedom
- Secretary
- Councilor (three positions open)

For more information on the duties of the positions available and the Executive Council, please visit: <http://www.psuaaup.net/constitution.html> The Executive Council meets every Thursday during the academic year from 12-1pm.

If you are interested in serving or know somebody who is, please contact the AAUP office at aaup@psuaaup.net or 5-4414.

AAUP heard on **KBOO 90.7**

On January 12, 2009, PSU-AAUP VP of Collective Bargaining, Michele Gamburd and Past President Gary Brodowicz were interviewed on KBOO's Labor Radio about the last round of bargaining. Below is the description and link to the show:

University Professors - 2008 saw the conclusion of the toughest bargaining in recent memory for Portland State University's chapter of AAUP, the union representing full-time faculty members. Past President Gary Brodowicz and Vice President for Collective Bargaining Michele Gamburd, of the Portland State University chapter of the American Association of University Professors, join us with the story of how they won and what comes next.

You can listen to the show by visiting KBOO's website: <http://kboo.fm/node/11440>

Announcing the Winners of the Fall'08 Membership Drive Raffle:



Each faculty member who became a member of PSU-AAUP from 9/15/08 through 12/21/08 was entered to win one of the prizes listed below. We are very pleased to announce the winners of the Fall 2008 membership drive raffle.

4GB Ipod Nano:

Norman Scully- Biology

Three 1-Day Parking Permits:

Chia Yin Hsu- History

Todd Waddell- International Affairs

\$10 Starbucks Gift Card:

Eleanor Fulton- History Department

Andrea Ogston- Student Legal Services

Seizing Our Moment in Tough Financial Times

Gary Rhodes, General Secretary, AAUP

(from <http://www.aaup.org/AAUP/about/gensec/seizemoment.htm>)

February 10, 2009—At the national level, despite disagreements about the particulars, Congress and the new administration recognize that the path to recovery is through bold, collective investment in key sectors, including higher education. The stimulus package under deliberation represents a major investment in our nation's human capital. The last minute compromise in the Senate, which we are fighting here in Washington with an open letter to the President and Congress, threatens to eliminate the "higher education facilities modernization monies" and drastically reduce the "stabilization fund" to states. We are also working to ensure that a focal point in subsequent rounds of stimulus efforts will be investment in faculty and staff, who represent our nation's intellectual capital.

Yet at the state level, as Paul Krugman wrote in a December 28, 2008, New York Times column, "even as Washington tries to rescue the economy, the nation will be reeling from the actions of 50 Herbert Hoovers — state governors who are slashing spending in a time of recession."

Faculty must seize this moment. Faculty should contact their senators and representatives to insist that the stimulus package coming out of conference deliberations between members of the House and Senate should include both the higher education facilities modernization monies and the stabilization fund for states at the level proposed in the House version of the bill. At the local and state level faculty must educate and negotiate with administrators, policy makers, and the public about costs and expenditures in higher education. To figure out how to get out of the current situation, we must understand how we got here. Two national data sources are useful in this regard: the AAUP's Annual Report on the Economic

Status of the Profession and a recent report by a nonprofit organization called the Delta Project, Trends in College Spending. To the extent that you have access to data about your institution (most public institutions have fact books available with basic data), you can make your case even more strongly.

We must debunk two related myths about costs and faculty in the academy:

- Myth 1: Tuition increases are driven by increases in faculty costs.
- Myth 2: Faculty are the labor cost in higher education.

“Faculty should contact their senators and representatives to insist that the stimulus package... should include both the higher education facilities modernization monies and the stabilization fund for states”

In debunking these widely held myths we must clarify three basic points:

1) You can't blame faculty salaries for increases in tuition and costs. Faculty salary increases have been well below increases in tuition and well below increases in senior administrators' salaries, which have increased disproportionately. Adjusted for inflation, tuition increases between 1989 and 2005 averaged about 6 percent a year; between 2002 and 2006, tuition at public universities increased by over 29 percent. From 1999–2000 to 2007–08, the yearly increase in overall average faculty salary ranged from 2.1 to 3.8 percent; adjusted for inflation, faculty salaries either decreased or increased less than 1 percent in six of those years (see table A in the 2007–08 Annual Report on the Economic Status of the Profession). Between 1995–96 and 2005–06, presidential salaries increased by 35 percent, adjusted for inflation, compared to 5 percent for average faculty salaries (figure 3, 2006–07 Annual Report on the Economic Status of the Profession from 2005–06 to 2007–08, the two-year increase in senior administrators' salaries outpaced both inflation and the increase in average salary for full professors (figures 1 and 2, 2007–08 Annual Report on the Economic Status of the Profession).

2) You can't blame increases in faculty numbers for increased tuition and costs. Full-time tenure-track

faculty numbers have increased at a far slower rate than have numbers of other professionals and administrators. Between 1976 and 2005, full-time tenure-track positions in the United States increased by only 17 percent, compared to a 281 percent increase in nonfaculty professionals and a 101 percent increase in administrators (see figure 3 in the 2007–08 Annual Report on the Economic Status of the Profession).

3) Spending on instruction has declined in all sectors of higher education, while spending on administrative costs has increased. Between 1995 and 2006, overall spending increased, but the share of instruction was down in all sectors (for example, in public master's institutions it was down from 53.9 to 50.8 percent; in private master's institutions it was down from 45.0 to 43.0 percent). The share of student services increased (from 9.9 to 10.9 percent in public master's institutions and from 13.9 to 15.6 percent in private master's institutions), as did that of administration and other support (from 36.2 to 38.2 percent and from 41.1 to 41.4 percent, respectively). (See figure 8, Trends in College Spending.)

Imagine a series of three simple graphs depicting similar changes over time at your institution. The first would chart tuition increases against faculty and presidential salaries, and you'd likely find that the flattest line is salary increases for faculty and the steepest line is the increase in presidential salary. A second bar chart of increases in the number of tenure-track faculty, other professionals, and administrators, might show the smallest bar being increases in full-time tenure-track faculty and the bars for administrators and other professionals being six (or sixteen) times larger. The third graph would display trend lines in expenditures, with instruction likely declining toward a 50 percent share and student services and administration growing to overtake instruction.

The message is, faculty are not the problem and are but one part of the labor force and cost.

In response to the broader economic situation, some institutional administrations are pursuing salary and hiring freezes and furloughs of faculty and other personnel. Others are reorganizing and cutting academic programs. But any such immediate changes should take into

account past patterns of expenditure and hiring. After disproportionately investing in other personnel and in nonacademic parts of the institution, it is neither fair nor wise to call now for faculty and academic programs to share equally in the pain. We need to protect faculty and those staff who directly serve students.

To some boards and chancellors, as we have been reading in the news and experiencing firsthand, the times call for rapid action, now, without consultation with faculty (or for that matter, sometimes, with department heads and deans). Board members

and chancellors might believe that it is imprudent to involve faculty and that it is unrealistic for faculty to get involved in financial and strategic decision making at a time of such fiscal stress. The challenge, in their view, is to make the decisions quickly and without due diligence.

Yet the evidence runs to the contrary.

Patterns of resource allocation and decision making, which in recent years have increasingly focused on non-academic matters and have been driven by managerial initiative, are partly responsible for the current situations at colleges and universities. These discretionary choices have been made in the context of steadily increasing state support for public institutions in this decade (prior to this year) and, for public and private institutions alike, of increased revenues from fund-raising and tuition (as well as from grants and contracts). In the race to attract wealthier students who will pay higher tuitions, we have increasingly invested in recreation centers, student unions, residence halls, and a variety of consumer-focused accoutrements. We have gotten away from investing in full-time tenure-track faculty, despite the extensive and growing evidence that they are critical to the engagement and success of students on campus and to the success of community college transfer students.

Now, more than ever, the collective wisdom of the faculty is important. Now, more than ever, deliberation about the wisdom of various patterns of expenditure and investment is needed.

The challenge for the future is not primarily to invest in physical infrastructure but to enhance our human infrastructure, particularly in the case of the faculty.

“We need to invest in new tenure-track faculty to avoid losing generations of new faculty as current faculty age”

Once the hiring freeze is over, we need to invest in new tenure-track faculty to avoid losing generations of new faculty as current faculty age. The road to recovery in a nation that is now channeling investment into human capital lies in investing in our intellectual capital, in the faculty and personnel who directly serve our students.

I trust that you will find the above information and suggestions helpful.

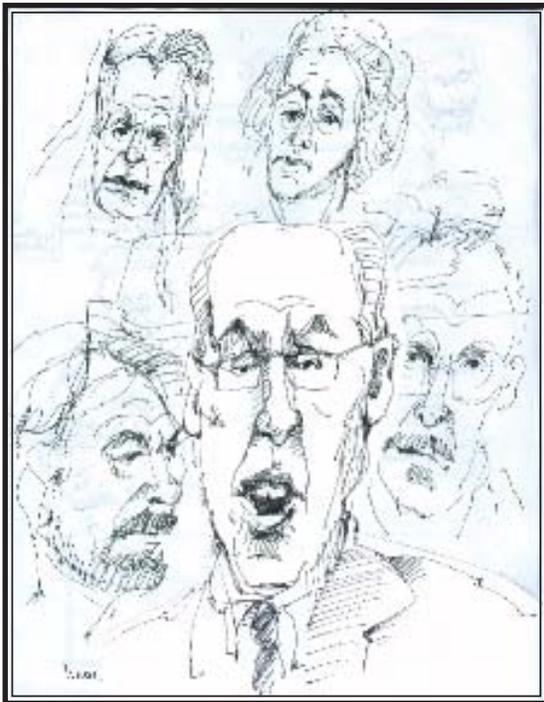
Shortly, we will have a primer on financial exigency, which I mentioned in my last mass communication,

available online. Similarly, as promised, we will have examples of strong contract language available online.

Check out our Web site to see the many ways we are working for you. And keep those inquiries and calls for assistance coming. We are here for you, doing as much as we can with the staff and resources we have, focusing on the matters that are focusing your attention. The more of you who not only call but also decide to join us (we estimate that 80 percent of those who contact us are not members), the more we will be able to do, for you.

President Wiewel Meets with AAUP

by Randy Blazak, Sociology



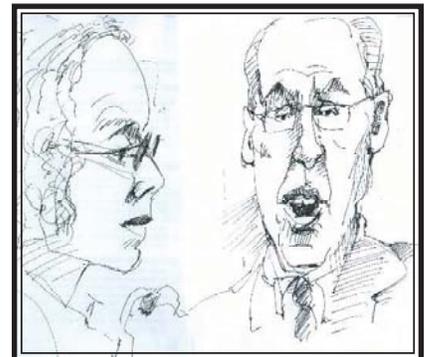
drawings by Susan Harlan

On January 15th, new PSU president Wim Wiewel met with the AAUP Executive Committee for lunch and discussion. After a year of strained relations with the administration, the meeting was a welcome change of mood. Dr. Wiewel, who got his doctorate in sociology at Northwestern University, came to PSU last year from the University of Baltimore, where he was provost. Over lunch, Wiewel discussed with faculty the coming challenges in the current economic

climate, stating that any plans for growth of the university will be undercut by likely budget cuts from the state, although the university should be able to absorb some of the costs.

Faculty raised three central issues with the new president. The first was the pay issue, including compression and fixed-term considerations. Wiewel stressed that faculty retention was a priority and that future salary negotiations would stress valuing teachers at PSU. The other two issues were matters concerning workload and the intellectual property rights for instructors. Wiewel assured the Executive Committee that these were matters the administration would be happy to discuss during future contract negotiations.

The tone of the meeting was positive with President Wiewel stressing how important faculty are to the character and viability of the university. He encouraged faculty to contact him with ideas on how to improve faculty/administration relations. After a year without a president and mixed signals about the administration's support of faculty, the Executive Committee was generally impressed with Wiewel's commitment to addressing the present and future concerns of the union.



Administration attempts to include Annual Reviews in Tenure Review

By Andrew Black, Computer Science

In October 2008, the PSU administration attempted to make a unilateral change to the procedures for promotion and tenure. I say “attempted to make” because, according to the collective bargaining agreement (Article 14 §3), changes in procedure can be made only after agreement with AAUP, and this change was instituted without even consulting the association, much less reaching agreement. What was the change? The administration attempted to require that all of a faculty member’s annual reviews be sent to their Dean as part of the review for promotion and tenure.

Procedures for promotion and tenure do vary from one department to another and from one college to the next. However, in most departments, a faculty member’s annual reviews have been treated as a confidential communication between the department chair and the faculty member concerned, the purpose of which is to mentor the faculty member as they advance in their career. This change would have required that all reviews be sent to the cognizant Dean as part of the

candidate’s promotion or tenure file, where they might be examined not only by the Dean and the Provost, but also be the other department heads on the Dean’s evaluation committee, depending on the procedures in the particular college.

The association argues that this change—in addition to being a prima facie violation of the collective bargaining agreement—is unwise. Annual reviews are more constructive if they are kept confidential within the department. P&T committees and department chairs might hesitate to use the review to offer useful advice to the faculty member if they knew that the review would become public at tenure time. Moreover, the proposed procedural change was retroactive in its effect: a review of a faculty member written in 2003, under the assumption of confidentiality, would have become public when the faculty member applied for tenure in 2008. For these reasons the association has filed a grievance, requesting that the new policy be rescinded, all affected individuals be made whole, and that any future change to the P&T process be made in accordance with the established faculty governance procedures.

If you are being considered for promotion or tenure this year, and believe that you might have been affected by this action of the administration, please contact:

Susan Lindsay
Vice President for Grievances
lindsays@pdx.edu

Did you know...??

The national AAUP website has an “AAUP store” where you can order free brochures and purchase publications. You can also order merchandise, such as keychains and baseball caps:

<http://www.aaup.org/forms/store/cataloguemerchandise.htm>

Please note that the AAUP does not directly sell the Redbook, formally known as Policy Documents and Reports, or Academic Collective Bargaining. These books can be purchased as follows:

The Redbook is distributed by Johns Hopkins University Press at http://www.press.jhu.edu/books/title_pages/9269.html to order.

Prices are: Members \$20 (limit of one discounted copy per member)
 Nonmember and additional copies: \$30
 Bulk order of ten or more copies for members: \$14
 Bulk orders of ten or more copies for nonmembers: \$22

Bulk orders must be arranged directly with Tom Lovett at Johns Hopkins University Press.

Academic Collective Bargaining, jointly published by the AAUP and Modern Language Association, is available on the MLA Web site at <http://www.mla.org/store/CID22/PID249> or by phone at (646) 576-5161. Prices are: AAUP and MLA members \$17.60; nonmembers \$22.00.



American Association of University Professors

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We're on the Web!
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 Ph# _____ Home Ph# _____ Mail Code _____

Address _____

Academic Field & Rank _____ 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).
Annual dues cover local and national membership in AAUP.

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