

Unit Ties

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Slow Death of Tenure Promises Quick Burial for Academic Freedom

Tom Booth, President, CAUP-ACPPU. Reprinted with permission. CAUP-ACPPU Bulletin, January 2001. Copyright 2001.

We are all aware of the pronounced demographic and academic work transformations in our institutions. Our awareness extends to the knowledge that over the past decade, university administrators have increasingly chosen to use casual labor for long term staffing requirements.

Confluence of transformations and current administrative strategy present tenured and tenure track faculty members a stark choice. Either we watch a slow and sure degradation of our profession into a deconstructed, casualized, non-tenured state so as to suffer the situation endured by limited contract colleagues or we help win for them salary, working conditions and other rights comparable to our own. By undertaking the fight for increased salary, working conditions and rights we protect academic freedom, promote viable unfettered research and scholarship, foster quality teaching and curriculum development and strengthen collective bargaining for the academic profession.

In great measure, creativity on university campuses emanates from open, critical exchanges of ideas in vibrant collegial communication. This sharing and critical appraisal of information operates within the ages old values, tenets and responsibilities of academic freedom for all academic staff. Tenured and tenure stream faculty members possess all the rights, privileges and responsibilities inherent in academic freedom.

By contrast, contract academic staff can be dismissed at the

end of their term without administrative reason, due process or rights to appeal. This has a definite chilling effect on expression of controversial ideas, adoption of innovative or unique teaching approaches, and critical expression on administrative practices and policies. Tenured faculty members are not subject to such chill. Tenure is the basis of academic freedom in the university and fosters a climate of indirect protection for everyone else in our institutions. With the growth of untenured faculty at our universities, this climate is compromised and weakened. Such weakening can erode activity leading to development of the basic ideas which lead to seminally creative output.

Opponents of tenure have been demanding its elimination. In light of current administrative strategies, wherein contract academic staff members are increasing in proportion to tenured faculty members, tenure's opponents will not have to directly attack it in order to effect its demise.

It is disturbing to note that only 41 per cent of faculty members in universities in the U.S. are tenured or tenure stream. The majority of those will be retiring in the next 10 years and unless the current trend to replace tenured academic staff with non-tenure track appointments is reversed, the next decade will likely see tenured faculty representing only 20 per cent of American university teaching and research staff. The proportion will be so small that academic freedom will be surely jeopardized, if not driven near to extinction.

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AAUP Honors Faculty at Annual Meeting

PSU-AAUP held its annual meeting on May 17, 2001 at the Koinonia House. PSU-AAUP's president, Sarah Andrews-Collier facilitated the meeting. She gave an annual report on the status of the chapter and introduced the 2001-02 Executive Council as well as the office staff. She talked about recent events the chapter has been involved with, including the Higher Ed rally at the State Capitol on March 6 and the 3-union rally on April 11. Martha Hickey, VP of Collective Bargaining gave a bargaining report.

Several faculty members were honored for their service to PSU-AAUP. Gordon Dodds (History) was given the "Friend of PSU-AAUP Award." Professor Dodds served on two bargaining teams and devoted an entire chapter on the history of AAUP at PSU in his book *The College that Would Not Die*. Ansel Johnson (Geology) was honored for championing the principles of AAUP throughout his career. Professor Johnson, who is currently the chair of the Geology depart-

ment, was instrumental in organizing PSU-AAUP and served on the first bargaining team in 1978. He was the first administrator to receive a service award from PSU-AAUP.

Also honored was Jacqueline Arante (English). Ms. Arante is a member of the Executive Council as well as the current bargaining team. She was recognized for her tireless efforts in assisting with bargaining and being a very active member of PSU-AAUP. Mary Ann Barham (Information & Academic Support Center) was honored for her long time commitment to PSU-AAUP. Ms. Barham has served on the PSU-AAUP bargaining team in the past and is consistently active in PSU-AAUP events. Arlene Brockel (International Affairs) and Joan Jagodnick (Information & Academic Support Center) were honored for their service to AAUP on Academic Professional issues.

Faculty at UVM Vote to Unionize

*From the National AAUP website:
<http://www.aaup.org/Pro1419.htm>*

Washington, D.C.—Faculty members at the University of Vermont joined the union ranks on April 18, 2001. An unusually high number of faculty members—93 percent—voted and a majority selected the United Academics-American Association of University Professors/American Federation of Teachers (UA-AAUP/AFT) to serve as the faculty's bargaining agent. With this victory, professors at all of the public research universities in New England are organized.

Mark A. Stoler, a history professor at UVM and the leading faculty organizer for the campaign, is elated with the win and the large number of faculty members who voted. "This is a tremendous victory," he says, "now we can negotiate as equals with the administration. We plan to work to maintain faculty prerogatives and to prevent further erosion of professional values."

"Many faculty in Vermont believe that the quality of education is declining," Steve Finner states.

Finner, an organizer for the AAUP who worked on the Vermont campaign, says, "They point to improper allocation of resources, poorly managed retirement program incentives, and the lack of stability within UVM's upper administration, as some of the causes for the erosion."

The campaign attracted support from unionized faculty throughout the region, who visited the campus regularly to persuade colleagues of the need for a united faculty community.

The new union hopes to begin bargaining with the administration next fall.

For more information contact:
Mark A. Stoler: 802-656-3180 or
Iris Molotsky: 202-737-5900, ext. 3011

Upcoming Bargaining Dates:

- Wednesday, 5/30
12:30-3pm
- Wednesday, 6/6
12:30-3pm
- Wednesday, 6/13
12:30-3pm
- Friday, 6/29
9am-12pm
- Thursday, 7/5
10:30am-1pm
- Friday 7/13
9am-12pm

If you would like to attend a bargaining session, please call or email the AAUP office (5-4414 or aaup@teleport.com) to reserve a space.

Election Results

Here are the results of the 2001 election. The following members have been elected to serve on the Executive Council:

- ◆ **Treasurer: Beverly Fuller, School of Business Administration**
- ◆ **Secretary: Louise Paradis, Career Center**
- ◆ **Councilor: Randy Blazak, Sociology**
- ◆ **Councilor: Tucker Childs, Applied Linguistics**
- ◆ **Councilor: Ron Witezak, International Exchange Program**

Congratulations to all!

Also included on the ballot this spring were eight proposed amendments to the PSU-AAUP constitution. The Executive Council proposed the following amendments in order to update the constitution and to bring chapter policy and practice in line with the policies and practices of the National AAUP and other public employee labor unions in Oregon. Members were asked to vote on a number of issues, from allowing nominations for office to be sent over email to redefining the

(See *Election* on page 5)

American Association of University Professors Portland State University Chapter Allocation of Expenses December 31, 2000

Category	Total	Chargeable	% Chargeable	Non-Chargeable
Activities	\$31,864	\$29,056	91%	\$2808
Depreciation	1,660	1,660	100%	0
Dues National	43,807	10,514	24%	33,293
Insurance	2,976	2,816	95%	160
Lobbyist	12,820	5,500	43%	7,320
Office/Overhead	9,237	8,959	97%	278
Professional	5,375	5,375	100%	0
Payroll	75,387	73,879	98%	1,508
Total	\$183,126	\$137,759	75%	\$45,367

Detailed budget allocations toward chargeable and non-chargeable expenses are available to any member of the bargaining unit in the AAUP office (232 SMC). We believe the allocation of expenses to be accurate and honest, and gave the benefit of the doubt to the non-chargeable category if there was any question. Challenges of expense allocations must be received in writing to PSU-AAUP within 30 days of this notice. The percent of expenses that was chargeable in 2000 was 75%. This is the percentage fair-share members are already paying.

Lobbyist Report

Tom & Dave Barrows
Dave Barrows & Associates

The final revenue forecast to be used to write the 2001-03 budget was released on Monday, May 14. The forecast was up a little and this was better than expected. It was anticipated that it would be down or at best not changed from the March outlook. In order for higher ed to get more than the Governor's recommended budget, the Republican leadership in the House (Speaker Mark Simmons, Majority Leader Karen Minnis, and Ways and Means Co-Chair Ben Westlund) must agree with the Governor and Senate to use some of the kicker money to pay for the obligation to Federal retirees in the current biennium. This would free up some of the money set aside for the Federal retirees in the '01-'03 budget. The Federal retirees are owed money that the courts said was improperly collected in taxes by the state for a number of years. While in our judgment, most of the Republicans in the House would not vote for this, most of the Democrats would. This means that some Republicans could join with most of the Democrats and make money available to partially restore a number of budget cuts.

Sen. Kate Brown is critical in getting higher ed as a priority

on the list of programs to receive any additional money. She is a great supporter of higher ed and if we can get it to be an issue she will push, it could make the difference. Her office telephone number is 503-986-1700 and her email address is brown.sen@state.or.us. It is important that people call and/or email her office to urge that she make higher ed funding a priority and to express support for increased funding for higher education.

Also, now is the time for everyone to contact their individual legislators and tell them that the higher ed budget should be funded to fullest extent possible. If you can write a letter, that would be the most effective. Phone calls and emails can also be important. If you call, you will probably have to leave a message with staff or on voice mail so be sure to make the point that you support increased funding for higher ed and that you are from the legislator's district. If you send an email be sure to put your position in the subject line so that the message gets across even if your whole email doesn't get read. To find out who your legislators are, visit the AAUP website at: <http://www.teleport.com/~aaup/leg.html>.

WELCOME NEW MEMBERS!

Robert Harmon	School of Business Administration
Charles Hixson	Library
Michelle Holdway	Financial Aid
Philip Jenks	University Studies
Antonia Levi	University Studies
Hamid Peigahi	Library
Dina Thompson	Financial Aid

EARTHQUAKE

In the event of an earthquake at PSU:

- Do you know what to do in the classroom?
- Do you know what to do in the office?
- Do you know what to do in the halls?
- Do you know what to do on the Park Blocks?

Review the PSU Disaster Response Information at:

<http://www.pp.pdx.edu/FAC/Safety/dindex.html>

Bargaining Update & Fixed-Term Faculty Forum Schedule

Martha Hickey
VP of Collective Bargaining

The University and AAUP have agreed to have an outside facilitator for this week's forum on fixed-term appointments. Both teams will be present in the audience May 30, from 12:30 to 1:30 in SMC 229 to listen to concerns that tenured and fixed term faculty, academic professionals and those on research appointments have regarding fixed-term appointments. The teams will also have representatives at Thursday's (May 31) session from 3:30 to 4:30 in SMC 228F.

We have also agreed to seek a facilitator to lead the next six to eight sessions of interest-based bargaining. Members of the University's team have expressed frustration with the pace of the process. AAUP agrees that it is difficult for team members to play the role of facilitator. We are committed to bringing in a facilitator who can work within the structure that we all trained for. We will be sharing the expense with the administration.

We did discuss interests related to fixed-term faculty in regards to clear and timely assignments, appropriate review procedures, curricular coherence, maintaining continuity as well as flexibility, quality and academic freedom. This will be an on-going discussion over the next month that **INPUT from the FIXED-TERM FORUM will help to shape.**

PARKING: The University agreed that it will come up with a way to expand the discounted 4-day (\$4) scratch off parking permit to those who walk or bike to campus. The Parking Office also makes temporary loading permits available to faculty who have materials they need to acquire or deliver to their offices.

(Tenure continued from page 1)

Anecdotal evidence suggests that a similar trend is occurring in Canadian universities. Anything short of our administrations becoming committed to replace tenure track positions in similar template and number as secure jobs, will limit institutional comprehensiveness and severely diminish academic freedom. Diminished academic freedom translates to compromised quality and integrity of our universities.

As a consequence of heavy teaching loads, contract academic staff members are subject to professional marginalization and pressures on time, evolution of course content, and scholarly activity. Without academic freedom it becomes difficult to deal with controversial or even philosophical topics. Holding high standards for course content and student performance is also compromised. Contract academic staff are also denied the opportunity and support to carry research programs or even to participate in research. Teaching, inexorably tied to research, defines the essence of university scholarship. Breaking this link threat-

ens the foundation of what we do and leaves us open to de-professionalization.

Finally, contract academic staff members are given little or no time and incentive to understand and invest in the longer term goals of programs or the institution. What will our universities be like if the current trend to casualize teaching and, by definition, research is not reversed?

An increasing pool of poorly paid contract academic staff, with decidedly reduced institutional commitment and provided fewer resources supporting scholarship and independent inquiry, the collective bargaining strength of continuing faculty. Unless we want to be witness to the casualization, unbundling, and implosion of our profession, the best path forward is to fight to include all academic staff in our faculty associations and to ensure that all have decent pay and working conditions, and have the rights, privileges and responsibilities inherent in academic freedom.

(Election continued from page 3)

voting rights of members. The membership overwhelmingly approved all eight proposed amendments. The table on page 6 lists amendments to the chapter constitution that were approved by the membership. The updated constitution and bylaws are available on our website (www.teleport.com/~aaup). If you have any questions about these amendments, please contact the AAUP office at extension 5-4414 or via email at aaup@teleport.com.

ARAMARK Employees Vote in Favor of a Union

On April 17 workers for ARAMARK on campus voted to be represented by the American Federation of State, County, and Municipal Employees (AFSCME). The campaign was one of the toughest campaigns the organizers had seen in a long time. In the end, though, the employees voted 28-13 in favor of the union. Now the new local will vote for its leadership and start negotiating a contract with management. Thanks to all of you who helped leaflet, handed out stickers and/or showed your support for the employees' organizing campaign. There are now six unions on campus that represent workers (faculty, staff and contract employees) at PSU (AAUP, SEIU Local 503/OPEU Local 089, SEIU Local 49, PSUFA/AFT, the Teamsters and AFSCME).

Amendments to PSU-AAUP Constitution

Article II, 1, (a)	Active Members. Any member of the Portland State University Faculty who is included within the collective bargaining unit as determined by the Employment Relations Board certification or as agreed by the parties in negotiation. Active members shall have full voting rights upon initiation of membership and may run for office upon initiation of membership. Except within Article II and wherever the context of provisions of this Article clearly imply otherwise, the terms "member" and "membership" as used in this Constitution and its Bylaws shall refer only to Active Members. Active Members include Active Entrants and Active Full members.
Article III, sec. 3	In the case of vacancy in the office of President, the Vice President of Collective Bargaining shall succeed to that office until an election can be held. The election will follow the guidelines outlined in Sec. 4 for the replacement of vacancies in other offices.
Article III, sec. 7 (e)	The Treasurer shall develop the yearly budget for approval by the Executive Council advise the office staff on day-to-day bookkeeping matters and arrange for a yearly audit.
Article VII, sec. 7	No strike as defined under ORS 243 or other concerted job action will be authorized our undertaken without an affirmative vote of the active membership.
Article VII, sec. 8	A majority of the active members voting by secret ballot shall be necessary to ratify contracts agreed to during negotiations.
Bylaw 1, sec. c	<p>Upon the Executive Council's approval of the slate of nominees, the Nominating Committee shall send to all members:</p> <ul style="list-style-type: none"> • a slate of nominees for all vacant positions, • a form to be used as a nominating petition for additional nominees, • a list of all members eligible to hold office, and • a date by which petitions are to be returned to the PSU-AAUP office. At least 15 days are to be allowed for the return of the petitions, but in no case shall the
Bylaw 5	The dues structure will be recommended by the Executive Council subject to a vote of the active and associate membership. The dues schedule shall be published.
Bylaw 10	Revisions or additions to the bylaws may be proposed by the Executive Council, or by a petition to the Executive Council signed by 20 members. A proposed text shall be circulated among the members of the Executive Council, 15 days prior to the submission to the Executive Council of the final text for voting. A majority vote of the Executive Council shall be necessary for approval. Within 15 days of the Executive Council vote revisions to the bylaws shall be sent to the membership. The membership will then have 15 days to call for a recall of the revisions and additions. The membership will then have 15 days to call for a recall of the revisions and additions. In order to file a recall, the membership must present a recall petition signed by 20 members. Within 14 days of receipt of the recall petition, the Executive Council will meet again to discuss the recall. The recall meeting will be open to the membership and the membership must be notified of this meeting at least 10 days in advance.

Attend a University-wide forum on fixed-term faculty!!

In an effort to address a very important issue in current contract negotiations, AAUP and the University are holding two facilitated fixed-term faculty forums on **Wednesday, May 30, SMC 229 from 12:30-1:30pm** and **Thursday, May 31, SMC 228F from 3:30-4:30pm**. Please come and share your thoughts on issues such as the roles fixed-term faculty play in the University community and how fixed-term faculty's contributions should be acknowledged by the University.

EVERYONE is encouraged to attend and share thoughts on this very important issue.



YOUR EXECUTIVE COUNCIL

The AAUP Executive Council is committed to being available to you.
Please call or email a council member or the AAUP office with any
concerns or questions.

Name	Title	Dept.	Phone	Email
Sarah Andrews-Collier	President	TA	5-4603/ 5-4416	andrewscolliers@pdx.edu
Martha Hickey	VP-Collective Bargaining	FLL	5-5290	hickeym@pdx.edu
Beverly Fuller	Treasurer	SBA	5-3744	beverlyf@sba.pdx.edu
Louise Paradis	Secretary	CARC	5-4970	paradisl@pdx.edu
Jacqueline Arante	Councilor	ENG	5-3574	arantej@pdx.edu
Randy Blazak	Councilor	SOC	5-8502	cfrb@pdx.edu
Tucker Childs	Councilor	LING	5-4099	childst@pdx.edu
Larry Crawshaw	Councilor	BIO	5-4209	crawshl@psu4.pdx.edu
Michael Harvey	Councilor	LING	5-5456	harveyem@pdx.edu
Rikki Schoenthal	Councilor	HS	5-3467	schoenthalr@pdx.edu
Ron Witzak	Councilor	IES/SA	5-8246	witezakr@pdx.edu
STAFF:				
Julie Schmid	Chapter Coordinator	AAUP	5-4414	aaup@teleport.com
Susan Cerasin	Administrative Assistant	AAUP	5-4414	aaup@teleport.com

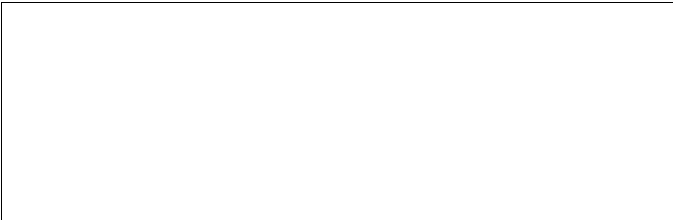
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Unit-Ties is published by PSU-AAUP as a service to faculty.

PSU-AAUP President: Sarah Andrews-Collier (5-4603); Chapter Coordinator: Julie Schmid (5-4414); Administrative Assistant: Susan Cerasin (5-4414)

Comments and submissions may be sent via e-mail to aaup@teleport.com or to mail-code "AAUP" (232 SMC).

Visit our website at <http://www.teleport.com/~aaup>



PSU-AAUP MEMBERSHIP APPLICATION

Name: _____
(Last) (First) (M.I.)

Mailing Address:

Campus Mail Code: _____ **Home Address:** _____

Academic Field & Rank: _____

Extension: 5- _____ **Email:** _____

Automatic Deduction Authorization

<p>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.</p>	Print Name _____
	Signature _____
	Department _____
	Date _____
	SS# _____

Annual Dues
Normal Annual dues for PSU-AAUP members are 3/4 of one percent (.0075) of academic salary. Non-tenured Active Entrant dues (must be new to AAUP) are 3/8 of one percent (.00375, half of normal dues).

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