



PORTLAND STATE UNIVERSITY

American Association of University Professors

Promoting Quality Higher Education – An Investment in Oregon's Future

VIA EMAIL AND
PDF ATTACHMENT

Date: July 19, 2017

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C: Jose Padin, President jose.aaup@gmail.com
PSU-AAUP Negotiating Team
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Re: Advising Redesign Implementation Negotiations-
Request for Interest Based Bargaining and proposed framing questions

The PSU-AAUP negotiating team has reviewed the University's response to the PSU-AAUP request for information about the Advising Redesign implementation and have identified a number of items that fall within PSU-AAUP's scope of bargaining.

On May 9, 2017, the admin and AAUP teams discussed the possibility of using Interest-Based Bargaining Process for this matter. PSU-AAUP requests that we agree to pursue resolution on the matters below through the interest-based bargaining method with the assistance of Janet Gilman as facilitator, if available. We would also propose that the first session be a mini primer on IBB for the new participants on both teams.

We propose the following framing questions:

1. What specific input should be solicited from students about advising and advisors, and how should that information be used?
2. How should advisors be best supported in the addition of common practices not currently used, and in achieving advising milestones?
3. How should advisors who struggle in the transition to the new model be supported? What specific support mechanisms, including remedial mechanisms, should be put in place?

4. What physical environment is required for an advisor to be successful?
5. What promotional structure should be established for advisors?
 - We have been postponing this discussion until we receive a recommendation from Sibson. The job descriptions that ultimately went to Sibson for analysis, however, were very general. It might be prudent for us to consider generally the promotional structure we think might work and have that inform Sibson's recommendations.
6. How should potential bias about specific majors and specific courses be minimized for advisors who advise multiple majors within a pathway?
 - This came up as a significant concern in interactions with members. It is anticipated that advisors will exert influence (to varying degrees) by directing students to specific majors or programs within the pathway. We have been asked to review and mitigate any negative effects of this possibility.

We propose that the following advisors join the AAUP Negotiating team for the IBB bargaining of this subject, given their expertise as advisors:

1. Marie Fiorillo, A/C II, COTA
2. Anthony Lewis A/C II, CLAS

We further propose that we use a doodle poll to schedule negotiation sessions for August, September and October as soon as possible so we can get IBB sessions scheduled.

Thank you in advance for your consideration. We look forward to hearing from you.