



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Dear New AAUP employee,

Welcome to PSU and to PSU-AAUP. We have been advised that you will be attending an upcoming New Hire Orientation with Human Resources.

As you know, you are beginning employment in a position that is in the AAUP bargaining unit. That means that the position, and you, are represented by PSU-AAUP in your employment relationship with PSU. The terms and conditions of employment are set forth in your Letter of Appointment, your position description, your supplemental letter of offer (if applicable), and the PSU/PSU-AAUP Collective Bargaining Agreement.

You are entering employment at Portland State University at an exciting time in higher education, and an exciting time in the activities of PSU-AAUP. We hope this brief letter can entice you to learn more and get involved.

I encourage you to visit [www.psuaaup.net](http://www.psuaaup.net) where you will find additional information about PSU-AAUP.

### *At Portland State University*

PSU-AAUP has been the exclusive representative for full time faculty and academic professionals at PSU since 1978. We are a professional organization concerned with advancing the needs of faculty through the defense of academic freedom and employment rights, open and effective faculty shared governance of the academy, and collective bargaining. We are also very active in promoting quality higher education as an investment in Oregon's future in Salem and furthering the interests of faculty in other colleges and universities in Oregon.

This is a union campus. We are the largest of 6 unions that represent the employees of Portland State. Nearly all employees at Portland State are members of their union and pay member dues for collective bargaining and contract enforcement.

Nearly 90% of the faculty members and academic professionals in the AAUP Bargaining Unit are members and pay member dues. Your co-workers expect you to join the Association to share the costs of the advocacy done on your behalf by PSU-AAUP. We encourage new employees to become a member as soon as they commence employment.

You have a choice to become a PSU-AAUP member and have voting rights and the right to participate in the Association with your colleagues. Or you may become a voluntary representation fee payer so that you can pay your part in the costs of bargaining and enforcing the collective bargaining agreement. You make this choice on the [membership application](#) form itself.

Member dues and voluntary representation fees are automatically deducted from your paycheck each month, and the deduction line on your paystub screen will indicate if the deduction is for Member Dues or voluntary representation fees. Membership is not automatic- you must sign and send in an [AAUP membership application](#).

The deduction from your paycheck is 1.164% (Dues rise every year about 2% due to National AAUP dues increases). Once you submit the membership application you are eligible for all the benefits of membership (see below). To become a member, you must fill out and send the application to our office at Smith 232, or [aaup@psuaaup.net](mailto:aaup@psuaaup.net) (please send to email as office is closed during pandemic).

To learn about your local Association, please visit [www.psuaaup.net](http://www.psuaaup.net).

You can access the collective bargaining agreement at our website under resources. An important provision of this contract is recognition of past practice, where you are guaranteed to be treated in the same manner, and provided the same rights and privileges, as the faculty that came before you.

The Association employs an Executive Director, an Administrative Coordinator and an Internal Organizer who are employees of the Association, not the University. The Administrative Coordinator and the Internal Organizer reports to the Executive Director, who in turn reports to the elected President. The President presides over an Executive Council of thirteen faculty members elected yearly from the membership. The Executive Council meets every Thursday during the academic year. You are welcome to attend these meetings. Please call the office at 5-4414 or email [aaup@psuaaup.net](mailto:aaup@psuaaup.net) for details.

We are an active group. We have a number of committees that serve the membership that do negotiations; dispute resolution; membership drives; communications, legislation, etc. If you call with questions or concerns, chances are you will interact with one of these committees. Once you become a member, you may be interested in serving on one of them.

### ***National AAUP***

Our organization is affiliated with and pay dues to the American Association of University Professors, which was founded in 1915 by a group of professors committed to the principle of academic freedom. The AAUP 1940 Statement of Principles on Academic Freedom and Tenure, found in the AAUP Policy Document and Reports (aka the “Redbook”) (<http://www.aaup.org/AAUP/pubsres/policydocs/>), has been endorsed by more than 200 educational organizations and disciplinary societies, and the statement is incorporated by reference, or verbatim, in hundreds of faculty handbooks and numerous judicial decisions. It is AAUP’s main policy document. There is a wealth of information at the AAUP website at [www.aaup.org](http://www.aaup.org) about Academic Freedom, Tenure, shared governance, contingent faculty, and AAUP’s work around the nation in defending the rights of faculty laboring in the pursuit of knowledge.

### ***AAUP-Oregon***

Our organization is also affiliated with the Oregon Conference of the American Association of University Professors, the statewide AAUP organization charged with promoting the interests of higher education faculty in Oregon through public policy advocacy and outreach. Its mission, like ours, is to promote quality higher education as an investment in Oregon's future. It is an exciting time for AAUP-Oregon. After a decade of inactivity operations recommenced in 2013 when the faculty at the University of Oregon organized as an AAUP/AFT chapter and successfully bargained their first contract. In 2018 the faculty at Oregon State University became certified as an AAUP/AFT chapter, and the faculty at the Oregon Institute of Technology became certified as an AAUP chapter, like PUS-AAUP. All members of PSU-AAUP are members of AAUP-Oregon and are welcome to participate in that organization by running for office, attending meetings, and getting involved. [AAUP-Oregon's website \(aaup-oregon.org\)](http://aaup-oregon.org) provides some basic information on what the Conference is doing. Like the meetings here at PSU-AAUP, the meetings at AAUP-Oregon are open and you are welcome and encouraged to attend and get active.

### ***Membership Is Vital***

While PSU-AAUP is affiliated with AAUP and AAUP-Oregon, we are an independent organization. We completely fund all services that we provide the bargaining unit through member dues and voluntary representation fees.

The members of the Association provide a critical mass to the PSU faculty voice about important issues that affect faculty working conditions, i.e. wages and working conditions, academic quality, faculty governance and academic freedom. Becoming a member and helping out enables us to negotiate salary, health and retirement benefits, enforce the contract, and influence the day to day operations, and long-term strategy of PSU and higher education in Oregon.

### ***Benefits of becoming a PSU-AAUP member include:***

- membership on the PSU-AAUP member email list
- The right to vote on important chapter decisions and the contract.
- Eligibility to serve on the PSU-AAUP Collective Bargaining team, Association committees, or run for any elected office.
- The right to provide input and opinion to the negotiating team about any area of your employment including negotiations.
- The right to provide input and direction into our statewide advocacy efforts for quality higher education
- Membership in the National AAUP and subscription to *Academe*.
- Regalia Reimbursement (up to \$58/year).

As you begin your career in an AAUP represented position at PSU, I hope you will join your colleagues in the continuing effort to ensure a high-quality working and learning environment by becoming a member and getting active in the Association.

Welcome to the  
2021-22 Academic Year  
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Good luck in the upcoming year and if you have any questions or concerns about your employment, navigating university processes and shared governance, or would like to get involved please don't hesitate to ask.

To join, [please download the membership application](#) and send it in at your earliest convenience.

We look forward to meeting you.

Sincerely,

Phil Lesch  
Executive Director  
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Smith 232 by appointment