

# Unit Ties

## Faculty Working Together for Superior Education

Fall 2003

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## Gordon Dodds (1932 - 2003)

Craig Wollner, Institute for Metropolitan Studies

Gordon Barlow Dodds (March 12, 1932-August 29, 2003), Professor Emeritus of History at Portland State University, died on August 29, 2003 following a long illness. Born in Milwaukee, Wisconsin on March 12, 1932, Gordon grew up in Pennsylvania, was a foremost historian of the westward movement, the Pacific Northwest, and the state of Oregon. He received an A. B. in 1954 from Harvard University, an M. A. in 1955 from the University of Illinois, and a Ph.D., from the University of Wisconsin in 1958. His first job was in the Department of History of Knox College, Galesburg, Illinois, where he taught until departing for PSU in 1966.

A prolific scholar, Gordon was the author, co-author, or editor of ten books including *the Salmon King of Oregon*, his first, published

in 1959, and *Oregon*, 1977, the state history at the appointment of the U. S. Bicentennial Commission. Another of Gordon's books, *The College that*

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## Gordon Dodds and the Early Days of PSU-AAUP

Patricia Schechter, History

In November 2002, Patricia Schechter, History Department colleague and neighbor, interviewed Gordon Dodds about his involvement with the beginnings of collective bargaining at PSU. The interview was part of the PSU-AAUP's 25<sup>th</sup> Anniversary celebration, held in February, 2003. Gordon attended the event and his contributions to the celebration were indispensable.

Gordon B. Dodds joined the PSU faculty in 1966. "It was quite an optimistic period," he remembered, and Portland State already had a functioning AAUP chapter. At the time, Dodds was serving a term on the national AAUP council, and the top issue was the organization's position on unionization and collective bargaining for faculty. He recalled that the issue was "debated heatedly" at the national level, with faculty from older, elite institutions wary of collective bar-

gaining as "unprofessional." Dodds came to PSU well aware that the national AAUP had been backed into collective bargaining by institutions in the midwest, who signed contracts on their own and then challenged the AAUP to catch up. These were "very exciting times," recalled Dodds, and he moved decisively to the center of PSU organizing when the campaign moved forward in the early 1970s.

Dodds supported AAUP as the collective bargaining agent for PSU because it had experience with academic freedom and with faculty governance in the university and state systems, as opposed to the rival American Federation of Teachers. He worked in the first organizing campaign, making the pitch to individual profes-

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# Get Involved and Make Change Happen

Susan Reese, English, Editor

Hello everyone, and welcome to our fall newsletter!

It's an interesting time, a time when we're all consumed in our duties and our lives, and a time when it's important to be reminded that there is still much work to be done. I've only just received an update from our AAUP office that the University (per Mike Driscoll) "may not cover 9% health benefit increase scheduled for January 2004 because it is not contractually obligated to do so," even though in October of this year he said "that even though the [contract] has expired, PSU will act 'as if the contract has been extended.'" Sometimes it just seems that the "hits just keep on coming" (a new usage of that phrase, I do believe) to the point that we begin to accept, even expect them.

I had the good fortune to attend two wonderful events sponsored by PSU this week, an evening with Michael Moore at the Memorial Coliseum, and the dedication of our new Native American Student and Community Center here on campus; both provided some insights on what to do when barraged by "hits."

In an evening of truth, wisdom, and quite a bit of hilarity, Michael Moore pointed out that Democrats (former liberals) have been moving more and more to the center with the concept that to be elected, they have to be more like Republicans, effectively doing away with actual choice come election time, and costing themselves elections. When people figure their choice is a faux Republican or a real one, they seem to think they might as well vote for the real one. It was pointed out that there are some good men running, and it is our job to challenge them to be even better, that Arnold Schwarzenegger was elected in California because he was a Republican trying to act more like a Democrat. Moore believes this indicates the winds are shifting and that we have a chance to make major changes on the national level if we all hold up our end of the deal by getting involved and, especially, by voting. He says that right now the candidates need us a lot more than we need them, and that this will change after the primaries in the spring, so the time is right to contact them with

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## PSU-AAUP Executive Council & Staff

Name	Title	Dept.	Phone	Email
Gary Brodowicz	President	SCH	5-5119	brodowiczg@pdx.edu
Jacqueline Arante	VP of Collective Bargaining	ENG	5-3574	arantej@pdx.edu
Susan Lindsay	VP of Grievances & Academic Freedom	LING	5-8257	lindsays@pdx.edu
Beverly Fuller	Treasurer	SBA	5-3744	beverlyf@sba.pdx.edu
Louise Paradis	Secretary	CARC	5-4970	paradisl@pdx.edu
Sy Adler	Councilor	USP	5-5172	adlers@pdx.edu
Martha Hickey	Councilor	FLL	5-5290	hickeym@pdx.edu
Alan MacCormack	Councilor	UNST	5-8430	alanm@pdx.edu
Jose Padin	Councilor	SOC	5-8505	padinj@pdx.edu
David Percy	Councilor	GEOL	5-3373	percyd@pdx.edu
Leslie Siebert	Councilor	LING	5-9178	siebertl@pdx.edu
STAFF:				
Julia Getchell	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Susan Cerasin	Admin. Assistant	AAUP	5-4414	aaup@psuaaup.net
Jillian Harrington	Admin. Assistant	AAUP	5-4414	aaup@psuaaup.net

Editor: Susan Reese

Staff: Susan Cerasin, Julia Getchell, Jillian Harrington  
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.

# President's Message

Gary Brodowicz, School of Community Health

To all new PSU faculty...welcome to PSU! To all returning colleagues...welcome back! I realize that there is a lot happening at this time of year, making it difficult to stay abreast of everything that seems to come at you from all directions. However, as yet another fall term gets underway, I hope you make time to read through this newsletter and talk with your colleagues about its contents. When you're finished reading it, pass it along. In this report, my intent is to update you on some of the recent activities of the chapter. Also, I hope to convince you to support PSU-AAUP's collective bargaining efforts as negotiations have resumed in October.

The summer was a busy time for PSU-AAUP. In addition to the normal goings-on, the PSU-AAUP office staff adjusted to their new (temporary) home in the basement of the Smith Memorial Student Union while construction took place on the 2nd floor. We have now returned to a "new"—and safer—office. In the coming months, the PSU-AAUP office will also be making adjustments staff-wise.

Some of you may know that our administrative assistant, Susan Cerasin, recently gave birth to identical twin girls, Sophia and Ava, on September 26th. Earlier this month we interviewed candidates and we were fortunate to hire a very capable temporary, part-time administrative assistant, Jillian Harrington. I hope you will stop by the office with kind words for both Susan and Jillian.

Several PSU faculty attended the AAUP Summer Institute held July 24-27 on the University of New Mexico campus in Albuquerque, New Mexico. They attended workshops on Collective

Bargaining, Grievances, Healthcare, Faculty Governance, and Academic Freedom. If you've thought about becoming more actively involved in PSU-AAUP, then I urge you to talk with the faculty who attended the Summer Institute this year, and to consider attending next summer. It's a great way to learn about the kinds of things they don't tell you about in graduate school.

Anyone who has been awake for the past six months or so knows that Oregon has been a chaotic place to live and work if you believe in such things as financial stability, legislative leadership, economic certainty, and political honesty. We've watched the longest legislative session in Oregon's history and may still have to deal with a special election in early February to consider the legislature-approved 3-year, \$800 million income tax surcharge. Opponents of this surcharge will be working hard to gather over 50,000 signatures of registered voters by November 26. While it may be too early to panic, the uncertainty surrounding the referendum is not easy to deal with during a time when the economy is struggling and funds are scarce.

Why do I bring up this state budget-related stuff? Not to sour the fresh arrival of your academic year, but to remind you that what happens at the state level impacts not only K-12 education, but also community college and higher education as well. The Oregon University System—and PSU in particular—has not been adequately funded for as long as I can remember. It continues to be underfunded. What does this mean to you? It means higher tuition if you have children attending college. It means, "doing more with less" in your day-to-day attempts to serve PSU students well. It can mean unrealistic expectations for

you to surrender previous gains you've made in compensation, and it can mean a further erosion of your health benefits.

Many of you reading this are aware that PSU-AAUP is currently negotiating with PSU (and OUS) in an effort to reach accord on the next collective bargaining agreement. As bargaining sessions take place this fall, you may be asked to help the PSU-AAUP bargaining team. It could be as simple as a request to stuff envelopes, attend a bargaining session as an observer, or perhaps participate in a rally. I hope you will be unselfish with your time and not hesitate to play an important role by adding your voice to the struggle for all faculty of PSU. You will be glad you did.

As we head into the 2003-04 academic year, I look forward to continuing my work with you to help ensure that PSU remains a great place to learn.

*"Anyone who has been awake for the past six months or so knows that Oregon has been a chaotic place to live and work if you believe in such things as financial stability, legislative leadership, economic certainty, and political honesty."*

## "Willamette Autumn"

Forty arms  
still tan, still taut,  
uniformly paddling  
in fall's first downpour.  
Human fowl play  
on our river;  
paddles like duck feet  
propel pure immersion,  
satur-sated,  
liquid joy.

-Susan Reese

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# The Rise in Contingent Faculty

Jacqueline Arante, English

US Department of Education data indicates that through the 1990s more than 50% of all new, full-time faculty hires in America's Colleges and Universities were off the tenure track. Add to that figure the number of adjuncts hired in part-time, short term positions; the total is close to 80% of faculty are contingent. It is difficult to acquire a picture of the national landscape for contingent faculty because the Department of Education stopped collecting data in this area in 2000. We can only be certain of the local situation at PSU where, in 2002-2003, contingent faculty taught slightly more than 60% of the total student credit hours.

Participants in the AAUP Governance Conference confirmed the widely held perception that the number of contingent faculty grows each year. In every presentation or working session I attended this issue was raised as a primary barrier to reclaiming the faculty role in shared governance. The fastest growing category of contingent faculty is full-time, non-tenured faculty, a group with heavy teaching loads and seldom any responsibility for governance.

Many are hired into the traditional faculty ranks on short-term contracts at higher salaries than their tenured and tenure-track colleagues. This would seem to contradict the popular idea that economic forces have caused the dismantling of the tenure system over the last 30 years, an idea promulgated by administrations and accepted by faculty, for a number of reasons. Several recent studies have demonstrated what we all know and have experienced that faculty will trade lower salaries

over time for the rights and responsibilities inherent in academic freedom, best protected by tenure. Yet administrations still cry the need for "flexibility" in commitment to faculty. In the 2002-2003 academic workplace, only 20% of faculty were allowed even the possibility of the protections of tenure.

Academics are (or were) "professional" because we share with other professionals a social contract with the public which assumes we will work for the public good and we can be trusted to govern ourselves. To work for the public good, to pursue truth in a spirit of inquiry requires academic freedom. Academic freedom requires tenure. Tenure is no longer available to most academics. Therefore, we must question whether we are still worthy of claiming that we work for the public good and certainly must acknowledge that we no longer govern ourselves.

The fast-growing, contingent segment of the professoriate are the part-time, short-term teachers working for a flat fee, receiving no benefits, with no opportunity to participate in governance. This allows administrations their "flexibility". But perhaps the problem is not so much economic as it is that the change facilitates the pernicious growth of the corporate model in the academy.

Discussions of how the growth in contingent fac-

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*"The fastest growing category of contingent faculty is full-time, non-tenured faculty, a group with heavy teaching loads and seldom any responsibility for governance."*

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# Reform in Intercollegiate Athletics

Jacqueline Arante, English

*"Faculty are no longer in control of our universities, in athletics, or anywhere else."*

I was one of two faculty members from Oregon participating in the national AAUP Conference on Governance at the University of Indiana/Purdue University in Indianapolis (UIPUI), October 9-11. The other Oregonian was James Earl, medievalist scholar and faculty leader at the University of Oregon. Earl's plenary address on "The Faculty Coalition's Role in Athletic Reform" reflected the common theme of the conference: faculty are no longer in control of our universities, in athletics or anywhere else.

Earl was the initial energy behind the formation of the Coalition of Intercollegiate Athletics (COIA), a national coalition of NCAA Division I-A faculty leaders who have developed a comprehensive plan for reform in intercollegiate athletics that addresses 5 issues:

1) academic integrity,

- 2) athlete welfare,
- 3) governance of athletics at the school and athletics level,
- 4) finances, and
- 5) commercialization.

The Coalition asserts that "the need for reform in intercollegiate athletics is serious and requires immediate action. The problems are not new, but they are worsening. During the 1990s, universities and the NCAA responded to the 1989 Knight Commission report, yet in 2000 the Commission concluded that intercollegiate athletics was more troubled than ever." (See "A Framework for Comprehensive Athletics Reform", COIA).

This first day of the AAUP Conference on Governance was hosted by the NCAA in its luxurious facility on the Indiana campus. Myles Brand, the newly appointed President of the NCAA, deliv-

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# Grievance Report: What is a Grievance?

Susan Lindsey, Linguistics

*“What may not appear to you to be a contractual violation may in fact be one under closer scrutiny”*

Welcome to another academic year. I'm Susan Lindsay, faculty member in Applied Linguistics, and the newly-elected AAUP Vice President for Grievances and Academic Freedom. I want to tell you about what this job is all about and when you should call me.

## What does the VP for Grievances do?

The Vice President for Grievances and Academic Freedom chairs the Grievance Committee. The Grievance Committee, comprised of tenured and fixed-term faculty members and academic professionals, functions to assist the VP for Grievances with grievance concerns. Our collective role is to ensure that bargaining unit members' interests are fully and directly represented in regards to working conditions, rep-

rimands, layoffs, and the terms and conditions of employment.

## What is a grievance?

What is a grievance? According to the Article 29, Section 3 (a) of the Collective Bargaining Agreement (CBA), a grievance is “an allegation that there has been a violation, misinterpretation, or improper application of the provisions” (p. 32) of the CBA. However, grievances shall not include complaints related to matters of academic judgment. For example, if you have been denied a promotion and/or tenure, AAUP cannot file a grievance unless there has been a procedural violation. We will investigate your concerns, however, and what may not appear to you to be a contractual violation may in fact be one under closer scrutiny.

## What do you do if you feel the CBA has been violated?

When you feel that an article in the Collective Bargaining Agreement has been violated, misapplied, or misinterpreted, please contact AAUP. You can reach me at 503-725-8257 or Julia Getchell, AAUP Chapter Coordinator, at 503-725-4414. Julia, I, and/or a member of the Grievance Committee will meet with you, explore the problem, and discuss your options for solving the problem.

Timeliness is certainly an issue in grievance matters. You have 40 working days from the act or when you learned of the act to file a contractual grievance. A

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# PSU Says You May Pay \$44-78 Out-of-Pocket for Health Care

Julia Getchell, PSU-AAUP Chapter Coordinator

## Why You Will Pay More

According to the University, Vice Provost for Academic Personnel and Budget Mike Driscoll, says PSU may not cover the 9% health care benefits cost increase scheduled for January 2004. This means you may pay as much as \$78 a month out-of-pocket for health care benefits beginning with deductions from your December 2003 paycheck.

Dr. Driscoll has said that PSU is not contractually obligated to pickup the increase because the Collective Bargaining Agreement, which expired August 31, 2003 and is currently being renegotiated, does not require PSU to pick up health benefit cost increases while PSU faculty and academic professionals are between contracts.

## Background

March 2003: PSU-AAUP & PSU/OUS begin contract negotiations.

August 31, 2003: Collective Bargaining Agreement expires.

September 2003: OPEU/SEIU 503 settles their contract with PSU. The new contract includes fully paid health care benefits.

September 2003: Mike Driscoll asserts that even though the CBA has expired, PSU will act “as if the contract has been extended.”

October 2003: Mike Driscoll says PSU may not cover 9% health benefit increase scheduled for January 2004 because it is not contractually obligated to do so.

## What You Can Do

- Look here <http://www.psuaaup.net/news.htm> to see how much more you may pay each month.
- Tell PSU administrators to do the right thing—fully fund health care until the contract is settled.
- Call Tess O'Hearn (5-3749), in Human Resources if you have questions about your health benefits.
- Sign the petition <http://www.petitiononline.com/AAUPSUFA/petition.html> to President Bernstine requesting a fair contract.

*“This means you may pay as much as \$78 a month out-of-pocket for health care benefits”*

# Chapter Coordinator Report: Weingarten Rights

Julia Getchell, PSU-AAUP Chapter Coordinator

## This Should Never Happen at PSU

During the Spring Quarter, a PSU-AAUP member came to work expecting to meet with an administrator about routine matters as previously arranged. What the administrator really did was grilled the employee about her conduct on the job. When she asked for her union representative, the administrator refused and continued to accuse and threaten her. She left campus that day distressed and upset.

What happened in this meeting was not only upsetting and unfair, it is also illegal. Every employee has the right to union representation during investigatory interviews if the employee is asked to defend her or his conduct or believes the information obtained during the interview could be used for discipline.

The US Supreme Court ruled in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689), that unionized employees have a right to have present a union representative during investigatory interviews. These rights have become known as the Weingarten rights.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Administrators are *not* required to inform the employee of his or her Weingarten rights; it is the employee's responsibility to request union representation.

Once you've asked for union representation, **any attempt by administration to continue asking questions before a union representative gets there is IL-**

**LEGAL.** If supervisors pressure you by telling you that "you're only making things worse for yourself" by asking for union representation, that's against the law, too.

## What You Can Do

When the employee makes the request for a union representative to be present an administrator has three options:

- (1) they can stop questioning until the union representative arrives or,
- (2) they can call off the interview or,
- (3) they can tell the employee that they will call off the interview unless the employee voluntarily gives up their rights to a union representative—an option you should always refuse!

## What to Say if Administrators Ask Questions That Could Lead to Discipline

"If this discussion could in anyway lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions."

If you find yourself in a situation where an administrator is asking you to justify your conduct or you believe the information gained during the interview may lead to discipline, call PSU-AAUP and request a union representative. **Do not answer any questions until the union representative arrives.**

*"What happened in this meeting was not only upsetting and unfair, it is also illegal."*

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sors and addressing the faculty as a whole. Most impressive for Dodds was the AAUP's commitment not just to the principles of unionization but to advocacy in general, in his words, "pushing for the faculty not just for our own union."

A particularly important accomplishment was the protection of faculty through specific requirements for consultation in cases of termination. "I think that was a very important sort of thing to do," Dodds affirms. Of his AAUP involvement, he noted: "Getting into the unionization business was one of the few things in my life that turned out exactly as I hoped it would." "I was very happy to be there," Dodds recalled fondly. "It was my kind of group."

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ered an address that outlined the plan for reforms that he will present to NCAA board this April. Oregonians will recognize Brand as the former President of the University of Oregon. He was President of Indiana University during the Knight scandal.

This NCAA reform package reflects many of the same concerns addressed in the COIA's reform framework. Both the NCAA and the COIA are seeking support from AAUP and the Association of Governing Boards in instituting these reforms. Also important was an interim report by sports economist Peter R. Orszag on "The Empirical Effects of Collegiate Athletics." This report was commissioned by the NCAA (August 2003) and speaks to a number of myths we academics may believe about intercollegiate athletics and how spending on them affects academic quality, alumni giving, diversity, and shared governance.

Copies of the Coalition's proposed framework and the Orszag report are on file in the PSU-AAUP office. They are available from any of our officers, executive councilors, members of the negotiations team and the Intercollegiate Athletic Board. NCAA and the COIA seek serious consideration of these reforms and recommendations from the PSU Intercollegiate Athletics Board, the faculty, and the President.

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ulty has underpinned the loss of shared governance saturated the AAUP Governance Conference. Both tenured and contingent faculty spoke on the commercialization of the academy, top-down management which allows administrators free reign in determining mission, budget, and appointment practices, the inertia of faculty senates, the futility of relying on a faculty handbook, and (a recurring theme) the rise in tenured faculty's workload that triggers an abdication of engagement and commitment to shared governance. As long as a majority of faculty remain contingent, the majority of work in governance will fall on the shoulders of the ever-shrinking tenured faculty. In this non-democratic environment, the work which makes us a profession is increas-

ingly done by academic professionals and administrators.

These questions pervaded the AAUP Governance Conference. How do we reclaim a powerful role in areas such as determining institutional mission, growth, and educational policy? How do we inject ourselves into the institutional budgeting process to re-develop the tenure system and reclaim determination over the quality of our working lives and professional development? How do we protect our students from the limitations of the commodity model of higher education? How do we educate the public about the role of the academy. How do we regain the public trust?

There are a few Cinderella stories. Central

Arkansas State University claims to have put governance back in the hands of faculty as a result of the AAUP censure process. The California Faculty Associations for both California State University institutions and community colleges has made legal and legislative work their priority. They have gained, through collective bargaining, some job security and a role in governance for contingent faculty. But there was no consensus that we have stemmed the tide; it will take a radical change in tactics to bring governance back into the hands of the majority of the faculty. AAUP may consider using its censuring power against an institution that has committed the most egregious acts against shared governance. This would have to be an institution flagrantly dismantling tenure by hiring contingent labor.

## Collective Bargaining Report

Jacqueline Arante, English

### Critical Issues

- Faculty, academic professionals and research assistants working out-of-contract,
- Rise in health care costs may not be covered,
- Open meetings to discuss critical contract issues, and
- AFT (union for part-time faculty) in Mediation.

Negotiations between PSU-AAUP and PSU will resume on October 31st from 12:00-1:30 in room 333 in Smith Memorial Student Union. We urge any and all bargaining unit members to attend the negotiation sessions; numbers are a show of strength and support. Please sign up 24 hours in advance to attend this session by calling the AAUP office (5-4414).

We now have a budget framework within which to work the PSU state appropriation will be approximately \$108 million, PSU enrollment is up by approximately 6%, and PSU has raised tuition by 12%.

The 2001-2003 Collective Bargaining Agreement between AAUP and PSU expired on August 31, 2003. This means that all faculty, academic professionals, and research assistants and associates have been working Fall term without a contract. Articles having to do with salary, benefits, and working conditions in the past contract remain in effect until a new agreement is reached.

The University has stated to AAUP that it has no obligation to pay the January 1<sup>st</sup> rise in the cost of health care. This could mean that AAUP bargaining unit members would have to pay up to \$80 per month OUT OF POCKET, beginning with the December 31

paycheck. PSU has settled its contract with SEIU 503, covering the rise in health care costs for their members.

AAUP Member meetings will be held beginning October 28 to discuss collective bargaining issues. The negotiations team is committed to settling as quickly as possible. But in addition to undoubtedly difficult salary negotiations, we have decided to pursue long-needed and essential changes in areas of the contract which strengthen shared governance, protect academic freedom, create job security, stabilize workload, and protect the educational mission of the University. We will present many of these proposed changes to the University at the negotiation session on October 31.

We want all bargaining unit members to be informed about the nature of the proposals we are making. We will hold open meetings on Tuesdays and Wednesdays, starting Tuesday, October 28, from 12:30 to 1:30 and Wednesday, October 29 from 1-2, both in room 407 in Neuberger Hall. In November, meetings will occur from 12-1 on Tuesdays and 12:30-1:30 on Wednesdays in room 326 in Smith Memorial Student Union. If you cannot make any of the meetings, please contact any team member, any Executive Councilor, or the AAUP staff for information.

Bargaining Team members are:

Jacqueline Arante (ENG),  
Connie Ozawa (UPC),  
David Hansen (SBA),  
Angela Rodgers (CWP),  
Francis Bates (XPD), and  
Peter Nicholls (PHIL).

*"All faculty, academic professionals, and research assistants and associates have been working Fall term without a contract"*



# Some Like It Hot: AAUP Summer Institute in Albuquerque

Dennis Stovall

*"We came away better prepared to enter negotiations and muster membership support."*

Albuquerque in August! What's hot? Everything, including the AAUP Summer Institute. The Oregon State Conference and PSU Chapter had a solid contingent learning from our peers and national leadership in the comfortable environs of the UNM campus. A wide-ranging menu of sessions addressed special issues, as well as general strategies for dealing with the budget crises that seem to plague nearly all of us in state-supported colleges and universities. The particular needs of faculty in private institutions were also discussed, as were techniques for organizing new chapters and building or reinvigorating old.

While some workshops were short and single-issue, others were intensive sequences that ran for the entire Institute. A large group, many of whom are on their school's bargaining teams, first heard presentations on both tradi-

tional and collaborative bargaining strategies. We were then divided into several bargaining groups with some of us role-playing management/administration and others the AAUP. A general scenario was given everyone, with each side provided a set of strategic goals to fight for. At the end of the final session, we presented the results of our efforts. In some cases, the bargaining unit did well, but in others, they got hammered. Just like real life.

The experience was valuable to all of us, and it was interesting to see colleagues assume the administrator's roles, rationales, and arguments. We might not have been more sympathetic to them, in the end, but we certainly better understood their positions and their power.

We also appreciated the tactical

difficulties facing both sides, and we came away better prepared to enter negotiations and muster membership support.

Of course, it wasn't all work and no play. There were two evening excursions: one up the tram on Sandia Mt and a second to Santa Fe. Many of us discovered excellent New Mexican food near campus, and though New Mexico can't match Oregon for micro brews, the heat made the ones we found go down well.

The camaraderie, well-organized sessions, and highly focused discussions made the experience valuable. Anyone interested in playing a larger role in our bargaining unit should put the next summer institute on her or his agenda.

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would Not Die: The First Fifty Years of Portland State University, 2000, became the university's official history.

Gordon served as the Chair of the PSU History, 1996-1999, as Graduate Coordinator in the department for 16 years, and as the first coordinator of the department's Public History Program. He was the founder and a board member of the Friends of History, which raised a substantial endowment for a yearly free lecture by a renowned historian.

In addition to his teaching, scholarship and departmental and university service, Gordon was a faculty activist. He was a founding member of PSU-AAUP in 1977. When Bernard Burke, his friend and colleague in the History Department and the chapter's first president, fell seriously ill soon after taking office, Gordon assumed the leadership role and guided the organization through its infancy. He was a career-long supporter of AAUP whose devotion to academic freedom and faculty

rights was unswerving.

The university and the community recognized his accomplishments. In 1979 PSU bestowed on him the first Branford P. Millar Award for Faculty Excellence. He also won the PSU Alumni Association Distinguished Faculty Service Award for 1997-1998.

Gordon's loyalty and generosity to students and young faculty was legendary. He passed on paid speaking engagements, consulting opportunities, and extra classes to struggling adjuncts and pleaded their cases for retention to the dean when their contracts expired. While Department Chair, he subsidized Thursday afternoon gatherings at a campus hang-out where the department's newest faculty could relax, discuss, and absorb subtle mentoring.

On his retirement, the indefatigable Gordon was not through with PSU. He was appointed University archivist, a job he attacked with zeal despite failing health.

In 1982, Gordon married Linda Brody. They

traveled extensively, regularly served meals to the homeless, and gave their time at the Oregon Food Bank. Besides his wife, Gordon is survived by three children from his first marriage to Rosemary Johnson, Paul Dodds, Ruth Allen, and Jennifer Weisbrod, and step sons, Greg and Mark Brody and a brother, John.

It seems reasonable to say that Gordon Dodds was exactly the kind of professor John Dewey and his colleagues had in mind when they founded AAUP. His distinguished scholarship and his work on behalf of his university, his department, his students, his colleagues, and his community embody the highest aspirations of our profession. It is difficult to contemplate moving on without such a colleague, but we can be comforted by the knowledge that in carrying out the principles of this union, we honor his memory.





(Continued from page 2)

our concerns and desires, now. We need to get involved and stay involved; then we can affect the outcome of the 2004 elections.

Ten years ago, Native American students on the PSU campus came up with the idea that it would be nice to have a place on campus to call their own, some sort of Native American Center where powwows could be held, classes taught, art displayed, and a myriad of other activities pertinent to Native American culture could take place. Tempered by a history of tenaciousness and the optimism of those bitten by a truly righteous dream, they spread their idea to teachers, administrators, community members, city and state politicians, and anyone else who would listen.

Today I attended a beautiful dedication ceremony for a building that truly takes my breath away, and the sight of Chief Joseph, standing proudly next to the Broadway ramp to Barbur and Macadam, so gorgeously taking back this small part of land rightfully his, brought tears to my eyes. Oh my, what people

can do when they act on their beliefs. Four simple words adorn the drawing of the building on the front of the program, "The dream...becomes reality."

You and I know that behind those four words stand dozens, hundreds of people who put in countless hours planning, fundraising, networking, building, and all the other tasks that go into such a vast project. What they weren't doing was waiting for someone else to do it for them, or complaining that no one ever built them a center, or even sleeping very much; they were taking action. The results we were all invited to enjoy today are a tribute to them, to each person along the path of this magnificent Center. They got involved and they made it happen.

So, as our negotiating team, with Chief Negotiator Jacqueline Arante, goes to the table for all of us to, among other things, try to get PSU to cover our increased health insurance costs, contact the AAUP office (725-4414) and see what you can do to help. Too often the same ten to fifteen people are putting in hours and hours of work for the good of

everyone. Every member of AAUP needs to become active; there are so many ways to support our team and assure that things come out the way we want, but the most effective way is to get involved and do it ourselves. We'll be amazed at what we can accomplish.

### "Riding the Dragon"

Stealth paddlers in long boat  
gliding inky waters  
beneath commuter bridge  
past drivers, diners, sleepers.  
Blue Heron witness  
in moon spot light,  
Nutria natatorium;  
day's end a sluicy  
suspension of sound.

Susan Reese

## Legislative Report: A Review of the 2003 Session

Tom Barrows

*"Negotiations  
took on strange  
twists as deals  
often appeared  
to be reached  
only to have  
them fall apart."*

Oregon's Legislature finally adjourned the longest Session in Oregon history on August 27 and August 28. The Senate finished up their work on the 27th, a day before the House adjourned. The final package included an income tax surcharge and a \$5.2 billion budget for K-12. The budget and an overhaul of the Public Employee Retirement System (PERS) dominated the Session. The make up of the Legislature had much to do with the record length of the Session. New Democratic Governor, Ted Kulongoski found that he had to contend with a House of Representative with a 35-25 Republican advantage while the Senate was evenly split at 15-15.

Republican Karen Minnis was elected Speaker by her colleagues at the beginning of Session. However it took the evenly split Senate a week to come up with a leadership structure that put Democrat Peter Courtney in the President's chair and gave President Pro-Tem Lenn Hannon additional powers. These two, along with the Caucus Leaders, Democrat Kate Brown and Republican Bev Clarno formed a leadership group that needed to agree on most issues in order for the Senate to move ahead. This structure was surprisingly successful, given the diverse politi-

cal makeup of the Senate.

The overhaul of the PERS system was taken on at the beginning of the Session and much of that legislation passed early. The plan to deal with new hires was not agreed upon until later. The changes that were enacted have been taken to court by those affected and it remains to be seen if they will hold up. The passing of a balanced budget took up the remainder of the Session.

Negotiations took on strange twists as deals often appeared to be reached only to have them fall apart. Most of the month of July was spent waiting for an agreement. The majority of the Committees had been shut down, so little other work was being done. Eventually a package was put together mostly by Democrats and moderate Republicans that included an income tax surcharge for the next three years. That, too, could change as some are pushing for a referendum that would put the question to the voters. If this passes, the state will find itself with a huge budget hole again and we will then see a Special Session to deal with that shortfall.

# October 2003

Sun	Mon	Tue	Wed	Thu	Fri	Sat
26	27	28	29	30	31	
		Collective Bargaining Membership Meeting 12:30—1:30 407 NH	Collective Bargaining Membership Meeting 1:00—2:00 407 NH		AAUP & PSU Contract Negotiations Begin 12—1:30 333 SMSU	
Campus Equity Week						

# November 2003

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
		Collective Bargaining Membership Meeting 12:30—1:30 326 SMSU	Collective Bargaining Membership Meeting 1:00—2:00 326 SMSU			
9	10	11 <b>Veteran's Day</b> AAUP Closed	12 Collective Bargaining Membership Meeting 1:00—2:00 326 SMSU	13	14	15
16	17	18 Collective Bargaining Membership Meeting 12:30—1:30 326 SMSU	19 Collective Bargaining Membership Meeting 1:00—2:00 326 SMSU	20	21	22
23	24	25 Collective Bargaining Membership Meeting 12:30—1:30 326 SMSU	26 Collective Bargaining Membership Meeting 1:00—2:00 326 SMSU	27 <b>Thanksgiving</b> AAUP closed	28	29
30						

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# From the archives of Gary Brodowicz: How AAUP Got My Job Back

(May 24, 1991) Part of a letter from President Ramaley

"Dear Dr. Brodowicz,

Due to the financial constraints brought on by Ballot Measure 5 and the effect on Portland State University, I have had to declare program reduction and program elimination. As part of meeting the reduction of the University budget, the proposal was made to the Oregon State Board of Higher Education that the School of Health and Human Performance be eliminated. The Board approved the budget reduction proposals. As a result, the position you now hold will be eliminated beginning June 16, 1992. This letter is to notify you that you are being laid off as of that date."

(March 12, 1992) Part of a letter to President Ramaley that is a result of the persistent efforts of PSU-AAUP

"After discussions with Jack Schendel (Dean of Health & Human Performance), I am recommending that we change our decision regarding the termination of employment, eff. June 16..."

--M.F. Reardon

(March 12, 1992) The President approved the recommendation.

Before this happened, I was not a regular dues-paying member of PSU-AAUP.

After experiencing the ordeal of a 10-month job search, and a delay of one full year in my tenure/promotion review, I decided that it was time to support the organization that worked tirelessly—and successfully—on my behalf. Since then, I've seen first-hand how PSU-AAUP works in many different ways to support PSU faculty.

When I look back on my decision to join PSU-AAUP as a full dues-paying member, my only regret is that I didn't do it sooner.

If you are not a Full Member of AAUP, please fill out the form on the back of this newsletter. For information about the benefits of Full membership, see [www.psuaaup.net/membership.html](http://www.psuaaup.net/membership.html)

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*(Continued from page 5)*

grievance cannot be presented more than 120 working days after the act or condition on which the grievance is based. Call us as soon as you think there may be a problem.

One of the gravest concerns for a bargaining unit member is that they not suffer retribution as a result of their bringing their grievance forward. Understandably, they are often very upset and concerned when they first contact AAUP. We work within the comfort zone of the bargaining unit member, listening to the facts of the incident(s), ensuring them confidentiality and supporting their effort toward obtaining fair treatment by intervening, if requested, and providing direct representation with the relevant administrators.

We get the facts of a situation very quickly, demonstrate concern and empathy to the grievant's point of view, and then help to identify potential positive solutions for their problem working within the policies and procedures of the union and university.

**You don't want to file a grievance, but you feel you have been treated unfairly. What do you do?**

In my experience, many of the concerns brought to the Committee's attention as potential grievances tend often to be non-contractual issues that require assistance, advocacy, and representation for the AAUP bargaining unit member.

We can still help you, even if you don't want to file a contractual

grievance. In most cases, we will work to help you resolve problems with administrators through informal, non-confrontational means. We can advocate on your behalf with your supervisor, chair, Dean, Provost, and even the President.

## How can you help?

I am currently recruiting members to the Grievance Committee. We meet about once a month to discuss problems bargaining unit members are having and explore solutions to these problems. We discuss effective ways to advise and advocate for members.

Currently, we need more members to serve on the committee. We will train you to advocate for member concerns fairly and directly with honesty and strength.

Right now we especially need tenured faculty members to serve on the committee. Each year we receive several calls from members with concerns about or problems with the tenure and promotion process. We need tenured faculty members who have been through the process to advise and advocate for these members. Serving on the Grievance Committee in this capacity is a rewarding experience as you gain the fulfillment of helping others through what can be a very difficult and confusing time. Please consider serving, we'd love your input and assistance!

Service on AAUP committees counts as service to the university. If you would like to help, please call me at 503-725-8257 or email: [lindsays@pdx.edu](mailto:lindsays@pdx.edu).

American Association of  
University Professors

PO Box 751  
232 Smith Memorial Center  
Portland, OR 97207  
Phone: 503-725-4414  
Fax: 503-725-8124  
Email: aaup@psuaaup.net

We're on the Web!  
[www.psuaaup.net](http://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 \_\_\_\_\_ Home \_\_\_\_\_  
Mail Code \_\_\_\_\_ Address \_\_\_\_\_

Academic Field & Rank \_\_\_\_\_

Extension \_\_\_\_\_ Email \_\_\_\_\_

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

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. 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

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