

# Unit Ties

*Faculty Working Together for Superior Education*

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## We Are at Our Best When We Come Together

*Susan Reese, English*

*Oh, you can't scare me, I'm sticking to the union  
I'm sticking to the union, I'm sticking to the union  
Oh, you can't scare me, I'm sticking to the union  
I'm sticking to the union till the day I die  
(from "Union Maid" by Woody Guthrie, 1961)*

Well, I have been scared lately. On a personal note, two close family members have been diagnosed with terminal diseases in the past week, one in her early sixties and one in her thirties, and there have been a few other bumps in my road, as well. On a public scale, I find myself wondering how narrow that separation between church and state has to get in this country before it either closes completely or we wake up and begin pushing the two apart again, as our founding fathers intended. Wasn't this nation founded on that separation, as a guarantee against persecution for individual beliefs? What does "pursuit of happiness" really mean if we don't get to choose?

So Ralph Nader is running, Howard Stern is taken off the air (and Rush Limbaugh supports his right to free speech, which I truly appreciate), and the Iraq war is over but the body count rises; I could go on and on and on.

But what about those lyrics at the top of this piece? "You can't scare me." The main thing that has become obvious to me throughout all of the above trials, tribulations and whines is that we are at our

best when we come together, whether it be to support one another through tragic personal challenges (my family has never been closer than during times like this past week, when we gather and share tears, hugs, meals, everything, and discover the strength we derive from that sharing) and scandalous or frightening public challenges (how our nation gathered together after 9-11 will always stand out as an example of the best we can be).

Recently I passed an exhausted Jacqueline Arante on the stairs in Neuberger Hall, and she shared that our bargaining team had been in mediation all day yesterday and would be again that afternoon; The University wasn't budging an inch. Two things occur to me: 1) AAUP does a great deal for each of us fortunate enough to be members; we are so extremely lucky to be part of a collective bargaining organization, and we must never take for granted what people in the songs of Woody Guthrie only dreamed of, for which they fought tirelessly; and 2) our bargaining team needs our support; they carry all of us through these challenging financial times, and they need our help, whether that be interpreted as join them, becoming an officer of AAUP, attending rallies, writing for this newsletter, or simply taking the time to say "thank you." So please show your support, any way you can. Then let's all get together and sing "Oh, you can't scare me, I'm sticking to the union." Thank you.

## Mediation Updates: Administration Refuses to Bargain On Non-Monetary Issues

*Jacqueline Arante, VP of Collective Bargaining*

AAUP has been in mediation with PSU since February 5, 2004. The following are the last two collective bargaining updates. If you have concerns over another area of the contract which we haven't summarized here, please contact Jacqueline Arante ([arantej@pdx.edu](mailto:arantej@pdx.edu) or 5-3574), Vice President of Collective Bargaining with questions and/or comments.

March 25, 2004:

1. Salary: PSU continues to propose NO INCREASE IN BASE SALARIES. Their current "mediation proposal" offers a \$350 one-time payment to each bargaining unit member to be paid in November 2004. A mediation proposal is one which they do not have to consider their last, best offer should the

*(Continued on page 7)*

## Nominees for 2004-2006 Executive Council

The following people have been nominated for a position on the PSU-AAUP Executive Council and have agreed to run for office.

**President (Two-Year Term):**  
Sy Adler, USP

**Vice President for Collective Bargaining (Two-Year Term):**  
Martha Hickey, FLL

**Councilor (Four positions, Two-Year Terms):**  
Ruth Chapin, ESL  
Veronica Dujon, SOC  
Cathleen Kaufmann, CWP  
Rose Jackson, LIB  
Alan MacCormack, UNST  
John Rueter, ESR  
Gerry Sussman, USP

Election ballots will be mailed April 15. The last day to vote will be April 30. New Executive council members take office at the Tuesday, May 6th Executive Council meeting.

**Attention PSU-AAUP Members:**  
Don't forget to vote in the upcoming Executive Council Election. Ballots will be sent via campus mail on April 15. Ballots must be received by April 30. Check your mailbox for your ballot and please vote!

### 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
<b>STAFF:</b>				
Julia Getchell	Chapter Coordinator	AAUP	5-4414	aaup@psuaaup.net
Susan Cerasin	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: Can You Play Your Small Part?

Gary Brodowicz, President

With academic year almost behind us, my hope is that the rest of the year will bring more favorable developments—for Oregonians, employees in higher education, and PSU faculty and students, in particular. There are significant political, economic, and social questions on the horizon, which will impact the quality of life for everyone. Perhaps the first important issue that comes to mind is the impact that the failure of Measure 30 will have on the future economic development and social services in this state. Once again, the all-too-familiar protracted state of contract negotiations between PSU-AAUP and OUS-PSU provides an additional unnecessary layer of ambiguity in the workplace. Finally, events are unfolding that will define upcoming elections—both national and local—that will soon give us opportunities to make important choices about the future. Uncertainties about PERS lawsuits and proposed changes made to the ORP do not make it any easier for any of us to plan for the future, and this undoubtedly has an impact on employee recruitment, retention, and morale.

For PSU-AAUP, the outcome of the Measure 30 election means that once again we will find ourselves trying to defend the role that higher education faculty play in Oregon's future. Convincing Oregonians that investing in higher education is as important as public safety, K-12 education, roads and bridges, and other human service functions is always a daunting task; this is especially true when resources are scarce and unemployment continues to make headlines. However, I encourage you to continue to take every opportunity to inform friends, neighbors, and others about the critical need for adequately funded higher education. Teaching responsibilities, increasing workloads, grant deadlines, and committee work always seems to push the important "advocacy responsibility" down to the bottom of our priority lists, but we need to remind ourselves that when we all do a small part of the work, it isn't as difficult and the result becomes a "whole greater than the sum of its parts."

Speaking of doing a small part...we have been calling on all of our members to help support our collective bargaining team in its efforts to obtain a fair contract with OUS-PSU (you've probably noticed that some faculty are wearing bargaining support buttons). Many of you have given the bargaining team your thoughts about matters important to faculty on this campus. Your Unit Representatives are being asked to help keep you informed of possible rallies, events, and other means through which each member can demonstrate unity, so I encourage you to be alert for communications and bargaining updates. If you are willing to donate an hour or two of your time each quarter serving as a unit representative, I hope you will take the opportunity to volunteer. It's a small—but important—part you can play.

We are poised for PSU-AAUP elections in the next couple weeks. I encourage you to vote. Electing PSU-AAUP leadership to represent you is a fundamental democratic labor union right. There are vacancies in Councilor and officer positions. It's a mechanism for faculty governance that works only when people are willing to play a role. Another small part.

Most of us have concerns and questions about the status of PERS

lawsuits and changes made to the ORP. At this point we are doing our best to keep informed of progress being made with regard to lawsuits and potential lawsuits. It's slow going. As a member of the PERS Coalition, PSU-AAUP is trying to help support the work of the attorneys representing higher education faculty, and we will make every attempt to let you know where you can help us in our efforts.

I hope that the rest of 2004 is a peaceful and productive year for all you, and one that finds you considering ways that you can do your small part as a member of this important organization.

*"However, I encourage you to continue to take every opportunity to inform friends, neighbors, and others about the critical need for adequately funded higher education."*

### Which Side Are You On?

A song by Florence Patton Reese

Come all of you good workers  
Good news to you I'll tell  
Of how that good old union  
Has come in here to dwell

#### Chorus

Which side are you on?  
Which side are you on?  
Which side are you on?  
Which side are you on?

My daddy was a miner  
And I'm a miner's son  
And I'll stick with the union  
Till every battle's won

They say in Harlan County  
There are no neutrals there  
You'll either be a union man  
Or a thug for J. H. Blair

Oh, workers can you stand it?  
Oh, tell me how you can  
Will you be a lousy scab  
Or will you be a man?

Don't scab for the bosses  
Don't listen to their lies  
Us poor folks haven't got a chance  
Unless we organize

# Grievance Report: Promotion & Tenure at PSU

Susan Lindsay, VP of Grievances

*“Because faculty members have not received annual reviews, they are being shortchanged professional development opportunities that may directly affect their bids on tenure and promotion.”*

It is that time of the year again. Time when the Grievance Committee gets many inquiries from tenure-track faculty about their promotion and tenure reviews.

Over the past year, AAUP representatives have fielded a large number of inquiries from tenure-track faculty members regarding the promotion and tenure process at PSU. Usually we get calls when something goes wrong with the P&T process. Don't wait until your sixth year when you are being reviewed for P&T to know what your rights are! There are many things you can do now to help yourself when you come up for P&T review.

AAUP has learned that some tenure-track faculty members are not getting the professional development support that they are entitled to. According to Article 14 (Promotion and Tenure) of the Collective Bargaining Agreement (CBA) departmental promotion and tenure committees and department chairs are required to evaluate all faculty members on tenure-track appointments beginning the second year of employment. The purpose of these reviews is to provide faculty members with timely, formative evaluations that assess each faculty member's success in achieving tenure.

Because faculty members have not received annual reviews, they are being shortchanged professional development opportunities that may directly affect their bids on tenure and promotion. By foregoing the reviews or delaying them for years, PSU is not providing the support tenure-track faculty need and that is required by the CBA.

Grievances can occur if the timelines laid out for the P&T process are ignored. These grievances have the added burden of being deemed "untimely" by the Administration as their expectation seems to be that the junior faculty member needs to "rattle the cage" within the contractually allotted 40 working days of not receiving their review. AAUP disputes this notion. We are actively pursuing an arbitrator's opinion on these kinds of scenarios, but we recommend that tenure-track faculty keep in close communication with their chair and P&T committee in order to receiving their reviews as scheduled.

## What You Are Entitled To

Tenure-track faculty members are entitled to annual reviews after the first year and each subsequent year.

Tenure-track faculty members are required to receive a more formal Third Year review at the end of their third year of employment at PSU.

It is the responsibility of the Chair, Director, or, in some cases, Dean to initiate annual review procedures for tenure-track faculty members.

The Provost publishes a timeline for P&T reviews each year that each department or unit must follow to insure timely feedback to faculty members.

## What You Can Do to Help Yourself

Read and understand PSU's P&T guidelines as well as your department's P&T guidelines. Be sure you know precisely how teaching, service, and re-

*(Continued on page 6)*

## Tenured? PSU-AAUP Needs You!

The PSU-AAUP Grievance Committee currently needs tenured faculty members to help their junior colleagues achieve promotion and tenure. We are seeking faculty members who have been tenured and/or promoted at PSU and are willing to advise tenure-track faculty members about the tenure and promotion procedures at PSU. We will help you become familiar with P&T procedures and what to do when procedures are not followed.

The Grievance Committee meets about every three weeks according to members schedules. Meetings are informative, collegial and give a great opportunities for faculty members to give back some of their experience and wisdom. Please consider joining! Contact Susan Lindsay 5-8257 or Julia Getchell 5-4414 if you are interested in joining us.

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## PSU, Inc.: Is There Really Faculty Governance?

Gary Brodowicz, President

If you've noticed the steady erosion of shared governance on the PSU campus lately, you're not alone. It seems that an increasing number of faculty colleagues are turning to PSU-AAUP for help with questions about their rights and responsibilities when it comes to guiding this institution in fulfilling its academic mission. The problem appears to have affected governance structures ranging from the faculty senate down to individual departments and units. It includes a variety of issues and questions such as, "What role to faculty play in evaluation their colleagues for promotion and tenure?", "How much control do faculty have in the selection and hiring of new faculty, chairs, and administrators?", and "To what extent are faculty committee decisions only advisory?"

The response to some of these questions is often, "What do your guidelines say?" Unfortunately, many PSU faculty have no idea. In too many instances the answer is as disturbing as "We don't have guide-

lines." This can be addressed, and PSU-AAUP wants to help. In addition to departmental promotion and tenure guidelines, we believe that every unit should adopt well thought out governance guidelines. Some units have such guidelines (e.g., School of Urban Studies and Planning, Department of Biology, School of Community Health), but many more do not.

A subcommittee of the PSU-AAUP Executive Council recognizes this deficiency in the shared governance structure at PSU and has begun to collect operating guidelines from various units on campus. You can help by checking with your colleagues to determine whether or not guidelines exist for your unit. If they do, then PSU-AAUP would like a copy. If they do not, we encourage you to develop them.

Only when faculty exercise their governance rights can they determine the extent to which their collective voice plays a role in the future of PSU.

*"If you've noticed the steady erosion of shared governance on the PSU campus lately, you're not alone."*

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## Legislative Report: State Elections, PERS & ORP

Tom Barrows, Dave Barrows & Associates

The campaign season is upon us. Candidates had until 5:00 p.m. on March 9th to file for election. As we came out of the longest Regular Session in Oregon's history last August, it appeared that the legislature might have the lowest turnover in many years. As time has gone on, it is clear that there will be a large number of new legislators next Session. This is due to a number of factors. Some have decided not to run for reelection due to the time commitment away from their real jobs and families, a couple due to redistricting, but the main influence has been that the Governor has appointed a number of Legislators to head State Agencies, Boards or Commissions. Senators Tony Corcoran (D-Cottage Grove), Lenn Hanon (R-Ashland) and John Minnis (R-Fairview) as well as Rep. Max Williams (R-Tigard) have all been appointed to State jobs. This has opened up their seats and in the case of the Senators, opened up other House seats as House members have been appointed to replace them or are running for their Senate seats. There were no big surprises at filing this year, other than several incumbents that did not get anyone filed against them.

Oregon's three statewide elected officials up this year have all avoided serious challenges so far. No one with much pull has filed State Treasurer Randall Edwards or Attorney General Hardy Myers. Rep. Betsy Close (R-Albany) has filed to run against Secretary of State Bill Bradbury, but Bradbury will most likely be reelected. On the Federal level, U.S. Senator Ron Wyden (D) has six Republicans filed for his

Senate seat, but all are unknowns or are perennial candidates with little or no chance of success. There are two Members of Congress who appear to have serious challenges. They are Rep. David Wu (D-1st District) and Rep. Darlene Hooley (D-5th District). In each of these races, two serious Republican candidates face off against each other in the primary. In the 1st District, business leaders Tim Phillips and Goli Ameri are squaring off in a race that is already getting heated. In the 5th District, State Senator Jackie Winters (R-Salem) is going against Lake Oswego attorney Jim Zupancic. The winner of each of these primaries will go on to face the incumbent.

The issue that is getting the most attention in higher education right now is the drop in contributions within the Optional Retirement Plan (ORP) due to it being tied with the rate for the Public Employees Retirement System (PERS). There may be an effort next Session (or even sooner if there is a Special Session) to statutorily decouple the ORP rate from PERS. Some other method would be put in place to set the rate for ORP. The PERS board is also looking at changing the amortization schedule under their new plan. Many folks from the Higher Ed Lobby Network (HELN) have met a couple of times to work out what can be done about ORP. I will have more to report as those meetings continue.

*"As we came out of the longest Regular Session in Oregon's history last August, it appeared that the legislature might have the lowest turnover in many years. As time has gone on, it is clear that there will be a large number of new legislators next Session."*

# Chapter Coordinator's Report: Commencement & Regalia Reimbursement

Julia Getchell, Chapter Coordinator

*"On March 11, 2004 the PSU-AAUP Executive Council voted to increase the amount of regalia rental reimbursement to \$35."*

Spring 2004 Commencement is scheduled for Saturday, June 12, 3 pm, at the Rose Garden Arena. All tenured faculty members are required to attend commencement. Fixed-term research and instructional faculty and Academic Professionals are welcome to attend but not required.

This year, faculty members can order commencement regalia online through the PSU Bookstore website. See <http://www.portlandstatebookstore.com> for information. The last date to place an order is April 16th. Any orders placed after April 16th will incur a \$15 late fee. Hood colors can not be guaranteed on late orders. Regalia may be picked up anytime after June 1st.

On March 11, 2004 the PSU-AAUP Executive Council voted to increase the amount of regalia rental re-

imbursement to \$35. PSU-AAUP had been providing \$25 regalia reimbursement to active and associate members as a membership benefit.

To receive reimbursement for regalia rental you must be a active or associate member of PSU-AAUP and provide a copy of the rental receipt to AAUP. Receipts can be sent via campus mail to AAUP or dropped off at the PSU-AAUP office in 232 SMSU. Requests for regalia rental reimbursement will be honored until October 15, 2004.

If you have questions about regalia reimbursement or your membership status please call 5-4414 or email [aaup@psuaaup.net](mailto:aaup@psuaaup.net).

*(Continued from page 4)*

search/creative activities are evaluated for tenure. What are the criteria? What standards do you need to meet or exceed?

Ask your P&T committee and your department chair early and often about the standards for promotion & tenure. How many publications or other creative works do you need to get tenure? Are certain publications valued more than others? How much service meets the criteria for P&T? What is an acceptable teaching evaluation rating? Get your answers in writing.

Make sure you receive an annual review. The review you receive each year from your departmental P&T committee is meant to enhance your professional development. If you are not receiving annual reviews how do you know how your work is progressing toward tenure?

Make sure your reviews are timely. The earlier you get feedback about your work the earlier you can make changes that will satisfy your P&T committee. Is your department Chair/Director following the timeline published by the Provost?

Be proactive about receiving a timely review each year. If you haven't been getting annual reviews, remind your department Chair/Director that you are entitled to them.

**When Things Go Wrong: How AAUP Can Help You**

AAUP can help you with procedural problems with your P&T review. The grievance procedure outlined

in the CBA applies only to procedural errors. It is very simple. Procedural errors boil down to all things that do not following the procedures outlined in PSU's P&T guidelines or your department's P&T guidelines. For example, your department Chair/Director evaluated you using the wrong guidelines, criteria discussed in your departmental P&T guidelines was not used, or you received your Third Year or P&T review in the wrong year.

If you did not receive promotion and/or tenure because an Administrator judged that you didn't have enough high quality publications or your teaching evaluations were too low, we can't file a grievance. These kinds of decisions are considered "academic judgment". Article 28 (Grievances) specifically disallows grievances relating to matters of academic judgment.

However, the Faculty Grievance Procedure, or non-contractual grievance procedure, is a way to address errors of academic judgment. The Faculty Grievance Procedure is an administrative grievance procedure outlined in Oregon Administrative Rules 577-042-0005 through 577-042-0025. For more information, see AAUP's non-contractual grievance procedure summary at <http://www.psuaaup.net/noncontractgriev.html>.

One advantage of the Faculty Grievance Procedure is that it includes a peer review hearing. In the past, tenure-track faculty members have successfully used this procedure to contest Administrator's academic judgment regarding promotion and tenure.

*"Ask your P&T committee and your department chair early and often about the standards for promotion & tenure."*

(Continued from page 1)

mediation end in impasse. **Note:** PSU has offered to increase by approximately 25% the amounts to accompany promotion (p. 43 in the current contract). AAUP applauds this gesture, though we must report that this will effect an extremely small number of bargaining unit members:

2. As of September, 2003, only 17 bargaining unit members received these increases and they cost PSU less than \$50,000. This isn't a grand offer to a bargaining unit of nearly 1,000 members with a salary base of \$50,000,000. AAUP has countered this proposal with one which accepts these increases and includes large increases in the amounts available in Professional Development and Support (Article 19) and in Institutional Career Support/Peer Review (Article 16). It is AAUP's position that these amounts should be increased because all bargaining unit members are eligible to apply for these funds.

3. Insurance: PSU's current "mediation proposal" includes fully paid health, dental, and basic life insurance for the 2003-2005 Agreement.

4. Workload: PSU continues to refuse to negotiate a limit on the number of credit hours an instructional bargaining unit member will teach without additional compensation.

a. AAUP proposes maintaining the status quo of 24 credit hours for tenured/tenure-line faculty, 36 credit hours for fixed-term faculty, and a 40 hour work week for non-instructional bargaining unit members, based on data from the University for 2002-2003. PSU refuses not only to establish these limits, but refuses to even provide a framework in the collective bargaining Agreement for future negotiation over workload. PSU-AAUP is the only AAUP collective bargaining Agreement which does not include a workload agreement!!! Bargaining unit members have NO PROTECTIONS AGAINST AN INCREASE IN

#### WORKLOAD.

b. PSU has also refused to negotiate an agreement over the ratio of tenured/tenure-line faculty to fixed term faculty. AAUP proposes a gradual increase in the number of total student credit hours taught by tenure-line faculty across the University to 55% and that, with few exceptions, growth in enrollment be absorbed first by the creation of new tenure lines, followed by full-time fixed-term positions.

5. Governance: No change in positions. AAUP proposes that all violations of the Constitution of the Faculty Senate be grievable and arbitrable and that bargaining unit members be responsible for governance at all levels of the University. PSU refuses to negotiate over this issue.

6. Academic Professionals: PSU refuses all proposals for salary increases, multi-year contracts, Senior status, timely notice, and workspace components.

We have now been in negotiations with the University for one year of this biennium; this process seems to represent the University's attitude toward collective bargaining, an attitude AAUP must work to change: stalling or not treating the process, and the participants, with respect and seriousness will cause it all to simply go away. It hasn't. We haven't. It is important to note, however, that there has been nothing accomplished in the mediation process which could not have been accomplished nine months ago in face-to-face negotiations if the University had lived up to its obligation to bargain in good faith, both in the letter and the spirit of the law.

#### March 4 & 5

Thirteen hours of mediation between PSU and your AAUP negotiations team on March 4<sup>th</sup> and 5<sup>th</sup> resulted in no movement toward a mutually acceptable Agreement over substantive issues.

1. PSU continues to reject all

AAUP proposals on regulation of Workload and on stronger shared Governance and Academic Freedom.

2. PSU continues to refuse to negotiate over Job Security, Timely Notice, and Minimum Work Components for Academic Professionals.

3. PSUs latest salary proposal offers no salary increase in 2003-2005, one year of paid health, dental, and life insurance, and a \$350 bonus payment for each bargaining unit member to be paid in November, 2004. PSU has proposed a 4-year agreement (2003-2007); they have not proposed any accompanying salary/benefit increase.

In nearly a year of negotiations, PSU has tentatively agreed on only two substantive issues: 1) parking and 2) a change in the structure of professional development days for Library faculty. Your AAUP negotiations team has responded to all of PSUs proposals and has offered two new proposals. We expect a proposal for a reasonable cost of living adjustment or concessions on workload and/or governance from the University before the end of this mediation process.

*"It is important to note, however, that there has been nothing accomplished in the mediation process which could not have been accomplished nine months ago in face-to-face negotiations if the University had lived up to its obligation to bargain in good faith, both in the letter and the spirit of the law."*

**American Association of  
University Professors**

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We're on the Web!  
[www.psuaaup.net](http://www.psuaaup.net)



**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"