



PORTLAND STATE UNIVERSITY

# American Association of University Professors

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

## **Brief Overview of PSU-AAUP Bargaining Priorities Communicated to PSU on July 10, 2019 at the First Meeting of Bargaining for a new Collective Bargaining Agreement**

After conducting over 70 focus groups with members across campus, and conducting an online survey where our members rank-ordered their priorities, PSU-AAUP submitted to the University Administration on June 20, 2019 a notice specifying sections of the Collective Bargaining Agreement, and new issues, which our members have asked us to open for negotiation.

PSU-AAUP identified “buckets” or categories of issues that our members want to address in negotiations. Below is a brief overview of the main areas PSU-AAUP is opening for discussion and negotiation.

### **I. Fair compensation:**

Salary and benefits packages have eroded over time as statewide higher education budgets faced severe cuts.

We must prevent further erosion of salary and benefits and provide compensation packages that reflect the real cost of living in the Portland metropolitan area. Faculty and Academic Professionals want the current Cost of Living Adjustment, which is pegged to Portland-area inflation, to also include a better adjustment for housing inflation.

We need to continue to address salary compression and inversion and create mechanisms that reward faculty and APs for their experience, expertise and ongoing contributions to the University.

We want consistent standards and practices for recognition and compensation of additional workload (for example, grant research-related course-releases, or special student, campus or community service projects).

## **II. Promotion and Advancement**

Academic professionals need pathways for career promotion.

Non-Tenure Track faculty need pathways for career promotion post-Continuous Appointments analogous to the post-tenure review process.

## **III. Workload**

Growing workload expectations and inequitable distribution create barriers for faculty, including academic professionals, to provide the excellent academic experiences and support that our students deserve. Many of our students have special needs and the workload of supporting them is not shared equitably and is not recognized in evaluation and promotion.

## **IV. Professional Development**

Faculty and APs need more robust support for professional development, both more substantial Individual Professional Development Accounts (IPDAs) and a larger fund for Enhancement Grants.

## **V. Equity**

Barriers to promotion and career advancement for faculty and APs from underrepresented communities must be identified and remedied, so PSU can become a more equitable workplace.

## **VI. Work/life Balance**

The University must support family-friendly policies that recognize employees' caregiving responsibilities and promote a healthy work/life balance. The issues that PSU-AAUP members want addressed in this area include, but are not limited to:

- Early implementation and extensions of the paid family leave just passed by the the Oregon legislature
- Evaluation and Promotion expectations that do not implicitly exceed our FTE levels. This hidden workload comes at a high cost to family and personal life.
- Flexible schedules and telecommuting

## **VII. Shared and Transparent University Governance**

We strive for a university that gives student, staff, and faculty a real voice in institutional decision-making. We will specifically engage the administration on:

- Ethical limits on compensation for administrators, and defensible top administration-to-faculty/AP compensation ratios
- Ethical budget priorities
- Greater participation shared governance that occurs at the Board of Trustees level

### **VIII. Research Support**

As PSU increases their profile in research, the University needs to increase research support and investment. We are concerned about plans that move in the opposite direction.

### **IX. Pathways into Full-Time Faculty**

PSU and students benefit from a full-time faculty with full faculty status and benefits, and we seek to establish pathways to full time employment for part-time faculty on “adjunct” contracts.

### **X. Student Financial Burdens**

The cost burdens of the University have been increasingly shifted to students, increasing student debt, which creates barriers to academic progress. We need to reverse this trend.

At a public institution of higher education, executive compensation needs to be ethical and in proportion to the compensation levels of university faculty and staff.