

PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### Association Endorsements

On Tuesday, July 28, 2020, the PSU-AAUP Executive Council voted to support and sign on to “Fight for Our Future” joint testimony to legislative subcommittees:

#### Fight for our Future Testimony

Fight for Our Future is a growing coalition that includes organizations serving children and families, Black, Indigenous, People of Color (BIPOC) organizations, labor unions and advocacy groups who are coming together during a time of unprecedented demand for state services amidst a deep recession to call on our leaders to finally address hundreds of years of systemic racism in how public services are funded and provided.

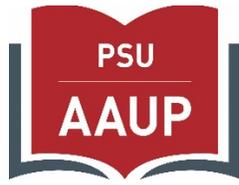
The health and economic impacts of COVID-19 on all Oregonians - but in particular Black Indigenous and Oregonians of color - have been both devastating and unsurprising. Constitutional, legal, institutional and societal barriers in place for generations have contributed to the devastating inequities we see today. We have an opportunity to dismantle white supremacy and anti black racism within our structures and institutions, and we can no longer ignore how these systems serve some and harm others, particularly Black, Indigenous, People of Color.

As *Oregonian/Oregonlive* reported recently, in a state whose population is 75 percent white, about two-thirds of new positive cases were found among people of color. A *New York Times* investigation revealed, these extreme disparities cannot be explained away by lack of healthcare access or other factors - the investigation showed that 43% of Black and Latinx workers hold such jobs while only 25% of white workers do.

We also know that we are just at the beginning of the economic issues that the pandemic is creating in Oregon and local communities. We need to kick-start our economy by investing in our communities, supporting workers, and protecting services like health care and education. Now, more than ever, we need to protect public services. We believe the COVID crisis and this particular moment in history has created an unprecedented opportunity to challenge the status quo, to resist a return to “normal,” and to raise up and leverage the incredible resilience of BIPOC communities and create a better future for all Oregonians.

Black, Indigenous, people of color, women, immigrants and low-wage workers have borne the brunt of this crisis. The budgets you create should recognize that and support better solutions rather than foist further harm. We appreciate the work you have done so far to recognize that.

As you step into this multi-year challenge of balancing our state’s budget, we ask that you and the state agencies usher in a new era of transparency and access to the state budget process and use a racial



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

equity lens when making decisions. The budgets you create and approve in Salem affect the lives of every Oregonian. The figures on your spreadsheets resonate in every part of the state. Who is supported, who is abandoned? Who is listened to and who is ignored?

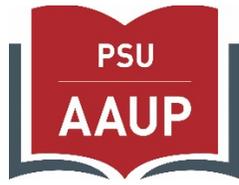
We look forward to partnering with lawmakers in this important work. We feel it is imperative that budgets be presented with more context: where there is a cut or increase, provide the percentage; where a cut may indirectly impact staffing, say so; and specificity on who is impacted and why those decisions were made.

For this year's budget rebalance, we support the prudent use of reserves and savings that allow us to maintain public services as Congress finalizes a new emergency relief package for states. We know that no state can get through this time alone and hope that ultimately Congress will understand that the best way to get through this crisis is to ensure that state budgets, and the families and communities that rely on them, can remain whole.

We appreciate the stated principles from your framework: "Prioritize and address immediate problems and issues first, considering equity while focusing on the needs of individual Oregonians, workers, and Oregon businesses most affected by COVID-19," and "Prioritize programs and services so that reductions are based on values rather than an "across the board" methodology." We would like to see action following those principles with racial equity and transparency at the center.

To us, this means that in addition to bringing a new approach to state budgeting, we must recognize that public services are more important than ever. There is an unprecedented need for food assistance, unemployment benefits, the Oregon Health Plan, and other services to help people who have lost their jobs, small businesses or cannot return to work because of COVID-19. In our schools, teachers have had to quickly create new distance learning curricula and distributed school lunches to low-income families after schools were closed and are now grappling with how to safely educate students as the pandemic continues. Educators and all public workers have been on the front lines helping our state respond to the coronavirus. We need to make sure they have the resources they need to keep doing their jobs for Oregonians until things are safe. The Great Recession taught us that cuts to public services and the people who provide them delay recovery and harm people of color. Oregon cannot make the same mistake again.

Rather than simply restore and return to the status quo, this crisis is an opportunity to restructure our state and implement the visions Black, Indigenous, and People of Color have repeatedly shared and dreamed of since the inception of this country and build a recovery that fundamentally restructures Oregon's economy to be more equitable and fair for everyone. Let us work together to help Oregon reimagine what is possible and recover and rebuild into a better future for our children, our families and our communities.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### **06/29/2020 – Endorse and support signing on to AAUP-OR campus reopening decisions statement**

On Monday, June 29, 2020, the PSU-AAUP Executive Council supported signing onto the following statement from AAUP Oregon regarding its guidance for resuming campus work for faculty, graduate employees, and academic professionals:

#### **Faculty, Graduate Student Employee, and Academic Professional Voice in Campus Reopening Decisions**

Higher education is central to the public good, and academic workers are central to the mission of higher education. As Oregon's institutions of higher education contemplate re-opening, we affirm the [AAUP's Guidance for Reopening Campuses](#); in particular, we call attention to these points:

The health and safety of students, faculty, and staff should be the primary consideration in decision-making about when to reopen a campus.

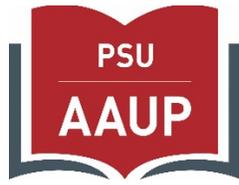
The faculty and academic staff—through their shared governance bodies or, when applicable, their unions— should accordingly participate in decisions related to how best to implement a return to on-campus instruction. In order to ensure full participation, administrations should be transparent, should keep the faculty fully informed, and should consult meaningfully with existing faculty governance bodies.

The health and safety of faculty, staff, students, and surrounding communities can be best secured when decisions about when, how, and to what extent to reopen consider the best available science and public health expertise, including the expertise that exists within our universities.

Higher education involves a wide variety of practices and modes of pedagogy, in which faculty are, of course, the campus experts. In many cases socially-distanced in-person teaching may be less pedagogically appropriate than online teaching, as well as less safe.

Recognizing the diverse knowledges and skills across campus and the need to hear from all involved in the work of higher education will help provide for a re-opening process that is safer, more effective, more equitable, and more fully supported by campus communities.

All decisions and details about conditions for returning to campus work settings must move through channels of shared governance and (where applicable) union negotiations. Decisions must also be sensitive to and informed by the needs of academic workers whose lives are impacted by caregiving responsibilities. Absent this, the process will be too narrow and miss input from those most affected and thus often most knowledgeable about the practices involved in the work.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Without this input, universities may fail to provide safe working conditions. Notably, the [HECC OHA Public Health Guidelines for the Conduct of In-person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#) provide “minimum” standards for reopening, rather than optimal conditions for the health and safety of our campuses and communities.

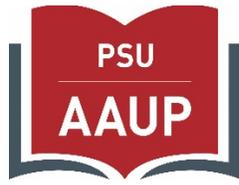
Further, public health and campus re-openings are not simply matters of temporal-spatial relations, air circulation, protective equipment, and similar logistics, but also, as the Accessible Campus Action Alliance observe in their [“Beyond ‘High Risk’: Statement on Disability and Campus Re-openings.”](#) issues of “civil rights, particularly disability, racial, and gender equity.”

Their statement argues for “online-centric” teaching for the fall as in line with directives from the [U.S. Department of Education](#) allowing for distance education through at least the end of 2020; this is also a position in line with Senate testimony by the executive [director of the American Public Health Association](#) that if campuses open to face-to-face teaching this fall, “We should make the assumptions that there will be people on campus with COVID-19 infection regardless of what precautions are taken at this state of the pandemic and the level of previously infected individuals in the community.”

Rather than allow “high-risk” populations to become collateral damage in a rushed reopening, those favoring universal design and accessibility note that anyone and everyone is vulnerable to some degree. The [Equal Employment Opportunity Commission’s guidance on the ADA and COVID-19](#), recognizes that requiring employees and students to submit medical documentation of underlying conditions may present obstacles for those who face [barriers to healthcare such as discrimination](#) or whose conditions may be stigmatized. Requiring academic workers to report personal health risks to administrators in order to be considered for online teaching egregiously bypasses health privacy standards and fails to address the needs of those who are outside the official categories of “high-risk” groups (e.g., who are 64 rather than 65 years old) or who live with immunocompromised or otherwise vulnerable family members.

Academic workers who maintain caregiving responsibilities are burdened in unseen ways by the pandemic and public health mitigation. The current crisis impacts the availability of reliable child care, schooling outside of the home, elder care, and other dependent care support. Conditions for the return to on-campus work must involve prioritization of these needs. Different approaches are needed in the coming years as academic employees with dependent care responsibilities face potentially long-term impacts on their careers. Extension of review periods, reassessing teaching loads, and waiving non-critical service are but a few examples of matters that should be considered (see the [Petition for Caregiver Support at UO](#)).

Oregon AAUP members recognize that we live in extraordinary times, and that the present moment requires of us not less but more attention to our values of academic freedom, shared



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

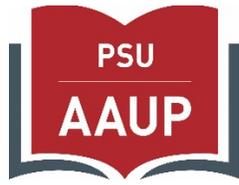
governance, scientific expertise, critical thinking, and care for campus communities. Both the continuing COVID-19 pandemic and the current uprisings in response to the killings of George Floyd, Breonna Taylor, and others, call on us to attend to the health—physical, mental, and intellectual—of those with whom we live and work.

In short, the process of reopening a campus should:

1. Prioritize health and safety for all, with attention to the need for equitable accommodations.
2. Reinforce the values of shared governance through faculty participation in all reopening decisions, including elected faculty or union representatives.
3. Maintain academic freedom, respecting expert knowledge, [intellectual property rights, and the need to be free from electronic surveillance](#).
4. Emphasize transparent, consistent, and wide communication of processes and decisions taken in consultation with faculty.
5. Work closely with local health authorities to aid in the tracing of viral infections, data sharing, and boosting testing capabilities where available.
6. Collaborate proactively with Centers for Disease Control and Prevention and the World Health Organization in stemming the proliferation of the virus, educating by example, and adhering to the strictest norms and guidelines of personal and social hygiene, physical distancing rules, and the wearing of masks and other protective equipment in all shared educational spaces.
7. Develop robust plans through consultation with academic workers, academic senates, and unions to provide additional support to caregivers. Academic institutions must accommodate caregivers through adjustments in expectations for service, research, and evaluation timelines, as outlined by the [University of Oregon Center for the Study of Women and Society](#).

### **06/19/2020 – Endorse and support signing on to AAUP-OR police disarming statement**

On Friday, June 19, 2020, the PSU-AAUP Executive Council supported signing the following letter to Governor Kate Brown:



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Dear Governor Kate Brown:

The American Association of University Professors of Oregon (AAUP Oregon) represents thousands of faculty, academic professionals, and graduate employees at universities and colleges throughout Oregon. We are pleased that your office has initiated calls to improve police accountability. In that spirit, we join calls from our local chapters across the state that public universities immediately begin the process of disarming campus police units.

At Portland State University, campus police were armed in 2015, over the objection of nearly all campus constituencies. Jason Washington was shot and killed by PSU campus police in June 2018. At the University of Oregon, miscommunication between Eugene Police Department and University of Oregon Police Department officers resulted in a student having guns drawn on him at the Erb Memorial Union. At Oregon State University, Oregon State Police, working under a contract with OSU, pushed to the ground, handcuffed, and arrested Genesis Hansen, a student of color, for riding her bike on the wrong side of a residential street. While OSU and OSP severed their contract over the incident, OSU has failed to respond to calls to have their newly formed campus police force be unarmed.

These decisions to arm police forces at our public universities in Oregon were contested at the time. At every hearing, public testimony voiced the concerns echoed today in the wake of the police murders of George Floyd and Breonna Taylor. Evidence maintains that arming campus police brings numerous risks and problems. Arming campus police increases fear on campuses for people of color; increases the incidence of police harassment of persons of color; increases the incidence of police violence against persons of color and with members of the community; and establishes coercion, rather than de-escalation as a means for addressing safety and conflicts on our campus. We at AAUP Oregon are confident that better strategies for campus safety are available and these models do not involve armed police forces.

Finally, disarming police saves needed financial resources. This is an obvious alternative to the hasty decisions by administrators to strip universities of the staff and faculty who actually fulfill the educational mission.

Sincerely,

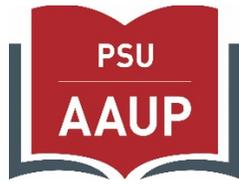
Michael Dreiling

Cc: University Trustees, and University Presidents:

### RESOURCES

Governor Press Release

<https://www.oregon.gov/newsroom/Pages/NewsDetail.aspx?newsid=36789>



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

At the UO:

<http://newsletter.uauoregon.org/statement-on-steps-towards-dismantling-white-supremacy/>  
[https://www.dailymerald.com/opinion/professor-hames-garc-a-what-uo-can-do-in-response-to-the-murder-of-george/article\\_602a280e-a6d4-11ea-87a4-3b64bb4e505a.html](https://www.dailymerald.com/opinion/professor-hames-garc-a-what-uo-can-do-in-response-to-the-murder-of-george/article_602a280e-a6d4-11ea-87a4-3b64bb4e505a.html)

At PSU:

<https://www.psuaaup.net/blog/entry/joint-statement-on-george-floyd-and-psu-campus-police>  
<https://www.psuaaup.net/blog/entry/defunding-the-police-what-does-it-mean-and-why-does-psuaaup-support-it>

At OSU:

[http://www.orangemedianetwork.com/daily\\_barometer/charges-from-controversial-arrest-of-student-dropped/article\\_e9443a08-f90a-11e9-b0ef-df0de1fb746d.html](http://www.orangemedianetwork.com/daily_barometer/charges-from-controversial-arrest-of-student-dropped/article_e9443a08-f90a-11e9-b0ef-df0de1fb746d.html)

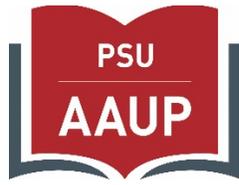
### **05/07/2020 - Endorse and support Ballot Measure 26-210.**

On Thursday, May 7, 2020, the PSU-AAUP Executive Council endorsed Ballot Measure 26-210

#### **Summary:**

Measure funds supportive housing services to prevent and reduce homelessness in Washington, Clackamas, and Multnomah counties within district boundaries. Prioritizes services to address needs of people experiencing, or at risk of, long-term or frequent episodes of homelessness. Services funded by a marginal income tax of 1% on households with income over \$200,000 (over \$125,000 for single filers) and a business profits tax of 1%. Income tax applies to resident income, and to non-resident income earned from sources within district. Exempts businesses with gross receipts of \$5 million per year or less. Declares funding for homelessness services a matter of metropolitan concern, directs regional funding to local services agencies, requires community engagement to develop localized implementation plans. Allocates funds to counties by estimated revenue collected within each county. Establishes community oversight committee to evaluate and approve local plans, monitor program outcomes and uses of funds. Requires creation of tri-county homeless services coordination plan. Requires performance reviews and independent financial audits. Metro administrative and oversight costs limited to 5%. Requires voter approval to continue tax after 2030.

#### **Rationale:**



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

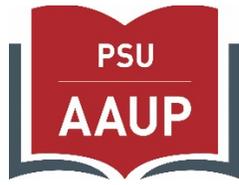
The funds will provide client-centered, wraparound, highly flexible services and economic opportunity in these ways:

- **Expand case management and outreach services** by prioritizing those experiencing chronic homelessness with permanent supportive housing services and expanding culturally responsive and appropriate service providers;
- **Expand clinical services** by improving access to behavioral and mental health services and interventions, improving access to addiction services, and expanding access to services for people with disabilities;
- **Increase access to income opportunities** such as job trainings, workplace support, and workshops on financial literacy, as well as assisting with access of veterans benefits, Social Security benefits, disability income, and other benefits;
- **Homeless prevention methods** such as rent assistance, eviction prevention services, and prevention services specifically tailored toward rural households;
- **Expand access to affordable, culturally-appropriate housing placements** by maximizing federal, state, and local housing programs and subsidies; ensure people exiting institutions and foster care have shelters, bridges, and/or transitional housing placements; and providing long-term housing subsidies for the elderly, youth, and people with disabilities;
- **Improve systems coordination**, along with state and regional alignment;
- **Be transparent, outcome-driven, and allow for strong community oversight** of the funds, program implementation, and evaluation of outcomes.

### **02/20/2020 - Endorse and support the *Regional Universal YouthPass Program***

On Thursday, February 20, the PSU-AAUP Executive Council endorsed the Regional Universal YouthPass Program.

**Background:** YouthPass is a program that currently gives Portland Public School (PPS) students free access to Trimet transit service in lieu of a traditional school bus system. The program was originally offered only to low-income students, but was expanded in 2011 thanks to organizing from young Black women at Sisters in Action for Power to include all PPS students, and has recently expanded to other school districts in the Portland Metro area due to the advocacy of the Youth Environmental Justice Alliance (YEJA), Multnomah Youth Commission (MYC), and OPAL Environmental Justice



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Oregon. This is a critical program that is building up the next generation of transit riders while reducing congestion and carbon pollution across the greater Portland region: approximately 200,000 youth 18 and under are eligible for YouthPass.

Many youth outside of PPS would benefit tremendously with access to YouthPass: Schools such as David Douglas, Parkrose, and Reynolds show similar trends in survey data that YEJA and MYC collected. All three schools show over 50% of their student body already use public transit as their main means of getting to and from school; over 60% of all students said if they had access to a free YouthPass this would increase their abilities to attend school, extracurriculars, leadership opportunities, medical appointments, and employment opportunities.

### **Regional Universal YouthPass Endorsement Request:**

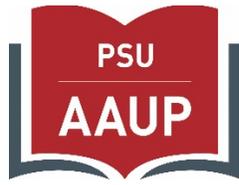
Metro's Transportation Measure Task Force and the Metro Council already approved fare affordability for youth; now we are advocating for it to be a universal pass for all youth 18 and under in the region on a year-round basis.

### **02/13/2020 – Endorse Universal Preschool Now! Multnomah County ballot measure**

On Thursday, February 13, the PSU-AAUP Executive Council endorsed the “Universal Preschool NOW!” ballot measure campaign Multnomah County aimed at the November 2020 election. This ballot measure will enact a high-earner income tax to pay for free, full-year, high-quality, child-centered, culturally-responsive & inclusive preschool for all 3- and 4-year-olds, with living wages for all workers and care providers.

Solid research shows that high quality, universal preschool is our best tool for raising high school graduation rates, and consequently, wages for kids who previously participated, while lowering rates of unemployment, incarceration and substance abuse.

Universal Preschool far surpasses the economic development impact of even the best-targeted business tax breaks, raising the skill level of the local workforce, attracting employers and leading to higher local wages generally.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### **10/04/18 – Support of the Call to Disarm Portland State University Campus Public Safety officers.**

On Thursday, October 4, the PSU-AAUP Executive Council approved the following statement:

*We, members of the PSU AAUP Executive Council, join the broad campus call to disarm PSU Campus Public Safety officers. Our call to disarm builds on our past engagement on this issue. In 2014, about 70% of respondents to a survey of AAUP members indicated their opposition to arming campus security.*

*The killing of Mr. Jason Washington in July 2018 by PSU officers is a tragedy for the Washington family, and has adversely impacted PSU students, faculty, and staff. We as a community need to see this tragedy in the larger context of the systemic problem of police brutality targeting of People of Color and other marginalized communities. The presence of armed security on PSU's campus creates an ongoing traumatic environment for many of our colleagues and for the students we serve.*

*Our call to disarm is an act of solidarity with other members of the PSU community.*

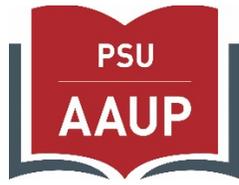
### **05/12/17 – Support of the Graduate Employees Union including protections for academic freedom in their collective bargaining agreement**

Academic freedom is a bedrock value of AAUP, the national AAUP organization, AAUP unions, and AAUP advocacy chapters nationwide. We have been defending academic freedom for over 100 years, since 1914.

*PSU-AAUP supports the GEU academic freedom protections in their collective bargaining agreement*

### **10/27/16 – Support of the \$15 campus minimum wage**

Creates a \$15 minimum wage for all PSU employees. Supports a living wage and commitment to sustainable social values and practices.



PORTLAND STATE UNIVERSITY

**American Association of  
University Professors**

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

*PSU-AAUP supports \$15 campus minimum wage campaign*

**05/26/16 – IP 36, IP 62 and IP 69 anti-worker ballot initiatives**

IP 36 - Prohibits public employee unions from representing non-members or requiring non-members to pay representation costs.

IP 62 - Public employee union may require dues/fees only for limited representation/bargaining activities; authorizes lawsuits

IP 69 - Public employers cannot establish non-union employee compensation based on union contract; resulting compensation differences allowed

*PSU-AAUP opposes IP 36, IP 62 and IP 69*

**05/26/16 – IP 49 and IP 50 anti-democracy initiatives**

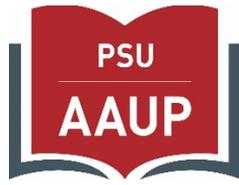
IP 49 Amends Constitution: Requires two-thirds supermajority for legislature to declare emergency that accelerates law's effective date; exceptions.

This initiative would make it harder for legislators to address issues of an urgent nature in a timely manner as it would severely restrict the use of the emergency clause in new legislation.

IP 50: Prohibits release of specified voter information without voter's express written consent; changes election verification process. This initiative is an attempt to limit access to voter information like name, address, phone number and whether or not the ballot has been received. This would take away the ability of grassroots campaigns to phone bank and precinct walk, and force all campaigning onto media where special interest campaigns are less susceptible to grassroots organizing and action.

*PSU-AAUP opposes IP 49 & IP 50*

**04/22/15 – HB 3025 End employment discrimination for prior convictions**



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Establishes unlawful employment practice related to misuse of information about criminal charges and convictions of applicant for employment. Delineates exceptions. Creates right of civil action for violation.

*PSU-AAUP supports HB 3025*

### **04/22/15 – HB 2960 Creation of retirement board**

Creates Oregon Retirement Savings Board in office of State Treasurer. Directs board to develop payroll deduction retirement plan for persons employed in Oregon so that employees can begin contributing to plan no later than June 16, 2017, unless board determines that plan qualifies as employee benefit plan under Employee Retirement Income Security Act of 1974.

Requires board to report to Governor and appropriate committee or interim committee of Legislative Assembly.

Establishes Oregon Retirement Savings Plan Administrative Fund. Continuously appropriates moneys in fund to board for purpose of administering plan.

*PSU-AAUP supports HB 2960*

### **04/22/15 – SB 615 Creation of retirement board**

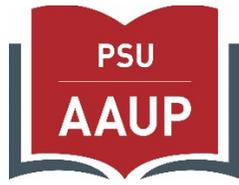
Creates Oregon Retirement Savings Board in office of State Treasurer. Directs board to develop payroll deduction retirement plan for persons employed in Oregon so that employees can begin contributing to plan no later than June 16, 2017, unless board determines that plan qualifies as employee benefit plan under Employee Retirement Income Security Act of 1974.

Requires board to report to Governor and appropriate committee or interim committee of Legislative Assembly.

Establishes Oregon Retirement Savings Plan Administrative Fund. Continuously appropriates moneys in fund to board for purpose of administering plan.

*PSU-AAUP supports SB 615*

### **04/22/15 – SB 486 End police profiling**



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Prohibits law enforcement agencies and offices from profiling based on specified personal characteristics or circumstances of individuals, except when characteristics or circumstances are tied to a specific suspect description or credible information related to criminal incident or activity.

*PSU-AAUP supports SB 486*

### **04/22/15 – HB 2001, 2002, 2003 End police profiling**

Requires law enforcement agencies to adopt procedures for accepting complaints that law enforcement officers engage in profiling. Requires law enforcement agencies to investigate profiling complaints and submit copies of complaints to Oregon Criminal Justice Commission.

*PSU-AAUP supports HB 2001, 2002, and 2003*

### **04/22/15 – SB 454 Mandatory Paid Sick Days**

Requires all employers to implement sick time for employees.

*PSU-AAUP supports HB 454*

### **04/22/15 – HB 2005 Mandatory Paid Sick Days**

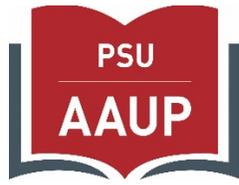
Requires employers that employ six or more employees to implement paid sick time for employees and employers that employ fewer than six employees to implement unpaid sick time for employees.

*PSU-AAUP supports HB 2005*

### **04/22/15 – SB 610 Oregon \$15 minimum wage**

Increases Oregon minimum wage rate in graduated steps to \$15 per hour by 2018.

*PSU-AAUP supports SB 610*



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### **04/22/15 – HB 2009 Oregon \$15 minimum wage**

Increases Oregon minimum wage rate in graduated steps to \$15 per hour by 2018.

*PSU-AAUP supports HB 2009*

### **04/22/15 – SB 702 Fair Shot Oregon**

SB 702 is a measure that would allow adjunct faculty who work less than 30 hours per term, combined on multiple campuses, to be eligible for health insurance. PSU's AFT local supports this bill. Fair Shot Oregon is an aggregation of bills that seeks five progressive legislative outcomes: raise the minimum wage (HB 2009 & SB 610), paid sick days (HB 2005 & SB 454, end police profiling (HB 2001, 2002, 2003, & SB 486), encourage retirement savings (SB 615 & HB 2960), and end employment discrimination for prior convictions under the law (HB 3025).

*PSU-AAUP supports Fair Shot Oregon*

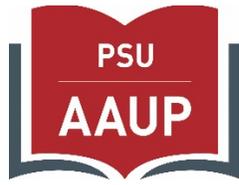
### **02/10/15 – HB 2768 – Tax credit for student loans**

This bill is new legislation proposed by Rep. Parrish (R-West Linn) that would reduce taxable income in the amount of the interest on a student loan for higher education in Oregon (whether public or private institution) AND create a deduction for those people who earn at least an associate's degree and work or volunteer in a STEM field (science, technology, engineering, or mathematics).

The committee supports the idea of a tax deduction for educational loans but rejects the blatant discriminatory effect of the bill's STEM requirement as described in section 4.

*PSU-AAUP opposes unless amended HB 2768*

### **02/10/15 – HB 2525 Transferability of test scores**



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

This bill requires the Higher Education Coordinating Commission to develop a process by which all community colleges and public universities accept “the same standards on a nationally developed test...as in indication of a student’s coursework competency.” The committee sees this effort as part of this “credit for prior learning” short-cut to degree completion, and overall a solution in search of a problem. Its provisions potentially wrest control of what counts as college learning from faculty and academic advisors and invests it in outside testing agencies and bureaucrats. PSU has long-standing relationships with the community colleges as well as ample documentation, past practice, and advising staff who do nothing all day but count community college credits toward our degrees. We see this bill as a troubling entering wedge that undermines not only faculty control of the curriculum but potentially a serious threat to academic freedom.

*PSU-AAUP opposes HB 2525*

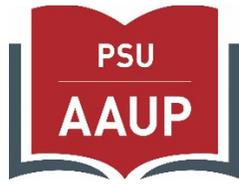
### **02/10/15 – HB 2007 Prevents disciplinary action against employees who inquire about or disclose wage information**

This bill has its genesis in the Bureau of Labor and Industries and enjoys the support of friendly Democrats Vega Peterson, Rosenbaum, and Smith Warner. The bill makes it an unlawful employment practice to discipline, retaliate, or discharge an employee for activities related to wage information, whether they make a charge, complaint, investigation, or instigate any other proceeding (or not). It covers private and public employees. It amends an existing bill and we like its provisions and its spirit.

*PSU-AAUP supports HB 2007*

### **02/10/15 – HB 2005 Paid sick time**

This enjoys robust support among our Portland delegation legislators, like Frederick, Keny-Guyer, Smith Warner, Williamson, Vega Pederson and Noss. It requires all employers to implement sick time for employees. Portland already does this for companies with more than 5 employees; this bill makes this a state-wide standard. It is an “earned sick leave” and “use it or lose it” model, though employers are free to embellish its provisions further (to include “banking,” for example). It covers part-time employees, too.



PORTLAND STATE UNIVERSITY

**American Association of  
University Professors**

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

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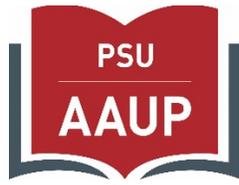
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*PSU-AAUP supports HB 2005*

**02/05/15 – HB 2524 Percentage of Oregon Residents in Student Body**

This is another thinly worded bill that directs the Higher Education Coordinating Commission (HECC) to act, this time to establish for each entering class at each public university with a governing board a “minimum percentage of students who must be Oregon residents.” This expectation comports well with our interest in student-centered and classroom-driven budgeting, keyed to real needs of local undergraduates. Standards developed by the HECC would be submitted in 2016 to the



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

legislature for possible action. Some interesting data and useful conversations that we will want to be a part of will likely ensue.

*PSU-AAUP supports HB 2524*

### **02/05/15 – HB 2513 Permit Textbook Consortium**

This is a thinly worded bill that requires the Higher Education Coordinating Commission (HECC) to develop textbook purchase/buying options for the state's public post-secondary institutions, and "permits" participation by all public universities and community college. We acknowledge that textbook prices are a fulcrum of exploitation for the captive student market. The bill is loosely enough written to protect faculty choice in selection of textbooks for teaching and classroom use.

*PSU-AAUP supports HB 2513*

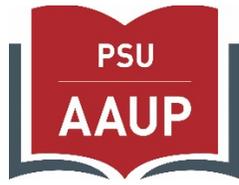
### **02/05/15 – HB 2662 "Pay it Forward"**

As most of us are well aware, in 2013 PSU-AAUP supported House Bill 2838 which called for the Higher Education Coordinating Commission (HECC) to develop legislation creating a pilot Pay-It-Forward Program (PIF). PIF began as a UNST Capstone Class at Portland State University taught by then PSU-AAUP President Mary King and Working Families Party President Barbara Dudley.

Since the bill's passage, the HECC—with our own Rub Fullmer in an active role--has done due diligence in researching funding strategies and lining up political support for PIF. The current bill has sponsors from our Portland delegation and education stalwarts Dembrow, Williamson, and Smith Warner.

We support the idea of using a PIF pilot as a possible alternative to private sector student loans with the understanding that this consumer-oriented approach to student debt neither addresses nor substitutes for increasing public funding for higher education in Oregon.

*PSU-AAUP supports HB 2662*



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### **02/05/15 – Revision: SB-113 – Higher Education Staffing Ratios**

This bill's purpose is to generate information and conversation around the important of student-faculty ratios, class size, faculty mix, and administrative bloat in higher education. Under the leadership of Michael Dembrow (D-Portland and former community college faculty member), 2009 saw the passage of HB 2557, which provided for annual reporting and baselines regarding full time and part time faculty. With SEIU's leadership, in the 2013 session PSU-AAUP was very active in expanding the bill to include the reporting of the ratio of supervisors to classified employees, and we testified in support. Our efforts to amend the bill to include disclosure and tracking of management employees (UnUns) was unsuccessful but HB 2125 was passed, addressing only the classified/supervisory ratio.

An earlier draft of this bill neglected to require reporting on the full range of positions, including management employees, but the current draft is reworded to deliver the properly inclusive results.

Testimony of Dr. José Padín, President of AAUP Oregon

*PSU-AAUP supports Higher Education Staffing Ratios SB-113*

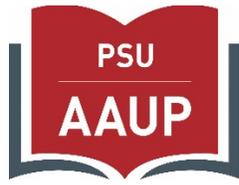
### **01/29/15 – LC 2079 – Tuition Benefit**

This is a housekeeping bill that delivers an important benefit: tuition reduction for employees and eligible family members.

The autonomy that each university rec'd under SB 270 created, as an unintended consequence, the question of whether each university would be required to contract with every other university to retain the tuition benefit that previously existed for all OUS employees. The tuition benefit is currently on a one-year extension that is set to expire on June 30, 2015. This legislation will preserve the benefit.

*PSU-AAUP supports LC 2079*

### **01/29/15 – SB 81 – “Debt Free Education”**



PORTLAND STATE UNIVERSITY

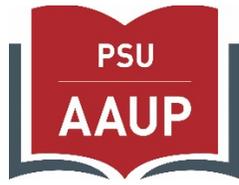
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Promoting Quality Higher Education – An Investment in Oregon's Future

This bill is Senator Hass's (D Beaverton) version of the much-ballyhooed experiment in Tennessee, recently trumpeted by President Obama: free community college for the state's high school graduates.. Unlike the Tennessee model, which has just rolled out this winter, there is no requirement for full time enrollment in Oregon and no community service requirement, either. However, there are a number of problems with this bill.

1. It is discriminatory on its face. By denying this opportunity among the seven state universities, the state potentially writes prejudicial legislation. Why not two years free for all public institutions?
2. It is unfunded, making the bill an empty gesture and/or putting other resources at risk.
3. It stands to actually limit choice. The neediest undergraduate students will become even more hard-pressed to make the case to pay to go to college anywhere else for the first two years.
4. It shifts rather than lowers the cost. Tuition is less than half the costs of attending college for undergraduate students; fees and other expenses could go up. More troublingly, this bill could entail cost-shifting to the last two years of the bachelors' degree and price those last two years at the four-year rate. This shift/cost increase could actually LOWER the number of students completing their four-year degrees, undermining 40-40-20. Similarly, graduate student tuition becomes vulnerable to price hikes, and potentially slows and limits their degree completion. The legislation is potentially discriminatory in this second sense.
5. It shrinks the tuition pipeline for institutional budgets that have become tuition dependent. By not lowering costs and being needs-based, free tuition effectively takes tuition-paying students out of the pool, without whom, in lieu of investment, university budgets will dry up even faster.
6. It threatens quality. Offering "free" education or instigating competition against it invites outsourcing of educational labor, potentially sending students to the cheapest out-of-state on line providers, diluting Oregon's control and authenticity over degrees granted from its own institutions. These tactics invite a race to the bottom in terms of quality.

Testimony of Dr. José Padín, President of AAUP Oregon



PORTLAND STATE UNIVERSITY

**American Association of  
University Professors**

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

*PSU-AAUP opposes SB 81 unless amended*

### **01/29/15 – HB 2611 – Continuation of Shared Services**

Under the terms of the 2013 legislation that created the new system of campus institutional boards and the Higher Education Coordinating Commission (HECC), the Oregon University System and chancellor's office shrank, then morphed. The legislature granted a one-year contract to a new entity called a "Shared Services Enterprise" lead by an executive director, to run capacities historically shared statewide like risk management, benefits, and bargaining. In June, 2015, participation in this shared services agreement becomes voluntary, freeing the institutions to establish their own means of operating and delivering such services. This legislative concept proposed for the 2015 session would extend the terms and practices of the Shared Services Enterprises another six years.

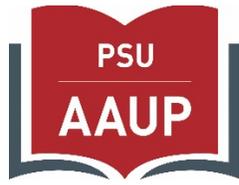
Putting aside whether or not it is in higher education's interest to stick with sharing such services statewide—some campuses could cut better deals in the marketplace for healthcare, perhaps—disaggregation is expensive and probably only the UO could afford to make such a go. The UO's potential absence from the state pool would also expose the ways in which higher education's contributions to things like PEBB subsidizes the benefits of other state groups/stakeholders. The governor does not want to go there; indeed, he wants to push for broader state-wide participation in PEBB. Our labor ally, SEIU has its own reasons for supporting this bill aggressively, mostly having to go with their bargaining and other relationships with the state.

Testimony of Dr. José Padín, President of AAUP Oregon

*PSU-AAUP supports HB 2611*

### **01/29/15 – SB 82 – Student Loan Insurance**

Introduced by Senator Mark Hass (D-Beaverton), this legislation essentially creates a market for a new class of insurance regarding student loans in Oregon. It leaves the possibility that loan insurance could be required of students by institutions. It essentially could require students to pay yet another fee in order to protect lenders.



PORTLAND STATE UNIVERSITY

**American Association of  
University Professors**

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

*PSU-AAUP opposes SB 82*

### **01/29/15 – SB-113 – Higher Education Staffing Ratios**

This bill is a few years in the making and its purpose is to generate information and conversation around the important of student-faculty ratios, class size, and faculty mix in higher education. Under the leadership of Michael Dembrow (D-Portland and former community college faculty member), 2009 saw the passage of HB 2557, which provided for annual reporting and baselines regarding full time and part time faculty. With SEIU's leadership, in the 2013 session PSU-AAUP was very active in expanding the bill to include the reporting of the ratio of supervisors to classified employees, and testified in support. Our efforts to amend the bill to include disclosure and tracking of management employees (UnUns) was unsuccessful but HB 2125 was passed, addressing only the classified/supervisory ratio.

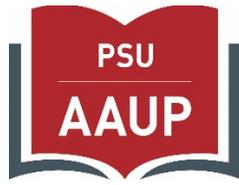
The language of the current bill falls short of its stated purpose, which is to not just track but REPORT employment figures and ratios by job category. Section 3 would have to be amended to include categories listed in Section 1, i.e. full-time faculty, part-time faculty, graduate faculty, full-time classified employees, part-time classified employees, full-time nonteaching professional staff, part-time nonteaching professional staff, part-time nonteaching professional staff, full-time supervisory employees, part time supervisory employees, full-time management staff, part-time management staff.

*PSU-AAUP chooses to support if amended to include reporting about all categories of employees listed in bill.*

### **05/29/14 – Resolution in support of The Graduate Teaching Fellow Federation at the University of Oregon (GTTF)**

The Graduate Teaching Fellow Federation at the University of Oregon (GTTF), represented by AFT-Oregon, has been in contentious bargaining for 8 months with little movement on the part of the employer to recognize the GTTF's interests.

I request that we pass a resolution supporting their efforts to get a fair contract.



PORTLAND STATE UNIVERSITY

**American Association of  
University Professors**

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

## RESOLUTION IN SUPPORT OF GTTF AT UO

Whereas the 1500-member Graduate Teaching Fellow Federation (GTTF) at the University of Oregon have been in difficult bargaining and voted to strike by a 98% vote on May 22, 2014; and

Whereas, the administration of University of Oregon seeks to decrease GTTF compensation, both through minimal wage increases that do not keep pace with inflation and health insurance premiums and other fees; and

Whereas, all labor unions in the system, soon to be known as the former Oregon University System, suffer from the same ideological foe in administrative teams that seek to enhance the bottom line of their institutions at the expense of students, faculty, and the classroom experience; and

Whereas, the University of Oregon has ample resources to meet the needs of their graduate student employees and partner with them in enhancing the educational experience of students,

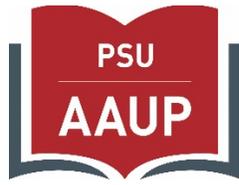
*Therefore, be it resolved that PSU-AAUP fully supports the efforts of the GTTF at the University of Oregon to achieve a fair contract and support the GTTF in their strike.*

### **04/18/13 – SB-270/HB-2149**

PSU-AAUP supports 2 faculty, 2 students, and 1 staff for participation on institutional boards, inclusive of voting rights.

Inclusive, participatory governance moves the state of Oregon and the PSU campus in the right direction.

Participatory institutional boards at the campus level promise invigorated and genuinely responsive governance. Including faculty, students, and staff keeps decision making close to the classroom, which is the heart of higher education. Meaningful and direct participation by stakeholders mitigates the effects of administrative bloat widely noted in universities and colleges both nationally and closer to home.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

In March, the American Association of University Professors released its investigation of the imbroglio between the University of Virginia's Board of Visitors and President Theresa Sullivan that led to her removal and reinstatement last summer. AAUP found that the root of the situation was a "failure by those charged with institutional oversight to understand the institution over which they preside," making this case a poster child for the "manifest wisdom" of faculty participation in governance.

Oregon's public universities have historically done more with less, adding some 23,000 students since 1999 while state funding significantly declined. Maintaining high student achievement, crafting a nationally recognized curriculum, and winning record-level grants and support for research in the face of record low public investment is an enormous credit to Portland State faculty, staff, and students. Their full participatory membership, including voting rights, on an institutional board moves that wisdom and experience into this new and untested body.

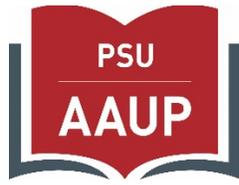
The bills require "clear evidence of support for an institutional board by the university community." With an institutional governing board that is authentically close to campus and reflective of genuine shared governance, faculty, students, and staff can begin to embrace the idea of change with hope.

### **03/14/13 – Faculty, Student, and Staff Participation on Institutional Boards for Oregon Universities**

SB 270 and HB 2149 create the means for Portland State University to establish its own local governing board. These bills propose 11-15 member boards for each institution, appointed by the governor.

#### **NEW AMENDMENTS EXPLICITLY BAR FACULTY AND STAFF FROM BOARD MEMBERSHIP AND BREAK WITH THE OREGON UNIVERSITY SYSTEM BOARD COMPOSITION AS A MODEL**

SB 270-1 sec 1 (1) e "Except for the president of the university and the student member of the governing board, no member of the board may be an employee of the university." sec 6 (5) "Are similar to the Oregon Health and Science University Board of Directors in composition, constitution and transparency."



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### *Politics*

The board appointment process makes institutional boards political and subject to the changing partisan fortunes in Salem. This volatility requires the balance and continuity offered by faculty, staff, and student participants on any such board.

### *Conflict of Interest*

Nationally, the most common shared governing board policy concerns conflict of interest, especially where business and corporate entities are involved. Faculty, staff, and student members help keep the focus on quality in the classroom and on the public mission of the university.

### *Academic Freedom and Quality*

The university's mission is teaching, research, and service. Faculty are central stakeholders and experts in the professional standards of academic freedom and excellence that undergird all these domains of activity.

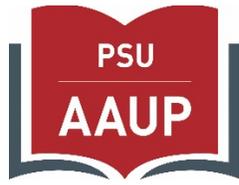
### *Authenticity*

Historically, the Oregon University System board has included faculty appointments. For individual institutional boards to operate responsively to their campuses, faculty, students, and staff offer irreplaceable day-to-day, on-the-ground perspectives.

High profile recent crises in university governance, like at the University of Virginia and Florida State University, as well as recent attention to administrative bloat in higher education covered by the Wall Street Journal highlight the pitfalls of out-of-touch campus leadership. The lack of definitive “best practices” and this new, untested form of university governance in Oregon underscore the value that faculty, student, and staff experience can offer to a new board. The bills require “clear evidence of support for an institutional board by the university community.”

*PSU-AAUP opposes SB 270 unless amended to provide for university faculty participation on the board.*

**02/14/13 – Statement on Pay it Forward, Pay it Back: Relief of Student Debt in Higher Education in Oregon, HB 2823**



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

### PSU AAUP Legislative Committee

WHEREAS, college students in the U.S. now bear more educational debt than adults' credit card or auto debt.

WHEREAS, young people in the U.S. are in an impossible bind regarding their futures in a global and competitive job market, since they can neither afford to go to college nor afford not to go

WHEREAS, for more than a decade now, Portland State University students have shouldered an increasing proportion of their tuition in the face of consistent decline in state funding for public education.

WHEREAS, as faculty members, we must call to account a system that asks students to pay more for their education, while we, faced with growing class sizes and shrinking teaching resources, are constrained to keep up with student needs.

WHEREAS, HB 2823 represents an honest, forward-thinking, and practical plan for insuring that the state of Oregon nourishes its future citizens and invests in the infrastructure of its society and economy.

### THEREFORE BE IT RESOLVED

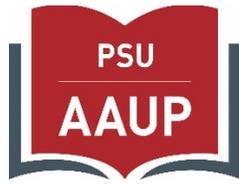
*That PSU-AAUP's Legislative Committee supports HB 2838 and recommends that PSU-AAUP endorse and actively advocate for the passage of this bill.*

### **02/14/13 – PSU-AAUP Position on Fixed Term Faculty Titles, Promotional Ladder and Governance Role, and Overall PSU Faculty Profile**

Whereas the PSU-AAUP is staunchly committed to the highest academic traditions, propagated by the AAUP since its founding, of academic freedom, tenure and robust faculty governance;

Whereas the PSU-AAUP takes extremely seriously Portland State University's mission to provide accessible, high quality, public higher education;

Whereas tenure-track faculty represented 71% and fixed-term faculty 29% of PSU faculty with at least half-time appointments in December 2012;



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Whereas the President's Office reports that in 2011, tenure-track faculty taught 37% of PSU student credit hours, fixed-term faculty taught 27% of student credit hours, and part-time adjuncts taught 29% (the remainder taught by graduate students and administrators);

Whereas a high quality university education requires both a significant presence of research-active faculty in the classroom and teaching faculty who are dedicated to the craft of teaching;

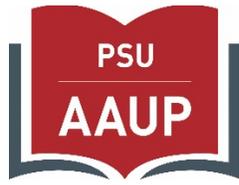
Whereas high quality higher education requires a faculty that is adequately supported to perform at a high level as teachers and as researchers;

Whereas student retention hinges on the ability to build lasting relationships with a stable group of faculty who are able to dedicate themselves to the University;

Whereas the PSU-AAUP has regularly called in the past for multi-year or indefinite appointments for fixed-term faculty, as well as a promotional ladder tailored to fixed-term faculty job descriptions, protections for academic freedom, professional development support and titles that include the term "Professor;"

The PSU-AAUP calls on the PSU Administration and Faculty Senate to:

1. Require PSU Departments to fully include fixed-term faculty in governance should those faculty choose to participate, with provisions to recuse themselves from votes or call for paper ballots, as they see the need. Adopt contract language that provides maximum protection against retaliation.
2. Provide fixed-term faculty with a promotional structure, longer-term appointments, protections for academic freedom, professional development support including adequate time to pursue a research agenda, if desired, and titles that include the term "Professor."
3. Include substantial representation of PSU fixed-term faculty on any bodies charged with studying and/or implementing new fixed-term faculty ranks on campus.
4. Ensure that full-time faculty, including both tenure-track and fixed-term faculty, are employed in sufficient numbers to teach 80 percent of student credit hours within five years, and 90 percent within ten years, with teaching loads compatible with our aspirational comparators.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

5. Create and act on a plan to increase hiring of tenure-track faculty so that tenure-track faculty constitute 80 percent of full-time faculty within five years and 85 percent of full-time faculty within ten years.

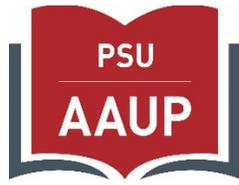
### **01/12/12 – PSU-AAUP Condemns Use of U.S. Military to Escort Scab Grain Ship in Longview, WA**

Whereas, EGT, a joint venture led by multinational grain giant Bunge, agreed to hire union Longshoremen when accepting millions in taxpayer funds to build a huge new grain exporting terminal at the Port of Longview WA, but once the terminal was built has tried to void its contract and refused to hire ILWU labor. With the use of brutal police and courts and 220 arrests in the 225 member ILWU Local 21, EGT has managed to get enough scab grain across picket lines into the new terminal that EGT appears poised to load a ship soon in violation of their agreement with the port; and

Whereas, a solidarity caravan of thousands of union members and community activists -- endorsed by ILWU Locals 10 and 21, the S.F. and Cowlitz County (Longview) labor councils and many others -- is being organized to support our brothers and sisters in Longview, for an emergency mass protest when requested to do so, to confront union-busting by Wall Street on the Waterfront; and

Whereas, according to Longshore & Shipping News, within a month, the empty grain ship will be escorted by armed U.S. Coast Guard vessels and helicopters, from the mouth of the Columbia River to the EGT facility. The Coast Guard is an integral part of the US Armed Forces, operating under the Department of Homeland Security (except when engaged in combat operations abroad, as it did in Iraq, when it operates under the Navy); and

Whereas, this is the first known use of the US military to intervene in a labor dispute on the side of management in 40 years -- not since the Great 1970 Postal Strike when President Nixon called out the Army and National Guard in an (unsuccessful) attempt to break the strike. The use of the Armed Forces against labor unions is something you expect to see in a police state. This is part of a disturbing trend where the US military, acting as enforcers for the 1%, is poised to be used against our own people, as exemplified by the new law allowing the military to imprison US citizens indefinitely without trial; and



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Whereas, now the US military, which has been oppressing, bombing and threatening other nations [a military that's paid for with the workers' taxes] is now being used against us, against American working people and our unions. To quote ILWU international President McEllrath: "ILWU's labor dispute with EGT is symbolic of what is wrong in the United States today. Corporations, no matter how harmful the conduct to society, enjoy full state and federal protection while workers and the middle class get treated as criminals for trying to protect their jobs and communities."

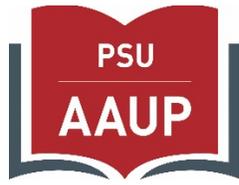
Therefore be it Resolved, that the Executive Council of the Portland State University Chapter of the American Association of University Professors condemns in the strongest terms the announced use of US Armed Forces (Coast Guard) to provide an armed sea and air escort for the empty grain ship, which is due to call at the new EGT grain terminal, Port of Longview, Washington, to load scab grain for export to Asia. We condemn this use of the military as part of a union-busting campaign to lower the cost of labor on the waterfront and destroy the union;

And be it further Resolved, that the PSU-AAUP join with allies in other cities on the West Coast to participate in any press conferences and demonstrations that are organized to denounce this use of the military to intervene in a labor dispute on the side of Wall Street on the Waterfront; And be it finally Resolved, that the Council circulate this resolution to affiliated unions and urge labor to take a strong stand against this brazen assault on our labor rights and civil liberties.

### **05/20/10 – Semester Conversion Principles**

PSU-AAUP Statement of Principles: Conversion to Semester Calendar

The Portland State University Chapter of the American Association of University Professors (PSU-AAUP) strongly embraces the mission of Portland State University (PSU). The faculty are united in their unwavering commitment to excellence in student learning, scholarship, and service. As a public institution in a large metropolitan area, it is important for PSU to provide access to its educational degrees and programs, and diversity in its faculty, staff, and student populations provides a rich environment that “enhances the intellectual, social, cultural, and economic qualities of urban life.”



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Senate Bill 442 mandates that all state institutions of higher education study conversion to a semester calendar. A report with findings and recommendations must be made available to the legislature by October 10, 2010. As part of the process of collecting information for this report, a request for input was directed to the Executive Director of AAUP at PSU.

We believe operating on a semester system has merit, but we would not support a conversion without a comprehensive plan that minimizes the negative consequences. Moreover, we are mindful that when PSU went down this path in the late 1980s many faculty members expended significant time and energy—much of it without compensation—planning for the conversion, only to have it cancelled at the 11th hour. PSU-AAUP asserts that the following conditions must be satisfied for the success of any effort to conversion to a semester system of instruction from the current quarter system.

### *Legislature*

Conversion must include sufficient and irrevocable upfront transition funding for each faculty member and each department.

Conversion—once begun—must include a commitment from the legislature that it will be irreversible.

Conversion must be statewide to include all post-secondary institutions.

Conversion implementation must be integrated so that all institutional calendars are synchronized in an effort to avoid negative impacts on community college-university and K-12-university articulation.

### *Impact on Students*

Conversion cannot diminish the high quality education currently provided.

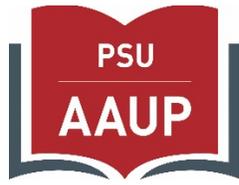
Conversion must not result in any additional financial hardship.

Conversion shall in no instance negatively impact the time-to-graduation.

Conversion must include student support and input.

Conversion should not limit access to higher education.

### *Faculty/Staff*



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Conversion cannot proceed with necessary faculty participation unless sufficient resources are provided for each faculty member and each department.

Conversion must include provisions for adjustments in promotion/tenure procedures (e.g., tenure clock adjustments as needed).

Conversion shall not increase current faculty workloads.

Conversion must not negatively affect faculty compensation, including health benefits and retirement.

### *Resources/Infrastructure*

Conversion must include a reasonable timeline for planning, implementation, and evaluation/adjustment.

Conversion must provide adequate (permanent) funding for full implementation and review.

Conversion must not negatively impact resource/infrastructure commitments already in place.

### **04/08/10 – OUS Restructuring: PSU-AAUP Principles**

If restructuring occurs, PSU-AAUP believes that the following principles should be followed:

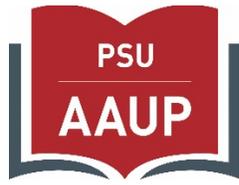
Restructuring should improve access to and quality of education for all students.

Restructuring must maintain collective bargaining for employees under the Public Employees Collective Bargaining Act (PECBA), maintain health benefits through the Public Employees Benefits Board (PEBB), and maintain retirement benefits through the State of Oregon Public Employment Retirement System (PERS).

Arrangements for “flexibility” must not undermine employment stability and security for faculty.

No bargaining unit employees should lose work because of restructuring. Any new employment positions must be represented by the appropriate union.

The State of Oregon should immediately invest funds to ensure the start-up and ongoing success of restructuring.



PORTLAND STATE UNIVERSITY

## American Association of University Professors

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

Restructuring must have both a short and a long term plan with measurable benchmarks to help facilitate success.

Any restructuring of Public Higher Education must be based on careful research that evaluates other restructuring of public agencies such as OHSU and other public universities of similar size and mission.

All representative bodies of faculty must be involved in discussions, planning, and implementation of restructuring. With or without restructuring,

PSU-AAUP agrees on the following principles that could help Oregon's Public Universities:

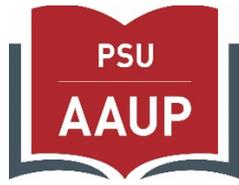
**Local institutional control over tuition management:** PSU-AAUP can support local control of tuition if, and only if, the Portland State University mission of access continues to be met. Although cost and market factors are important, a public university must find ways to make higher education obtainable for all.

**Ability to control capital expenditures and pursue alternative financing for capital improvements and operations:** With a growing student body, Portland State University has struggled to meet space needs for classrooms, labs, and offices. Acquiring new space is imperative. PSU-AAUP agrees with the Presidential Consensus Principles that "Universities should be allowed to issue bonds on their own faith and credit, while maintaining access to existing capital-financing mechanisms. The universities also should have the authority to seek operating and capital revenue from other public sources."

**Establishment of a state-funding floor per student to ensure that state contributions do not continue to decline:** Portland State University cannot fulfill its access mission without reliable and adequate state support.

**Money distributed by the State of Oregon for higher education must go to each institution proportionally per student credit hour:** Portland State University has long subsidized students studying elsewhere in the Oregon University System. We can no longer afford to carry this burden for the rest of the state institutions.

**Money generated by an individual institution through tuition and fees, grant overhead, and other means must stay at the respective institution.**



PORTLAND STATE UNIVERSITY

## **American Association of University Professors**

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The Oregon University System should fund each university to attract and retain high quality faculty: Faculty should earn salaries and benefits commensurate with the those of faculty at comparator institutions.