



# ASSOCIATION OF OREGON FACULTIES

March 24, 2008

Colleague  
Portland State University  
Portland, OR 97207

RE: Negotiation on Faculty Salaries at Portland State University

Dear Colleague,

The Association of Oregon Faculties (AOF) has long been a champion for faculty salary and benefits and, as such, has been closely monitoring the salary negotiations taking place at Portland State University with great disappointment. AOF staff and faculty from other campuses stand ready to offer support and assistance to our colleagues at PSU.

This legislative session, AOF along with other key stakeholder organizations such as Portland State Chapter of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), fought hard for an additional \$10 million specifically allocated for faculty salaries. The adopted budget note in SB 5515 (OUS budget bill) specifically states:

*“Institutions shall use the funds allocated to them from the \$10 million approved in this package to move faculty compensation rates closer to peer levels, and thereby maintain institution quality, recruit and retain high-quality faculty, and promote academic excellence for students. The Department shall include information on the impact of this funding on measures of campus performance in its budget request to the 2009 Legislative Assembly.”*

According to documents from OUS, PSU will receive approximately \$750,000 this year and will receive an additional \$1.5 million the following year for this expressed purpose. In addition to the \$10 million specifically allocated for faculty salaries there are numerous funds that can be accessed and allocated for increasing faculty salaries. These include, but are not limited to dollars allocated for enrollment growth, for improving student to faculty ratios, and tuition dollars. Remember also that the OUS system receives a portion of the \$125 million allocated separately for the COLA increases for classified state employees and faculty.

The \$10 million allocated specifically for faculty salaries is part of the OUS budget. This year's allocation has been distributed to the campuses. The Legislature is NOT holding this \$10 million appropriation. During the February supplemental session, however, the Ways and Means Committee decided to hold the \$125 million until the June revenue forecast is released. We are working with our partners to ensure those funds are released. It would take legislative action to spend those dollars on anything else but salaries this biennium.

Here are some of the increases we've seen proposed and accepted at other universities in OUS as well as increases to other government employees:

- EOU: Average salary increase for biennium is just over 12%
- WOU: 11.7% salary increase over the biennium
- SOU: Increases range from 6% to 20% and average 14%
- OIT: Overall base salary increase of 7% this year (3% - 10% for individual faculty member) retroactive to September 15, 2007
- Classified State of Oregon Employees: 3% this year and 3.2% next year in addition to step increases for those eligible for a total increase of over 15% for the biennium (step increase = 4.75%)
- Low to mid-level State of Oregon managers: Media reports indicate for these 4,200 employees, pay will increase from 9.4% to 20.2% over the biennium

The Association of Oregon Faculties stands ready to help our faculty members and PSU's faculty in any way possible.

It is critical that you get involved and let your voice be heard. The university administration has to hear you say that their proposal is unacceptable and that clearly there is enough money to fund appropriate salary increases. The administration needs to see their faculty as a priority in the success of the institution and provide the resources to compensate them adequately. As seen in the examples above, other universities recognize the importance of faculty and have provided double digit increases over the biennium. It is time for Portland State University to step up to the plate.

Please contact our PSU representative, Jacqueline Arante, at [arantej@pdx.edu](mailto:arantej@pdx.edu) if you would like additional information or log into <http://www.oregonfaculties.org>.

Thank you for your time and we look forward to working with you.

Sincerely,

Marie Vitulli  
President, Association of Oregon Faculties