

2019-2020 PSUFA Annual Report

The Portland State University Faculty Association (PSUFA) is a democratic union led by an executive council of adjunct faculty. We provide member advocacy, negotiate pay through collective bargaining, administer benefits for adjunct faculty, and seek to improve working conditions at the University. This annual report shares PSUFA's accomplishments from this past academic year.



Union & University Governance

- This past year we greatly increased our relationship with other groups involved in the governance of our school, including the Board of Trustees, Faculty Senate, and our sister unions.
- We gave the first-ever presentation to the Board on the Status of Adjuncts, which they asked to become an annual event. "The Adjunct Experience: Letters to the Board" was a package of letters from adjuncts describing their day-to-day lives, challenges, and hopes for better working conditions, to the PSU Board of Trustees. It is available as a handsome PDF on our website.
- We initiated conversations with Faculty Senate about how more adjuncts could participate in their decisions and committees found support from their leadership to work together on increasing adjunct inclusion.
- We have begun meeting weekly with our fellow academic unions. This solidarity among our unions is exciting and powerful.



Executive Council

As of the beginning of Fall 2020 our executive council is:

- ★ Co-Chairs of the Council: Lyndsie Compton & Ariana Jacob
- ★ Chair of Bargaining: Ariana Jacob, Art
- ★ Chair of Communications: Kjerstin Johnson, English
- ★ Chair of Grievances: Lyndsie Compton, World Languages
- ★ Chair of Membership: Eli Ronick, World Languages
- ★ Chair of Operations: Jacob Richman, Art
- ★ Chair of Treasury: James Sauls, Math
- ★ Chair of Political Action: currently open



We will hold an election in Spring of 2021 for our executive council leadership positions.

Bargaining Wins & Work

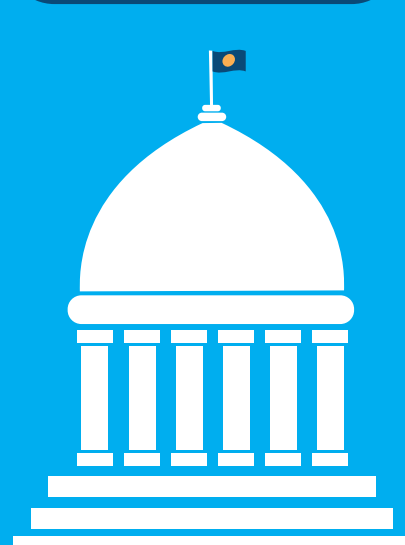
PSUFA is currently in contract negotiations, which we have been preparing for since November 2019. Due to the current circumstances, in lieu of traditional face-to-face weekly joint bargaining sessions with PSU, PSUFA and PSU created subgroups that have been meeting weekly to collaborate on writing the contract language that we bargain biweekly via Zoom. As of September 2020, we expect to bargain biweekly on Fridays until we reach agreement.

All PSU/PSUFA Zoom bargaining sessions are open to observers. There has been an excellent turnout of observers so far, and we look forward to seeing more folks at upcoming sessions!



PSUFA priorities and highlights for 2020 contract negotiations:

- Assignment rights and job security (Article 8)
- Pay parity with non-tenure-track full-time faculty (Article 12)
- A fair cost-of-living adjustment (Article 12)
- Just disciplinary procedures (Article 16)
- A clear and effective grievance procedure (Article 10)
- Improvements to Professional Evaluations for two-year appointments (Article 7)
- Adjunct inclusion and participation in shared governance (Article 7)
- Adjunct access to sick leave and retirement (Article 12)
- Recognition of adjunct researchers (throughout our CBA)



Financial Overview

From September 2019 through August 2020, PSUFA stayed in the black. Our income of ~\$117,000 exceeded expenses by just under \$2,000. This was accomplished by the support of our current members, hard work of our organizers to find new members, reduced stipends for executive council members, and an agreement with PSU that they would pay half of the bargaining team members' stipends for the length of negotiations so far. We also received a \$10,000 grant through the federal disaster relief bill for the coronavirus, the CARES Act.

We cannot lose sight of the wholly different financial landscape brought to all public employee unions by the 2018 Janus Supreme Court case. We have about half the number of people paying dues as we did prior to then. As contract negotiations continue, we will begin to use about \$4,000 per month of our \$53,000 in reserves, but if we finish bargaining this fall, we should recoup these losses by the end of this coming academic year.



Our basic expenses:

- Executive Council members stipends of \$300/month each
- Bargaining team members stipends of \$2,086/term each
- Parent union payments (AFT) which gives us local and national support
- Office space rent



Membership

PSUFA represents approximately 1,300 part-time instructors, professors, and researchers. This past year, approximately 100 faculty joined PSUFA, to make a total of 700 active members.

Inviting all adjuncts to actively opt into our union and to identify and sign up all new adjuncts remains a top priority. You can help by filling out a membership form even if you think you are a dues-paying member, becoming a member organizer, or inviting your colleagues to join. Complete your membership form at psufa.org/membership.



Representation & Recognition

Two fantastic articles came out in local media about adjunct struggles and organizing at Portland State: one in *The Portland State Vanguard*, and another in *Oregon Humanities*.

- Here are a handful of the awards our adjunct faculty received this year:
- Khalil Zonoozy** (University Studies): PSU Adjunct Faculty Excellence Award for Instruction
 - Mario Díaz** (Music): PSU Foundation Philanthropic Cultivation Award
 - Jason Damron** (WGST): PSU John Eliot Allen Outstanding Teaching Award
 - Theresa Dudeck** (Drama/Theater Arts): 2019-2021 U.S. Scholar Fulbright recipient
 - Diana Denham** (University Studies/WLL): ACSP/Lincoln Institute of Land Policy Curriculum Innovation Award

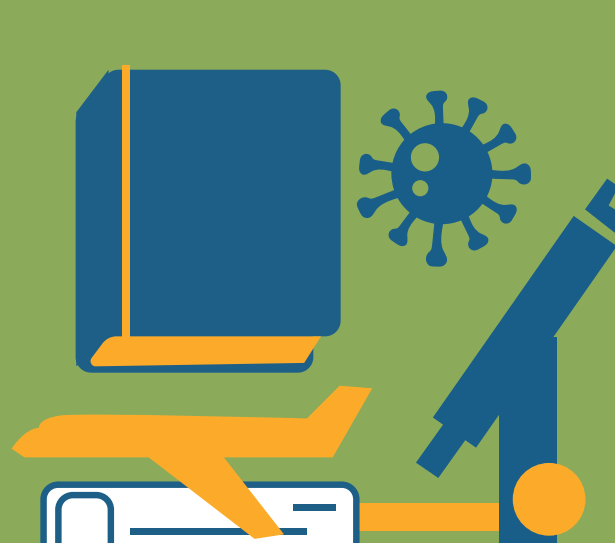


Benefits Report

Education Fund: \$60,781.00 awarded to 37 adjuncts to offset the cost of tuition for career-related PSU courses. Due to the pandemic, PSUFA worked with university administrators to move \$10K from the Professional Development Fund to the Education Fund to support increased requests to the Education Fund and decreased requests to the Professional Development Fund.

Adjunct Faculty Assistance Fund: \$350,000 distributed to 170 adjuncts who experienced financial hardship. PSUFA secured a one-time addition of \$50K to this fund to support members who had Spring contracts cancelled due to the pandemic.

Professional Development Fund: \$101,217.53 awarded to 85 adjuncts to cover the cost of professional development opportunities including travel, conferences, workshops, research, and more.



Events and Activities

In November 2019, PSUFA held a **Future of Higher Ed Teach-In** on campus. We occupied the public lobby of the Karl Miller Center atrium and addressed challenges like student debt, climate crises, and gig-economy teaching, while also envisioning a future that invests in public education, demystifies university budgets, decolonizes our classrooms, and reinvigorates higher ed in new ways.

In February 2020, PSUFA traveled to Salem, Oregon, and met in person with Oregon senators and representatives to share our personal struggles with obtaining **affordable health insurance**. The following week, we went again to advocate for HB 4146, which would help provide state-sponsored health insurance for adjuncts.

In May 2020, we held our first-ever virtual **General Member Meeting**: Over 40 members showed up to our first Zoom membership meeting, where we connected about the spring campus closures, gave updates on bargaining, and discussed the future.

In June 2020, we held a virtual **Summer Action Town Hall**, where we opened up discussions about bargaining, pandemic teaching, and creating more equitable classrooms and communities.

PSUFA showed up in solidarity at a variety of protests and demonstrations. We rallied with our SEIU coworkers in the fall when they demanded better working conditions. We walked the picket line with Clark College professors when they went on strike in January. In 2020, we marched for Black Lives in the streets of Portland, and rallied to #DisarmPSU on campus.



Our union is you.

All of our committees are looking for additional members to participate in supporting and organizing our campus. To get started contact organizing@psufa.org.

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[PSUFA.ORG](https://psufa.org)