

PSU AAUP Contract Highlights

July 2018-June 2021

This contract provides a structure that favors transparency, collaboration, and accountability. It provides vital new ways of bringing faculty and the administration together for influential and meaningful engagement.

Management Rights -

- Notice the instances of **collaboration** between administration and faculty in this article. This is one of the ways this contract brings faculty and the administration together for influential and meaningful engagement. (Page 8)

Workload -

- General expectation is 70% teaching/15% scholarship/15% service (page 19)
 - Contract provides for variations on workload distribution, defined by work plans (pages 25-26)
- Consistency for labs and how these hours are counted (page 23)
- Ability to teach winter/summer in-load (page 21)
- Ability to bank overload credits (page 24)
- Guaranteed course releases for major service roles
- Extra compensation for last-minute overload requests; can't be forced to teach overload for two consecutive semesters (pages 23-24)
- Advising limited to 30 advisees unless unit member agrees to take on more (page 22)
- Ability to offer combined sections for corresponding credits (pages 22-23)
- New faculty receive a course release in each semester of their first year to establish scholarship and prepare new courses (page 22)

Shared Governance -

- We have a guarantee from the administration that they will work with faculty to make the important decisions for this university. This provides the opportunity to participate in shared governance and to work with the administration in ways that we have not previously had. (page 27)

Promotion & Tenure -

- This article reflects the transition from departments and clusters. It protects important P&T processes and structures during this time of organizational change. (pages 36-47)

Professional Development -

- Minimum funding increased to \$800 per year, with defined options for use (page 48)
- New faculty receive a minimum \$2,000 per year for professional development in the first two years at PSU (page 49)

Salary -

- The contract provides a 4.5% raise over the next three years (page 53)
- Increases to promotion to a higher rank; increases in base salary for Associate and Full Professor ranks (page 54)
- Immediate 40% increase (to \$1,400) in overload pay; total of 50% increase (to \$1,500) next year (page 55)

Intellectual Property -

- Intellectual property policy will be developed and voted on by faculty (page 67)

Post Tenure Review -

- Already exists in the form of work plan evaluation.

Retrenchment -

- There will be no retrenchment for the life of this contract (page 70)

General Benefits of a Contract

- This contract provides a vital way of bringing faculty and the administration together for influential and meaningful engagement in ways we have not had before at PSU
- The contract benefits both the administration and the faculty
- The contract provides a long-term and certain structure for improving our work and the education we offer
- Facilitates the means for faculty to craft and mind the education process.
- Provides a formal structure in a long-term, legally enforceable alliance of faculty and administrative
- Provides another salient means for organizing and messaging issues important to both administration and faculty.
- The contract embraces the interests of both the administration and faculty under the
- Preserves academic freedom
- Promotes and supports shared governance
- Establishes a legally sound and democratically run faculty organization
- Provides faculty a certain collective voice in virtually all matters related to the education the University provides.
- Collective bargaining has provided a meaningful process for faculty and the administration to negotiate the terms and conditions of employment.
- The bargaining process has led to a mutually acceptable memorandum of agreement between the parties and sets out specific requirements for factors of employment such as workload, working conditions, educational processes, compensation, benefits and governance.
- Having a contract in place establishes consistent practices and procedures across all units at the University. All managers and supervisors of unionized employees and their work are required to follow the contract.
- This contract provides certain benefits for the administration. A multiyear contract facilitates budget predictability and stability. It also provides piece of mind and stability during a time of intense aspirational change at the operation, organizational, and instructional level. The administration can resolve issues at the lowest possible level through the grievance process.
- The administration can also be more informed about faculty morale and many issues important to the University. Contract provides additional means for reporting and collaborating on important issues.