

agreement. His NTFF position now requires nine courses a year, plus “‘privileges’ of service on committees and governance that are functionally mandatory and are technically 10 percent of our workload.”

He adds, “The dean refuses to allow English the flexibility to define the standard load as eight within English for faculty like myself.” He says tenure-track faculty in English and his supervisors agreed “that applying the CBA in this bizarre way, balancing the CAS [College of Arts and Sciences] budget on the backs of the most vulnerable and underpaid and overworked faculty at the university, is unjust.”

And Copperman says they joined him in an effort to lobby the dean to reduce the workload by one class a year in exchange for the new committee and governance workload. But, he says, “the dean’s office basically passed the buck.”

UNION GOALS REDUX

Creighton, who is active in the union, says that for her the reclassification means “more respect, like your work is valued. Your teaching is valued.” The addition of a salary floor meant non-tenure track faculty in PE, among the lowest paid on campus, got significant raises. Non-tenure-track faculty is a “much better place to be” than a term-to-term adjunct, she says.

The changes “acknowledge that teaching is an important field, and contact with students is significant,” Creighton says.

United Academics is back in collective bargaining with the university administration and has been since February. Dreiling says currently the administration has offered the union 0 percent faculty raises for the first year, and less than 1 percent merit raises for the second year of which 20 percent would be at the discretion of the deans. “I doubt that money will find its way into adjunct hands,” he says.

The fates of adjuncts and tenure-track faculty are tied together, Dreiling says. He then points to football coach Mark Helfrich’s recent salary hike of \$3.15 million for the current year, yet the university “can’t get together a respectful offer to those who teach thousands and thousands of students and run research labs.”

According to data posted by the UO’s Office of Institutional Research comparing the UO’s salaries to other members of the Association of American Universities, the average salary for tenured and tenure-track professors is about \$18,000 less than the average for other public universities in the AAU.

“It’s abysmal,” Dreiling says of the UO’s resistance to raises. It doesn’t reflect the commitment to what a flagship university ought to be able to offer.”

He adds, “To shortchange the faculty at a time when we are working harder than ever is insulting.” ■

Camilla Mortensen is an adjunct instructor at Lane Community College and has taught as an adjunct at UO.



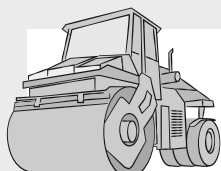
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