Faculty Voices:
Why We Are Organizing Our Union
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For the past two years, faculty have come together to share a collective vision for improving Oregon State University. In this booklet, you will find a diverse collection of our voices from every rank, across a variety of disciplines, and a wide range of locations.

You will find people—some you may know, others you don’t yet know—voicing perspectives that you may share, and others which you may not have considered.

Wherever your concerns or hopes lie within this mosaic, you are not alone.

Together, we are United Academics of Oregon State University. Through teaching, research, and outreach, we generate and share knowledge to advance lives, communities, and our understanding of the world in which we live. We believe that an empowered faculty will enhance the learning environment for our students, create stronger partnerships with our communities, and help build a better OSU for current and future generations. For these reasons, we are organizing our union.

United, we have the strength to:

- Champion academic freedom, rigorous discourse, and scientific inquiry
- Ensure shared governance of the university
- Secure working conditions that promote excellence and innovation
- Support myriad voices and invite new perspectives
- Protect the quality of education, research, and outreach
- Defend and uphold the principles of public education
“I am helping to build our faculty union at OSU precisely because of how much I love it here, how much I love my job, and because the communication a union enables will help us find solutions to the issues that affect my professional and personal life. Despite how much I love my job and life at OSU, there are a number of aspects of our positions as teaching and research faculty – including support for science education and family-oriented policies – which I and my colleagues are eager to help the university strengthen. In effect, I see collective bargaining rights as a key pathway through which to help OSU address these ongoing challenges and stem against the inevitable pressures of the future.”

Mark Novak
Integrative Biology

“For me, building a faculty union is part and parcel of building good shared governance. Having worked at both union and non-union universities, I know from experience that faculty unions provide a voice and place at the table that goes beyond token senates and busy service work. Unions matter for university faculty because they insert our voices into the everyday decision-making processes that matter most to faculty and university matters.”

Ron Mize
Ethnic Studies/Women, Gender & Sexuality Studies

“I am building our faculty union to foster more communication, collegiality, and collaboration among units at OSU. I want faculty, researchers, and students at all ranks and at all OSU campuses to have the opportunity to apply their diverse skills and perspectives to each challenge facing the university. I anticipate faculty and graduate students working together through bargaining to advance research and education here at OSU, unlike the current system which has set the two groups in opposition. Finally, other institutions’ experiences indicate that we will more effectively communicate the needs of students and higher education to the Oregon governor and legislature, and see responses, if we do so as a bargaining unit. A faculty union would create more avenues for communication and collaboration, which will expedite the university’s progress towards our mission and goals, and in line with our values of accountability, diversity, integrity, respect, and social responsibility.”

Meg Mobley
Crop & Soil Science

“I am building our faculty union to foster more communication, collegiality, and collaboration among units at OSU.”
“I have been a member of professional unions for my entire career before arriving in Corvallis and I was frankly dismayed to learn there was no faculty union at Oregon State University. If a land-grant University is based on broadly expanding the opportunity of citizens in the pursuit of solutions to practical problems, it makes no sense that the faculty who serve the public have no formal weight within the University. We, and here I especially include my non-tenured colleagues, are the ones upon which the public support for the University rests. Faculty need to be able to organize collectively in order to ensure the University is efficiently run, transparent and forward-looking. I have become active in the United Academics campaign because I believe the spirit of the land-grant University is bound up with giving faculty a seat at the table.”

Andony Melathopoulos
Horticulture Extension

“I support a faculty union at OSU because I feel we need a collective voice at the decision-making table in order to have our influence on important issues that affect us like salary, benefits, student demands, research support, and administrative burdens and policies. I feel like more and more the university is adding pressure and demands on faculty time with little reward or benefits to us. Collective bargaining will ensure that we have a seat at the table in order to slow this trend down and push back on unreasonable policies.”

Leigh Torres
Hatfield Marine Science Center

“Their faculty carry out the educational and research mission of our university and so it makes sense that our faculty have a voice in shaping our university’s priorities. Our union will give us the power to participate in decisions that directly impact our ability to create the university community we aspire to.”

Kerry McPhail
College of Pharmacy

“I’m helping to build our union because I believe that all faculty should have a say in our working conditions - in the classroom, in the lab, in the field. Our union will give us the power to negotiate for the best teaching and research environment possible through our unified, collective voice.”

Cora Borradaile
Electrical Engineering & Computer Science

“Our union can provide independent, worker-directed back up for the natural obstacles embedded in any institution.”

Dave Shaw
Forestry Engineering & Resource Management
“The most effective organizations in a democratic society are those whose members have meaningful voice and agency in the operation of the organization. Though this is well-proven and widely accepted truth, unfortunately it is simply not the reality at OSU. An institution that strives to be a leader in higher education simply must be more progressive in recognizing and honoring the value of its people. Those of us working day to day in the classrooms, labs and community partnerships are OSU’s boots on the ground delivering on the mission of this institution. We deserve the credibility, input, security and compensation that any cutting-edge, innovative employer already offers its employees today. I support our faculty union because it is the just and right thing for OSU to do—indeed it is quite overdue.”

Julie Graves
Social & Behavioral Health

“I support faculty unionizing at OSU because I believe in a university model that does not recreate neoliberal expectations of cost-efficiency and profitability that place private interests over public good, undermining both the well-being of its employees and the quality of the education students receive. Our union can further social justice goals by making basic rights like universal healthcare, maternity leaves, job stability, and affordable education priorities at OSU. Furthermore, the diversity of our membership will ensure that the voices of the most vulnerable among us are heard, thus placing solidarity at the center of our movement.”

Amélie Ollivier
World Languages & Cultures

“I support our faculty union because it is the just and right thing for OSU to do—indeed it is quite overdue.”

We need a union because the university should not be a baroque system of haves and have-nots, in-groups and out-groups. Through its emphasis on increasing administration over faculty, term-to-term appointments over full-time contracts, and stylish marketing over substantive education, the university has aped the corporate model that has been so destructive to the rest of the country. These trends must stop, but this can only happen if we unite and work together to build a better future.”

Victor Reyes
INTO OSU

“I support forming United Academics because my underserved colleagues deserve to be valued at a level befitting their crucial role within the university structure. Furthermore, soft money positions are at risk to downward pressure from the university budget and my colleagues in those positions deserve greater stability.”

Jennifer Field
Environmental & Molecular Toxicology
“For me, unionizing means the freedom to teach the truth, research what is important, and publish what needs to be said without having to be concerned that an unknown or arcane system somehow wields power over our working lives. For the last few hundred years, unionization has meant job security, fair pay, and the promise of transparency, though in today’s politicized university life, unionization also means academic freedom. It’s that academic freedom that ensures a university can do the work that will ultimately benefit the broader society in which we live. It’s also that academic freedom that helps both tenure-track and non-tenure-track faculty have a strong voice in how their university is run and how working conditions can be improved. In so many ways, academic freedom is synonymous with a strong faculty union. We have a tremendous opportunity to make our faculty union one that brings about a stronger, more responsible, Oregon State University.”

Ehren Pflugfelder
Writing, Literature & Film

“I am building our union because I believe our colleagues need to have greater voice, presence, and representation in the governance of our university.”

Roger Samelson
Physics of Oceans & Atmospheres

“Decisions are frequently made that impact our working lives, both the short and long-term quality of education at OSU—and we seem to have very little influence over the direction OSU is headed. I am building our union because I believe our colleagues need to have greater voice, presence, and representation in the governance of our university.”

Adam Lindsley
Crop & Soil Science

“I support our United Academics campaign because I believe in putting OSU’s values for inclusive excellence, ethical shared governance, and social responsibility into action. As a united faculty, working in the spirit of collaboration, with all voices represented, we can realize the great promise of our shared values.”

Kate MacTavish
Social & Behavioral Health
“I support unionization because I believe all Faculty – including Faculty Research Assistants (FRAs) – deserve the stable, long-term employment that’s currently only available to professors. As an FRA, I am continually facing unemployment based on the decisions of funding managers at faraway federal agencies. If my funding were to run out, and I could no longer be employed, my college would lose a decade of institutional knowledge overnight. I believe it is in the best interest of my college and the university to provide support to people like me when the federal government will not. I also believe the best way to make them see this is through unionization.”

Jesse Muratli
Geology & Geophysics

“I have been an instructor at Oregon State University since 2004. In the past four years, I have taught 61 courses and over 1,400 students. I enjoy my colleagues, relish my time in the classroom, respect the mission of OSU, adore my wife, love my kids, and am even considering getting a dog. Still, it is difficult to look at that teaching load and think students are getting my best every day. The business model of the university created instructor positions like mine long ago. Without an active union to restrain teaching loads, I fear that students will not receive the best education that the citizens of Oregon expect from their flagship educational institution.”

Steve Shay
History

“United together here at OSU and with unions across the nation, we can shape the future of higher education...”
“I support the unionizing efforts at Oregon State University because I believe a faculty union working alongside Faculty Senate and the administration can make OSU a model for excellence not only in research and teaching, but also in workplace equity, social justice and democratic governance. As faculty we often spend more time with our students and colleagues than with our own families, pouring hours of our time and passion into seeing this university succeed. As such, I believe we should have full participation in shaping its missions, visions and associated funding priorities. Unionization is one concrete way to ensure that power is shared.”

Melissa Cheyney
Anthropology

“I support unionization at Oregon State University because I feel there is a disconnect between administrative decisions and the needs of faculty. I believe the university has made an attempt to look out for our best interests but has fallen short and creating a union is our best solution. It is my hope that unionization will allow for faculty to advocate for greater equity between positions and create an environment where overall fairness and transparency are top priorities.”

Jessica Nixon
Center for Genome Research & Biocomputing

“Building our faculty union at Oregon State University will be beneficial for the organization as a whole. Becoming an organized faculty will give the university a well thought out and easy to follow contract that will become a touchstone for strategic planning and organizational policy development. This will result in much needed coherence and stability across program areas. Having previously worked at a company that organized, I’ve seen firsthand how authentic negotiation resulted in a more consistent and transparent environment for both workers and management. OSU will not reach its potential if the status quo is maintained. It is our responsibility to do the work of organizing and engaging university leadership in the heavy work of building a new future. If all come to this task in good faith, I am convinced that we will emerge a stronger and more vibrant institution.”

Vincent Adams
Extension Family & Community Health

“It is our responsibility to do the work of organizing and engaging university leadership in the heavy work of building a new future.”
“As a fixed-term instructor, I support a faculty union at OSU to gain protections against funding-driven faculty cuts. High-quality instructors with experience are vital to the university’s teaching mission, but there is a budget-driven incentive to replace experienced instructors with new instructors or adjuncts who work at a lower cost. This is both a quality issue for the university, and a social justice issue for the experienced faculty who lack job security and the new faculty working under exploitative pay and terms. A union can secure protections for fixed-term instructors through for-cause dismissals and longer contracts, requiring the university to properly value their experienced employees.”

Christy Brekken
Applied Economics

“As someone who has been elected multiple times to the Faculty Senate and the College of Liberal Art Faculty Council, I understand the importance of shared governance; but I also understand the limitations of these bodies for making collective decisions about the issues we face as public employees. There are many challenges facing higher education today that threaten academic freedom, our abilities to engage in productive research and to provide quality education for our students. We need a strong and independent voice that has the power to push back against the underfunding of higher education, and to help us to advocate for equitable treatment of all faculty—especially our adjunct colleagues, who are the primary point of instructional contact for so many undergraduates at OSU. Our working conditions are the learning conditions of our students. I support United Academics because it’s time that OSU faculty have the kind of representation that our colleagues all around the state have. We ought to catch up and seize the opportunity to build a more socially just university.”

Joseph Orosco
Philosophy

“We need a strong and independent voice that has the power to … advocate for equitable treatment of all faculty—especially our adjunct colleagues...”

Zuzana Vejlupkova
Botany & Plant Pathology
“I am building our union because I see an increasing corporatization of Oregon State University that erodes our vision, principles and commitments to diversity, equity, and inclusion. Our union can help safeguard fair hiring practices, equitable salaries and compensation across gender and race, and secure multi-year contracts for non-tenured instructors. Our union can help ensure just treatment and recourse for our colleagues when they experience institutional racism, sexism, homophobia, transphobia, ableism, xenophobia and other forms of oppression. Particularly with increasing attacks on intellectual and academic freedoms across the country—which are disproportionately targeting people of color, feminists, and LGBTQ+ people—our union can create clear protocol to protect and support our colleagues. Our union is important to me because I care about social justice and know that our union will help all of us meet the university’s stated visions, principles and commitments to our colleagues and our students.”

Qwo-Li Driskill
Women, Gender & Sexuality Studies

“In my experience at multiple universities, post-docs can fall between the administrative cracks. Because our time is often limited, post-docs can be taken for granted or ignored. Being part of our faculty union would empower post-docs with a strong, collective voice. In addition, our union would enable post-docs to participate as fully recognized members of the campus community, which would greatly benefit both post-docs and the university.”

Garrett Meigs
Forest Ecosystems & Society

“Being part of a union is important to me because unions make the workplace more democratic. Having a faculty union at OSU will give us, as workers, a collective, democratic voice with which we’ll be able to advocate for what’s important to us and to bring about positive changes that make OSU a better place to work.”

Rob Hess
Electrical Engineering & Computer Science

“Having a faculty union at OSU will give us, as workers, a collective, democratic voice...to bring about positive changes that make OSU a better place to work.”

“Unions mean that the voice and views of employees are not just heard in discussions with management, administration and the legislature but are listened to. Without a union, each person is nothing more than one voice. Collectively, we have to be heard and our rights are not simply at the whims of others or are the gift of management and administration. I believe unions are the fundamental bedrock of a modern, fair, and forward-thinking workplace. I support our union because it shows that we mean what we say when we claim we are looking out for each other.”

Keith Baker
Political Science
“I support a faculty union at Oregon State because I believe it will help bring about true shared governance, and ensure that the faculty can speak collectively to both the administration and state government. Currently, it feels as though faculty have a minimal—and at some times, no—voice in the administrative decisions made at different levels in the university. A union, and collective bargaining agreement, will help us secure this role.”
Kyle Niemeyer
Mechanical, Industrial & Manufacturing Engineering

“As a member of a graduate student union in the late 90’s, I have seen firsthand how collective bargaining and collective action enhances professionalism, teaching, and working conditions for academics. I look forward to building United Academics at OSU because I believe building our union will provide faculty and researchers necessary recognition of what isn’t yet working at OSU and the tools to address the issues. Collective bargaining through union representation has already improved student experiences and supported faculty at other Oregon institutions, like University of Oregon and Portland State University. Despite the good will of the university, my experiences have revealed many challenges facing higher education that our existing structure is not in a position to handle. Our union will strengthen university governance and the faculty senate. Our union will formally advocate for the workplace conditions that I have personally seen deeply affect both the welfare and the ability of our colleagues to be excellent teachers and productive scholars: funding, academic freedom, salaries, health and retirement benefits, teaching loads, and leave policies, to name a few. I have tenure and its protections. Our union is not about me, personally. It is about empowering us to make OSU a better place for everyone – to practice what we preach regarding social justice, equity, and shared governance.”
Lori Cramer
Sociology

“I have worked at OSU for over two decades. I am a faculty senate representative, serve on the faculty senate grievance committee, work closely with interdisciplinary researchers, and teach large and small classes. Despite the good will of the university, my experiences have revealed many challenges facing higher education that our existing structure is not in a position to handle. Our union will strengthen university governance and the faculty senate. Our union will formally advocate for the workplace conditions that I have personally seen deeply affect both the welfare and the ability of our colleagues to be excellent teachers and productive scholars: funding, academic freedom, salaries, health and retirement benefits, teaching loads, and leave policies, to name a few. I have tenure and its protections. Our union is not about me, personally. It is about empowering us to make OSU a better place for everyone – to practice what we preach regarding social justice, equity, and shared governance.”
Katy Townsend
College of Veterinary Medicine
“I support forming our union because I believe that we can work together to create a better institution. Through collective bargaining, we can work to create more stable employment for non-tenured research assistants. Additionally, our appointment notices will be backed by a legally binding contract, making them more than wishful promises. Ensuring greater job security is both good for the institution and our community.”

Cynthia Schwartz
Biological & Ecological Engineering

“Ensuring greater job security is both good for the institution and our community.”

“During my entire professional career, I have always asserted that if given a chance, I would join a union. Now I have the chance to act on my convictions by supporting these efforts here at OSU. I would forever regret if I failed to act on this opportunity.”

James Sterns
Applied Economics

“I support building our faculty union because I believe all my colleagues, and especially my non-tenure track colleagues, deserve competitive wages, long-term contracts, and equal access to shared governance.”

Mike Rosulek
Electrical Engineering & Computer Science

“Postdocs and early career FRAs are the engines that drive much of the research at the university, but are frequently overlooked and passed over for benefits. We generally lack a voice in the administrative decision making. I support a union because I want to see change occur at my level; from greater workplace equality and budgetary transparency to improved access to resources (e.g. affordable and safe childcare). A union will provide a mechanism to effect such change.”

Julie Alexander
Microbiology

“During my 30 year employment as a FRA at Oregon State University, many funding and policy changes have negatively impacted technical support faculty. National level, State, and OSU have all promoted new management strategies in hopes of fixing or avoiding the impact of previous poor decisions. OSU states a policy of faculty involvement in the decision processes however from my perspective this has proven incorrect. For years FRAs have been given personal support by their direct tenure track funder, however their annual financial stability, career advancement, and recurrent professional training has been poor. Gender salary differences have taken 20 years of effort to get partially addressed. With the top-down administrative process at OSU, I see little hope of addressing these problems without significant cohesion provided by an effective faculty union.”

Milo Clauson
Wood Science & Engineering
“One reason I support United Academics at OSU is found in Aesop’s fable ‘The Bundle of Sticks’ that is a story about a man whose sons often quarrel. To show them the benefit of working together, he brings them a bundle of sticks and asks them to break the bundle. As expected, the brothers cannot break the sticks when they are together. However, they can easily be broken individually. The moral of the story is if we are of one mind, and unite to assist each other, we will be as the bundle, uninjured by all the attempts of our enemies, but if we are divided, we will be broken as easily as the sticks. The motto ‘United we stand, divided we fall’ encapsulates this idea and has endured for thousands of years.”

David Bannon
Physics

“I believe a faculty union at OSU will slow the reorganization of the university towards privatization and cause it to become more oriented to the needs of all its employees. I think the land trust status of OSU is a good fit for having a union because it preserves the vision of planning for the public good; people and community centered and not profit centered. Collective bargaining can help the administration stay in touch with the needs of its employees in a more holistic way. A union can also help retain the talent at OSU by providing a structure to address deficiencies in the workplace.”

Keith Olsen
Forest Ecosystems & Society

“I support our faculty union because the diversity of faculty voices aren’t always listened to when important decisions are made that affect them. This is especially true for non-tenured ranks such as instructors and researchers. Together, our voices have more power.”

Louisa Hooven
Horticulture

“Collective bargaining can help the administration stay in touch with the needs of its employees in a more holistic way.”

“To be honest, I don’t know what a faculty union at Oregon State University can accomplish. I’ve never been a member of a union before. I’ve never studied organized labor. I can only say I believe in the principles the labor union represents. It is my hope that it will provide a layer of community, connectedness, empathy, shared responsibility and support that, in my experience, are lacking at this institution. I believe that standing in allegiance with such priorities, is the first step in attaining them.”

Scott Durski
Physics of Oceans & Atmospheres
“Why do I support a faculty union? First, I support unions, period. And lest we are tempted to believe that we as professionals are exempt from the corporate pressures applied to other workers, it makes sense to look at the market’s continued pressure against a tenured faculty, OSU administrators’ concomitant temptation to bypass and ignore faculty governance traditions and practices, and the increasing insults to our graduate training and professional experience from external nondisciplinary organizations that have somehow achieved mandates to dictate teaching standards and practices within our disciplines. In over twenty-five years, I have experienced Oregon State University as a humane workplace, but I have also experienced my unit’s gradual loss of intellectual and administrative autonomy. I believe it is time for an additional collective faculty voice on campus.”

Mina Carson
History

“So much of what OSU aspires to be turns on faculty, who have oddly enough been stripped of shared governance. We need far more collective deliberation and lasting accountability if OSU hopes to achieve its goals for student retention, progression, and graduation; as well as innovation, development and university distinction. I feel OSU passes up or even undercuts opportunities to support its faculty in meaningful ways, and it’s past time to invest in faculty for the sake of students and the university itself. I want a union at OSU in order to restore the balance of power. As the saying goes, ‘united we negotiate, divided we beg.’ I believe OSU is better than that, so I say, let us unionize and work together from now on.”

Amanda Granrud
Speech Communication

“As a former graduate student and current faculty member at OSU, our university has played a pivotal part of my life. Because of that, I try to positively influence the research in my lab and the OSU community as a whole, and I am proud to be a part of my lab group, department, and college. I do at times, however, feel that the university doesn’t treat all of its faculty fairly and foster a sense of community of which we are all a part. I strongly believe forming our faculty union is a beneficial and positive way to ensure all of us are treated fairly and equitably. Collective empowerment for OSU faculty, especially FRAs and post-docs, is crucial for positive and constructive interaction with the administration. Our goal should be to support the university we love working for, and OSU should support us in kind. That is why I believe our faculty union will benefit the entire OSU family.”

Jed Cappellazzi
Wood Science & Engineering

“Oregon State faces a number of barriers to being a great institution. Organizing a faculty union is one way to address these barriers. Instead of getting mired in shortsighted and temporary fixes to small problems, I want to see a faculty union work with other unions to address major issues for the benefit of students and employees at OSU.”

Jeff Chang
Botany & Plant Pathology
“When I was a graduate student at OSU, I had a graduate research assistant position. I thought CGE was a great organization as they were able to win graduate students a lot of benefits. When I became a post doc, I was surprised to learn that OSU faculty do not have their own union. This is why I support forming a faculty union at OSU.”

Cheng Li  
Geography, Environmental Sciences & Marine Resource Management

“I want to build our union in order to ensure that faculty have more power to make decisions that affect faculty and that we can be our own leaders, through democratic procedures. I’ve been affiliated in the past with a nonunionized university, as well as with a unionized university. The most important difference was that major changes affecting the faculty were decided and announced before I knew anything about them at the nonunionized institution, vs. struggles being out in the open at the unionized university. Administrators couldn’t decide our fates before we even knew something major was being decided.”

H Rakes  
Women, Gender & Sexuality Studies

“I benefited throughout my graduate program from all the work done by my graduate student union, and saw the work done by that union result in more equitable working conditions across campus. I was also lucky to have a supportive and flexible major professor, however, fair treatment should not rely on luck. I saw the value of unions in ensuring that all students had access to a fair working environment, while also providing a place to connect and discuss what was working and what wasn’t. I believe our faculty union will provide a mechanism for the faculty at Oregon State University to advance the same basic equity across all levels of faculty, and all colleges and departments.”

Rachel Houtman  
Forestry Engineering & Resource Management

“I support a faculty union at OSU. As a research associate and lecturer, I’m hoping our union can strengthen the voice of faculty in positions similar to mine. Universities across the nation are receiving less and less state financial support. As this trend continues, it’s becoming harder for universities to fund tenure track faculty, resulting in more and more PhD scientists in soft-money positions. It is important that the university does all they can to ensure good working conditions, benefits, competitive salaries, standardized promotion criteria, and job security for all employees including non-tenure track faculty.”

Sally Warner  
Physics of Oceans & Atmospheres
“We need a union to improve the working conditions of our faculty who is contributing to our society with invaluable research, outstanding teaching and endless hours of hard work. Our union aims to make our contracts fairer: more stability and longer contracts, paid personal time off, paid maternity leave, subsidized childcare. We believe that such advances will promote not only our current faculty to work better but also attract the most distinguished faculty and researchers from across the nation.”

Veronica Puig-Sanvicens
Environmental Health Science Center

“...such advances will promote not only our current faculty to work better but also attract the most distinguished faculty and researchers from across the nation.”

“During my PhD program, I served for two years as a Grievance Officer, and was part of our contract bargaining team. Two things about that time stood out to me: 1) The collaborative work we did with administration to resolve a variety of issues, both major and mundane; and 2) The strong sense of community among our members that stretched across different job descriptions and departments. I am convinced building our faculty union here will foster these same values of collaboration and community, to the great benefit of Oregon State University.”

Dan Andersen
Political Science

“My hope for our union is that it will provide greater representation in the decision-making process at OSU for the academic community, and in particular for groups such as early-career researchers, women and minority groups, whose interests have sometimes been sidelined or overlooked.”

Ben Phalan
Forest Ecosystems & Society

“Unionizing will give a voice to the hard-working and well-informed members of Oregon State University’s faculty. The university has long recognized the contributions faculty have made to their fields as being visionary and innovative, and clearly values their intellectual creativity and dedication to solving the world’s problems. While the faculty of OSU have a strong voice as individuals, many of the issues we face cannot be addressed by the voice of an individual; they require the momentum of the entire community to drive change. I believe very strongly that our union will harness that energy to effect positive changes at OSU, and in our state and federal governments. In that sense, unionizing has the potential to benefit many more individuals than just the faculty it will represent, and we should seriously consider unionizing as a means towards confronting issues we need to address to live in a safe, ethical, and effective society.”

Jeremy Henderson
Integrative Biology
“OSU has long needed a union to help correct the long-term ‘institutional drift’ which has resulted in a top-heavy top-down hierarchical command structure that has had many unintended consequences including:
1) A near-complete lack of any representational voice for its non-tenure track employees, 2) Lack of any coherent advisory or mentorship process for career advancement for same, 3) High-administration level decisions that lack input, consideration and empathy from and for the many affected by them, 4) Overspending or mis-spending that is debt-mentality-driven thus lacking any strategic approach to investment in excellence, 5) Similarly in part due to a debt mentality, a ‘squeaky-wheel’ backlash approach to perceived problems whether real or not. In summary, our Union can help us build a more bottom-up listening and hearing University system that can lead to the correction of both the structural and communications breakdowns that hamper our progress and capacity to live and work at what is otherwise the best University work environment in the Western U.S.”

Len Coop
Integrated Plant Protection Center/Horticulture

“I support the unionizing effort at OSU because I believe in the promise of higher public education and the land grant mission of our university. By coming together we can ensure, first, that our university values the diverse contributions and impacts we all make to our disciplines, communities, and campus, and second, that the innovative research and teaching done at OSU serves to improve people’s daily lives across our state. Our union will give faculty at all ranks and across all areas of the university a strong and unified voice in upholding OSU’s promise to the people and state of Oregon.”

Wendy Rose Aaron
College of Education

“By coming together we can ensure… that our university values the diverse contributions and impacts we all make to our disciplines, communities, and campus…”

“I’ve only been an FRA for a little over a year, but I really enjoy my work and I’d like to stay here at OSU. I work on grant money so my position isn’t permanent. I support unionizing because I feel that if we’re unionized there’s more chance that I can keep my position or at least be one of the first in line for new positions.”

Lucas Longway
Botany & Plant Pathology

“By coming together we can ensure… that our university values the diverse contributions and impacts we all make to our disciplines, communities, and campus…”

“I support faculty unionization at OSU because I’m concerned about the reliance on contingent and low-pay faculty lines at our institution. Offering stable, well-paying faculty positions will help ensure quality education for our students and a stronger body of researchers.”

Steve Van Tuyl
Library
“Tenure-stream faculty and lecturers have many common interests. Unionization of the professoriate has been shown to have multiple benefits in terms of salary, work load, and legal protections. One need only compare the salaries and work-loads for lecturers and professors at the unionized University of Oregon, with those of Oregon State University, to clarify the issues at stake.”

Michael Osborne
History

“Unionization of the professoriate has been shown to have multiple benefits in terms of salary, work load, and legal protections.”

“A union lends credence to those individuals who are not situated in the power structure. Unions always have been and will continue to be a great equalizer for individuals who do not have a seat at the table. This is why I support forming our union at OSU.”

Al Shay
Horticulture

“Many instructors in my department are not paid a living wage and have second or third jobs in order to manage living expenses. There is a glaring pay discrepancy between instructors at OSU and I know GTAs who are paid a higher hourly rate than I am. When graduate students formed their union, adequate income was one of the things they were able to achieve. Oregon State University is one of only two public higher education institutions in the state that does not have a faculty union. It is time to change that status, which is why I support our faculty union.”

Melinda Ameele
Physical Activity Course Program

“Unions are a good way to allow an organization to best represent itself. As someone whose salary is funded by soft money, and who has worked on nine consecutive (one-year) fixed term contracts, I hope that unionization at Oregon State University will grant me (1) the opportunity to be employed on multi-year contracts; (2) the security of bridge funding for times when grant funding becomes exhausted; (3) increased opportunities for professional development; and (4) slightly larger and more frequent cost of living increases in an area where housing is increasingly becoming unaffordable. As a scientific technician my knowledge and labor is valuable not only to my PI and his students, but to a global scientific community. I am excited about our research and proud to work at Oregon State University.”

Michael Kalk
Geology & Geophysics
“I support forming our union for a number of reasons: stability and security, increased equality, and a voice in negotiations. It is my hope that unionizing will create a more balanced and stronger relationship between the university administrators and faculty employees. Through increased dialogue and more balanced negotiations, I believe that our union will have a positive effect for the majority of employees at OSU.”

Brittany Poirson
Integrative Biology

“I support United Academics because a union will help us to create and sustain just and equitable working conditions for all University employees. Everyone who serves OSU students deserves a decent wage, benefits, and good working conditions. A union will help make that possible by ensuring that faculty have a strong voice in the shared governance of OSU.”

Elizabeth Sheehan
Writing, Literature & Film

“I support the establishment of a faculty union at Oregon State University. As an instructor and academic advisor, and curriculum committee chair, I’m greatly concerned by the limited resources we have for meeting the needs of our students and teaching load. During my 11 years at OSU, I have seen a significant increase in the number of students enrolled in our major and in our courses but, at the same time, a significant decrease in funding we receive for teaching. Our faculty is being greatly challenged by having to teach beyond our teaching FTE, along with non-teaching faculty being recruited to contribute to course instruction. Consequently, I believe faculty should be allowed greater input and influence in how student tuition dollars are allocated. The current funding model is not transparent and seems inequitable. I would like to see faculty involvement into creating a funding model which benefits students and all teaching faculty. This current funding model is not sustainable, is creating undue stress and a negative work environment for faculty, and is unfair to students, who are being subjected to high, and consistently increasing, tuition costs.”

Kelly Donegan
Horticulture

“With a master’s degree and 35 years teaching experience, I am paid at an hourly rate that is less than some GTAs, who have a union. The hours I spend to create new courses, meet with students, and create and grade assignments are not compensated. So much work at OSU is done by underappreciated part time faculty who do not have equal representation or a voice on campus. These are the reasons why I support forming my union.”

Tsipora Claudia Berman
Physical Activity Course Program

“I support the establishment of a union for research staff at Oregon State University. Union representation would allow our group’s needs to be voiced and addressed creating a more unified work environment. Research Assistants have been marginalized and it is time for us to be recognized and valued for what we do and the contributions we bring to the students and university.”

Teresa Sawyer
College of Science
“I support forming UAOSU because unions have always made my work environment better. They ensured that I had access to affordable health insurance, regular salary increases, guaranteed access to materials I needed to do my job well, a voice and advocate for me if I was overworked or otherwise treated unfairly by my employer, and a community of people across departments who care as much as I do about social justice. Now as faculty, I experience and witness my colleagues experiencing problems that a union could give us power to fix, such as low pay and lack of access to a space necessary to do their work. Forming our union would give us a say to make sure we are treated fairly and adequately compensated for our work.”

Sarah Erickson
Mathematics

“I support forming UAOSU because unions have always made my work environment better.”

“I support our union because I believe in synergy. The faculty at OSU do amazing things, but sometimes that work is ineffective because it lacks the strength of the community. By focusing the power of collective action we can bring parity across campus so that people doing equal work will get equal treatment and equal pay.”

Allison McMurtrey
INTO OSU

“Particularly during fiscally austere times and ostensible financial crisis, it is important that an organized faculty ensure that the projected OSU budget and allocation of resources aligns with the university’s mission. Our faculty union will strengthen our role in shared governance, which will better enable us to ensure this alignment. Finally, our faculty union will make possible better working conditions and greater security, which will also benefit our students, as it enhances our ability to more fully develop our potential as teachers and researchers.”

Tony Vogt
Philosophy

“Faculty are the heart and soul of our university. A great many of us choose to teach, research, and serve this university in particular despite lower pay, less grant support and lab space, and so forth than we might find at peer institutions. Yet, as state funding decreases, a for-profit business model is taking root. We increasingly send our money out to consultants, ed-tech and other for-profit companies, philanthropies, and other groups that propose to “disrupt” the very values that make Oregon State University great — with little transparency or faculty input. The betrayal of our own stated values hurts us all — faculty, students, and the institution itself. Unionization is one way to restore faculty input, transparency, and our shared values as we make very difficult decisions that affect us all.”

Kathryn Becker-Blease
Psychological Science
“The trends in higher education are concerning. Departments often fill their ranks with high-performing young faculty, but offer FTE appointments (often at considerably lower rates with comparable performance and experience to employed tenure track faculty) that are just below the threshold for benefits. My colleagues take these positions to stay in academia, often because they are desperate and know that a departure from academia will, due to perception, significantly reduce their chance of even obtaining an interview for a tenure track job. With the pressure to obtain more frequent/larger grants and funding agency budgets precipitously falling, support for junior academicians is essential, not only for early career professionals but for the products, reputation, and future of academic institutions. If universities do not recognize the long-term flaw in their current strategy, unionization is necessary for change.”

Paul Severns
Botany & Plant Pathology

“I support our faculty union because I’m tired of continuously working on 9-month fixed term contracts. Having 24+ month contracts would give me more stability and access to other benefits. For summer session, I am never sure if I will receive a summer contract, which I count on for income, until May. In addition, salary increases should be more transparent so that as faculty, we understand how these decisions are made. Hopefully, our union can support faculty who are facing injustices and support us in finding solution to those issues.”

Irene Rolston
Anthropology

“I think we need a faculty union so that everyone’s voice is heard. I often feel like my voice is not heard because we don’t have a strong collective voice. Together we can strive for equity across the entire university.”

Raven Dean
Mathematics

“I’ve been inspired by the hard work and creativity of my colleagues at OSU. Most faculty I know work much more than a 40-hour work week. OSU has been very successful winning research and extension grants, recently ranking among the top agricultural research institutions in the US. I understand that we are the only major non-unionized public university in Oregon and that faculty salaries are lower than most comparable universities. Unions gave workers the weekend, 40-hour work weeks, and many other benefits. Collective bargaining with a union seems to be a common sense way to improve employment contracts, especially for new faculty.”

Nick Andrews
Small Farms Extension Agent
“I see support for our union as an investment in the future of faculty and students alike. United Academics will ensure equity and fairness at OSU for contingent faculty and research associates, it will improve faculty governance, and it will make our collective voice heard in Salem. Universities—and in particular, public universities—are in the process of transition. As the state legislature in Oregon considers a painful reallocation of resources, it’s more important than ever that the faculty presents a united front. Union participation will enable us to help determine the course of higher education and not just react to outside forces.”

Jonathan Katz
History

“Union participation will enable us to help determine the course of higher education and not just react to outside forces.”

“I’m in favor of our union because it will help both the faculty and the administration. It will help faculty because they will have representation regarding decisions that affect working conditions, and it will positively affect the administration because practices/requirements for faculty members may become more standardized across the University.”

Della Gilchrist
INTO OSU

“As an instructor at OSU, I believe our union will address inequities between the teaching responsibilities of different faculty positions. I support our faculty union at OSU because the concept of combined representation helps all faculty recognize and address the issues across campus that may not be apparent from department to department. When individuals unite and advocate as a unit, strength of numbers creates an environment which makes issues heard and addressed at the administration level.”

Timothy Hazzard
Animal & Rangeland Sciences

“I support a faculty union working collaboratively with the university to address a number of challenges faced by faculty members as we enter a new era of education and research funding. The instability of research and state funding for university researchers presents challenges for all members of the university. A faculty union can help ensure that sacrifices are not shouldered disproportionately on faculty members, who are already strained by increasingly unrealistic expectations and workload and funding uncertainties. It can also help to promote transparency and equitable relationships between the university and all faculty members employed to carry out its core missions. Finally, it is hoped that the faculty union can promote further investment into faculty research and teaching activities with the same enthusiasm and support given to facilities and athletics investments.”

Larry O’Neill
Physics of Oceans & Atmospheres
“Working with colleagues across campus to build a faculty union is important to me because I see it as an investment into truly shared governance and a strong collective future for all of us, across fields and colleges at OSU. At a time when administrative positions tend to grow, while faculty jobs and salaries stall and/or are even compromised due to budget constraints, and when we face threats as deep-reaching as the very abolition of tenure, strengthening our shared position seems particularly important. Historically, unions have been the most effective tool to ensure serious engagement with workers’ concerns and needs, and for effecting real changes that benefit workers. I am committed to working with our faculty union to ensure we have a strong voice within our academic workplace. I’ve seen the benefits that accrue for faculty in other universities; it’s time for us at OSU to take on this important work.”

Marta Maldonado
Ethnic Studies

“I believe in unions because they make the workplace more equitable and protect the welfare of all workers. Our union would uphold these principles, make sure that faculty voices are represented when major decisions are being made on campus, and will help ensure that all faculty are paid and treated fairly. These are outcomes that will benefit not only faculty, but also students and university governance.”

Alison Johnston
Political Science

“Historically, unions have been essential to workers to have a voice in their workplace. Without unions many employees find themselves with little power in negotiating better conditions for their employment. Unions provide the mechanism for the workforce to become a more effective advocate for itself than the sum of its parts.”

Filix Maisch
Mathematics

“I support forming a union with my colleagues at OSU to serve as a united and collective voice for faculty.”

Scott Fisk
Crop & Soil Science

“The missions of a land grant university cannot be realized without a strong faculty. The faculty should participate fully in the administration of their university. United Academics will help ensure our place at the table. Accountability, respect, fairness, equity, transparency – United Academics, the future of our university.”

Darrell Ross
Forest Ecosystems & Society
“As the daughter of a retired teacher and union member, I have benefitted — and continue to benefit — from the efforts of a labor union. As a child, this meant my parents had access to excellent health coverage negotiated by the teachers union to which my father belonged. As a result, I enjoyed good medical, dental and even orthodontic care, which contributed to an overall healthy life. In addition, through union-negotiated benefits, I was able to join my parents’ credit union and car/home insurance as a young adult. Both have served my needs over the years in terms of banking, savings, cellphone plans, affordable car loans, and reliable car and home insurance. Now in middle age, I am still with the same credit union and car/home insurer because of their affordability, superior service and commitment to customers. While I believe there are many pros to unions and union membership, these are just a few examples of the very practical, tangible benefits I have seen firsthand. Based on this experience, I look forward to the prospect of having a union I could belong to myself and one that would fight for me and my colleagues—something I have not had the opportunity to be a part of so far in my career.”

Susannah L. Bodman
Environmental & Molecular Toxicology

“I support forming a faculty union with my colleagues because it is important that we have a voice in our working conditions. I believe our union will empower us to having greater control over our workloads, compensation, and contract lengths.”

Alec Kowalewski
Horticulture

“Our union can be a force at the legislature, joining with the other public university unions in Oregon to support proper funding for higher education. Public universities provide a service to the state, and it is up to us as a society to invest in the future of Oregon through our public universities. As the higher education front line, a unionized faculty can provide a stronger voice for priorities in Oregon.”

Ted Brekken
Electrical Engineering & Computer Science

“Our union can be a force at the legislature, joining with the other public university unions in Oregon to support proper funding for higher education.”

“As a post-doc, it can be easy to feel left out of other large university groups, and you might only spend one or two years here. I believe that makes it all the more important that there be a continuous advocating voice for present and future post-docs, so they cannot get left behind or caught in between the cracks of university administration. Participating with the new faculty union will prove an excellent opportunity not only for us to have that voice, but for it to be a voice whose message will resonate loudly with others.”

Paul Emigh
Physics
“I support a union because shared governance will allow those tasked with the education of our students and furthering the research mission of our university to be more centrally involved in the decisions that affect our and our students’ lives.”

Benita Blessing
World Languages & Cultures

“I believe that when every faculty member is represented, including instructors and part-time faculty, everyone in the university benefits. As an instructor, I support our faculty union at OSU because it will provide greater job stability and will allow us to focus on what we love most—teaching.”

Andrew Nigon
Art

“I support forming our union because I believe it is important that faculty have a unified voice in negotiating elements of our employment. Through our union, we can work together and with the administration to create more stable jobs for non-tenured faculty, secure fair benefits and wages, and have a seat at the table in crafting policies that affect our work lives. I work with wonderful individuals, some first time parents, that have had to sacrifice time and money due to lack of proper family leave policies. We are people trying give the fullest to our work, but also provide for our families, and having a union can help bring peace of mind for proper wages and benefits others may take for granted. It should not be a choice between one or another.”

Sean Perez
Environmental & Molecular Toxicology

“As a Swede, I believe in a union.”

Rolf Fare
Economics

“I support building our faculty union for three simple reasons, which have nothing to do with being unhappy with my contractual status quo. First, I love the idea of having access to people whose only job is to advocate for people like me. Second, I don’t have the time on my own to develop a comprehensive understanding of how money is spent at an institution like OSU. Because that kind of information is important in making sound professional decisions, I would be tickled pink to see my colleagues working with experts who can access, digest, and disseminate that information to all faculty. Finally, a union’s purpose is to promote fairness in the workplace, and that’s never a bad thing, even if one doesn’t personally feel unfairly treated by one’s employer.”

Randy Moore
Fisheries & Wildlife

“I’m in favor of forming a union to support academic excellence at our institution by protecting faculty rights in terms of fair pay, benefits, and working conditions. As the shift from full time appointments to adjunct positions continues, and as private corporations’ stake in the university grows, it’s critical that we work together to ensure that academics do not take a back seat to financial interests. A strong and united faculty helps to secure and maintain access to quality education, and union representation would give us a voice in decisions that affect the entire university community.”

Christine Scott
INTO OSU
“I support the unionizing effort at OSU to ensure that all faculty are treated fairly and equitably. Together we can have a strong voice in shared governance.”

Michelle Odden
Biological & Population Health Sciences

“I support the unionizing effort at OSU to ensure that all faculty are treated fairly and equitably. Together we can have a strong voice in shared governance.”

Michelle Odden
Biological & Population Health Sciences

“I’m a Senior Faculty Research Assistant in the School of EECS, and have provided software development support to the Machine Learning research group for thirteen years. I support our union as a vehicle for making some positive changes here at OSU. For people like myself who are funded year-to-year via grants, I would like to see a bridge funding system set up to cover funding gaps. I’ve been very fortunate in how consistently I’ve been funded, but there were occasions where the future was uncertain, and the anxiety around that took a toll. My sense is that a bridge funding system like this could only be set up through collective bargaining.”

Jed Irvine
Electrical Engineering & Computer Science

“...together we can gain the strength to find solutions that work for all of us. (Also, I am sick of the horrified reactions I get from colleagues in Canada when I explain our lack of maternity leave.)”

Kelly McElroy
Library

“A union is a widely used mechanism of social participation for workers all around the world. A Union for OSU faculty is needed as it is the most effective way to present a unique voice to the administration of the University and the State. We can attain not only better salaries, but improve working conditions and further workplace fairness with a unifying organization for all faculty at OSU.”

Carlos Gonzalez
Forestry Engineering & Resource Management

“Oregon State University hired, tenured, and promoted me because they believe in me, my expertise, and the distinction I have achieved in my field. So why can’t I be part of a positive work environment where I can have a say in my work? I believe organizing a faculty union will bring collective strength to ensure our university, faculty, staff and students thrive.”

Laurel Kincl
Biological & Population Health Sciences
“I support the unionizing effort at OSU on both an academic and personal level. A faculty united within a union is critical to maintaining a strong voice in university governance. The increased stability will allow the faculty to bring its best back to the classroom and inspire continued growth in the Corvallis community. On a personal level, unionizing means an increased level of job security and will allow me to focus on my growth as an educator.”

Kim Townsend
Crop & Soil Science

“The increased stability will allow the faculty to bring its best back to the classroom and inspire continued growth in the Corvallis community.”

“I have been at OSU for almost 25 years. Early in my tenure, I felt that OSU had the best interests of the students, staff, and faculty in mind. Recently, I have seen the interests and priorities of OSU change. Along with this, I have seen an increase in upper level administration positions with, what seems like, an increasing detachment from the ground level operation of the university. I have seen faculty lose their voice on the campus. I have witnessed very good, non-tenured faculty let go without stated cause or due process. These are the problems I would like to see addressed and they are the reasons why I support forming our faculty union at OSU.”

Skip Rochefort
Chemical, Biological & Environmental Engineering

“As a senior instructor and coordinator of an online major through e-campus, I am excited to work with colleagues from all over campus to build our union! I am especially concerned about fairness and consistency among contingent faculty at OSU. While I have experienced great collaborations with colleagues and mentorship from supervisors over the past 10 years, I know this is not the case for all non-tenure-track faculty. In addition, our large classes, the often-unacknowledged service expected of contingent faculty, and access to professional development and research space are important NTT issues to address campus-wide. Our union will not only advocate for equity, but can address persistent gender-based concerns. In building our union, we recognize the need to address wage equity, parental leave to care for children and elders, and hiring practices that match our ideals as a community. Our union will work to see that often-unheard voices are included.”

Kryn Freehling-Burton
Women, Gender & Sexuality Studies

“We need a union to strengthen the voice of faculty and staff, make decisions more transparent, and thus lead to truly shared governance. I believe this will help give faculty and staff the satisfaction that they are a valued, respected part of the university and thus will improve the overall success of OSU.”

Klaus Puettmann
Forest Ecosystems & Society
“In addition to my position at Oregon State I teach part-time at the University of Oregon, and have been a member of United Academics of the University of Oregon for 5 years. I have seen firsthand the benefits for non tenure-track and contingent faculty, particularly in terms of compensation, job security, and promotion procedures since the faculty union was formed at UO. I enthusiastically support forming United Academics Oregon State in order to provide strong advocacy for the concerns of research faculty, post-docs, and contingent faculty at OSU.”

**Jeff Stone**  
Botany & Plant Pathology

“My support for our faculty union at Oregon State University is rooted in my strong belief in the principle of collective bargaining as an effective tool to address and resolve the issues and challenges that face top-rated public universities in the 21st century. These range from issues of equitable pay across varied position descriptions and improvements of working conditions and infrastructure, to challenges associated with academic freedom and changing societal needs. A strong faculty union can provide the required leadership to partner with university administration, state lawmakers and stakeholders, and other union groups to meet these challenges head on and help make OSU a world-class educational and research institution.”

**Miguel Goñi**  
Ocean Ecology & Biogeochemistry

“I support our United Academics campaign because I believe in my colleagues, my students, and the promise of public education. In my twelve years at OSU, I’ve seen the impact of declining public investment and the corporatization of the university. Units feel increased pressure to be “entrepreneurial,” leading to an increased reliance on contingent teaching positions; my colleagues who serve in these positions are overworked, underpaid, and lack job security. Those of us in tenure-track/tenured positions have seen growing and often inequitably distributed service demands; colleagues in the sciences struggle to win a share of declining federal research dollars. My students face growing costs and increasing debt. And nationally, political attacks on public higher education are intensifying, threatening not only our own interests but the public interest. As faculty, we must come together to defend working conditions and academic freedom, advocate for our students and lobby for greater public support, and win a more effective voice in the decisions that affect us here at OSU.”

**Marisa Chappell**  
History

“I support our United Academics campaign because I believe in my colleagues, my students, and the promise of public education.”
“I strongly support building our faculty union at Oregon State University in order to give those teaching, performing research, and supporting the OSU community a voice in their employment conditions, rather than accepting decrees passed down from the administration on high. Whether the subject is benefits, promotion & tenure policies, academic freedom, adequate work spaces, discipline procedures, or even mundane access to parking permits, the employees of OSU deserve to have working conditions that are clearly defined and stable. Securing employment policies in a contract ensures that changes cannot be imposed unilaterally but instead must be made in partnership with those whom they affect. I encourage my colleagues to offer their support for unionization in order to add their voice in the definition of their own working environment.”

Kevin Weitemier
Fisheries & Wildlife

“As an associate professor, I am supporting our union because it will provide a much needed and long overdue avenue of faculty representation on campus—important for all of us, but especially so for those from historically underrepresented communities. It will also help bring attention to often overlooked issues, particularly those faced by instructors, non-tenure track researchers, etc. Our union will strengthen our sense of community across campus as we all work together to build and define our union. Moreover, having a faculty union will finally bring OSU up to par with the other public universities around the state who have already established theirs, including our neighbor down the road, U of O. I see no downside for faculty or for the university in general for that matter. Gaining our union will just add one more means of making OSU a better place for all of us.”

Patti Sakurai
Ethnic Studies

“Our union is an opportunity for faculty to be full partners in decisions that affect working conditions, including more transparent governance, more equitable relations between administration and faculty, and enhanced collective problem solving. I believe a faculty union furthers OSU’s mission as it relates to inclusion, social justice and service to the State of Oregon.”

Ken Winograd
College of Education

“...having a faculty union will finally bring OSU up to par with the other public universities around the state who have already established theirs...”
“I never thought I would support being part of a union. I believed that an employer should treat their employees fairly and with respect. My experiences at Oregon State University have led me to endorse and participate in the formation of our faculty union.”

Kathy Mullet
College of Business

“As a senior faculty member, I am in support of a union, because unionization of our very diverse faculty in research, teaching, and extension would improve the university as a whole. The shared governance that would come from our unionization would allow all faculty to have a voice in the myriad of factors that affect our success as a university, including improving conditions for equity, inclusion, and faculty success. At our land grant institution, we are naturally diverse in our faculty and in those we educate – students and the diverse clientele we serve through our outreach/extension programs. Junior faculty and those in the counties who work predominantly in extension programs often do not have a strong voice in the current governance model. An effective union would give us all a voice.”

Bernadine Strik
North Willamette Research and Extension Center

“As a tenured faculty member who has witnessed the decline in public funding for higher education in Oregon over many years, I strongly support the unionization effort at OSU. That the PERS puzzle is far from being resolved will only add pressure to the problem of how to maintain a high quality institution of higher education in the face of ever-decreasing public investment. I think it is likely that among total faculty, the non-tenure track ranks will continue to grow due to financial constraints alone. Yet, with respect to the work environment, this group of faculty is by far the more vulnerable and insecure in spite of their key contributions to the education of our students. I believe that a union offers the best long-term structure to protect and improve their professional status.”

Alan Bakalinsky
Food Science & Technology
“I support the United Academics campaign because I believe OSU could and should be a leader in promoting family-friendly policies that go above and beyond federal minimums. The current system, where unpaid FMLA parental leave must be shared among parents when both parents are unclassified employees, places unnecessary stress on families, threatens retention of faculty (primarily female), and reduces opportunities for partners to bond with their babies. OSU strives to be a family-friendly institution. By coming together as a faculty, we can more effectively work to make that goal a reality.”

Rebecca Terry Novak
Integrated Biology

“OSU strives to be a family-friendly institution. By coming together as a faculty, we can more effectively work to make that goal a reality.”

“Oregon State University is a unique institution that values both teaching and research. A union safeguards academic freedom for employees contributing to the University’s educational mission and research enterprise. It protects the financial and intellectual interests of workers and academic units from the vagaries of changing financial models and administrative management or mismanagement. A recognized union that negotiates an enforceable contract with active employee participation is one of the most powerful ways for teachers and researchers to have a say in how to run the University according to its values.”

Simon de Szoeke
Physics of Oceans & Atmosphere

“My day-to-day life here is really good. I understand many others don’t have this and need to address their immediate issues, which I fully support. I am very concerned about long-term problems: erosion of benefits, decreased research and education funding, attacks on the tenure system, and loss of prestige in public institutions. To address all of our concerns, I support having a strong unified voice for faculty at OSU.”

Jan Medlock
College of Veterinary Medicine

“A faculty union is a chance for all of us—instructors, researchers, tenure track, and non-tenure track—to come together as a community and find a unified voice. Tribalism—by college, department, or job description—makes us easy to ignore, but by forming our own faculty union, we can unite our voices and make sure that all of us are heard. We will also become part of an even larger community of faculty, joining other universities in Oregon, nearly all of which already have faculty unions. We are definitely stronger together, and for that reason I strongly support the formation of a faculty union at OSU.”

Bill Thomas
Botany & Plant Pathology
“I have worked both unionized and nonunionized jobs, and universally, when I was represented by a union, working conditions, workers’ moral, and overall quality of life was better. Whether or not members were active in the union or needed to call on its services directly, every employee benefited from knowing they had a voice. Academia should be no exception; though we prize our ability to act for ourselves, that our talents should be sufficient to garner support and respect, it yet remains that we are stronger when we can speak out for each other, when we can stand together for what is fair and right, when no one has to stand alone. I support unionization because I have seen the real, measurable good it can do for a working community, and I believe that will be no different at Oregon State University.”

Lorien Reynolds  
Crop & Soil Science

“I am attracted to the idea of joining a faculty union mainly out of solidarity with the instructors, but also more broadly to encourage democracy, participation, and a strong faculty at OSU. I also believe that American institutions would be strengthened by a stronger sense of democratic participation and responsibility.”

David Luft  
History

“Faculty research assistants are the gears that make the research at this university happen: we collect the data, do the analysis, and write the papers. Yet the university invests very little in us. Like many other FRAs, I am fully grant funded, meaning that I have very little job security. If there aren’t grant funds to support me and the projects I work on, then my job here is done. And when I leave, the university loses my expertise. It feels like a temporary job because it is. In everything I do: in my publications, in my trainings and in my outreach and engagement events, I am representing the university. I want the university to invest in me as an employee, as a representative of the university, and I believe having a union is the only way to get that to happen.”

Tammy Winfield  
Extension Family & Community Health

“I support unionization because I have seen the real, measurable good it can do for a working community, and I believe that will be no different at Oregon State University.”
"A single mother who had a tenured faculty position at a teaching university in the Midwest raised me along with my three siblings. I have now worked for over three decades as a faculty research assistant at OSU. My experience has revealed that specific types of challenges faced by my mother in the 70s and 80s; pay and promotion inequity, funding gaps for research staff, replacement of tenured track faculty with non-tenured track positions, still exist today and in some cases are increasing. A faculty union at my mother’s university was necessary in helping to win a legal battle against pay inequity across the university. As a result 51 faculty received salary increases (78% who were women or minority). I support a faculty union, which would serve as a bargaining platform and bring all teaching and research faculty across our campus together to gain mutual benefits for a stronger OSU.”

Beth Siddens
Environmental & Molecular Toxicology

“As a graduate student I was in the Graduate Employees Union and many of my family members are or have been union members. I know firsthand the power of collective bargaining. We need United Academics at Oregon State University to ensure our voices are heard when the administration makes decisions that affect our lives. With a faculty union we can insist that the administration addresses our concerns about university governance, budgetary transparency, job security, wage and benefit packages, work conditions and parking in a fair and equitable way. Alone, we are one employee complaining; as union members, our voices will be amplified.”

Mary L. Fantaccone
Linus Pauling Institute

“I support the formation of a union for research faculty at Oregon State University. It would be good for research faculty to have our own voice in negotiations with the university. An academic union which works with the University while aiming to support the issues of its membership would be a plus. It would be nice to have a voice in lobbying and give input for decision making. Such a vehicle should be able to both help improve the University and address the concerns of its research faculty.”

Robert O’Malley
Botany & Plant Pathology
“My perspective on the formation of a faculty union stems from my experience as both an administrator and as a faculty member. I am fully in support of the formation of a faculty union. Here’s why. A faculty union would provide an organization for individual faculty to share experiences, strategies and frustrations with one another without administrative oversight. It will create opportunities for administrators to hear from representatives of the faculty, particularly those on fixed-term status, on how their own management style could be modified and/or improved in the interests of maximizing the learning environment for students. Too often administrators in large organizations are deprived of honest and forthright feedback from their subordinates. We will also be able to generate a more open sense of common cause which would be conducive to better relations with external donors, whose support is increasingly critical in fostering a vibrant symbiosis between learning, teaching and research.”

Marlan Carlson
Music

“I believe that universities work best when all faculty members are united. To me, that means faculty members across the board working out a shared model of governance and looking out for each other. It is our job to maintain the academic focus of the university, and to do that, we need to work together.”

Megan Ward
Writing, Literature & Film

“With a strong faculty union, more voices are added to the conversation about institutional priorities.”

“With a strong faculty union, more voices are added to the conversation about institutional priorities. Without a union, the administration is free to make whatever decisions it wants to regarding salaries, working conditions, and the direction of the university. I envision a faculty union where voices that are currently pushed to the side are instead brought to the center. A strong faculty union can work with other groups (classified union, grad employee union, student government) to bring the priorities of the university back to education and research, and away from simple revenue generation and corporatization.”

Gloria Ambrowiak
Crop & Soil Science

“Retention of individuals with talent, passion and institutional knowledge would seem like reason enough for OSU to encourage a union. But in the 2017 political and social climate, our most vulnerable colleagues are people of color, tenuous citizenship, and marginalized sexual identity. I support a union to create a more equitable and transparent workplace. Let us not be a sanctuary campus in name only.”

Marnie Zirbel
Ocean Ecology & Biogeochemistry
“Our union would be an additional mechanism by which faculty can influence university policy. It is difficult for individual faculty to influence a range of issues such as budget transparency, the relative proportions of tenure track and non-tenure track faculty, and legislative funding decisions for higher education. Our union could provide a stronger collective voice for addressing these.”

John Lambrinos
Horticulture

“I support a union as a resource to help faculty members understand our rights and options. By the nature of our positions, we work in isolation, especially in administrative issues. I feel I’ve lacked advocates as well as transparent channels to peers with relevant experience. For example, I didn’t know how to negotiate a family medical leave for elder issues: I needed partial leave to still have access to campus to keep my program going, but without my unit changing my PD, needed full leave to be relieved of teaching a class I couldn’t handle. Other examples have been uncertainty on how to be heard with a salary equity issue, and on a mismatch that I perceived in lab space, FTE, and other resources needed for my job.”

Barb Lachenbruch
Forest Ecosystems & Society

“As a historian, I am convinced that unions have been a necessary element in ensuring better treatment for workers (this is true in most fields of employment). While academics have often eschewed unionization, assuming it is only necessary for the ‘working class’, the truth is that college professors—and in particular the fast growing number of non-tenure stream faculty—need and deserve protection.”

Eliza Young Barstow
History

“As a Latina academic and a mother, I believe a union will advocate for a work environment that is family-friendly and that values diversity. Also, in a time when freedom of speech in academia is being threatened, a union will support my research, my teaching, and my intellectual expression.”

Ana Ribero
Writing, Literature & Film

“I think it is important for everyone to feel safe, and to realize that their employer is considerate of their needs, and priorities. A union provides an opportunity for faculties to stand united, and to have a cohesive voice to address unnoticed concerns of employees to the administration. I believe, only when you are being heard, then you can build a great work relationship with your employers’ administration.”

Neelam Redekar
Crop & Soil Science
“I believe in unions because my grandfather organized farm laborers during the depression, and all my life my family instilled in me the idea that rights can never be taken for granted; people always need to make sure they’re carving out a space to articulate their needs. Now that I’ve been a political scientist for years, I’ve combined that upbringing with a strong belief that accountability is simply a key component to making any organization responsive to people’s needs. It doesn’t matter how wonderful that institution is or how well it works; every social entity, whether it’s a government, a business, or a university, needs organizations that make them accountable and at times push for change in ways that aren’t always comfortable.”

Sarah Henderson
Political Science

“Organizing as a collective bargaining unit builds a community with a vision for OSU as an employer. As faculty with unique positions across the university we can unite diverse perspectives to fight for equitable salaries, working conditions, child care, and whatever else may arise. While individual voices can have power in an institution, a union provides a tall platform to fight for what we, together, believe in.”

April Strid
Environmental & Molecular Toxicology

“A faculty union can represent the interests of its faculty members on a variety of issues: parental leave, cost-of-living raises, employment rights, and job security, among others. The union can represent faculty of all types, not just those on the tenure track. It can serve as a powerful voice for isolated faculty members across campus. This is why I support a faculty union at OSU.”

Brett Burkhardt
Sociology

“I support faculty unionizing at OSU because I believe as employees of such a large employer we need an advocate that is outside the confines of the university system and whose sole purpose is to better the working conditions of the people it represents. I would like to see the union negotiate for consistent unambiguous guidelines on Instructor evaluations, FTE course loads and merit based salary increases. I would also like our union to fight for improved availability of childcare resources for faculty.”

Katie Jager
Statistics
“I support a faculty union because I support a fair and equitable work environment for all faculty, as well as a shared-governance model for higher education.”

Gail Langellotto
Horticulture Extension

“Universities around the country are in the midst of profound changes over which faculty have little control. These changes will affect every aspect of our lives and work. If we form a union, we will be in a better position to help shape that transformation.”

Jillian Gregg
Crop & Soil Science

“Justice and inclusivity are among the most firmly held values at Oregon State University. Participation in United Academics would create a more equitable environment among the non-tenured senior research, research assistant, and instructor ranks. At this time there are startling pay differences among individuals with like ranks, without an apparent difference in duties. I think that coming together as an institution could shine some light on such differences. The contributions of the non-tenure track faculty are significant to the mission of OSU. Justice and inclusivity must be across the board if they are to have any meaning.”

Linda J. Brewer
Horticulture

“I support a faculty union because we need transparency and administrative accountability for full time, part time, tenured, and nontenured faculty. Rampant inequality in the treatment of faculty is demoralizing and counterproductive. While we unfortunately appear to be following a more corporate model in university administration, the aspect we most need to model – employer accountability – is woefully missing. As someone who needed the services of an employment lawyer while at OSU, I know from personal experience that faculty have little legal recourse compared to their industry counterparts. This is because the faculty handbook is merely suggestive and not a contract with real consequences. This must change.”

Jo Tynon
Emeritus, Forest Ecosystems & Society

“...the faculty handbook is merely suggestive and not a contract with real consequences. This must change.”

Chris Stout
Political Science

“I am supportive of United Academics because it will provide a greater voice to the faculty around the decisions made on campus. It will allow faculty to work to ensure that the quality of education we provide for students remains strong.”

Chris Stout
Political Science
“A faculty is united by its faith in the mission of the university. I believe that our commitment to OSU’s mission is supported by organizing a union. OSU is a complex institution, but the faculty share many concerns that the AAUP has been committed to protecting for a century. Our rights as faculty and our role in governing this university were not given to us by the administration. These rights were bargained by the AAUP, and I believe they are best guaranteed to our present and future colleagues by a union. A university administration can be distracted from our mission by people with interests that compete with research, teaching, and service to our colleagues. A union represents our common interest in our vocation, allowing us to bargain with a united voice when people opposed to research, teaching, and service try to influence OSU’s administration.”

Bill Loges
New Media Communications

“As with many workplaces, OSU has a strict hierarchy with a group of folks at the top who make life-altering decisions about the resources available to folks at the bottom. And so, like every other workplace with a hierarchy in place, OSU needs a union and a bargaining agreement. Sometimes, talk about bargaining agreements can make us uncomfortable, because these agreements make the hierarchy we work in more obvious. But these agreements are designed to manage and avoid conflict by ensuring the fair distribution of resources across levels of a workplace hierarchy. Sometimes we have trouble asking for and securing resources from our supervisors – even or especially when we really like them and they like us. A bargaining agreement gives us support. It’s not just a personal request anymore, it’s a collective agreement that the resource will be distributed in a way agreed to by everyone.”

Sharyn Clough
Philosophy

“I support a union because I believe that, in the long term, it will be beneficial to the faculty and to the administration. The wish to unionize is born out of unattended grievances and a sense of unfairness that is detrimental to the mission of the university. Collective bargaining will ensure that these grievances are properly considered.”

Ricardo Matano
Physics of Oceans & Atmospheres

“We are stronger together, always.”
“I support a faculty union at OSU because it will help protect academic freedom and shared governance. Our union would bring greater job security and equity for all faculty. In an increasingly corporatized university, building our union feels urgent as a way to support the rights and wellbeing of faculty, which will also benefit students, staff, and the larger community.”

Patti Duncan
Women, Gender & Sexuality Studies

“In an increasingly corporatized university, building our union feels urgent as a way to support the rights and wellbeing of faculty, which will also benefit students, staff, and the larger community.”

Jennifer Parham Mocello
Electrical Engineering & Computer Science

“In an increasingly corporatized university, building our union feels urgent as a way to support the rights and wellbeing of faculty, which will also benefit students, staff, and the larger community.”

Penny Bazanele
INTO OSU/World Languages & Cultures

“As an instructor, I am in support of building our faculty union because this would 1) allow non-tenure-track faculty to hold supervisors accountable for consistent and equal job duties related to teaching load and service activities, job titles, and pay based on position and qualifications, 2) make supervisors responsible for providing teaching non-tenure-track faculty with a clear process and support for promotion, and 3) ultimately provide non-tenure-track faculty a voice and transparency in decision making.”

“A Theologian, decades ago said, ‘there is simply a point at which social analysis must be validated in action or else it becomes morbid, self-indulgent, compounding the very issues it professes to clarify.’ There has been much talk, for years, of organizing and forming a Union. I support, not only the idea of a Union at OSU, but I equally support the establishment of a UNION at Oregon State University. Frederick Douglass famously stated, ‘find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them.’ I say, enough! A Union Now at OSU.”

Robert D. Thompson, Jr.
Ethnic Studies
“Education is a public good. It is not a product to be bought by people with the means. I have watched education become commodified over my lifetime and thus, the now consequential and monumental ignorance of many in American society of injustice, climate change and the threats of ecocide from weapons of mass destruction. I have seen the state of Oregon’s once respected K-12 and higher education system’s ability to educate plummet to all-time lows due to financial and social neglect. Our union is our call to action. Protecting education as a public good is essential to achieve equality and a better world in our state and our global economy. Education must not be eclipsed by those driven to transform our institution into a competitive private money-making endeavor and instead, we will build together a sustainable path for the future we need.”

Linda Richards
History

“I am appalled that powerful voices in this country do not believe in our mission: to discover, to advance our understanding of the world, and to teach our students how to be critical thinkers and ethical people. I believe that faculty need a collective voice to fight against science deniers, privatizers, and others who seek to reduce universities to corporate tools and destroy our ability to advance human knowledge and understanding.”

Pat Chappell
College of Veterinary Medicine

“Protecting education as a public good is essential to achieve equality and a better world in our state and our global economy.”

“I support forming a faculty union at Oregon State University because the gig economy may work for taxi drivers, but it is a poor way to run an academic institution.”

John Campbell
Forest Ecosystems & Society

“Our faculty union’s presence would help facilitate positive changes that affect faculty, students, the university, and the community. As an instructor who is non-tenured, and is on 9 month/3 month contracts, it is unpredictable at best, to try to map out one’s future past 3-9 months. This perceived temporary status is sometimes viewed in terms of our work being less valuable. We deserve better. Instructors teach and enrich the journey and the lives of our students. We should have more job security, equitable benefits, and a say in matters that affect us all. Our union affords faculty the tools and opportunity to be treated fairly and to have our voices heard. Faculty, in turn, can be more productive with their time, unencumbered by the weight of issues they have, in the past, dealt with individually.”

Kelly Morales
Crop & Soil Science
“I support the development of a faculty union at Oregon State University as this will create a collective voice for faculty members to express their opinions and concerns regarding University activities. Student enrollment at OSU has more than doubled in the last twenty years and the number of faculty members has increased from 3,015 to 3,794 over the last ten years. It is important for the faculty of OSU to have a voice in university decision making considering the growth of the university and pivotal role that faculty play in accomplishing the mission of the university.”

Max Wightman
Forestry Engineering & Resource Management

“I support the unionizing effort at Oregon State University because United Academics of Oregon State promises to be a force in making Oregon State a socially just university. Why will it do this? We know that there is inequality in the treatment of faculty at OSU. We know that in making the working conditions better for those who are not treated well, in pay, in time in the classroom, and in perks, we are going to improve the conditions for student learning, research, and the attitudes that get people cooperating to make a better university. Thus one of the main functions of a union, if it is successful, will contribute to bringing about a more socially just university.”

William Uzgalis
Emeritus, Philosophy

“A faculty union would give us power to negotiate for better working conditions for all faculty and increase equity and transparency across units at OSU. Just look at what unionization achieved for our colleagues at University of Oregon: clear merit raise policies, sabbaticals for career non-tenure track faculty, and paid family leave.”

Charlotte Wickham
Statistics

“My department receives no funding from student tuition to support our programs. In the past, students could be enrolled in up to 16 credits without paying additional tuition. With the change to students paying per credit hour enrolled did not come a change to the funding model of my department’s courses. The tuition generated by the classes we teach is not returned to our department. Instead, the department is funded entirely off of additional fees assessed to students enrolled in the classes we teach. I am supporting my faculty union at OSU because I want equitable funding for our programs.”

Marc Green
Physical Activity Course Program
“For me, the importance of having a union lies in its promise to help maintain a balanced relationship between faculty and university management. Faculty should be given more say in the construction of a research, teaching and administrative environment. They invest their career in it and work exceedingly hard. More importantly, through research and teaching, they constitute the core of higher education, responsible for pushing the boundaries of knowledge and sharing their insights and perspectives with students. It seems that they should enjoy the opportunity to introduce and implement their vision of what a university should become. In addition, a union could help a faculty in a variety of situations, ranging from unreasonable demands from university management to the issues of equity, equality and discrimination. These challenges could take place at a collective and individual level. In the twenty-first century, it seems especially imperative that faculty express their concern and values in the rapid process of marketization of higher education.”

Hung-Yok Ip
History

“I strongly support establishing a faculty union at Oregon State University. Our faculty union at OSU will help secure the livelihoods of all who desire to educate the public, and create new opportunities for diverse leaders and coalitions. It will help turn our university into a community that better models the kinds of societies we absolutely must create more broadly: inclusive and awake ones that seek equity and that put the wellbeing and flourishing of all people and environments over profit.”

Kenneth Maes
Anthropology

“As a post-doc that had been at OSU for 2 years, I had my son, I was entitled to no paid leave and had only accumulated 10 days of sick leave! So I would have had to go back to work two weeks after delivery or take a huge pay cut (while paying medical bills). I told my PI, who is >70 and a male. He said, ‘What is this, 1962?’ and agreed to give me paid leave. However, this was not ‘allowed’ by the university, so I had to return to work after one month so I could afford to live, despite his intentions. We need paid maternity leave for all tracks! This is why I want to build my union at OSU.”

Sarah Gravem
Integrative Biology
“After nearly ten years as a faculty member at OSU, I have decided to leave because of the conditions I have worked through, but I believe a faculty union would help protect other current and future employees against many of the hardships I have experienced that have led me to abandon nearly two decades of work. I expect a union would work to reduce inequities and encourage responsible and respectful employment contracts, which had they been in place while I was employed probably would have kept me in academia. For years I have operated on 3-month contracts and been paid less for the same tasks as others. I have had classes canceled with just a few weeks’ notice, which cuts my salary by 30% for the next three months. No faculty member should ever have to live with this level of uncertainty. I have watched faculty be rewarded or penalized unfairly between genders, ethnicities, ranks, and other physical traits. I have personally been discouraged by the administration from filing misconduct complaints against other (more secure) faculty members. I believe a union would help provide less secure faculty members with a way to protect themselves in such situations. Oregon State has proven it is incapable of treating faculty respectfully and fairly. This must change, and a union can help make that happen.”

Christine Olsen
Forest Ecosystems & Society

“As a higher education scholar, I support OSU faculty efforts to unionize. The privatization of higher education and increasing pressure on public institutions to do more with less have had damaging impacts on faculty working conditions. Unionization can give faculty a stronger individual and collective voice in shared governance.”

Gloria Crisp
College of Education

“Having previously worked in a state university with organized faculty, I appreciated having a recognized forum for discussion of common issues and collective advocacy. Even at an institution with strong leadership on behalf of faculty and students, academic faculty members have concerns and issues to raise, and a union would help to channel these concerns into positive action.”

Jacob Hamblin
History

“In recent years our choice of insurance provider has been minimized. This has resulted in some health care not being covered, and a reduction in choice of health care providers. Also an insurance deductible has been introduced, which is $250 per person in my case. One of the benefits of being a union member would be that we can challenge any further reductions to health coverage.”

Ed Labut
Linus Pauling Institute
“I support our union at OSU. We need to address the serious inequities on our campus, especially the too-often poor treatment of non-tenure track contingent faculty/fixed-term instructors. We need better mechanisms to support true shared governance, with real faculty input into important decisions. We need more transparency, especially on budgetary issues. A strong union will help us achieve better outcomes and more stability, benefiting all faculty at OSU, and also benefiting the students that we teach.”

Jonathan Kaplan
Philosophy

“...I believe that unity among and substantive shared governance for faculty of all ranks is key in protecting academic freedom...”

Mark Wynn
INTO OSU

“The history of industrialization has clearly shown that if employees are left to negotiate their working conditions individually, they will be forced into conditions which benefit the company yet greatly impoverish the work-life balance of workers and undermine their pursuit of happiness. In education, the situation is aggravated as the push to maximize profits additionally impoverishes students’ experiences because instructors are forced into situations where they cannot teach at their best; thus, parity can only be achieved when employees negotiate collectively.”

Dale Hubbard
Ocean Ecology & Biogeochemistry

“I support our union because I’m proud to be a part of the Oregon State University community, and I believe that unity among and substantive shared governance for faculty of all ranks is key in protecting academic freedom, fostering collaboration between faculty and administration, and ensuring that OSU’s fundamental mission of teaching and research continue to be the university’s priority.”

Rebekah Perry
Art

“Union representation is now more necessary than ever to prevent FRAs and instructors from suffering the ill effects of OSU’s ever-expanding, unevenly-applied bureaucracy.”
“After getting laid off from my previous job, I spent more than a year trying to get a job in my field. Any kind of safety net during that period of time that I was searching for a job would have been incredibly helpful to me and my family. My hope is that the union may be able to provide that stability to prevent it from happening to others in similar situations.”

Warren Hanson  
Environmental & Molecular Toxicology

“I support UAOSU because I believe in strong shared faculty governance in the running of the university. A union can provide a collective voice for equal opportunities and outcomes, and can help us advocate for social justice in our workplace. Everyone needs to be involved and our union needs you!”

Janet Lee  
Women, Gender & Sexuality Studies

“I support our faculty union because it will advocate strongly for the welfare and security of faculty members within and beyond the tenure track. The State of Oregon continues to divest from public education, and such policies are aided in part by false narratives of lucrative faculty compensation and administrative excess. Through its promotion of transparency at all levels of university operations, our union will work to replace such narratives with a more uncomfortable set of truths regarding how we choose to value our public land-grant university and what steps must be taken to improve its status as a just and fair place to study and work.”

Ray Malewitz  
Writing, Literature & Film

“I am building a union with my colleagues because I believe uniting together will bring strength and power to our voice. As Martin Luther King stated: “The labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them.”

Lucia Stone  
INTO OSU

“The anticipated formation of a union for university faculty is an important development allowing increased levels of communicating during university policymaking process.”

Vaughn Walton  
Horticulture Extension

“...I believe in strong shared faculty governance in the running of the university.”
“I support the formation of a faculty union at OSU so that one day we can join almost every other country in the world and provide paid family leave to our hard-working employees. It was incredibly hard having to sacrifice my family’s financial stability to stay home with my newborn daughter, and as union members we will be able to fight to provide the community and financial support to our colleagues that will allow them to stay home with their newborns and family members that need their attention. Additionally, as a faculty research assistant I am tired of seeing new hires in my workplace being offered equal or higher pay than those who have been here for years. Our experience, knowledge, and dedication to our work should be recognized with a system of raises, rather than a system of wage compression. I will fight for this for all of us, and I hope you will join me.”

Alicia Leytem
Environmental & Molecular Toxicology

“Union. Unity. Being together. Working together. From my perspective, whatever we can do to work together more is a good thing. Hierarchies may be efficient or effective for making money, but cooperation and collaboration are much more useful for building the strength of a community. A learning community is necessarily a process which involves all voices. What is a university if it is not a learning community?”

Rev. Jill McAllister
Philosophy

“I support the establishment of a faculty union at Oregon State University. In today’s political and economic climate, it is more important than ever to ensure a strong faculty voice in university policies, budgeting, and strategic vision. I believe that a union will provide crucial support for our faculty, which in turn will benefit students, staff and other members of the university community.”

Bryan Tilt
Anthropology
“The union that we are building at OSU will help ensure that the university remains focused on the core mission of teaching, research, and extension. As universities become more corporate in structure, faculty voices are being muted. But faculty are the university and it is our knowledge and experience that are critically important to making informed decisions about OSU’s future. Building our union is an important step toward guaranteeing shared governance. At a time when academic freedom is under assault, our union will help protect the rights of all faculty to teach and conduct research on potentially controversial topics. And building our union will guarantee that non-tenure track faculty, who now make up a majority of faculty, will be compensated fairly and provided with the job security necessary to protect academic integrity and freedom. Please join us as we organize to ensure a bright future for OSU.”

Kathleen Stanley
Sociology

“There are many potential benefits to unionizing—one of them being bringing our collective power together to work with the University administration so that we have stronger and unified representation in Salem. But beyond that, a union would provide an opportunity to help build a more just and compassionate university and to serve as a model for the greater society around us. This includes supporting our university leadership that has so often proven to be ahead of the curve on the critical issues of our day.”

Stuart Sarbacker
Philosophy

“As the university moves ever closer to a corporate model, the need for a strong union of faculty is critical. Without our union, the faculty [to include research faculty] of Oregon State University will have little or no voice in the future of the university, little confidence that the mission of the university will be realized with transparency, accountability, and fairness. Through collective bargaining, we have a chance to keep more of the things we love about the university and work on the things we want to be better. The essence of the situation is simple: If we want something we’ve never had, we have to do something we’ve never done. If we want a future where we work for a university that we’re happy with, and live in a community that we feel good to be part of, we need to join our hands and voices and invent that future together.”

Michael Slater
Electrical Engineering & Computer Science

“If we want something we’ve never had, we have to do something we’ve never done.”

“My calling is to teach. Being with students as they learn is immensely rewarding and I have worked hard to expand and refine my teaching skills. I’m lucky. I have work that I love and a unit that supports me in doing it, but I still want greater job security than a 9 month contract can provide. I support our faculty union for more job security for instructors like me.”

Sarah Cunningham
Anthropology
“I believe that when all faculty, including part-time and non-tenured faculty, have a strong voice in university governance, the whole university benefits. The faculty are not only experts in their disciplines, but they are on the front lines, working directly with the students. We know what our students need in order to be successful. We put our hearts and souls into our work, and we should have full participation in shaping the priorities and mission of our programs and of the institution so that we can better serve the community. Some people think that a union’s main purpose is to improve salaries, benefits, and working conditions of its members, but a faculty union also has the potential to help positively shape the institution as a whole.”

David Servias
Music

“...we should have full participation in shaping the priorities and mission of our programs and of the institution so that we can better serve the community.”

“Unions protect and enhance shared governance, transparency and decision making within our academic institutions. Having a faculty union at OSU will empower us and provide the necessary spaces for us to use our professional judgement and our expertise, and to have a seat at the decision making table.”

Mehra Shirazi
Women, Gender & Sexuality Studies

“I believe having a strong union will allow faculty and staff to engage in open and honest dialogue with the administration when contentious issues arise. Forming our union is our best way of ensuring fair pay, creating job security, and making sure that all faculty and staff have a safe and productive working environment. This will not only benefit us but the University as a whole, allowing us to better serve faculty and students alike. As a former union steward for the Alaska State Employees General Government Bargaining Unit I saw firsthand how having a strong, united union gave employees a powerful seat at the table during contract negotiations which helped us avoid devastating funding cuts and a series of layoffs. I hope to see the same unity and strength in our union.”

Kristin Politano
Integrative Biology

“For me it’s about needing checks and balances. For a long time in our academic environment I believed all parties had a real voice in decisions that directly affect us. However, I learned that this was not the case when, over the last few years, our School experienced changes in leadership in which our School’s united voice against the changes had no effect. This showed me that the faculty on this campus don’t really have a voice here. Like any healthy system, our university needs real checks and balances to decisions made by administration. I support a faculty union to provide these checks and balances.”

Margaret Burnett
Electrical Engineering & Computer Science
“When I first came to OSU, I thought the university would treat faculty fairly and address concerns if there were problems. I wanted to believe that they would fix inequity, they wouldn’t stand for the exploitation of vulnerable faculty, they would correct salary compression and disparity, and that they would work to retain valuable colleagues. Instead, there are supervising administrators who have pressured vulnerable faculty to work far beyond their position description without support, recognition, or compensation. This has created a class of faculty who are paid far less than others for comparable work. We seek a meritocracy, where hard work and talent are rewarded, but too often clear bias has influenced decisions on allocations of initial salary, merit raises, financial support, work load, and professional opportunities. Sadly a long career at OSU is generally rewarded with significant salary compression with few exceptions, driving many talented faculty away to other universities. I have waited over 20 years for this University to show me that they prioritize and are competent to fix these inequities. I’m still waiting. I believe that we, as faculty, can do better.”

Robin Rosetta
North Willamette Research and Extension Center

“Our union can give all of us a voice, a voice that is heard and will make a difference in the lives of many Oregon State faculty and researchers. For me, forming a union will improve many things on campus, but most importantly, it will help create a more Socially Just Campus and strengthen Shared Governance. The corporatization of education throughout our society is very alarming and we, together, can change the course and return education to the people to strengthen ALL in our society.”

Scott Peterson
Mathematics

“I love my job and things have been pretty good for me. However, I feel that it is important to form a union with my colleagues so that there can be greater fairness and equity for all faculty at OSU.”

Laura Helgerson
Crop & Soil Science

“For all that is good about OSU, there is a certain kind of change that can only happen when faculty and others have an independent source of strength. That’s what a union is. Institutions can’t reform themselves, not fundamentally. And I think this is especially true for adjuncts and other instructors, those who teach twice as much and get paid half as well, with little or no job security. There’s a structural flaw, an injustice, in the way we reward the people who teach the majority of our classes, and I think only a union can give us the strength, and the strategies, to right this wrong.”

Chris Anderson
Writing, Literature & Film

“For all that is good about OSU, there is a certain kind of change that can only happen when faculty and others have an independent source of strength.”
“Although a university is made of many important roles, its heart lies first with students, and second with faculty. While students bring life and engagement, the direction and goals of the institution are in large part driven by the instructors, professors, and researchers who execute its mission. A faculty union should not only protect the interests and security of its members (and thus OSU at large), but also provide a unified voice for faculty, that they may better guide the university to success in our shared goals of teaching, research, outreach, and engagement.”

Shawn O’Neil
Center for Genome Research & Biocomputing

“In the five years that I have been a tenure-track faculty member, I have experienced countless policy changes with little to no input from faculty and staff and with apparent little consideration for how these changes functionally impact the ability of faculty and staff to effectively educate students, conduct quality research, and provide support to our stakeholders. Faculty and staff need clear and efficient pathways to effectively communicate with administrators to solve problems and advance OSU’s mission. I believe that our union would lead to transparency in policy making and provide a platform of accountability for communication between faculty and administrators.”

Joy Waite-Cusic
Food Science & Technology

“To me, unionizing means having something more concrete to rely on than hope when it comes to job stability and security. As an untenured instructor, a term-to-term contract means that my future and the future of my family is built on an unsteady foundation. On days when the frustration of these working conditions weighs heavier, it’s hard not to feel as though our devotion to our jobs and to our students has been used against us and made us easier to take advantage of—I can’t fathom not teaching, I can’t imagine loving anything more, and so I stay. While I know that many of my colleagues share these sentiments, I am learning that our situations are still more comfortable and secure than many of our faculty in other departments. We deserve more than this. I believe our union is the best path to securing these changes.”

Alyssa Halton
Writing, Literature & Film

“To me, unionizing means having something more concrete to rely on than hope when it comes to job stability and security.”
“I support a union at OSU because research faculty paid with soft money need some basic levels of job security. OSU’s reputation as a high-level research university depends on these researchers and OSU needs to recognize this.”

Kelly Vining
Horticulture

“I strongly support our faculty union because all members of our academic community, especially the most vulnerable non-tenure track faculty, deserve to have a voice at OSU and sustainable positions. Collective bargaining and transparency in salary, contract renewals, and career advancement will help ensure that our academic community at OSU is vibrant, supportive, and equitable.”

Amy Garrett
Extension Small Farms Program

“Why is this important to me? Because when it comes to decisions regarding labor contracts, outsourcing, benefits, and tuition increases, OSU administrators call all the shots. For me, unionization will provide the powerless, the marginalized, and the forgotten a voice in the creation of a more just OSU.”

Mike O’Malley
College of Education
“Though I have never belonged to a labor union, I have always been supportive of the concept. The US has a long, hard fought history of unionization that has impacted all workers mostly for the good. We can thank unions for the 40-hour work week, the 8-hour work day, vacation, and many other benefits that most Americans (unionized or not) enjoy. Unions are one of only a few institutions that protects individuals from the tyranny of private power – and serve as an important control on the concentration of power. As individuals we are vulnerable to abuses but together, we can negotiate for safe, stable, fair, and just working environments. Though my own working conditions are very favorable working for Oregon State University, I am concerned about the future of public institutions in general. An increasing reliance on a business model rather than a publicly financed education increasingly is pricing out low income students and saddling so many with crushing debt. This shift no doubt is having effects on educators and other paid staff and thus, I am in favor of unionization. We the people need to come together and demand fair and just treatment from the ruling class.”

James Cassidy
Crop & Soil Science

“I’m building our union because all members of our academic community, including the most vulnerable members, deserve livable salaries and job security. The university’s research agenda increasingly relies on non-tenure track researchers, yet these researchers have no representation or advocates when it comes time to make important decisions. Collective bargaining will ensure postdocs and research associates have a voice at OSU. Building our union means salary, contract renewals, and career advancement will become more transparent and equitable. This is the way to ensure OSU’s academic community is vibrant, supportive, equitable, and continues to attract and retain talented researchers.”

Cassandra Glaspie
Fisheries & Wildlife

“I believe that a union can strengthen the ability of faculty to use their good judgement and experience in teaching and research to implement OSU’s mission and goals.”

Michelle Dolgos
Chemistry

“This is the way to ensure OSU’s academic community is vibrant, supportive, equitable, and continues to attract and retain talented researchers.”
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