

We are Portland State University

Presented by the GEU Bargaining Team





PSU Mission Statement

- ❖ We serve and sustain a vibrant urban region through our creativity, collective knowledge and expertise.



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Meet with Students

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Hold Study Sessions

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Present Research at Conferences



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Meet with Students

Teach Undergraduate Courses

Hold Study Sessions

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Run Experiments



Meet with Students

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❖ **Assist Professors** collaborative learning, innovative research, sustainability, and community engagement.

- ❖ **W** create a diverse community of lifelong learners.

Research and teaching have global impact.



Present Research at Conferences

Run Experiments

Publish Papers under PSU

Teach Undergraduate Courses

Meet with Students

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Hold Study Sessions

Proctor and Grade Exams

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Run Experiments

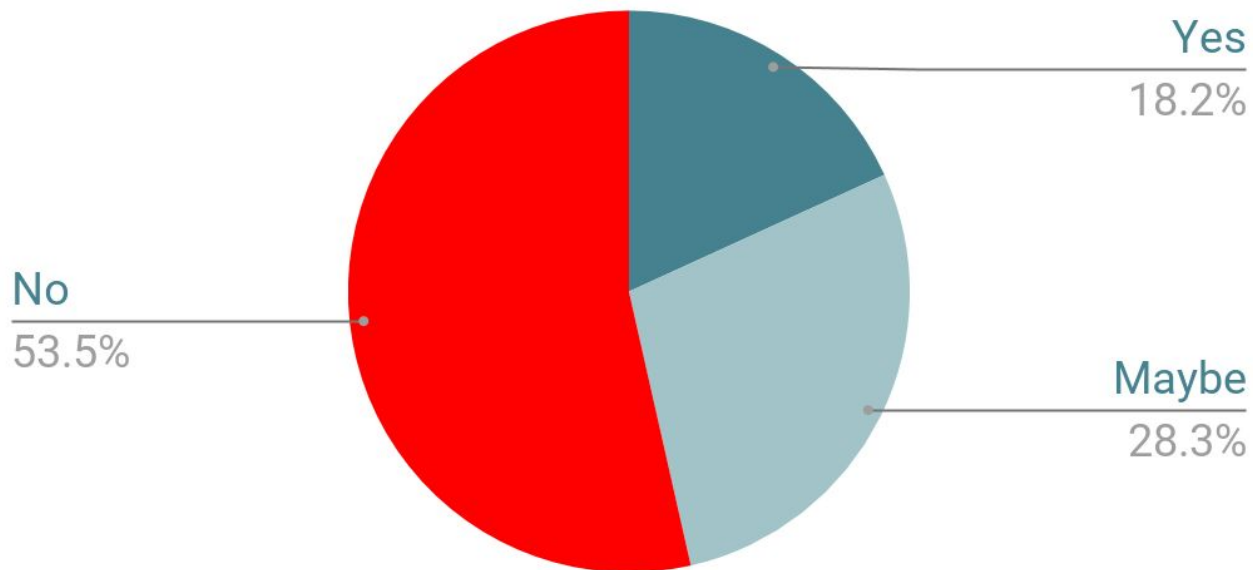


A Day in the Life...



More Tell their Stories

I feel I am compensated fairly for my work.





GAs Speak Up...

“I luckily saved up some money to use while in school, so my GA position is my main job. However, were I to only received my stipend, I likely would not be able to survive on that alone. I have a history of being paid a lot more to do a lot less intensive work. However, I do not feel that I will be restored to that wage again, and now having to buy health insurance will be incredibly expensive. I have not yet worked out how I will be able to afford health insurance at the university's current listed price.”



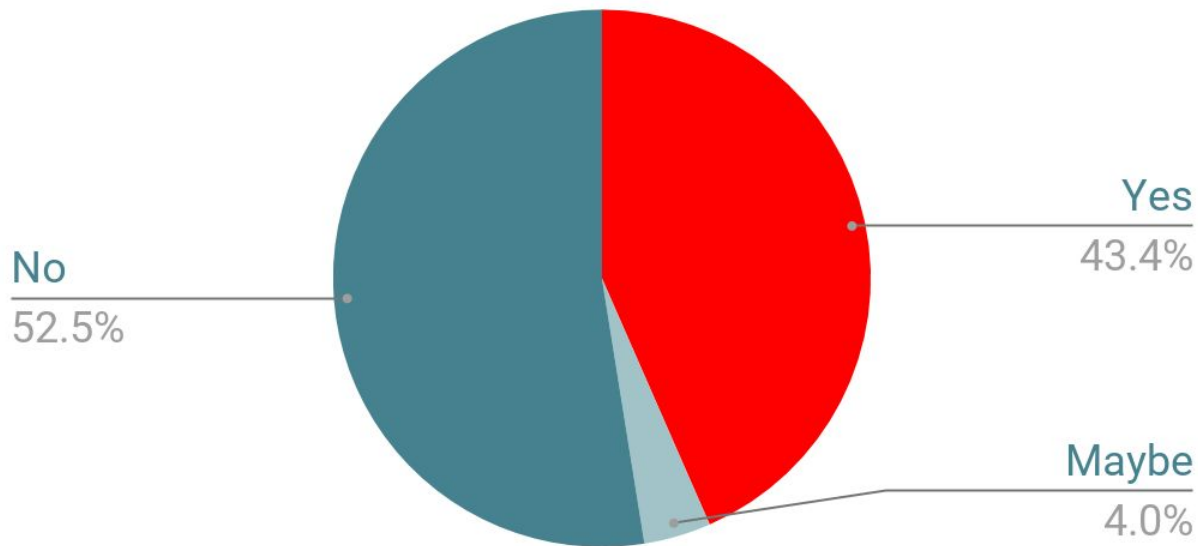
GAs Speak Up...

“My stipend doesn't even cover my rent even if I had no other expenses, and I live in a small, run down apartment far from campus. My partner has to pay all our bills, or I would not be able to attend PSU”



More Tell their Stories

I am currently using student loans to subsidize my salary.





GAs Speak Up...

“I currently have to work three jobs and take out student loans in order to pay my bills. I work half-time as a certified public school teacher, I work as a GA, and I have a paid internship. I additionally must take out full student loans to pay bills, so I am continuing to go into debt...”



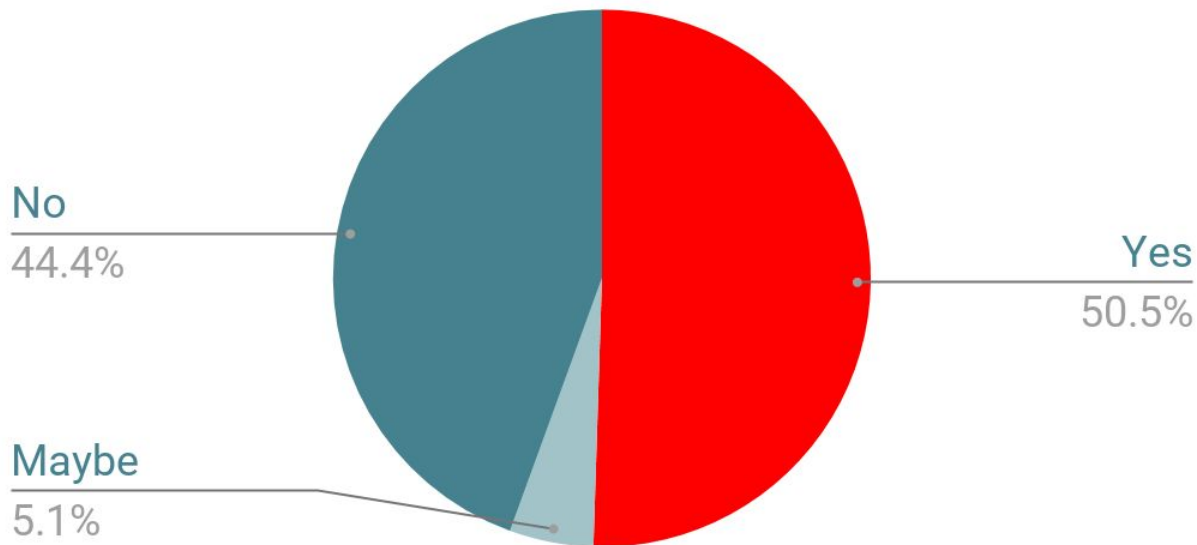
GAs Speak Up...

“Compensation is nowhere close to being able to afford living in Portland after the University fees are included (over \$400 / month!). After taxes, university fees, and rent / utilities, I have \$150 - \$200 / month for everything else. I use student loans and prior savings to cover the rest of life.”



More Tell their Stories

I am working more than one job.





A GA Speaks Up...

“I am a nanny 10 hours a week in order to compensate for my low income. If I am very strict with my budget, I can afford rent for the month. Any unexpected charges (car, vet, etc.) make it so that I need to ask others for help paying rent that month.”



More Tell their Stories

I CANNOT afford my rent at my current salary.

No

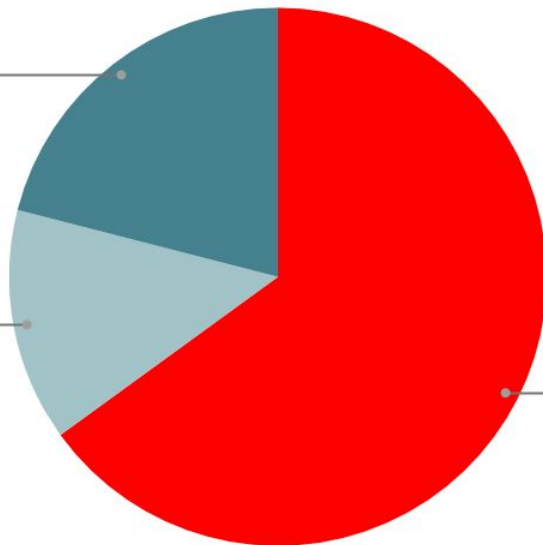
21.0%

Maybe

14.0%

Yes

65.0%





What do GAs actually take home?

Median Monthly Salary	Fees by Month	PSU Health Insurance Premium	Monthly tax, rent, other expenses
\$1159.95 -	\$146.33 -	\$275.67 =	\$737.95



A Look at PSU Fees

- ❑ Account for:
 - ❑ 12.6% of median PSU salary
 - ❑ 41.2% of minimum PSU salary
- ❑ Lump sums making monthly payments challenging
- ❑ Paid with after tax income

A Look at PSU Health Insurance

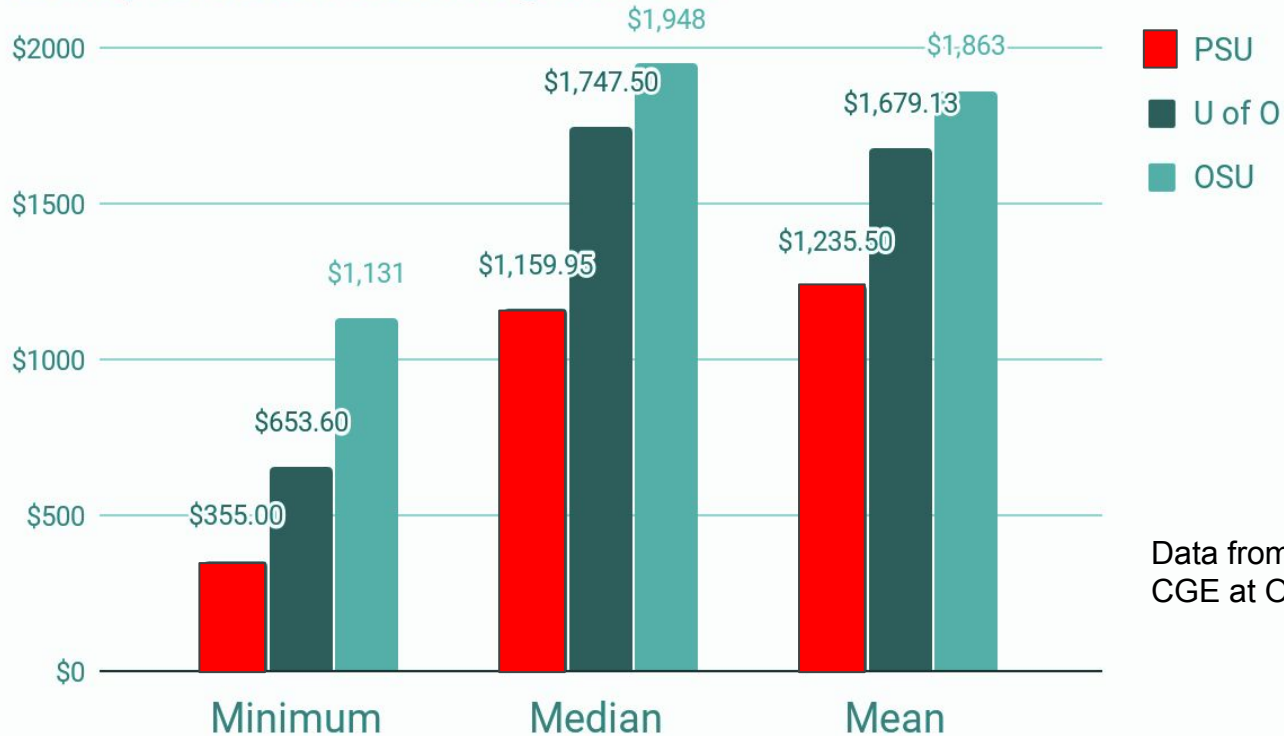
PSU Health Insurance Premium vs. Academic Year



data from banweb

How We Compare to Our Neighbors

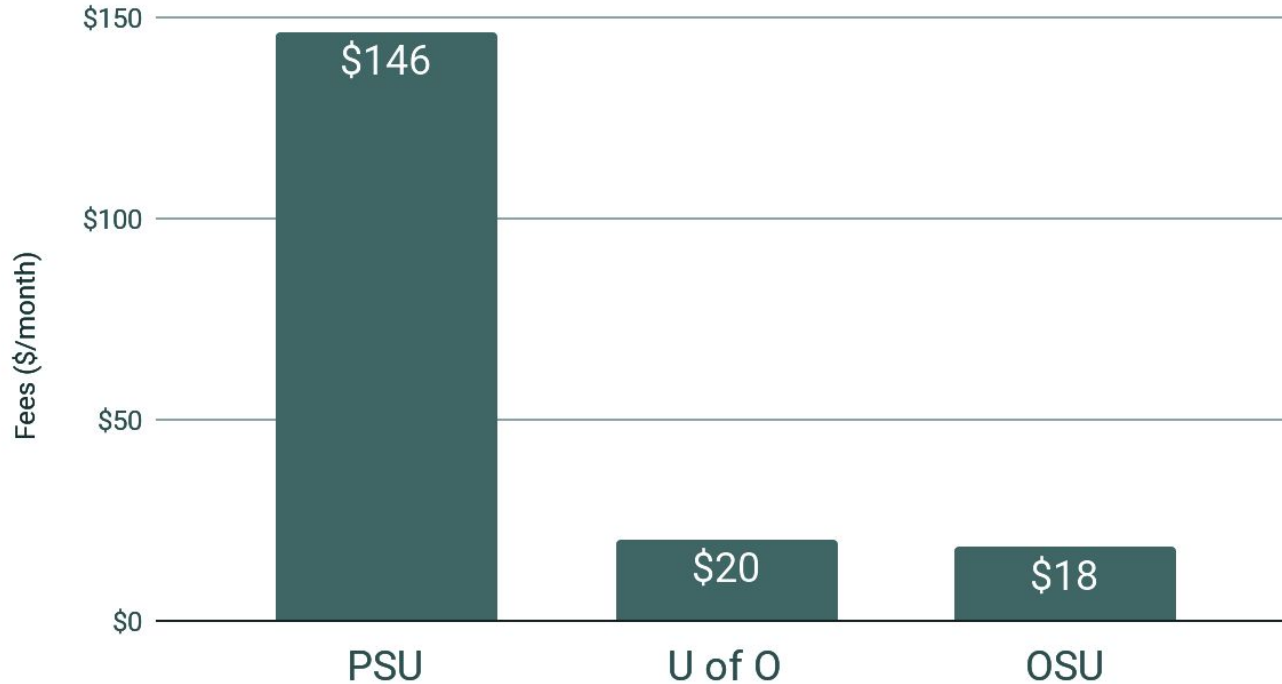
Monthly GA Salaries across Oregon Schools



Data from PSU administration,
CGE at OSU, GTFF at U of O

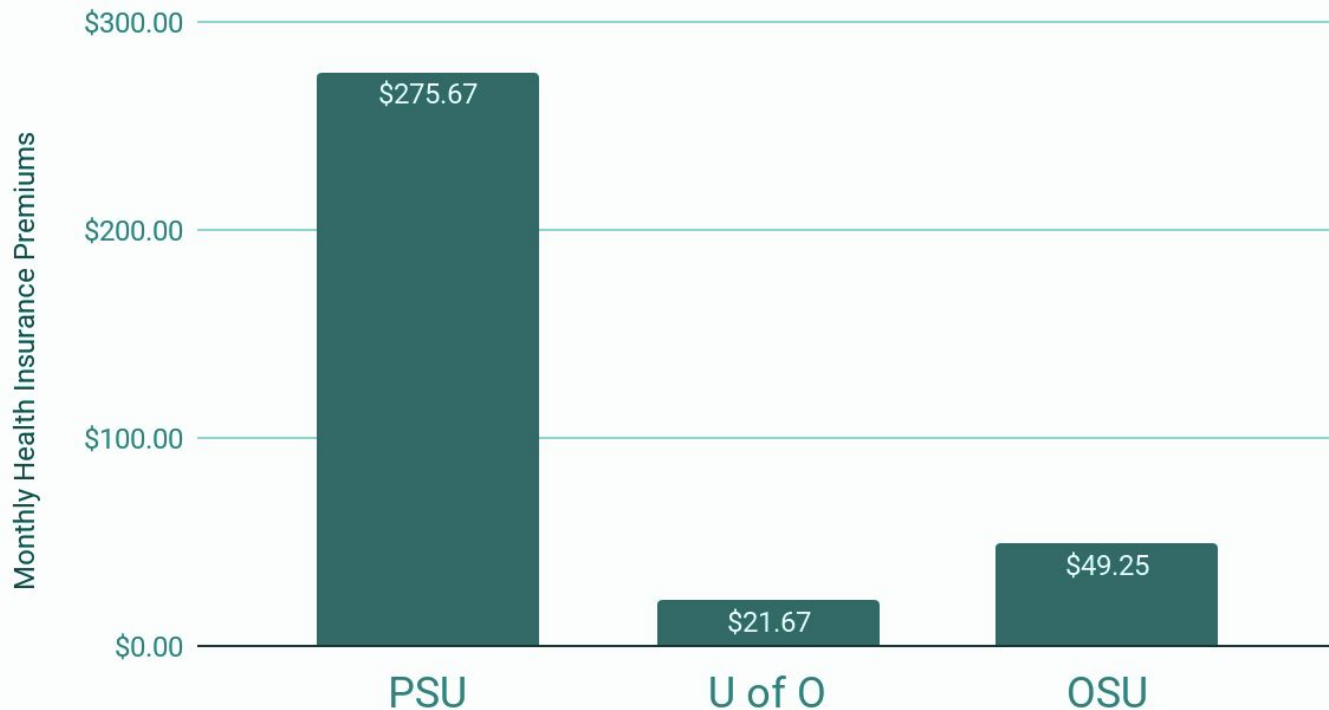
How We Compare to Our Neighbors

University Fees Paid by GAs per month



How We Compare to Our Neighbors

Monthly Health Insurance Premiums





**What do we take home after
paying fees, health insurance,
and rent?**

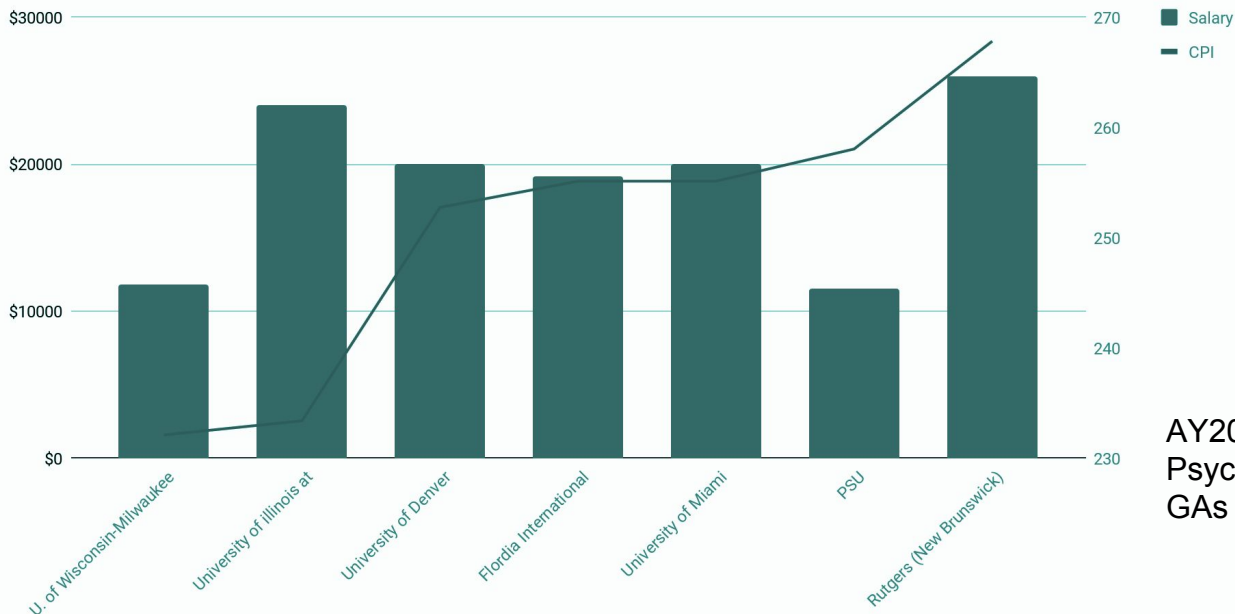
How We Compare to Our Neighbors

Monthly Salary Breakdown Across Universities



How We Compare Nationally

Psychology Department 9 month Salary



AY2016-17 data gathered by
Psychology
GAs at each university



Portland Cost of Living

FRONT PORCH - REAL ESTATE NEWS

Zillow: Portland area leads nation in home-price increases, second in rent hikes

Posted on January 19, 2017 at 9:45 AM

Portland Cost of Living

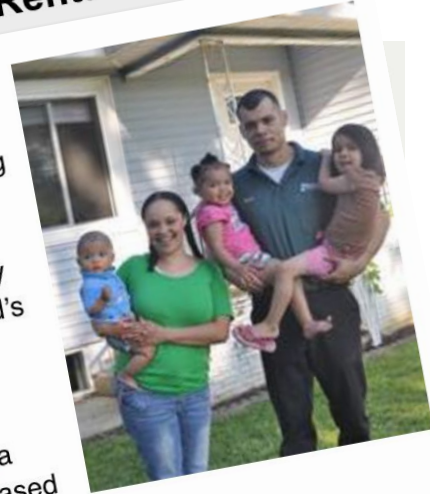
FRONT PORCH

National Housing Study Confirms Portland's Tight Rental Market

In this restrictive rental market, we are working to counteract the effects of displacement so communities of color and others traditionally left behind by the market to have equitable access to desirable neighborhoods and housing stability.

We continue to contend with one of the [tightest rental markets](#) in the county and a region that keeps growing. The [U.S. Census Bureau](#) places Portland's rental housing vacancy rate at 3.4%. [National studies](#) indicate a growing demand for both rentals and homes for sale.

According to "[America's Rental Housing: Evolving Markets and Needs](#)," a study by the Joint Center for Housing Studies of Harvard University released in mid-December, for half of U.S. renters, the rent burden has increased beyond a third of a household's income. This leaves families in the position to make difficult choices between keeping the lights on, keeping food on the table and keeping a roof over their heads.



Portland Cost of Living

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Council to consider second housing emergency

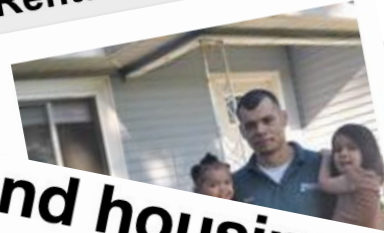
Jim Redden Monday, October 02, 2017

Mayor Ted Wheeler wants the City Council to extend the Housing State of Emergency by 18 months on Wednesday

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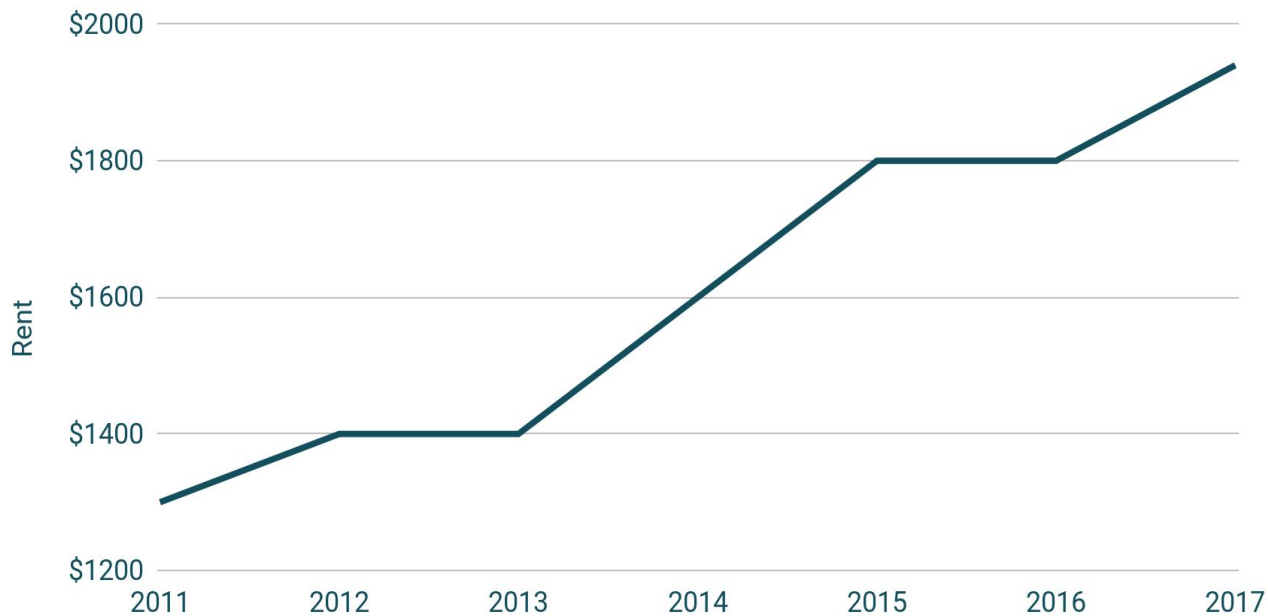


[View Comments](#)



Portland Rent

Portland All Homes Median Fall Rent (zillow.com)





Our Success is PSU's Success

- ❖ Employee Productivity
- ❖ Outstanding Research and Teaching
- ❖ Equity
- ❖ Reputation



Compensation → Motivation → Productivity

- ❖ Being intrinsically motivated means better performance
 - Higher order needs must be met for intrinsic motivation
 - Lower order needs must be met FIRST
- ❖ Higher base pay is related to...
 - Performance and commitment
 - More attractive organizations
 - Perceptions of fairness



Compensation → Motivation → Productivity

- ❖ Organizations must pave the way for intrinsic motivation
- ❖ Providing higher base pay can:
 - Improve employee performance and commitment
 - Signal to employees that they are valued
 - Signal to employees that their pay is fair

This is in the best interest of PSU



Outstanding Research and Teaching

- ❖ Productivity = research, teaching & administrative work
- ❖ More time means more quality
- ❖ More support for research dissemination



Equity

- ❖ Who gets to attend?
- ❖ Disproportionate numbers of low-income are also minority individuals (O'Connor & DeLuca Fernandez, 2006)
- ❖ Increased compensation means increased opportunity



PSU Reputation

- ❖ Master's and doctoral completion rates falling (HECC, 2016)
- ❖ National graduate schools ranking becoming popular
- ❖ Graduate students' hireability in jeopardy



Investing in Your
Graduate Employees
Means Investing in PSU.