

## HB 2152-A: Staff Reporting Bill for OUS and Community Colleges

Tuesday, May 7<sup>th</sup> – Education Subcommittee of Ways and Means

Co-Chairs Monroe and Komp and members of the Education Subcommittee for Ways and Means – my name is Len Norwitz and I work as a political staff person for the Service Employees International Union – SEIU Local 503. I have been by to speak to you or your legislative assistants in the last week or so about HB 2152A - the Staff Reporting Bill for OUS and Community Colleges. We are here to speak in favor and to encourage this initial investment so that we as a state and you as a legislature can get clear on who and what different employees are doing on campuses in relation to managing and supervising other staff and faculty.

The fiscal note while seemingly really high for the seven universities will undoubtedly be paid back in full by finding a base level at which we can measure - by campus and for the system as a whole - what are current and sustainable levels of management to front line staff faculty and classified workers and administrators to students. Without this information – as the recent Secretary of State's Audit discussed – OUS will continue to be unable to tell us what it costs to educate a student and why. And without this information we will be continuing a tradition it seems where publicly funded academia will continue to defend itself by telling us all that we don't understand them and how they operate. We get it that they are not State Parks or ODOT but they need to get it that diminished state support and skyrocketing tuition demand that every dollar is accounted for and every salary of a staff member not directly serving students should be scrutinized. Period.

I must say we are a bit surprised by the fiscal that finally came out on this late yesterday afternoon. In the HB 2152 work group that Brian Caufield, OUS Legal counsel participated in - my notes from meetings with him totaled approximately \$400,000 in start up costs for the seven universities (as opposed to what is being reported now as \$621,536 for this coming biennium. I thought he made it clear that the huge initial cost would be for HR staff to go thru individual personal files to see if folks are supervisors. That does seem time consuming and costly – but once accomplished what are we to attribute future costs? It was my understanding that this would be a one time expenditure as once systems were in place – then annual reporting would be as easy as pushing a button. My paraphrasing of his words ..... so we are unclear on what would produce a fiscal cost of @ \$200,000 for next year 2014 and then \$350,000 in the next biennium - as that continued expectation of high costs is very troubling.

My second major point will be ensconced in the testimony of Rob Fullmer who is a Information Technician at PSU. He has provided testimony to the House Higher Education Committee on this bill and I want to re-submit his study graph that points to increased administration numbers per student at PSU while Faculty and Classified to student ratios have decreased in the last ten years. I will submit his comments in total but paraphrase for brevity. The last table shows the data reported by OUS in December of 2012 that has huge holes in how managers and supervisory staff are counted.

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Testimony before the Education Subcommittee of Ways and Means – on H.B 2152 – 5/7/13 - Rob Fullmer, SEIU Local 503 Contact: Rob.Fullmer@gmail.com

Good morning – my name is Rob Fullmer and I am a member of the Service Employees International Union - Local 503. SEIU represents about 4,000 classified workers who support students and faculty in the Oregon University System. We work in food and custodial services, facilities and grounds maintenance; financial and academic offices, IT and campus libraries. I am a steward and PSU's bargaining delegate. Professionally, I work in IT in the College of Liberal Arts & Sciences.

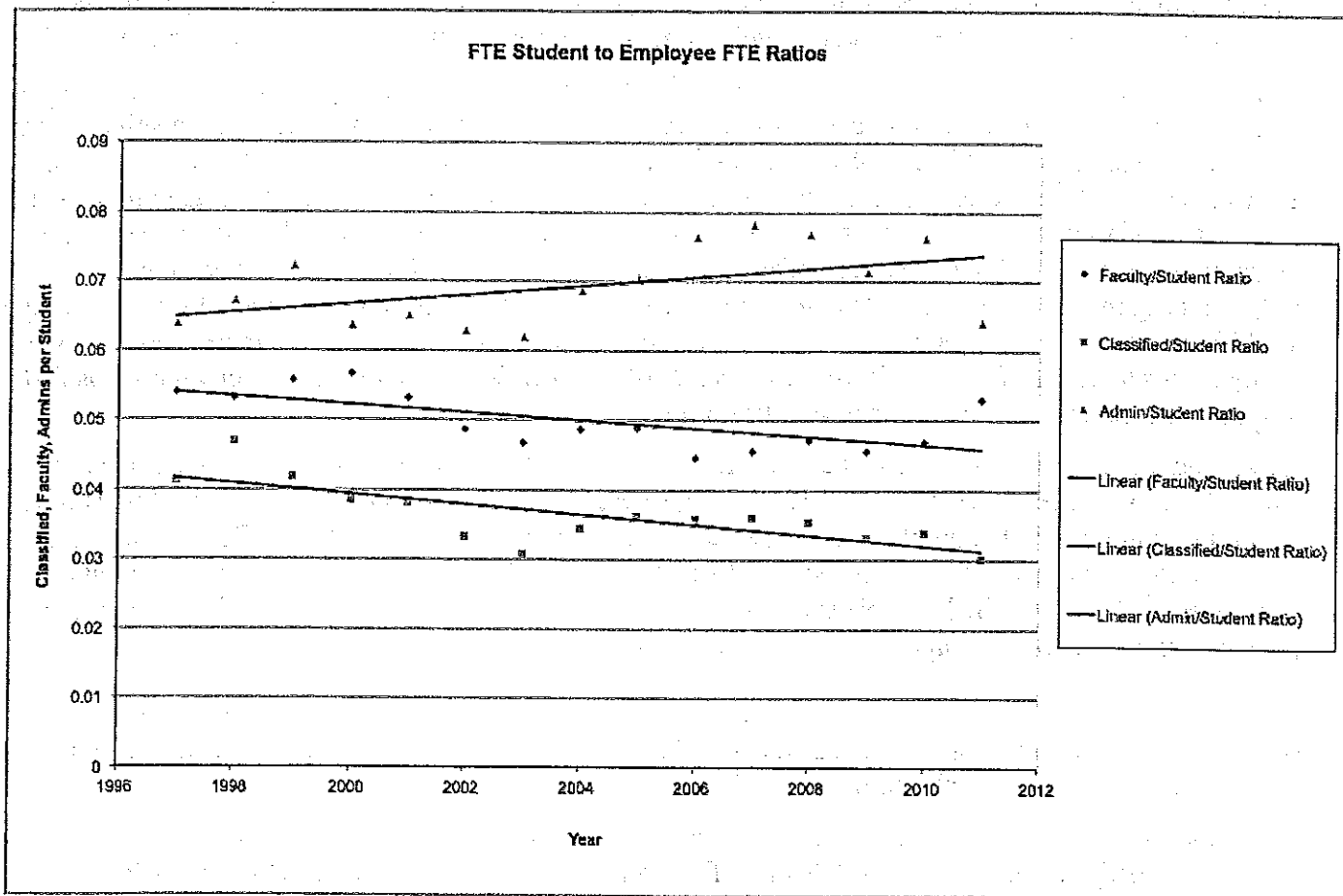
I support H.B. 2152 – instituting the annual review of staffing ratios in public universities and community colleges. I have testified previously before the House Higher Education and Workforce Development

Committee that increased transparency with regard to staffing levels beyond what they have supplied as part of the Integrated Postsecondary Education Data System (or IPEDS) metrics is necessary due to the limited scope of that IPEDS data. Specifically, those categories list only 36 managers for all of the University of Oregon, and 52 for all of Portland State University. (See attached December 2012 report from OUS using IPEDS Data)

The definitions in the Public Employees Collective Bargaining Act (PECBA) are more appropriate. Those guidelines, as employed in H.B. 2020 put into effect in the 2011 session (and in H.B. 4131 continued in 2012) resulted in significant cost savings in reducing management bloat in state agencies when they were passed in recent sessions. Though higher education is different from those state agencies to which H.B. 2020 applied, we can't look at trends for standard measures like span of control until we are able to get information on the staffing numbers today and going forward.

I am here before you today because as the bargaining delegate for PSU reading member surveys in preparation for contract negotiations I noticed many long time PSU workers bringing up workload stress. Classified workers reported they are working harder than ever. To find out why this might be true, I used the data from the PSU Fact Book on the web to examine overall PSU staffing levels over time.

FIGURE 1: PSU STAFFING TRENDS



The staffing trends, using the University's own figures, are bad for faculty and worse for classified staff, but have been improving for administrators.

It's only through this ballooning of administrative staff that OUS has maintained overall staff to student ratios. The State Auditor's report last month speaks directly to this as well. And I quote from that report entitled:

Secretary of State's report "Oregon University System: Opportunities to Control Costs, Improve Student Outcomes, and Clarify Governance Structure":

*As resources have diminished, many public universities are expected to stretch their resources and serve more students with fewer staff positions. Many OUS non-faculty staff classifications show this trend, with more students per employee now than a decade ago...*

However, this report itself is subject to the same limitation that speaks to the necessity of this bill – the Secretary of State's report findings are based on IPEDS data, which are inherently limited and do not address the issue of the growth in the relative number of employees who are not faculty and not front line workers – the middle managers that H.B. 2020 has begun to effectively address within the Department of Administrative Services. What the report does do is recommend "...OUS provide greater transparency in education costs and spending..." and this bill is a critical first step towards that goal.

December 2012 - Voluntary IPEDS reporting from OUS to the OR House Higher Education Committee

### 2011-12 OUS Faculty and Staff, 2011-12

by institution

#### 2011-12 Headcount

	Faculty	Exec/Adm in/Mgmt	Profess'l Non- faculty	Tech/ Paraprofl	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
EOU	134	7	98	24	63	35	25	386
OIT	157	31	74	16	57	9	34	378
OSU	2,181	283	1,193	425	489	105	166	4,842
PSU	1,750	52	808	162	323	49	40	3,184
SOU	353	23	207	42	88	16	41	770
UO	1,855	36	1,201	313	670	151	414	4,640
WOU	471	16	191	31	88	19	69	885
CO	-	23	37	8	15	-	-	83
OUS Tota	6,901	471	3,809	1,021	1,793	384	789	15,168

SOURCE: IPEDS Human Resources report, shahid/irs/ous 12/11/2012

Thank you for your time this morning.

