AAUP board, University of Washington

15 May 2013, Atmospheric Sciences 406, 3:30 to 5:30 pm

**Attendance:**

Elliot Swanson, work study student for AAUP

***Executive board members:***

Rob Wood, Atmospheric Sciences, President

Dan Jacoby, UW Bothell Interdisciplinary, Vice-president

Amy Hagopian, Public Health, Secretary

***At large board members:***

Jane Koenig, School of Public Health emeritus

Jay Johnson, School of Environmental and Forest Sciences, emeritus

Diane Morrison, School of Social Work

Randy Beam, Communications

Duane Storti, Mechanical Engineering

Jack Lee, Mathematics, (and, incidentally, VC of faculty senate)

Ann Mescher, Mechanical Engineering

Christoph Giebel, Jackson School of International Studies, and History

***Guests:***

None

***Absent:***

Janelle Taylor, Anthropology

Dan Luchtel, School of Public Health

Purnima Dhavan, History

Steve Buck, Psychology

Lucy Jarosz, Geography, list server

Chuck Bergquist, History emeritus

Raya Fidel, Information School

Clarence Spigner, Public Health

Scott Clifthorne, AAUP NW Coordinator <sclifthorne@aaup.org> 415.810.0652

***Agenda:***

* Review of action items from last meeting and approval of minutes [Rob/Amy]
* Bylaws consideration [Amy]
* Membership Report [Christoph]
* Finance Report [Janelle]
* Lecturer Forum debrief and next steps [Dan]
* Faculty Senate legislation on limited admission students [Amy]
* Faculty Satisfaction Survey [Amy, Elliot, Rob]
* Members meeting, May 22nd [Rob, Amy, Elliot]
* Summer Institute [Rob]
* Strategic Plan review for next year [Amy, Rob]

**1. Follow up on items from last month**

We received a response from President Young to our letter sent last month regarding the **Haggard Nelson Childcare unionizing effort**. The main “ask” was: “We are asking you to tell Haggard Nelson management, through a public statement, that the UW expects Haggard Nelson to remain neutral, guarantee a fair process, and allow child care teachers and staff to make their own decision about unionization, just as other UW employees have done.” This was the response from President Young’s office, which was not really satisfying. We did not identify a good way to follow up, though.

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| **Subject:** | Haggard Nelson Childcare Resources |
| **Date:** | Wed, 15 May 2013 15:44:59 +0000 |
| **From:** | Jack G. Johnson [<jackj@uw.edu>](mailto:jackj@uw.edu) |
| **To:** | ROBERT WOOD [<robwood2@uw.edu>](mailto:robwood2@uw.edu) |

Dear Professor Wood:

President Young asked me to let you know that he received and read your letter of April 29, 2013 regarding the employees of Haggard Nelson Childcare Resources and their interest in forming a union.  He understands your perspective and certainly acknowledges and respects the collective bargaining rights of those employees. However, this is a matter between Haggard Nelson and its employees, and it would not be appropriate for the University to take a position on it or to make a public statement about it.

Thank you for letting President Young know your organization’s view on this matter.

-Jack Johnson

Chief of Staff

Office of University President

**Other follow up items:**

Ana Mari Cauce cannot attend our awards ceremony on May 22, but she is happy to attend a “future meeting” to receive our “Friend of the Faculty” award. We’ll invite her in the fall.

Minutes were revised and approved for the April 23 meeting, and will be posted to the website.

We discussed the tenor of postings to the list-server, and Ana Mari’s concern that some language to describe administrators was insulting. Unfortunately, Rob is our only active moderator at this time, and keeping up with the volume and remembering the civility policy is stressful. **ACTION**: Randy Beam agreed to serve as a listserver moderator.

The electronic vote on the Palestine resolution considered at the last meeting failed 6 for, 6 against, 2 abstentions. Here is the language we voted on:

**University of Washington chapter of AAUP calls for revisions to TIAA-CREF Social Choice Equity Fund investment program**

The University of Washington Fund Review Committee is authorized by the Board of Regents to represent constituent campus interests in the UW Retirement Plan and the Voluntary Investment Program. The UW’s Chapter of the American Association of University Professors has a mission to advocate for faculty at the forefront of all academic decisions of the University through meaningful shared governance, and we strive to improve working conditions for all classes of faculty on all of our campuses.

To that end, we are aware that many UW faculty are invested in the Social Choice Equity Fund (TICRX) fund of the TIAA-CREF retirement fund program. According to fund promotional materials, the TIAA-CREF program carefully vets investment choices to “favor corporations that are strong stewards of the environment; serve local communities and society overall; commit to high labor standards for their own employees and those in their supply chains; produce high-quality and safe products; and manage their companies in an exemplary and ethical manner.”

The AAUP believes TIAA-CREF Social Choice Equity Fund criteria should include ethical issues such as respect for human rights and not contributing to the political repression of populations. In particular, we voice our concern about four companies that remain eligible for shareholdings in the Fund, despite their violations of these ethical principles. The companies below engage in producing military equipment, and that this equipment is used to oppress the Palestinian people:

* Elbit Systems (ELST)
* Motorola Solutions (MSI)
* ~~Veolia (VE)~~  (*correction posted later*)
* Hewlett Packard (HP)

The UW has recognized the irresponsibility and volatility of investment in unethical corporations in the past with its divestment from Darfur in June 2006 and Apartheid South Africa in 1986 and sweatshop producers of licensed products.

The AAUP-UW calls upon the Fund Review Committee to urge TIAA-CREF to remove these four companies from its Social Choice Fund.

**2. Bylaws discussion, including dues and membership secretary role**

We reviewed the bylaws as drafted and revised. We agreed we should file as a 501 (c) 6 with the **IRS**, or look into what our current status is.

The **nominating committee** should include a member who is NOT on the executive board, and should nominate at least one but not more than 2 candidates for each position.

**Frequency of elections**: Do we want elections every 2 years, or have an overlapping set of terms?

Scott Clifthorne added the **language on how to conduct elections**, so it should be aligned with national policy and protect us in the times when elections might be contested.

To establish an appropriate dues schedule, we need to first develop a **budget**. [AAUP guidance at http://www.aaup.org/get-involved/start-chapter/establishing-dues] Budget items could include: work study student, refreshments and room rentals for our forum events and annual all-members meeting, website or list-server maintenance should we decide to be sponsored off campus, printing, buying Redbook copies for Regents or administrators, producing welcome packets for new faculty, hosting speakers, lobbying, travel and registration for summer institute or annual AAUP meeting, etc.

The **dues** are a big concern; Scott has said we are going to have to send dues to AAUP national according to its schedule. Janelle and Duane reported conflicting information, however. It was their understanding that we got an 11% return on the national dues. We have not received a good written communication about this.

Dan asked about whether **UW-Tacoma or Bothell** might want to have their own chapters or sub-chapters, and what the implications of that would be for our bylaws.

**Membership** is difficult to monitor, because of all the various levels of membership and because some people join directly to the national office rather than through our payroll deduction system. Christoph and Janelle have wrangled with this. We think our membership is between 140 and 250, but that’s too wide a band for reasonableness. National doesn’t communicate well about the roster of “direct to national” members. When people leave the university, we need to remove them from the membership roll, but there is not an obvious trigger to get this information. We will continue to promote local payroll deduction as the preferred membership vehicle, and forward dues to AAUP national, as that gives us the best information about our membership roster.

Christoph proposed we eliminate the **membership secretary role**, keep it with the treasurer, and ask the work study student to keep the records. The group agreed to accept Christoph’s resignation from the role if that’s what he wanted, but felt a membership organizing function was still important to keep separate from the staff or treasurer role. Amy suggested the membership secretary’s role is to promote membership, not just keep the records. Perhaps it should be named “membership organizer.” The treasurer keeps the accounts of funds, which are related to membership dues, but that is not the same as keeping the roster of members or promoting membership in AAUP.

**ACTIONS**: we will draft a budget; people will send Amy comments and edits on bylaws; we will vote on bylaws in the fall; we need to work with Scott to insist AAUP national work out better information systems and negotiate a fair dues structure.

**3. Contingent Faculty/Lecturer Forum Debrief**

We held a lecturer forum on May 10, 1pm-4pm, Friday, in Parrington 309. It was very nicely attended (80 or so). We recorded the speaker, Joe Berry, who came from the organization, “New Faculty Majority” in Chicago. The panelists presented a balanced view of the life of lecturers on our campuses.

We clarified some policies, such as the Academic Human Resources requirement that searches be “competitive” and “national” in scope before positions can be considered “permanent.” The faculty code doesn’t speak to that issue, however. The requirement for a search seems to come from federal law, but no one can point to what law, precisely. Some positions are being “converted” from temporary to permanent by being advertised and candidates interviewed. We wondered why some positions are so tenuous that people are told only days before the quarter starts that they have jobs, and concluded there is simply a good deal of poor management. AHR labels some of its announced positions as “non-promotable,” but who decides that? And why are multi-year contracts not offered? Spousal hires are obviously not open searches, referred to as “targets of opportunity.” What is part time and what is full time? And why is there a big policy difference between the two? Would people who have been mishandled in lecturer positions have a legal basis for a lawsuit? We agreed Cheryl Cameron believes she is implementing the Code as written. Ana Mari is committed to working on this issue. We noted with caution that the transition to better practices may result in some individuals having their positions threatened as we resolve the issues. We debated the role of AHR to make up rules that don’t seem to be consistent with the Code. Lecturers are not in a position to take risks to speak out.

What to do? We could propose a Code change or request a clarification.

**NEXT STEPS**: Elliot to process sign-in sheet to create an electronic record (and invite them to join), Elliot to post the recording on the website, Dan to write a summary of the event for the list-server and the website.

**4. Faculty Senate Legislation on limited admission students**

There is an opportunity to comment (before May 24) on the proposed Faculty Senate legislation on Categories of Matriculated Students (Class B Bulletin #178, dated May 3, 2013). The legislation addresses “Limited admission students,” defined as undergraduates who have “*been competitively admitted to a specific degree program and must choose from a limited number of courses specifically identified in their program. Admission is restricted to this program and does not qualify the student for admission to other degree programs of the University of Washington. To be admitted to other degree programs, the student must separately apply to be a regularly admitted student, or apply to another limited admission program. The student shall be informed by the program of any additional restrictions related to their enrollment.”*

We noted that fee-based program students (through PCE) have never been given all the rights of regular students, probably in violation of the student code. The limited admission undergraduate students will clearly face similar status problems, but their lower tuition reflects that. The Faculty Council on Academic Standards (FCAS) realized there is no provision in the Code to allow differential treatment, yet the conditions continue. Some departments are worried they will be overwhelmed with these limited status students, without resources to serve them. We debated whether the social sciences degree program is the obvious next place for this conversation. If enough people object to the current change, it wouldn’t get resolved until next year, which could derail the early childhood degree program. We decided not to take any action.

**5. May 22 all-members meeting**

Goals for the May 22 meeting are to

• build membership and enthusiasm for AAUP at the UW by providing an open opportunity to welcome and engage AAUP members (or those contemplating membership)

• report on our activities this year, our accomplishments, and our yet-to-be-accomplished agenda

• issue awards to those whose efforts have furthered the mission of AAUP

LOCATION: conference room at UW Club, downstairs

SET UP: Party style, with a podium for the speaker.

COST: $259.10 for room, 56 cookies, coffee, decaf and tea.

*Tentatively here's the program.*

3:30 – 3:45  Mingling, name tags, sign in, get drinks and snacks

3:45 – 4:20  Rob Wood (president) welcomes the crowd, talks about: 1)state of AAUP" and our accomplishments and focus projects this year, 2) strategic plan, 3) membership growth, 4) resolutions passed this year, and 5) website

He welcomes:

* + Dan to talk about contingent faculty
  + Amy to talk about getting the chapter organized (bylaws, etc) and introduce Elliot Swanson
  + Jay to talk about summer institute
  + Jim to talk about the Faculty Senate
  + Duane to talk about intellectual property and salary issues
  + Scott Clifthorne to talk about other university bargaining unit issues

4:20 – 4:30 Questions, Discussion

4:30 -- Awards. Nominators step forward to issue these

Extraordinary Chapter Service Award (presented by Duane):

* List-server editors, particularly Galya Diment, Jim Gregory, and Lucy Jarosz.
* Academic Freedom awards (jointly issued, presented by Duane): Warren Guntheroth, Glover Barnes
* Leadership award (presented by Duane): Susan Astley
* Courage in pursuit of excellence in Washington State higher education (presented by Dan): Elizabeth Sunderman and Pamela Joseph
* Squeaky Wheel Award (presented by Christoph): Duane Storti
* Excellence in Shared Governance (presented by Janelle): Jim Gregory
* Friend of the Faculty award (presented by Rob): Ana Mari Cauce

5:00 More mingling and imbibing.

Assignments: Elliot- prepare certificates of award,

Rob- space and bar arrangements, notify award winners to please attend

Amy- stand around and look helpful

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**6. Summer institute**

Registration opened May 1 for the national AAUP summer institute in Seattle, July 25-28. The “non-resident” commuter rate is still expensive, at $400. Rob will survey the board and others to determine how many people want to attend and could benefit from a scholarship. We’ll also ask the people who came to the lecturer forum.

**7. Faculty survey draft**

Elliot, Amy and Dan drafted a survey of faculty that could be circulated near end of the year. We didn’t get to this on the agenda, but they are still looking for comments from last month’s meeting.

**8. Meeting schedule next year**

Rob and Amy will put together a doodle poll to select the best meeting dates for next year.