

## AAUP board minutes, University of Washington

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16 Oct 2013, Faculty Club, 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

Dan Luchtel, School of Public Health

Christoph Giebel, Jackson School of International Studies, and History

Janelle Taylor, Anthropology

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

Duane Storti, Mechanical Engineering

Ann Mescher, Mechanical Engineering

Jay Johnson, School of Environmental and Forest Sciences, emeritus

### ***Guests:***

Richard Moore, extension lecturers

Mihaela Giurca, Extension lecturer

### ***Excused:***

Diane Morrison, School of Social Work

Steve Buck, Psychology

Lucy Jarosz, Geography, list server

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

### ***Absent:***

Raya Fidel, Information School

Purnima Dhavan, History

Chuck Bergquist, History emeritus

### **Agenda:**

Higher ed financing forum

Extension lecturer struggle

Bylaws & state registration for 501 (c) 6 status

Finance & membership Report

Faculty Satisfaction Survey

**Postponed for next meeting:** Internships (Jay), Upcoming meetings (Ana Mari to our April meeting, board meeting schedule, annual meeting), Board composition and other membership issues (two resignations, list server moderator needed, Membership Secretary needed, dues), Contingent faculty issues [Dan], Report from SEC, Summer Institute debrief [Rob], Strategic Plan review [Amy, Rob]

Review of action items from last meeting and approval of October minutes [Rob/Amy]

Haggard Nelson childcare organizing

### **Resigned:**

Randy Beam, Communications

Clarence Spigner, Public Health

May meeting minutes were approved.

### **Forum on higher education financing:**

The state legislative session is starting up in January. Higher ed financing is a serious problem. One possible solution is “Pay it Forward.” It’s potentially on the legislative agenda, likely to be introduced by Larry Seaquist, chair of the higher education committee. We could sponsor a forum on this. The AAUP leadership is divided on this issue, some feeling it is not a perfect enough solution. The idea was launched by John Burbank, of Washington’s own Economic Opportunity Institute, and has been discussed by legislators around the country. UW vice-provost Paul Jenny has expressed opposition to this, see his posting on the web (<http://www.afthighered.org/wp-content/uploads/2013/10/Pay-it-Forward-Coalition-Statement.pdf>)

*What should the forum look like?*

We could call for short proposals to have people present ideas or participate.

We'd like to invite Bill Zumeta in the Evans School.

Privatization and self-sustaining programs should also be discussed—is that the same as “tuition flexibility?”

We should have a student on the panel.

We should include presentation of alternative/progressive proposals like John Burbank.

Should we include UW administrator participation?

*Timeline?*

This is a long-term discussion, so we don’t need to influence the January start of the legislative session.

Half a day session of educational agenda.

Add an organizational component as well?

Mid winter? Or early spring quarter? If we had a lunch service first it could comprise our annual meeting.

**TO DO: Dan will sketch this out and bring it to our next meeting.**

### **Extension Lecturer Union issue**

Richard Moore and Mi Hala, of the AFT-UW chapter (Local 6486, English Language Faculty) came to talk about the contract negotiations underway since March 2012 with their union. The talks have occasionally stalled. In fall of 2013, the UW issued a last/best/final offer. The offer proposes a system where they are “stack-ranked” annually (70-80 faculty) to determine the hiring list. Until this proposal, the list has been based on seniority. That has worked fairly well, and is obviously very transparent. Job stability would be replaced by the stacked-rank system. Elsewhere on campus, faculty evaluations are based on student rankings, publications, UW & broader service, and collegial assessment. Three professional staff supervisors would conduct the proposed stacked rankings. These lecturers are classified as “academic staff,” invented uniquely for this group of employees. While academic personnel, Local 6486 members are not exactly faculty. While the UW has salary minimums (\$3,206/month for 15 contact hours per week, full time work) for academic personnel, most 6486 members are paid below those minimums, since 2006. A limited number of annual contracts are extended (33%), and the rest are on quarterly contracts. Some people are teaching quarterly for 15 years. These people are in such a precarious position that if the legislature had decided to reduce benefits for part time personnel, that would have eliminated their benefits. Most people work summers. It’s a self-sustaining degree program, so all contracts are dependent on enrolment. The union is asking for more job stability, so personnel can count on some future. There are problems of compression, especially with long-term underpayment.

*Their next steps?* The union filed for mediation. The UW declined to go mediation. Apparently, an impasse could be declared and the administration could implement its final offer.

It's unclear who are the deciders. Is Mindy Kornberg the decider?

The lecturers wrote a letter to Ana Mari Cauce (30Sept2013), a copy of which was circulated. A meeting was held this morning between admin and the union to explore next steps.

Duane asked about the sum total of annual salary bill for this program. [data provided after the meeting: \$2.5mil/year (as a percentage of the dept. annual revenue, lecturer salaries have gone down from over 28% of the dept. revenue to about 24% in 2011)]

How many faculty won't get renewed in a year? In fact, PCE has having trouble finding people for these jobs, suggesting they should be long-term positions. What's the motivation for this policy?

Apparently the English department didn't want to run this program any more (30 years ago?), and this classification group was "kicked out" of the department faculty group. These historical decisions probably have some role.

Pickets have been held to draw attention to the problem.

There was a motion to write a letter from AAUP to the UW in support of the union. We could ask the UW to reconsider its positions.

Self sustaining programs that bring in their own money think they don't need oversight. Support for state-supported programs declines, shifting authority and accountability. PCE has a corporate culture, it's not run by academics. The lecturers have no academic freedom to speak of. See appended letter detailing some of the issues.

Janelle noted we needed to connect the dots to AAUP core principles of academic freedom. It helps everyone see the potential consequences for all of us.

The librarians are thinking of asking for faculty status. Class A legislation could be sufficient. This might be a good moment to turn these academic personnel into faculty as well.

Is there a middle ground between pure seniority ranking and pure merit ranking? Neither is entirely suitable.

As the university moves more of its programs towards PCE administration, we need to keep an eye on these things. PCE brings in many foreign students for year-long programs.

**TO DO:** 1) Explore Faculty Senate resolution declaring them faculty because they are crucial to the educational mission of the university (long term), and/or 2) Write a AAUP Board statement of support for mediation (sticking to our mission & purpose) and/or 3) Post informational material on the list server, and/or 4) Prepare a Class C resolution for vote in Faculty Senate and/or 5) Participate in pickets.

### **Bylaws**

Elliot Swanson and Amy Hagopian presented draft bylaws (see attachment 3). We discussed issues of term limits, dues schedule, the need for a Membership Secretary. Amy will circulate new language (appended) and we will vote on line.

### **Treasurer report**

Janelle circulated a treasurer report (see attachment 2). We are nudging people move towards payroll deduction at the UW rather than joining directly at national. That is our tried and true method to know who our members are. We received an \$80 check from national as our return on members who bypassed the local chapter and joined at national. Janelle receives a bill each year for 100% of our dues revenue.

As a state conference, we could apply to national for funds to do activities (such as our higher ed financing seminar).

### **Seattle U inaugural meeting**

Jay reported he attended the first AAUP chapter meeting at Seattle U. About 80 were present. They seem to have been inspired by the Summer Institute and a chancellor who seems to be focused on basketball.

### **Faculty survey**

Jack reported there is a policy for using the faculty email list. The origins of the policy are unclear. All distributions lists are for use by Faculty Senate only, except as approved by the secretary. Purposes and frequency are considerations. Is our survey consistent with the UW values and standards, and is it consistent with UW mission? There may be some questions on the survey that she will object to. We want a comprehensive list (full and part time faculty). Marcia Killien gave Amy a list last spring of part time lecturers for the adjunct forum (636 names), but we won't use that without permission.

### **Adjunct faculty position elimination**

Rob and Dan were involved in meeting with a department chair on behalf of a lecturer whose position after many years was eliminated. They reported on the meeting.

## **APPENDICES TO MINUTES:**

### **1. letter from AFT to Provost**

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Dear Provost Cauce,

We applaud you for your work with the Faculty Senate on improving conditions for faculty in general, but particularly for UW Lecturers.

With this in mind, we want to draw your attention to a matter of grave concern relating to the apparent disdain for the professional status of academic staff and disregard for their work within the UW.

We are approximately 70 full-time Extension Lecturers, teaching in International and English Language Programs, in Educational Outreach. We form the American Federation of Teachers/University of Washington English Language Faculty, Local #6486.

As you are no doubt aware, we:

- Teach approximately 3500 matriculated and non-matriculated students annually;
- Enhance the reputation of the UW by presenting at peer-reviewed, international conferences; authoring textbooks; and training English Language Teachers;
- Promote the UW as a global institution by teaching students who come from over 30 countries;
- Develop the research and teaching mission of the UW by training over 70 International Teaching Assistants (ITAs) a year, a large proportion in STEM disciplines;
- Work closely with the English Department to train and provide support for 12 Teaching Assistants (TAs) for the

MATESOL Program in the English Department, as well as a 25% FTE Assistant Professor;

- Support the teaching mission of numerous departments and schools, including the Foster School of Business and the Jackson School of International Studies, by providing English language support for international students in Specialized International Programs;
- Support the mission of the UW by providing more than \$800,000 annually in operating costs, and returning more than \$200,000 annually to the UW.<sup>1</sup> Notwithstanding all of the above, the fact remains that, at present, we have no contract with the UW and, astonishingly, the contractual negotiations have been ongoing for two years. Although we are not discussing details of our negotiations, we are deeply troubled by both the process and its outcome since little progress has been made. This leads us to question our status within the university. Some of the specific issues that concern us are:
  - We are academic teaching staff; however, we are evaluated by non-academic professional staff (including, potentially, by staff without teaching qualifications);
  - Prior to this year, as Academic Staff, we were grouped with other UW Lecturers, though we have not been paid the minimum for this category;
  - This September, we have been re-grouped with Teaching Associates, with an even lower minimum salary, which nevertheless, we still do not receive<sup>2</sup>; <sup>1</sup> Averages for FYs 2007-2011.

September 30, 2013

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- In the absence of a contract, we are the only UW employees not to have received a raise this year. We have not received any raises since 2008;
  - We are also the only UW employees who, under current UW proposals, would be “rewarded” for their experience and service to the university by all having to re-apply for their positions every quarter, or at least every year;
  - Under current UW proposals, meritorious Extension Lecturers who have served for more than 15 years would be “rewarded” for their service to the university by all receiving the smallest raises (2%). In light of this, it appears that our academic work is simply not valued by the university administration, and that our part of the profession is to be disregarded and belittled. In simple terms, it is difficult to avoid the conclusion that we are regarded as an easily marginalized group of (predominantly female) “academic staff”<sup>3</sup> who can be exploited. Though first and foremost we wish to better our working conditions, and we would appreciate your support for a fair contract, we also believe that our treatment erodes the very integrity and academic principles of the University of Washington: we fear that we are experiencing first-hand a transformation that threatens the status of the UW as a world class university. We appeal to you to help reverse this steady degradation in our position and standing within the university. We are ready to meet with you at your earliest convenience. Thank you. Rozanna Carosella, rococa@uw.edu Mihaela Giurca, mihaela@uw.edu Alex Jones, lexjones@uw.edu Peter Messinger, ptrm@uw.edu Richard Moore, richm@uw.edu Kim Newcomer, kpn@uw.edu American Federation of Teachers/University of Washington English Language Faculty, Local #6486.

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<sup>2</sup> At current salary levels, the children of an Extension Lecturer, with a graduate degree and more than 10 years of teaching experience at UW, would qualify for free/reduced lunch in the Seattle Public Schools.<sup>3</sup> We are marginalized even in our job classification: anyone at UW teaching a *foreign* language at the same level, and with the same qualifications is classed as a “lecturer”.

## 2. Treasurer's report

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### **AAUP-UW Finances Report, 10/16/2013**

**Janelle S. Taylor, Treasurer**

#### Background:

Some members join via payroll deduction, and those dues are deposited into our local account. Some members join via AAUP National and those dues are held by the National organization. We send 89% of locally-collected dues to the National organization, retaining 11% for support of local chapter activities. National occasionally sends us a check, but we do not have clarity about the number of members currently paying dues via National, nor about the formula by which dues paid to National are shared with the chapter.

#### AAUP-UW maintains two accounts at WSECU:

1. "organizational savings" account, current balance: \$5,138.91  
This is a separate savings account
2. "money mover" checking account, current balance: \$7,721  
This is the account into which dues paid via payroll deduction are automatically deposited.

Total dues collected via payroll deposit in 2012: \$15,154.57

Total dues collected via payroll deposit in 2013: \$17,782.95

Total payroll-deduction dues retained in 2012 (=11%): \$1667.00

Total payroll-deduction dues retained in 2013 (=11%): \$1956.13

#### Membership:

1. Number of members paying dues via payroll deduction in 2012 = 86  
Number of members paying dues via payroll deduction in 2013 = 97  
PLUS 3 more who signed up after June = 100 !!!!

About half of our 14 new payroll members are lecturers of one or another sort

2. Number of members paying dues directly to National, estimate = 41  
Total dues received from National in 2012: \$152  
Total dues received from National in 2013: \$80

#### Treasurer To-Do List:

1. Contact each current members, invite them to continue (or consider initiating) payroll deduction as one option for membership & ask them to self-identify appropriate dues-band for 2014
2. Prepare list of members wishing payroll-deduction and amounts to be deducted, to pass on to the Payroll office (before January)

### 3. Proposed bylaws

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#### CONSTITUTION AND BY-LAWS

UNIVERSITY OF WASHINGTON CHAPTER  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

#### CONSTITUTION and BYLAWS

##### **Article I: Name**

The name of this organization is the University of Washington (UW) Chapter of the American Association of University Professors (AAUP or the Association), hereinafter termed the “UW Chapter.”

##### **Article II: Purposes**

The Mission of the UW Chapter is to uphold faculty academic freedom, a public good that ensures the highest level of teaching, research, scholarship and service. We are accountable to the public and to the judgment of our professions. We advocate for faculty being 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. We guard against the erosion of faculty status, promote faculty diversity, oppose the privatization of the academy, and advocate to keep higher education affordable and excellent in Washington State.

*The Purposes of the UW Chapter are to:*

1. Support the policies and goals of the Association as set forth in Article 1 of the AAUP constitution, and in all matters act in harmony with the principles and procedures of national Association and its constitution;
2. Facilitate the cooperation of teachers and research scholars in universities and colleges, and in professional schools of similar grade, for the promotion of the interests of higher education and research, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession.
3. Defend academic freedom at the University of Washington and throughout academe;
4. Encourage faculty participation in governance University of Washington;
5. Protect and advance the professional status and interests of all faculty;
6. Facilitate the dissemination of information on higher education principles and practices;
7. Inform the academic community about AAUP standards and policy statements; and
8. Develop necessary and proper UW Chapter programs for the accomplishment of the aforementioned purposes.

In furtherance of the purposes described above, but not in limitation thereof, the UW Chapter shall have power to conduct studies; to disseminate statistics and other information; to educate and inform the state legislature, Congress, and state and federal elected officials about the interests of UW faculty and higher education in the state of Washington, to engage in appropriate fundraising activities; to conduct promotional activities, including advertising and publicity, in or by any suitable manner of media; to hold such property as is necessary to accomplish its purposes; and to employ individuals to further its purposes under Article II. The UW Chapter is organized and operated for the above stated purposes, and for other nonprofit purposes. No part of its assets, income, or profits shall

be distributable to, or inure to the benefit of, any individual, except in consideration of services rendered.

## **Article IV: Board, Officers, Elections, Terms of office and Duties**

### **At large Board**

The UW Chapter shall be led by a Board of at-large members, elected every other year during even numbered years, from among its dues-paying members. The Executive Committee of the Board will consist of the 6 executive officers (including the Past-President). Election provisions for officers and 15 “at large” Board members are detailed below. The “Nominating and Membership” committee shall nominate 15 to 30 “at large” UW Chapter board members by January 1<sup>st</sup> every other year (during even numbered years), to ensure a total board size of 21 persons. Each UW chapter dues-paying member may vote for 15 “at-large” board nominees, no more than one vote per nominee. The top 15 vote receivers will serve on the board for the next two academic years. The “Nominating and Membership” committee will also select at least one but not more than 2 nominees for each executive officer position.

### **Executive Officers**

The executive officers of this organization shall be the President, Vice President, Secretary, Membership Secretary, Treasurer and Past President. The “Nominating and Membership” committee shall nominate no more than two candidates for each of these offices (except Past-President) to be elected by the dues-paying members of the UW Chapter. Each officer nominee receiving “yes” votes from more than half those voting shall serve in the office for the term designated.

### **Elections**

The biannual election for both at-large board members and officers shall take place during the spring quarter preceding the service year. The vote shall be conducted electronically, with ballots distributed to all dues-paying members of the UW Chapter by a third party entity to be selected by the Executive Committee.

1. 60 days prior to the election, the Nominating and Membership Committee shall nominate no more than two persons to fill each executive officer position, and no more than 30 nominees for at-large positions. The committee shall notify the Executive Committee no later than 45 days prior to the election of the nominees determined by the Nominating and Membership Committee.
2. No later than 45 days before the election, the Nominating and Membership Committee shall invite candidates for election to submit a candidate statement of no more than 250 words for the ballot. Candidate submissions shall be due to the Nominating and Membership committee no later than 14 days after receiving notice of nomination.
3. No later than 30 days prior to the election, the Nominating and Membership Committee shall send to the membership electronically: a list of candidates, the candidates’ submitted statements, and notification that the election will be electronic and that ballots should arrive electronically in the following 10 days.
4. The election will be electronic. All members in good standing must provide current electronic contact information to the Chapter.
5. Members of Record will be able to vote for write-in candidates.
6. Members of record as of the day of the election shall be eligible to vote.
7. The Nominating and Membership Committee shall direct the balloting organization to send the ballot to the membership no later than 10 days after the list of candidates is emailed to the membership. The election will remain open no less than 10 days and no more than 20. The Nominating and Membership Committee will send no fewer than one (1) “remember to vote” email message to the general membership.



8. The Nominating and Membership Committee shall confirm the results of the electronic election. The Board and the newly elected officers shall be notified of the election results via email first, followed by an email to the membership. The newly elected officers shall be provided with names, departmental affiliations, addresses, email addresses and telephone numbers of both the new and outgoing officers and contact information for all chairs and members of the standing committees.
9. Newly elected officers shall attend the Executive Committee meeting held immediately following the election, and their terms shall commence at the end of the Annual Conference meeting.

### **Terms of office**

Terms of office for “at large” and elected officers shall be two years. The Past-President serves for a two-year term following the term in which s/he serves as President.

### **Duties of board members and officers**

**At large board members:** At large members are obligated to attend the regularly scheduled board meetings. They should promote membership in the UW Chapter, participate in revising the annual plan, assist in implementing the plan effectively, and vote on resolutions before the UW Chapter, among other duties.

**President:** The duties of the President shall include carrying out the policies and plans of the chapter, appointing all committees of the chapter, exercising general supervision over the activities of the chapter, and presiding at meetings of the chapter and executive committee. The President shall assign responsibility for moderating the UW Chapter list server. The President shall be a member ex officio of all committees.

**Vice President:** The duties of the Vice President shall include those usually appertaining to the office and those delegated by the President. In the absence of the President, the Vice President shall serve in the President's stead. The Vice President shall assume leadership on one or more strategic planning goals of the UW Chapter each year.

**Secretary:** The duties of the Secretary shall include keeping a record of all proceedings and correspondence of the UW Chapter, preparing or overseeing the preparation of newsletters for distribution to the faculty if such shall be desired, to provide the Association the names of the elected officers of the chapter and the chapter bylaws. The Secretary shall also ensure a record is maintained of all public documents, including minutes, annual plan, resolutions, official correspondence and other records (ideally by posting to website). In the absence of the President and Vice President, the Secretary shall preside at meetings of the chapter.

**Membership Secretary:** The Membership Secretary shall keep a spreadsheet of all UW Chapter dues-paying members. Data on membership shall include date of joining, self-reported dues level, date of payment (or enrollment in payroll-deduction), and UW email address. The Membership Secretary shall coordinate with the Treasurer to ensure the Treasurer is collecting and dispersing dues monies appropriately. The Membership Secretary is responsible for ensuring all dues-paying members are eligible to belong to the UW Chapter in accordance with these bylaws.

**Treasurer:** The Treasurer shall keep an accurate record of all funds received and disbursed. At the request of the executive committee, the Treasurer shall prepare an annual chapter budget and report

of finances, and submit them for approval. It shall be the duty of the Treasurer to remit to the Association and/or to the applicable state conference any dues collected on behalf of the Association and/or conference. In the absence of the President, Vice President, and Secretary, the Treasurer shall preside at meetings of the chapter.

Past President: The Past-President's primary role is to provide institutional memory and continuity, to provide mentorship to new officers, and to support stability within the UW Chapter. The Past-President could assume specific duties, such as responsibility to provide leadership on one or more annual plan goals or to moderate the list server.

When an executive officer has resigned or becomes disqualified, the office shall be filled by a special election of the chapter, which shall be held as promptly as is feasible. The executive committee is empowered to fill vacancies in any elective office until a special election is held. The person so elected shall hold office for the remainder of the term.

When an at-large member has resigned or becomes disqualified, the office may remain vacant until the next regularly-scheduled election. Should the executive committee determine the position should be filled more quickly, a special election should be conducted as for officer vacancies, above.

## **Article V: Membership and Dues**

Any member of the UW faculty in any faculty rank, including any graduate student, is eligible to join the UW Chapter.

The UW Chapter Board shall establish the dues schedule from time to time that is adjusted in accordance with a graduated scale, based on self-reported annual gross UW salary. The dues structure will include Association dues, state conference dues, and UW chapter dues in one collective payment. The Dues schedule shall be published on the UW Chapter website.

## **Article VI: Committees**

### **A. Executive Committee**

The executive committee shall consist of the elected executive officers of the chapter and the immediate Past President. A majority of the executive committee shall constitute a quorum for conduct of business of the committee. The executive committee shall assume responsibility for the chapter's continuing effective presence at the institution, keeping all positions on the executive committee filled as vacancies occur. The executive committee shall:

1. Meet regularly;
2. Respond to faculty members seeking assistance;
3. Conduct the business of the chapter between meetings;
4. Regularly recruit members and encourage maintenance of membership;
5. Make necessary appointments to complete an unexpired term of any officer;
6. Set the agenda with appropriate notice for chapter meetings;
7. Consult regularly with the administration on matters of mutual interest; and
8. Respond to inquiries from the media.
9. Shall make appointments to all other Committees of the Chapter.

### **B. Nominating and Membership Committee**

The Nominating and Membership committee shall be chaired by the Membership Secretary. The committee has two duties: 1) Nominate at-large board members on an bi-annual basis, and 2) Nominate executive officer candidates as vacancies occur (in response to term expiration, resignation, or ineligibility). The committee shall conduct the elections to fill these positions, ensuring ballots are distributed to dues-paying members and are collected and tallied appropriately. The committee shall also recruit new members and encourage the maintenance of membership.

### **C. Committee A**

As protecting and promoting academic freedom is a central function of the UW Chapter, "Committee A" shall be established either on a standing or as-needed basis to consider cases and problems that arise in response to threats.

### **D. Other Committees**

The chapter may create additional standing and ad hoc committees as necessary to promote the welfare of the chapter..

## **Article IX: Meetings**

The UW Chapter shall hold approximately monthly board meetings, as well as one annual meeting for all dues-paying members. All meetings shall be announced on the UW Chapter website.

Special meetings of the chapter may be called by the President or a majority of the executive committee. Written notice of such meetings shall be provided each member by the Secretary of the chapter at least five days in advance of the meeting date. The President shall call special meetings of the chapter within seven days of being so directed by the executive committee or by a petition signed by ten percent of the members.

The quorum required for the transaction of business at all meetings of the chapter shall consist of 11 members.

## **Article X: Dissolution**

Upon dissolution of the chapter, its assets shall be distributed to the Association, a charitable and educational organization.

## **Article XI: Amendments**

These bylaws may be amended by majority vote of the members, provided that a notice setting forth the proposed amendment or amendments an explanation thereof and known objections thereto shall have been sent to each member at least thirty days prior to the vote. Any dues-paying member of the UW Chapter may initiate an amendment.

**Article XII: Rules of Order**

Roberts Rules of Order Revised shall be the authority for the UW Chapter in matters of procedure not specified above.

**Article XIII: Ratification**

This supersedes the previous Constitution and will be ratified by electronic ballot upon affirmative vote of a two-thirds (2/3) majority of those voting, in accordance with the procedures for amendment of that Constitution.

Enacted this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2013.

Enacted this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2013.