

## AAUP board minutes, University of Washington

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19 February 2014 board meeting, UW Club, 3 pm to 5 pm

### **Attendance:**

#### ***Executive board members present:***

Rob Wood, Atmospheric Sciences, President  
Dan Jacoby, UW Bothell Interdisciplinary, Vice-president  
Amy Hagopian, Public Health, Secretary

#### ***At large board members present:***

Duane Storti, Mechanical Engineering  
Jay Johnson, School of Environmental and Forest Sciences, emeritus  
Jane Koenig, School of Public Health emeritus

### **Guests:**

Bert Stover, Env and Occ Health, prospective candidate for an at-large seat  
Robert Pekkanen, prospective candidate for an at-large seat  
Jim Gregory, nominating committee member

### **Excused:**

Scott Clifthorne, AAUP NW Coordinator <sciflthorne@aaup.org> 415.810.0652  
Janelle Taylor, Anthropology, Treasurer  
Steve Buck, Psychology  
Christoph Giebel, Jackson School of International Studies, and History  
Diane Morrison, School of Social Work

### **Not present:**

Dan Luchtel, School of Public Health  
Raya Fidel, Information School  
Purnima Dhavan, History  
Chuck Bergquist, History emeritus  
Ann Mescher, Mechanical Engineering  
Jack Lee, Mathematics, (and, incidentally, Chair of faculty senate)  
Lucy Jarosz, Geography, list server  
Elliot Swanson, work study student for AAUP

### **Agenda:**

1. Introductions, review of action items (Rob, Amy)
2. Nominating committee update (Amy)
3. Higher ed financing forum (Dan)
4. USAS and the Bangladesh Accord (Rob)
5. Faculty survey results (Amy, Rob)
6. Fee-based programs and faculty demographics (Rob)
7. Opinions on faculty senate leadership for next year and beyond? (Rob)

### **Didn't get to:**

8. Incorporation papers (subject to Scott Clifthorne attendance, uncertain)

### **1. Announcements:**

1. Duane Storti and Scott Clifthorne attended the Supreme Court arguments in the salary policy case (did the UW uphold its contractual obligations?) in Olympia on Jan 21. Phil Talmadge argued the plaintiff's case (Storti, representing the class of UW faculty v. UW, 88323-8 (C/A 68343-8-I)). It's on TVW, 40 minutes, [http://www.tvw.org/index.php?option=com\\_tvwplayer&eventID=2014010018A](http://www.tvw.org/index.php?option=com_tvwplayer&eventID=2014010018A).

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## **2. AAUP Chapter sponsor of Higher Ed financing forum**

Dan Jacoby has been organizing the higher ed financing forum. It's been scheduled for April 25, the day before the Harry Bridges conference, a Friday, starting at approximately 1:30. Refreshments to follow for the annual meeting/awards ceremony.

*Panelists who have confirmed :*

**Bill Zumeta**, Faculty at the Evans School since 1985, will frame the structural issues.

**John Burbank**, Economic Opportunity Institute, will provide a description of the "Pay it Forward" proposal

**Larry Seaquist**, State legislator, invited to discuss the role of the state legislature in higher education financing

**Lucas Barash-David**, ASUW student lobbyist

*Sarah Hall and Paul Jenny of UW Office of Budget and Finance declined invitation*

*Concerns:* Kind of an XY heavy panel.

*Format:* We said at our last meeting that each speaker gets 20 minutes, then a panel of respondents, to include AAUP board president, faculty in the PCE scheme, or students (eg, Chris Lizotte, GPSS president? or? Per David Parsons, UAW 4121 person)

We don't know the UW's strategy on financing. Who can be on the panel to represent that position? We want to get a picture of directions for finance. Margaret Shepherd, Randy Hodgkins?

This will come at a good time, in time for the Regents to write the budget. Administration is on record for not raising (undergrad) tuition, as long as there are no cuts.

Can we talk about ideas other than Pay it Forward? Self sustaining programs are a hot topic. What is our strategic plan and vision about how higher education will be sustainable? More on line? Is higher ed at a turning point? Student debt is going up, financial aid can't keep up.

Should we invite Dave Szatmary to talk about PCE as an alternative finance mechanism?

What ideas can we bring out from the assembled? Our university doesn't think in a federal context except in terms of grants. Some states have launched initiatives—we could bring someone from California to talk about how Prop 30 worked. Dan worries that without a federal strategy (eg, IRS support), collection of post-graduation revenues is going to be difficult.

**To** be followed by our annual meeting social event to issue awards.

**Venue?** Amy will look into Evans school/Parrington, Peterson Room above the library, UW Club, Burke Museum or Walker Ames Room, HUB.

<p><b><u>Action:</u></b> Dan to invite panelists and write up an announcement, Amy to find a venue. Then we all need to publicize.</p>
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## **3. AAUP board meeting with administration re Higher Ed financing**

Rob organized a meeting with UW administration re. the role of faculty in advancing an agenda to improve higher ed financing in Washington state. We said at our last meeting the agenda would include:

- a) create a set of talking points for faculty communication
- b) organize a higher ed financing day in Olympia

- c) collect non-UW emails of faculty interested in lobbying the legislature, and mobilize these individuals

**Action:** Meeting scheduled 9 am March 17.

#### **4. Extension Lecturers update: Diane Morrison**

**Action:** Diane was not present. We would like to hear an update on the Extension lecturer situation.

#### **5. Lecturers: Dan Jacoby**

Dan reported the Lecturer tri-campus task force has met once. He had hoped there might be reconsideration about whether people really needed a job reclassification, and a search at all, but that's not on the agenda. Code stipulates appointments by committee charged with "searching" for best candidate, and that is used to justify search for existing non-competitive hires before eligibility for multi-year contracts is established. Marcia Killien feels it would be unfair to earlier candidates because we didn't do searches for them. Hm. Nonetheless, the Provost feels strongly about that, so that's been determined. There are 79 full time non-competitive lecturers, 25% of the total. What about the part-timers (thought to number 550, most of whom are non-competitively hired)? Where does the burden of proof lie for whether a search was conducted? "Sculpted searches" are common, but unfortunate and change the culture. Acting lecturers will have a 3-year term-limited appointment before a search can be done. It's understood we won't hire anyone new into these positions without searches.

Clinical faculty are part of the discussion, people who are really employed elsewhere but teach a class or two for a department or a school. Public Health, Art, Business school uses a lot of these people—might call these "professors of practice." We need to distinguish these from people who are really teaching full time. When you teach 6-8 courses you are not "part time." Even with a search, the number of people on soft money makes it hard to commit to a long-term line (2-3 years, even).

More and more of our faculty positions are of a very flimsy nature, but we don't have the data. Jack Lee has a data dump, but it's out of date, and there are huge coding issues coming from HR and our payroll system. Carol Dean keeps bringing new sets of numbers. The important data points are credits and quarters taught per person per year. How many faculty are there at the UW? Depends on who you count. There are persons who would like to not solve this problem, probably.

**Action:** Dan will continue to attend task force meetings and report out. We could raise some of these discussion issues on the list server. The Provost is supposed to come to an upcoming meeting (April 16?), and she could answer some questions. Scott will seek materials from Dan that could contribute to the national "tool kit" on this issue at AAUP.

#### **6. Unpaid Internships: Jay**

Jay has been trying to meet with the Carlson Center, but two meetings scheduled were postponed (by them). Jay will see them in a couple of weeks. General Studies 350 are the internships with Arts and Sciences, run by the Carlson Center. The curriculum committee probably oversees it. We could start a list server conversation on this, and the role of faculty in providing credit.

**Action:** Jay will pursue more information from Carlson Center. Harry Bridges Labor Center may want to get involved. We could start a list server conversation on this.

#### **7. Faculty satisfaction survey: Amy Hagopian and Bert Stover**

Amy, Bert and Elliot did further analysis on the faculty survey. Bert reported 44% of the 581 respondents are professors, and 53% are tenured, and 43% were in health sciences.

**Action**: Amy, Bert and Elliot will continue to analyze the results. Amy will draft a press release and circulate to the board for approval. We can circulate the url one more time to ask new people to respond, too. Amy will circulate the data set and the more detailed table.

#### **8. State registration: Amy Hagopian**

This remains unresolved. There are parts of the IRS Form 1024 that need to be completed (eg, page 5 (Financial Data); Part II, Q7: describe the voting rights of members, and a count of your members (as of the date of application). Include a copy of our "membership solicitation" (e.g. your semi-annual emails that go out to faculty encouraging people to join), as well as a copy of the dues authorization form that you use. Part II, Q2: Quantify the amount OFA provided to finance the work study student.

**Action**: Amy will work with Scott and Elliot to complete these portions, get Rob's signature, and mail in the application.

#### **9. Nominating Committee:**

The nominating committee met at 2:30 today (Amy, chair, with Jay, Jim and Rob). We are supposed to have 15 at large members and four officers (president, VP, Secretary, Treasurer). Nominees who have agreed include Rob Wood for president, Dan Jacoby for VP, Amy Hagopian for secretary, Christoph Giebel, Duane Storti, Janelle Taylor (but not for secretary), Jay Johnson, Dan Luchtel, Diane Morrison and new candidates Kari Lerum, Libi Sunderman, and Bruce Kochis, for a total of 9 at-large. Candidates Robert Pekkanen, JoLynn Edwards, Sasha Welland and Bert Stover are considering. Jay said he'd reach out to Vince Gallucci, Brian Fabien and Richard Zerbe. We need to identify a treasurer for sure.

Our bylaws say:

"The biannual election for both at-large board members and officers shall take place during the spring quarter preceding the service year....

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....

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."

**Action**: Rob to invite more candidates from AAUP chapter members, and from AAUP listserver.

#### **10. Grievance handling**

Duane drafted a list of 9 problematic issues associated with the UW grievance procedures and practices.

11. Rudy's slate of candidates is up for re-election, and the previous regime (Cary Nelson) has come up with a new slate of its own. The Cary Nelson group charges the new group is too focused on unionization. Statements are available at <http://www.aaup.org/about/elected-leaders/elections/2014-election-information>

National AAUP 2014 Candidate Biographical Information and Statements

**President:**

Jane Buck, Delaware State University

 Rudy Fichtenbaum, Wright State University

**1<sup>st</sup> Vice-President:**

Hank Reichman, California State University, East Bay

 Brian Turner, Randolph Macon College

**2<sup>nd</sup> Vice-President:**

Susan Michalczyk, Boston College


 Cary Nelson, University of Illinois at Urbana-Champaign

**Secretary-Treasurer:**

Michele Ganon, Western Connecticut State University

 Saranna Thornton, Hampden-Sydney College

**District 1:**

Ivan Evans, University of California, San Diego 

Chris Nagel, California State University, Stanislaus

12. Students Against Sweatshops has launched a campaign to get the UW to sign or urge clothing companies to sign the Bangladesh Accord. <http://www.bangladeshaccord.org> Students will be asking the UW University of Washington Licensing Advisory Group to not license apparel that doesn't sign the accord. There are competing brands of agencies or groups to certify safe working conditions, so this isn't entirely straightforward.

13. We need to organize a better understanding of the effects of PCE programs at the UW. We started a very brief conversation about it. Amy's public health MPH degree program is on PCE, Duane's department moved a masters degree to PCE, and Applied math did too. So master's degree programs are moving towards privatization. See the PCE catalogue for a full listing. 40,000 students. We could think about designing a data request.

14. We very briefly discussed the Faculty salary policy under discussion in the faculty Senate. Amy distributed the material Jack circulated. We speculated whether keeping discussion muted on this while the Legislature is still in session might be wise.

<b>NEXT MEETINGS: March 24 (location?), and April 16<sup>th</sup>, UW Club</b>
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APPENDIX A: Nominating Committee Table

AAUP Candidates

18 February 2014

produced by Amy Hagopian, chair of Nominating Committee

Name	Currently on board?	Recommended by?	Agreed?	Statement in?	Comment
Christoph Giebel	Yes	Incumbent	Yes	Yes	
Dan Jacoby	Yes	Incumbent	Yes	Yes	
Duane Storti storti@uw.edu	Yes	Incumbent	Yes	Yes	
Janelle Taylor	Yes	Incumbent	Yes	Yes	Won't be treasurer again though
Jay A Johnson	Yes	Incumbent	Yes	Yes	
Rob Wood	Yes	Incumbent	Yes	Yes	
Amy Hagopian	Yes	Incumbent	Yes	Yes	
Diane Morrison	Yes	Incumbent	Yes	Yes	
Lucy Jarosz	Unclear?	Incumbent	No	--	
Purnima Dhavan	Yes	Incumbent	No	--	
Raya Fidel	Yes	Incumbent	No	--	
Steve Buck	Yes	Incumbent	No	--	
Dan Luchtel	Yes	Incumbent	Yes	No	
Jane Koenig					
Ann Mescher					
Jack Lee					
Kari Lerum	No	Rob Wood	Yes	No	
Bruce Kochis	No	Dan Jacoby	Yes	Yes	
Libi Sunderman	No	Rob Wood	Yes	Yes	
Robert Pekkanen	No	Christoph Giebel	contemplating	--	
JoLynn Edwards	No	Dan Jacoby	contemplating		
Sasha Welland	No	Christoph Giebel	invited		
Bert Stover	No	Amy Hagopian	invited		
Andrew Tsao	No	Jay Johnson	No	--	
Angela Ginorio	No	Rachel Chapman	No	--	
Cabeiri Robinson	No	Christoph Giebel	No	--	
Hwasook Nam	No	Christoph Giebel	No	--	
James Tweedie	No	Christoph Giebel	No	--	
Matt Sparke	No	Christoph Giebel	No	--	
Michael Honey	No	Christoph Giebel	No	--	
Moon-ho Jung	No	Christoph Giebel	No	--	
Patricia Kramer	No	Janelle Taylor	No	--	
Sara Goering	No	Janelle Taylor	No	--	
Scott Barnhart	No	Amy Hagopian	No	--	
Angelina Godoy	No	Christoph Giebel	No	--	

Rozanna Carosella	No	Amy Hagopian	No	--	
Adam Warren	No	Christoph Giebel	No	--	
Julie Nicoletta	No	Michael Honey	No	--	
Vince Gallucci		Jay			
Brian Fabien		Duane	No	--	
Richard Zerbe					

APPENDIX B: Survey results, to come.