

# AAUP board minutes, University of Washington

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19 May 2014 board meeting, 1pm

## **Attendance:**

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

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

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

Jay Johnson, School of Environmental and Forest Sciences, emeritus  
Diane Morrison, School of Social Work  
Duane Storti, Mechanical Engineering  
Ann Mescher, Mechanical Engineering

### ***Guests:***

Rod Palmquist, Washington Federation of State Employees University union representative, MPA student (incoming)

### ***Not present:***

Jane Koenig, School of Public Health emeritus  
Jack Lee, Mathematics, (and, incidentally, Chair of faculty senate)  
Janelle Taylor, Anthropology, Treasurer  
Steve Buck, Psychology  
Dan Luchtel, School of Public Health  
Christoph Giebel, Jackson School of International Studies, and History  
Raya Fidel, Information School  
Purnima Dhavan, History  
Chuck Bergquist, History emeritus  
Lucy Jarosz, Geography, list server

## **Agenda:**

1. Introductions
2. Debrief AAUP's Higher education financing forum and other year-end activities
3. AAUP membership building
4. Know your rights publication
5. Unpaid Internships
6. Faculty grievances
7. Regional AAUP organizer position open
8. English language lecturer/PCE issues
9. List server management
10. Retreat & meetings for 2014-15
11. Announcements (\$15/hour rally at UWMC)

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### 1. **Higher Ed finance forum debrief and follow up**

Our annual forum (combined with our annual membership meeting) was held April 30, 2014, at 1:30 in Parrington Hall Commons.

Forum speakers included: Bill Zumeta, Evans School professor; Larry Seaquist, Wa State House Higher Ed Committee; John Burbank, Economic Opportunity Institute; Karen Strickland, AFT/labor perspective.

As we debriefed the forum and the events that led up to it, we agreed we made some progress on raising the higher education funding crisis as an issue among the campus community. We focused on this topic in our conversation with the Provost in April, and the forum itself continued the lay out the issues. Publicity could have been better. Posting relevant articles before the forum on the list server helped. Last year's forum benefited from having a work-study student on the job. We need to distribute flyers and actually organize our colleagues. Commons is not a good room for slides or acoustics; next year we'll try it at the UW Club.

Last year we did our annual meeting as a stand-alone social event at UW Club, this year it was an add-on to the forum. Neither was particularly well attended.

Dan Jacoby submitted a Simpson Center small grant to continue the conversation with a symposium to feature Marc Bousquet (author of "How the university works: Higher education and the low-wage nation).

Dan also got permission to sponsor a graduate student "Public Scholarship certificate." This could generate a couple of graduate students to help prepare forums next year and do some research.

We made the following awards at the annual meeting:

*Academic Freedom Award:* To the 2013/2014 Faculty Senate

For passing new legislation to safeguard academic freedom at the University of Washington.

The award was presented at the May 15th, 2014 Senate Meeting.

*Excellence in shared governance:* Professor Jack Lee (Mathematics)

For strong and collegial leadership as Faculty Senate chair. As Faculty Senate chair, Jack has worked tirelessly to introduce new faculty salary legislation, helped bring new legislation safeguarding academic freedom, and has worked to repair the lecturer track at the UW.

*Leadership Award:* Professor Emeriti Raya Fidel (The Information School)

For long-term service to the AAUP-UW chapter and the state conference. Raya continues to serve the chapter by frequently posting news items to the AAUP Faculty Issues and Concerns list server that are of interest to faculty.

*Leadership Award:* Professor Emeriti Jane Koenig (Environmental and Occupational Health)

For long-term service to the AAUP-UW chapter. Jane is the longest serving active member of the chapter, has served as treasurer, and still attends most meetings.

*Defender of higher education Award:* John Burbank (The Economic Opportunity Institute, Seattle)

For creatively seeking pathways to reducing student debt and funding higher education. John Burbank is executive director of the Economic Opportunity Institute, a public policy think tank and has worked extensively on Pay-It-Forward, a concept for reducing student debt and financing higher education. He has an MPA from the Graduate School of Public Affairs at the UW. John is a member of the National Academy of Social Insurance (NASI)

The following awards exist but were not issued this year: Courage in pursuit of social justice, Squeaky Wheel and Friend of the Faculty.

*Forum topic options for next year:*

1) Unionization? Bring colleagues from our unionized sister institutions;

- 2) UW as a case study for budgeting at the university setting (focus on big university spending on admin and sports in relation to tuition, see NY Times story, and annual spending per student on higher ed in state budget);
- 3) Child care? A working conditions issue;
- 4) Organizing on campus in general;
- 5) Salary inequities, compression, and other compensation issues;
- 6) Rising tuition for undergrads and graduate students as a shared concern of faculty, including PCE issues around what programs are in PCE and which are public?

**Action:** We'll choose our 2015 forum topic at our retreat. Dan will report on success with the Simpson grant and the public policy certificate, and the possibility of getting graduate students to help with forum organizing associated with that. Amy will follow up with Frank Chopp.

## **2. Membership building**

Could we / should we expand attendance at the monthly board meetings?

We expressed desire for a membership drive. Could get a grant from the national/state office to promote membership? It would help to put up posters to promote AAUP across campus. We could host a social for new faculty. Do we get a list of new faculty?

There is a "faculty fellows" event for new faculty:  
<http://www.washington.edu/teaching/programs/faculty-fellows-program/>  
September 9-12.

**Action:** We really need a membership chair to work these opportunities.

## **3. Faculty: Know your rights publication**

We discussed the value of producing a pamphlet on faculty rights that serves as a guide to what things we can and cannot do as faculty. The ACLU produces a similar guide for knowing your rights when dealing with the police. This would address use of list server, political speech, the state's ethics rules, investigations, how to know about the Faculty Code, responding to interview questions, ways in which we disagree with UW attorney general guidance, etc. It could be an AAUP publication. Would require some expertise: Perhaps John Junker, emeritus UW professor of law <junkerjm@uw.edu>, was nominated as a possible author. Perhaps he could supervise a law student to do the project. Steve Schwartz agreed to draft a scoping document.

There is a **Washington State Workers Rights manual** (3rd edition, January 2014), authored by Sarah Laslett, that could serve as a companion document or a model. Available at <http://www.iaff2444.org/docs/Washington%20State%20Workers%20Rights%20Manual%20Abridged%203rd%20Ed.pdf> Author: sarah.laslett@seattlecolleges.edu

**Action:** We'll look for Steve Schwartz's scoping document, then try to recruit an author (John Junker was nominated)

## **4. Unpaid Internships: Jay Johnson**

Jay reported that the Faculty Council on Academic Standards may form a joint subcommittee with the Faculty Council on Student Affairs to look into the issue of unpaid internships.

**Action:** Jay will track the activities of the faculty council.

## **5. Faculty grievances**

Very few faculty get hearings on their grievances, and their administrators get the final say anyway. President Emmert's statement is still the last word on this topic, which says those charged with faculty misconduct have very few options. He over-ruled a panel's recommendations in a misconduct case, and that act stands as precedence. Rob reported the Provost is interested in this topic once we are done with the salary issue. Duane wrote a proposal for dispute resolution for the Senate to consider that didn't get traction this year. <need a copy of that for the minutes> UW Medical Center is the focus of a lot of concerns in this area. With the movement towards becoming an Accountable Care Organization (under the Affordable Care Act), there is pressure to change some policies and procedures; also, the mergers with Catholic hospitals present additional concerns. Accounting decisions have political consequences. There will be a hearing soon on the decision to move the Slavic languages department, which could be interesting to attend. There was a tongue in cheek recommendation that AAUP contract with Steve Olswang to be on our team.

**Action:** Duane Storti monitors this for us.

## **6. Regional Organizer for AAUP**

Scott Clifthorne has left his position as AAUP Pacific NW regional organizer, and the position is open. The job description was circulated. The national office would like a UW chapter member on the hiring committee.

**Action:** Rob will report on developments. (*update May 21: Rob will serve on the search committee.*)

## **7. English Language Lecturers/PCE labor issues**

Faculty Senate has opened a webpage to post questions about this issue. We agreed this was an opportunity to support the lecturers.

**Action:** Rob will post our views on this issue to the Faculty Senate electronic bulletin board.

## **8. List server**

There is a lot of ambiguity about when to cut off discussion of controversial issues on the list server. Rob gets stuck in the middle. We have the right to withhold postings, but it opens us to criticism. Not posting comments is often viewed as censorship. Sometimes Rob posts a digest that combines postings, he sometimes suggests a couple of people continue their conversation off line. Most people appreciate this is a difficult job and appreciate Rob's sense of fairness. The rules address incivility, redundancy, inconsequentiality, political advocacy of a partisan nature (candidates or ballot measures). Can we privilege paid members? We nominated Christoph Giebel to be the back-up editor after Rob.

**Action:** Rob will labor along as best as he can. (*Update: Rob reports Raya Fidel agreed to be back-up editor.*)

## **9. Retreat scheduling**

We tentatively scheduled our retreat for Monday, September 22, starting with lunch. Rob will check on ATM, and Amy will check on Harris Hydraulics and SCC. Jay will look into Anderson Hall. Rob will circulate a doodle poll for our regular meeting time.

**Action:** Rob will circulate the date in hopes we can all agree.

## **10. \$15 per hour rally**

Washington Federation of State Employees will sponsor a rally Thursday, May 22, 1-4 pm at front entrance of UW medical center to highlight UW employees who receive less than \$15 per hour.

**Action**: None.

**NEXT MEETING: RETREAT 9/22.**