

## AAUP board minutes, University of Washington

---

20 Nov 2013, Faculty Club, 3:30 to 5:30 pm

### **Attendance:**

Elliot Swanson, work study student for AAUP

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

Dan Jacoby, UW Bothell Interdisciplinary, Vice-president

Amy Hagopian, Public Health, Secretary

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

Dan Luchtel, School of Public Health

Christoph Giebel, Jackson School of International Studies, and History

Duane Storti, Mechanical Engineering

Jay Johnson, School of Environmental and Forest Sciences, emeritus

Diane Morrison, School of Social Work

### ***Guests:***

Richard Zerbe, Evans School

Richard Moore,

### ***Excused:***

Rob Wood, Atmospheric Sciences, President

Janelle Taylor, Anthropology, Treasurer

### ***Absent:***

Raya Fidel, Information School

Purnima Dhavan, History

Chuck Bergquist, History emeritus

Ann Mescher, Mechanical Engineering

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

Jane Koenig, School of Public Health emeritus

Steve Buck, Psychology

Lucy Jarosz, Geography, list server

Scott Clifthorne, AAUP NW Coordinator <[sclifthorne@aaup.org](mailto:sclifthorne@aaup.org)> 415.810.0652

### **Agenda:**

Approval of minutes

College Sports: Richard Zerbe

INSER, Institute for National Security Education and Research: Christoph

Extension Lecturers update: Diane

Lecturers: Dan

Bylaws and state registration: Amy

Internships: Jay

Faculty satisfaction survey: Amy

Higher ed financing: Dan

**September meeting minutes were approved.**

### **College Sports: Richard Zerbe**

Dr. Zerbe reassured us first of all that he was an athlete himself (NCAA Division I track), and is pro-sports in general. However, he has some bones to pick with college athletics and how they're organized. While college sports players attract a great deal of money to their institutions, they are not paid. Coaches are obscenely well paid, earning the highest public salaries in the state. Further, the teams require a great deal of staff support. Car sales outlets offer a coach car program, negotiated by

the UW, that provides free vehicles to coaches. Checks to the program are tax deductible. Player scholarships are charged to the university. Zerbe's academic work was on the economics of cartel organizations. Cartels are expensive to run, like the NCAA. As with every cartel, there is a lot of cheating, for example, paying players under the table. His proposal is to ***establish the total budgets of the NCAA teams by division standing and allow them to use the money any way they like***. They might start paying players, and reducing salaries to coaches. Remove charitable contributions to sports programs (they would violate the universal budget limits), which might redirect contributions to the University more generally. We are exploiting players, expropriating their economic value without benefit to them. [note Seattle Times article on coach salaries 23November2013: [http://seattletimes.com/html/localnews/2022321329\\_coachespayxml.html](http://seattletimes.com/html/localnews/2022321329_coachespayxml.html)]

*Discussion:* Could the faculty influence decisions in this area? The Penn State violation case was last year, resulting in a fine to the university of \$60 million. How could NCAA expropriate public money for a sports violation outside of a criminal judgment? Giebel talked to Michael Young last year about challenging this, as it represents an unauthorized appropriation of public sector higher ed funds, but he was "swooshed" away. Students (football workers) out at night for games fail to be adequately prepared for their schoolwork. The academic sports big-money problem erupts on the AAUP list server each year. This year, the UW athletic dept is anticipating a \$16 m surplus. While it is considering "donating" a million dollars to provide seed money to a grant program on upper campus, we'd like to know why all that money isn't considered part of the general fund.

***Action:*** We could do a forum, teach in, and/or provide a set of readings, all of which might lead to a policy position statement. The Senate is potentially sympathetic, but is afraid of NCAA. We invited Zerbe to put together a proposal. We'll invite like-minded people to work with him, such as Clarence Spigner and Jay Johnson.

### **INSER, Institute for National Security Education and Research: Christoph Giebel**

In 2007, INSER was established at UW through the iSchool, with a 5-year grant from the Office of the Director of National Intelligence, making UW an "Intelligence Community Center of Academic Excellence." That was initially under the radar for a year, until it became known on campus, including INSER funds for study abroad activities. International Studies in the US traditionally received defense/security money, but it was always funneled through the Dept of Education, and the expectation was that a certain percentage of internationally trained students would commit to working in intelligence after graduating. The primary security agencies are now putting their funds directly into overseas programs. In 2008, Christoph and others started a campaign to problematize this, to keep intelligence funds, personnel and objectives out of UW overseas programs. It's a problem to have intelligence funded students in our study abroad programs. Foreign intelligence agencies would view the UW as a center of this work, endangering our students and counterparts in the countries where we work. There was a response in 2008 across campus, with faculty and students speaking out in quite a number of units. At the time, AAUP presented a Request for Information (RfI) to the Senate for information on INSER. This put pressure on the issue, and the Senate publicly discussed the issue. In May of 2009, the vice provost for global affairs at the time (Steve Hansen) ruled that INSER could only use remaining funds for study abroad to send ROTC students to South Korea. That was a good solution. The iSchool link to INSER's website was down for months, but it's up again, and is now advertising security-agency funded "language and cultural exposure scholarships... to qualified students," opening up the issue again. Administrators are squirming on this, as there is a lot of intelligence money in academia, despite the ethical concerns.

***Action:*** We approved a request that Christoph draft a Request for Information (RfI) from the AAUP board asking the Senate to reveal what INSER's study abroad activities have been since the May 2009 policy. Failing that, we could make a public document request. Once we get the information, we can

pursue new policy to avoid covert intelligence funding for educational purposes. Our goal is to keep intelligence involvement out of study abroad programs, as we need to protect our students, faculty and counterparts in countries where we operate. Christoph is in touch with IPE about these concerns; if IPE's response should be insufficient, he will inform the EB of the Rfl language, seek approval, and submit the Rfl to the Senate.

### **Extension Lecturers upate: Diane Morrison**

Diane distributed a Class C Resolution on International and English Language Programs Extension Lecturers. The Provost engaged in a list server conversation about whether these employees are faculty or staff (we noted that if these were fully classified as faculty, they wouldn't be authorized to have a union). We discussed the importance of one of the "whereas" clauses regarding the stack-ranked system; if we left that out, we might get more people to vote for the "Be it Resolved" clause. We could add language to the final clause about the kind of evaluation system we'd like to see (peer reviewed, promotes collaboration, recognizes professional competence), and support multi-year contracts. We asked about whether the raise amounts should be in the resolution.

**Action:** we voted to endorse the Class C resolution as edited per the above discussion. See Appendix.

### **Lecturers: Dan Jacoby**

All departments have been asked to report on the reappointment of lecturers. Departments may be interpreting this as a request that searches be conducted for all existing positions for all lecturers hired without search. Although, AAUP has argued that people in positions for a long time should have their searches waived, the provost has issued guidelines stating that new lecturers hired without a competitive search may serve a maximum of 3 years. Those involved in last year's negotiations understood that the guidelines were prospective, and that the issue of current lecturers had not yet been settled. For incumbent full-time lecturers a major concern involves the extent of search that might be required—early discussions had indicated that "competitive" searches might not need to be national in scope. Likewise, competitive search might not require on-campus interviews if incumbent candidates are clearly competitive with new applicants.

Ana Mari will establish a tri-campus task force to solicit recommendations to address remaining issues, especially including those involving part-time lecturers. The problems she wants to solve are: 1) positions held by people who were not participants in a competitive search; and 2) how to establish career paths for lecturers that offers stability and salaries commensurate with responsibilities. Co-chairs of a working committee have been appointed, and members are appointed from the Council on Faculty Affairs. Ana Mari will draft the charge, Jack Lee as Senate chair will comment on it. Concern: if we create a path that mandates lecturers get promoted, get raises, have a reasonable career progression, we may find chairs looking to replace 25-year veteran lecturers with cheaper younger talent. Colleges and departments use lecturers in vastly different ways across the campus. Psychology, for example, hires quite a few lecturers from the community who serve in preceptor roles, and they should not have voting rights.

We discussed again the premise behind the "need" to conduct competitive searches. At Senate Chair Jack Lee's request, Cheryl Cameron has finally provided the regulatory authority she believes requires search. While AAUP will continue to investigate, thus far we have not found anything that long term incumbents must face a competitive search, nor are we convinced that existing practices have had a discriminatory impact by locking creating a dual system of lecturer employment in which lecturers performing the same job are given less secure positions.. Non-competitively hired "lecturer, full time" people have voting rights, but they are not promotable or eligible for promotion or multi-year

contracts. A proposal has been floated (by whom?) for a new category, “acting lecturer.” Those appointed to acting lecturer will be restricted to that title for only a few years.

Why can’t we at least have multi-year contracts? It could be a standard practice, at least not forbidden by code.

At some point, a lawsuit may be required, as administration doesn’t seem to be able to resolve this satisfactorily to date.

**Action:** AAUP will need to remain vigilant as decisions continue to be made on the ground.

#### **Bylaws and state registration: Amy Hagopian**

We considered the draft bylaws. Discussion included concern about removal of incompetent officers and how the nominating committee is appointed. We adopted the bylaws without clearing up the former issue, flagging it for potential amendment later. Nominating committee, like all committees, is appointed by the chair.

#### **Internships: Jay**

Postponed.

#### **Faculty satisfaction survey: Amy Hagopian**

The Senate leadership declined to sponsor our survey. HR was open to suggestions of questions to add to its own survey. We will circulate our own survey through Diane’s list and the list server. We could add a list of new faculty (available from where?) Could we distribute postcards through the mail? To what list? Could we ask department chairs to circulate the url?

**Action:** Amy will clean up the survey with suggestions gathered at the meeting, and we’ll begin to circulate.

#### **Higher ed financing: Dan Jacoby**

Dan had e-mailed for comment an RFP to solicit speakers for a conference we might hold on higher ed in conjunction with other labor (April conference on inequality) and education (SEIU's January conference on Contingent labor ) forums on campus. Additionally, GPSS had held a conference last Tuesday. Given that these other forums have progressed without us, Dan suggested we return to our original more limited forum plans to focus on higher education finance. Our forum could be simpler, hosting John Burbank (Pay it Forward) with Bill Zameda (faculty in Evans, does higher ed) and someone else (a student on the Regents? A legislator, perhaps Seaquest or Pollet? The NY Times writer Tim Egan?). The public AAUP event would provide a headliner for our annual meeting.

**Action:** Dan will bring a more specific proposal to our next meeting.

## APPENDICES TO MINUTES:

### 1. Class C Resolution

---

### 2. Class C Resolution Concerning the University of Washington International & English Language Programs Extension Lecturers

WHEREAS, a union of 70 full-time Extension Lecturers, who are classified as academic staff, teach in International and English Language Programs (I&ELP) in Educational Outreach and have formed the Union of the American Federation of Teachers-University of Washington English Language Faculty, Local #6486, and;

3. WHEREAS, like UW librarians, I&ELP Extension Lecturers perform an essential role in the educational and research missions of the University, and;

WHEREAS, these I&ELP Extension Lecturers teach approximately 3500 matriculated and non-matriculated students annually, and enhance the reputation of the UW by presenting at peer-reviewed, international conferences, authoring textbooks, and training English Language Teachers, and;

WHEREAS, these I&ELP Extension Lecturers contribute to the research and teaching mission of the UW by training over 70 International Teaching Assistants (ITAs) every year, many in STEM disciplines, and;

WHEREAS, the International and English Language Programs garner more than \$800K annually in operating costs, and return an additional \$200K annually to the UW, and;

BE IT RESOLVED, that the Faculty Senate of the University of Washington supports the efforts of

American Federation of Teachers-University of Washington English Language Faculty, Local #6486

in their efforts to obtain a fair contract, and supports an agreement that rewards both the performance and long-term commitment of I&ELP Extension Lecturers by providing competitive salaries, multi-year appointments, an evaluation system that promotes collaboration and recognizes professional competence, and a system for career advancement in keeping with the reputation and standing of the UW as a world class educational institution.