

# AAUP board, University of Washington

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23 April 2013, UW 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

Jay Johnson, School of Environmental and Forest Sciences, emeritus

Diane Morrison, School of Social Work

Duane Storti, Mechanical Engineering

Dan Luchtel, School of Public Health

Purnima Dhavan, History

## ***Guests:***

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

Tori Loe, organizer SEIU 925, 206-228-2576, tloe@seiu925.org

## ***Absent:***

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

Steve Buck, Psychology

Lucy Jarosz, Geography, list server

Chuck Bergquist, History emeritus

Christoph Giebel, Jackson School of International Studies, and History

Ann Mescher, Mechanical Engineering

Randy Beam, Communications

Christoph Giebel, Jackson School

Raya Fidel, Information School

Clarence Spigner, Public Health

## ***Agenda:***

- Review of action items
- Report from Faculty and the Future of Higher Education workshop at Portland State University (April 6)
- Contingent faculty/lecturer forum
- Faculty satisfaction survey
- May 22<sup>nd</sup> members meeting (and awards)
- TIAA-CREF resolution for consideration
- Faculty salary amicus brief
- Update on IP issues
- UW childcare centers unionization efforts

### **1. Discussion of the Portland AAUP Faculty and the Future of Higher Education workshop.**

We discussed the effects of mass online courses, which is to be discussed at this week's faculty senate building. AAUP nationally is quite wary of big online courses. Why is there so much momentum when there are significant valid concerns? It seems to work for highly-motivated, well-organized mature students. Conversely, the marketing tends to be targeted to the least-likely to succeed (eg, remedial students). It takes a lot of faculty time to do the course well.

Purnima said the social studies BA degree completion program is in the planning stages in her department, despite faculty concerns. Purnima says faculty are being paid 2 months of summer salary to design the classes. Scott noted that if the core of the faculty are engaged in the design of the courses, that paves the way to have the classes themselves facilitated by lower-paid adjunct faculty. The administration will be through the UW's Professional and Continuing Education unit, not the history department. Even though history is designing the courses, the degree will be in "social studies," which is not a department at the UW. Students are not eligible for the usual financial aid, so they will mostly be already employed.

Michael Dembrow of the Oregon State Legislature was the lunch speaker at the Portland AAUP meeting, who talked about the "pay it forward" tuition plan that has been designed by Seattle's own Economic Opportunity Institute (John Burbank).

We discussed the summer institute components in Seattle. Registration opens May 1. There will be a "non-resident" rate for commuters.

We also discussed revitalizing the Washington State Conference of the AAUP, which has been moribund since 2010. Elections did not occur in 2012 as they might have.

## **2. Contingent Faculty/Lecturer Forum**

Dan has worked with others to organize a forum on the issue of employment conditions for contingent faculty. May 10, 1pm-4pm, Friday, needs a location.

We'll have 2-3 panels with folks from the 3 UW campuses to discuss what it means to be a lecturer at the UW. He's still looking for a lecturer here at the UW, in a professional program. Senior lecturer and principal lecturer issues might be interesting as well. One of the discussion points will be conversion from non-competitive hire positions to competitive hire positions.

Keynote speaker? New Faculty Majority might be a good source for a speaker. We agreed if Washington State Conference (Raya, Doug) can't pay, we would cover it from our "academic freedom" fund. Backup keynote is Dan Jacoby, of course. The participants don't want to make this a confrontational event. For many people, the lecturer position is satisfying in many ways. For long-term, full-time lecturers, however, the lack of job security is typically quite distressing.

The policy that the Senate passed (just circulated yesterday, see below) on lecturers did not distinguish between non-competitively hired or competitively hired faculty. Non-competitively hired people can be rehired indefinitely, but they cannot be converted to a continuing position unless it's open to a competitive hire. Does the position include "scholarly research," or just "professional engagement?"

The three campuses each have a committee of lecturers to look at these issues. Marcia Killien reported the Provost would not agree to waivers of the search requirement for full-time non-competitively hired lecturers. So while there would have been agreement among the three campuses committees that prospective new hires should be only re-hired for 2 years, after which a search should be conducted and the person gets the job or is released, without

agreement that waivers from search would be granted to long serving lecturers, UW-Bothell and UW-Tacoma would consider moving forward with only the agreement on new hires to be punitive and unfair to those search more than 5 years on rehires. The provost charged the Seattle committee to look only at full-time hires, but that splits the question in problematic ways, especially when some part-time faculty teach the equivalent of 9 courses (substantially more than most full time faculty's course assignments). In short, there is much to be concerned about how this issue is evolving.

### ***From the 2/28 minutes of the faculty senate:***

At the last meeting, the Senate engaged in a vigorous discussion about lecturers who are hired year after year without any hope of longer contracts. Provost Cauce signaled a desire to look at policies and practices and see what steps might be taken to insure that most lecturers are hired through a competitive search and thus become eligible for promotions and to also consider how to move forward with those who have already served for years without having been hired in a competitive process. She has since authorized the creation of three taskforces, one for each campus, to evaluate these issues and report back at the end of the quarter.

### **3. Faculty survey draft**

Elliot, Amy and Dan drafted a survey of faculty that could be circulated near end of the year. Please review and provide comments on the survey by next week. We'll use WebQ, and use a full faculty distribution list.

### **4. UW Childcare Centers unionization effort**

Tori Loe (MSW'12) of SEIU-925 came to the meeting to ask for support in their effort to unionize the childcare centers. Haggard Nelson is a private company that owns the three UW childcare centers, and has distributed a letter to employees discouraging employees from joining the union. Tori brought a letter we could consider sending to President Young encouraging the company to remain neutral during the unionization campaign.

Language: Dear President Young, It is our understanding that there is significant support among child care teachers and staff employed by Haggard Nelson Childcare Resources, who provide child care for UW students, faculty and staff, in forming a union. We urge you to protect the fundamental right of these employees, many of whom have devoted years of service to the University community, to make their own decision on forming a union, free from coercion or intimidation. 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. We believe that making your support public will help to ensure that Haggard Nelson treats these members of the UW family with the same care and respect that we treat staff who are directly employed.

Language changes: We should add language about how our children are in these centers (personal interest), add language about how we have guarded the use of our logo for entities that respect their staff, add language about the letter from Julia Haggard to the staff.

Process: We voted to support the letter in spirit (unanimous), with word-smithing to follow. Circulate to the list server and send paper copy to President Young.

### **5. May 22 Annual Members meeting**

This is an important opportunity to bring interested people into the organization. The conference

room downstairs has been reserved. We will provide light appetizers and soft drinks. If the bar is open, you can carry in. The agenda will include the presentation of awards, explain the mission of the organization, present the strategic plan.

Shall we have a door prize that is paying your way to the summer institute?

Nominations are due Friday, April 26.

**6. Proposed resolution for AAUP to encourage TIAA-CREF to remove four companies from the social choice fund. The proposed resolution was edited as follows:**

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)
- Hewlett Packard (HP)

The UW has recognized the irresponsibility and volatility of investment in unethical corporations in the past with its stand against big Tobacco and Apartheid South Africa 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.

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Edits were made, specifically to the paragraphs on the list of companies. We wondered how comprehensive a list this is of companies, and about the focus on Israel. Rob will circulate for a vote.

#### **7. Faculty salary amicus brief**

Duane reported the AAUP submitted an amicus brief, and the UW replied.

#### **8. Intellectual property issues.**

Duane noted the UW's outside work form still includes the present assignment language.

The C4C website has a form for reporting an innovation, which includes similar assignment language.

SCIPC is continuing to look at the issues, and some presentation/discussion with the faculty senate is expected in the fall.

Duane and Scott attended a working session of the House Technology and Economic Development Committee focused on Technology transfer, commercialization, and Washington's entrepreneurial climate. The administration's position on intellectual property ownership was presented, but there was no opportunity for the expression of alternate views. The video of the house committee meeting is available, but for some reason the question about administrative demand of assignment in light of the Stanford v. Roche decision is not heard, but the C4C reply appears at about minute 51.

[http://www.tvw.org/index.php?option=com\\_tvwplayer&eventID=2013031164](http://www.tvw.org/index.php?option=com_tvwplayer&eventID=2013031164)

