

AAUP board, University of Washington

23 October 2012, 3:30 to 5 pm
UW Club

Attendance:

Executive board members:

Rob Wood, Atmospheric Sciences, President
Dan Jacoby, UW Bothell, (VP)
Amy Hagopian, public health, (secretary)
Janelle Taylor, anthro, treasurer

At large board members:

Clarence Spigner, Public Health
Jack Lee, Math
Duane Storti, Engineering
Steve Buck, Psychology
Diane Morrison, social work
Ann Mesher, mechanical engineering, at large
Jay Johnson, SEFS, School of Environment and Forest Sciences
Randy Beam, communications, at large

Guests:

Mary Lou Thompson, biostat
Kate Mulligan, school of medicine Sr. lecturer, biological structure

1. Summer institute reports from Jay and Amy

The national AAUP summer institute was held in Chicago, July 2012. Sessions were held on faculty handbooks, revitalizing chapters, contingency faculty, analyzing university budgets, legislative changes & judicial rulings, shared governance, engaging with students, intellectual property, collective bargaining and more. It was inspiring and we learned a lot from attendees and presenters. One handout was the AAUP Red Book, which contains the important historical documents of the AAUP. In Chicago, Amy & Jay were approached by AAUP staff & leaders and asked whether Seattle would like to host the annual meeting in Summer 2013 (follow up: we would, and we will be!) At our November meeting, we'll meet with someone from national AAUP about what it means to host the meeting.

2. UW AAUP Chapter Retreat

Amy presented the report of the AAUP board planning retreat held earlier this month. There was a SWOT analysis (strengths, weaknesses, opportunities and threats), we worked on a mission statement for the chapter, and we adopted both issue goals and organizational goals. See separate handout. Edits are in process based on discussion at this meeting.

The top vote-getter for topical issues was the issue of ***faculty status/part-time faculty***. Second was ***state funding & concern about privatization***.

Third was exploring ***unionization***.

Next (tied) were the monitoring the new UW undergraduate ***on-line degree completion*** program and ***faculty intellectual property rights***.

3. Faculty status issue

We discussed how to draw out faculty voices on the contingent faculty status issue. The *Unemployed Nation* hearings could be a model for how to hold public forums. We'll also need to create safe private venues for people to talk about the issues, because some stories won't be told in public. Dan Jacoby is heading up this topic, and welcomes others to participate. A white paper on the issues might be a good conversation starter. It was recommended we request a report on faculty tenure rates. Carol Diem does institutional data analysis for the UW. Definitions are a bit tricky. Dan will issue a call for ideas from the listserver on how to best air these ideas and solicit information and views.

4. Membership

Janelle will circulate a request for members to declare their salary band category to determine dues withdrawals from paychecks for the current year. Amy recommended we carry paper membership forms to distribute at our faculty meetings.

5. State funding

We need to develop a progressive stand on alternatives to skyrocketing tuition and plummeting state funding. Post-graduation progressive contingent loans are one model, but wouldn't it be easier to just roll that into a progressive tax structure? (Easier technically, but maybe not politically?) How about taxing employers for the number of college graduates they employ? How could we close up loopholes in the tax code?

In the vacuum of UW administration failing to lead on this issue, we could be heading an effort to discuss how to raise revenues for higher education in a progressive way. One of our challenges is to connect the dots between our AAUP mission and the specific issues we are going to pursue. If we are taking a broad view, all of these issues are related to salaries, academic freedom, and tenure.

We could open dialogue with the Economic Opportunity Institute (John Burbank), Remy Trupin, Washington Budget and Policy Center, and Bill Zumeta from the Evans School (he does Higher Ed Finance). We could use a study/action group to investigate the way forward and adopt a proposed plan of action. Dan will contact these experts and see if they'd join our study efforts.

6. Annual faculty report

It's time for an annual "state of the faculty" report, including a faculty salary report by categories. This would allow us to analyze problems like salary compression, gender differences, and other interesting phenomenon.

Diane created a file containing the names of all faculty on campus, extracted from the campus directory (which should be moderately complete). Rob has a list of all faculty with salaries, and has created some graphs. Base pay is easier to define in some schools than others (eg, medicine).

Jack is on the joint salary policy committee (of the Faculty Senate), and that committee is trying to get salary data from the UW; surprisingly difficult! We discussed how open salary information is; it is certainly supposed to be open to all voting on merit recommendations, but we learned from several at the meeting that it is not. Department faculty are supposed to vote on merit reviews each year.

7. On-line degree completion program

We have many questions about how the proposed *online learning undergraduate degree completion program* will work. It's being proposed as a social sciences (only) degree. Some social sciences departments are less enthusiastic than others about getting involved. Randy Beam reported the Dept of Communications has more experience and enthusiasm for it; they are getting a new tenure line faculty member in exchange for collectively agreeing to cover 4 courses.

Here are some questions that arose: How will faculty be persuaded to participate? Who decides what is taught? What is the role of TAs? Who is the faculty group behind a degree in "social sciences?" What will happen if the program is a flop and doesn't attract the students required to pay for it? Why should on-campus students pay more than on-line students? What if it kills the evening degree program, which includes classroom time? Why wouldn't the legislature look at this and ask why we can't offer all our degrees on line?

Here are some things we know: The plan is for Bob Stacey (acting dean of Arts & Sciences) or Judy Howard (Divisional Dean of Social Sciences) to appoint a faculty committee to create the degree. The names would be brought to the Faculty Council for Arts & Sciences (FCAS) for approval. They would work out learning goals, requirements, etc. The role of Professional and Continuing Education (formerly UW Educational Outreach) is to help with course design and provide the financial home. It's modeled on the evening degree program, but it doesn't seem to have been set up with a faculty oversight committee. David Szatmary circulated a proposed concept paper to the AAUP list serve, but it doesn't include a description of governance.

Why is it cheaper? Social science courses are cheaper to teach, because of salary differentials and no lab costs. If we charged all of our students what it cost to educate them, social sciences students would pay less. We will probably never offer expensive degrees (eg engineering) through an online degree completion program, but UW may add other course offerings beyond social sciences. PCE pays only 12% in overhead at this time, and doesn't cover office or classroom space.

The Arts & Sciences dean is thinking of creating a voluntary advisory group of students, separate from ASUW. Unclear how they are selected.

The plan announced in faculty senate calls for 500 student FTEs (750 students taking 30 credits each). In five years, it could be 5,000. The numbers change. It will be discussed in the Senate next week, if people want to come. A detailed budget was revealed to Senators. Rob will circulate an invitation to get involved.

8. Outside professional work reporting form

A year ago, the UW announced a new form requiring approval for outside work consulting. The form requires faculty to sign away intellectual property rights to this work. Duane Storti complained about this, resulting in the reconstitution of the IPMAC (intellectual property management advisory committee). Now there is a working committee run by the president's chief of staff, Jack Johnson. They've been working on form revisions, but this provision has remained. Why does this approval process exist? Someone claims there are federal requirements, but we haven't seen this in writing. Duane has requested documents, which haven't arrived yet. Ultimately, there should be a faculty council on intellectual property and commercialization (starting with a working committee).

9. Salary freeze lawsuit

A 2nd round of the faculty lawsuit will be heard in appeals court soon. Plaintiffs argue the UW's Executive Order No. 29, which suspended annual 2-percent meritorious salary increases during the 2009-11 biennium, was illegal. These salary increases have typically been awarded annually since 2000, as stipulated by Executive Order No. 64 and the Faculty Code.

10. Bylaws

Amy found old UW AAUP chapter bylaws in the archives at Allen Library. She will review them, compare them to the model set of bylaws recommended by the national AAUP, and suggest a clean new version. We will have to look at the chapter constitution to see how to legally adopt new bylaws.

11. Bylaws

Amy distributed sample faculty surveys that she picked up at the summer institute, thinking perhaps we should conduct one on the UW campus.

12. Work study student

Amy learned (while looking through the archives) that AAUP used to hire a work study student. Perhaps we should start doing that again.

13. Promotion process

The new strategic plan calls for working on the promotion process. Steve Steve talked about promotion processes...get more details from him.

To do items:

1. Amy to look into work study student possibility
2. Amy to provide a set of revised bylaws & guidance on how to adopt them
3. Amy will Issue a revised strategic plan. (done)
4. Dan will air an invitation to launch a contingency faculty dialogue
5. Dan will contact experts on higher ed funding in Washington and start a study group.
6. Duane to report on his progress with outside work reporting form & IP
7. Duane to report on salary freeze lawsuit
8. Janelle will update membership dues levels this year, report on the state of our chapter's finances, the status of discussions over dues-sharing with National, and the status of membership, including rates of renewal.
9. Rob will ask people to look over the mission statement with a view to voting on its approval at the next meeting.
10. Rob will begin an archive on the website of versions of the faculty handbook. To start, he'll capture the current faculty handbook.
11. Rob will work with Diane and Ann to outline a "state of the faculty report," including compiling faculty salary data. They'll ask Jim Gregory about what the Senate is already doing to request info on faculty salary information.
12. Steve to look into the promotion process issue and how to get this launched
13. The Executive board will form a summer institute team (Eboard?)