

AAUP board minutes, University of Washington

24 March 2014 board meeting, Atmospheric Sciences, 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:

Jay Johnson, School of Environmental and Forest Sciences, 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
Ann Mescher, Mechanical Engineering

Guests:

Bert Stover, Env and Occ Health, prospective candidate for an at-large seat
Mary Lou Thompson, biostat
Kate O'Neill, VC Faculty Senate
Jerry Baldasty, Sr. Vice Provost for Academic and Student Affairs

Not present:

Diane Morrison, School of Social Work
Duane Storti, Mechanical Engineering
Jane Koenig, School of Public Health emeritus
Raya Fidel, Information School
Purnima Dhavan, History
Chuck Bergquist, History emeritus
Lucy Jarosz, Geography, list server
Elliot Swanson, work study student for AAUP
Scott Clifthorne, AAUP NW Coordinator <sciflthorne@aaup.org> 415.810.0652

Agenda:

1. Introductions, review of action items (Rob, Amy)
2. Nominating committee update (Amy)
3. Provost/Faculty Senate tri-campus Lecturer committee report
4. International Student Fees (Jerry Baldasty)
5. AAUP board reps meeting with Faculty Senate reps re Higher Ed financing
6. Higher education financing forum (Dan)
7. Annual meeting and awards (Rob)
8. Unpaid Internships (Jay)
9. Student Affordable Textbook Initiative
10. Prepping for Ana Mari visit next month
11. Incorporation papers

Didn't get to:

12. Make Washington Work for All of Us, April 29th (Rob)

1. Nominating Committee:

The nominating committee chair, Amy Hagopian, reported there are 16 candidates for board positions in 2014/2015. Rob will circulate the webQ url to paid-up members so they can vote. For each candidate, the vote choices will be: “yes, elect” or “no, do not elect.” There are no competitive races. Nominees who have agreed to run include Rob Wood for president, Dan Jacoby for VP, Amy Hagopian for secretary, Bert Stover for treasurer. Incumbent members at large who will run include Christoph Giebel, Jay Johnson, Jane Koenig, Jack Lee, Dan Luchtel, Ann Mescher, Diane Morrison, Duane Storti, and Janelle Taylor (but not for treasurer). New candidates Kari Lerum, Libi Sunderman, and Bruce Kochis, for a total of 12 at-large.

Action: Rob will update the mailing list for paid members, with assistance from Janelle. He will then circulate the WebQ ballot that Amy created. Dan offered to help.

2. Provost/Faculty Senate tri-campus Lecturer committee report: Kate O’Neill

The goal of the committee is to recommend policy for lecturer hiring across the three campuses, to address treatment of lecturers who were “non-competitively” hired (NCH) and therefore on annual or quarterly contracts in light of Provost’s September guidelines. People in the job class code “0115” established by Academic HR (not by the Faculty Code) are currently not eligible for promotion. The position of “non-competitively hired lecturer” is proposed by Senate to replace phased out non-competitive title created by Academic HR with a new category of “acting lecturer” perhaps being introduced to allow for emergency short-term lecturer hiring and for lecturers who want only to teach occasional classes. The provost announced in December 2013 that departments and divisions individuals should hold full-time lecturer NCH positions for not more than 3 years. That announcement created considerable anxiety. The new policy is intended to discontinue new hiring of temporary lecturers, unless they are sincerely serving as substitutes for short periods.

For NCH lecturers hired after September 2013 forward, administrators will be encouraged to not hire those people for more than 3 consecutive years, and notify them they are not eligible for promotion. For people hired previously to Sept 2013 within these full-time lecturer positions, the committee is considering accommodation that could be considered reasonable, humane, and yet legal and academically sound. Next, the committee needs to consider the part-time lecturer situation, especially those whose work covers multiple campuses and therefore adds up to full-time work.

The Provost also seeks a set of “best practices” for lecturer employment. Some departments are well managed with open hiring, and others where that is less so. We hope people won’t be forced into searches, especially sculpted searches, although this certainly could occur to establish job security. If you don’t have a predictable budget, it’s hard to offer a multiple-year budget, however, and so departments are caught between ABB and a hard place. Especially when budgets are not clear until the last minute. Departments that are expanding enrollment need to make commitments to faculty before they have cash in hand. Sometimes the more appropriate hire is a tenure track person, rather than a lecturer. There are also lots of “waivers” from the search, but those are not named as 0115 NCH search candidates. There are some interesting data to look at about who teaches what, but the reports may be competing.

Initially, the rules will be pushed out as PROPOSED, seeking to find the problems.

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 said he would ask Dan to send him materials that could contribute to the national “tool kit” on this issue at AAUP.

3. International student fee:

Guest Gerald Baldasty, Sr. Vice Provost For Academic and Student Affairs came to discuss the UW's fee on international students.

About 2 years (spring 2012) ago the Provost and UW President created a task force to create an international student fee. It recommended charging \$150 per quarter for international students. That was deemed too much, but eventually it was decided to charge a lower fee, of \$45 (linked to specific services) for international students to support services they require, starting fall 2013. ASUW endorsed that at the time.

Dr. Baldasty circulated a document itemizing the costs associated with services provided for international students. The ASUW president recently stated he supported the services for international students, but believes these costs should be covered by any general tuition or fee increases.

International student services processes student requests to get driver's licenses, do internships and travel. Homeland Security requires quarterly reports on all international students, too, and we were falling behind on the 30-day reporting deadline. Not only does Homeland Security not pay for the costs, but we have to pay for software associated with the reporting. We provide a lot of support to international students in the career office. International students require additional coaching around the academic honesty policies. Disabled students require translations. FIUTS is another service we provide, with expensive orientation costs. Graduate school visa processing is expensive. The Center for Teaching and Learning supports faculty to provide better pedagogy for international students. The total tab for 5,000 international students would run \$660,000, or \$45 per quarter per student.

Our yield rate on international students was much higher this year than previously, resulting in more than 5000 international students.

This year the legislature discussed taxing international students centrally, and redistributing revenues to the campuses. That idea, viewed as punitive, failed. AAUP has heard from the international student organizations that they oppose being singled out for these fees. Perhaps characterizing an all-student fee as an "international student support fee" could be considered politically palatable, as it comes to \$7 per student or so. The administration feels that the services are needed, and is open to suggestions about how to cover the costs. We discussed whether to pass a resolution to support that concept, but didn't take action at this time.

<p><u>Action:</u> We will post the UW International Student Fee handout on our AAUP website. Rob will meet with groups hoping to bring a resolution forward.</p>

4. AAUP board meeting with Faculty Senate reps re Higher Ed financing

Rob organized a meeting March 17 with Jim Fridley, JoAnn Taricani, and Kate O'Neill re. the role of faculty in advancing an agenda to improve higher ed financing in Washington state (held at Gerberding). AAUP reps included Rob Wood, Dan Jacoby, Amy Hagopian, and Jack Lee. Jim Fridley, Deputy Faculty Legislative Representative, was quite upset that our AAUP faculty survey indicated the majority of faculty (2/3) felt UW administration was not effectively advocating for higher education in the state legislature. JoAnn will be taking Jim's spot next year as his five-year term ended (and was extended an additional year).

The AAUP representatives had hoped for three things:

- 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

But we didn't get very far.

We discussed the attitude of the UW Admin and Faculty Senate reps to the legislature, believing it could be stronger. They don't come early enough to the FSCPB to discuss the budget. We don't see any leadership with a vision on long-term higher ed funding. There was also a hostile view towards "Pay it Forward." The UW has a position paper on the Provosts site, which is critical of that plan.

It's unclear how the faculty legislative reps get their guidance. The Faculty Senate has not led on this. Jim hasn't reported to the faculty on his activities or views. Jim's recommendation at the meeting was that we work harder to understand the legislative process and its nuances, and develop white papers on important issues like open-access courses and texts, PCE. The alumni association has offered to play a role, as it has greater capacity to be more politically involved. It was supposed to mobilize faculty and alumni for grass roots processes, but it's not clear where that effort is headed. Alumni need information from faculty about what the agenda is.

The budget planning process isn't working very well to inter-digitate with the legislative process.

We need a strategy to talk about how to unite educators across pre-school, K-12 and higher ed.

Action: We need to educate ourselves on higher ed financing and the legislature. Jack will work on the budget process, especially with SCPB earlier on (spring, not fall). We will reach out to the Alumni Association.

5. AAUP Chapter sponsor of Higher Ed financing forum

Dan Jacoby has been organizing the higher ed financing forum. It was originally scheduled for April 25, the day before the Harry Bridges conference on Working Democracy, a Friday. However, the Bridges Working Democracy conference was rescheduled to the 25th, making our forum Friday afternoon on April 30, creating a significant time conflict.

Now Dan is rethinking the forum. Fridley suggested wider representation from the State Legislature, including Republican Senate Higher Ed Barbara Bailey. He also suggested invite Margaret Shepherd, UW's lobbyist in Olympia.

Dan Jacoby took these ideas as well as the to reset the date for our forum as an opportunity to expend our forums so as to capture multiple perspective and develop more understanding of financing. He imagines up to three forums, including one on debt, tuition and pay-it forward, one on state and/or federal finance, and one on state internal UW budget issues.

Subsequent to our meeting, DJ found that at least 3 of the original speakers are available to participate on the following Wednesday, April 30. We will conduct that initial forum as planned, and investigate the possibility of future forums. The three confirmed speakers are:

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

Larry Seaquist (D-26, Gig Harbor), State rep, chair of higher ed committee

John Burbank, **Economic Opportunity Institute.**

This forum will be followed by our annual meeting social event to issue awards.

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

Action: Dan to re-design and schedule 2 or 3 panels. We'll find a room and publicize. Needs to culminate in our awards/annual event.

6. Annual meeting and awards

Rob has circulated the awards announcement. We need to name individuals to receive one or more of these awards. Amy has nominated 2 candidates.

Awards include:

1. Academic Freedom: 2013/2014 Faculty Senate for passing new legislation.
2. Excellence in shared governance: *(Amy nominated someone here)*
3. Leadership
4. Defender of higher education: *(Amy nominated someone here)*
5. Courage in pursuit of social justice
6. Squeaky Wheel
7. Friend of the Faculty

Action: Rob will circulate announcement for awards again, and will chair the awards committee.

7. Unpaid Internships: Jay Johnson

Jay reported he met with Rachel Vaughn, Director of the Carlson Leadership and Public Service Center, Janice DeCosmo, Director of Undergraduate Research Program and Assoc. Dean of Undergraduate Affairs, and Robert Corbett, Coordinator of New Programs on 13 March. The Carlson Center oversees General Studies 350, a class that students can use to obtain academic credit for internships. However, many academic units have their own courses that allow for internship credit.

The University of Washington does not have a centralized unit that gathers information about the number or quality of these courses. Since no centralized mechanism is available to collect data, it is not known what percentage of these courses are associated with unpaid internships. To qualify for unpaid internships, six criteria of the Fair Labor Standards Act (FLSA) must be met. Two of the most important of these are that the intern must not replace regular employees and that there should be no financial benefit to the organization for the work done by the interns. Enforcement of FLSA criteria should be straight-forward for commercial enterprises but the situation is a bit muddled for NGO's and non-profit organizations.

There appears to be a need for a centralized location on the UW campus where information related to internships, paid and unpaid, are available for students, faculty and outside organizations offering internships. The UW might want to consider establishing a basic policy and publicize general guidelines, and, perhaps, best practices examples, to help academic units design and monitor the academic and legal aspects of internship credit producing offerings.

Some students in social work are raising the issue of not being paid for what they consider "work" during some of their internships. This led to Jay meeting with the associate dean of academic affairs for Social Work, Emiko Tajima, who supervises a ton of unpaid practicum assignments required for the MSW degree.

Perhaps the Faculty Senate Committee on Academic Affairs would be interested in a discussion of this topic.

Action: Jay will start a list server conversation on this. He'll also meet with Patricia Kramer in the Faculty Senate.

8. Student Affordable Textbook Initiative

Jack is scheduled to meet with Melissa Rambrige, (sp?) head of WASHPIRG about textbook costs.

9. Ana Mari meeting April 16

Priorities include:

Lecturer issue: we need to help departments do a better job of budgeting for long-term hiring lecturers.

Faculty job security, depending on title.

Faculty role in higher ed funding advocacy, and involving faculty in setting the agenda.

Grievance issue?

10. State registration: Amy Hagopian

Dan signed the form, Janelle provided the numbers. There are still a few obstacles.

Action: Amy will keep working on the issues required to send in the state registration forms.

For next time:

Grievance handling

Diane Morrison on

Students Against Sweatshops

Extension lecturers

PCE programs at the UW

Faculty salary policy

Meet with alumni association re. higher ed advocacy

NEXT MEETING: April 16th, UW Club