

AAUP board, University of Washington

27 November 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:

Jack Lee, Math
Steve Buck, Psychology
Ann Mesher, mechanical engineering, at large
Jane Koenig, School of Public Health emeriti
Jay Johnson, SEFS, School of Environment and Forest Sciences
Randy Beam, communications, at large

Guests:

Margery Ginsberg, Education
Scott Clifthorne, AAUP NW Coordinator <scifthorne@aaup.org> 415.810.0652

1. We voted to **approve the minutes** of 23 October 2012 meeting.
2. We reviewed and voted to **adopt the Mission Statement** that emerged from our October 12 meeting. See Appendix.
3. We reviewed and approved the **Strategic Plan**, with one amendment. We changed the “lead” person assigned to examine the issues associated with unionization, to Rob Wood (and took Steve Buck’s name off). It is understood we need to explore Washington’s authorizing legislation, because we believe any unionization effort may require changing it. Ann moved and Jay seconded, and we approved. Now it can go on the website.

We discussed academic worker organizing. Scott Clifthorne from AAUP national explained the Washington authorization legislation dates to 2002. The organizers who backed that legislation aimed for legal flexibility, hoping to allow tenure track faculty to organize separately or together with contingent faculty. The legislation that eventually passed requires ALL faculty to approve unionization as a block (this is called a “wall to wall” plan), which sets a high bar for organizing a union. There would be a lot of strength in having such a massive union, though, and if we were to be successful, any divide and conquer strategies would fall flat. The new union at University of Oregon (Eugene) is a “wall to wall” union that includes tenure track faculty along with part-time adjuncts, however the comparison to UW is obviated because Oregon Health Sciences University (where the medical school is located) is a separate entity. Portland State University has separate unions for tenured track and contingent faculty. In Washington state it could be argued that part-time faculty are not included in the enabling legislation (we hypothesized the language says “voting faculty”); perhaps this means part time faculty could organize separately.

FROM THE ENABLING LEGISLATION: "Bargaining unit" includes all faculty members of all campuses of each of the colleges and universities. Only one bargaining unit is allowable for faculty of each employer, and that unit must contain all faculty members from all schools, colleges, and campuses of the employer. "Faculty" means employees who, at a public four-year institution of higher education, are designated with faculty status or who perform faculty duties as defined through policies established by the faculty governance system, excluding casual or temporary employees, administrators, confidential employees, graduate student employees, postdoctoral and clinical employees, and employees subject to chapter 29 41.06 or 41.56 RCW.

This is already some contradiction, because grad students are already unionized despite sounding from the above as though they need to be part of the single faculty CBU. (Raya commented on this in email review of the minutes: ... any person who teaches at the UW a 1/3 of a position or more must be included in a collective bargaining agreement.)

3. Janelle reported on **membership and finances**.

MEMBERSHIP: We are an "advocacy chapter," rather than a collective bargaining (union) chapter. Our membership list, compiled by Christoph, has 235 members. The national office has 134 UW members on its list. Of the 134, 118 are on our list and 16 are not. So this means that there are $235+16=261$ distinct individuals on the two lists together. Janelle's numbers indicate that 86 members pay by payroll deduction. Janelle shows approximately 50-60 who are members directly through the national office. A good estimate is that we've got a paying membership between 134 and 145, but it could be higher. (Janelle sent a followup email with lots of these numbers explained, for those interested in the details). The dues sharing arrangement from those who pay directly to the national office is also muddled. Those "direct pay" members sent about \$7,000 to national, and national sent us only \$152 back. Two percent can't possibly be the right amount.

FINANCE: We have two accounts; one is the savings account (aka the "academic freedom" account, which received donations aimed specifically to defend faculty with an academic freedom grievance), with \$5,135. We have a checking account with \$9,425, after collecting from payroll deduction from 2nd half of last year. We've never spent any of this, because it's unclear what our obligation is to the national office. Janelle sent a check to Katherine Isaac at national AAUP for 89% of the take on payroll deduction, without knowing whether that was an agreed upon amount. Katherine hasn't responded, but the check was cashed, so we'll take that as a yes.

We wondered whether we could send a campus-wide email solicitation to all faculty to join AAUP. **Jack** offered to ask Ana Mari for permission to distribute semi-annual messages inviting membership. If this was done in December, we could still get people to join before the January payroll deduction deadline in January.

4. **Work study position**. Amy applied to open a position. We think there would be lots to do, including develop a website, run a membership campaign, prepare the annual faculty status report, and so on. We would pay about half the salary (the rest is subsidized as financial aid).

5. Dan Jacoby, following up on what we asked him to do in the last meeting, circulated an email inviting people to discuss issues relating to “**non-ladder**” **faculty** (see copy of this pasted at end of the minutes). A next step is to organize a panel discussion. Where do we start? We could invite Marjorie Olmstead (who did the report on non-ladder faculty for the Senate Council on Women in Academe) to come to our first “working group” date in January (1/17), 3:30 at UW club, cocktails to follow. One likely proposal for a code change would be to eliminate the need for a national search to institute long term contracts where a lecturer had already served a specified number of years. Paul Haeder <phaeder@seiu925.org> of SEIU had expressed interest in organizing non-ladder faculty, but he hasn’t followed up. The state law may not allow a separate union for this group, but that requires more research. Dan reported very little response to the UWAAUP@gmail.com invitation.

6. On **higher education funding**, Dan reported that he and Jay met with John Burbank, of the Economic Opportunity Institute, who has an interesting proposal for something he calls “pay-it-forward” as an alternative to tuition. The idea is that students would pay a proportion of their post-graduation income in lieu of tuition. The UK has gone to a system like that. John would be willing to work with us to create a panel or two (possibly one with students). This would put us on the map as thinking about higher ed financing. We could co-sponsor with ASUW and GPSS. Scott said this idea got traction in California last year. The president of the PSU Chapter is an economist who might be a speaker on this topic (Mary King). Dan also contacted Remy Trupin of the Center on Budget and Policy, and they will talk in December.

7. **AAUP summer institute** will be in Seattle July 25-28. Scott invited our chapter to participate in making this a successful event. The richest experience at these events is when the local chapter gets actively involved in helping organize the events and social gatherings. A number of evening events are desirable, or even day-before or day-following. Amy agreed to ask Jim Gregory if he would help organize a labor history tour.

8. Scott reported that the **University of Oregon union formed last year**, with 1900 members, the first R1 university to organize in years. The contract negotiations are just getting started, with most of the bargaining to occur in spring. Previously, Portland State University had the largest NW chapter (formed in the late 1970s). Now an Oregon State conference is forming, bringing together the advocacy and union chapters. An inaugural “western regional” meeting is scheduled April 5-6, in Portland. There will be discussion about part-time and contingent faculty rights. Oregon has one coordinating entity for its entire Oregon system.

9. **Union organizing discussion.** There is a national group, “The New Faculty Majority,” formed in 2009, which is working with SEIU on a “metro organizing strategy” for adjunct and contingent faculty. <<http://www.newfacultymajority.info>> We got an email from Paul Haeder <phaeder@seiu925.org> enquiring in early November, but then nothing since. Scott noted AAUP and AFT would work together on any campaigns that our chapter is involved in. There was a 2010 survey of UW faculty that could help us characterize the ladder faculty compared to the non-ladder faculty. Marjorie Olmstead and Jim Gregory will talk about this at Thursday’s Faculty Senate meeting. Lecturers have a high degree of insecurity because they are reappointed each year, unless they are Senior Lecturers. To become a senior lecturer, however, requires a national search. Rules could be changed to allow a person who has been renewed 7 times (say) to be eligible for a permanent appointment without a national search. Many lecturers run programs that put

them at some political risk, if they are focused on social justice work. There is a resolution that urges deans and search committees to be more conscious and proactive on this.

We could organize a meeting of state legislators to discuss the union enabling legislation.

We asked Scott to attend our meetings once a quarter (at least), including the January 17 meeting.

10. Rob presented a request that we **support the graduate student RA/TA union UAW Local 4121**. The contract between the union and the UW calls for allowing an arbitrator to resolve contract disputes. The UW didn't want to pay the new fees graduate students were facing (because they were voted on by the students, like the Universal U Pass). The contract calls for all the fees to be covered by the employer (UW), however. It went to arbitration, and the arbitrator ruled for the union. The UW took it to Superior Court, but on what grounds? The parties agreed in advance of arbitration that the arbitrator had jurisdiction. Failing to abide by the arbitrator decision could be construed to constitute a breach of contract. The union is in a position to sue the UW for this. GPSS voted to support the union. We agreed last year to align ourselves more with students. Rob will draft a letter to circulate and vote on sending as a Chapter.

To do items:

1. Amy will pursue work study student hiring
2. Amy to provide a set of revised bylaws & guidance on how to adopt them
3. Amy to talk to Jim Gregory about a labor history tour in Seattle for the Summer Institute
4. Dan will organize a contingency faculty panel discussion (Marjorie Olmstead) for Jan 17
5. Dan will work on organizing a panel discussion on higher ed financing, possibly to include Mary King from Portland State (<http://www.pdx.edu/econ/mary-c-king>)
6. Duane to report on his progress with outside work reporting form & IP
7. Duane to report on salary freeze lawsuit
8. Jack to ask Ana Mari for permission to distribute semi-annual messages inviting membership.
9. Janelle needs help with membership duties. Who would like to be membership secretary?
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.
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?)

APPENDIX 1. DAN's EMAIL re "non-ladder" faculty

The majority of faculty employed at the UW are no longer tenured or eligible for tenure. The board of our chapter of the American Association of University Professors (UW AAUP) has chosen to prioritize concerns associated with the decline in academic freedom arising from non-tenured appointments. [For discussion of tenure see <http://www.aaup.org/AAUP/pubsres/policydocs/contents/1940statement.htm>]

While the university has changed over time and some faculty responsibilities may also have changed, the apparent assumption that faculty — whether employed principally in teaching, research or clinical work — need neither tenure nor long-term security to pursue their academic work is alarming. [For AAUP work on the issue <http://www.aaup.org/aaup/issues/contingent/>]

As a first step, our goal is to promote a dialogue that helps us understand the day-to-day conditions that "contingent" faculty experience across our campuses, colleges, schools and departments. The issue is equally critical for those occupying tenure track lines because tensions and rivalries within the larger faculty community are likely byproducts of an increasingly differentiated system of rank. Ultimately, the pervasiveness of new employment practices poses a significant challenge to the persistence of tenure as an institution.

We believe the AAUP is the best and most independent channel to bring these issues the attention they deserve. Yet, we also recognize that many faculty lacking security, may not feel free to talk about their situations in public or even on this AAUP list. To assist free discussions we encourage the formation of a contingent section of UW AAUP to identify shared interests and concerns. We stand ready to convene forums and provide assistance to non-ladder faculty who wish to discuss their issues with AAUP, among themselves and within the larger university.

To that end, we invite discussion on this list, or you may contact us confidentially through UWAAUP@gmail.com.

APPENDIX 2

GPSS RESOLUTION IN SUPPORT OF UNIVERSITY COMPLIANCE WITH ASE □ 2 EMPLOYMENT CONTRACT □ Sponsored by: Adam Goch (Political Science), Esra Bakkalbasioglu (Jackson School of International Studies), Durmus Ugur Karatay (Physics), Alicia Intriago (Philosophy), James Harmon (Political Science), JD Ross Leahy (School of Marine and Environmental Affairs), Edward Schwieterman (Astronomy and Astrobiology) Written by: Adam Goch (Political Science)

Resolution Number 01

WHEREAS UAW Local 4121 represents approximately 4,500 graduate and undergraduate 14 Academic Student Employees (ASEs) at the University of Washington (UW), many of whom are constituents of the Graduate and Professional Student Senate (GPSS); and □

WHEREAS ASEs (Teaching Assistants, Research Assistants, Tutors, Graders and others performing similar work) are responsible for much of the critical frontline work that makes the UW an internationally recognized institution of higher education; and

WHEREAS ASEs conduct research that is critical to \$1.5 billion in grants and contracts revenue at the University; make the curriculum more accessible by providing over half of the instructional contact hours to the 36,555 undergraduates who attend UW; and help to make the UW competitive in attracting first-rate students and faculty from all over the world; and

WHEREAS investment in ASE positions helps the UW achieve its core missions and helps thousands of students improve their time-to-degree; and

WHEREAS tuition and fee increases have uniquely affected this critical workforce; and

WHEREAS RCW 28B.15.160 enacted by the Washington State Legislature granted the authority for students to levy fees upon themselves; and
WHEREAS it is recognized that ASEs, in their capacity as students, have an obligation to pay certain fees, at the level set during collective bargaining; and
WHEREAS ASEs, in their capacity as employees represented by a collective bargaining unit, have reached a contract agreement with the University that designated fee waivers at an agreed level; and
WHEREAS said contract designates a neutral, third-party arbitrator to mediate any and all contractual disputes and the decision of this arbitrator is legally binding and final on both parties; and

**APPENDIX 3 Janelle's treasurer/membership report
AAUP-UW Finances Report, 11/27/2013
Janelle S. Taylor, Treasurer**

Background:

Some members join via payroll deduction, and those dues are deposited into our local account. Some members join via AAUP National and those dues are held by the National organization. Because our chapter is unusual in some respects, and at present there is no clear and agreed-upon arrangement for dues-sharing between the local chapter and the National organization. We have not yet resolved this issue with National. Until a satisfactory and clear agreement is reached, we will continue to send 89% of locally-collected dues to the National organization, retaining 11% for support of local chapter activities. To be continued!

AAUP-UW maintains two accounts at WSECU:

1. "organizational savings" account, current balance: \$5,135
This is a separate savings account
2. "money mover" checking account, current balance: \$9,425.17

This is the account into which dues paid via payroll deduction are automatically deposited.
Total dues collected via payroll deposit in 2012: \$15,154.57
Total amount sent to AAUP National in October 2012 (=89%): \$13,487.57 Check was cashed
10/16/2012
Total payroll-deduction dues retained in 2012 (=11%): \$1667.00
Total dues received from National in 2012: \$152
Attachment: October 2012 letter to National regarding dues-sharing arrangements (redacted for
member privacy)

Membership:

1. Number of members paying dues via payroll deduction = 86 Total collected in payroll-
deduction dues = \$15,154.57 (Average dues rate = \$176.22) Total dues retained for local
chapter = \$1667.00
2. Number of members paying dues directly to National, estimate = 59
Of whom, dues rates are unknown for 13
Dues collected for remaining 46 = \$7070 Amount of dues forwarded to chapter from
National = \$152; Note \$152 = 2% of \$7070 (!!!)

Treasurer To-Do List:

1. Contact each current members, invite them to continue (or consider initiating) payroll
deduction as one option for membership & ask them to self-identify appropriate dues-
band for 2013
2. Prepare list of members wishing payroll-deduction and amounts to be deducted, to pass on to
Anna Mirza in the Payroll office (before January)
3. Try again to connect with Katherine Isaac of AAUP National & get satisfactory response
regarding dues-sharing agreement.

APPENDIX 4 Janelle's letter to AAUP national

October 8, 2012

Katherine Isaac, Director, Membership Services
American Association of University Professors
1133 Nineteenth St., NW, Suite 200, Washington, DC 20036

Dear Katherine,

I am writing to you, in my (new!) capacity as Treasurer (no longer President) of the University of
Washington chapter of AAUP, to try to clear up our account with National.

As you know, our chapter has implemented the new universal dues structure, and did not add on
any chapter dues (simplifying matters in the manner that the new dues structure was intended to
do). At the same time, we also moved to a calendar-year dues system, for our members who pay
dues via payroll deduction; deductions are taken between January 1, and June 15.

The bills that we have received from National since January ask us to forward to the National
organization all of the dues that we collect via payroll deduction, leaving zero support for our
chapter. It is not clear to us what portion of these dues, if any, the National office intends to
return to us -- and even if that formula were clear, it seems unwieldy to send on to you money
that you will then send back to us.

Duane Storti, who is a member of our Executive Board and is also a member of the Membership Committee at National, has explained that it was stated at the meeting of the Membership Committee that this dues system would be revenue-neutral. It cannot be revenue-neutral if implementing the new system means that we move from keeping some dues for support of our local chapter, to keeping nothing and getting nothing. We cannot run the chapter under those conditions. What we propose, as a way of keeping things revenue-neutral as compared to the previous dues-sharing arrangement, is that we forward to the National organization 89% of the dues we collect via payroll deduction. That is, I believe, the formula that Jane Koenig was working with for many years.

I have tried several times over the past few months to connect with you to talk over this situation, but have not succeeded in getting hold of you. If there is some other formula (different from the 89%/11% split) that we should now be using, we have not yet been advised what that formula is. We certainly do not wish to withhold our members' dues from the National organization, whose work we very much appreciate. Thus we are simply proceeding with this proposal that we had set forth, which we believe is a revenue-neutral and fair arrangement.

Thus, you will find enclosed a check to AAUP National in the amount of \$13,487.57, which represents 89% of the total amount of \$15,154.57 that our chapter has collected in 2012 from members who pay via payroll deduction.

I have also enclosed a copy of our most recent statement from the UW payroll office (with employee ID numbers crossed out for privacy). This statement shows the names of all of our members who pay dues via payroll deduction, and how much they paid in dues over the course of the year. (remainder of letter dropped)....

Signed /S/ Janelle Taylor

APPENDIX 5 Dates (all times are 3:30, all at UW Club)

Date	Event
Jan 17	Working groups meet
Jan 29	Chapter Board
Feb 26	Chapter Board
March 12	Working groups meet
April 23	Chapter Board
May 14	Chapter Board
May 28	Annual membership meeting & awards ceremony

Appendix 6

Mission statement:

The University of Washington Chapter of the American Association of University Professors works to uphold faculty academic freedom, a public good that ensures the highest level of teaching, research, scholarship and service. We are accountable to the public and to the judgment of our professions. We advocate for faculty being 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. We guard against the erosion of faculty status, promote faculty diversity, oppose the privatization of the academy, and advocate to keep higher education affordable and excellent in Washington State.