

AAUP board minutes, University of Washington

8 January 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
Janelle Taylor, Anthropology, Treasurer

At large board members present:

Duane Storti, Mechanical Engineering
Jay Johnson, School of Environmental and Forest Sciences, emeritus
Jane Koenig, School of Public Health emeritus
Steve Buck, Psychology
Diane Morrison, School of Social Work

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

Excused:

Christoph Giebel, Jackson School of International Studies, and History
Dan Luchtel, School of Public Health
Raya Fidel, Information School
Purnima Dhavan, History
Chuck Bergquist, History emeritus
Ann Mescher, Mechanical Engineering
Jack Lee, Mathematics, (and, incidentally, Chair of faculty senate)
Lucy Jarosz, Geography, list server
Elliot Swanson, work study student for AAUP

Agenda:

- 1-Higher ed financing: moving the agenda (Dan)
- 2-Extension lecturers bargaining report (Diane)
- 3-Lecturer employment status (Dan)
- 4-Internships (Jay)
- 5-Faculty survey results (Amy)
- 6-Opinions on faculty senate leadership for next year and beyond? Why is there a one-year term limit for chair? (Rob)
- 7-incorporation papers
- 8-nominating committee to select candidates for the next board election.

1. Announcements:

1. Duane Storti said the Supreme Court will hear arguments in the salary policy case (did the UW uphold its contractual obligations?) in Olympia on Jan 21, 9am. Phil Talmadge will argue the plaintiff's case (Storti, representing the class of UW faculty v. UW, 88323-8 (C/A 68343-8-I)). We discussed whether it was important to attract attendance. In any case should get a photo on our website.

2. We noticed Richard Zerbe's op-ed in the Seattle Times on January 6, 2014: *It's time to pay NCAA athletes*.

3. INSER, Institute for National Security Education and Research: Christoph Giebel sent this report via email: "I had a meeting at IPE and have been reasonably assured that they are aware of this and have taken initial steps to address the situation. I have been encouraged to meet with the new VP for

Global Affairs to discuss broader university policies of separating overseas programs from intelligence grants. I will pursue such a meeting during W'14. So there is no need at this time for further action by the EB, and I will keep you informed about new developments.”

2. AAUP Chapter sponsor of Higher Ed financing forum

Rob suggests a forum to draw UW community into a discussion of higher education finance in Washington State. AAUP shares the goal with several other stakeholders of making higher education available to our state's citizens at an affordable rate.

The panel might include:

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

John Burbank, Economic Opportunity Institute, could provide a description of the “Pay it Forward” proposal

Paul Jenny, VP for planning and budgeting, could discuss self-supporting programs as a way for the UW to draw in more money

Dan Jacoby, UW Bothell faculty, could talk on the role of collective bargaining in finance reform

Larry Seaquist, State legislator, could be invited to discuss the role of the state legislature in higher education financing

We discussed inviting national AAUP speakers (eg, Howard Bunsis, who will be in Oregon April 24. Or Rudy Fichtenbaum). Their opposition to Pay it Forward would turn this into a debate, though.

Format: Each speaker gets 20 minutes, then a panel of respondents, to include AAUP board president, faculty in the PCE scheme, or students(eg, Chris Lizotte, GPSS president? or Lucas Barash-David, ASUW student lobbyist? Per David Parsons, UAW 4121 person)

Timing? April 16, tentatively, to be followed by our annual meeting social event to issue awards

Venue? Possibilities include Evans school, Peterson Room above the library, UW Club, Burke Museum or Walker Ames Room, HUB.

Note the UW's state higher ed agenda is finally up on the UW website:

http://www.washington.edu/staterelations/?attachment_id=2221

Action: Dan to invite panelists, settle on a couple of dates, and work with Amy and Rob to find a venue.

3. AAUP board meeting with administration re Higher Ed financing

We would like Rob to organize a meeting with Jim Fridley, (Tara Carney??), Jack Lee, Provost Ana Mari Cauce, or UW's state lobbyist Margaret Shepherd re. the role of faculty in advancing an agenda to improve higher ed financing in Washington state.

For example, we could discuss ways to mobilize faculty to speak with the legislature:

- 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

Sequence:

1. February: Set a meeting between interested members of the AAUP board and lobbying reps from the Faculty Senate and UW administration to open up the question

2. April: Our annual meeting and higher ed finance panel, followed by social event
3. May: Second meeting with the first group to plan a fall lobbying campaign

We talked about improving our capacity to lobby and what the pressure points are. Should we talk with Chase about Freedom to Innovate? About the limit on number of individuals on sabbatical? About how so many faculty are self employed? About the emphasis on STEM at the expense of social sciences and humanities?

Action: Rob to ask now for a meeting in February.

4. Extension Lecturers update: Diane Morrison

The Faculty Senate passed the Class C resolution opposing the use of the stacked-ranking system of evaluating the International and English Language Programs Extension Lecturers. We had encouraged this at our November AAUP board meeting. It is continually debated whether these 70 or so Professional and Continuing Education (PCE)-employed faculty, are, in fact, “real faculty,” after they were ejected from the English Dept years ago. Apparently this stack-ranking issue remains the sticking point in negotiations with Mindy Kornberg (VP for HR).

What are some options to break the impasse? 1) The Faculty Senate could pass Class A legislation that changes which categories are considered Faculty, and thus declare this group to be officially faculty. 2) Or the English Department could take them back in.

UW announced last, best and final offer was issued in September, but doesn't seem to want to end negotiations. It's worth separating the two questions: 1) are they faculty? 2) in which department?

Is the real issue that if this group is identified as faculty, it calls into question its ability to be a union? Or opens up the union to all other faculty?

Action: Diane to tell the Extension lecturers that we continue to support them, and wonder what we could do to help.

5. Lecturers: Dan Jacoby

Dan reported that Ana Mari has yet to issue a charge letter to the tri-campus task force to address issues concerning job protections for non-competitively hired lecturers. Scott noted the recently approved bargaining agreements at University of Oregon and Wright State address some of the issues around lecturers and adjuncts, and might offer language to consider. National AAUP is putting on a campaign on contingency that will include a tool kit for raising job security, professionalism, and wages. The campaign is seeking campuses that can help move this issue, so we may want to volunteer for that. We speculated about the long list of job titles here, including the “without tenure” designation, and it was suggested these categories evolved as we sought out third party funding that wasn't reliable over time (and thus we couldn't commit to long-term employment for these faculty).

Action: Dan will forward the charge letter for the committee (see APPENDIX A), and what its charge is. Scott will seek materials from Dan that could contribute to the national “tool kit” on this issue at AAUP.

6. Internships: Jay

Jay distributed materials on unpaid internships. Jay feels strongly that it's unwise for universities to sanctify low-quality (no academic oversight) unpaid internships, for which students pay tuition. There

have been lawsuits on this. Students view it as the new normal. How does service learning relate to internships? Unpaid practicum opportunities are the norm in many departments, but usually these have academic standards attached. Students are working in academic labs to gain the experience required to get into medical school, which might bear some scrutiny, too.

Material distributed: *Academe*, Jan/Feb 2012, p. 48-52, "Pseudo-employment" a review of Ross Perlin's book called "Intern Nation: How to Earn Nothing and Learn Little in the Brave New Economy." Also an excerpt from that book. And "The Internship: Unpaid Internships and Liability for Unpaid Waes," by Jeff Albinson and Gawain Charlton-Perrin in *Litigation Management*, fall 2013.

Action: Jay will look into whether there is a UW policy on the academic oversight for unpaid internships. Carlson Center may know. Harry Bridges Labor Center may want to get involved.

7. Faculty satisfaction survey: Amy Hagopian

Amy distributed a Catalyst WebQ survey to the faculty on December 10. She used the mailing list from Diane Morrison's list of 6000 UW faculty, as well as our own list server. Preliminary results (not for dissemination yet):

1. Only about a fifth think that faculty are appropriately involved in important governance decisions on UW campuses. This is pretty consistent across the campuses.
2. A third don't appear to know if faculty interests are well represented in the Senate, and another fifth don't think they are represented well.
3. Over half are very or somewhat satisfied with the president, over 60% with the provost. We have no comparable information regarding views of the Emmert/Wise team.
4. Respondents voiced interest in AAUP goals of contingent faculty and higher education financing, online learning, and intellectual property. And salary policy too, but perhaps less surprising.
5. Two thirds of faculty either do not know or think the UW administration is not effectively advocating for higher education in the state legislature.
6. More than half of faculty feel that they are not adequately compensated.
7. Almost two thirds think that UW does not help them sufficiently to meet their career goals.

Action: Amy, Rob and Elliot to synthesize the results and produce a news release that focuses on the key results we want to highlight. Amy will send out a reminder to complete the survey in the coming week to those who haven't responded. Rob will remind our own members. Meantime, we have to spiff up the web page so when people go there it looks good!

8. State registration: Amy Hagopian

Now that we've passed the bylaws, we need to register with the IRS and the state. There are parts of the IRS Form 1024 that need to be completed (eg, page 5 (Financial Data); Part II, Q7: describe the voting rights of members, and a count of your members (as of the date of application). Include a copy of our "membership solicitation" (e.g. your semi-annual emails that go out to faculty encouraging people to join), as well as a copy of the dues authorization form that you use. Part II, Q2: Quantify the amount OFA provided to finance the work study student.

Action: Amy will work with Scott and Elliot to complete these portions, get Rob's signature, and mail in the application.

9. Nominating Committee:

Rob appointed Ann Mescher, Jim Gregory, and Jay Johnson to the nominating committee, with Ann Mescher as chair. Their task is to nominate 15 to 30 at large board members who will be invited to submit candidate statements.

Our bylaws say:

"The biannual election for both at-large board members and officers shall take place during the spring quarter preceding the service year....

The "Nominating and Membership" committee shall nominate 15 to 30 "at large" UW Chapter board members by January 1st every other year (during even numbered years), to ensure a total board size of 21 persons....

No later than 45 days before the election, the Nominating and Membership Committee shall invite candidates for election to submit a candidate statement of no more than 250 words for the ballot."

Action: Rob to notify nominating committee of their lucky appointments. Ann Mescher to invite all board members, AAUP members, and list server subscribers to nominate candidates for election during spring quarter to the board. Candidates to be invited to submit short candidate statements. Rob to establish the electronic election process, probably using WebQ.

NEXT MEETING: February 19, 3 pm, UW Club.

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APPENDIX A: Charge letter for Provost-Faculty Senate tri-campus committee to address issues related to lecturers across all three campuses



January 10, 2014

- Kate O'Neill Professor, School of Law, Vice Chair of the Faculty Senate –chair-
- Katie Baird, Associate Professor, Interdisciplinary Arts and Sciences, UW-Tacoma
- Lisa Coutu, Principal Lecturer, Department of Communication
- Mike Crandall, Senior Lecturer, The Information School
- Ron Irving, Professor and Chair, Department of Mathematics
- Dan Jacoby, Professor, Interdisciplinary Arts and Sciences, UW-Bothell
- Shailendra Jain, Professor and Chair, Marketing and International Business
- Joseph Janes, Associate Professor, Information School
- Marcia Killien, Professor, School of Nursing and Secretary of the Faculty
- Carol Landis, Professor, School of Nursing
- Jerelyn Resnick, Lecturer, Nursing Program, UW-Bothell
- Michael Shapiro, Professor and Divisional Dean for Humanities
- Elizabeth Sunderman, Lecturer, Interdisciplinary Arts and Sciences, UW-Tacoma
- Barbara Van Ess, Director of Personnel Policy, UW Medicine

Dear Colleagues:

Thank you so much for your willingness to serve on the joint Provost-Faculty Senate tri-campus

committee to address issues related to lecturers across all three campuses. Professor Kate O'Neill, Vice-Chair of the Faculty Senate, has graciously agreed to chair the committee. While we recognize that each campus has its own distinctive mission, opportunities, and challenges, and must come up with specific policies that meet their needs, the goal of this committee is provide us with advice about general policies that should guide our work as we look to ensure meaningful career pathways for lecturers where appropriate and desirable. Policies should also provide the flexibility necessary to hire lecturers, especially on a part-time basis, for positions meant to be temporary, to fill in for faculty on sabbaticals, leaves of absences or other temporary needs.

There has been significant progress over the last year on all three campuses in achieving these goals, but there are still issues that require more thought. Some of these include:

- **Existing Noncompetitively Hired Lecturers:** The “Provost’s Guidelines for the Appointment of Full-time Lecturers” published last spring established guidelines for when it’s appropriate to hire full-time lecturers with or without a competitive search. But, there are a hundred or so full-time lecturers who were hired into the “noncompetitively hired” job classification before the guidelines were published. These lecturers were hired into positions that make them ineligible for promotion or multi- year contracts. How can we best transition these lecturers into multi-year positions where that is desirable? How can we best assess the need for these positions and support the currently appointed lecturers in their development and competitiveness if there is a determination that there is a long-term need for the position? Are further guidelines necessary with regard to transition expectations?

- **Best Practices for Lecturers with Multi-year Contracts:** Lecturers who do have multi-year contracts and have been promoted to Senior or Principal Lecturer are generally well-integrated into their units and are part of the fabric of their units. Are there best practices that we have learned from these appointments that we can share more broadly with the University community? Are there best practices with regard to the timeline for renewal/reappointment decisions that support employment stability (e.g., timeline for non-renewal/reappointment decisions)?

- **Part-Time Lecturers:** The majority of lecturers in the university are classified as part- time. Many of these lecturers are principally employed elsewhere and do not desire a greater involvement with their department or college (such as outside professionals who are hired to supervise certain practical courses). Some are clearly filling in for a year or two with no expectation of further employment. However, there might be cases where it would be beneficial to both the individual and to the unit for a part-time appointment more similar to those of multi-year full-time lecturers. Do our policies allow for this flexibility and are they adequately known? Are there best practices we can share across the University?

We would also like to consult with you on how proposed changes to the faculty salary policy might work for lecturers and whether lecturer ranks should have a tier structure parallel to those of the professorial ranks. Finally, we would like to hear any thoughts that you have about the desirability of guidelines (similar to the Provost’s guidelines mentioned above) to help in deciding whether a given faculty position should be tenure-track or not. And, if such guidelines are desirable, what would they look like?

At our first meeting we will establish timelines and best procedures for communication. A final report would be most useful by April 15th.

Thank you,

Ana Mari Cauce John M. Lee Provost and Executive Vice President Chair, Faculty Senate

A handwritten signature in dark ink, appearing to read "John M. Lee". The signature is written in a cursive style with a prominent initial "J".

cc Cheryl Cameron, Vice Provost, Academic Personnel JW Harrington, Vice Chancellor for Academic Affairs, UW-Tacoma

Susan Jeffords, Vice Chancellor for Academic Affairs, UW-Bothell