**AAUP Executive Board meeting**

**Wednesday April 15, 2015, 3:00-5:00 pm**

**UW Club, University of Washington Seattle**

AAUP board minutes

**Attendance:**

***Executive committee members present:***

Rob Wood, Atmospheric Sciences, President

Dan Jacoby, UW Bothell Interdisciplinary, Vice-president

Bert Stover, Environmental Health & Family Medicine, Treasurer

Amy Hagopian, Public Health, Secretary

***At large board members present:***

Duane Storti, Mechanical Engineering

Jack Lee, Mathematics (chair of Senate Committee on Planning & Budgeting)

Ann Mescher, Mechanical Engineering

Kari Lerum, UW Bothell (joined at 4:30 pm after her class)

***Absent:***

Bruce Kochis, UW Bothell

Jay Johnson, School of Environmental and Forest Sciences, emeritus

Libi Sundermann, UW Tacoma

Christoph Giebel, Jackson School of International Studies, and History

Diane Morrison, School of Social Work

Janelle Taylor, Anthropology

Dan Luchtel, School of Public Health

Jane Koenig, School of Public Health emerita

***Guests:***

Paul Dillon, SEIU

Trevor Griffey, UW Bothell History

Max Lieblich, Math

MaryLou Thompson, Biostat

Stephen Hauschka, Biochemistry

Adam Sherman

**Agenda:**

1. **Announcements**

2. **Faculty Senate report** Jack Lee on salary policy, other business

3. **SEIU Report**

4. **Annual meeting planning** (May 27, 3 -5 pm)

5. **Higher Ed funding and the Washington State Constitution**- Adam Sherman

6. **Nominating Committee Report**- James Gregory & Amy Hagopian

Election underway for Max Lieblich, Michael Honey, Abraham Flaxman

7. **Faculty survey** Bert Stover to report

8. **Treasurer report** Bert Stover to report

9. **Where does UW do its banking?**

Chuck Bergquist and Devon G. Peña were to look into this. Follow up?

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1. **Announcements**

1. **Worker Memorial Day**: The event is at the HUB, 11:30 am, April 29. Need 4 people to read names (volunteers: Amy, Bert, who else?)
2. Amy attended the **Regents** meeting April 9, posted her testimony on the list server.

Next meetings: May 14 (Rob Wood), June 11 (Kari Lerum)

1. **Upcoming meetings scheduled**:
   * Ana Mari Cauce to discuss ABB issues (Rob is working on a date)
   * Howard Bunsis (AAUP collective bargaining chair), Julie Schmidt (dir of organizing, AAUP) (April 22 workshop, need a room)
   * Rovy Branon, Vice Provost (May 13, regular AAUP meeting)
   * In the fall? JoAnn Taricani? Genesee Adkins?

2. **Faculty Senate report**

Jack Lee reported the effort to get the salary policy voted on this year has failed. Kate O’Neill, Faculty Senate chair, seems to feel the Faculty Code language was too complicated to accomplish this year. She has started talking about replacing the proposal with “something simpler.” She is thinking we would replace the 2% annual merit increase with a consumer price index (CPI) market adjustment that fluctuates with inflation, and find a way to distribute the additional merit money more flexibly.   
Kate is concerned about the administrative burden of the tier structure, about whether it is affordable, and about whether it will be divisive because of the opposition from some departments. She is thinking of a straw poll to determine whether to go ahead with drafting the Code language.

Ana Mari is pretty much neutral. If the faculty wants it, she would do it. The proposed policy would not force the university to spend more money than under the old policy, which is an important reassurance to the Regents and the deans. If we want to close the gap, we would have to put in more money—under either the old policy or the new one. Under the current policy, faculty salaries get what is left after all the mandates are taken care of, a pretty low priority.

Ana Mari is pretty much neutral. If the faculty wants it, she would do it. The proposed policy would not force the university to spend more money than under the old policy, which was persuasive to the Regents and the deans. If we want to close the gap, we would have to put in more money—under either the old policy or the new one. Faculty salaries get what is left after all the mandates are taken care of, a pretty low priority.

The “simpler approach,” however, doesn’t change the current situation appreciably and therefore doesn’t address the problems the “more complicated” proposal is attempting to solve.

Lecturer changes are getting short shrift because there’s little energy left after all the discussion about the salary policy. Jack’s proposed policy changes included title changes and a six-year-up or out clause. Some lecturers are worried the latter clause will result in replacing 6-year veterans with cheaper people every half-dozen years.

Trevor Griffey recommended whatever policy we adopt address the salary policy for lecturers, because it’s integrally tied to the contingency situation. What is the goal of the 6-year policy? (Jack’s reply: if we want to keep this person, they need to be offered a real faculty position.)

Dan Jacoby worried that the current policy is backfiring. Guidelines for who gets the opportunity for a search for “their” positions are now narrower and narrower. The campus can’t make commitments unless people are “real” faculty. There is a large army of these people, so doing a search for so many people is a significant burden. It would help to do some systematic data gathering.

Intellectual property issue is bubbling, too. The UW is revamping the policy. A “listening tour” is in the works, to take the issue out of Intellectual Property Management and Commercialization committee. We take comfort there is some daylight on the process. But Executive Order 36 was redrafted with no faculty input at all, although it was withdrawn. IPMC is meeting without announcement of its schedule.

3. **SEIU Report**:

In the last few months, AAUP has worked with SEIU to conduct interviews with faculty about their interest in unionization. At our March 25 meeting, we voted to work with SEIU, and adopted some principles (see minutes).

Current estimate of total faculty is 7,582, although likely only 6,000 will be eligible (or so). Paul has seen quick (2 month) campaigns and slow ones (a decade). Legal challenges, agreeing on who is in the bargaining unit, and who is eligible to vote all take time.

Issues to build awareness:

* Board of Regents appointments
* Open presidential search issue

The legislature seems unable to pass legislation to fully fund legislation; the Board of Regents seems to have conflicts of interest between the corporations they work for and the need for increased taxes to support the UW.

There are three expiring Regent terms: Orin Smith (Starbucks) expires 9/30/15, William Ayer (Alaska Air) expires 9/30/16 and Patrick Shanahan (Boeing) expires 9/30/16. These are opportunities.

Paul distributed union membership cards and packets.

**Duane made a motion**: AAUP will participate in the creation of a coalition with other partners, including SEIU, and likely others, including Reclaim UW, UAW, ASUW, GPSS, and AFSCME to launch a campaign against corporatization of the UW. The idea is to frame a petition by May 1. The motion passed by all those present. Rob will ask those not present to weigh in on line.

We’d like to schedule a screening of the film, “*Ivory Tower*.” We could show it at Bothell, in conjunction with Dan’s class. We voted to allocate $250 for that, and Paul reported SEIU would like to co-sponsor. Could schedule another screening in Seattle. Dan Jacoby to lead.

4. **Higher education and the Washington State Constitution**

Adam Sherman is working with Hugh Spitzer in the law school to develop the theory that the state’s Constitution requires full funding of higher education in our state. Their paper is published in the Washington Law Review. Article IX, Section 1 speaks to the paramount duty of the state to educate all the state’s children. Article 2 speaks to the system of public schools, and that list includes “common schools” (k-8), technical schools (WSU, community colleges), and normal schools (teacher training). Article 13 speaks to state institutions, including educational institutions, and refers to the role of Regents (whose existence is restricted to higher ed). These two provisions of the state’s constitution have not been brought to state Supreme Court. Adam is interested in moving this forward to a legal challenge, and has spoken to Tom Ahern (who litigated the McCleary case). He advises the next step is to assemble plaintiffs, people who have been injured by the state’s failure to fund higher ed. Faculty would certainly be among those. This could take at least a decade to resolve. The legal strategy depends heavily on the right plaintiffs. The leading coalition right now is “Graduate Washington,” a political action committee. See their Facebook page, <https://www.facebook.com/GraduateWashington>

We expressed general support, offered to host messages on our list server.

5. **Annual meeting**

May 27, 3 pm, at UW Club. (Change venue to Intellectual House? Amy will request)

Goals of meeting: Introduce the idea of unionization to UW faculty, and build enthusiasm. Build membership in AAUP. Get union cards signed. Make AAUP awards.

Sequence of communications:

Amy will circulate request for awards nominations on the list server ASAP.

We will buy a KUOW daily sponsorship.

Posters

Bert’s email list for faculty survey.

Faculty Senate announcement, good of the order.

Planning committee: Bert, Amy, Rob

Publicity, Venue, Refreshments, Speakers, Program

*Invited speakers:*

1. Bill Lyne-WWU, confirmed
2. Louisa Edgerly-Seattle U, confirmed
3. Lillian Taiz Cal State LA, California Faculty Association, unavailable (we asked her to recommend someone else)
4. Michael Dreiling, President of United Academics of the University of Oregon
5. Stuart Mclean, Univ. of Minnesota (invited)
6. Rob Wood, UW AAUP chapter president

*Traditionally, our awards include:*

1. Academic Freedom

2. Excellence in shared governance

3. Leadership to advance AAUP interests

4. Defender of higher education

5. Courage in pursuit of social justice

6. Squeaky Wheel

7. Friend of the Faculty

6. **Faculty salary policy**

Ann Mescher proposed the AAUP endorse the faculty salary policy. We believe the policy would advance faculty interests, and create more fairness and make us more competitive with peer institutions. Ann will craft the motion, and we will circulate for a vote. We hope to influence the Faculty Senate leadership to gain some courage to move ahead. Senators should express surprise and anger at the policy’s being dropped at the April 23 meeting. Unionization could be framed as a response, in a way.

7. **Nominating committee report**

We had a nominating committee of James Gregory, Amy Hagopian and Rob Wood. We found three candidates to agreed to run to fill our three vacancies:

* Max Lieblich
* Michael Honey
* Abie Flaxman

*These people declined:*

* Matthew Weinstein-not now, program chair duties
* Julie Nicoletta-deferred
* Linda Ishem-declined, overcommitted
* Donald Chinn- no reply

We created a Catalyst poll to be sent to paid-up AAUP members for the election:

<https://catalyst.uw.edu/q#hagopian/265392/summary>

Opening day: April 15, 2015.

Closing day: May 1, 2015

We will offer travel to the AAUP Summer Institute at the Univ of Denver from July 23-26 to new board members.

7. **Faculty survey**

Bert Stover has sent around two reminders (the second one went only to non-respondents).

He has 633 responses, mostly Seattle.

Tidbits: 86% feel the highest priority in our plan was to fix UW funding; only 10% felt philanthropic appeals were the best way to do that. State funding is far preferable.

64% support the salary policy repairs.

We’ll expect a full report at the May 13 meeting.

8. **Treasurer report**

We have $21,300 balance. We will be sending $5000 to our quarterly annual dues to AAUP. That schedule is kind of a pain because we don’t collect our dues quarterly. About $14K of the total is “ours.”

Bert filed our annual 990 IRS form as a tax-exempt organization.

Bert needs to update the dues structure change to make up for the national AAUP dues increase. Dues are going from $48 to $58 for faculty who make less than $30,000 and from $243 to $258 for those making more than $120,000.

9. Heads up on a Faculty Governance issue: Demographic data of faculty seems to no longer be available to members of the Faculty Executive Committee.

10. **Where does UW do its banking?**

Chuck Bergquist and Devon G. Peña were to look into this. Follow up?

11. Next year: Bothell meeting in fall? Review of our strategic plan?

Next meeting May 13, 3 pm in UW Club