**UW Chapter AAUP Executive Board meeting MINUTES**

**Wednesday December 2, 2015, 3 pm to 5 pm**

**UW Club**

**Attendance:**

***Members present:***

Rob Wood, Atmospheric Sciences, President

Amy Hagopian, Public Health, Secretary

Bert Stover, Environmental Health & Family Medicine, Treasurer

Abraham Flaxman, Global Health

Ann Mescher, Mechanical Engineering

Duane Storti, Mechanical Engineering

Jack Lee, Mathematics (Math)

Max Lieblich, Math

Diane Morrison, School of Social Work

Jay Johnson, School of Environmental and Forest Sciences, emeritus

Christoph Giebel, Jackson School of International Studies, and History

Libi Sundermann, UW Tacoma

***Absent:***

Dan Jacoby, UW Bothell Interdisciplinary, Vice-president

Michael Honey, UW Tacoma

Bruce Kochis, UW Bothell

Jane Koenig, School of Public Health emerita

Kari Lerum, UW Bothell

Dan Luchtel, School of Public Health

***Guests:***

*Paul Dillon, SEIU staff*

*JoAnn Tariconi, UW faculty senate legislative representative*

*Genesee Adkins, UW director of state relations*

*Deputy Director Charlie Tennyson*

*Courtney Acitelli, UW Impact*

*Steve Hauschka, faculty*

*Steve Schwartz, faculty*

*Steve Buck, faculty*

*Hana Alicic, Tent City Collective*

*Zack Sanders, Tent City Collective*

*Tucker Richards, Tent City Collective*

*Drake Danforth, Tent City Collective*

*Tony Rinehart, Tent City Collective*

*Minji Jung, Tent City Collective*

**Agenda:**

1. Introductions
2. Announcements: Regents Watch assignments and reports
   * + Diane Morrison did 12 Nov, NEXT: 10 Dec – Allen Library, Rob Wood
3. Legislative session 2016: JoAnn Taricani and Genesee Adkins
4. Harry Bridges Forum report
   * + Forum organizing committee: Diane, Rob, Dan, Pam Joseph, Michael Honey.

5. Faculty Salary Policy resolution, proposed by Jack Lee

6. Tent City Collective group

7. Faculty union organizing committee report

8. “Wall of Public Good” Innovation showcase update, Jay Johnson

9. UW Center for Human Rights resolution

10. Provost appointment: last minute issue

11. Routine reports:

* + - Treasurer
    - Faculty Senate
    - Reclaim UW
    - Regents Watch

***2016 legislative session***

We welcomed our guests, Genesee Adkins and JoAnn Tariconi, to discuss the 2016 legislative session and how to engage UW faculty in advancing a higher education agenda that expands resources.

Genesee introduced herself as a lobbyist with 14 years of experience, but only her 2nd year with the UW. She was formerly the representative for King County. She described the 2016 session as likely to be “short and disappointing.” Three fourths of the legislators will be up for re-election, so they will be eager to finish up so they can go raise money. Also, it’s only a supplemental budget year for the biennium (the budget passed last year drives the agenda). She expects only modest opportunities on the financial side, maybe more on the policy side. The emergencies are to fund the budget for forest fires, mental health, and McCleary (the Supreme Court mandate to fully fund K-12 education).

The UW hopes 2016 will simply lay groundwork for 2017. With the legislature facing ongoing daily fines for its failure to comply with the Supreme Court’s *McCleary* decision, there is pressure to do something substantive, yet it will be reluctant to do anything this year (because of the aforementioned election).

JoAnn Tariconi introduced herself. She noted that because the Democratic and Republican parties are so close in the number of Representatives and Senators they have in each chamber, “everything is up for grabs.” It’s less sensitive in a year when the margins are larger, she thought. The election will be close.

JoAnn said the UW has been using the interim to deepen relations with the legislature. Last year the focus was on undergraduate tuition and the WSU med school. The legislative team has spent “lots of time on the road this year, rebuilding locally and state wide to find more champions for the UW.”

Genesee promised the UW’s legislative agenda for 2016 would be online soon (but as of January 1, 2016 was still not up at http://www.washington.edu/staterelations/ ) She said it would be a short list: Tuition backfill is our most important issue. The UW agreed to an undergrad tuition cut with the promise of “being made whole.” However, because the UW had its largest freshman class ever, we have more people paying less tuition and there is a funding gap (presumably this is because when we “lose” money on each student, more students creates a bigger loss). The enrolment software didn’t work well for us. The estimated shortfall is $4.3 million—measured by how much tuition we would have received if tuition hadn’t been cut. The team is trying to get it in the governor’s budget so as to make it non-controversial. Western and Eastern are coming in with similar requests, similar arguments about enrollment mis-projections. Eastern submitted a request to the governor, but for under a million. The others weren’t short enough to bother. The Republicans are eager to make us whole, the Democrats are saying it wasn’t their policy so they are more reluctant. Central and Evergreen don’t seem to have a shortfall. It’s unusual for one institution to get something that the others don’t. WSU isn’t asking for a backfill.

The UW’s top capital budget priority this year is a correction or revisiting from a top issue this last session. The computer science & engineering building is costing $105 million. UW requested $40 million of that, but the state gave only $32.5. And that was by taking out of our own pocket, the budget for “minor works.” The UW will be asking for $15 million from the state building fund, and will be fundraising through private funds for the remainder. We want to restore our minor works budget.

Both the backfill and restoring the minor works budget and increasing the funding for the original request on the building are considered mere technical issues in a supplemental budget year, and JoAnn and Genesee think it’s probably the best we can hope for. Of course, they also have to monitor policy bills, things that aren’t on our agenda but could affect the UW, such as conditions of employment, textbook bills, or other surprises.

An AAUP officer asked how we develop the agenda and how the faculty can play a role.

The office of planning and budgeting reaches out across campus to ask Deans about priorities for schools and departments. (In a supplemental budget year, these are limited to “technical corrections”). In the Faculty Senate Committee on Planning and Budgeting, the staff are already asking about the 2017 session, especially for building requests. OFM gets involved. Jack noted that SCPB tried to move the schedule earlier in order to have more effect.

Faculty mentioned they had never been invited to provide comment on the legislative session or the UW budget requests of the legislature. Ann noted she had served on the faculty council for facilities and that body had never been asked. Deans tend to respond on capital issues, but not much else.

If the school and college councils are not involved in these discussions, the senate chairs should have a role in this. Jack said the arts and sciences college council was encouraged to have a role under his Faculty Senate chairmanship. SCPB started to invite larger participation to discuss shared governance on budget setting engagement.

JoAnn noted that Deans should be asking the Faculty Councils. Kate O’Neill, now chair of SCPB, can encourage Deans to check with their Faculty Councils before submitting their budget messages.

The first deadline for the UW Office of Budget and Planning is in Sept./Oct., when requests are turned in. Then an agenda is refined for public consumption. One recent item was for the School of Dentistry. JoAnn and Genesee work together during the session to catch all the things that would be of concern to the Univ. Some affect only our institution, so the association won’t catch those. Weekly coordinating calls are scheduled between JoAnn and representatives at UW- Tacoma, Bothell, and UW Impact, ASUW, and GPSS. The various players coordinate on hearings, and invite faculty down to testify as experts in front of committees. Genesee estimated as many as 40 faculty testified last year. For example, there was a remarkable session on the hospitalization of psych patients for the mental health bills. Committees really listen to our UW-based world experts. These faculty experts, however, are not always invited to testify on UW priority items.

Courtney Acitelli [acitelli@uwimpact.org](mailto:acitelli@uwimpact.org), director of UW Impact, was introduced. It’s an independent association governed by the UWAA Board of Trustees, which appoints a legislative chair every other year. The chair presides over a legislative advocacy committee, made up of UWAA Board members (current or past), who advise UW Impact. They send alerts, increase our reach. It doesn’t have its own agenda, but it has priorities. “We don’t want legislators to think our agenda is separate from that of the UW.” UW Impact uses polling to determine what topics are of most interest to alumni. For example, recent polling revealed simply that funding for higher ed was a top issue, followed by quality. There is a “District Dogs” group that can be activated. Priorities for this session will be synced with the “make us whole” call. There will also be a continuing focus on the State Needs Grant, and access issues. Poll results came back yesterday. On the capital side, alumni sometimes have opinions, like Burke Gilman Trail restoration. UW Impact has rallied alumni on some specific departmental asks, such as the Computer Science building (with Ed Lazowska) and the consolidation concerns of the iSchool and the Evans School during Wise’s tenure, and the recent medical school issue. Those requests were vetted by the legislative advocacy committee before becoming action alerts.

Genesee noted the UW Administration has talked about having a UW day in Olympia, as many other organizations do.

Genesee has a blog and a twitter account [@UWGOV](http://twitter.com/UWGOV). Deputy Director Charlie Tennison (also present) maintains social media.

Amy noted faculty ratings of UW legislative advocacy in Olympia are low (per recent surveys), and Genesee acknowledged the importance of this perception.

Duane suggested we could ask for a change in the line of state law that limits the number of people who are out on leave to 4%. Genesee said she’d bring it up for consideration on a bill of omnibus items. This has been recommended as an agenda item before, but never taken up.

***Regents watch***

Diane attended the November meeting and reported on the list server. The December 10 meeting was canceled. Amy will circulate a list of subsequent dates to get people to sign up. See bottom of these minutes.

***Harry Bridges Labor Forum***

Dec. 4 event was postponed because Gary Rhoades got pneumonia.

The faculty Senate forum on unionization is January 13. Should we invite Gary Rhoades to that event?

***Faculty Salary Policy resolution***

Jack Lee proposed this resolution:

*The UW Chapter of the American Association of University Professors strongly supports the proposed salary policy legislation that is currently before the Faculty Senate. The proposed new policy offers the prospect of a fairer salary system that puts higher priority on regular raises for continuing faculty, so as to avoid recreating our salary compression problems in the next generation of faculty. Regardless of whether the current unionization drive succeeds or not, we need this new policy. We urge all faculty members to vote in favor of it.*

Jack described the salary policy as being an AAUP project from the start. It started in 1990s as we noticed the squeeze on “loyal faculty,” faculty who have been here a long time. We ended up with the “2% sort of” commitment, which turned out not to be durable (President Emmert notably attempted to rescind these raises in 2010 by issuing a revised version of Executive Order 64). Jack got involved in AAUP and the Senate to try to solve this problem. Not every aspect of what’s in the proposal is ideal, Jack said, but it has been modified to keep everyone on board. “If this passes, it is a success AAUP can be proud of.”

The last round of changes to the policy in the current version were done to accommodate the schools of business, medicine and engineering. These schools were worried about 2 things: 1) they’d be forced to put too much money into tier and market raises, and 2) wanting some kept in reserve for “variable adjustments.” We ended up saying tier market adjustment raises were no longer simply a matter of dean discretion, but have to be voted on by the faculty. Promotion raises are fixed university wide, by rank.

The medical school wanted a provision for votes on tier raises to be done by a committee, not the whole faculty.

Administration may not fully fund this, of course. The market adjustment, tier and promotion raises are all in the code with the word “shall.” They know from day 1 this must be in the budget. OPB’s budget projection is 7% higher than last year, and yet when it came time for the provost to declare merit raises, they decided they could only afford 3%. But that’s because it’s the last thing on their list. Now the plan requires it be the first thing. The off ramps would be invoked by very rare catastrophes. This policy is designed to prevent this.

Christoph noted some people would have liked to see more substantial salary reward for good honest work, not just rewarding star status. The constant competitiveness and neoliberal drive for individualism is objectionable.

Duane noted the faculty handbook is unenforceable. The administration can always change it.

Diane noted this policy is good, but to enforce it we need a collective bargaining agreement that is only possible with a union.

We discussed whether to remove the sentence, “Regardless of whether the current unionization drive succeeds or not, we need this new policy.” Diane made the motion, Christoph seconded. Jack noted the union issue should be acknowledged in the statement. Bert noted it made us sound weak on whether we support unionization. Christoph agreed, didn’t think unionization is an issue with the salary policy.

Vote on the amendment. 5 board members for, 6 opposed. Sentence stays.

Another revision was proposed: “Regardless of the outcome of the current union drive, we need this new policy.” Vote on the resolution as amended was unanimous.

The UW Chapter of the American Association of University Professors strongly supports the proposed salary policy legislation that is currently before the Faculty Senate. The proposed new policy offers the prospect of a fairer salary system that puts higher priority on regular raises for continuing faculty, so as to avoid recreating our salary compression problems in the next generation of faculty. **Regardless of the outcome of the current union drive, we need this new policy.** We urge all faculty members to vote in favor of it.

[post-minutes update]: A Q&A for faculty on the new policy is planned for Tuesday February 9th 4:30 to 6:00pm. Room TBD. Jack is planning to invite all six of the original faculty members of the working group to be on the panel (Jack Lee, Jim Gregory, Paul Hopkins, Susan Astley, Miceal Vaughan, and Gail Stygall). The group has a large amount of experience in faculty governance and represent a variety of different types of departments.

***Tent City Collective issues***

The UW’s Tent City Collective Group came to discuss bringing Tent City to the UW. Guests included Hana Alicic <hanaalicic@gmail.com> (alumna of the undergrad PH program and leader of the group), Zach Sanders, Tucker Richards (PH major), Drake Danforth (TC III resident), Tony Rinehart (TC III), Minji Jung (PH senior).

The Collective opened by reading an Ana Mari Cauce quote: “Innovation and turning ideas into action are at the center of what we do. I can’t wait to see what faculty and students come up with.”

Seattle Pacific University has agreed to host Tent City III once every 3 years. U District churches have hosted it in the neighborhood in the past. So where is the UW on this?

Tucker said this campaign grows out of the Health Equity Circle (also now at WSU and Oregon), part of Sound Alliance.

Mission statement: we aim to build mutually beneficial relationships between the UW community and the homeless community with creative, sustainable solutions.

This is not an act of charity, this is mutually beneficial.

Tony described what Tent City III is. Self governed, transparent, democratic. Drake said They pay for their residency with sweat equity. SHARE/WHEEL is the organization that helps organize this effort, including policy work.

The tent city collective is trying to gather a broad base of support among all faculty and students. The Collective is asking students to sign letters of support. ASUW passed a resolution last night. GPSS will be up next, then Faculty Senate. AAUP will also be asked to sign on to a letter. Outreach to classes of students is underway now, too. Integrating curriculum with a tent city stay is ideal. What would classes look like? Ideas are being gathered. There is a list server where events are advertised.

What happened to Tent Cities 1 and 2? Tent city 1 was organized in response to the City’s homeless sweeps for the goodwill games in 1990, and eventually became Aloha Inn on Aurora Av. N, on the east side of Queen Anne hill. Tent City 2 was bulldozed by the city in 1998. Tent city 3 is about 15 years old.

Two previous requests to host Tent City 3 were turned down by UW. Why? One view is that Governor Gregoire didn’t want tent city on state land. A new city ordinance now allows tent city to be on public land. The SPU experience was very positive, included educational opportunities. 118 speaking engagements were involved in the 2nd stay. SPU has reports that can be shared. There were reports in the student newspaper.

An AAUP member asked whether other UW campuses have been asked to host. Tacoma is a small campus, but would be interested in working with you.

AAUP members expressed strong interest in supporting this effort. We can circulate it electronically and/or adopt a resolution in January.

There will be an event in February where we would ask Ana Mari to form a task force to work on this. The Collective will ask her to approve a decision date (May or June?) for hosting in winter of 2017.

What else can we do?

1. Let them know if there are classes they can speak to.
2. Offer critiques to the plan.
3. Like the Facebook page.

Slides here: https://docs.google.com/presentation/d/1l7EAaziu\_r1mCCTblogK4Yj23SwOGmSjWS-1OuCyFDU/edit?invite=CPP6lzM&ts=565f86ec#slide=id.gd6887c25b\_2\_0

***Faculty union organizing report***

Various faculty groups are having meetings to discuss unionization. For example, Steve Hauschka reported Biochemistry is going to meet to talk on Tuesday. The format will be one speaker against and another for. What are the key positions of the anti voice? Hard to pin that down.

Duane reported his department had a similar meeting. The material presented was immaterial. The argument against was that someone believed there was a stigma attached to unionization that would make it hard to attract young faculty. Libi said young faculty are surprised there is no union when they first come to UW. Diane noted the views of unions are that they are external and that our daily work lives might be changed. Max noted the best evidence comes from our colleagues at unionized universities.

A forum for faculty in the College of the Environment has been organized by their college council and is scheduled for Thursday Jan 21st.

***Innovation Showcase (aka “Wall of UW Contributions to the Public Good”)***

We postponed a vote on the Innovation Showcase to the January meeting.

***UW Center for Human Rights resolution***

Amy Hagopian’s proposed resolution in support of the UW Center for Human Rights passed unanimously.

The UW Chapter of the American Association of University Professors expresses dismay about the October, 2015, burglary at the UW Center for Human Rights, in which a computer containing sensitive human rights information disappeared. We agree with our colleagues at the Center that  it is suspicious and disturbing that the burglary of materials followed the UW filing of a lawsuit against the Central Intelligence Agency for withholding documents relevant to a massacre in El Salvador, and followed a UW-based conference on Access to Information as a Human Right.

The AAUP expresses strong support for the Center and its work in El Salvador. The AAUP’s mission is to advance academic freedom, to define fundamental professional values and standards for higher education and to ensure higher education’s contribution to the common good. We applaud UW administration for supporting its faculty in raising critical questions about what the United States government knew about atrocities being committed in El Salvador and about the history of U.S. involvement in Central and South America more generally.

Human rights work is by its nature a courageous endeavor.  State violence, often exercised in conjunction with paramilitary forces, aims at repressing popular movements, journalists, academics and anyone who speaks out against injustice.  Efforts to hold perpetrators accountable are an essential component of restoring democratic, rights-respecting polities that are essential to a free academy.

***Faculty Senate Issues***

***Provost appointment***

Faculty Senators brought up an issue that only arose this week. Ana Mari Cauce, newly appointed UW president, would like to appoint Gerry Baldasty as Provost. She’d like to not have a full search now, with the idea that he would serve 2 years, and do a full search when he retires. She has the authority to appoint him without faculty consultation.

The AAUP is, of course, on record supporting open searches. We can reiterate the AAUP policy on open searches. We agreed we can tolerate an acting or interim extension while she gets settled. A real provost, however, should be appointed after an open search. That would be twice in a row we have had appointed provosts. During his two year appointment, his title should include interim. The campus should have a chance to say we like or don’t like someone.

Is Cauce asking if we are good with him for a fixed period of time? Asking for our blessing? Is that more important than a search? What’s the big deal with having a search? Provost is the chief academic officer, probably the most important position for us to express our views. We understand Cauce’s desire not to do a search right away, but we don’t allow others to make this type of appointment. When Dr. Cauce was appointed interim, she told the senate she intended to wield the power of the presidency regardless of interim title. Same for provost.

***Survey on Activity Based Budgeting issues***

There is a survey on ABB circulating, asking about its effect on interdisciplinary collaborations. Faculty should answer it.

***Research Misconduct***

Administration has announced proposed revision to executive order 61, regarding research misconduct. They cite unspecified federal regulations to say faculty are not entitled to adjudication when misconduct is alleged. We haven’t seen what federal regulations are, however, so this is suspect.

**Next agenda**: KPLU, may need to deal with it sooner.

***REGENTS MEETINGS***

Regents Watchers should sign up at noon on the Friday before the Board meeting, when meeting agendas and items are published on the Board website. To sign up, email the secretary (Joan Goldblatt, Secretary of the Board of Regents, 206-543-1633, [regents@uw.edu)](mailto:regents@uw.edu)) and provide:

* name, email address and/or phone number, and subject of your comments (AAUP report)
* relationship to the University (student, faculty, staff, alumni, other)

After you attend the meeting, please write a brief report for the AAUP listsever on what you observed and/or the contents of your remarks.

* 14 Jan – Allen Library,
* Feb 11—Allen Library
* March 10—UW Bothell
* April 14—Allen Library   - Amy Hagopian
* May 12—Allen Library
* June 9—Allen Library
* July 14—Allen Center, CSE 691
* Aug 11—Allen Library (subject to cancelation)
* Sept 8—UW Spokane
* Oct 13—UW Tacoma
* Nov 10—HUB 334
* Dec 8—Allen Library (subject to cancelation)

***Meeting schedule 2015/2016 (3 pm to 5 pm)***

January 20 -UW Club

February 24 -UW Club

March 16 -UW Club

April 20 -UW Club

May 18 -TBD

ANNUAL MEETING May 25