UW Chapter of the AAUP, draft strategic plan 24 October 2014

**Mission statement:**

The mission of the UW Chapter of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security and working conditions of all categories of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to develop the standards and procedures that maintain quality in education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good. Founded in 1918, the chapter has worked with allies to shape public higher education in Washington State by opposing privatization and corporate control, promoting diversity and equity, and advocating for accessible, high-quality education.

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| **Item #** | **Topical Goal** | **Lead** |
|  | Improve conditions for **lecturer faculty** at the UW* 1. Support Faculty Senate legislation to create an Instructional Professor track to replace what are now “lecturers.”
	2. Support the concept that short term instructors would be Acting Lecturers (not competitively hired), hired on an emergency basis, for a period less than 3 years.
	3. Bridge funding would have to be created centrally to support positions created without long term funding sources
	4. There seems to be support at enough levels this could be accomplished, but how do we convert from the current system to the new one? Do people need to re-interview for their own jobs?
	5. Libi and Jack will write up this proposal
 | Jack Lee, Libi S |
|  | Engage in advocating for **better higher ed funding** in Washington State, and educate our faculty on these issues; work in coalition with other stakeholders. * 1. Hold another forum with legislators and UW administrators
	2. Explore new revenue alternatives and decide on our favorites
	3. Work with UW administration to develop a multi-year strategy for increased revenues for higher ed that avoids student burden and salary freezes
	4. Persuade UW administration to engage in creating and moving a long-term higher ed financing strategy
	5. Meet with faculty Senate faculty legislative representative, JoAnn Taricani, and UW lobbyists
	6. Continue to educate faculty about higher ed finance on list server (spell out connections to tenure and academic freedom)
	7. Participate in Stand Up 4 Ed Coalition, including students
	8. Monitor conflicts of interest between Regent employers and UW
	9. Monitor the fulfilling of pledges for voluntary gifts (e.g. Craig Smith)
	10. Persuade advancement staff they could raise money for salaries
	11. Educate students on these issues
 | Dan JacobyAmy Hagopian |
|  | Explore the advantages and disadvantages of **faculty unionization**, demystify the issues, air the concerns, learn from other universities * 1. Ask again about support for unionization on our January faculty survey
	2. Sponsor panels on each campus (Seattle, Bothell, Tacoma) regarding unionization, with panelists from WSU, national AAUP bargaining unit; address the barriers, including presumed medical school faculty opposition and the mindset that a union could hurt some
	3. Build our membership to 600 people to be viable for considering a union
	4. Coordinate with allies
	5. Ask national AAUP where there are good grievance systems where there are not; going to guess the factor will be the existence of unions
	6. Get our administration to acknowledge that a faculty committee can adjudicate alleged guilt or innocence in academic misconduct cases
	7. Work on communications around showing the linkages between unionization and hot Senate topics (contingent faculty, intellectual property, salary support)
	8. Unionize part-timers
 | Bruce KochisRob Wood |
|  | Work to repair the UW’s faculty **grievance adjudication system**, acknowledging our current system is not working, and the Faculty Code is either not being honored or is too weak; recruit volunteers for the faculty adjudication committee | Duane StortiBruce Kochis |
|  | Build faculty understanding of “**Activity Based Budgeting**,” and the UW’s “**Professional and Continuing Education**” office. These market-driven mechanisms erode higher education principles. | Jack LeeAmy Hagopian |
|  | Improve **salary** and promotion policies through the Faculty Senate | Duane Storti |
|  | Involve the AAUP in the Faculty Council’s committee on **intellectual property** to ensure faculty rights are protected while maintaining the public’s interest in its investments in higher education | Duane Storti |
|  | Work to increase the capacity of faculty to provide better oversight to **unpaid internships** and ensure they are academically valid. | Jay Johnson |
|  | Examine the shared governance issues associated with the UW’s move towards an **on-line learning undergraduate degree completion program**, along with concerns about quality and cost. | Jim Gregory |
|  | Monitor search process for open University administrative positions to ensure they are **open** to faculty participation. | Jack Lee via Kate O’Neill |

**ORGANIZATIONAL GOALS FOR 2014-2016**

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| **#** | **Membership and communications**  | **Lead** |
|  | Host roundtables and forums on issues of topical importance, such as:* State legislation and higher ed budget (invite legislators)
* An analysis of UW finances (Howard Bunsis)
* Unionization
* Lecturers
* PCE & ABB
* Salary (including various compensation approaches across campus) & promotion
 | Dan Jacoby |
|  | Establish a membership committee chair | Bert Stover |
|  | Reach out to Bothell & Tacoma  | Bruce, Libi |
|  | Invite our PhD graduates to join national AAUP as they enter the profession | all |
|  | Hold an annual spring full membership meeting, with a cocktail hour to follow  | Rob Wood |
|  | Send an AAUP member to each Regents meeting to monitor and engage | Amy |
|  | Invite the president and provost to a meeting with AAUP  | Rob |
|  | Launch a campaign to encourage membership from non-tenured faculty |  |
|  | Repeat our annual faculty survey using WebQ; present results to Regents; Winter Q | Amy & Bert |
|  | Maintain our awards program to bestow recognition on important allies to AAUP | Exec Com |
|  | Formally present the AAUP “Red Book” of academic freedom documents to Senate members, administrators, Regents  | Rob? |
|  | Produce a periodic newsletter | ? |
|  | Reach out to new faculty to join AAUP. Publish a welcome packet as a way to reach out to new faculty to invite them to join. Schedule a welcome meeting for them? Attend new faculty orientation. Get the list of new faculty from Academic HR.  | Rob |
|  | PLAN FOR 100th anniversary celebration (2018) |  |
|  | Publish annual versions of the Faculty Code (Handbook), locally known as the “UW Policy Directory” on our AAUP website | Rob |

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| **#** | **Infrastructure and processes** | **Lead** |
|  | Form a Committee A to help adjudicate conflicts around academic freedom and tenure and violations of individual rights of faculty | Rob |
|  | Keep the website updated, information-packed, and attractive | Rob & Amy |
|  | Appoint publication monitors to add published news items to add items to our list server | Raya |
|  | Establish an annual calendar of standing events | Amy |
|  | Create a policy for how adjudicate decisions between regular meetings (e.g., 4 votes opposed effectively tables the discussion until we can meet in person) | Rob |
|  | Invite a member of the law school faculty to join our board, perhaps as a step towards identifying a legal advisor |  |
|  | Maintain our legal status as a formal non-profit entity (501-c-6) by filing tax returns | Bert |

**Accomplished 2012-2014:**

1. Conducted the first faculty survey and disseminated results
2. Drafted bylaws and established our status as a 501(c)6 organization with the IRS
3. Hosted the 2013 AAUP Summer Institute
4. Established the capacity for new members to sign up for on-line payroll deduction
5. Improved the website and transferred it to WordPress
6. Worked with Faculty Senate to improve salary and promotion policy
7. Worked with Faculty Senate to improve academic freedom policy
8. Improved relations with Provost
9. Noticed the search for the new vice provost was open
10. Made progress on new lecturer employment status policy
11. Conducted successful board elections, including new members from Bothell and Tacoma
12. Passed several resolutions in solidarity with closely allied organizations, including K-12 issues, childcare, and PCE lecturers.
13. We made progress on approval of outside professional work form, including launching an overhaul of IP policy (SCIPC and IPMAC committees)
14. Provided scrutiny on retention salary offers
15. Agreed to support an Amicus brief for lawsuit challenging Emmert’s Executive Order 29 (2011)
16. Created list server banners

**Dropped:**

Publish an annual faculty report on the state of the University, including a report on salary trends for various categories (part-time/by school or department/by gender)

Consider hosting our list-server on a non-University computer