*UW Chapter of the AAUP*

South Campus H679

13 Jan 2017

2017 Retreat Minutes

**Attendance**: Dan Jacoby (president), Amy Hagopian (secretary), Bert Stover (treasurer), Rob Wood (past president), Duane Storti, Diane Morrison, Abie Flaxman, Eva Cherniavsky, Charlie Collins, Max Lieblich, Hwasook Nam, Jay Johnson, Jim Gregory,

**Missing**: Bruce Kochis, Libi Sundermann, Michael Honey, Jim Liner, Ann Mescher (on leave), Christoph Giebel (on leave); Peter House, facilitator.

Dan and Rob talked about some of the recent history of our AAUP chapter. The emphasized our important relationship to Faculty Forward (needs clarity) and the Faculty Senate (our influence needs to be strengthened). Also, we discussed the importance of relating more deeply to the Tacoma and Bothell campuses. In the last four years, we’ve strengthened our documentation (minutes, website), our list server moderation (thanks, Abie), and our bookkeeping (thanks, Bert). The survey results show some people think we’re too weak, while others wish we’d be less strident. Threats posed by the new federal administration are worrisome, even just at the parochial level—loss of the Affordable Care Act, for example, could devastate our UW hospital and health care system.

Dan introduced **the mission statement** and reminded us of the 2014 (fall) plan, and encouraged us to focus on academic freedom.

*Introductions*: Name, school, and the topic of your first paper

***Rules***: Be here, be non-judgmental, expect the positive, respect the clock while being flexible.

We established the ***retreat goals***: build teamwork, modify our strategic plan, set out some specific objectives for the coming year.

We reviewed the ***agenda***: environmental scan survey, hot topics (SEIU, for example), goal setting, tactics for each goal.

*Environmental Scan*

Bert reviewed the results of the 2015 faculty survey, when we heard from 667 respondents (of 6500 names we mailed to). We asked people rank and comment on AAUP’s goals. 87% rated higher ed financing as number 1; next (64% overall, 98% among women) was fixing the salary policy; contingent faculty concerns (49%), open searches for UW leadership (42%), academic freedom (35%), intellectual property rights (34%), grievance adjudication (21%) and oversight of unpaid internships (12%). About 36% thought we should explore forming a union, 32% opposed.

Dan reviewed a quick open-ended question survey he just completed (N=44). Respondents said the list server was a high priority. We are seen as a positive force, but a bit adversarial. The union relationship was confusing and contentious.

*We broke into pairs to chat about these findings.*

* Max and Rob reported on their discussion about the salary policy. It’s an opportunity for AAUP to position ourselves: We will need to keep track of it because Deans will have a lot of power in relation to unit adjustments.
* Abie and Jim reported the strength of AAUP’s role in oversight and as a caucus within the Senate.
* Diane and Bert also underscored the importance of our role in relation to the Senate, and how we could do better.
* Jay reported on how when AAUP’s chapter reported on survey results and other analysis they were well received; we need to revitalize that reporting capacity.
* Duane noted we have 100 years of policy statements that we try to apply, leading to an opportunity to highlight those in our centennial (2018).
* Diane noted an emerging opportunity we have is the upsurge in student and staff activism, and they are eager for faculty involvement—they look to both AAUP and Faculty Forward (how do we manage that?).
* Charlie thought this could link to our interest in higher ed funding, and the small proportion of our budget supported by the state.
* On the down side, not many responded to Dan’s survey.
* The distinction between Faculty Forward and AAUP is blurry; the union may be more attractive to younger faculty, those who care more about academic freedom may be more drawn to AAUP. Connections between the finances and academic freedom need to be clearer.
* We are apparently not seen as a reliable partner by administration or the Faculty Senate on lobbying in Olympia.

*Hot topic discussion*

SEIU report:

The new UW chapter of the statewide SEIU Faculty Forward union is now formed (since the founding meeting in November at UW Tacoma), with an elected steering committee: Eric Bugyis, Joanne Clarke Dillman, Kyle Crowder, Moon-Ho Jung, Carrie Matthews, Sudhir Mahadevan, Eva Cherniavsky, Charlie Collins, Amy Hagopian, James Liner, Libi Sundermann (underlined names are also on AAUP board). The first meeting of the steering committee is scheduled 20 January, whereupon bylaws will be considered.

Eva made a plea for AAUP to clearly articulate goals, so FF can know how to relate to us. The only official relationship between AAUP and FF is our decision (25March 2015) to partner with SEIU to organize a union, along with accompanying principles for our relationship with SEIU.

Hot topics (bolded ones got traction):

1. SEIU and AAUP
2. **Shared governance, Faculty Senate, academic freedom-Dan**
3. **Membership building-Abie**
4. **Fate of the academy under Trump-Diane**
5. Focus for our meetings, processes, communication plan
6. Lecturers campaign
7. **Higher ed funding, admin bloat and neoliberalism, uncontrolled growth, privatization, corporatization, salaries-Duane & Amy**
8. Quality of teaching
9. Classroom and maintenance

*Shared governance/Faculty Senate/Academic freedom group:*

Dan, Duane

Academic freedom as a unifying theme, suggesting forums and conversations. Myhre has done some work on this. AAUP needs to bring issues to people, host speakers, and make connections between issues that people are thinking about. Intellectual property, private philanthropy, corporate relations. Focus on the priority issues in the Senate.

*Privatization, corporatization of the UW:*

Amy, Eva, Peter

We discussed the odd juxtaposition of austerity (deferred maintenance, salary shortages) and growth (new buildings, administrative bloat). How can we educate people about how a decline in public funding works on the ground? Entire areas of the campus fall out in a private philanthropy model. For example, the medical school’s homeless medical van was considered hostile to the UW brand, and therefore Advancement wouldn’t allow fundraising for it; it’s going out of business, as a result. We can use the list server to issue our own regular communications from the AAUP board. Rob has subject banners to brand (categorize) these messages. Our primary approach can be to launch conversations, which may be more effective than making pronouncements.

*Academic freedom /fate of the academy under Trump:*

Abie, Diane, Charlie

Charlie is now using a statement in his syllabus to describe academic freedom. How can we support department-level issues, defend each other? When we take on this role, we help build membership. Do we want to be seen as “progressive?” Can we use a website for issues like “campus watch” faculty reporting? The more we communicate as a board (as a whole), the more protected vulnerable faculty are. Ongoing discussions can be captured on the website, too.

*Membership building*

Abie, Bert, Jay, Rob, Jim

We have 100 paid members, 1800 mailing list members. We can build membership with State of the faculty reports, quarterly solicitations, a centennial celebration, or perhaps the Trump effect. There is an “academic freedom” fund ($5000) with emergency money. We can publicize and defend faculty who get in trouble. We can leverage the national AAUP annual report on faculty income. Academic freedom has challenges, such as when it demands defending racists.

We then identified goals and action steps for the strategic plan: see separate document.

Business Agenda items:

Cauce letter—do we approve of the letter Eva and Diane drafted?

Two issues: 1) hate crime and 2) Clery Act reporting

We agreed to send the letter to Cauce privately, with a request for a response and/or a meeting. We won’t make this public until or unless the response is unsatisfactory or doesn’t come before our next meeting 2/1. Dan will send the letter, after a few edits.

Annual meeting:

Speakers? [How about Hugh Spitzer and/or Stan Barer?]

AAUP national perspectives on the effects of the Trump administration?

We’ll discuss at our 2/1 meeting.

Membership:

Jim Gregory is prepared to revitalize the faculty status report as a membership building activity.

Teach-ins:

Can we bring AAUP banner to teach in? Dan doesn’t see an upside. Diane and Eva and Amy made the case for building solidarity with students. We will need their support as faculty come under attack. Is there too much uncertainty? How do we maintain our watchdog function? The teach-ins are educational. We agreed the banner could be used.