**MINUTES of AAUP Executive Board meeting,**

**Wednesday 9 April 2018, 3:30-5:20pm**

**Savery 359**

Three priorities in the current AAUP strategic plan:

1.     the escalating division of insecure academic labor

2.     reductions and restructuring of public funding and budgeting processes

3.     the increasingly hostile environment affecting students and faculty

 Items we’re monitoring

Faculty Regent bill

Freedom Foundation request for emails

Dental School deficit

Lecturer job security

Higher ed finance

Hate crimes on campus & The shooting and UW Police Department issues

The use of the UW’s “workplace violence” rule and Faculty Code 25-71 to pursue faculty

#### Attendance: Dan Jacoby/president, Amy Hagopian/secretary, Bert Stover/ treasurer, Abraham Flaxman/VP for mailing list, Rob Wood/past-president, Jay Johnson, Max Lieblich, Jim Gregory, Duane Storti, Bruce Kochis, Christoph Giebel, Diane Morrison, Eva Cherniavsky, Theo Myhre,

#### Absent: Michael Honey, Ann Mescher, Charlie Collins, Hwasook Nam

#### Resigned: James Liner, Libi Sundermann

#### Guests: None

#### AGENDA:

1. Announcements & Reports
2. UW Disciplinary Processes
3. FCFA Lecturer Legislation
4. UW & State Finance Initiative
5. New Business
6. U-Pass Petition (Diane)
7. Nominations and Membership (Jim G/Duane/Max)
8. Good of the Order.

**Minutes**

***Announcements/Brief discussions***

Discussion of the Diane Ravitch and Nancy MacLean talks.

Discussion of the announcement of closing Consolidated Laundry, and the loss of public sector jobs for these laundry workers.

Where does new Provost stand on ABB? What are the “supplements” about?

Is the athletic budget really in deficit now?

***Faculty discipline procedures and policy***

Rob serves on the Faculty Senate team to identify Values for the Faculty Disciplinary Code and Dispute Resolution Systems. He distributed the draft language on the values, processes and outcomes desirable in a system, and another handout on types of conflict and current approaches to resolution.

It has been charged that the Code revisions that occurred under Norm Beauchamp (Faculty Senate chair, 2016) was inappropriately well beyond “housekeeping.” [A side-by-side comparison of the pre- and post-amendment versions of 25-71 is available here:  <http://www.davidcorbettlaw.com/yahoo_site_admin/assets/docs/Just_Housekeeping_updated_121217.34583505.pdf>.]

It’s now routine for deans and chairs to take disciplinary action without any notification of a faculty member’s due process rights or processes available to them.

We discussed AAUP’s interest in having two requests for information issued at the Senate. Theo and Max could do that as members:

1. How did it happen that the “Housekeeping” revisions to the Code were made in such a deceitful way?
2. Is the athletic budget overspent?

We’ll start with a request for information and then move to a Class C resolution on future Code revisions. Discussion about the best order of events for the new Provost, but agreed the vote should happen on the resolutions in May.

Who is keeping the versions of the Code in a publicly accessible place over time?

Faculty Forward has submitted a FOIA request for a summary of 25-71 charges against faculty.

***U-Pass petition***

Diane presented the letter to UW Regents and administration urging fully subsidized UPass benefits. We are the only major educational or government institution in the Seattle area that doesn’t give its employees a Metro pass (“Orca card”).

Students are required to have passes. Faculty who buy single occupancy parking passes are required to buy them. The UW collects these revenues and then pays Metro per use.

The UW has not asked the legislature for this cost. Abie noted we should be emphasizing the climate change aspects of this issue.

We voted to sign the letter.

***Nominations committee report***

We extended the timeline for the AAUP board elections, because we are a little behind the schedule required by the bylaws.

Max is willing to be president, but he is on sabbatical next year. Rob Wood is willing to do interim duty for a year.

Amy will step down as secretary, but Diane is willing to take on the duty; Amy will serve as her backup.

Bert will continue as treasurer.

Abie will continue as list server moderator.

For at-large membership, we need more people from Tacoma.

We need more diversity.

Christoph is ready to move his energies to the union campaign.

***FCFA lecturer discussion***

FCFA is dribbling out pieces of legislation that will incrementally improve the lot of lecturers. The Senate is shy since the experience of the big fat salary bill. Voting rights were already extended to senior and principal lecturers at 50% or more. Voting rights should be extended to the unit too. Next up is a piece of legislation on who gets to vote on lecturer promotions (Associate and full professors will now vote on all lecturers, but not assistant professors). Principal lecturers can vote on senior lecturers. Then the Senate will take up legislation on searches for new hire lecturers. Maybe principal lecturers should have continuing contracts.

When will we advocate for academic freedom for lecturers? That would require having tenure. That’s a core value of AAUP. We should be speaking up about that. What is our limit on the proportion of faculty with tenure? We’re now below 30%.

Joe Janes, of the Information School, is now the new chair elect of the Faculty Senate.

***UW & State finance initiative***

Not time for this.

#### \*Board membership in 2017/2018 includes: Michael Honey, Jay Johnson, Bruce Kochis, Max Lieblich, Ann Mescher, Diane Morrison, Duane Storti, ~~Libi Sundermann~~, Charlie Collins, ~~James Liner,~~ Eva Cherniavsky, Hwasook Nam, and Jim Gregory. Officers are Dan Jacoby/president, Amy Hagopian/secretary, Bert Stover/treasurer, Abraham Flaxman/VP for mailing list, and Rob Wood/past-president, and, now, Theo Myhre.

1. Below is the full code after FCFA recommendations regarding **eligibility to vote on lecturer promotion**. In order to clarify the code recommendations regarding lecturers, we had also to make some changes in the language regarding tenure track. Underlined items, however, are the one’s most relevant.

A. Promotion shall be based upon the attainment of the qualifications prescribed in Sections 24-32, 24-33, 24-34, and 24-35 for the various academic ranks and titles.and not upon length of service. In arriving at recommendations for promotion, faculty, chairs, and deans shall consider the whole record of candidates' qualifications described in Section 24-32.

The voting members of the appropriate department (or undepartmentalized college or school) who are superior in academic rank to the person under consideration shall decide whether to recommend promotion within the professorial ranks.

Research faculty shall be considered by voting members of the appropriate department, or undepartmentalized college or school, who are superior in academic rank to the person under consideration.

Faculty with instructional titles outlined in Section 24-34, Subsection B shall be considered by voting members of the appropriate department or undepartmentalized college or school who hold an appointment as associate professor or professor or an instructional title superior to that of the candidate being considered.

* 1. The record of the candidate being considered for promotion shall be assembled following the guidelines of the candidate's colege and unit. The candidate is responsible for assembling the promotion record, which shall include a self-assessment of the candidate's qualifications for promotion. External letters of review shall be kept confidential from the candidate.

For departments (or college/school if undepartmentalized) where an initial report and/or recommendation on the qualifications of the candidate for promotion in professorial ranks is produced by a subcommittee of the faculty senior in rank and title, the report shall be written. For promotion among instructional titles, the equivalent report is produced by by voting members of the appropriate department or undepartmentalized college or school who hold an appointment as associate professor or professor or an instructional title superior to that of the candidate being considered. The department chair (or chair's designee or the dean of an undepartmentalized school or college, or the dean's designee) shall provide the candidate with a written summary of the committee's report and recommendation. For purposes of confidentiality, specific attributions shall be omitted and vote counts may be omitted from the candidate's summary. The candidate may respond in writing within seven calendar days. The chair or dean shall forward the candidate's response, if any, together with the committee's report to the voting faculty.

1. Below are revised promotion/appointment criteria for senior and principal lecturers. I’m sorry, but I’m certain that this is the final version as I think we modified it a bit in committee and I just don’t have any copies of those modifications.
2. Lecturer and artist in residence are instructional titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to Section 24-53.
3. Senior lecturer and senior artist in residence are instructional titles that may be conferred on persons who have special instructional responsibilities and who have extensive training, competence, and experience in their discipline. Substantial success in instruction is demonstrated by curricular expertise, student mentoring, and service to the department and University. Appointments may be renewed pursuant to Section 24-53.
4. Principal lecturer is an instructional title that may be conferred on persons whose excellence in instruction is demonstrated by exemplary success in curricular design and implementation, student mentoring, service and leadership to the department, University, and field.. Appointments may be renewed pursuant to Section 24-53.
5. Current discussions focus on proposal to address temporary lecturer needs. FCFA is still discussing these sections:

24-34 B.  17.  An *interim* title may be used when it is necessary to hire instructional faculty for unanticipated or very short-term needs without competitive search or an otherwise authorized process (see section 24-52).  *Interim lecturers or artists in resident* are normally employed for terms of 1 year or less, and in no event may continue under the *interim* designation for more than two years.  Where an appointing unit wishes to extend an interim *position requiring identical or similar qualifications* for longer periods, a search process for an appointment to a regular position as lecture or artist-in-resident must be opened and any interim incumbent may apply.  The interim title may not be used with *clinical, affiliate, acting or visiting*facultyappointments.   Full- and part-time *interim* faculty are ineligible to vote.

24-52 c. 1

If the appointment is to be a departmental one other than that of chair, the chair shall submit all available information concerning candidates suggested by the department, the chair, or the dean to the voting members of the department faculty. The voting faculty of an academic unit may, by majority vote, delegate authority to recommend the appointment of affiliate or clinical faculty, research associates, or interim ~~annual or quarterly part-time~~lecturers to an elected committee of its voting faculty. In an undepartmentalized college or school, this delegation may be made to an elected committee of its voting faculty. The delegation shall expire one calendar year after it is made.

#### HERE IS THE U-PASS LETTER WE SIGNED

Dear UW Board of Regents and President Ana Mari Cauce; UW Medicine Board and CEO Paul G. Ramsey; UWMC Executive Director Geoff Austin; Harborview Board of Trustees and Executive Director Paul S. Hayes:

As a major employer and a cutting-edge educational, research, and medical institution, the University of Washington has the opportunity and responsibility to be a leader in the wider community. We, the undersigned, join together in urging that UW immediately adopt a policy of fully subsidizing unlimited transit passes for all UW employees starting in fall 2018.

Full transit benefits are already a standard best practice for major institutions throughout the Seattle area. For example, King County, the City of Seattle, Microsoft, Swedish Hospital, and Seattle Children’s Hospital all provide unlimited transit passes for their employees. All state employees in King County, excepting educational institutions, receive fully-subsidized transit passes. So do workers at the UW-associated Valley Medical Center, University Physicians, and Northwest Hospitals.

Unfortunately, the University of Washington lags far behind its peers. For workers at the UW Seattle Campus, UW Medicine, and Harborview Medical Center, the UW currently covers only 19% of the employee pass cost, with parking fees covering 23% and pass holders covering 57%. The employee cost for the UPASS has grown by 114% since 2008, currently costing $150 per quarter. The unwillingness to fully fund transit benefits for all UW employees demonstrates an unacceptable lack of commitment to climate goals, congestion reduction, and workers’ quality of life.

Over a third of commute trips by UW employees are still taken in single-occupancy vehicles. Road transportation represents two thirds of Seattle’s climate-changing carbon pollution, according to a 2017 report by the Seattle Office of Sustainability and Environment.

*Source: University of Washington 2016 Transportation Survey Final Report*

[*https://facilities.uw.edu/transportation/files/reports/transportation-survey-report-2016.pdf?ref=*](https://facilities.uw.edu/transportation/files/reports/transportation-survey-report-2016.pdf?ref=)

As climate instability intensifies, lowering these figures by incentivizing transit use is becoming an urgent matter of climate justice.

Road transportation represents two thirds of Seattle’s climate-changing carbon pollution, according to a [2017 report](https://www.seattle.gov/Documents/Departments/Environment/ClimateChange/Drive_Clean_Seattle_2017_Report.pdf) by the Seattle Office of Sustainability and Environment.

*Source: Drive Clean Seattle*

[*https://www.seattle.gov/Documents/Departments/Environment/ClimateChange/Drive\_Clean\_Seattle\_2017\_Report.pdf*](https://www.seattle.gov/Documents/Departments/Environment/ClimateChange/Drive_Clean_Seattle_2017_Report.pdf)

The detrimental effects of the UW’s policy choice will only increase as the Seattle Campus expands, growing by 13,000 people during the next 10 years. Although the UW claims there will be no negative unavoidable traffic and transportation impacts, an Environmental Impact Statement concludes that with an additional 6,195 single occupancy vehicle (SOV) trips per day by 2028, 9 of 13 U District intersections will be gridlocked and three others will be near gridlock with massive transit delays.

*Source: 2018 UW Campus Master Plan EIS, Transportation Discipline Report*

[*https://cpd.uw.edu/sites/default/files/master-plan/2018\_CMP/FINAL%20Transportation%20Discipline%20Report.pdf*](https://cpd.uw.edu/sites/default/files/master-plan/2018_CMP/FINAL%20Transportation%20Discipline%20Report.pdf)

*new trips: p. 5-3; intersection delays, section 3.5, cf Table 3-25*

Unlimited transit passes have a proven and positive effect on commute behavior. According to the 2008 Seattle Urban Mobility Plan, “universal transit passes are usually extremely effective means to reduce the number of car trips in an area; reductions in car mode share of 4% to 22% have been documented, with an average reduction of 11%. By removing any cost barrier to using transit, including the need to search for spare change for each trip, people become much more likely to take transit to work or for non-work trips.”

*Source: Seattle Urban Mobility Plan, Best Practices in Transportation Demand Management*

[*https://www.ctc-n.org/sites/www.ctc-n.org/files/resources/07\_seattle\_best\_practices\_in\_transportation\_demand\_management.pdf*](https://www.ctc-n.org/sites/www.ctc-n.org/files/resources/07_seattle_best_practices_in_transportation_demand_management.pdf)

We want UW to be a climate leader and a transit champion, not a low-road employer. We ask you to do the right thing and provide full transit benefits for all UW employees starting in fall 2018.

Sincerely,

[List of Organizations & Individuals]

Cc: Seattle City Councilmembers & Mayor Jenny Durkan

King County Councilmembers & Executive Dow Constantine

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