**MINUTES of AAUP Executive Board meeting**

**Monday 13 April 2020, 3:30-5:20pm**

[**https://washington.zoom.us/j/431788201**](https://washington.zoom.us/j/431788201)

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

#### On Zoom: Eva Cherniavsky, Diane Morrison, Charlie Collins, Amy Hagopian, Dan Jacoby, Nora Kenworthy, Duane Storti, Jay Johnson, Abraham Flaxman (a cameo only)

#### Absent: Ann Mescher, Rob Wood, Theo Myhre, Jim Gregory

#### Resigned, but acting in treasurer capacity in the interim: Bert Stover

* + - 1. After new titles, what’s next?
			2. Have there been any developments to the proposal that PTL salary must be set higher than those of (unionized) TAs?
			3. Do we have/want to gather updates on situation of lecturers in the current quarter/crisis?
			4. Relatedly: should we anticipate budget disaster for fall – and possible AAUP responses?
			5. Update on plans for Racial Equity forum in fall.
			6. Plan for bylaws and officer elections: review bylaw changes; new members; timing.

**Minutes**

***Zoom sort of works***

Maybe now that we are all on Zoom, these meetings are actually more functional than when we were in hybrid status. Maybe we should resume monthly meetings.

***Observations on the list server traffic.***

There’s been lots of chatter on the list server. Some has been practical (Zoom and classroom management, grading, using 3D printers to make ventilator parts, cherry blossoms & distancing), some about policies (parking, pre-tax childcare, furloughs, ending the UWT art program, responses to declining enrollment, tenure clock suspension), some about the national scene (Inside Higher Ed posts, Chronicle story on making college free).

Formal AAUP announcements included: celebrated the lecturer title changes approved by UW faculty, thanking our clinical front line workers. We pushed out our statement on policies AAUP wants to see during the pandemic (see below). We announced the death of a colleague.

There was good airing of the PCE decision to close the English learner program—Peter Messinger’s letter was disturbing (see below). Their work will not be taken up by others; who will support these international students? Is someone thinking we will not have these international students? OR maybe it goes back to the union status of these workers.

The list is good for raising issues, less so for resolving things.

***Intensive English Program suspension***

Faculty meetings and decision making bodies are making uneven decisions about how to proceed in compliance with open meetings act. Faculty Senate should be concerned about the Intensive English Program, but is not being allowed to meet if it can’t comply with open meetings. Special important meetings, short term actions.” If the Senate Exec Committee can’t meet to intervene on these issues, then faculty voice is quashed.

Faculty Council on Faculty Affairs is meeting tomorrow. We asked Eva to write an email to Joe Janes (Faculty Senate Chair) and Robin Angotti (vice chair) regarding our concerns re. termination of the Intensive English Program. There should have been an Reorganization, consolidation, and elimination procedures (RCEP) process, as per [Section 26-41](http://www.washington.edu/admin/rules/policies/FCG/FCCH26.html#2641) of the Faculty Code. Why not?

***What faculty business is being conducted on Zoom?***

There seems to be a very inconsistent approach, department to department and campus to campus. Amy noted faculty merit reviews were conducted in excruciating detail in HSERV and G H. Nora and Dan reported UW Bothell seems to have suspended all faculty meetings that aren’t strictly for urgent issues.

On March 24, 2020, Washington Governor Jay Inslee issued an [Emergency Proclamation](https://www.governor.wa.gov/sites/default/files/proclamations/20-28%20-%20COVID-19%20Open%20Govt%20Laws%20Waivers%20%28tmp%29.pdf) that alters and suspends for 30 days provisions of the state Open Public Meetings Act (OPMA) and Public Records Act (PRA). Unclear how it’s being implemented, unit to unit.

***Lecturer status***

UW Class A legislation 147: “Alignment of Faculty Ranks” was approved by 82% of the faculty casting votes, and received final approval from President Cauce on April 6. Per Section 2 of the legislation, the changes to the Faculty Code contained therein will become effective on September 16, 2020. Please see website <<https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/71/2014/05/07115539/147-Final.pdf>> for the official results.

Some units are making decisions about workload that effectively reduces pay. TA elimination, class size growth,

***Response to our 3/23 letter to Ana Mari Cauce***

See below our original letter, and responses from UW President Cauce and Faculty Senate Chair Joe Janes. We were asked to be patient, but soon we need to follow up.

***Anticipating financial disaster ahead***

Eva circulated Chris Newfield’s [piece in the Chronicle](https://www.chronicle.com/article/Only-Free-College-Can-Save-Us/248468?key=Q-8a5P7D5OHujVB3ZSRDR7WqwNFZbMeLGJqB01qcl6L_dKbVh6tKdsqE-6m4Nr91QjZDNWhCTVVyT0xhNkVIUWpUbk9SZ1dtLUk1NzNhblQ5Nmh0d1htdG1iMA), which pushes for massive state investment in higher ed as a national fiscal recovery move, with both national and state commitments, a la Medicaid.

Is AAUP national interested in a campaign here? Maybe this is West Coast move, as the west coast governors have collaborated on COVID resopnse? Consistent theme everywhere: Big businesses not paying their taxes. COVID-19 demonstrated our system is capable of significant policy moves, such as relief for contract employees. The future of work needs to be flexible, but better prepared (educationally). Note how faculty have stepped up for additional labor in the crisis.

AAUP has had difficulty moving faculty out of their professional comfort zones to get involved in these larger conversations. Has this crisis been sufficiently motivating?

State legislative lobbying – perhaps AAUP should do our own?

Decide: invite Julie Schmid, Bill Lyne, Chris Newfield to a Zoom conference with the board, then invite the wider UW faculty to a bigger conversation. We would like to have this lead to some specific next steps, perhaps a research agenda for policy development.

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TO DO:

Eva to organize a Zoom AAUP board meeting with Julie Schmid, Bill Lyne, Chris Newfield; May 11?

Eva to email Joe Janes noting irregularities in attempts to eliminate the Intensive English Program.

Watch what’s happening with faculty governance and open meetings act.

Persist with President Cauce in responding to remaining concerns in our letter.

***ON HOLD: Election for officers 2019-2021***

We voted to approve the bylaws revisions as proposed.

We need to run an election for officers. Before need a new treasurer, as Bert Stover is resigning, but hanging in there while we search. Eva will reach out to people who attended the forum to see who might be interested.

Forum on racial equity at UW, including divesting from prison labor, noting the hypocrisy of our branding vs. the reality. There is appetite for a headline speaker, perhaps.

APPENDICES:
Our letter to UW leadership, and the responses:

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**\_ ec22 at uw.edu** ec22 at uw.edu
*Mon Mar 23 17:04:28 PDT 2020*

Dear Colleagues,
I write to share with you a letter that I have just sent on behalf of the
UW-AAUP Executive Board to President Cauce and Faculty Senate Chair Janes
(and cced to our Board of Regents). It is never obvious how to act in
times of crisis, when the world is changing irrevocably, every day, before
our eyes. But radically changed circumstances demand that we rethink
business as usual. We invite faculty discussion, on and off this list, of
these suggestions.
Stay well,
Eva Cherniavsky

23 March 2020

Dear President Cauce and Faculty Senate Chair Janes,
For over a century, the AAUP has advocated for a strong university,
operating on principles of shared governance and in service to the public
good. In that spirit, we write to ask for immediate measures we deem
essential to sustain our institution through this crisis. The UW is on the
front lines of the COVID-19 epidemic and vital to the economy of our
region; its continuing institutional strength will be key to the recovery
of the State of Washington.

Looking ahead to the impending economic crisis, \*administration, faculty,
students, and staff should unite in asking our Board of Regents to meet its
fiduciary responsibilities\* by negotiating for budget protections from the
State of Washington and advocating for the critical contributions of our
university to the state’s recovery.

1. UW should act immediately to support our students. There should be\*
no termination of students employed in work-study, food service jobs,
library jobs, and other campus employment.\* For many of our students
(including international students, whose visas do not permit them to work
off-campus) these positions represent indispensable sources of income and
to terminate these positions in the midst of this crisis will force them to
suspend their education at UW. In addition, all students who require it
(due to loss of off-campus employment or of parental income)\* should be
granted immediate tuition relief; \*no one unable to pay tuition should be
compelled to drop out in the midst of this pandemic. No one benefits from
a drop off in enrollments. Students who leave the university under the
pressure of this crisis are unlikely to be able to return\*. Emergency
measures to sustain enrollments and ensure students graduate are vital, \*not
just for the students themselves, but for the strength of our institution
and the stability of our region. Our region needs the health
professionals, the environmental scientists, the engineers, the
communications experts, and the trained labor force in countless other
fields that UW produces.

2. There should be\* no terminations of any faculty, including part-time
lecturers. \*Anyone currently on the schedule for spring quarter teaching
should remain employed at least through spring, and preferably until the
COVID-19 pandemic is resolved. It is unconscionable to withdraw employment
in the moment, and even more so as loss of employment entails loss of
health insurance. But it is also unreasonable and short-sighted, at a
moment where we have no choice but to anticipate significant numbers of
faculty falling ill, to reduce rather than protect the size of our faculty
labor force. Units should be advised to make their local decisions under
university-wide protective standards.

3. For the same reasons, there should be\* no terminations of Academic
Student Employees \*(ASEs).

4. The move to on-line learning presupposes access to Zoom-capable
computing equipment and high-speed internet. For many students and
faculty, these resources are financially out of reach\*. \*UW should offer\*
resources to faculty, ASEs, and students to support their need for
computers and high-speed internet \*to maintain their employment and
scholarship.

\*5. \*Faculty in the current moment are encountering a perfect
storm: elevated
workloads as we move to on-line teaching formats, together with \*force
majeure\* constraints on their time (including the need to care for
pre-school and school-age children who remain indefinitely at home). For
many faculty, the shut-down of facilities also means the loss of valuable
research data. Given this situation, we applaud the administration for
permitting junior tenure-line faculty to stop their tenure clocks for the
duration of this crisis. A further step toward aiding faculty would be to
make submission of winter and (or) spring course evaluations for purposes
of merit or promotion be at the discretion of individual faculty\*: there
should be no compulsory evaluation of faculty teaching performance in this
unprecedented moment of transition to on-line formats. \*

\*6. \*Faculty should understand how to\* protect the rights to the
intellectual property they produce in order to produce their classes in
on-line formats.\* While there has been some prior public discussion of the
specifics of the Canvas license, it is not sufficient to the current
situation. Faculty should be fully informed of potential implications of
placing materials on Canvas (including what happens to material placed in
the Canvas Commons). What are the ownership policies associated with
Panopto and with Zoom? Furthermore, clarity is needed regarding the privacy
issues: Is student consent needed for recording of Zoom discussions? What
are the terms of use for materials created using Zoom and Panopto? Will
those providers be able to use the data for other purposes? Can the
providers sell data generated by UW usage of licensed software?

7. Unfortunately, in the coming weeks and months, faculty and ASEs will
be getting sick. They should expect to \*not have their compensation
interrupted.\*

8. Moving forward, we can anticipate that university administration
will need to make many consequential decisions, which will shape the future
of this institution. UW administration should commit to \*involve the
faculty, fully and meaningfully, in faculty governance decisions on the
large number of policy decisions rolling out in the coming weeks, \*both
through its representative bodies and through open access.

Finally, we urge\* UW to think expansively and creatively about how to
deploy rather than reduce resources\*: For example, excess dorms and
athletic facilities could be made available to our community for emergency
facilities. Food service could be made available by pick up or delivery to
medical personnel and others on the front lines of this crisis. \*This is
a moment for the university to invest in every member of our
community. \* Failing to do so will be our collective loss.

In sum, we urge you to consider the strongest possible supports for every
member of the UW community during the crisis. We also expect our shared
governance structures will pave the way for administration and faculty to
work together effectively as we navigate a perilous future. AAUP stands by,
as a “civil society” organization in this space, to do what we can
to support both these aims.

Yours sincerely,
Eva Cherniavsky, Acting President, UW-AAUP

From: **Joseph Janes** <jwj@uw.edu>
Date: Tue, Mar 24, 2020 at 3:04 PM
Subject: Re: Response to your letter — please share with appropriate others
To: Ana M. Cauce <cauce@uw.edu>
Cc: Eva Cherniavsky <ec22@uw.edu>, Mark Richards <markrich@uw.edu>, Robin Angotti <riderr@uw.edu>, George A. Sandison <sandison@uw.edu>, Michael E Townsend <met@uw.edu>, Chris Laws <wampaz@uw.edu>, Jordan J. Smith <jjsmith4@uw.edu>, Joey Burgess <jmbg@uw.edu>, JoAnn Taricani <taricani@uw.edu>, Jack Lee <johnmlee@uw.edu>, Ann C. Huppert <ahuppert@uw.edu>, Thomas J Halverson <thalvers@uw.edu>

Hi Eva,

A few notes from our perspective, following up on Ana Mari’s message -

We in Faculty Senate leadership have been broadly engaged and consulted over the last several weeks in planning and decision-making around the current crisis, from the initial discussions to move to remote instruction at the end of Winter Quarter through to today and beyond.  This includes faculty personnel/promotion and tenure processes, grading and academic matters and policies, teaching evaluation, as well as broad institutional strategy.  We’ve been in close communication with the president and provost, senior administrative leadership, the board of deans and chancellors, and a number of other offices and units around the university.  All of which has taken place, as it has for all of us, in the context of wrapping up and planning our own courses for winter and spring.

In addition, we’ve been working on ways to conduct our own business going forward, including Spring Quarter online meetings of the Senate, the SEC (this coming Monday), faculty councils and so on.  There are a number of important pieces of legislation that have been moving through our channels and I very much want to see them come to fruition this year.  We certainly hope and encourage much the same to be going on at the unit and departmental level as well.  I should also mention that no provisions of the Faculty Code have been suspended, nor do we anticipate doing so.

All of us want the UW to come through this time strong and healthy, as the vibrant institution we all value so much.  Our deep commitment to shared governance facilitate that work, as always, and I’m encouraged every day by the commitment and incredible efforts I've witnessed in the last few weeks by so many members of our community.  On behalf of my colleagues in faculty leadership, copied here, I very much appreciate your support and wish you all the best.  Take care.

Joe

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On Mar 24, 2020, at 2:49 PM, Ana M. Cauce <cauce@uw.edu> wrote:

Dear Professor Cherniavsky and members of the AAUP board,

Thank you very much for so eloquently communicating to us concerns that I am quite sure are broadly shared across the University community. I can assure you that these are exactly the kinds of concerns that we have been working on over the last days and weeks, together with Faculty Senate leadership in a very collaborative fashion.

Our people, students, faculty staff and patients, have been our primary concern throughout. Across the university we have been working hard at moving a range of jobs into a teleworking mode, as well as deploying staff who cannot telework into other positions where possible so that we can keep people employed. This move will continue even further in light of the Governor’s new directive. As our living and working conditions change, we continue to work closely with our Human Resources departments on a range of policies in support of our staff and faculty.

Across campus our advising community, librarians, teaching and learning center, IT personnel and so many others have been working creatively and tirelessly to support learning and teaching needs in this new ‘remote’ world, including providing those who need them with laptops and/or hotspots that they can borrow so that they can fully participate in online classes. And under a declaration of “extraordinary circumstances” we have already pre-approved the extension of the tenure clock for all faculty who request it (<https://ap.washington.edu/ahr/working/promotion-and-tenure-extensions/extension-of-promotion-tenure-clock-due-to-covid-19/>) and we are certainly more than open to other requests that will ease anxiety and worry amongst our instructors.

There are a range of issues that we have been attending to on an urgent emergency basis, including getting most of our students in study abroad programs home (we’re still working on the situation in Peru) and working to get needed equipment to our hospitals and healthcare systems. There are others, like course evaluations, that we will happily address in the coming weeks. Our goal remains to keep as many employees working, paid, and connected to UW benefits as we possibly can during this disruption, to support all our students in maintaining their progress toward graduation and their educational goals, and to meet the healthcare needs of our patients. At the same time we strive to not only serve, but lead our community at this time of crisis, by partnering with our truly outstanding city, county and state elected officials to increase access to testing and needed care. We have already engaged in discussion about use of our facilities and you may be hearing more about that soon.

We will continue to communicate with our community often and over the next few days and weeks we expect that the majority of the questions you ask will be answered. Please continue to work through faculty Senate whose committees will be meeting remotely in the days and weeks to come. A note from Joseph Janes, Faculty Senate Chair, will follow.

I know we both welcome continuing to hear about your concerns and look forward to any and all creative ideas.

Thank you,

Ana Mari

Ana Mari Cauce

Professor of Psychology

President

University of Washington

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**From:** AAUP <aaup-bounces@mailman12.u.washington.edu> **On Behalf Of**Peter Messinger
**Sent:** Tuesday, April 7, 2020 10:16 AM
**To:** aaup@u.washington.edu
**Subject:** [AAUP] UW closing essential program

An official announcement has just been made to teachers and staff affected by University of Washington Continuum College's decision that the longstanding Intensive English Program at UW International English Language Programs will cease operation at the end of Summer Quarter 2020.  The announcement was made via email on the Friday prior to the start of Spring online classes in the midst of the overpowering uncertainty of the corona virus COVID-19.  This decision has short-term effects on both the employment and medical coverage  of teaching and administrative staff members.  The effect on enrollment, already an issue given limitations on movement nationally and internationally, will be devastating to say the least.

Long term effects for teachers and staff are far more deleterious.  In the optimistically anticipated recovery from the pandemic/economic emergency, the stellar record of the resiliency of this program through the emergencies of 9/11, SARS, the 2008 recession and the last 3 years of an isolationist federal government speaks for itself.  Teachers adapt, hunker down like all of us, take losses, and maintain their professional attitudes at the worst of times.  The teachers of IELP formed the first teaching union on campus, supported the Graduate Student Workers Union, SEIU, and Faculty Forward by speaking out publicly, by respecting picket lines and by maintaining the principles of collective bargaining in the face of a disrespectful and anti-union administration. Now, many of those professionals will be forced to move on after years of loyal service to the international community of the UW.

Rather than shared governance, this decision has been a top-down exercise in confronting financial problems, ignoring the long term experience and lessons learned in past emergencies and the best efforts on the part of the AFT Local Executive Board to come to a workable solution.  Through a strategy of avoidance and secrecy, collective solutions to financial and political problems have been rejected by administrators.

As a significant number of retired lecturers, we voiced our concerns in a group letter to President Cauce (see the text below) one month ago.  It seems that our years of dedication to the UW's international mission have been relegated to history rather than a legacy for the future.  Our deep concern for our colleagues and their families, especially in this time of crisis is genuine.  We ask those with whom we have toiled to make the UW an international success to express their concern via the AAUP and their respective representative organizations.  This ill-considered and ill-advised decision to "sunset" this program will most certainly have far-reaching consequences for the UW community as a whole.  Indeed, it constitutes a travesty of the principles to which the UW publicly adheres.

For the undersigned group of retired lecturers,

Peter E. Messinger

Extension Lecturer (retired)

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2/18/20

Dear President Cauce:

We retirees of the University of Washington Intensive English Language Programs (IELP) strongly express our concern that the IEP (Intensive English Program), an outstanding internationally respected institution in its field, is being considered for termination by the chief administrators of the University of Washington Continuum College (UWCC).  Such an action would be short-sighted and damaging to the international reputation of the university as a whole.  Furthermore, it would severely hamper the necessary support for all of the university's international and multicultural students, linguistically, culturally and financially.

The prospect of termination has been justified ostensibly for financial reasons, largely as a result of over-staffing of administrators, poor marketing strategies, pillaging of successful projects by other units within UWCC (all of which have been recently announced as profitable) and consistent unwillingness of chief administrators to accept the cooperation and constructivism of the collective bargaining unit, AFT 6486, representing dedicated lecturers with long-term experience and ongoing investment in the program.  While it can be argued that outside factors, including isolationist policies on the national level, the emerging coronavirus epidemic in China and the serious financial crises of other units on campus contribute to the uncertainties of budgeting the future of the program against its proven value, we have weathered similar difficulties in the past (9/11, SARS, and the worldwide recessions of the past two decades).

We are rightly concerned for the continuing employment and career growth of our teaching colleagues and administrators.  What we retirees have contributed to our university should prove the value of the IEP and its essential public service for which you have graciously thanked us in your kind retirement letters.

Although we are no longer employed by the university, our investment in its future continues unabated.  The UW Community is still ours and our concern for our colleagues and students is directed toward that educational community.

Consequently, we urge you to investigate actions being considered at this time that seriously threaten the integrity of the UW Community.

Respectfully,

Peter E. Messinger

Barbara Hansen-Johnston

Daphne Mackey

Rozanna Carosella

Ellie Holstein

Cara Izumi

Aaron Bidelspach

Kim Newcomer

Mary Billings

Mary March

Patty Heiser

Carol Lowe