**MINUTES of AAUP Executive Board meeting**

**Monday 27 April 2020, 3:30-5:20pm**

<https://washington.zoom.us/j/99170009361>

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, Jay Johnson, Rob Wood, Jim Bakken (AAUP regional), Abraham Flaxman (for a few minutes)

#### Absent: Duane Storti, Ann Mescher, Theo Myhre, Jim Gregory

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

Agenda:

1. Public Higher Education Workers & Barbara Madeloni
2. Plan for May 11th meeting with UFW and AAUP National
3. Discuss response to query about faculty governance/IELP program closure.

**Minutes**

***National organizing***

Amy & Diane participated in a meeting of the Public Higher Education Workers organizing group last week, run by Barbara Barbara Madeloni, education coordinator, 413- 695 6658, [barbara@labornotes.org](mailto:barbara@labornotes.org). They are developing a set of [principles](https://docs.google.com/document/d/1I7dqtkeTthAxKZOsirv0a3oCzZpwDGalRRIjluuH1f4/edit) to follow as decisions are made about responses to the COVID crisis. Also, [Rutgers has put out a statement](https://www.rutgersaaup.org/wp-content/uploads/2020/04/CARES-Commission.pdf?link_id=1&can_id=dfb622479c5d27d65ed1de72b0cf0285&source=email-relief-for-students-now-call-on-rutgers-to-embrace-cares-act-commission-aaup-aft-relief-plan-for-rutgers-students&email_referrer=email_782469&email_subject=relief-for-students-now-call-on-rutgers-to-embrace-cares-act-commission-aaup-aft-relief-plan-for-rutgers-students) on how decisions should be made about CARES Act funding.

***May 11 meeting planning***

Julie Schmid and Bill Lyne will join our AAUP board meeting on May 11.

The higher ed crisis to result from the COVID crisis will be significant. It’s an opportunity and a threat. Newfield and others have argued there are opportunities to do a state or regional program of higher ed investment that would make a four-year education free to residents. Think of the beauty of leading on free tuition as a recovery strategy.

To consider:

* Who else needs to be in the discussion?
* Why is there no public conversation on budgeting?
* Adjunct lecturers are awaiting their fate, with no guidance. What are the principles and priorities, and why is the UW not making that conversation public? What happens to people on grant funding?
* What are support mechanisms can we organize?
* What is the data gathering for people’s experience?
* How will the Faculty Senate be engaged? Any Senator can propose a Class C Resolution.
* Are Senate meetings being broadcast?
* What is the university sharing about enrollments?
* No information shared about fall off in spring 2020, we noticed.
* We’ll need a significant campaign in Olympia to push against the defunding we experienced in 2008. If cuts and austerity are the rule, then it’s the wrong agenda.

**What do we want to come out of the May 11 meeting?**

1. Visions of a campaign in the Washington state legislature to advance an ideal higher ed agenda. Who are the many allies to engage? What is the to do list?
2. Commitment to a forum to start people thinking big. Speakers would include Barbara Madeloni, Julie Schmid, Bill Lyne. Could be June, since people will still be around. Would Faculty Senate leadership participate?
3. Consider a fall agenda of work, in collaboration with our national and state partners. How do we message this in a fiscal environment where there are so many hurting?

***Response to Ana Mari Cauce, who promised information a month ago…***

President Cauce responded to our letter on Mar 24, 2020, promising information would roll out regularly that answered our concerns. We should thank her for the decision to pre-approve the extension of the tenure clocks, but many matters remain unresolved. Eva will draft a follow up letter.

***PCE termination of Intensive English Language Program***

We will craft a response to George Sandison’s reply to Eva regarding the termination of the ILEP. Something like this:

Dear Professor Sandison (George),  
  
Thank you for your reply on the issue of whether the Continuum College may close the Intensive English Program without triggering the RCEP process in the Faculty Code. The UW chapter of the American Association of University Professors heartily disagrees with this interpretation of the Code.  
  
[Faculty Code Section 26-41](http://www.washington.edu/admin/rules/policies/FCG/FCCH26.html#2641)(Section A) on "Reorganization, Consolidation, and Elimination Procedures” (RCEP) calls for a process to be launched for termination of any "distinct option in the University Catalog,” which this certainly is. The relevant Catalog entry is [HERE](https://www.ielp.uw.edu/), given that the UW long ago gave up publishing a phone-book sized paper directory. The entry for ILEP advertises five levels of instruction, and “experienced instructors with advanced degrees in teaching English as a second language.”

While the program itself does not offer degrees, it issues certificates; those students finishing at least two quarters of instruction (20 hours per week) at an extremely demanding advanced level of academic English proficiency are issued “completion” certificates. This credential is accepted by a number of degree-granting institutions (including both graduate and undergraduate degree programs at two of three UW campuses) as a demonstration of English proficiency.

ILEP courses are part and parcel of the UW’s Global Executive MBA. Further, the UW’s international LLM  program requires ILEP participation (the LLM degree is an internationally recognized JD law degree), along with the Afghan Legal Scholars masters degree. ILEP is also important for a number of degree programs awarded by cooperating institutions in Japan and China. Furthermore, to say that extension lecturers teaching full time are essentially not faculty because they are not recognized by tenure after 20-30 years of service, is clearly ridiculous. And citation of the fact of union representation as a disqualifying factor is probably illegal under state law.

Further, The Code section cited above states, "**A disagreement**as to whether the object of a proposed action constitutes a program **shall be resolved by the Senate Committee on Planning and Budgeting**, whose decision shall be binding. The dean or chancellor and the faculty group affected by the proposed action shall each submit a statement of their position to the chair of the committee, which shall deliver its ruling within ten instructional days of the receipt of both statements.”  
  
There is certainly sufficient grounds to create disagreement here, which requires SCPB to put this item on your agenda. The issue of whether meeting are now being held is entirely separate from the decision of PCE/C2 to act unilaterally or with impunity. Many other sectors of the UW have managed to meet within the guidelines of the Open Meeting Act, including the Graduate School Council.   
  
The process description is quite detailed and lengthy, requiring a thoughtful approach to considering the matter. The haste with which this matter has been shuffled through should, by itself, arouse suspicion from the Faculty Senate.  
  
To allow PCE to make this decision without faculty governance is to cede the role of the Faculty Senate to a small army of administrators who clearly are not driven by the best interests of the students at the University of Washington.  
  
Thank you for your prompt attention to this matter, as PCE has already announced the termination of the program on its website, again ENTIRELY WITHOUT Faculty Senate approval.  
  
Sincerely,  
Eva Cherniavsky  
on behalf of the AAUP board  
  
cc: Faculty Senate Committee on Planning and Budgeting

[George Sandison](mailto:sandison@uw.edu), committee chair  
[Joseph Janes](mailto:jwj@uw.edu), faculty senate chair  
[Robin Angotti](mailto:riderr@uw.edu), faculty senate vice chair  
[JoAnn Taricani](mailto:taricani@uw.edu), faculty legislative representative  
[Dan Ratner](mailto:dratner@uw.edu), deputy faculty legislative representative  
[Mike Townsend](mailto:secfac@uw.edu), secretary of the faculty  
[Wendy Barrington](mailto:wendybar@uw.edu), faculty at large  
[Craig Allen](mailto:challen@uw.edu), faculty at large  
[Daniel Grossman](mailto:djg@cs.washington.edu), faculty at large  
[Mary Hebert](mailto:mherbert@uw.edu), faculty at large  
[Cheryl Greengrove](mailto:cgreen@uw.edu), faculty at large

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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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---------- Forwarded message ---------  
From: **George A. Sandison** <[sandison@uw.edu](mailto:sandison@uw.edu)>  
Date: Mon, Apr 20, 2020 at 7:29 PM  
Subject: RE: Question from UW-AAUP  
To: Eva Cherniavsky <[ec22@uw.edu](mailto:ec22@uw.edu)>  
Cc: Joseph Janes <[jwj@uw.edu](mailto:jwj@uw.edu)>, Michael E Townsend <[met@uw.edu](mailto:met@uw.edu)>, Robin Angotti <[riderr@uw.edu](mailto:riderr@uw.edu)>

Dear Professor Cherniavsky,

No RCEP process has been initiated for the proposed Intensive English Program (IEP) closure. IEP courses are non-credit and teachers in that program are not faculty as defined under the faculty code but professional staff represented by their ATF staff union and governed under their union contract not the faculty code contract. To my knowledge, the IEP is not a degree granting unit with courses delivered by faculty nor is it an academic sub-unit which offers a track within a degree. Therefore it does not appear to meet the criteria of a “program” covered by the RCEP process under the Faculty Code.

My understanding is that University administration representing CC and academic HR have been working closely for a considerable time with ATF union representatives of the affected professional staff. Faculty Senate leadership have not been party to any of those discussions, as is appropriate.  Although previously profitable, I was informed that the accumulated deficit over the past 5 years for the IEP is approaching $4 million due to a considerable drop in international student demand beginning in 2014 and competitive forces both internationally and domestically from other US educational institutions for what is the reduced demand.

The only way that SCPB may become involved is if there is a convincing argument presented to the committee that the proposed IEP closure does meet the definition of a “program” under the Faculty Code. However that argument must be brought to SCPB for a binding decision by one of the following; a Dean, Chancellor or group of faculty affected by the proposed action.

Please note that as SCPB Chair I am taking an interest whether any academic program will be meaningfully impacted by the proposed IEP closure. Therefore I have been in recent contact with the Vice-Provost for CC and the Chair of the English Department  on the Seattle campus. They are also in communication with each other independent of me and any other member of our senate leadership.

Best wishes, George Sandison, Faculty Senate Chair 2018-2019 (and now chair of Senate Committee on planning and Budgeting

**\_ ec22 at uw.edu** [ec22 at uw.edu](mailto:aaup%40u.washington.edu?Subject=%5BAAUP%5D%20AAUP%20letter%20to%20President%20Cauce%20and%20Senate%20Chair%20Janes&In-Reply-To=)   
*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](mailto: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](mailto:cauce@uw.edu)>  
Cc: Eva Cherniavsky <[ec22@uw.edu](mailto:ec22@uw.edu)>, Mark Richards <[markrich@uw.edu](mailto:markrich@uw.edu)>, Robin Angotti <[riderr@uw.edu](mailto:riderr@uw.edu)>, George A. Sandison <[sandison@uw.edu](mailto:sandison@uw.edu)>, Michael E Townsend <[met@uw.edu](mailto:met@uw.edu)>, Chris Laws <[wampaz@uw.edu](mailto:wampaz@uw.edu)>, Jordan J. Smith <[jjsmith4@uw.edu](mailto:jjsmith4@uw.edu)>, Joey Burgess <[jmbg@uw.edu](mailto:jmbg@uw.edu)>, JoAnn Taricani <[taricani@uw.edu](mailto:taricani@uw.edu)>, Jack Lee <[johnmlee@uw.edu](mailto:johnmlee@uw.edu)>, Ann C. Huppert <[ahuppert@uw.edu](mailto:ahuppert@uw.edu)>, Thomas J Halverson <[thalvers@uw.edu](mailto: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](mailto: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](mailto:aaup-bounces@mailman12.u.washington.edu)> **On Behalf Of**Peter Messinger  
**Sent:** Tuesday, April 7, 2020 10:16 AM  
**To:** [aaup@u.washington.edu](mailto: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