

22 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 alsounreasonable 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 a 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

Andrew R. Hilen Professor of American Literature and Culture

On behalf of the 2019-2020 UW-AAUP Executive Board:

#### Abraham Flaxman, Associate Professor of Global Health

#### Jim Gregory, Williams Family Endowed Professor of History

#### Amy Hagopian, Professor of Health Services and Global Health

#### Dan Jacoby, Professor of Economics, IAS, UWB

#### Jay Johnson, Professor Emeritus, College of the Environment

#### Nora Kenworthy, Associate Professor, School of Nursing and Health Studies, UWB

#### Ann Mescher, Associate Professor of Mechanical Engineering

#### Diane Morrison, Professor Emerita, School of Social Work

#### Duane Storti, Professor of Mechanical Engineering

#### Rob Wood, Professor of Atmospheric Sciences