**MINUTES of AAUP Executive Board meeting**

**Monday 05 October 2020, 3:30-5:00pm**

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

<https://washington.zoom.us/s/96077508408>

#### On Zoom: Eva Cherniavsky, Charlie Collins, Abraham Flaxman, Jay Johnson, Amy Hagopian, Nora Kenworthy, Ann Mescher, Duane Storti, Rob Wood and

#### Guests: Jim Bakken (AAUP regional), Margo Bergman <mwb4@uw.edu>, (chair of Women in Academia).

#### Absent: Jim Gregory, Diane Morrison

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

Agenda:

1. Margo Bergman, chair of FCWA will be joining us for the first part
2. Updates/announcements
3. UW-AAUP election
4. Plans for our annual meeting

**Minutes**

The Women in Academia group led a UW community meeting on Friday (10/30/2020): *Faculty Senate: Zoom Discussion on Promoting Equity & Justice for Caregivers at UW.* <https://www.washington.edu/faculty/councils/fcwa/events/>

The committee receives a charge letter from the Faculty Senate each year, naming its priorities: For 2020:

1) This webinar topic (designed to be an open conversation),

2) Pay equity that ensures people aren’t penalized,

3) Child care and service load,

4) Title IX.

The “no money” argument always pertains to our issues. The onus is on the individual to ask for help, and identify their own solutions. We need fewer offers of wellness care (eg, yoga), and more advocacy.

Research projects are the main casualty of the pandemic for caregivers.

*Where can we effectively push for more material support?*

1. The memo from Ana Mari stressed flexibility. Still, some deans and chairs are prohibiting asynchronous teaching.
2. Work study students could help faculty with many tasks, but we’re not using them to good effect.

*FCWA draft caregiving COVID policy includes:*

1. Adjusting performance expectations
2. Set aside teaching evaluations
3. Offer teaching relief and support to improve efficiencies in teaching (teaching relief, flexibility)
4. Provide support to those teaching: pool of stand-by educators, back-up care, additional assistance, invest in resources and 5-minute video training on efficient grading)
5. Removing non emergent service obligations
6. Reallocate a high-level administrator’s time to Faculty Wellness and Career Development, who will monitor the equity results over time.
7. Publicize data to the UW community showing statistics for salient outcomes.

Jim Bakken reported Portland State University has signed an MOU with administration, as has Oregon State. UO has been struggling, to some degree because of personalities (President has dug in, surrounding himself with anti-union team members). <https://www.psuaaup.net/blog/entry/psu-aaup-has-been-working-tirelessly-for-you-all-summer-recap>

**For example, as we thought the UW should have done earlier, PSU adopted principles:**

* PSU will be guided by a commitment to the health, safety and wellbeing of all faculty, instructors, academic professionals, staff, students and visitors, as well as our role in advancing the overall public health.
* Decisions about health, safety and wellbeing made by the university in the context of COVID-19 will be evidence-based and data-driven to the extent possible.
* PSU is committed to maintaining instruction, scholarship, research, creative activities, service and community learning and engagement to minimize disruption of our mission-driven work to support scholarship and to ensure student academic progress and success.

**Pandemic Related Protections Secured by PSU-AAUP:**

* [IPDA Rollovers](https://mcusercontent.com/b8992eef677c63ea2aa9ffc48/files/69b0913b-9472-44e0-9d20-80c5c024db06/2020_04Apr13_MOA_COVID_19_impact_expired_IPDAs_EXECUTED.01.pdf)
* [Tenure Clock Pause](https://mcusercontent.com/b8992eef677c63ea2aa9ffc48/files/a8188117-6b0c-4d4f-8c58-eb3fb031c8df/2020_04Apr22_MOA_TT_members_Tenure_Clock_Adjustments_EXECUTED.pdf)
* [Post Continuous Appointment Review (PCAR) Pause](https://www.psuaaup.net/blog/entry/moa-updates-more-protections-for-our-members)
* [AP eval impacts](https://www.psuaaup.net/assets/docs/2020_05May01_MOA_COVID_impact_AP_Eval_EXECUTED_RAT.pdf)
* [NTTF Milestone pause](https://www.psuaaup.net/assets/docs/2020_08aug12_MOA_COVID_impact_NTTF-_CA_milestone_review_extension_EXECUTED_RAT.pdf)
* [Vacation accrual temporary increase](https://www.psuaaup.net/blog/entry/bargaining-updates-contract-issues)
* [Sabbatical extension](https://www.psuaaup.net/blog/entry/the-executive-council-is-recommending-that-the-members-approve-five-moas)
* [Faculty Development Grant extension](https://www.psuaaup.net/blog/entry/the-executive-council-is-recommending-that-the-members-approve-five-moas)
* [Impact on Startup Funds](https://www.psuaaup.net/assets/docs/2020_06Jun11_MOA_COVID_impact-_Startup_packages_EXECUTED_RAT.pdf)
* [Workshare](https://www.psuaaup.net/assets/docs/2020_05May23_MOA_COVID_impact_Workshare_Furlough_EXECUTED.pdf)
* [All Reviews to Consider Impacts of the Pandemic](https://www.psuaaup.net/blog/entry/new-bargaining-agreements)

OSU had a huge win on fighting off salary reductions, Jim will notify of us of the details.

Jim Bakken reported the Campaign for Higher Ed is kicking off early January. First field meeting is Nov. 14, (10 am to noon?), we can send a representative. Initiators: AFT, AAUP, Scholars for a New Deal for Higher Education, more to come.

Other loose ends:

Election results to come soon from our external tabulator, Míċeál Vaughan.

Eva and Amy have spoken with Rajib Doogar doogar@uw.edu (UW Bothell accounting faculty) on the issue of UW’s pension liability and how to re-engage the list server on this. We agree the state has underfunded its pension liability, and the budget disguises this problem. We will craft a statement for the list server.

#### Jarek Sierschynski (UWT) has won an adjudication hearing. He was denied tenure after a series of irregularities, including a faculty vote. In August, Eva sent a letter of support to Academic HR, Provost, deans, president. Not a single person acknowledged it. FCFA has ruled there need to be *published* rules for these matters. There seems to be agreement at high levels that he was treated badly. If he doesn’t have an attorney at the hearing, then the UW shouldn’t have an attorney either.

Jay had offered to pen a piece on thinking differently during this crisis. Our administration is thinking in such a pedestrian, business-as-usual way. Where is the mobilization, creativity, adaptation we need?

Federal Executive order on racism training seems to affect people on UW campus. Keep this on the list of topics.

At the Faculty Forward union steering committee meeting last week, Frank Chopp came to talk about UW issues. We discussed the RCW requiring wall-to-wall union, and opportunities this session to change that. We’ll chat with Bill Lyne about that.

We need to have an annual meeting. Date? Topics? Format? Speakers?

*Next meeting:* Dec 1 (invite Bill Lyne?).

Going forward, Tuesday afternoons look good for this crowd. (Duane, when is your T TH class?)

#### Next faculty senate meeting Dec 3