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**MINUTES of AAUP Executive Board meeting**

**Monday 6 January 2021, 10 am to 11 am**

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

Our mantra is “refuse austerity.”

#### https://washington.zoom.us/j/93610086550 or One tap mobile

#### +12063379723,,93610086550# (Seattle)

#### Attendance: Eva Cherniavsky (president), Rachel Chapman, Charlie Collins, Abraham Flaxman (VP), Jim Gregory, Amy Hagopian (Secretary), Jay Johnson, Aaron Katz, Louisa Mackenzie, Diane Morrison (treasurer), Rob Wood.

#### Guests: Jim Bakken (AAUP regional)

#### Absent: Duane Storti (excused), Nora Kenworthy (excused), Ann Mescher, Annie Nguyen (membership secretary)

**Agenda:**

* Very brief updates on:
  + faculty caregiver-related Class C and Class A legislation, as well as FCWA work (Eva, based on Nora's input)
  + higher ed working group (Jim B)
  + Sierschyniski adjudication (Eva)
* 2.  Appointing UW-AAUP representatives for higher ed working group (New Deal for Higher Ed):   Eva and Amy have self-nominated:  additional nominations and vote.
* WSECU account signatories
* New faculty grievance procedures
* Treasurer's report (Diane)
* 5 Brief report on Public Higher Education Workers (PHEW) network (DIane)
* Follow up on pensions/conversation with Rajib Doogar (Eva)
* April membership meeting and priorities for 2021.

**Minutes**

1. Faculty caregiver issues

Nora couldn’t be with us today, but sent a note:  
1) The Faculty Senate approved the Class C legislation in December regarding equity for caregivers. This is an important, and overdue, first step. Here's a link to the final resolution language: <https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/71/2014/05/10164209/605.pdf>. FCWA may push forward with more legislation this winter / spring.

* 1. Partly as a result of that successful resolution, the UW Provost approved some temporary support funds to go to teaching relief for caregivers. **However,**that support has some major limitations.
  2. Given that advocacy on caregiver support is largely being left to individual faculty members, FCWA members and concerned caregivers collaborated to create messaging templates that faculty can use to request support from deans / chairs / directors. This is still in draft form - but please feel free to add suggestions here: <https://docs.google.com/document/d/1WlUgfn58WwZSA8mMMTIu0zt4sMzSUTpp/edit>.
  3. The Indiana University Bloomington Care Caucus is an advocacy collective oriented around issues of child care, elder care, student care and other forms of care work. We formed in July 2020 to address the impact of the COVID-19 pandemic on IUB faculty, staff, and students with care responsibilities. The caucus has gathered insights from research on care work in the context of the COVID-19 pandemic and offering recommendations for supporting faculty, staff, and students  with care responsibilities and for reducing, recognizing, and redistributing work.
     1. [Recommended Steps for Reducing, Redistributing, and Recognizing Work](https://iubcare.indiana.edu/iubcc-reducing,-distributing,-and-recognizing-workload.pdf)
     2. [Statement and Recommendations](https://iubcare.indiana.edu/iubcc-statement_2020.09.16.pdf)
     3. [index#IUB Care](https://iubcare.indiana.edu/index.html#IUB Care)

#### *Jarek Sierschynski* update (UWT).

#### Professor Sierschynski was denied tenure after a series of irregularities, including a faculty vote. Last summer, Eva sent a letter of support to Academic HR, Provost, deans, president; not a single person acknowledged it. Eva attended a hearing last month. She described it as highly legalistic, didn’t cover the ground of having his community-oriented diversity work disregarded or discounted in the tenure process. In good news, the adjudication committee recommended a do-over. It’s not a victory until we learn with the President overturns the ruling. The do-over is trauma inducing, of course. Rachel noted we should call that out. The adjudication committee can’t simply award tenure. National AAUP won’t get involved unless there is a violation of the code, but this probably qualifies. We don’t know if the department will respond appropriately yet. We agree to alert President Cauce that we COULD go to national, but hope we don’t have to. We’ll have more conversation with Jarek.

1. **The New Deal for Higher Education campaign**

Jim Bakken noted the inaugural meeting of the campaign is scheduled 1/16. The idea is to roll out the campaign across campuses across the country, with a values statement, and thinking about how to move the Biden administration to be thinking about. We’ll have a communications toolkit, and make asks for activism. Biden’s stimulus package should be soon, and there’s a February kickoff considered. Abie is interested in fixing the US census for college campuses, we can check with him about the details. We elected our representatives: Eva Cherniavsky, Amy Hagopian, Jay Johnson.

Diane Morrison has been attending meetings of PHEW, a national group advancing the voice of public higher ed workers, fighting an austerity agenda. Diane noted the most draconian cuts have come at some of the wealthiest institutions. Barbara Madeloni is PHEW’s education coordinator; next call on Friday. Student debt and institutional debt will be discussed on a webinar on Wednesday, Making the Invisible Visible

We should keep posting information on what unionized faculty are achieving across the country.

1. **New grievance procedures**

The committee working on the the new approaches to faculty grievances includes Amanda Pay (admin), Zoe Barsness, Jack Lee and Mike Townsend. We will invite them to talk with us about their work at our February 3 meeting (if they can’t make 10 am, let’s arrange a special meeting—perhaps on a Friday afternoon). There should be a new version from FCFA soon.

1. **Treasurer’s report.**

Diane has recently obtained records from Bert Stover, who has loyaly served as treasurer for several years. We have about $15,000 in the bank. We have 75 paid members, could use a membership drive. Question: does this count include those who belong directly through national? Jim Bakken sent Eva a list of national direct members, who we need to add to the list.

1. **WSECU account signatories**

The board voted that the new treasurer, Diane Morrison, should replace the outgoing treasurer, Bert Stover, on the WSECU credit union account for the UW Chapter of AAUP. The board also voted additional signatories to the account should include Eva Cherniavsky, as chair, and Amy Hagopian, as secretary. Note AAUP board member election results below.

1. **April annual meeting**

Board members were encouraged to complete the scheduling poll so Eva can choose a meeting data.

1. **Building membership**

Rachel noted Cornell West’s “Stop Fascism” campaign could prompt our own campaign to protect academic freedom and intellectual property. Abie talked about Section 230, protecting social media platforms from what’s posted.

1. **UW financial reserves and retirement obligations**

The conversation with professor Rajib Doogar is ongoing. Eva drafted a memo for the list server entitled, “what I learned from my conversation with Rajib Doogar,” but he hasn’t approved it yet. Diane and Eva may try to rescue the message in some way, because the topic is important. UW’s reserves are huge, and yet caregiver allotment pitiful. Aaron suggested the timing might align with the state legislature, which convenes next week to discuss the new 2-year budget.

1. **AAUP Board member election results for the 2020 to 2022 terms**

Our external tabulator, Míċeál Vaughan. He reported (via email): I have reviewed the voting on the AAUP proposals.  There were 37 respondents.

On the Bylaws matter, 34 approved and 3 abstained.

On the election of officers/board members, the following were elected, terms begin December 1, 2020.

President, Eva Cherniavsky (2-year term)

Vice President, Abraham Flaxman (2-year term)

Secretary, Amy Hagopian (2-year term)

**Treasurer, Diane Martin (2-year term)-replacing Bert Stover**

Membership Secretary, Annie Nguyen (2-year term)

Board member, Rachel Chapman

Board member, Charlie Collins

Board member Jim Gregory

Board member, Jay Johnson

Board member, Aaron Katz

Board member, Nora Kenworthy

Board member, Louisa Mackenzie

Board member, Ann Mescher

Board member, Duane Storti

Board member Rob Wood  
There were NO responses to the write-in option.

**Some resources Amy will post on the website**

The Neoliberal University: How to Defend Education, Programs, and Jobs - sponsored by [Haymarket Books and Spectre.](https://www.facebook.com/events/3674205402601075/?acontext=%7B%22ref%22%3A%2252%22%2C%22action_history%22%3A%22%5B%7B%5C%22surface%5C%22%3A%5C%22share_link%5C%22%2C%5C%22mechanism%5C%22%3A%5C%22share_link%5C%22%2C%5C%22extra_data%5C%22%3A%7B%5C%22invite_link_id%5C%22%3A372810103827689%7D%7D%5D%22%7D)

<https://www.chronicle.com/article/how-covid-19-exposed-the-cracks-in-a-public-private-housing-deal?cid2=gen_login_refresh&cid=gen_sign_in>

<https://www.gpb.org/news/2020/09/02/us-sen-elizabeth-warren-pushes-for-answers-georgia-dorm-operator>

<https://www.insidehighered.com/news/2020/08/07/housing-developer-reminded-universities-about-project-debt-they-mulled-fall-plans>

<https://www.rollingstone.com/culture/culture-news/georgia-public-university-dorm-covid-19-precaution-masks-distancing-corvias-1039809/>

Just wanted to make a quick plug for the new Chronicle brief on faculty burnout (in which Louisa Mackenzie is quoted). You can download it here https://connect.chronicle.com/CovidFacultyResearchBrief.html

It might be a useful reference in conversations with administration about austerity in general, and disparate COVID impacts in particular.

following up with a link to sign up for the webinar on understanding university debt:  
"Making the Invisible Visible" University Institutional Debt Research Workshop

January 13 from 1- 5 PM eastern = 4 - 8 pm pacific. [Register here.](https://docs.google.com/forms/d/e/1FAIpQLSeLX8Zde7HM1ips3572Q5OzHlBB3Lcni_R6Mxr0NhMz0n0yyQ/viewform)

Also, nice Nation article by Eleni Shirmer (part of the PHEW and Debt Collective):

<https://www.thenation.com/article/society/student-debt-university-credit/>

**APPENDIX:**

December 17, 2020

Provost Emergency Teaching Support Funds

Subject: Supporting Teaching During the Pandemic

Dear Colleagues,

As President Cauce’s recent message noted, this has been an exhausting and challenging year on many fronts. I want to echo her message of thanks for your efforts to respond to the hurdles 2020 has thrown at us. While a vaccine has started to arrive in Washington, the pandemic will continue to impact our lives and our work into the foreseeable future. Thank you for continuing to practice maximum flexibility with each other and with our students.

Outstanding teaching has always been a hallmark of the College of Arts and Sciences. Thanks to your adaptability and perseverance, we have done everything we can to pivot our courses to the virtual world. Understandably, teaching under the current circumstances while balancing caregiving responsibilities and other pandemic-related challenges has taken a toll. As we prepare for mostly virtual winter and spring quarters, I write to update you on one new development.

Provost Richards has allocated emergency funds to provide additional instructional support to faculty who have been particularly impacted by the COVID-19 virus. These funds will be distributed via the ABB model to each college on the Seattle campus. In the College of Arts and Sciences, we are asking that department chairs invite requests for such support from their faculty members as soon as possible. Examples of such requests might include additional readers or graders for a class; the purchase of additional software or the hiring of additional technology support; or other instruction-related expenditures that would alleviate pressure on instructors facing hardships because of the pandemic. Maximum flexibility may, in limited cases, involve requests from faculty struggling with pandemic-related pressures to reallocate some portion of their teaching responsibilities from the current academic year to the next academic year. To preserve enrollment opportunities for students, we would expect that departments to hire a part time lecturer to teach the course during winter or spring 2021. The cost of hiring this temporary instructor would then be reimbursed by the Dean’s Office.

A list of these requests should be coordinated and submitted by chairs to the appropriate Divisional Dean. Once reviewed and approved by the Divisional Dean, the cost of these requests will be reimbursed through the Dean’s Office. All funds must be utilized during the winter and spring quarters.

This is a time to reassure our colleagues that we are in this together – and that we are here for each other while we deliver on our teaching mission. I hope the availability of these funds can help provide some additional assistance to faculty instructors as we work together to cope with the consequences of this disastrous pandemic.

Sincerely,

Bob

Robert Stacey, Dean

College of Arts and Sciences

