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**MINUTES of AAUP Executive Board meeting**

**Wednesday 3 March 2021, 10 am to 11:30 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)

#### Board member attendance: Eva Cherniavsky (president), Abraham Flaxman (VP), Jim Gregory, Amy Hagopian (Secretary), Jay Johnson, Louisa Mackenzie, Diane Morrison (treasurer), Annie Nguyen (membership secretary), Duane Storti, Rob Wood

#### Guests: Malori Musselman (AAUP national)

#### Absent: Rachel Chapman, Charlie Collins, Aaron Katz, Nora Kenworthy, Ann Mescher

**Tidbit**: Office of planning & budgeting fast facts 2020-2021 handout on UW here: https://www.washington.edu/opb/uw-data/fast-facts-2020-2021/

**Minutes**

AGENDA

1. Updates and announcements.

2. Debrief around faculty senate meeting/ dispute resolution/grievance issues.

3. Fine-tuning plans for annual meeting on 4/23

**Our Spring Q meetings are TUESDAYS, April 6th, May 4th, and June 1st, 1:30-3:00PM - mark your calendars!**

*Looking ahead to our April meeting:*

-merit reviews and merit raises (including retention raises)

-a treasurer's report from Diane,

-a membership report from Annie

-website review from Amy

*Updates and announcement*

We had a request from a recently-fired UW professor expressing some concerns about his case; we decided not to pursue this further.

**Should we submit a question or two the Provost Town Hall on 3/16?**

The Diversity Hire Initiative is a whopping $5 million—how does that signal even a pretense of sincerity? The first two years are funded by the initiative, then up to the hiring department, a bridge to the department’s assuming responsibility. Could remind administration that during the “Bargaining for the public good” union negotiations in 2019(?) we asked for a small portion of the Be Boundless campaign ($200 million) be dedicated to minority faculty recruitment. Administration didn’t respond to that proposal.

Also, we could ask about the effects on morale of yet another year of no salary increases.

Diane noted the outsized role of the medical school in our university’s financial well being, and very confusing to track. She’s attending PHEW (Public Higher Education Workers) meetings, where this issue has emerged as significant among large public universities.

Malori reported other schools in the region are announcing tuition raises to pay salary increases.

The UW’s athletic program is losing hundreds of millions; so why are we building a $5 million Softball Performance Center building? <https://www.seattletimes.com/sports/uw-huskies/construction-begins-on-uw-softball-performance-center-and-coach-heather-tarr-says-its-a-game-changer/>

Malori notied OSU put out a statement on stadium renovations “at this of all moments,” which might be helpful to us. Posted here, <https://www.uaosu.org/>.

Louisa will write up some questions for Eva to submit.

**Faculty Senate matters, including faculty grievance policy**

Faculty Senate met 25 February to discuss the draft faculty grievance policy reforms.

President Ana Mari Cauce is now saying the new grievance plan would cost $3 to $5 million a year, so she’s no longer supporting it. (Jim noted that similarly, she backed away from the Senate’s faculty salary policy at the end.) There will be no attempt to expeditiously move this forward, because Senate leadership needs to get her back in the game. We are skeptical that a $4 million price tag would be sufficient reason to derail the work; perhaps the real concern is erosion of administrative power.

Gautham Reddy is the only candidate for Senate VC, so he will most likely be Faculty Senate president during the 2022-2023 year. Jacob Vigdor is now serving as Faculty Legislative Representative (since 2020). Mike Townsend is running for another 5-year term as Secretary of the Senate.

Other recent Faculty Senate measures that passed at the last meeting included Class C resolutions on the Diversity Credit requirement (see text in appendix below) and a measure introduced from the floor on re-thinking merit (text not yet available). Duane eloquently spoke to the merit measure, noting that the investment in merit meetings is a huge amount of time and energy; this was met with the response that it is still required by the Code. Duane noted the Code contains this language because there was a bargain for mandatory meetings to be associated with merit raises, but that bargain was broken when administration cancelled raises unilaterally. There is no COLA for faculty, and yet there are selective retention raises. Will there be merit raises to go with the merit reviews?

We will follow the grievance policy issue, and discuss merit reviews at the next meeting.

**AAUP UW chapter annual meeting: Challenges to Academic Freedom in the Current Moment**

At the last meeting we brainstormed ideas for emphasizing academic freedom at the annual meeting, then delegated to Abie and Amy to compose a plan. Subsequently Eva invited Emily Bender, UW English professor, who accepted (see invitation below, which includes a description of the event).

It would be amazing to get Tinmit Gebru, so let’s see if Emily would reach out to her.

Abie follows Mar Hicks <@histoftech> at the Univ of Illinois at Chicago, which is unionized. They have tweeted about these issues. For example: [Lewis College of Human Sciences at Illinois Tech on Twitter: "ICYMI: Associate Professor Mar Hicks discusses Google and unionization for #tech workers in @NYTmag. https://t.co/F1iYG01YRS" / Twitter](https://twitter.com/IITHumanScience/status/1234571871632396294)

Might be an interesting person to invite to the panel. Malori noted administrators on bargaining teams in the NW often have been recruited from Univ of Illinois, which is notoriously anti-union. <http://uicunitedfaculty.org/join-our-union/>

*How can we make the link to unionization as a way to protect academic freedom?* Jim Liner recently led the union organizing of the Institute for Health Metrics and Evaluation in the Department of Health Metrics Sciences. How about the folks at OSU (Lori Cramer, Kathleen Stanley, (sociology) or Kenny Maes (anthropology)), which just successfully unionized and focused on academic freedom in the process? Or Michael Dreiling, the AAUP Oregon president? We agreed Eva would reach out to OSU.

Format: Panelists can be asked for short initial presentations, interactions with each other, and AAUP board members can lob some initial questions.

It would be great to hire a student to help us organize, promote and moderate the meeting. Diane will work to see how to get that done.

**Topic for future posts and even an event:** Our own academic student employees have a successful union, and grad student members now have better benefits, guaranteed workload protections, and a higher hourly wage than many UW faculty. Perhaps an event in the fall could focus on that.

**APPENDIX A.**

On Feb 23, 2021, at 2:16 PM, Eva Cherniavsky <ec22@uw.edu> wrote:

Dear Professor Bender,

I’m writing on behalf of UW-AAUP with an invitation to speak at an event we are organizing on the topic of academic freedom.  Like so many others, we have followed with alarm the firing of your colleague and co-author, Tinmit Gebru, from Google, under circumstances that raise serious concerns about corporate censorship of your research on the ethics of AI.  While universities differ from corporations in their affirmation of academic freedom (the AAUP’s 1940 statement remains the touchstone), in practice, numerous factors are currently eroding this protection.  These include austerity conditions that are transforming tenure into the privilege of a few; the swelling of the administrative ranks and the shift (as a recent special issue of the *Journal of Academic Freedom*described it) from the “governed” to the “managed” university; and, relatedly, the creation of disciplinary processes that permit administrators to charge and punish faculty without any requirement to demonstrate the validity of the charge  (processes to which women and BIPOC faculty are disproportionately subjected).

As we face another round of austerity in the wake of the pandemic, and as the Faculty Senate turn to a rewriting of the Faculty Code concerning discipline, it seemed to us particularly timely to revisit the topic of academic freedom at our Annual Meeting on Thursday, April 23rd, 4:00-5:30 PM.  We write to invite you to speak at this event, to share your thoughts on Google’s response to your work, and (perhaps) on the implications of this case for universities.  We are hoping to reach out to Dr. Gebru, as well, with an invitation to join the panel.

We have yet to iron out all details of the format, but we envision a relatively informal event, with brief comments from the panelists and ample time for discussion.  In recognition of your time and effort, we are able to offer you a modest honorarium of $500.

We very much hope you will be able to join us!

**APPENDIX B.**

**ADOPTED AT faculty Senate meeting on 25Feb2021.**

**Class C resolution regarding Diversity Credit requirement**

WHEREAS, diversity is one of the University of Washington’s six stated values; and

WHEREAS, in May 2013 the Senate passed a diversity requirement for undergraduate students which aligned with the University’s values and curriculum. The requirement was meant to ensure that students develop an understanding of the complexities of living in an increasingly diverse and interconnected world; and

WHEREAS, in the eight years since the original passage of the diversity credit requirement, and 8 especially during the past year, our country has seen a number of events that have brought to the fore issues of institutional and structural racism, including a pandemic that has disproportionately sickened and killed Black, Indigenous, and people of color (BIPOC); an economic downturn that has had an inordinate effect on BIPOC; numerous police killings of Black people, highlighting racially-biased policing; a rise in white supremacy exposing a deeply rooted legacy of racist structures; and a violent attempt to overturn the results of a presidential election by excluding the votes of states in which the ballots of Black people were critical to the outcome; and

WHEREAS, the 2017-2021 Diversity blueprint calls for assessing the impact of the student diversity requirement that was implemented in 2014; and

WHEREAS, appropriate changes may include increasing credit requirements and improving the quality or content of a designated diversity course to address issues of race, equity, inclusion, power, bias, systems of oppression, and anti-racism; and

WHEREAS, acknowledging the role that universities (including the faculty, staff, and students) play in continuing structural racism by perpetuating unwelcoming academic cultures for BIPOC students gives the UW community an invitation to uphold our values of diversity, equity, and inclusion; and

WHEREAS, it has been shown faculty members' perceptions of the curriculum matter: The more that faculty members perceive the undergraduate curriculum as inclusive of diversity, the more likely they are to include diversity in their own courses. Faculty members who include diversity in their courses are much more likely to engage in effective educational practices such as emphasizing deep approaches to learning, using active classroom practices, interacting with their students, and promoting learning outcomes like intellectual and practical skills or personal and social responsibility (Banks, "Approaches to Multicultural Curriculum Reform," in *Multicultural Education: Issues and Perspectives*, ed. J. A. Banks and C. A. McGee Banks, 7th ed., 2010, 233–56); and

WHEREAS, our students are an integral part of our community and should have a voice in major curricular changes that will affect their educational outcomes and the health of the university community as a whole; therefore

BE IT RESOLVED, that the UW Faculty Senate supports the formation and work of a task force of faculty, students and staff to examine the current diversity requirement, assess the efficacy of the current requirement in meeting student needs and make recommendations for improving and supplementing or replacing the diversity requirement to more effectively address issues of race, equity, inclusion, power, bias, systems of oppression, and anti-racism.

BE IT FURTHER RESOLVED, that the UW Faculty Senate supports drafting of Class B legislation amending the scholastic regulations based on the recommendations made by the task force.

BE IT FURTHER RESOLVED, the task force will report initial findings during Spring 2021 and final 50 recommendations during Fall 2021.