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**MINUTES of AAUP Executive Board meeting**

**Monday 1 December 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>

#### Members expected: Rachel Chapman, Eva Cherniavsky (president), Abraham Flaxman (VP), Jim Gregory, Jay Johnson, Amy Hagopian (Secretary), Aaron Katz, Nora Kenworthy, Louisa Mackenzie, Diane Morrison (treasurer) Ann Mescher, Annie Nguyen (membership secretary), Duane Storti, and Rob Wood.

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

#### Absent: Charlie Collins

Agenda:

1. Welcome to new members (see election results) and extensive introductions
2. Faculty Senate consideration of new grievance and disciplinary procedures
3. Updates/announcements from Jim Bakken, AAUP national office re. New Deal for Higher Ed
4. Plans for our annual meeting
5. UW-AAUP election results announced

**Minutes**

1. Introductions

Aaron Katz is a recently-retired (6/30/2020) principal lecturer in Department of Health Services, lives in Anacortes now.

Jim Gregory teaches in history department, probably our most senior AAUP board member (28 years), was chair of Faculty Senate some years ago.

Louisa Mackenzie is in French & Italian Dept (19 years), new board member, serves on Faculty Senate, hopes the AAUP can build its power to intervene where the Senate can’t. Her department has faced austerity since she’s been here; worried about faculty burnout.

Duane Storti is in mechanical engineering, has been on this board for a long time; has Faculty Senate experience and holds a lot of institutional knowledge.

Amy Hagopian is professor in Public Health, has served as secretary to the AAUP board since fall of 2012.

Jay Johnson is retired professor in Forestry/Environment; has been on the AAUP board for some years.

Diane Morrison came to UW in 1976 as a grad student. Retired professor from Social Work, has held a variety of leadership titles, including Faculty Senator.

Annie Nguyen, associate research professor at UW Tacoma, new to AAUP.

Nora has been on the AAUP board a year or so, teaches in health sciences at UW Bothell; she’s leading some advocacy work for UW faculty who are caregivers.

Ann Mescher is associate professor in mechanical engineering; she’s devoted time on the Women in Academia group advocating for child care.

Abraham Flaxman is associate professor in Institute for Health Metrics and Evaluation and Global Health, 10th year. He moderates the AAUP list server/mailing list.

Rachel Chapman is professor in Anthropology, new to the AAUP board; she’s working with Decriminalize UW and racial equity visionary work.

Eva Cherniavsky is professor in the English Department, serving as graduate student director there, and has been serving as acting president of the AAUP Board since last year.

2. Faculty Senate redesign of faculty grievance and disciplinary procedures, draft Code Provisions (see document *20-11-18 v. 11.0 Chapter 27 – ADR and Grievances-Gregory comments)*.

Jim and Aaron serve on the Faculty Council on Faculty Affairs. The committee has been working on revising the disciplinary and grievance system(s). Zoe Barsness is leading that effort, along with Mike Townsend and Jack Lee. The new grievance plan has been taking shape, in hopes of repairing the troubled disciplinary system. For years, it’s been observed that the system is expensive and cumbersome (requires assembling a panel), designed as a one-size (LARGE) -fits all (no adjustments for minor problems). The goal was to create a model that was more collaborative, involved problem-solving and collaboration (especially for simpler/smaller problems). A three-part plan involved ombuds discussions at lower levels, a second level for remediations and penalties, and third level would use a modified form of adjudication.

Some raised concerns about the plan to make these changes when the president can simply over-rule the decisions at any level. The group writing this has agreed this is a concern. Last week, the draft was presented (very long), which looks only at the grievance part.

In the document, Jim has highlighted sixteen provisions where the new code may have the effect of restricting a faculty member's access to processes, to chances of prevailing, or to remedies compared with the current code. You will see additional comments, but the most important are found on the following lines: 133, 188, 206, 236, 253, 273, 284, 310, 354, 366, 870, 967, 990, 1078, 1086, 1125.

For Jim, the key issue is the greatly enhanced role of administrators in the most serious cases. Adjudication should be faculty-driven. It is proposed that adjudications now conducted by five faculty members and a neutral, professional, hearing officer would now be conducted by two faculty members and an administrator (who may in fact be a trained attorney). This obliterates the faculty responsibility principle. With the administration’s now outsized role, the sense of faculty justice is now erased.

This is an enormous change that might be worth considering provided panel decisions become final and are not subject to being overturned by the President. Instead of proposing that trade off, this draft actually gives the President more room to interfere. He recommends we keep in mind that Presidents change. At some point the University may be governed by a President who has less respect for shared governance.

Additionally, the language is now all leaning towards less access to justice, fewer remedies, and a reduction in faculty rights.

After Jim’s concerns were expressed, there was a shift to recommend the elimination of an administrator as one of the three adjudicants. It was sold to FCFA as a “problem solving” approach.

Aaron noted this has come out as one big final-form document, rather than working through the details in incremental versions as is the FCFA’s normal process.

Rob Wood noted he was on the FCFA’s principles committee that did the preliminary work to get ready for this revision, but feels the version released now is not true to the principles.

Jim noted the real prize would be to have the President give up the veto. There are multiple examples of the president overturning adjudication panel findings.

Duane has lots of experience working on these issues, but because of his strong advocacy for faculty rights, seems to have not been included in the current process.

What should AAUP’s position be? Our job is to provide spine and direction.

Rachel challenged us to think, “What did we learn from the Faculty Salary debacle?” (not much, apparently)

Why are we not starting this conversation with who is writing this, and what are their interests?

We need to put forth a strong set of review criteria.

Jim noted it was Rachel’s case, over the last few years along with a few others, showed the problems with the grievance system. Deans and chairs have too much power to punish faculty. We’re all aware faculty who speak out get out of the decision-making processes.

Faculty who get lured into administrative leadership positions are at risk for eroding their loyalties to the faculty’s interests.

Should we support external mediators, ensure faculty have good representation?

We need a show of faculty power? We could kill it, of course, because it requires a faculty vote. Still, there are parts of this that would be better, but it has too many problematic components. AAUP needs to hold people to account.

We can ask the authors to come meet with AAUP. We can propose alternative language.

3. Updates and announcements:

Jim Bakken (new Dept Dir of the Dept of Organizing for AAUP) told us last month the New Deal for Higher Ed Campaign is kicking off in February. Initiators: AFT, AAUP, Scholars for a New Deal for Higher Education, more to come. The original campaign plan necessitated both the presidency and the Senate were controlled by D’s (subject to change next month, depending on GA Senate race). Shorter term strategy requires federal stimulus and longer-term changes in 2022 after mid-term elections. Platform and campus toolkit are under development, seeking feedback in January. Platforms would include state and national campaigns, pushing back on austerity and expanding access to higher ed. Trying to resolve long-standing inequities to higher ed, including debt relief. January 16th

4. Planning for our chapter’s annual meeting

Bylaws require us to have one. Very challenging, of course, in Zoom. We could invite the New Deal team to participate, but that would push our meeting to late winter or early spring.

5. Finding a regular meeting time? It’ll be complicated. Amy will send out a When-to-Meet. Agenda items: track the disciplinary process, caregiver issues, tracking cases.

6. The faculty senate meetings are supposed to published on the agendas at the website. Rob will circulate the announcement on the list server.

7. Election results announced by 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 today.

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.

Adjourned at 5 pm.