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**MINUTES of AAUP Executive Board meeting**

**10 September 2021, 1:30 pm to 3 pm**

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), Amy Hagopian (Secretary), Diane Morrison (treasurer), Jay Johnson, Duane Storti, Aaron Katz, Rachel Chapman,Rob Wood

#### Not here: Ann Mescher, Nora Kenworthy, Louisa Mackenzie, Charlie Collins, Annie Nguyen (membership secretary) Jim Gregory

#### Invited guest: Malori Musselman (AAUP national)

**We scheduled a special meeting 21 Sept at 1 pm**

**Our next regular meeting is 7 Oct at 11:00 am**

**AGENDA**

#### Announcements/updates & Quick reports as needed: Treasurer, list server, website, membership

#### Debrief of fall return campaign

#### Workload/access issues – see comment from Stephanie Kerschbaum re. tension between claims that designing for accessibility are labor intensive and should be compensated, and arguments about ways to move that are productive, helpful, generative, move in the direction of greater flexibility/accessibility and aren’t necessarily burdensome

#### Decrim UW campaign and our proposed post on what abolishing UWPD would mean. Note the AAUP report on campus policing

#### Case work

1. Report from UWFF
2. Looking ahead to Fall:  next meetings

**MINUTES**

**Announcements:**

1. Jenn Smith [JennSmith@SeattleTimes.com](mailto:JennSmith@SeattleTimes.com) answered our email (a month later); she reports the Seattle Times has no regularly dedicated Higher Ed reporter. Huh.
2. John Sahr has applied for membership in AAUP, and in his application misrepresented himself as retired. Has no UW email address. We agreed he is not eligible for membership in our UW chapter if he’s not an employee or a retiree; he can become an at-large member to national. Abie offered to handle the interaction, but Diane said she could do it.
3. Diane Morrison announced that we are solvent, having recently received $15,000 from Washington State Conference of AAUP. Also we should have a $5,000 academic freedom fund, Duane reminded us. We’ll look into that.
4. Libby announced a UWT personnel case regarding working from out of state, see below in the section marked “cases.” Abie reported UW IHME also says employees must be in the state. Telework requirements are quite confusing and concerning, and the reasons for these are unclear. Malori reported national is dealing with this problem, too.
5. Our safe and supported return to school petition garnered nearly 700 names. The campaign transformed our list and the image of AAUP as an important resource for faculty, so that was a win. The culture of the list is changing, which is great. We’ve also identified some new voices for potential new leadership.

**Back to school**

The non-response we got from Ana Mari Cauce and Mark Richards in their announcement was frustrating, but we’ve sort of done what we can do. As things are likely to go off the rails in the coming few weeks, we will continue to monitor. Messages from authorities and units are shifting, so look for those.

The mask mandate will make lecturing difficult. Also masks make a transcript even more inaccurate, harming disability access. Duane announced he’ll be teaching remotely this quarter.

David Parsons is stepping back from the leadership of UAW 4121 (the grad student union), and Sam Sumpter (she/her) is stepping in. UAW wants to work with us on defining what is a safe working environment, as the union enjoys a contract that requires that. UAW has teams surveying the classroom spaces, but Duane wondered how they are getting into locked classrooms.

Eva encouraged UAW to work with Paula Lukaszek at WFSE, which does building maintenance. Eva thanked Paula for her list server post on the filters not being fixed.

Rachel noted WFSE staff went into the Regents meeting on Wednesday, in hopes of speaking to the health and safety questions.

Are we prepared to host a next step in our activism? We aren’t well positioned to organize anything too dramatic, but people are scared. It could backfire if only a few people participated in something too radical (like a walkout). What would be noticed as a difference between teaching on-line and striking? We are not just concerned about ourselves and our personal safety, but also don’t want to ask our students to come to an unsafe situation. We have obvious alternatives that we know work well.

Rachel is teaching a 275-person class in the old architecture building auditorium. It was brilliant of the administration to push the decisions to the local level, as it diffuses responsibility and accountability and the target of any action. Some campuses are doing walk-outs.

AAUP national staff would support whatever action we might want to organize. We started with a petition, so the obvious next thing would be an informational picket (giving out information, doing a teach in). It’s a good union-building interim step. Students would likely support, along with other unions and community groups. The UAW contract restricts some faculty interactions that could be interpreted as coercive, so we have to watch for that.

We agreed AAUP needs an in-person campus presence on campus next month, perhaps a table at the HUB. The Daily reporter who [covered](https://www.dailyuw.com/news/article_5aa9acd8-0f9c-11ec-bd9e-7b32b6ad29f6.html) our petition (Hannah Sheil) noted that she’s working as an RA, and told us the Dawg Days carnival is (Unexpectedly! Unrealistically! Surprisingly!) happening in person, but they were ordered to do it in person this year. This is consistent with what we are seeing, these “rah rah” gatherings that aren’t necessary.

Abie reminded us AAUP could help organize mutual aid efforts among faculty, an idea we’d considered earlier. The remote teaching rule might create space for volunteers to be in-person subs for classes required to have even just one in-person gathering. Each unit has a different definition of hybrid; in English it means 50-50 in person/on-line. The flipped class is not considered remote (even if not many students show up in person after watching the lecture on line). **Justin Jesty suggested AAUP organize toolkit, which might include these definitions.**

Amy asked why is administration so hot on being in person. What are its interests? We speculated: Donors. Housing, food, athletics. Donors.

**Decrim UW**

We discussed the Decrim UW protest event at the Board of Regents meeting on Wednesday (9/8/21). Amy spoke on behalf of AAUP, but several faculty attended and were involved: Rachel Chapman, James Pfeiffer, Megan Ybarra, Chandan Reddy.

To prepare her remarks, Amy relied heavily on the national AAUP report on campus policing:

<https://www.aaup.org/sites/default/files/AAUP_On_Campus_Police_Forces_report.pdf>

We need to increase our collective capacity to talk about this—what every faculty member should know.

We read aloud the notes Amy used for her talk at the DecrimUW event on Wednesday (9/8) You can see the talk here: <https://www.instagram.com/p/CTlCr-YFL3J/>

There are people potentially sympathetic, but they are not yet ready to commit because they don’t understand the alternatives to a police force.

How could we engage our members more?

* A forum with a speaker to explore these issues? End of October?
  + Communities of color have explored community policing, and could speak to the alternative structures.
  + Could AAUP national come summarize the report? AAUP Summer Institute session speakers could be interested, for example, Michael Magee (425) 232-8907 <mmagee@aaup.org> is a UW grad.
  + Cops Off Campus Coalition, a national group, would be a good source too. <https://copsoffcampuscoalition.com/> We could organize a zoom event.
* A list server posting from the full board based on Amy’s remarks
* Sign the petition  <https://tinyurl.com/dismantleUWPD>

**Appendix 1: Casework**

Professor **Sarah Hampson** is leaving her position at UWT as of tomorrow.

Sarah is in the UK with her family in response to a family medical issue: both her elderly in-laws have confronted serious medical issues and are currently unable to take care of themselves.  Before leaving last spring, she originally received permission (from Mark, Jill and Jeremy, whoever they are?) to teach remotely this academic year. Sarah has now been told that teaching remotely from the UK is no longer possible and that she must return to teach (remotely) from the US.  Sarah is not able to relocate on such short notice, and has instead chosen to resign as, being the sole breadwinner for her family which now includes her in-laws, she cannot afford to take a leave of absence.

**Simon A. Stevenson’s** post <ss243@uw.edu> emphasizes how immigration law intersects with UW appointments. His story: He joined UW in 2016 as a full professor, with tenure, in the College of Built Environments. He is leaving the university under quite troubling circumstances; namely that while he has tenure, he’s not leaving UW of my own volition. Here is from his AAUP list server posting: “To cut to the chase, I am an immigrant and last year UW withdrew its support of my Green Card application. My current H1b visa expires in June 2022 and cannot be renewed again. From an employment perspective I still have my job and tenure, but come next June I will be unable to work in the United States and therefore for the University of Washington. All told it is a remarkably efficient way of getting rid of a tenured member of faculty. It has meant that UW have been able to do this without having to follow any due process, without having to justify or defend what has happened or pay any severance. Furthermore, the university aren’t just firing me; they are effectively facilitating my deportation, along with Alison, my wife, and our children; Nathaniel, Thomas, Abigail and Ruby. Now, thankfully, despite the pandemic, I have obtained a position elsewhere, hence why I am leaving Seattle this month. We will therefore avoid the prospect of us being bundled into an unmarked van by ICE next summer. However, I don’t think that excuses what has happened here.”

**Appendix 2: AAUP trainings available**

As we wrap up summer and head into fall, we're pleased to let you know about resources, recent activities, and upcoming events.

**Chapter Officer Trainings**

This fall, we will again offer our series of trainings for new chapter officers (or those who could use a refresher!). Click to see details and register (member login required).

* [AAUP Policy Basics for Advocacy Chapters](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWLannoGoArNKeuJxMM1ANIlWRd_T9iUag8LCiXRv3mS1y0vqRqFm6KVTZ7E4xSnyWdEbjYimGzaiF2LK19T9BYMI5tOdNFI5LRQflUt2amsvwS0z4N3NxDLqUmkU52DGY_LUYDlVfZ05uqEtXfbjmdcBldW2u56zXbujHCATH6hiuZzQyB4CPs8fep2FEWfkKpztNHOUq7JCKjDWOsIPikRebplWDCXKZoRmJF-5tsyaXaql9auksuXkymRgc7E0ekFRpiO-p2CBIuETA9NACXQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h1/CffYsBST4tOQnDCh0Z9-9V7bmttL1dmDWoTknXcxD7g). October 12 at 3 p.m. EDT.
* [Advocacy Chapter Management](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWhZ_PIVcguJT7x6yZK6AFrBMemV1Ktw6vjHDNCATOJ_w-LTWO-YzOTEWidnEFOg8KC-GRrd_TknuccIm1IYwk7Ea68yfeEKPmFLU6BGz35LQVjWapcU3Q2H_P6xh8Ai_qv2rlf6N7QiDt_es2WZvUdkGNnDG48X36sFgEsGIEGd-kxLdRhLqJbNX0qLnDXjzTc0ALowc_NxCzh1hOYUPy3rZT8Sy8o-csmTLYMJFYtV5MeHU4wlvSouBSco-klXhEnCV4mi_jPvbk7Y7dEXHrOQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h2/3r5FUWzsSfQe_WpVQnoDHDaVTJf1Jjus2vhyv5Mf7Rs). October 19 at 3 p.m. EDT.
* [Advocacy Chapter Organizing](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWjO67BYDgwUb0VTNOCBhgAK0Q1eOqo88DZiE4z9XMeZfzweals_VpjynftfO0qUJtkpGR-YWad-IZR15-NY0CJ2xp1CV2aTUYeFjZEYSnNxdTV7vFY1I1wRh3IXmhwjuB7XA5_IZQ1sir5OKayC1msozZBNNYOLZMjylaGWeuS6TKv0Di0XYXjsq8kA6eulvO0AYJM_W9Y7YYw-vbG1xzwKb1k842I0WJShu_Q4TqtyogKV91p8IhLvcoqtxusY6oeJUrpcquwtxzuYrW90qV6g/3ez/XiO7OHNvSDq712q9Lgmv8g/h3/UmRHPFddigrsFsXfWKhLNsSlU1KDA9le0R1nWRgfBSM). December 2 at 2 p.m. EDT.

**Chapter and Conference Communications and Government Relations Trainings**

These trainings are designed primarily for leaders of AAUP chapters; please feel free to forward the registration links to members of your chapter who are working on communications or GR for your chapter, even if they are not officers. State conference leaders are also welcome to participate! Click to see details and register.

* [Improving Your Digital Communications with Email Programs and Websites](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jW0H0kzRvKn3Z2YaKLE-Y7XK257MiGr3ftXp-dMcKpjOQFtkO-TChKJnWsqBeYzN4fO5nRycqeFsUrMAF7X7zXeF4ObJzTk-Le-mleTiAD3FxHANzhc5APDvLHqb3257w-xRQshUK6Qmh5dn74oT8z-YQa6Gg0_l_oBIc1INn41DLgKqUX4U1BvHX6qJIRGfH4yqkSEvum69NscqFBXbJeXm0_u4fUuMUrQYl-VnU376IGwZiWQYYXBzdmirBzQvU2dwCGpG659dZW1BBeDlxi7Q/3ez/XiO7OHNvSDq712q9Lgmv8g/h4/UnGccdEAilIywGOqxKCCiKtJFiNQxc2GdLIctFEZU-4). September 29 at 3 p.m. EDT.
* [Federal-Level Government Relations Work](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWXnHNhmUNisO8nTeaEsM6pSHb9FQKVRy8qE8KA0fnS6csz5ZfRjvaHd4oOahNhj_URUlCmiRGw26RIQhB5pcYiwZmi4HZwismD_3AGZc-qJnVKTbVAUT9MjE1m8-sU-mKS9LwfhWUtqJDzXoU4nKt4icCUDT81IPZ0A_ofbDNAQoXbyxkD6xYs0_XLA4F5Q_GZgUtLMCoR07nI2-0pxKTMzxcBSeqD0R69I3Oo2EFvdfXjhi-EBBwDYQoRESU6h1mV29qxiP32q8G27OK4mXpag/3ez/XiO7OHNvSDq712q9Lgmv8g/h5/yeUO4dufRy-MjOXgaXV-MGY-tfq9ZLHPbu_L-5czTp8). October 7 at 2 p.m. EDT.
* [Social Media Basics for Chapters and Conferences](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWK4vQWyN1FSfcXrU0YwNKHFCofe90nnmPpy7XLbyFZn59upSEzi5Wd1ugYCfIRR20vJiSVlaOntPVRPIaq5YEAWqFxyOfljhM_Cw_SpqADTKK1OcDxojT3Qqifg6nwEJyMSbf8Ium0vuwZeDbIvL5-78Db3hfAgAtPMCBD4v2tdp8qAU2dA33FOHosXJkHsuUy-h-EFRLhbe4L2WjcxywJOmIFWqj9RmFIyjSAip2pUxKvF9o49CRh6cwEcCvd3w7qskGAriLgA4gSYes6rY21w/3ez/XiO7OHNvSDq712q9Lgmv8g/h6/jTki-v8bDB0QsuoyZb2gg0u1jGrDmPlmPwc-MzpNUB4). October 13, 4 p.m. EDT.
* [State-Level Government Relations](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWKL_hUP_SuQn0zpzrEq3_LpWIUTEX0usce6GA2RcywxvTdhPYybBmkxwatodXfJXbQILQmHrUyZ4YDWUokmq6RUJavm3jXy8yjgsC4qwM2IVTVOJlLbGIiX7vUvUPTWqSyzXmcjBe1bQy-TQkF9MptM8yaK-aBfbpM3UvB3GX_hcMeNgsTHHb6s1nVIx9-QO04WXPdZrKKeIdkgkE5lQMUXY8468cdQKwIiV5x7nghS2-vh0QWn_FBjKCaUKOT7xlMwzW8dAFmF8crJaxi2AEGQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h7/lD2-a1_9CVrU89tADNCh4Ih0k62rv3tbzfUXWyNisGI). November 9 at 3 p.m. EDT.
* Chapter and Conference Media Relations Basics. Date TBD in November or December.

**COVID-19 Resources and Safe Reopenings**

The AAUP released a statement from Irene Mulvey on safe campus reopenings as the Delta variant surges. [That’s here.](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDOq_j5dLi_68RVjvqpdLJ1q2irgxGHkt-HVc11Mw_b4Ytbd6bpGAXFsOTQdRRBKGxWsdnD1uI5Ys2-Nc7TMRN72raZ8zxUzjwex750D9a7Qd4RvVPZaRb1Nla1d5JIWTy7_gYXb_huW5Nv-iXDkTovJZaHl2Cq71iyYyCsnxZmvG8rIpOuzoc6SU3Q0eTKMkVYMveVJgsspHTx2PH3ksk2q_DxYYJIygtz5PX_x70Ip2_-DPxsB50Ju4anTlTfWbn22y8yV3ohxYVVYlkhSnsaG_JeRU28JOXssf5goMFNWpaOpMMRmSW7IPDpOY8e2Nf_AsaBbhGEXFZcP9bO1egjFzNyEVR44T2Vm2dSvH48Lu/3ez/XiO7OHNvSDq712q9Lgmv8g/h8/_8gbMX4C7Ewaf2mIpLIp2JKHmAxf0Kebr6GphbjkekU) As we make our way through the fall term, please remember to check our resources for faculty [about the COVID-19 pandemic](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDEWaxiKeMD-d6zgPCbEmvmziv1O9k1GV87L36ofUenYUHUuRQl3r6zBBwI5EEVrU43-IpmW6SaO8zczTuXhL163GGgMBh9-f2llZOCj5HcsA0JWhV94ZN2Zcr5H9iRZABfStWEqNCxIdTXmec34hgvwBrYJuilNdbsD7ftFaG7ZpLl6TeCPNWqd8X7lnJ7PSunEinwc8to64PpYBrDhWeI7s6cVHh4Aol5uC6fjxN6AnictQrHSqKLcg3eauV2ksZZ8hz_HvgiqqdIMZU12VGCjBe4ET-hN3zivvxpCOkSxb/3ez/XiO7OHNvSDq712q9Lgmv8g/h9/32UyqbZCQxzNQn18J5ulbLJiNhAomP_SgRQ66I1P0J4).

**Chapter Officer Updates**

* If there are new people in leadership in your chapter, [you can submit updated information to our membership department here](https://u1584542.ct.sendgrid.net/ss/c/tTBUZwcBH_2q13Ow12s-jeD5e-iJntntIbTRItSjJSC_l1QMj0kk8W6WDEpvn6n1dsl-rVBIctP3ynLxgpVvRKWNyV1iDpLk9DYNySHsrGJtbul827_1LJRDT1yw4r42aSNSOVL2qzNIcYVArccIkF2wjw_Cz5mVgmw8rAGrWSZk-0ARh9VouMntHhZLFRKhEt5qyRzS_LGgsFR8LPxnNOERk-jqdq7S9bhqwJCjvi-svNELzugAqsJHtdb3GpbPYUu0sEpMYhApay5zc3CSMUDENi8PHXjpBoyzu5Fj0941jmTrFQRGWNpWaWumSM0zxLTta0WqAunvZo3hu7UGIQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h10/SmM2FIoBW-xKKc4M3-CfAWKYkJOTxtQ3k8Vh8G4H0dw). Your member login will be required. If you have any questions, please reach out to the membership department at [membershipservices@aaup.org](mailto:membershipservices@aaup.org).
* We will be doing some updates on our [chapter leader Facebook group](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDPAZiEt8wwS6hp5wOIb3CiLPYi9gh5Tfkax_eML0KWNXXjynLcCQv6X7OHP7C9Rebh7ExlBvw9gVDBOnmdyrLN_cRdt2KBshpxveFJLYOcZFppQvCTHBApmQkcpNOCuAp3TZziTeZHuBSpHKsInL2PuqTIw6FV-rk27f07Xt-NMSchhI2Gd1AunHUnGf0lm7lT1M0rGfbztBVHbQC_qZRKN1wLqXbgH-mnFweGi8mr1-v1V8Acqs-qADVuQ2OzMbkgJ53-AMTVv7_xB84uW0ips/3ez/XiO7OHNvSDq712q9Lgmv8g/h11/a8Y1i5CqJMg-PJsVoJbncqimSYnk0NZJfgGABjMFSVw). Since it’s for active chapter officers, we’ll be removing past leaders from the group in the coming month. If you’re removed and think this is an error, please reach out to Sarah Mink at [smink@aaup.org](mailto:smink@aaup.org). New officers can ask to join here: [https://www.facebook.com/groups/471098930395646](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDPAZiEt8wwS6hp5wOIb3CiLPYi9gh5Tfkax_eML0KWNXXjynLcCQv6X7OHP7C9RebjsMxpvRXs2RF_eCVc7QHuFieC0HkIysjizq7VWKRBP0V0UabvK7GbzLkUQAAVBMZD_3uugpWenbbScxVCsKnBuGd1e7FDikuTcKOeoII3VkU6tumZDLOObliorj0MIbTLmifas-cf6_CpmCDUiDpOb_TKj7vBE7rYWfq752Amf16VJpZ0syTt_pjDEOKh0tnMTymPqwdYTpM91crEKUNYY/3ez/XiO7OHNvSDq712q9Lgmv8g/h12/26rzo9HorgC7at36ZTtBEW9mtqPsCegLGmbte9XkMrs).

**Governance Assessment Tool**

We have a new tool you can use in order to assess faculty participation in governance on your campus and compare findings to national norms. Both the assessment tool and the report on national findings can be found on the AAUP Research Department webpage: [https://www.aaup.org/our-work/research](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDObAibEH0DO8e16V95L7anRD25BMQwPArfvLOTfbrEXpAXesBhdCYJnKY_9vt-AlKkFcJzJhynFQCOeuOjnp_5jdFFDv1-jX-6O8eekGa-rrTMbasSjxrvQMZkOrNwflxGJ87Rxzl5KhKhTqVOe8l9Bg0NIS7gXWrK1vKgxl37IF0EscvYXZSO8haVPS65iKNkGaYJS2YHb4dwCGxQIO-67mXkP1iEs36BPd7b6cDWW0ZVzvNqDLzvLuuM2WG4OO6k3oAFSXAtVg0PBLbwScryE/3ez/XiO7OHNvSDq712q9Lgmv8g/h13/F6xs09C1enGvF19DnnyT6YN7zJ2G-83qsqJV5qAJQ3U)

**Government Relations Update**

Earlier this month, we sent a letter to Congress asking members to better support higher ed workers in the American Families Plan. It was signed by AFT, NEA, and other national unions with locals or chapters on college campuses. In short, we need Congress to put provisions in its existing free college proposal to provide fair pay and employment for campus workers, ensure high-quality instruction at any institution, and promote shared governance. You can read the letter[here](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDOq_j5dLi_68RVjvqpdLJ1rnN5nmghw07ga4uAy030yaQFp20QUQfknIeeekD7FXizIOsXkNQr8efEsCVQC_pHb5GaZeYBLA1mbPogthv27Qc1Lc7KpfpXMs3mn5jlypWfHAE9ZBBLtiJ4CZ3cN5-IfTnp5wy3ndShjbHPU0DG3yz_J2BdkjAFF7dZMK4uG7GSTdgyxNIfQ-qxUPkZtQex_MWxURi6dYuKoALF5iJpdlykK5SsxtI4yBVY2aStgh5DX15iR_bcRhHPR0HF0Pjb7_e_hMd3nctr3jidrdKi_xB-pdIdw6w_whWxumCutTQCdbxd0-RK2rwQ117E8RkJ4/3ez/XiO7OHNvSDq712q9Lgmv8g/h14/PbKWBIWsuWvpfyaueXbKI68Pxc02JN03Zf-9RRxyRP4), or share on[FB](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDPAZiEt8wwS6hp5wOIb3CiKtSm8xR0v9U1F-dZNIQr8P1Svdx0uE0iPBcqzNgEBpeZ5mWNeRjfQSogUDZBjoZpZel2cokxBMq9h635ieRjCKzKPTiw1s75mseye36FijPw_RXkHoSS5S8UYPPn2vi5ErGiJFhFkEVYyZ9TWxuszoDkEv1h_13X2Yna0I1Myc9QDjbnEtZJ-LKWkuPseCCWBpgrt7igKjsJWxZC7luD7OVvuLUV4RrWi6699hwVTnBBYFWdFcUSeCLpwptbERBH8/3ez/XiO7OHNvSDq712q9Lgmv8g/h15/1Wjdr1X7XMQdF0s8qlqbiTkzwxodx-HEXRHo8vgpqm0) or[Twitter](https://u1584542.ct.sendgrid.net/ss/c/dSCQfi9FLISmU3ZE3bfPhtTiyAa1jXEG_kU4lB9yxDN2GXVVR9-aCFY8v5fhFtmlG-EFFTmvBSPa7pSR9qZaZhhpk0OY4HmWuMLtIz6CAGaPeeA2NxWV5Z4_He259AP7Nain5UsvQoCThmCyJtuMD1PuAVfEnZwqOX4sVIcr7Oi1Ry8nhIV6pYY1DNjkp51t5MvsyGZuEzsouJiu-ru5ohjVxPV41jJU8Sw9uTaNVL432hGAip5on4fh7tkK_44rF6BngRBEPkiRYYb7LAN0m-_CFF689Y-HaVSSCf_Qzns/3ez/XiO7OHNvSDq712q9Lgmv8g/h16/S37OKIt5tokTrnD7LFVgBiS6_3q-TwB2Gr4mxDUEMKY).

As the fall term starts, the federal budget process ramps up. The American Families Plan, which is being finalized in the next few weeks, is a meaningful down payment towards a New Deal for higher education, To help get chapter leaders the resources they need and help members take action, we’ve got some dates for you to save:

* On September 14, we’ll hold a national day of action in support of the proposal for free college in the American Families Plan. Here are draft [sample materials](https://u1584542.ct.sendgrid.net/ss/c/CMxF4nARlf6wAFa1PSfv0pxLN8zuXd485gHNRhmg2sYs1fY2QjKn2L2_Yq2oIYYKeK3k3Fc3XhkWnK96nh1aPQ90N_dh9YwwWGjtPOyWpDs2GnjN9qE7zRhsLTuWuNICg8XTxwp0BR7E-Cf084SR1B-2XZ7uL8uCpDFLwR7Wboh8pTbr7M3vxTx9QdEKPW8GD8Up1iRnlGVHL0yzskJMxXT0WEc3Nhb7oP08fO0P_a72theQf7JOkKq0MVHsZUF4NHxiN692BsGnx7eZRrrLXHXB0vjxjHpFBErz_EYyWrUHdjehDOpmBsoBs-fudvgTDx7YHdNYYj4wEKG7xenxOQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h17/BrxV7PRgfd2ELD-yFbh9O7Tts-V1VIRguXFUyXq4kLk).
* We’ll hold our next federal advocacy meeting on September 22. As the federal budget process winds up, AAUP chapter leaders will report back on actions taken locally on the American Families Plan. AAUP staff will brief attendees on the latest updates from the Hill and walk through the updated advocacy calendar for the remainder of the fall term. [Register here.](https://u1584542.ct.sendgrid.net/ss/c/mRNLFKyANPYkYXuUTzk_Sy9FyWzo9kqacbVzd5vG5d2sXsw8BwyDpfxXdrER67jWw-GfADOwwhHUaDEAGgtt-7w9KEmn1oa2IX3C_MbHTY6AgVrBwzZEnQVV6_t6ERMxUrj7WQzyz9SbH3bUBvPkBk22W1SV04Du800qcphDsmBdVFiLok2VC4a2eyA9RaBemH4e6uSOzkyp2Es2dAzLnnS1dVoW3rBgYMgTVDWeRnmqTJf4NLjbF9R7Wuh3XjyTH7U5FZlb6qwCVe0df9qJqb4K6MpLwd9HD3YEKT2SwdnR_jxSZdDI72JMLMxMd9Nybmn4JSgcCLuOKNzVHbO-Gg/3ez/XiO7OHNvSDq712q9Lgmv8g/h18/Jp7JIJSJviKvHv-qvQe-S11uEyyhK1blXU2bLCjDTrI)

**Leaders and Members in the News:**

* The University of Oklahoma AAUP chapter is [demanding vaccine and mask mandates as well as hazard pay](https://u1584542.ct.sendgrid.net/ss/c/BqA3LhzOFl92KwaVoz69N_duImanESgloxavguSr7GCrSPuYNvOq3km1x5ipOtZ6D2_yrmO0SGAy35cDzt3Vqxp-mxzLtRGbDhAY94HR7UTNZwezWng-CDX60X1YOnJmTT2KqLOqrxE-fQVjfpbOH8sICMcOOgrZasSRoFq2l-TpPAXdpxK1qrz9wRPYPSWRy6DFN9nkRJojAWyz_ueO1xjNDD7JjE76rjgtLvOiT2ZdeOse-kPclrUrPtHvreGy4ctnMmyeTHx6jEeTM__8Xcn5z69YCzOTOJbMBV_z9p3vXUnTi-9f9BEt98tOHWbkFG29hmXaWPdBZN7sB0peINgEslVk_lKzTP79Ffdbe7U/3ez/XiO7OHNvSDq712q9Lgmv8g/h19/oXZ22wls0N1FtfJB07kukBFNvpI7Kr_uQav3umoF4gc).
* Clemson University [averted a faculty](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDKP7kNE5wn5TBcmIqvcmfLhuoV6O7FOzYxFL4bjgXh-gftKauEqNETbn3pCjo4iDskc8VmidXY6c9IIkzllmsCydfNWx-MZKhnH_APObwcszg9cxvifboWRUWXwd45TcuJfoQgf_vFWjePMrJguKW_i3t24BjFGTuC2ZHB-yW0KgdJW2HeX5frB5Ef0T9YNla-SRoOCZ2S14ilC4Wyprw8riIvA4PJvJ7g-IhjlafDEEXJTQSh2qhjaxcTXcKbhPYHypyDuM9-jeJtxB3dMz8-TuCEXemKHn7TQqaUHTIEOE2kwFIU5yttjPApzRyWOa8Q/3ez/XiO7OHNvSDq712q9Lgmv8g/h20/Iw3WyDPpOyq5ux4ZDzRlgKP-fU4940mkrokhbvrkG6w) walkout by instituting a mask mandate.
* Nationwide, the [call for health and safety on campus during the Delta variant](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDIsPxCb-5oVxjU8mUQbbYNJiECLuf8EhNx20L8GYU2CkruTacRIfT6GE5crCRmIpUep98mVHcwH3IV_VLXhBcIVhjWoVJut4vDRhrBKzOOTeBJoCW3FOii2FWgvlRoSnUv66b3PF94UIUU5zWNxtsCJuRsoTJXXqID6YQuP11uj88YqWoJAdrs0EtyaidcjaKibWiykiVJ2zNbVfpwmyLELpQLvZruBbaBoybzZdp_O9kCcw1qKrfB1YvLimkLyUBrE0KOro9C1pyHMEFyeWiaO6XO2TUpxOOSHF-vN2CuMD35FxktG81AjmhZGyt0eAq3aLKpa2qKhD52u_M_D_Z-xrVmeihX9v2bHY_re1H2FPKXU8wMFA1Zsu-rJKweoqyUyEPIcnyjjjcwpos5EVnVDcOxJSHYSCyqMvO4vAbE4landFdD6z9REXmJiH-HtAUw/3ez/XiO7OHNvSDq712q9Lgmv8g/h21/bLEL0doN5gc8KDi2KM6bpzavPdn47N7LcYXPSp7A8tA) surge is growing louder.
* Western Michigan University’s AAUP chapter is at a contract impasse and is actively [protesting](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDEh4ZDzkIZBzqZjzF2I1v1BdULBn-fYIqmIDXXewIHKczesDERwkoAVERlXBfAUOYBidoIHpaXjy-MD-Bxwewa-1TqMpbzfIawn6yNJG-vvJMA-DjqIpJr3oFTG6XGRW5kpqRp6umpmtjmkEw7SubGU_3PWwLb4C81AVKP39ZD-3E25wug9cFUHn6V7HPZB8Zj5W1Hh87B_Po0wPE4bh0vrBQKSIxqLgN5-KgjJKtsuP9myo6o3Tlfm1noNGtHb6_ZGTBsXYIwZqqNrd9OhHnATbCaFepZBE4zNg3b4Gec-8XYrq5d7ZIa4NJagsiyk97Q/3ez/XiO7OHNvSDq712q9Lgmv8g/h22/kd_ZI_cX4atofoyae9h7sVsS5lEn-SdG0HYDx_vQqec) a lowball offer from the administration.
* Wright State’s AAUP chapter is [pushing for more remote teaching options, social distancing measures, and a vaccine mandate for all students, faculty, and staff.](https://u1584542.ct.sendgrid.net/ss/c/c511-KAjM3jU_4OIFtitbbHZ3yp5DX_AjD6JfxgeXPs-zLAP0Uiv8pXsoX5c1QwL2f3yhZpfZjaW1kIMQExju2e8WZr031BLdqgM7FLeUiZ3ll2_Bd7l8inFDoUC3ortUWvz0NGse6xBNPh2KPOzGJriwcLXw5hPQu7yFaFIFqAA9DGMPUvJlZkun3sHIaB1zlrNg9nN8Nz5DSqMw5Rh83ye3EpOZbIjPIg5qJPwdsu-VCr7i_QQrLjWeZjAJfhFf2mohKBm8fc3m-5EEINgqnlS-5-LwKLd9GlpdE_K9KnW9_2SBu0RsrQw_BrrIMyUcLkx_3Ut5-CxZbqVBpJYxQ/3ez/XiO7OHNvSDq712q9Lgmv8g/h23/DTTIAXHLaRUOe38CrdFc0KSEsfXoyODppejNSfhKdsU)
* Northern Michigan University AAUP chapter members[walked out of a convocation](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDNISS7CnA7Y0fz4zoapxvZbXfM4J9xWyWcpueX5rIeZ91SXMEs1u_SYwPSpqUfYRtt4AXl7fEWcjL_UoEOyAHJ0ic6bLVNlWbVAfdHLEnzvHJKiAQYxfn3H51wC2UbMu0SxcvX8_zB1XqeKDrbtDUYY8tflYw0uLyZHNmVBf3FioJdb3dSOn-Jcf1MzX_V4RgdTxeZq4KFPQa5u_sS0BrbEiuqkO-ae4IGkabXOLoBOhUV2YXXvHszyYiIY89iw4DbyvmEcaPR90xm9uE9YlJR1atB0jaS80TfeDsaLU6YzJI9Tg3wKKC7IQZWIBFBPtnGid7ABO7jcTuI4WJSgIJyjuI9cmtIy7kgh40C9yl7ey/3ez/XiO7OHNvSDq712q9Lgmv8g/h24/e8-YnF5jehTPdJUyicuAYQVYnHTqhrCuJ76qWQ2KTy8)to protest stalled contract negotiations.
* The University of Nebraska Board of Regents voted down a resolution that would have banned “any imposition of critical race theory in [the] curriculum” of the institutions in the state university system. The AAUP wrote [a letter protesting the proposed resolution](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDOq_j5dLi_68RVjvqpdLJ1qQQ5_CBxxVT1DdF8vR3tKYVUTzRBGxD0JtxkcjkGca1jVk1U7FZJpD8hMjsY-4BafVKP3VIpJDOhtR8Vls5W4dQ47qLX3akTMuAMb3Y26_h2Hh81wDgdcIubLm8QRhhNda0xHfl8Z5Aqound9XSB42xYt4Ony10M_0kwfYIHeWbjiMTVR3cXo31LisBt2xqgPWWvdtpYD3FUksKYJTQ4t86XZD_RsPoCGIAR6Z9rvv4ub5Gd6Iv8dTeMQjReqh49SJ4UtJlerr4Bs5cbJ5qJ81/3ez/XiO7OHNvSDq712q9Lgmv8g/h25/BfXZlCi542Z2lJxa0UqOrIjcBwX6oUlR8IW-YVYQRJM).
* [“Female faculty members are submitting papers at a much lower degree than they did before the pandemic, and that’s going to make it more difficult for women to get tenure.”](https://u1584542.ct.sendgrid.net/ss/c/atcYNHk4Eh2YdGnwBh-YDFuE5oagkWaFvXA867N4xRMp2lK1rvbnHrQEeqBYzABHXwCyPEQqRhD2zy2UgO9g4z5O5Z8kaN9AKyR6C4WhMqQxA26bqBMlmwCty-JFsc3UU8q-ctVLzPFymmkXIGpf15ntk-9x0922IE9mgljYTTYE8gY7adp5PP2igqUE6lKqRKk-rO5O1TCX0a9z3AdK7eEkL9nw8-5naA7i8_r4HVGgXF_d7m9PXgW7HOw9sMgP4bI4NiTe39DjDuZIa4mIyQLcXsTMCbjgdSDQhv47aYItmXrbbVGnunpA79xKHCoseOCjaVxTUIzQQUwVD-8Bdgv5o85bsmcOz904t02xPBjwB5ST58iITpaI2RuOLKn1/3ez/XiO7OHNvSDq712q9Lgmv8g/h26/uKjNEPRl--lBxWKagfzuHbW_bbobrcIjtxip5MTpYIc) AAUP President Irene Mulvey weighs in on the experiences of female faculty during the pandemic.

**Appendix 3: Decrim UW remarks**

8 September 2021

Decriminalize UW event outside Allen Library

<https://www.instagram.com/p/CTlCr-YFL3J/>

Amy Hagopian remarks edited for AAUP exec meeting 9-10-21

* I’m pleased to report full support from two faculty advocacy organizations on the UW campus. Our voluntary faculty union, the SEIU 925-affiliated Faculty Forward organization, supports abolition of the UW police department, and the creation of an alternative “Safe Campus for All” campus public safety strategy centering 1) crisis responders and community-based safety programs, 2) community mutual aid to provide basic needs, and 3) threat assessment and violence prevention, as does AAUP - the UW chapter of the American Association of University Professors.
* I’m a professor in the School of Public Health, where we think a lot about what produces and harms health. Police violence and intimidation is a significant threat to health.  Last November the American J of Public Health published a paper by Jordan DeVylder[[1]](x-webdoc://EB6E3C8E-D5F8-4353-A09F-EDA0F0AF9284" \l "_ftn1" \o ") explaining that when violence is perpetrated by a pervasive, state-sanctioned, historically racist entity, it’s particularly harmful to mental health. There is no recourse in the face of police violence, police culture defies accountability, and being the target of police violence is particularly stigmatizing.
* Faculty have been mobilizing on this issue for more than five years, activism which intensified after a racist event involving UWPD in the UW department of global health in March of 2016 and galvanized hundreds of faculty staff and students to demand change from de-weaponizing and de-militarizing UWPD to UW divest from all forms of prison labor. The independent investigation of UWPD conducted three years later is a damning report—I recommend you read it.
* I’d like to tell you about the AAUP’s views on campus policing. Our national organization issued a report on the issue just in April, and it made some important points.  Below are the KEY reasons why we are encouraging faculty at UW to support the movement to create an alternative approach to campus public safety, and the basic knowledge all faculty at UW need to have to weigh in on this issue.

1.      **In the wake of the George Floyd uprisings and year of reckoning with systemic racism in our campus, city, society and institutions, our primary attention in this campus movement is on race and racism in policing, specifically on the racist dynamics of campus policing that endanger BIPOC (Black, Indigenous, and people of color) individuals and communities.** However, we acknowledge that many people disproportionately experience police violence outside of, or in combination with, structural racism. We also know that police violence disproportionately affects people at multiple intersections of oppression, including race, immigration status, economic class, disabilities, housing status, gender, and sexual orientation, among others. Our emphasis on race should not be read to exclude other marginalized groups or persons. Throughout the document, we use the phrase “systematically marginalized communities” to refer to the wide range and complexity of people who are made less safe by the practices and expansion of campus police.

2.      **The ostensible mission of “keeping students safe” has often been a Trojan horse**.  Under the banner of keeping students safe, campus policing policies are used to smuggle in the many ways in which universities promote gentrification and displacement.  Indeed, the first campus police force in the US was formed at Yale in 1894, whose purpose to keep unhoused New Haven folks from being on campus. (The UWPD fulfills that same role here, especially in the HUB).

Connected and core to this point, is the fact that the racist dynamics of profiling, harassing, surveilling, detaining, harming and even killing of BIPOC and other systemically marginalized communities on and off campus are endemic to campus policing nationwide, and are rooted in the origins of campus policing. Campus police are relatively new in the history of U.S. academia. University police forces expanded their roles significantly during the civil rights and anti-Vietnam war protest era. In the modern era, drug laws, the Patriot Act and resistance to the explosion of police violence nationally have led to further expansion, even as crime rates have fallen.

* It is thus safe to say that campus police make campus’s and surrounding neighborhoods where many of us live, much less safe for many of us in the UW community, and this dynamic of systemic racism and bias, documented by UWPD’s own officers in a recent scathing Seattle Times article, too, is antithetical to our academic values and our teaching and learning mission.
* 3.      **Campus policing is ineffective at the job it has been given.**I want to begin by stating that according to research documented in the AAUP national report, since its inception (1894 at Yale to keep poor and unsheltered people off the campus), campus policing has grown and continues to grow in presence, force size, budget and weaponry, even while crime has fallen.
* Increasing presence and funding of campus police, however, is not, and I repeat, NOT associated with decreasing campus crime.  These facts should be the focus of any discussions about defunding or abolishing campus police in general and UWPD in particular.
  + a.       Campus police, here and elsewhere, are not good at doing what we really need: preventing and retrieving stolen bicycles, managing social and mental health crises, addressing sexual assaults and filling in Title IX reports, or managing the extremely rare event of violent crime or an active shooter situation.
  + b.      A Safe Campus for All is accomplished more efficiently through more specialized and appropriate mechanisms. What we need are better threat assessment, better mental health counseling and response, and faculty training to identify high-risk students and community members who need care, not criminalization.
* 4.      **Campus policing is incompatible****with our academic values and our teaching and learning mission.**  These are the key reasons why**faculty** at UW should support Decrim UW in opposing the existence of a campus police force, a concern shared by our AAUP counterparts nationally and documented in the recent AAUP report.
  + a.       AAUP’s most important value is academic freedom. It’s a public good that advances truth in science and teaching, and is protected by some important mechanisms, including shared governance and tenure. Campus police stand in direct opposition to the freedom to explore, disseminate, and advocate controversial ideas. By being activated by university administrators hey are the coercive tool of campus administrators, and they pre-emptively stifle dissent.
  + b.      Equally concerning to **faculty** striving to achieve actual shared governance, is the fact that campus police are unaccountable to any democratic bodies on our campus, yet they surveille, target and detain people who have no access to the policy making units that govern police terms of engagement. Police on our campus carry guns, deploy canine units and have access to military grade crowd control and street warfare. They are empowered to use violence against our campus and off-campus community, and they may arrest and detain any one of us.
  + c.       And yet, the UWPD answer only to university administrators who are not elected or appointed by the public they police – staff, students, faculty and our off-campus neighbors within the murky grey area of UWPD ever-expanding jurisdiction.  The public that is policed by UWPD has no access to mechanisms of accountability for either the UWPD or the University administrators - deans, president and ultimately regents - who hire officers and whom officers answer to.
  + d.      Campus police are thus, remarkably non-transparent, unaccountable and disengaged from dialogue about their role. For example, when the AAUP hosted a panel discussion in Kane Hall after the shooting on Trump’s 2017 Inauguration Day, campus police refused to participate.
  + e.      Faculty should play a role in the funding, oversight, policy-making and accountability of any campus public safety for all program.
* Has anyone looked at the UWPD website lately? They are trying to mount a vigorous defense of their reason for being, knowing they are on the run. We are making progress in this campaign, with mounting calls for the abolition of UWPD. Let’s get this project finished.

A collage of people

Description automatically generated with low confidence