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**MINUTES of AAUP Executive Board meeting**

**11 October, 2022, 12:30 pm to 2 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), Amy Hagopian (Secretary), Diane Morrison (treasurer), Abraham Flaxman (VP), Rachel Chapman, Charlie Collins, Jim Gregory, Jay Johnson, Ann Mescher, Rob Wood

#### Absent: Annie Nguyen (membership secretary), Louisa Mackenzie, Duane Storti

#### Excused: Nora Kenworthy, who was attending UWB cabinet meeting

#### Guest: Cynthia Updegrave, lecturer in Indian Studies at UW AND part-time lecturer at UW Tacoma in restoration ecology

Our next meetings are Nov. 15, 12:30 pm on zoom https://washington.zoom.us/j/93610086550

Dec. 13 at 12:30 pm, perhaps in person?

**Minutes**

At our August we set a number of priorities for the coming year.

Tracking:

* Merit evaluation changes (Rob, Jim?)
* Faculty conduct/grievance legislation
* Donor power
* Faculty board of Regents member liaison
* UW finances and budgeting (broadly speaking) (Eva, Diane?)
* Retirement contributions snafu (Duane? With Rajib Doogar & Marshall Horwitz)
* Senate task forces and committees: who’s on them and what they are up to (Louisa?)
* Faculty status/ voting rights: clinical, part time, teaching

Actively engaging:

* wholly unaccountable administrators and the searches underway to fill several key administrative positions (Provost, Vice Provost for Academic Human Resources, Dean of Medicine)-- We will center AAUP as the entity calling for a good daylight search for all these new central administrative positions.
* Salary issues (“merit” well behind inflation; cost of living in region; inequities across ranks). Hiring salaries can’t be high enough to cover housing here. This could be a good forum topic.
* Investing money in hiring faculty of color.
* Workload.
* Cases

Report on response to **Waleed Salem** case (Amy)—on our list server, we amplified the [NY Times article](https://www.nytimes.com/interactive/2022/07/16/world/middleeast/egypt-prisoners.html) on Waleed Salem, a UW political science PhD student who has endured repression at the hands of the Egyptian government. With the guidance of his advisor, Michael McCan in political science, and with Waleed’s encouragement, we wrote letters to Ahmad Dallal President, American University in Cairo, American embassy in Cairo; Egypt’s National Human Right Council; Egyptian Presidential Amnesty Committee, the U.S. Embassy, and national AAUP, encouraging action to allow Mr. Salem to continue his studies and regain his passport. AAUP encouraged him to write a blog piece for national AAUP’s website. Rob Wood posted our actions on the AAUP chapter website.

At the retreat, we agreed we need trusted **rapid response teams** to deal with time-bound issues (to avoid long and confusing email chains). Eva proposed the following team configuration:

Eva noted there might be four categories of issues: 1) Faculty Senate related initiatives; 2) teaching/learning/ faculty workload & support issues; 3) Academic freedom; 4) DEI issues.

1. Faculty Senate related initiatives: Rob, Jim, Louisa, Duane
2. Student issues, faculty workload & support issues: Nora, Ann Mescher, Annie Nguyen
3. Academic freedom: Abie, Amy, Jay
4. DEI: Rachel, Charlie, Diane

**Outreach to new faculty (Rob)**

For years, we have sought to contact new UW faculty when they arrive, and invite them to join AAUP or at least the list server. Rob emailed the faculty Fellows program at the UW Center for Teaching and Learning, asked for the email list of new faculty. They said no, and pointed him to deans and chairs. Ann noted AHR vice-provost’s office might be willing, when the new person comes on. We agreed Rob should ask AHR now, for the record. We could also try a public records act request. If we get another no from AHR, we could also just ask the deans. The Fellows program turned us down the last time we asked, too.

**Research into and report on salaries (Diane)**

The library annually produces a list of UW faculty names and percent time, but no schools are included. We’ll find a way to add schools and colleges to the 2022 spreadsheet. This could take a while, though. The idea is to produce a report on comparisons of pay scales by rank, time in rank, sex, race identity and unit. Charlie noted the Bothell campus is keenly interested in this topic.

No one knew of any announcements on the **search for new upper administrators** (Academic HR; Provost; Med School Dean)?  Any sense of timelines? How do we organize to track/respond to these developments?

TO DO: Eva will reach out to Gautham Reddy with a request to keep us apprised on the searches (also an opportunity to talk about adding an AAUP Board member to his “cabinet.”)

We should produce a short, simple faculty survey to distribute when searches/search committees are made public, soliciting faculty comments and priorities for these searches. Perhaps AAUP national has an example, Amy will look.

TO DO: produce a statement on how we hope the searches will be conducted, and what qualities we think should define the selected candidates.

We want to host a Spring forum on equity/salary issues. Should we include invited speakers from outside UW (for example, a speaker from a unionized campus who can contrast how things are done under collective bargaining arrangements)?

Jim reported UW has opened an opportunity for unit-level salary adjustments. We agreed to track how this is going.

Other announcements/updates? We revisited the discussion of grievance issues from the retreat. Should we not advance an alternative vision?

CASE WORK

We met with Cynthia Updegrave, lecturer in American Indian Studies (UW, Seattle) and part-time lecturer in Restoration Ecology (UWT).  Her case (briefly discussed at the retreat) goes to several issues at the heart of our advocacy:  abuse of part-time lecturers; gross salary inequities; lack of administrative accountability; complete failure of campus offices (e.g., HR; Retirement and Benefits) to address faculty needs and concerns; and last but most certainly not least, UW’s failure to fund/sustain what it professes to value.  Eva and Louisa have already talked with Cynthia twice – in early and in late September.   After hearing Cynthia describe her situation, we agreed to compose a UW-AAUP letter calling UW administrators to account about her case – that is, asking for answers about how her treatment comports with UW’s stated policies and basic principles of fairness.

Some of the issues in this case: Cynthia’s work is in community partnership and field work opportunities and indigenous epistemologies, things the UW “values greatly.”

Cynthia’s reappointment was delayed to the extent that she lost health insurance. The dean’s response to her inquiries are on record—administrative gibberish. HR and retirement offices didn’t help.

In 2019, she went through a competitive rehire, is now a part time lecturer in more than one unit, and therefore works full time.

Why is Cynthia a part time (temporary) lecturer after a competitive hire?

Eva agreed to work on a letter from AAUP to present her case, with a recommendation for reparations.