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**WEB MINUTES of AAUP Executive Board meeting**

**3/6/2024 9 to 10:30**

We work to advance the power of faculty at UW to protect the public goods of higher education and academic freedom;

Our mantra is “refuse austerity.”

#### https://washington.zoom.us/j/93610086550 or One tap mobile +12063379723,,93610086550# (Seattle)

#### Board member attendance (all zoom): Eva Cherniavsky (president), Abie Flaxman (VP), Diane Morrison (treasurer), Amy Hagopian (Secretary), Jay Johnson, Ann Mescher, Rachel Chapman Jim Gregory, Nora Kenworthy (on leave for rest of year from our board), Louisa Mackenzie (on leave), Annie Nguyen, Rob Wood, Duane Storti (we miss you!) Charlie Collins

#### Guests: JF; Note Malori Musselman, national AAUP, has been assigned to another campaign in another state for the time being. She says, “Please leave me on the listserv and exec email lists.”

#### Absent: (move people to this section from above if they’re absent)

Our next meeting is = 3 April

***MINUTES***

 Agenda:

I.       Announcements and Updates

a.       Update on Jennifer Llewellyn’s presentation to SEC and next steps with Class C Resolution

[aaup class c draft - LM - major modifications RC.docx](https://uwnetid-my.sharepoint.com/:w:/g/personal/rrc4_uw_edu/EZl4_dze4HNAjSXJzOe9t48BsrkpvWdep_u8DjzlbYMNhw?e=ohPSzQ)

b.       Spread the word and attend March 8th panel: How to survive attacks on academic freedom?

c.       Amy will run for seat on governing council of [AFT Local 6741](https://www.aaup.org/chapters/aaup-local-6741-aft), which represents the AAUP advocacy chapters in the AFT hierarchy.  The rest of the slate

d.       Confirm/finalize plan for meeting with March 15th Serio (see attached agenda)

II.                  Request (via Manka Varghese) to sign on to [AAUP Fossil Fuel Divestment Resolution](https://docs.google.com/forms/d/e/1FAIpQLScNbN39A0fCR07i3WJ7JQ_mIDzKUYk05UEZm42lGu_AF6Ds4A/viewform?pli=1)

For context, see [this Academe blog](https://academeblog.org/2023/12/12/your-pension-your-future-and-your-students-future/)

III.               Identify/Discuss candidates for chapter elections:  see the list in Amy’s most recent minutes (attached) for inspiration.  *We need to identify candidates and discuss outreach.*  This is a priority:  more of our colleagues need to step up.  Current officers and members are spread too thin.

IV.               Anticipating President’s “departmental guidelines;” discussion of response outline (attached).

## Amy will run for seat on governing council of [AFT Local 6741](https://www.aaup.org/chapters/aaup-local-6741-aft), which represents the AAUP advocacy chapters in the AFT hierarchy.  The Higher Education Labor United (HELU- A national coalition from all ranks of higher education workers across the country organizing to guarantee higher education for all) / Faculty for the Common Good slate includes

**Slate for AAUP Advocacy Local 6741 of AFT**

*President:* [Jorge Coronado](https://spanish-portuguese.northwestern.edu/people/faculty/teaching-research-faculty/coronado-jorge.html) (Northwestern University)

*Vice President:* [Bethany Letiecq](https://cehd.gmu.edu/people/faculty/bletiecq/) (George Mason University)

*Secretary-Treasurer:* [Bill Mullen](https://www.cla.purdue.edu/directory/profiles/bill-mullen.html) (Purdue University)

*Executive Committee Member #1:* [Gabriel Winant](https://history.uchicago.edu/directory/Gabriel-Winant) (University of Chicago)

*Executive Committee Member #2:* [Heather Ferguson](https://www.cmc.edu/academic/faculty/profile/heather-ferguson) (Claremont McKenna College)

*Delegate #1:* [Amy Offner](https://live-sas-www-history.pantheon.sas.upenn.edu/people/faculty/amy-c-offner) (University of Pennsylvania)

*Delegate #2:* [Marcus Johnson](https://gvpt.umd.edu/facultyprofile/johnson/marcus) (University of Maryland)

*Delegate #3:* [Laura Bray](https://lbraysociology.com/) (University of Oklahoma)

*Delegate #4:* [Amy Hagopian](https://sph.washington.edu/sph-profiles/faculty-profiles/amy-hagopian) (University of Washington)

*Delegate #5:* [Matthew Thomas Miller](https://english.umd.edu/directory/matthew-miller) (University of Maryland)

1. **Candidates for Chapter elections**

III. Here are the names in our list of potential nominees for board membership (add departments)

1. Janelle Hawes, UWT social work/criminal justice faculty,

2. Gordon Barnes (UWT), he’s on OC; https://www.tacoma.uw.edu/news/new-faculty-uw-tacoma-2022-23

3. Katie Baird, UWT economist (writes op-eds), married to Dave Corbett, the atty who represented Steve Schwartz, https://www.kebaird.com

4. Jason Daniel Ullola, HS Pop, <https://hspop.uw.edu/about/faculty/member/?faculty_id=Daniel-Ulloa_Jason>

5. Menaka Abraham (ask Nora), <https://directory.tacoma.uw.edu/employee/mmuppa>

6. Leslie Gascon,  Collection & Research Services Librarian of the University of Washington (UW) Health Sciences Library (HSL).

7. Charity Urbanski, senator, History <https://history.washington.edu/people/charity-urbanski>

8. Arbella Bet-Shlimon, History, <https://history.washington.edu/people/arbella-bet-shlimon> (Dolphine Oda’s daughter)

9. Nathalie Williams, sociology, https://soc.washington.edu/people/nathalie-williams

10. Justin Jesty, https://asian.washington.edu/people/justin-jesty

11. Peter H Byers [pbyers@uw.edu](mailto:pbyers@uw.edu), Medicine, <https://www.uwmedicine.org/bios/peter-byers>

12. Christophe L M J Verlinde [verlinde@uw.edu](mailto:verlinde@uw.edu), emeritus, <https://sites.uw.edu/biochemistry/faculty/christophe-verlinde/>

13. Marshall S Horwitz [horwitz@uw.edu](mailto:horwitz@uw.edu), <https://dlmp.uw.edu/faculty/horwitz>, who dug up the retirement account problems

14. romich@uw.edu Jennie Romich, social work, https://socialwork.uw.edu/faculty/professors/jennifer-romich

15. Linh Nguyen, American Ethnic Studies, https://aes.washington.edu/people/linh-thuy-nguyen

16. Melissa Martinson, social work, https://socialwork.uw.edu/faculty/professors/melissa-l-martinson

17. Dan Raftery, anesthesiology, <https://sites.uw.edu/mmcslu/faculty/daniel-raftery-phd/>

Steve Hauschka?

**Appendix 1 – Serio meeting plan**

In attendance (expected): Eva Cherniavsky (President), Amy Hagopian (Secretary), Diane Morrison (Treasurer), Abraham Flaxman (Listserv Moderator), Charlie Collins, Rachel Chapman; Ann Mescher, Jay Johnson; Jim Gregory (travel permitting).

Meeting UW-AAUP Board and Provost Tricia Serio

March 15, 2024, 9-10AM

<https://washington.zoom.us/j/93610086550>

Agenda:

1. UW-AAUP Board briefly shares its current concerns and priorities (5-10 minutes)

* Issues covered in our State of the Faculty Report
* Tenured ranks flat; salaries lagging at every rank; workloads escalating; stated values of the institution don’t correspond to where the money goes (e.g., lack of actual investment in racial equity)
* Conflict Resolution
* We know from casework that the current system around discipline and grievance is frankly Kafkaesque: no due process; no curbs on administrative power; process itself is punitive. Legislation to revise the Code (legislation which wasn’t ambitious enough, in our view) was vetoed by President Cauce. Flag Jennifer Llewellyn’s upcoming presentation to the Senate; UW-AAUP would like to see a wholesale revisioning of conflict resolution on the principle of restorative justice.
* Free Speech and Academic Freedom.
* We are deeply concerned about the Palestine exception to free speech rights (now amplified by attempts to legislate the meaning of antisemitism in highly polemical terms); we are also and \*separately\* very concerned about the attacks on DEIA and efforts to eviscerate academic freedom – that is, the principle that faculty collectively set the standards by which teaching (curricula) and research is assessed.
* Shared governance
* CENTRAL TO ALL OF THESE CONCERNS IS THE STATE OF SHARED GOVERNANCE: does shared governance mean that faculty will be apprised of administrative decisions and invited to offer feedback? Or does it mean that faculty have a voice in decision-making?

1. Provost Serio invited to share her vision and priorities, especially where these relate to AAUP chapter concerns (10 minutes)

* Predecessor was known for a very top-down approach which was very damaging to faculty morale but also not very effective. We are especially interested in your vision for shared governance: what do you believe is working well? What do you feel needs improvement?

1. Open conversation: where might there be opportunities for ongoing conversation and collaboration?

* Pursue the work-well/needs improvement discussion with respect to the AAUP areas of concern named above.

**Appendix 2, Ana Mari Cauce’s remarks**

**President’s Remarks:** acknowledging the painful issues we face in our community and the world,

From Louisa’s minutes (sent 2/13/24):

“President Cauce affirmed her personal and institutional commitment to academic freedom. She invited senators to offer their thoughts on collective /departmental statements on university websites. She does not want to ban such statements as other university leaders have done, but wants to strike a balance with the right to dissent and institutional neutrality. As such, she discussed potential guidelines – not a ruling – for collective academic statements on topics of public interest. Guidelines are likely forthcoming in a non-binding form.”

Outline of our response to what this appears to bode:

* We appreciate the respect for the principles of academic freedom evident in the decision to forward these guidelines in the form of “non-binding” recommendations.
* Certainly, any attempt to ban departmental statements of values that are informed by faculty expertise in matters of history, culture, politics, policy, and science would represent a wholesale violation of academic freedom. (Subtext: let’s not be too self-congratulatory about not flat-out trampling faculty rights!)
* At the same time, in the current political context, where academic freedom is under assault by private interests and powerful public office-holders alike, we can and should be concerned about how “recommendations” contribute to a pervasive climate of fear and self-censorship.
* It seems important in this context to distinguish between freedom of speech and academic freedom – which are importantly *not the same.* Free speech is the right of individuals to express their views; it implies no judgment of quality. Thus, on the principle of free speech, one can express views that are unsubstantiated, biased, or offensive to others. Academic freedom is the principle that teaching and research in universities should not be subject to extramural, political control. Historically, then, it described the right of university faculty and students to teach and learn without fear of repression from the Church or the monarch. Today, it means our freedom to teach and learn without fear of repression from the state or from private organizations that are the self-appointed reformers of higher education. (It is no small irony that those who wish to bring supposedly politicized faculty to heal are precisely the actors attempting to subject the university to this most overt and egregious form of political control.) ***Academic freedom means that faculty – and faculty alone – collectively set the standards by which teaching and research will be assessed.***
* Thus, with respect to academic freedom, the *quality* of the argument matters. Within the precincts of the university, not all viewpoints have equal legitimacy. It matters whether the position presented is persuasively grounded in relevant evidence. It matters whether the analysis offered is cogent and informed.
* ***In a situation of crisis – whether that crisis is the systemic devaluation of Black lives, spiraling climate change, or a genocide in Gaza – it is not our role as academics to remain neutral.*** It is our ***responsibility*** to bring our expertise to bear on the crisis and to offer our best assessment of what is needed. Obviously, there is and will be and *should* always be debate within and among faculty bodies. But if a department (or a school or the faculty members of a disciplinary professional organization) reach consensus on a matter of public interest, then the principal of academic upholds their right to publicly state this position. Full stop. No checks, no “soft” deterrents.
* We are not sure what is meant by “institutional neutrality”—on what vision of the university is this idea based? But this cannot and must not be understood as any obligation of the part of faculty to uphold “neutrality” – or notions of “viewpoint diversity” detached from determinations of quality.

**Retreat to do list, keeping track**

Amy & Eva are tracking it. See here: <https://docs.google.com/document/d/1g2ePJJFNDF9nJ7yJJyoLCT3qsKPon6AE/edit>

Outstanding items from our Retreat to do list:

1. Invite Alexes Harris to work with us in her capacity as faculty Regent rep
2. AAUP swag production
3. Get new faculty lists to invite to join AAUP
4. Submit the Schedule C resolution on faculty discipline/disputes
5. Assemble names of prospective new AAUP board members for spring elections