

**AAUP Executive Board meeting
Wednesday March 25, 2015, 3:00-5:00 pm
ATG Building, University of Washington Seattle**

AAUP board minutes

Attendance:

Executive committee members present:

Rob Wood, Atmospheric Sciences, President
Dan Jacoby, UW Bothell Interdisciplinary, Vice-president
Bert Stover, Environmental Health & Family Medicine, Treasurer
Amy Hagopian, Public Health, Secretary

At large board members present:

Bruce Kochis, UW Bothell
Jay Johnson, School of Environmental and Forest Sciences, emeritus
Libi Sundermann, UW Tacoma
Ann Mescher, Mechanical Engineering
Christoph Giebel, Jackson School of International Studies, and History
Kari Lerum, UW Bothell
Duane Storti, Mechanical Engineering
Diane Morrison, School of Social Work
Jack Lee, Mathematics

Absent:

Janelle Taylor, Anthropology
Dan Luchtel, School of Public Health
Jane Koenig, School of Public Health emerita

Agenda:

1. Announcements:

- a. Worker Memorial Day: we donated \$100 – Amy is our rep, we could use people to read names. The event is at the HUB, 11:30 am, April 29.
- b. We have decided to fill our vacant board seats with an interim board election in 2015. Amy and Jim Gregory are serving as the nominating committee.
- c. Progress on survey: Bert has received 400 responses, and will send a reminder in a week or so to non-respondents.
- d. Regents meetings: Dan attended the meeting in March. The Regents decided to meet in a SeaTac hotel on 4/9/15; Rob protested that decision with a letter from the UW Chapter of AAUP. Amy will attend. We will post notes about the meeting on the list server, to signal to our members and followers that we are monitoring the Regents. Rob will attend Regents on 5/14, Kari 6/11.

- e. We have invited Ana Mari Cauce to discuss ABB issues. She was unavailable for our April meeting, so we'll set another special meeting.

2. **The executive committee submitted a motion:** "The AAUP-UW chapter supports a UW faculty unionization campaign sponsored by SEIU Local 925, to begin in Spring Quarter 2015."

Documents on the table: Principles, Dear Colleague Letter, Review union card, Campaign piece.

Is there a crisis? Yes, it's the loss of our status as a public university, other than being micromanaged by the legislature. A tuition freeze in combination with a budget freeze sets us up for crisis. Under these circumstances, the university's interests might be best protected by a faculty union. Tenure track percentage is now down to 30%. If one waits until everyone realizes what is at stake, it's too late. Concerns include faculty salary reductions, lack of child care and other support structures, increasing need to raise our own salaries from private or external sources. We are losing our institution.

There is no time constraint, legally. The PERC decision to decide who is in the bargaining unit could take a year, but the card signing could start anytime.

The probe results were encouraging to SEIU, but may not be indicative. Of the 117 conversations, 60% were supportive, 29% undecided, and 11% opposed. When the campaign starts, the conversations will continue, and there is a clear agenda for those discussions. It gives us an enhanced focus for the chapter, which some may view as a positive role for us among faculty.

"The AAUP-UW Chapter supports a UW faculty unionization campaign by SEIU (Local 925), to begin in Spring Quarter 2015."

Organizing principles:

1. Faculty, rather than union staff, should govern the strategic decisions taken during the union drive. This includes decisions about campaign appeals, issues and materials.
2. The organizing campaign will uphold the very important AAUP values of academic freedom and tenure.
3. Faculty of a variety of ranks and units across campus should take leading roles in the organizing committee.
4. The UW AAUP recognizes the financial and political risks SEIU is taking in this campaign, and will seek out opportunities to acknowledge and appreciate this effort. Further, we recognize the need for SEIU organizers to retain autonomy in allocating its resources. We seek to clarify how SEIU 925 staff and organizing committee will interact.

5. While building the union, the UW AAUP board also seeks to build membership in our advocacy chapter of the national AAUP. Materials should promote AAUP membership as well.

6. The decision of the AAUP-UW to support SEIU's campaign should leave the door open for other unions and organizations to collaborate and support in some form.

VOTE TALLY on the motion and principles:
Unanimous yes vote, with Jack Lee abstaining.

ADDENDUM: Janelle Taylor voted yes via email following the meeting; Dan Luchtel and Jane Koenig did not vote.

3. **President search conversation**. What would our response be to an appointment of the interim president? A snarky response could be: "Okay, if her title is, 'President, Not Competitively Hired,' like many of our lecturers." Competitive hiring is okay for some people, not others? We thought we could support a process that at least requires the interim candidate to give a talk and faculty decide whether she'd be a good candidate. Then she could offer the same employment deal to sitting lecturers to retain *their* jobs.

Next meeting April 15, 3 pm in UW Club