



All Member Meeting
7/17/2024
12-2PM Eastern

WELCOME!



Officers:

Jorge Coronado, President
Bethany Letiecq, Vice President
Bill V. Mullen, Secretary-Treasurer

Executive Committee Members:

Heather Ferguson
Gabriel Winant

Delegates to the AFT Convention:

Amy Offner
Amy Hagopian
Laura Bray
Marcus Johnson
Matthew Thomas Miller



Background

- Created as a result of the AAUP's affiliation with the American Federation of Teachers in 2022. The local's membership consists of **all AAUP advocacy members**—that is, AAUP members who are not part of chapters that serve as the bargaining representatives for faculty and other academic employees in union-related activities at their campuses.
- Includes both advocacy members not in campus chapters (i.e., members of the [AAUP At-Large Chapter](#)) and members who are part of a campus advocacy (nonunionized) chapter.
- A primary purpose of the local is to provide its members with the opportunity to elect delegates to AFT Conventions.



Breakout Group 1: Notes

Issues: Dismantling of public education, threats to academic freedom, dealing with unions that may have law enforcement who are part of the unit; threats to DEI initiative; strengthening job security and wages to help protect faculty/faculty voice.

Support and resources: organizing and other types trainings to help faculty organizers develop their skills so they can grow chapters; trainings on how to use the faculty handbook to claim existing rights and educate faculty about rights they already have; more education for whole campuses on academic freedom to help push back against political, administrative, and board interference; more communication between chapters to hear about successes/wins to help all chapters learn and grow

Members: Jeffers Lennox, Nerissa Balce, Randa Serhan, Jocelyn Nelson, Yacine Kout, Sorim Chung, Mariah Quinn



Breakout Group 2: Notes

1. What are the primary issues occurring on campus that can be feasibly pursued?

- a. Budget Issues (need resources to figure out where the money is going)
- b. Organizing, membership (defeatism, apathy)
- c. Erosion of faculty authority

2. What is an issue campaign you think you could organize to win this coming semester/academic year? (Tip: Think about issues that are widely and deeply felt, will build power and leadership, and have clear achievable goals)?

- a. Budget transparency (review budgets, salary survey, audit finances)

3. What kind of support or resources do you need to do this?

- a. Access to qualified and knowledgeable individuals who can review budgets and discern the appropriate allocations
- b. Education concerning the budget process. There is a need to have faculty who understand budgets and will know if there are issues or concerns which need to be addressed. We need to know what to ask for.
- c. Get the word out. Utilize the press and consider more transparency and publication of activities.



Breakout Group 3: Notes

Issues on our campuses:

Sam Houston U in TX: fear of joining because of perception of retaliation from the state legislature, the lieutenant governor, the governor – the assault on higher ed generally speaking. Perception more than a reality. But the climate in TX is so hostile toward higher ed. Attacks on DEI, tenure, more censorship of what can/can't be said in the classroom.

Lamar University (TX): We can't get grievances addressed; some are two years old. Attacks on our accreditation and shared governance.

Baylor U:: Texas is under assault and there is a perception among some of our faculty that we're insulated from the most egregious issues that Pat and Mike have to deal with at the state schools, especially from the legislature

Southern CT State: we're unionized, I'm an adjunct faculty; our legislature is pretty favourable but our governor won't give us any money. We'll be "out of money" next year; the four regional colleges are in the middle money-wise, Western is the one that might be shut down. No AAUP chapter yet.

GW: we are the 2nd largest real-estate holder and employer in DC. Utter lack of class consciousness among the faculty. We're trying to revive faculty governance in a campus culture of hyper-individualism and coming authoritarianism at the national political level. We're "a nice target come November." Experiencing a slow proletarianization of the tenured professoriate – no research funds, salary going down in real terms. Incredible erosion of faculty governance. We're wondering whether an AAUP chapter is the next step for us at GW.

Harvard: Antisemitism crusade by Congress; donor influence; governing boards overriding faculty legislation, destruction of faculty governance

Issues campaigns we think we can win:

Sam Houston, Lamar, Harvard: we're brand-new chapters. At some schools it's very difficult to get anyone to join – a lot of apathy. How to build new chapters amidst apathy and intimidation. One "issue campaign" could be trying to build up the chapters from the ground-up. Membership drives, setting organizing targets, building capacity, etc.

SCSU: can we get multi-semester contracts but they aren't implemented – so we're bargaining for that.

Lamar: trying to recruit around this grievance issue bc so many are pending and haven't been addressed. I'm pres of TX faculty association and we're submitting a bill at the legislature to try and require universities to hold grievance hearings, and if they don't then to give a reason why not. TX system won't allow the hearing of grievances.



Breakout Group 4: Notes

Claire (U of Iowa)

Jessica (Univ of Central Arkansas)

Dr. Sirsi (UT Dallas)

Susan Witte (Columbia)-our moderator

Matt Ferguson (Boise State)

Francois Furstenberg (Johns Hopkins)

Amy Hagopian (Univ of WA)-notetaker

Lots of in and out of the room, confusing

Group 4 issues on our campuses

Consultants! Budget modernization; search firms

Arkansas & Texas-legislative attacks on academic freedom and tenure

President at Hopkins has centralized functions that used to be governed by deans and faculty bodies

Private institutions aren't unionized (Columbia, Hopkins), same for some southern states

[Five states prohibit collective bargaining; Texas, Alabama, North Carolina, South Carolina, and Georgia.]

Some fairly young chapters in the room

Workforce education committee are micromanaging and challenging faculty territory, trying to protect the Senate

At UW, a presidential search (only one faculty member on the search committee, organized by a search firm)

Palestine organizing rights of students

Group 4, winnable issues

Organizing without collective bargaining—what kind of power can we mobilize?

You can act like a union, even if you aren't one; build relationships across divisions

Don't leave convening power and communications across units to administration

At UW, there's a 2000-member mailing list list server where people can chat and share information

Important to consider the surveillance and moderating powers of administration to our mailing lists.

At Columbia, they're trying to form a **caucus of overlapping Senate and AAUP** members

So happy AAUP is showing interest in non-union chapters, we needed this!

Group 4-Building our chapters

Not hard, just form a board and join the national, need a small critical mass

Individuals join the national formally, gives them voting rights

You can establish a “local membership” cheaper

You can write letters, take on cases

Work to be visible

Work to revise the faculty handbook and grievance process

Put on forums

Sponsor a list server

Columbia did a vote of no confidence in their president. Model leadership and concepts that faculty can pursue



Breakout Group 5: Notes

Ginetta Candelario, Smith College, John Osinach, University of Dallas, Dean Pavlakis, Carroll College, Jess Ghanam, UCSF, Paul Robichaud, Albert Magnus College, Lori Rottenberg, GMU, Term Faculty, Jorge Coronado, Northwestern U

Common Threads:

Increasing numbers of term/contingent faculty vs tenure—attacks on tenure

Both high levels of fear among contingent faculty and high interest in organizing and collective bargaining

Salary—very low for faculty—many on public assistance—very high over \$200K for admin

Many “temporary” changes made during pandemic have continued—reduced contributions to 401Ks, elimination of tenure

High levels of intrusion by admin into faculty governance, including into faculty searches, curriculum, faculty senates

Workload policies need to be equalized among faculty

Importance of publicity in raising concerns and what rights we do have to organize even w/o CB

Notes

Lori Rottenberg, GMU not allowed to collectively bargain in Virginia. Increasing faculty of term faculty



Breakout Group 6: Notes

Representing Hobart and William Smith, The Ohio State U, Spartanburg College, Mercer University, UCLA, Stony Brook University.

Issues: Disbanding of faculty senates, Hostile statewide political climate, Unqualified administration, Repression of faculty teaching, targeting of dissident faculty, national guard on campus to deal with student protests, low-wages for contingent faculty, movement away from core mission of higher edu. The processes we used to rely on are no longer working.

Campaigns we can work on: Authoritarianism among administrators, direct action, build real power and real results.



Breakout Group 7: Notes

- Free Speech under attack
- Firings without cause or explanation
- Bloated administrations in times of “austerity”
- Weakening of shared governance/faculty senates
- Rights of non-TT faculty
- We need job protections like these. Note: This is a conservative, anti-union group in the link—we are not endorsing their political views, only their benefits package. AAUP-AFT needs to offer this for our members: <https://www.joinaae.org/member-benefits>



Breakout Group 8: Notes

Mark Minett SC Columbia

Darlene Mitrano - NJ

Garrett Morris - Iowa

Alexandra Edwards - TCU, Texas

Steve Rushing - Louisiana / Kansas State

Mark James - Long Island

Mary Pogatshnik - UMN Twin Cities

Issues on campus:

Darlene: new pres one year ago, "strategic planning, not enough inclusion of faculty, DEI issues fade with extreme admin bloat: numbers and wages.

Alexandra: admin bloat, numbers and wages. Challenges to organizing across the country. Some places can be only advocacy chapters. <https://locals.ueunion.org/111/wp-content/uploads/sites/14/2020/11/Myths-and-Facts-VA-State-Law.pdf>

Mark Minett: programs at risk for cuts, esp DEI, able to establish college-level advocacy groups, must maintain them and keep fighting for faculty to control the curriculum. It's tough to keep up with everything going on. Our union is in name only. We were able to change language in our faculty manual that establishes protocol that are somewhat protective ala AAUP guidelines for academic freedom for non tenure track. There was push back on some contract language issues but because



Breakout Group 9: Notes



Breakout Group 10: Notes

I am not sure what my group number was.

The main issue across campuses seemed to be the **gutting of faculty governance** and right-wing interference in higher ed.

See notes [here](#).

Group 11

- *Richard (Woodbury): Transition issues between two chapters. Two institutions are merging. Not sure how to carry out this work.
- *Tori (UNC - CH): weak faculty governance historically and faculty don't know their own power or don't wish to/they're too busy; they are shut down; collapse of shared governance; a little bit of a perception that AAUP is "far left," people afraid to join.
- *Anastasia (Kentucky): Loss of authority of over educational policy. Faculty senate is gone. Sense of hopelessness. Anti-DEI issues
- *Ben (Seton Hall): Similar issues, not as dire as KY. Trouble maintaining membership. New organizing campaign needed. Trying to get a rep on regents board. Campus recruiters needed.
- *Diana (Texas Women's): Strong faculty senate; have a seat on cabinet, working on a seat on board of regents. Growing AAUP chapter. Admin abuse of power.
- *Amy (Penn): Convince people that there is a winnable demand this year, something doable.



Breakout Group 12: Notes

Representing: U Indiana-Bloomington, Drake University, NYU, Barnard/ Columbia, U South Carolina Beaufort, Bucknell University

-Free Speech / academic freedom

-Firings without cause or explanation

-Bloated administrations in times of “austerity”

Contingency – working conditions, job security, academic freedom

** There is a lot of variation within this “local” – public/private, regionality, size of institution, regarding unionization different cultural attitudes, legal environments, legislative environments. **

Desire expressed for more organizing training, and to be able to know who our members are, for chapters to receive dues.
Academic Freedom / Tenure for the Common Good

Breakout Group 13: Notes

- Unaccountable administrators, firing for no reason, downsizing in Arts and Sciences, attacks on free speech and academic freedom, downgraded faculty senate, issues around contingent faculty.
- Create unified campaign/playbook for pathway to tenure for adjunct faculty

Group 14

What are the issues

- Across a range of institutions (large and small, private and public, in conservative states and not) — The challenge is to build solidarity across academic units. Lack of job security, or selective job security across rank. There's generally low morale among faculty and staff, because shared governance is a farce.

Issue campaign

- (Wall-to-wall organizing) Building capacity to organize our campus (against administration & political interference) - particularly the ability to organize and coordinate across campus units and across faculty and staff job categories
- Worker empowerment - building a belief in our efficacy

Resources

- Concrete examples of organizing victories on campuses that lack Collective Bargaining. Show us an example of success from an advocacy local
- Guidance for building collective identities as workers on campus, across faculty rank and across campus units. How do we overcome competition across disciplines, departments, colleges? Ho



Breakout Group 15: Notes

Representing: Tulane, Drexel, Oral Roberts/Tulsa, MIT, CMC (may have missed someone as I joined late!)

1. Focus on small issue campaigns with some success (IRB, salary, non-disclosure agreements, contingency); key issue campaign to learn about/participate in: [NDAFreeCampus.com](https://www.ndafreecampus.com)
2. Relationship between AAUP principles (academic freedom, faculty governance) and current political challenges across the landscape (seen as ideological, how to build membership across political divides)
3. How to shift from demoralized faculty to active participation in organizing