

AN AAUP ADVOCACY CHAPTER

HOW TO BEGIN. WHERE IT CAN TAKE YOU.

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WHY THE AAUP? WE DEFEND THE PROFESSION

- 100+ years of best practices
- Defend academic freedom
- Organize the faculty response to your crisis
- State conference support
- National representation

WHAT IS AN ADVOCACY CHAPTER?

- Nearly 500 advocacy chapters in AAUP nationwide, representing **many thousands of faculty members, graduate employees, and post-docs**
- A chapter is a **formal association** of those members, organized at the **campus level**
- Chapters are the **backbone of AAUP**—they advocate and fight for AAUP policies and standards at your campus
- Chapters are the way to **express your collective voice** on shared issues

WHY START AN ADVOCACY CHAPTER?

- **Fight for better working conditions** on campus
- Work in **solidarity with campus community** and constituencies
- Connect to other chapters in your state and give **access to the chapter-focused services** of AAUP national

THE (MINIMUM) REQUIREMENTS

- **Minimum 7 AAUP members** to form a chapter
- Written **bylaws** that conform to the AAUP constitution
- **Three officers:** President, Vice President, Secretary/Treasurer
- Send the materials to organizing@aaup.org and cc me
- Approval by the **national office and then AAUP Council**

SUPPORT FROM AAUP NATIONAL

No one is a **born organizer**; we all need help building strong chapters

AAUP National can **provide trainings and support for:**

- Membership recruitment drives
- Strategic campaigns to change the balance of power
- Guidance on implementing AAUP policies and standards
- Investigations on administrative overreach and malfeasance
- And much more!

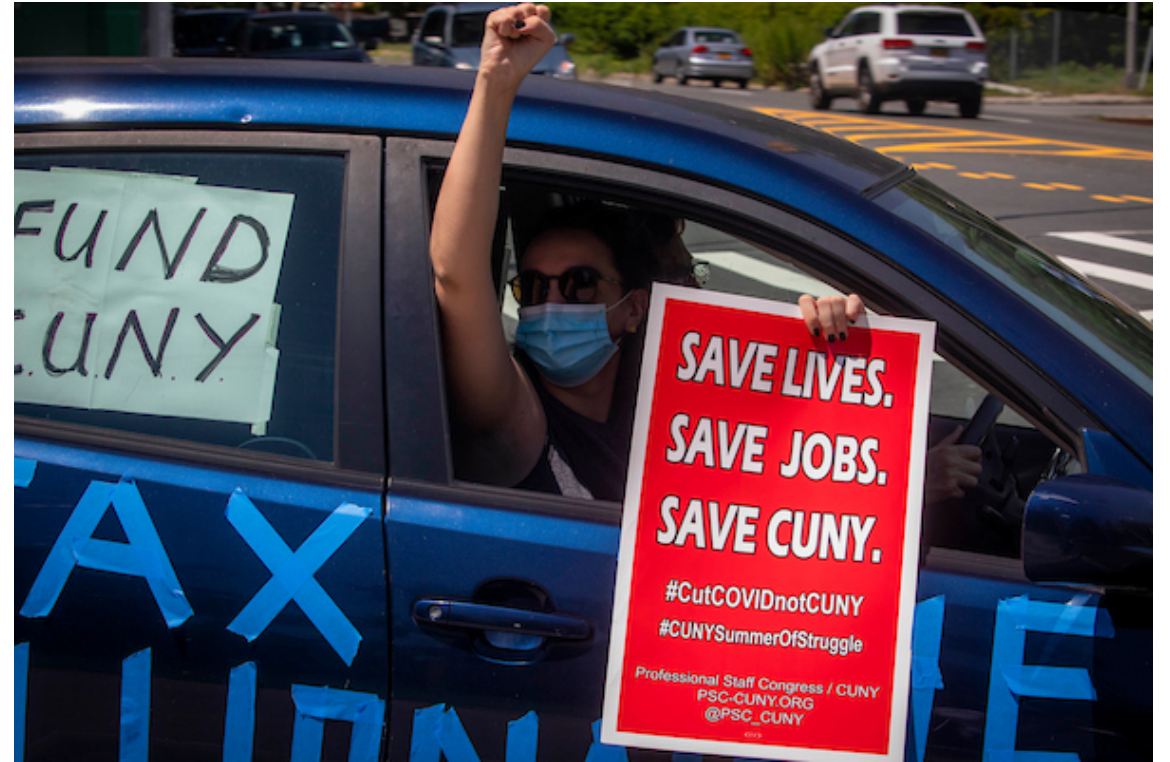
WHAT IF YOU ARE ALREADY ON A CAMPUS WITH A FACULTY UNION?

THEN GET BUSY ORGANIZING



WHAT TO DO IN YOUR UNION

- Join
- Ask how to get active on your issues
- Get others active



SO I HAVE A CHAPTER, NOW WHAT?

SOME PATHS FORWARD



THREE MAIN VARIETIES OF ADVOCACY CHAPTER

Watchdog

- Small group of engaged faculty
- Keeps other faculty informed of issues
- Hope/trust that information is enough

Faculty Voice

- Informs, but also mobilizes/ convenes faculty
- Creates independent process for faculty discussions
- Chapter educates and advises faculty on issue, who then return to the formal channel armed with alternative option

Organizing Chapter

- Informs and arms faculty, but also organizes
- Plans and executes “issue campaigns” to push for changes outside of formal structures
- Goal is to build critical mass of faculty power to change status quo

Chapter Strength



HAMPSHIRE COLLEGE CHAPTER

In 2018, the AAUP chapter saved Hampshire College:

- Administration was **set on layoffs** of staff and faculty
- Faculty **built their chapter to record numbers** in coalition with other stakeholders
- Organized to force the president and board chair **to resign**
- They compelled the new president to work with them, and **jointly developed a budget proposal** that resulted in ZERO faculty layoffs

“Organize even if you can’t unionize. An organized faculty is always stronger than a fragmented one.”



FAIRFIELD UNIVERSITY CHAPTER



Formed almost 30 years ago, Fairfield's AAUP advocacy chapter **bargains with the administration** like a union:

- The chapter built enough power that they **negotiate their faculty handbook, pay, and policies** with the president and board
- The administration ***must* contend with the chapter**, because they know it can organize & mobilize faculty to fight
- You don't need to be a union to **build power** and fight back!

ORIGINAL AUTHORS

<https://www.aaup.org/membership/start-chapter>

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