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
• **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](mailto: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
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.”
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!
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https://www.aaup.org/membership/start-chapter