

AAUP's Mission in the 21st Century

Rudy Fichtenbaum, President



Context

- The corporate assault on the working class
 - The attack on unions and the passage of RTW
 - Citizen's United decision
 - Attacks on voting rights
 - Tax cuts for the rich and program cuts for the poor
 - Attacks on women's health
 - Attacks on teachers and the unequal funding for public education
 - Rising income equality
 - High unemployment
 - Attacks on Social Security, Medicare and Medicaid

Occupy Wall St.



Workers in Wisconsin



Fight Against SB 5



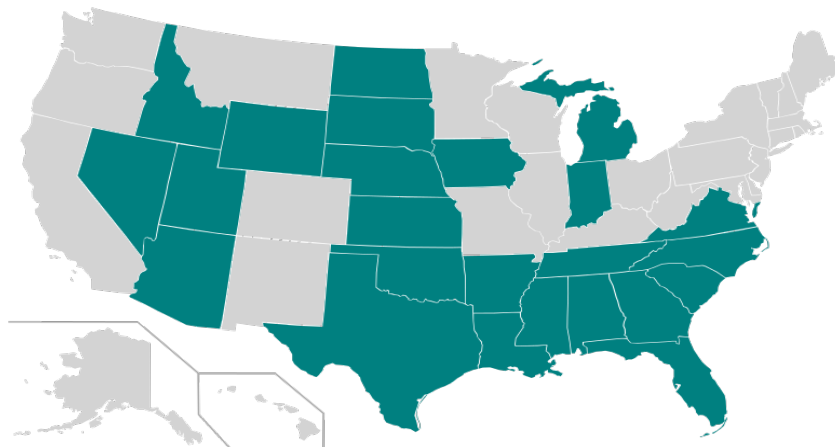
Teachers Against SB 5



AAUP Against SB 5



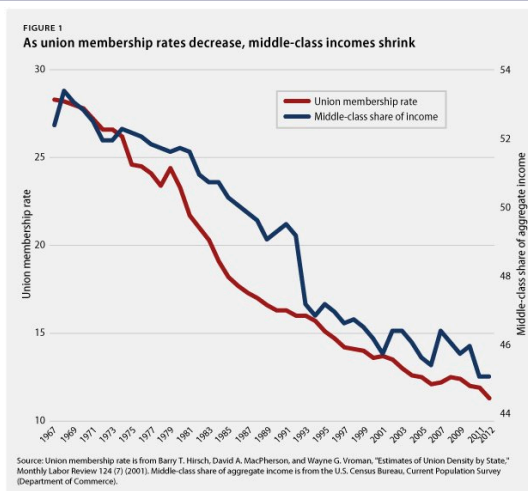
Right-to-Work



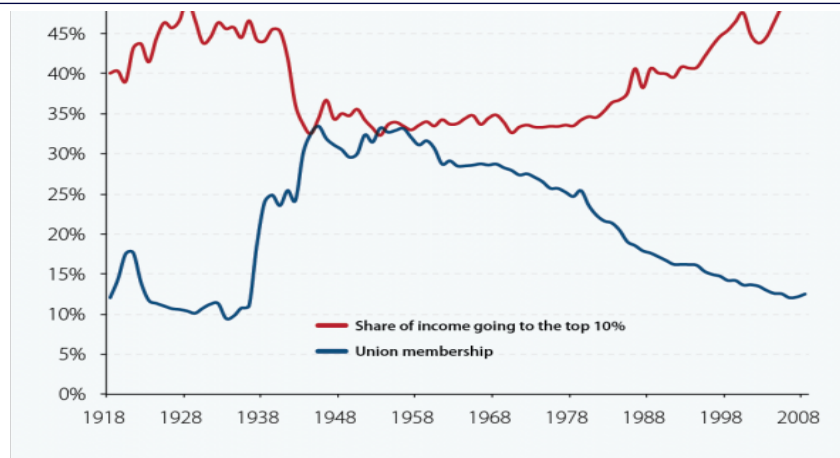
Students Protest Low Wages at McDonalds



Share of the Work Force in a Union Falls to a 97-Year Low, 11.3%

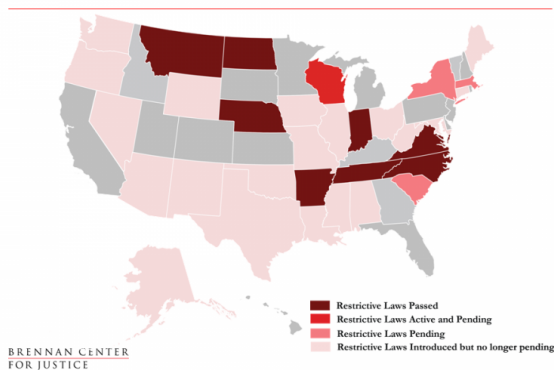


Unions & Shared Prosperity

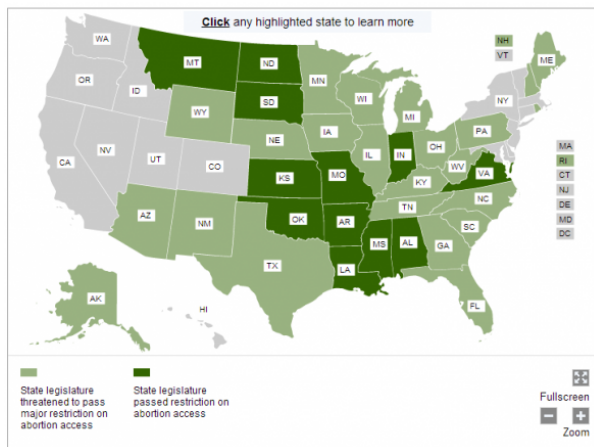


Attacks on Voting Rights

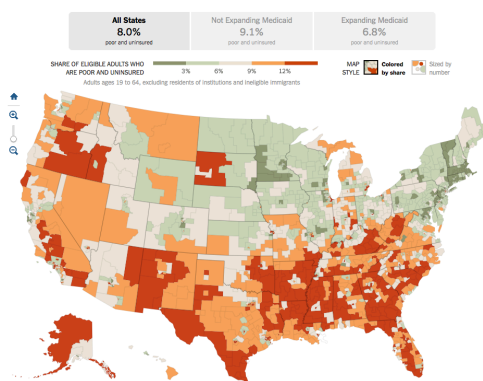
Restrictive voting legislation in 2013



Attacks on Women's Health, 2013



Where Poor & Uninsured Americans Live



How Different Groups Are Affected
More than half of the nation's poor and uninsured live in states that are not participating in the expansion of Medicaid, and the share among blacks is even higher.

New York Times, October 2, 2013

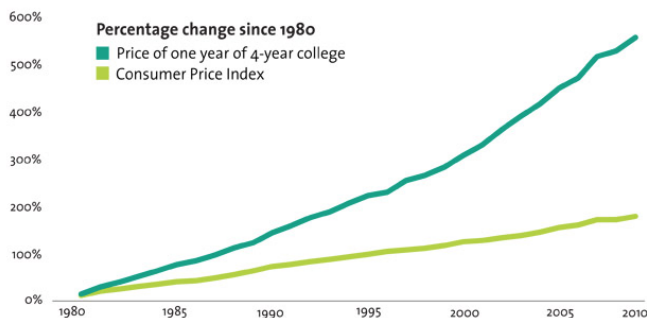
Context

- Crisis in Higher Education
 - Corporatization of Higher Education
 - Privatizing Public Higher Education
 - Declining State Support
 - Rising Tuition
 - Explosion of Student Debt
 - Rising corporate influence on campus and corporate control of the curriculum and research
 - Corporate control of faculty positions and programs
 - Challenges to intellectual property rights
 - MOCCs and the growth of distance learning
 - The attacks on faculty
 - Increasing use of contingent faculty and the decline of tenure
 - Program elimination and reorganization
 - Stagnant Faculty Salaries
 - Metastatic growth of high paid administrators

Tuition & Inflation

The Rising Cost of Getting Ahead

The price of attending college is fast outpacing inflation.



Based on average annual tuition price for a 4-year college, in actual dollars
Sources: Bureau of Labor Statistics, National Center for Education Statistics

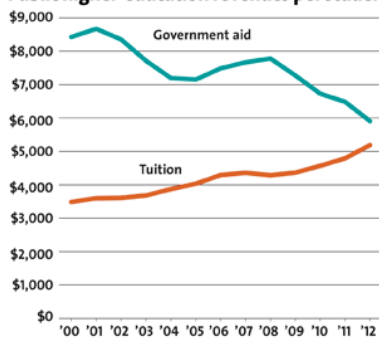
Mother Jones

Students Protest Rising Tuition at UCLA



Tuition and Government Aid

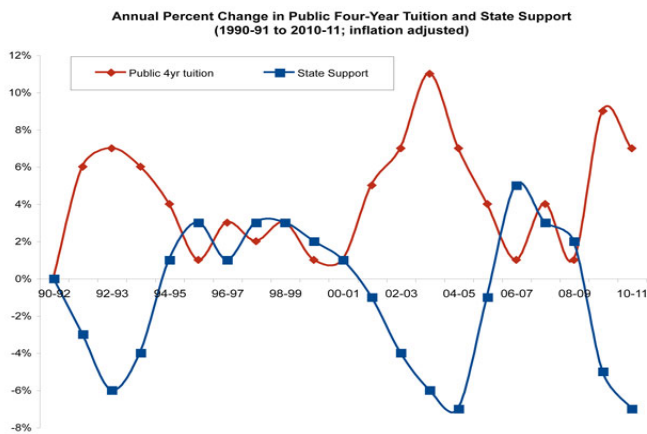
Public higher-education revenues per student



In 2012 dollars. Source: State Higher Education Executive Officers Association

Mother Jones

Tuition v. State Support

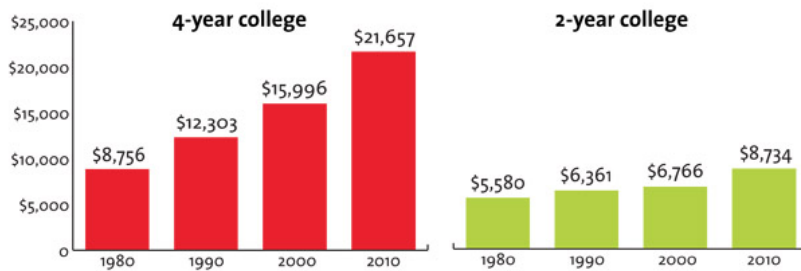


<http://www.acenet.edu/the-presidency/columns-and-features/Pages/Myth-Increases-in-Federal-Student-Aid-Drive-Increases-in-Tuition.aspx>

Cost of College

Major Expenses

Average price of a year of college, 1980-2010



In 2010 dollars. Includes tuition, room and board, and fees.
Source: National Center for Education Statistics

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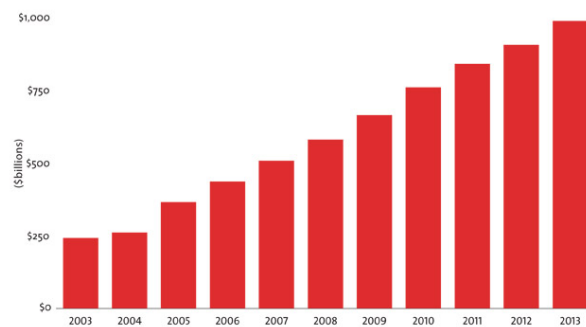
Students Protesting



Student Debt

Big Debt on Campus

Student loan debt has nearly quadrupled in the past 10 years.



Source: Federal Reserve Bank of New York

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Students Protest Debt

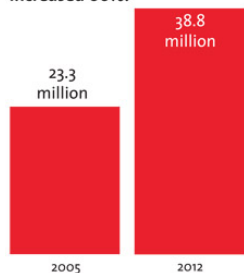


Numbers of Students & the Size of Debt

More Borrowers, More Debt

Between 2005 and 2012...

...the number of student borrowers increased 66%.



...the average student loan balance increased 49%.



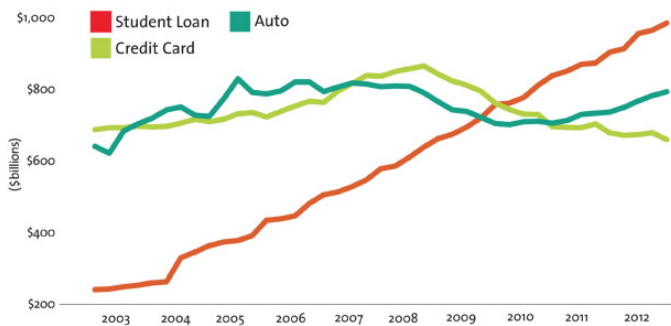
Source: Federal Reserve Bank of New York

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Student Loans & other Debt

Maxed Out

Total debt held by borrowers



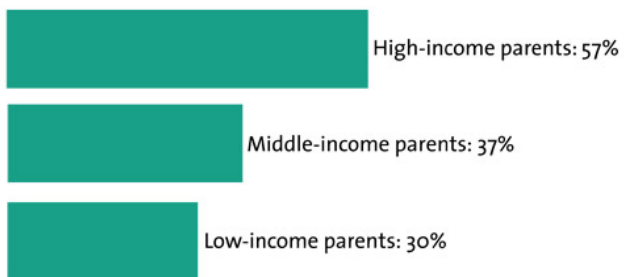
Source: Federal Reserve Bank of New York

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How Class Affects Paying for College

Economics 101

Families who say they had a plan to pay for college before their children enrolled



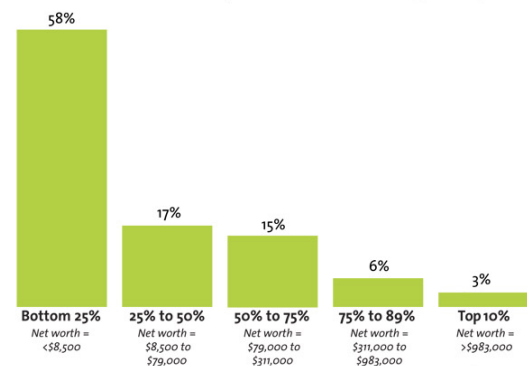
Source: Sallie Mae/Ipsos Public Affairs

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How Class Affects Debt

Who Owes the Most?

Distribution of total student debt by level of household net worth (percentile)



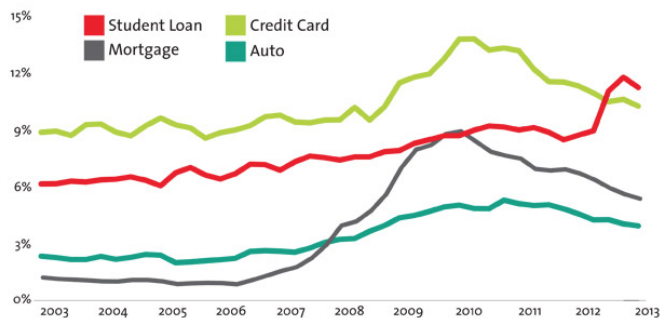
Sources: Pew Research Center, Federal Reserve Bulletin

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Who is Defaulting on Debt

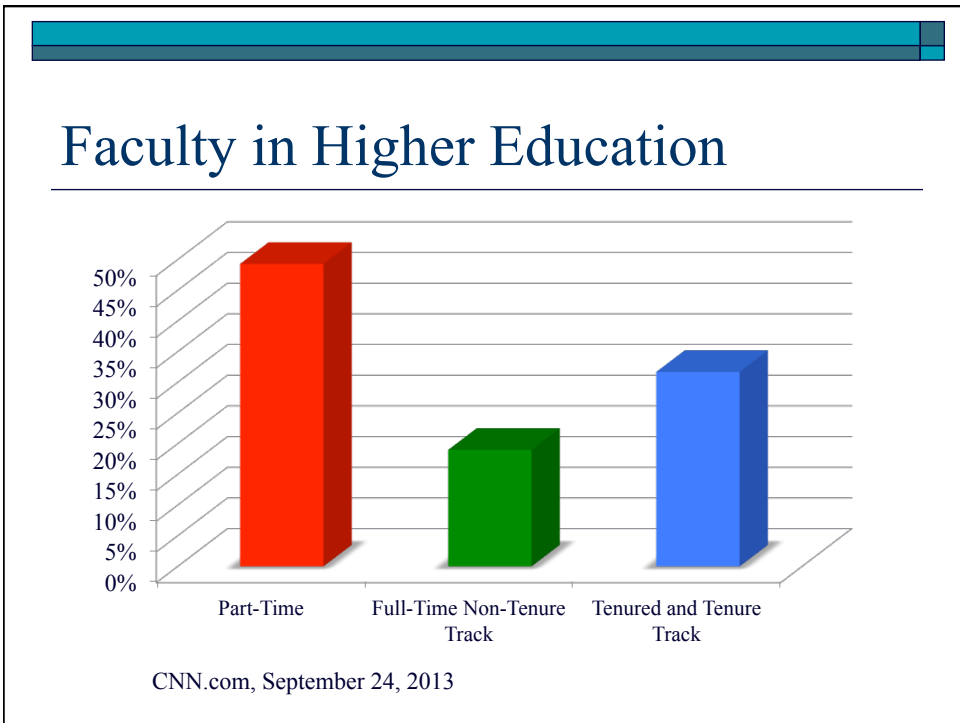
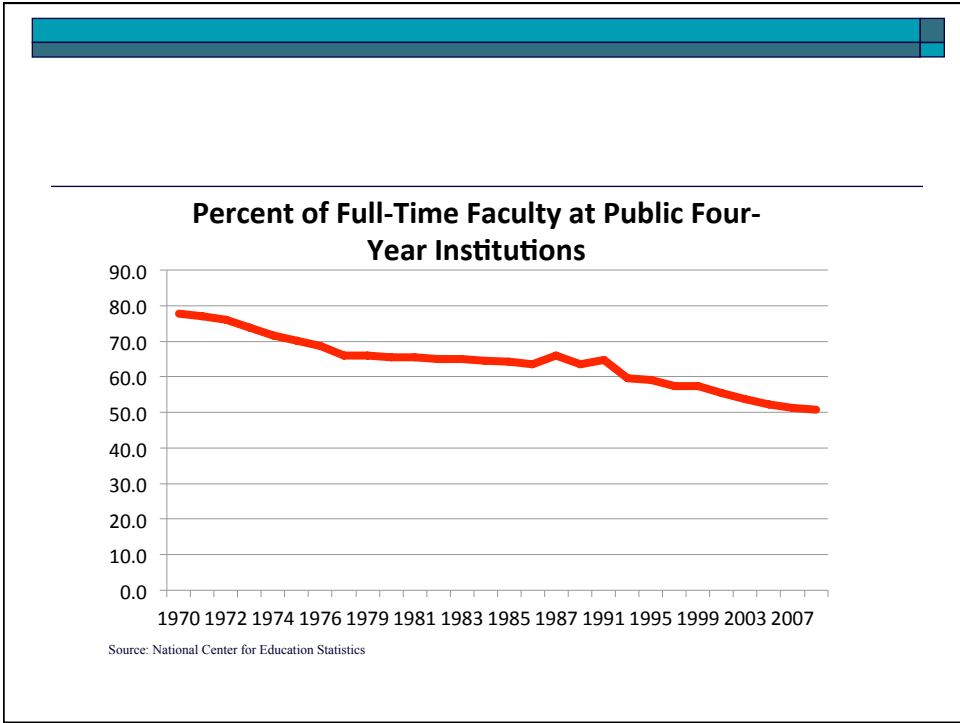
Underwater

Borrowers with loans that are 90+ days delinquent



Source: Federal Reserve Bank of New York

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Pay for Presidents

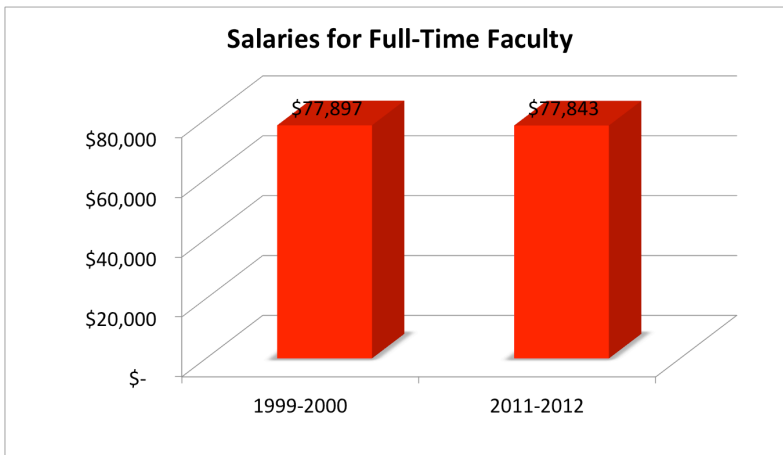
- Headline from the New York Times May 12, 2013
 - **Public University Presidents Are Prospering, Annual Compensation Study Finds**

10 Highest Paid Presidents

- 1. Graham B. Spanier
Pennsylvania State University at University Park: \$2.907 million
- 2. Jay Gogue
Auburn University: \$2.543 million
- 3. E. Gordon Gee
Ohio State University – Main Campus: \$1.899 million
- 4. Alan G. Merten
George Mason University: \$1.869 million
- 5. Jo Ann M. Gora
Ball State University: \$985,000
- 6. Mary Sue Coleman
University of Michigan (Ann Arbor): \$919,000
- 7. Charles W. Steger
Virginia Tech: \$858,000
- 8. Mark G. Yudof
University of California system: \$847,000
- 9. Bernard J. Machen
University of Florida: \$835,000
- 10. Francisco G. Cigarroa
Chancellor, University of Texas system: \$816,000

Forbes, May 13, 2013

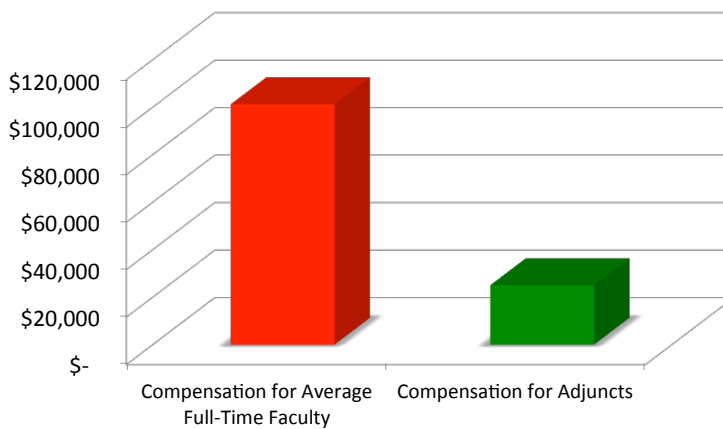
Salaries for Faculty

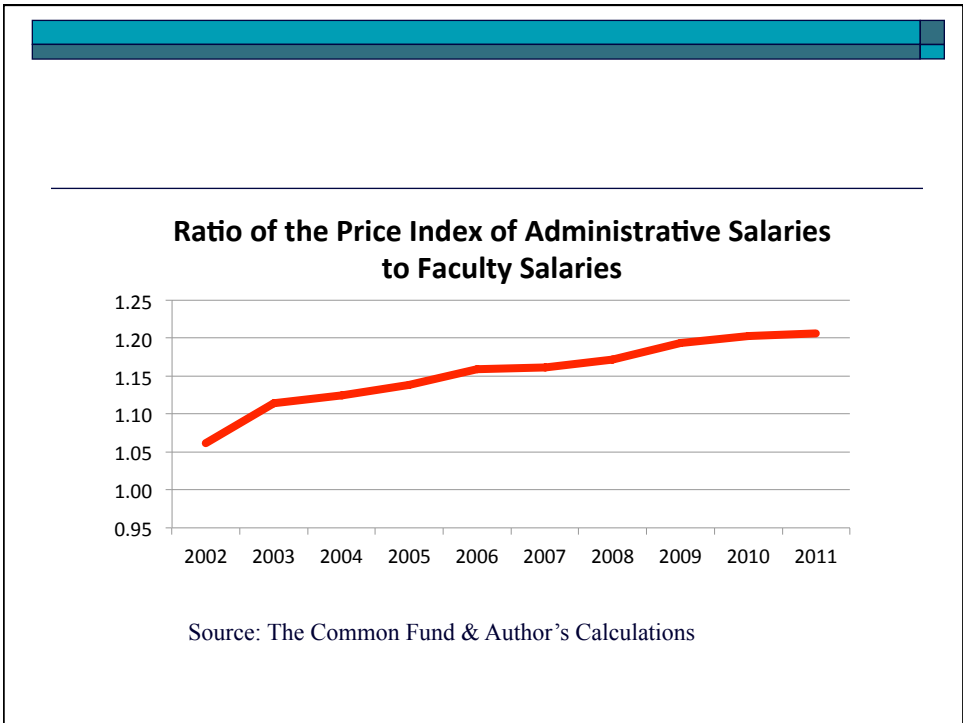


Digest of Educational Statistics, 2012

Salaries for Adjuncts

Adjuncts: Part of the New Working Poor





Salaries for Administrators

Senior executives and chief functional officers	Doctoral
Chief executive of system/district	\$480,000
Executive assistant/chief of staff for chief executive of system/district	\$154,800
Chief executive of single institution	\$392,150
Executive assistant to chief executive of single institution	\$130,391
Executive vice president/vice chancellor	\$302,500
Secretary of institution	\$168,830
Chief academic-affairs officer and provost	\$281,162
Chief research officer	\$234,600
Chief technology-transfer officer	\$165,600
Chief business officer	\$236,022
Chief administration officer	\$210,810
Chief financial officer	\$210,250
Chief investment officer	\$218,000

Source: Chronicle of Higher Education

More Salaries for Administrators

Senior executives and chief functional officers	Doctoral
Chief planning officer	\$154,898
Chief budget officer	\$131,064
Chief planning and budget officer	\$173,102
Chief legal-affairs officer	\$198,005
Chief human-resources officer	\$154,067
Chief information officer	\$200,000
Chief physical-plant/facilities officer	\$155,000
Chief accounting officer/comptroller	\$139,966
Chief health-professions officer	\$541,419
Chief administrator, hospital/medical center	\$566,733
Chief student-affairs/life officer	\$194,056
Chief admissions officer	\$112,217
Chief enrollment-management officer	\$160,750

Source: Chronicle of Higher Education

Even More Salaries for Administrators

Senior executives and chief functional officers	Doctoral
Chief external-affairs officer	\$210,000
Chief development officer	\$239,120
Chief public-relations officer	\$162,400
Chief development and public-relations officer	\$239,798
Chief audit officer	\$121,056
Chief diversity officer	\$149,524
Median Salary	\$196,031

Source: Chronicle of Higher Education and authors calculation

Growing Inequality Between Disciplines

Discipline	1980-81	2009-10
Fine arts: visual and performing	-8.80%	-12.40%
Education	-4.00%	-4.30%
Foreign language and literature	0.90%	-4.10%
Communications	-3.30%	-3.20%
Philosophy	2.30%	2.10%
Library science	-1.50%	3.60%
Mathematics	7.60%	7.20%
Psychology	5.00%	8.90%
Physical sciences	7.70%	12.90%
Social sciences	4.80%	16.80%
Health professions and related sciences	20.30%	18.90%
Engineering	8.10%	25.20%
Computer and information sciences	13.40%	28.40%
Economics	13.90%	41.20%
Business administration and management	11.40%	50.90%
Law and legal studies	33.20%	59.50%

Source: Chronicle of Higher Education

The Pay Gap Between Public & Private Universities

	Percentage Gap Public v Private Independent Doctoral		Percentage Gap Public v Religiously Affiliated Doctoral	
	1986-87	2011-12	1986-87	2011-12
Professor	17%	34%	5%	10%
Associate	9%	23%	5%	9%
Assistant	7%	25%	2%	8%
Instructor	16%	29%	22%	34%
Lecturer	2%	21%	-7%	4%

Source: AAUP Salary Survey



What are the Consequences?



Attacks on Faculty Governance

How Decision Are Made

- “[A] Cornell University faculty senate committee report in 2007 recounts a series of administration decisions made without adequate consultation with the faculty senate, including the creation of a new faculty of computing and information science,
- the reorganization of the division of biological sciences, and the creation of a for-profit distance learning corporation.”

■ Point Park University Amicus Brief

How Decision Are Made

- “At Rensselaer Polytechnic Institute, in 2006, the Board of Trustees ordered the Faculty Senate to revoke its amendment to expand Senate membership to include clinical faculty. Following the Rensselaer President’s rejection of the Senate’s request to convene a joint committee to resolve the issue, the Provost unilaterally suspended the Faculty Senate for failing to comply with the Board of Trustees’ order.”

■ Point Park University Amicus Brief

Program Discontinuance

- State universities in Louisiana will eliminate 109 programs and consolidate 189 others into new programs or concentrations within existing majors, the state Board of Regents announced on Wednesday as it decided the fate of 456 “low-completer” programs it had flagged for review. The cuts include foreign-language majors on a number of campuses
- In 2010, Southeastern Louisiana University eliminated its undergraduate French major, dismissing its three tenured professors with a year's notice—and then offering one of them a temporary instructorship.

Program Discontinuance

- **“Auburn U. Trustees Eliminate 6 Programs**
- Auburn University's Board of Trustees voted this month to cut six degree-granting programs, including a doctorate in economics that the university's president and a faculty review committee wanted to keep.
- The 7-to-3 vote in favor of cutting the economics program infuriated many professors and one trustee, who argued that the board should have abided by the president's recommendation.”

Program Discontinuance

- **“More Than 70 U. of Northern Iowa Programs Face Elimination or Overhaul”**
- “Among the programs being considered for elimination, all of which have produced an average of fewer than seven graduates over the past five years, are several degree programs in the languages, chemistry, computer science, and the earth sciences, according to an administrative document that the newspaper obtained. The university’s faculty members have been protesting their lack of involvement in the budget-cutting process and last week voted no confidence in the institution’s president and provost.”

■ Chronicle of Higher Education

Program Discontinuance

- **“A University Plans to Promote Languages by Killing Its Languages Department**
- Last month, a year and a half after Mr. Maxwell took over the presidency of the Des Moines institution, the Board of Trustees voted to get rid of Drake's foreign-language program and the eight tenured and tenure-track professors and seven part-timers who teach in it.”

■ Chronicle of Higher Education

Searches

- “AAUP Criticizes Michigan State U. for Not Listening to Faculty;”
- “Student-Affairs Job Goes to Wife of Bowling Green's President”
- “Regents Broaden Presidential Search at Texas A&M Without Faculty Input, Drawing Criticism”
 - Chronicle of Higher Education

Curricular Changes

- **CUNY’s Pathway to Whatever**
 - “As chair of the University Faculty Senate — a body chartered by the Trustees — to deal with cross campus curricula issues, I can state clearly that the process by which this core was developed did not reflect any campus or university wide elections and involvement of faculty with experience in general education.”
 - Chronicle of Higher Education

Dumping Faculty Governance

- **“New President and Faculty Tangle at U. of the District of Columbia**
 - Just a month after becoming president of the University of the District of Columbia, Allen L. Sessoms is locked in a battle with the institution's faculty senate, which he wants to shut down and replace with a new forum of students and faculty and staff members.”
- **“After Professors Unionize, Miami-Dade Community College Abolishes Faculty Senates”**
- **“Union In, Governance Out**
 - Faculty governance at Akron, some say now, was gutted, and without a word of debate.”
 - **Chronicle of Higher Education**

Dumping Faculty Governance

- **“Tennessee State U. Disregards Faculty Senate's Vote to Retain Its Leader**
 - Tennessee State University's administration is disregarding a [Thursday vote](#) by the Faculty Senate to retain its chairwoman, whom the university's president had previously declared removed from the job.”
- **“A Professor at Louisiana State Is Flunked Because of Her Grades**
 - Kevin R. Carman, dean of science at Louisiana State University at Baton Rouge, [decided to pull a senior professor](#), Dominique G. Homberger, from an introductory biology course this semester because many of her students were failing.”
 - **Chronicle of Higher Education**

Dumping Presidents

- “New Statements on Ouster of Virginia President
 - The Council of Chairs and Directors released a letter blasting the way events have transpired. The letter said that these academic leaders were "very pleased" with Sullivan's "superb" leadership, and that they were stunned by her ouster, and frustrated by the lack of faculty knowledge of the reasons behind the board's action.”
- “State Higher Ed Board Votes to Dismiss U. of Oregon President
 - Oregon's Board of Higher Education voted unanimously to cut short the presidency of Richard Lariviere at the University of Oregon, despite impassioned pleas from faculty and staff members and students at a highly contentious board meeting Monday.”
 - Inside Higher Ed

Attacks on Academic Freedom

A JPMorgan Ph.D.?

- JPMorgan Chase plans to give \$17 million to start a doctoral program at the University of Delaware, an effort that may raise new questions about collaborations between colleges and donors.
- As part of the plan, JPMorgan will renovate a building to house the program, put up money to pay program faculty and pay a full ride for students seeking a degree, according to an internal university plan. In addition, JPMorgan employees may sit on dissertation committees and advise the university on which faculty members should teach in the program, according to the planning document and a top university official.
- Read more:
<http://www.insidehighered.com/news/2013/10/07/proposed-phd-funded-jpmorgan-chase-raises-questions-u-delaware#ixzz2hL9UKqU9>
 Inside Higher Ed

Koch Brothers Buy Right to Hire Faculty

- **Billionaire's role in hiring decisions at Florida State University raises questions**
- A conservative billionaire who opposes government meddling in business has bought a rare commodity: the right to interfere in faculty hiring at a publicly funded university.
- A foundation bankrolled by Libertarian businessman Charles G. Koch has pledged \$1.5 million for positions in Florida State University's economics department. In return, his representatives get to screen and sign off on any hires for a new program promoting "political economy and free enterprise."

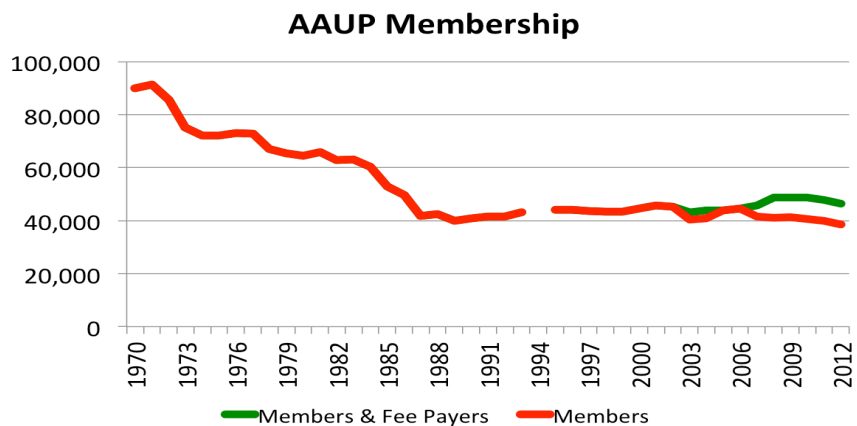
Threats to Intellectual Property Rights

- The University of Pennsylvania is drafting a no compete agreement to prevent faculty from designing courses for outside entities.
- The University of California and the University of Chicago are trying to force faculty to sign away patent rights as a condition of employment

AAUP

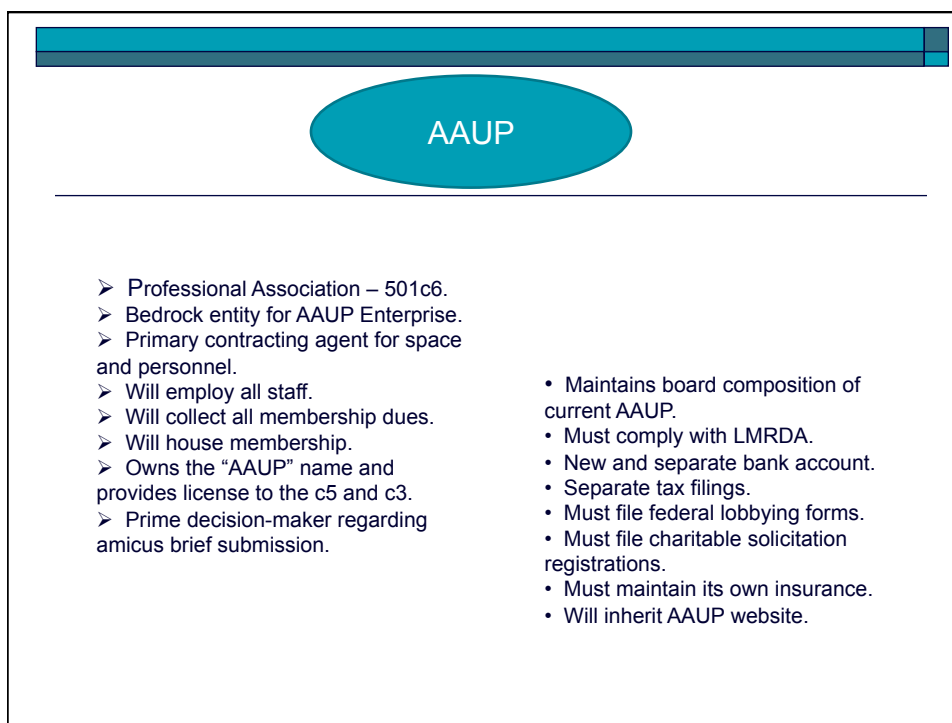
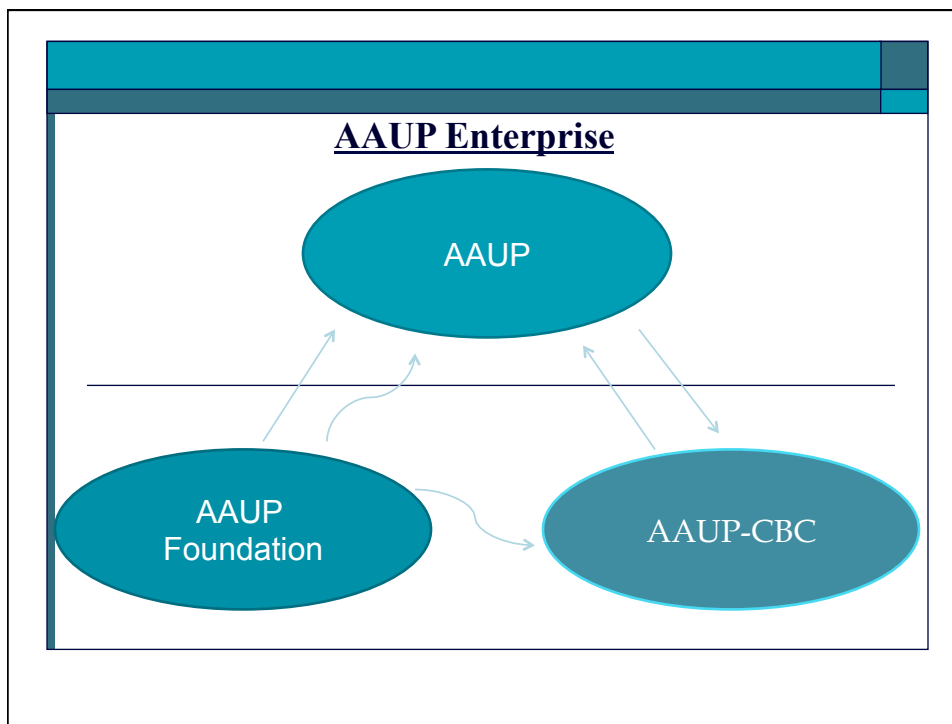
- Challenges
 - Declining Membership
 - Too slow to react to the changing nature of our profession
 - Organize faculty & academic professionals and build alliances with students, labor and community organizations
 - Provide services to chapters and conferences

AAUP Membership



Reorganization

- Why did the AAUP reorganize?
- What is reorganization?
- Did reorganization change the character of AAUP?



AAUP-CBC

- Labor Union/Unincorporated Association – 501c5.
 - Will serve chapter and affiliate membership.
 - Will reimburse the c6 for its share of space and personnel costs.
 - Will pay all costs related to serving its member chapters and union related activities conducted on behalf of the c5, including, organizing activities and grants to collective bargaining chapters.
- Maintains board composition of current CBC Executive Committee.
 - Must abide by LMRDA.
 - New and separate bank account.
 - Separate tax filings.
 - Must maintain its own insurance.
 - May have to file charitable solicitations if it fundraises.
 - New and separate website – can be linked to the c6 but must be separate from the c3.

AAUP Foundation

- Charitable Foundation – 501c3.
 - May provide grants to the c5 and c6 (and other entities) for their activities that support the c3's charitable and educational purposes.
 - Will reimburse the c6 for its share of space and personnel costs.
 - **Must fundraise.**
 - Should consider hosting charitable fundraising events, perhaps related to the AAUP Centennial.
- Hybrid board comprised of AAUP President, First Vice-President, Second Vice-President, Secretary-Treasurer, elected AAUP member, and three Public Directors who are not involved in the current leadership of AAUP .
 - New and separate bank account.
 - Must maintain its own insurance.
 - Must file charitable solicitation registrations.
 - New and separate website – must be distinct and almost entirely segregated from the c6 and the c5 websites.



Organizing for Change

- ❑ We are at a critical crossroads.
- ❑ Our profession and its values are under assault
- ❑ Attacks on collective bargaining rights
- ❑ Attacks on shared governance,
- ❑ Abuse of non-tenure track faculty (both full-time and part-time)
- ❑ Erosion of tenure
- ❑ Misplaced priorities of politicians and many university leaders
- ❑ Assaults on the free expression rights of faculty and students



How Do We Meet the Challenges

- ❑ To meet these challenges faculty in general and the AAUP in particular must move beyond our traditional modes of defense, invaluable as these are.
- ❑ Shift focus and place our highest priority on organizing to defend our profession and genuinely reform higher education.
- ❑ become a more powerful, articulate, and energetic force committed to organizing and mobilizing faculty in a broad variety of ways to fight for our profession.



Diversifying Our Membership

- We are no longer an organization that can afford to be perceived as privileging tenure and tenure track faculty
- We need to recruit full-time non-tenure faculty.
- We need a strategy to build membership among part-time faculty
- Higher education is being transformed before our eyes and yet it sometimes appears as if some think they can continue working as they have over the last thirty years.
- We represent *all* faculty, from tenured full professors in elite research institutions, to part-time instructors in community colleges, to academic professionals and graduate student employees in all disciplines.



Changing the Face of AAUP

- We need to build membership and address issues that are important faculty of color, women and younger faculty
- We are the only organization that can and must speak for all these diverse groups.
- AAUP has in fact been a diverse organization for some time, but often others do not recognize us as such -- and sometimes our members too think that we represent only tenured faculty.

Issues that Can Mobilize Faculty & Academic Professionals

- Our time-tested principles of academic freedom, tenure, and shared governance remain relevant, but we are and we can do more than simply defend these principles.
- We must address the issue of priorities
- We must address the issues of economic security
- We must expand their reach and to do so we need to build our organization and reverse the decline in our membership by reaching out to the profession as a whole.

New Mission Statement

- The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance, **to promote the economic security of all who work in higher education**, to define fundamental professional values and standards for higher education, **to help the higher education community organize to make these standards a reality**, and to ensure higher education's contribution to the common good **of society**. Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities.

Changing the Way AAUP Operates

- Organizing for Collective Action:
- Unionizing isn't the only option for adjunct faculty. In right-to-work Arizona, for example, the Maricopa County Community College District's Adjunct Faculty Association includes 1,400 members (of 6,000 total adjuncts who teach more than 60 percent of courses across the district) and provides them with opportunities to buy health care and seek out professional development, among other benefits. The certified nonprofit, supported by contributions from members and other donations, calls itself a "professional association," not a union.
- Read more:
<http://www.insidehighered.com/news/2013/01/30/organizing-harder-possible-states-without-collective-bargaining-agreements#ixzz2hLDdfUHx>
Inside Higher Ed

Some Recent Successes

- Bowling Green State University
- University of Illinois Chicago,
- University of Oregon,
- Cleveland State University law faculty
- University of Connecticut Medical Center
- Wright State University Non-Tenure Track

Organizing is the Key to Chapter Building

- New regional organizing coordinators in the Pacific Northwest and in California/Nevada/Arizona and are seeking additional organizers for the Midwest and mid-Atlantic regions.
- In Nevada, we have worked with our state affiliate, the Nevada Faculty Alliance, to strengthen their organization by providing support for a new executive director/organizer with clear organizing goals.
- A newly revitalized state conference in California has, with national support and in cooperation with our affiliate, the California Faculty Association, begun to build a greater presence in the UC system, the community colleges, and in private institutions, where several new advocacy chapters have recently been formed.

-
- We have built a chapter at Penn. State where they are leading a fight against a punitive wellness program being imposed on faculty and staff.
 - We have just started a campaign to defend intellectual property. The campaign was kicked off by the issuing of a new report “Defending the Freedom to Innovate”
 - Faculty members at Rutgers represented by AAUP-AFT just organized a vote in the Graduate School to block Pearson from developing and managing online programs because of threats to academic freedom and intellectual property rights.

Organizing is the Key to Chapter Building

- Strengthened chapters and conferences will also be in a stronger position to resist challenges to academic freedom and shared governance at both collective bargaining and non-collective bargaining institutions.
- Much of the case work now conducted by the DAFTG staff might, with the appropriate training and support, be accomplished more effectively by conferences and chapters, as has been the case in, for example, Colorado, where the state conference created the Colorado Committee for the Protection of Faculty Rights to serve the needs of individual faculty members who lack the protections of a strong collective bargaining agreement.

Fighting Back

- Changes in higher education do not occur in a vacuum.
- If there is any hope of reversing the deleterious effects of corporatization on higher education, it is in faculty and academic professionals aligning ourselves with the labor movement and the broader movement for social justice.

Fighting Back

- Strengthen Existing Chapters on Campus
 - Have a membership drive on campus at least once a year
 - Make office visits to get faculty to join AAUP
- Every chapter should have a website and the national AAUP should provide a template for the website.
 - Have a presence on social media i.e., Facebook and Twitter
 - Use the website to communicate with faculty with an online newsletter and links to other AAUP chapters.

Fighting Back

- Use the AAUP salary data to create a comparison with your peer institutions
- Put IPEDS data on your site to show how much your institution is spending on instruction.

Fighting Back

- Build alliances on campus with students, parents and unions on campus.
- Think about contacting alumni who have a stake in the institution's reputation.
- Build alliances with community organizations including K-12 teachers.
- Work to make your state conference more effective.
- Build linkages with other higher education unions by participating in CFHE

Fighting Back

- Get involved in politics
 - See if it makes more sense for your chapter or state conference to be a 501c(6).
 - Conduct voter registration drives on campus each year.
 - Your chapter or conference may want to endorse candidates, particularly for state offices based on where they stand on issues that relate to higher education.
 - Mobilize members to work on legislative initiatives.