



One Hundred Years. One Faculty.

At the time of the AAUP's founding one hundred years ago, many faculty served in contingent positions. Establishing economic and job security to protect academic freedom was a central reason for the foundation of the national AAUP, the formation of strong campus-based chapters, and the development of recommended policies.

The AAUP is dedicated to fighting contingency in higher education. Our policies on academic freedom, economic and job security, due process, and governance are incorporated into hundreds of college and university handbooks and collective bargaining agreements. Our chapters and state conferences work to improve working conditions for all faculty, whether on or off the tenure track on hundreds of campuses.

Here are some of the core principles of our One Faculty campaign:

We define as "faculty" all those whose appointments consist primarily of teaching or research activities conducted at a professional level, including tenure-track and non-tenure track faculty, full-time and part-time faculty, and most librarians, research and teaching assistants, and postdocs. If you do the work, then you are faculty, regardless of the title assigned by the administration.

The best way to halt the erosion of tenure and to extend economic security and other rights to contingent faculty is by organizing and using our collective strength—working together in solidarity across faculty ranks.

The participation of all faculty in shared governance strengthens the faculty's voice. Curricular and other academic decisions benefit from the participation of all faculty, including those who teach core courses. If the voices of faculty on contingent appointments are left out of the governance process, then so are the needs of the students they serve.

Academic freedom is key to quality higher education, and it rests on economic security and due process protections for all faculty. In their strongest form, we call these tenure. Where provisions for tenure don't exist, our goal is to move the terms of faculty appointments closer to it by establishing longer terms of appointment, opportunities for advancement through ranks, due-process protections, recognition of seniority, and conscientious peer evaluation.

All faculty on part-time appointments, after a number of appropriate successive reviews for reappointments, should have assurance of continuing employment.

Compensation should be equitable, and all faculty should be paid a living wage. Positions that involve comparable responsibilities and qualifications should be comparably compensated. Compensation for part-time appointments, including those in which faculty are currently paid on a per-course or per-hour basis, should be the applicable fraction of the compensation (including benefits) for a comparable full-time position.