

1970–2000

A Changing Profession

The final three decades of the twentieth century were a period of rapid change for the AAUP. In 1971, the Council for the first time formally endorsed collective bargaining. The growth of unionized AAUP chapters in the years that followed brought new political sway to proponents of faculty collective bargaining, leading in 1975 to the creation of the Collective Bargaining Congress. The Association's efforts to organize faculty members at private institutions, however, were dealt a serious setback by the US Supreme Court's 1980 ruling in *NLRB v. Yeshiva*.

The AAUP's progress in other areas during this period is most apparent in the work of committees. In 1970, Committee W on the Status of Women in the Academic Profession was revived after a decades-long dormancy. In 1973, the Association established Committee L on Predominantly Black Institutions; this committee's charge would later be broadened to include scholars of color at all types of institutions. The standing Committee on Part-Time and Term-Appointed Faculty was not created until 1990, but the AAUP's work on contingent faculty issues can be traced back to the formation in 1971 of the Special Committee on Nontenured Faculty.

All of this work was undertaken in the context of a changing profession. The faculty was steadily—if slowly—becoming more diverse. At the same time, growth in faculty positions was happening mostly off the tenure track. The shift to poorly paid contingent positions, which became more evident with each passing decade, by the end of the century represented the single biggest threat to academic freedom in the United States.

1970

The Council adopts a set of interpretive comments appended to the 1940 *Statement of Principles on Academic Freedom and Tenure*. Known as the 1970 Interpretive Comments, these footnotes are the result of joint meetings of the AAUP and the Association of American Colleges and reflect the experience gained over thirty years of applying the principles set forth in the 1940 *Statement*.

National Guard troops kill four students during a massive antiwar protest at Kent State University.

The faculties at Rutgers, St. John's, and Oakland Universities become the first at four-year institutions to be represented in collective bargaining by the AAUP.

Committee W on the Status of Women in the Academic Profession is reactivated after an extended period of dormancy.



Alice S. Rossi, chair of the reactivated Committee W

1971

After much internal debate, the Council votes to "pursue collective bargaining . . . as a major additional way of realizing the Association's goals in higher education" and to "allocate such resources and staff as are necessary for a vigorous selective development of this activity beyond present levels."

The Special Committee on Nontenured Faculty is established "in recognition of the increasing numbers of faculty and Association members who are nontenured and in further recognition of the need to give special consideration to their status and rights."



Votes are tallied in the 1971 collective bargaining election at the University of Rhode Island. The AAUP defeated the National Education Association in the election, and the University of Rhode Island became the second state university on the East Coast to be represented by the AAUP in bargaining.



AAUP president Sanford Kadish (left) and Committee A chair William W. Van Alstyne at a 1972 meeting of Committee A on Academic Freedom and Tenure

1972 Title IX becomes law, barring discrimination based on sex at educational institutions that receive federal aid.

1973 US military involvement in the Vietnam War ends.

The AAUP's collective bargaining chapters establish the Collective Bargaining Caucus, the predecessor to the Collective Bargaining Congress.

The annual meeting adopts the first *Statement on Collective Bargaining*.



National office staff members Jordan E. Kurland, Woodley B. Osborne, Matthew W. Finkin, and Charles L. Haslam (from left to right) after a National Labor Relations Board hearing



A Committee L meeting

Committee L on Predominantly Black Institutions is established "to develop ways and means of making the national AAUP more responsive to the needs of these institutions and their constituents." The committee will later evolve into the current Committee on Historically Black Institutions and Scholars of Color.

1975

The Collective Bargaining Congress is formed.

The AAUP begins to disaggregate salary data by sex in its annual *Report on the Economic Status of the Profession*, providing concrete information about salary discrimination.

The AAUP issues the *Statement on Teaching Evaluation*.

1978

Committee A on Academic Freedom and Tenure approves the subcommittee report *On Full-Time Non-tenure-track Appointments*, the first major AAUP policy document to examine the problems associated with contingent faculty appointments. The report concludes that the use of such appointments is "inequitable, harmful to morale, and a threat to academic freedom."

1979

The *Bulletin of the AAUP* merges with the *Academe* newsletter and changes its name to *Academe: Bulletin of the AAUP*.

The first AAUP Collective Bargaining Institute—the predecessor to the Summer Institute—is held at Eastern Michigan University.

1980

In its ruling in *NLRB v. Yeshiva*, the Supreme Court labels most tenured and tenure-track faculty members at private institutions "managerial" employees, thus denying them a protected right to bargain collectively. Justice William Brennan dissents, writing, "The notion that a faculty member's professional competence could depend on his undivided loyalty to management is antithetical to the whole concept of academic freedom."



Ernst Benjamin, the AAUP's general secretary from 1984 to 1994, at the Association's former office on Fourteenth Street NW in Washington, DC

1988

The AAUP issues the *Statement on Academic Government for Institutions Engaged in Collective Bargaining*, which holds that "collective bargaining should not replace, but rather should ensure, effective traditional forms of shared governance."

1989 The for-profit University of Phoenix establishes its "online campus," the first to offer bachelor's and master's degrees.

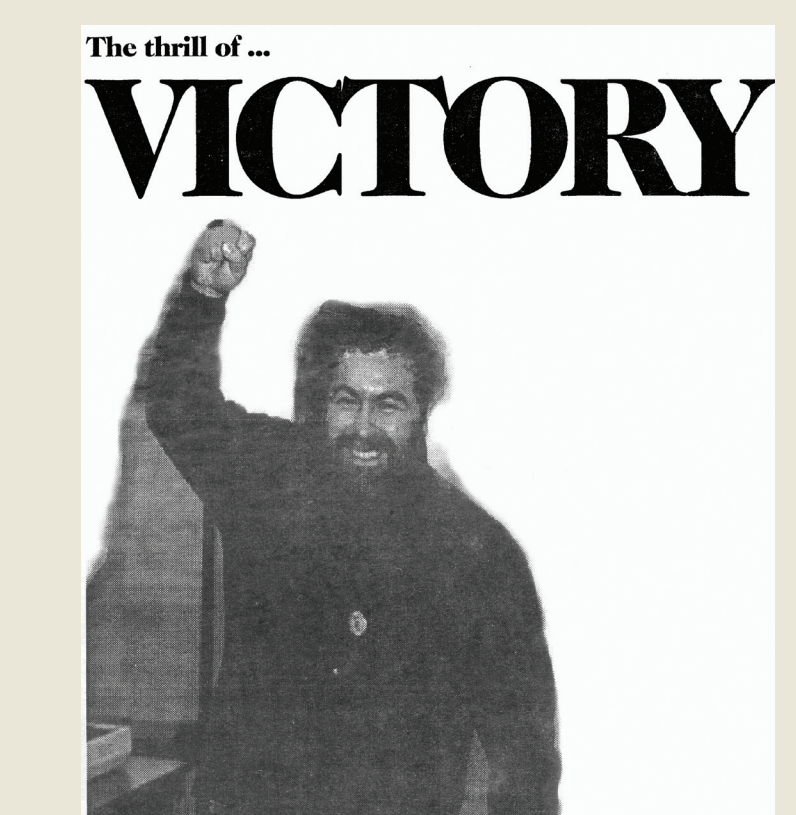
1990

The Council approves the creation of the standing Committee on Part-Time and Term-Appointed Faculty (now the Committee on Contingency and the Profession).

1991

The AAUP establishes a procedure for sanctioning institutions "for substantial noncompliance with standards of academic governance."

1994 Mandatory retirement for tenured faculty is eliminated.



Rodger Govea, president of the AAUP chapter at Cleveland State University, pictured on the cover of the student newspaper after the chapter's successful unionization drive in 1993

Lindenwood College becomes the first institution to be placed on the sanction list following an investigation into the administration's dismantling of faculty governance structures.

The Association is committed to use its procedures and to take measures, including censure, against colleges and universities practicing illegal or unconstitutional discrimination, or discrimination on a basis not demonstrably related to the job function involved, including, but not limited to, age, sex, disability, race, religion, national origin, marital status, or sexual orientation.

—ON DISCRIMINATION (1976, REVISED IN 1994 AND 1995)

