

A black and white photograph of a protest. In the foreground, several people are holding up signs. One sign clearly says "FREEDOM". Another sign says "PROTECT ACADEMIC FREEDOM!". A third sign says "DEFEND DEMOCRACY" with "HANDS OFF" written below it. There are other signs partially visible, including one that says "DEFEND". The background shows a crowd of people and a building with windows.

2026 AAUP BIENNIAL MEETING

BUILDING POWER TO WIN THE FUTURE OF HIGHER EDUCATION & DEMOCRACY

THE 2026 AAUP BIENNIAL IS A TURNING POINT—not only for our organization, but for the future of higher education and democracy in the United States.

Across the country, faculty, staff, and students are living through a steady erosion of our worldclass system of higher education. The principles of academic freedom, tenure, and shared governance are under sustained and coordinated attack from political actors, governing boards, and administrative leaders who seek to interfere in teaching and research, weaken faculty authority, diminish the speech and expressive rights of staff and students, and impose ideological and economic control over colleges and universities. Decisions are handed down from above with little meaningful input. Departments are reorganized or eliminated. Tenure lines disappear. Budgets are cut while administrative layers grow. Consultants reshape institutions with no accountability to those who teach, research, and learn. Faculty and staff are asked, again and again, to absorb more work with fewer resources, while the core mission of the university is steadily narrowed.

Students are living this crisis as well. They face rising costs, growing debt, fewer course offerings, reduced support, and institutions that are less able to provide the time, attention, and resources needed for deep learning, discovery, and opportunity. What is being eroded is not only working conditions—it is the quality and promise of education itself.

These experiences are not isolated or accidental. They are the day-to-day expression of a broader political and economic project—one that has driven declining public investment, rising student debt, the expansion of a low-wage contingent workforce, attacks on academic freedom and shared governance, and the rapid imposition of new technologies without oversight.

At the same time, we are confronting a wider authoritarian turn—one that seeks to weaken democratic institutions, restrict dissent, expand surveillance and control, and keep the power concentrated in the hands of a narrow political and economic elite. We invite all who are committed to the core principles of higher education—academic freedom, shared governance, and the integrity of teaching and research—to join in this work, across political perspectives.

Higher education is not on the sidelines of this struggle. It is one of its central battlegrounds—and one of society's most important institutions. Colleges and universities drive economic growth and innovation, train the next generation of workers and professionals, sustain the arts and sciences, anchor local communities, and remain one of the most powerful engines of social mobility and democratic participation we have.

This moment demands more than defense.

The last sixteen months have demonstrated that the AAUP is becoming a union capable of **building power, setting the agenda, and winning structural change.**

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AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

To meet this moment, the Biennial Meeting will consider a **coherent package of resolutions** that together define how we organize, what we fight for, and how we act—on our campuses, across the sector, and in the broader struggle for democracy and the public good.

1

ADVANCING DEMOCRACY AND CONFRONTING AUTHORITARIAN ATTACKS

Higher education is a central target in the broader assault on democracy in the United States and around the world. As Richard Nixon and more recently JD Vance have made clear, authoritarian movements view universities—and those who teach and research within them—as threats to power.

The AAUP will act—in coalition with labor and social movements—to defend civil liberties, resist political interference in education and research, and challenge the consolidation of authoritarian control.

This includes confronting the expansion of digital and offline surveillance, the growth of carceral and detention systems, and efforts to suppress dissent both on and off campus—forces that shape the conditions under which our students live, learn, and imagine their futures.

2

BUILDING REAL WORKER POWER IN HIGHER EDUCATION: A CAMPUS & SECTORAL STRATEGY

We cannot win campus by campus.

We must act as a coordinated force across the entire sector.

The AAUP will commit to building a **wall-to-wall organization**—uniting faculty, staff, and student workers—and scaling from campus to state to national coordination. This includes developing the capacity for collective action and strike readiness, so that when we confront administrative overreach, austerity, and institutional degradation, we have the power to win—and the ability to defend the conditions that make meaningful education possible for students.

3

ADVANCING A BOLD PUBLIC AGENDA FOR HIGHER EDUCATION

We will fight for a system that serves the public, not the market:

- + Free public higher education and debt-free pathways for students
- + Dignity, security, and fair compensation for all higher education workers
- + Major public reinvestment in research and institutional capacity
- + Equity and sustained support for under-resourced campuses

This agenda is about more than funding levels. It is about whether students have genuine access to opportunity, whether they can learn in environments that support their growth, and whether higher education fulfills its role as a pathway to advance mobility, knowledge, and democratic participation.

We are not here to manage decline.

We are here to **set the terms for the future of higher education.**

4

ADVANCING RACIAL, ECONOMIC, AND SOCIAL JUSTICE

The crisis in higher education is inseparable from systemic racial and economic inequality—and cannot be resolved without confronting both.

The AAUP will fight for a **multiracial, inclusive democracy**, advancing policies that expand access to healthcare, housing, education, and economic security. We will identify and dismantle the structures that reproduce inequality both within our institutions and across the society in which they are embedded.

5

TAKING CONTROL OF AI AND TECHNOLOGY

Artificial intelligence and data-driven technologies are being deployed across higher education with little oversight and clear risks to jobs, learning, democratic control, and the collective ownership of knowledge.

We will assert that AI is a **labor, governance, and public good issue**—subject to collective bargaining, controlled through shared governance, and regulated to prevent deskilling, displacement, surveillance, inequality, the unbundling of academic work, and the privatization and extraction of knowledge produced by academic workers and students.

We will also engage broader struggles over technological infrastructure and its impact on communities, resources, and democratic control.

Technology will not determine our future.

We will.

6

SECURING ALL FACULTY

A system built on precarious labor cannot deliver quality education or sustain academic freedom.

The AAUP will end **the crisis of contingency** by building a higher education workforce grounded in stability, equity, and respect. This means ensuring that those who teach and support students have the time, security, and institutional backing to do their work with integrity.

Students deserve no less.

7

BUILDING THE ORGANIZATION TO WIN

Our goals require real capacity, and we will build it.

The AAUP will align its structure with its ambitions by investing in organizing infrastructure, developing leadership at every level, expanding resources, and enforcing systems of accountability. We will continue to build an organization capable of exercising power across institutions, shaping policy, and winning durable gains for our members and the broader public.



CONCLUSION

FROM ADVOCACY TO POWER

This is the choice before us:

We can continue to respond to crises—fighting campus by campus, reacting to each new attack as it comes.

Or, we can transform the AAUP into an organization capable of:

- + Building power at scale
- + Uniting workers and students
- + Defending and expanding the role of higher education in society
- + Connecting campus struggles to broader fights over democracy and the public good
- + Winning structural change

This Biennial Meeting is not just a meeting. It is a decision about who we will be.

The question before us is whether we will build the power to make possible—and win—a different future for higher education and broader society, acting as a force for the public good and for democracy.

ADVANCING DEMOCRACY AND CONFRONTING AUTHORITARIAN ATTACKS

WHEREAS,

the United States is experiencing a deepening crisis of democracy marked by rising authoritarianism, attacks on civil rights and civil liberties, and efforts to concentrate political and economic power in the hands of a narrow elite; and

WHEREAS,

right-wing political actors, corporate interests, and aligned organizations are advancing coordinated efforts to undermine democratic institutions, restrict voting rights, weaken labor protections, and erode public trust in knowledge-producing institutions; and

WHEREAS,

higher education has become a central target of these efforts, with increasing political interference in curriculum teaching and research, defunding of public institutions, and direct attacks on faculty, students, and academic programs; and

WHEREAS,

these attacks disproportionately target historically marginalized communities and fields of study, including race, gender, and inequality, and seek to narrow the scope of inquiry and limit access to education; and

WHEREAS,

the erosion of academic freedom, the weakening of shared governance, and the expansion of precarious labor conditions in higher education are directly linked to broader efforts to suppress dissent and consolidate authority; and

WHEREAS,

the defense of higher education is inseparable from the defense of democracy, and requires coordinated action by workers, students, political leaders, and communities across institutions, politics, and sectors;

THEREFORE BE IT RESOLVED,

that the AAUP recognizes the current moment as a **critical struggle to defend and expand democracy**, and commits to confronting authoritarian threats to higher education and society; and

BE IT FURTHER RESOLVED,

that the AAUP will actively oppose **partisan interference in higher education**, including legislative censorship, program elimination, and efforts to control curriculum, hiring, and research; and

BE IT FURTHER RESOLVED,

that the AAUP will defend the rights of faculty, staff, and students to **teach, learn, speak, organize, and protest**, free from retaliation, surveillance, or institutional discipline; and

BE IT FURTHER RESOLVED,

that the AAUP will work in coalition with other labor unions, civil rights organizations, student movements, political leaders, and community groups to **build a broad-based movement to defend democratic institutions and the public good**; and

BE IT FURTHER RESOLVED,

that the AAUP will support and participate in coordinated political and public campaigns, including legislative advocacy, mass mobilization, and public education efforts, to resist authoritarian policies at the local, state, and federal levels; and

BE IT FURTHER RESOLVED,

that the AAUP recognizes that authoritarian threats manifest across multiple, interconnected arenas—including attacks on higher education, the expansion of carceral and detention infrastructure, restrictions on

migration, the growth of surveillance systems, and the use of state and corporate power to suppress dissent—and commits to engaging these struggles as part of a broader defense of democracy; and

BE IT FURTHER RESOLVED,

that the AAUP will advocate for policies that **protect and expand democratic participation**, including voting rights, access to education, and the ability of workers to organize and bargain collectively; and

BE IT FURTHER RESOLVED,

that the AAUP will challenge the concentration of power in governing boards, corporate actors, and political appointees, and will work to ensure **democratic accountability in higher education governance**; and

BE IT FURTHER RESOLVED,

that the AAUP will educate its members and the broader public about the **interconnected threats to higher education, labor, and democracy**, and the role of organized workers in confronting these threats; and

BE IT FINALLY RESOLVED,

that the AAUP commits to acting as part of a broader movement to **defend and rebuild a multiracial, inclusive democracy**, recognizing that the future of higher education and the future of democracy are inseparable.

BUILDING REAL WORKER POWER IN HIGHER EDUCATION: A CAMPUS AND SECTORAL STRATEGY

WHEREAS,

higher education in the United States is facing a converging crisis marked by declining public investment, rising student debt, the expansion of contingent and insecure academic labor, and sustained attacks on academic freedom and shared governance, and

WHEREAS,

these developments reflect a broader transformation of higher education toward a neoliberal corporate and managerial model that prioritizes austerity, privatization, and administrative control over the public mission of teaching, research, and service; and

WHEREAS,

faculty, staff, and academic workers increasingly experience this crisis through the day-to-day realities of administrative overreach, budget cuts, program closures, the imposition of consultants, erosion of tenure lines, restrictions on academic freedom, the steady loss of meaningful input into institutional decision-making, and censorship; and

WHEREAS,

faculty, staff, and student workers are increasingly divided across job categories, weakening collective power and undermining the ability of higher education to serve students and communities; and

WHEREAS,

traditional models of advocacy and professional representation are insufficient to meet this moment, and must be supplemented by robust organizing capable of winning material gains and structural change; and

WHEREAS,

attacks on higher education are part of a broader assault on labor rights, democratic institutions, and the

public good, driven by political and economic actors seeking to consolidate power and reshape education to serve narrow political and corporate interests; and

WHEREAS,

the AAUP has a historic responsibility not only to defend academic freedom and shared governance, but to organize higher education workers into a force capable of securing those principles in practice and winning material improvements in their working conditions and compensation; and

WHEREAS,

winning transformative change in higher education requires building power at scale—uniting workers and students across campuses and aligning organizing, bargaining, and political strategy at the sectoral level;

THEREFORE BE IT RESOLVED,

that the AAUP commits to building campus-level and sectoral power across higher education, with the goal of transforming the sector into a democratic, equitable, and publicly supported system that serves students, workers, and communities; and

BE IT FURTHER RESOLVED,

that the AAUP will prioritize the development of **wall-to-wall organizing models** that unite tenure-line faculty, contingent faculty, staff, and student workers into coordinated structures capable of exercising collective power on campus; and

BE IT FURTHER RESOLVED,

that the AAUP affirms that **advocacy chapters, including those without formal collective bargaining rights, should organize towards majority participation and act like unions where possible,**

engaging in structured organizing, collective action, and shop-floor and issue-based campaigns to build power and win material improvements; and

BE IT FURTHER RESOLVED,

that the AAUP will support and encourage **escalating collective action**, including coordinated campaigns, job actions, strike preparedness, and political action as necessary tools to secure fair working conditions, protect academic freedom, and defend the public mission of higher education; and

BE IT FURTHER RESOLVED,

that the AAUP will invest in **systematic leadership development**, building a broad and diverse pipeline of leaders across all job categories, with particular attention to contingent faculty and historically marginalized and underrepresented groups; and

BE IT FURTHER RESOLVED,

that the AAUP will develop and implement a **coordinated sectoral strategy**, aligning organizing, bargaining, and political campaigns across campuses, states, and regions to increase collective leverage and impact; and

BE IT FURTHER RESOLVED,

that the AAUP will work to build a **unified political voice for higher education workers and students**, in coalition with labor unions, student organizations, and community allies, to advance shared demands around funding, governance, labor conditions, access, and freedom to speak and assemble; and

BE IT FURTHER RESOLVED,

that the AAUP will support the integration of **students as active partners** in organizing and advocacy efforts, recognizing their essential role in shaping the future of higher education; and

BE IT FURTHER RESOLVED,

that the AAUP will encourage chapters to develop and implement **annual organizing plans**, including membership growth, campaign priorities, and coalition engagement, aligned with national strategy; and

BE IT FURTHER RESOLVED,

that the AAUP will actively advocate for the expansion of **collective bargaining rights across higher education**, including securing such rights for faculty at private institutions and advancing enabling legislation in the public sector so that all higher education workers have the right to organize and bargain collectively; and

BE IT FURTHER RESOLVED,

that the AAUP affirms that building power requires the **resources, democratic participation, and institutional capacity** necessary to sustain organizing at scale, and will align its structures, resources, and practices accordingly; and

BE IT FINALLY RESOLVED,

that the AAUP commits to transforming itself into a **sector-leading labor organization** capable of uniting higher education workers and students into a durable, coordinated political force that can win structural change at the campus, state, and national levels.

ADVANCING A BOLD PUBLIC AGENDA FOR HIGHER EDUCATION

WHEREAS,

higher education is a public good essential to economic opportunity, scientific advancement, cultural life, and the functioning of a democratic society; and

WHEREAS,

public colleges and universities serve as engines of social mobility, regional economic development, workforce training, and innovation, while also sustaining the arts, humanities, and civic life; and

WHEREAS,

this public mission has been undermined by decades of declining public investment, rising tuition, the expansion of student debt, and the growing influence of corporate and market-driven priorities; and

WHEREAS,

students and families, especially historically marginalized groups, now bear an unsustainable financial burden, with millions facing long-term debt and barriers to access and completion; and

WHEREAS,

faculty, staff, and student workers face increasing precarity, undermining both educational quality and the stability of the academic workforce; and

WHEREAS,

attacks from the federal government on academic freedom, shared governance, and institutional independence threaten the ability of higher education to serve the public good; and

WHEREAS,

financial pressures related to debt obligations, credit ratings, and other external financial constraints are increasingly shaping institutional decision-making,

contributing to program closures and workforce reductions carried out without adequate transparency or shared governance; and

WHEREAS,

a comprehensive and coordinated national program is necessary to restore, strengthen, and transform higher education as a democratic, equitable, and publicly supported system;

THEREFORE BE IT RESOLVED,

that the AAUP adopts and advances a **national program for higher education** that affirms its role as a public good and sets forth a vision for a more just, democratic, and accessible system; and

BE IT FURTHER RESOLVED,

that the AAUP will work to make **public higher education free and all higher education debt-free**, supported by robust and sustained public investment at the federal and state levels; and

BE IT FURTHER RESOLVED,

that the AAUP will fight to ensure dignity, security, and fair compensation for all higher education workers—including living wages, job stability, and full labor rights—and will advocate that public investments in higher education, including free college and expanded need-based aid, be conditioned on institutions providing stable employment, fair compensation, and full labor rights for all workers;

BE IT FURTHER RESOLVED,

that the AAUP will advocate for a major expansion of public investment in research and innovation across the sciences, social sciences, arts, and humanities, ensuring that such work serves the public good rather

than corporate profit, and that knowledge arising from publicly funded research is not privatized but remains accessible and governed for the benefit of the public; and

BE IT FURTHER RESOLVED,

that the AAUP will work to secure **equitable and sustained funding, including debt cancellation, addressing historic underfunding, infrastructure disparities, and capacity-building needs for under-resourced institutions**, including historically Black colleges and universities, Tribal colleges and universities, minority-serving institutions, and regional public colleges; and

BE IT FURTHER RESOLVED,

that the AAUP will defend and advance **academic freedom, shared governance, and institutional independence**, ensuring that teaching, research, and curriculum remain free from political and donor interference; and

BE IT FURTHER RESOLVED,

that the AAUP will oppose such misuse and advocate for strict adherence to standards of transparency, faculty participation, and academic review in any such determinations; and

BE IT FURTHER RESOLVED,

that the AAUP will oppose any federal or state funding conditions that compromise academic freedom, shared governance, or institutional autonomy, and will advocate that public investment in higher education strengthen—rather than undermine—the independence of the institutions that receive it; and

BE IT FURTHER RESOLVED,

that the AAUP will support policies that expand **student access, retention, and completion**, including investments in advising, basic needs support, and pathways to degree attainment; and

BE IT FURTHER RESOLVED,

that the AAUP will advocate for **transparency and accountability in budgeting, administrative spending, and decision-making processes in higher education finance and governance**, ensuring that institutional resources are directed toward teaching, research, and student success; and

BE IT FURTHER RESOLVED,

that the AAUP will identify and advance **national**

priority campaigns aligned with this program, coordinating organizing, bargaining, and political advocacy to achieve measurable progress; and

BE IT FURTHER RESOLVED,

that the AAUP will work in coalition with other labor unions, student organizations, and community partners to build broad support for this program and to elevate the role of higher education in the national political agenda, and to articulate a shared national vision for higher education that recenters its democratic, educational, and public service mission; and

BE IT FINALLY RESOLVED,

that the AAUP commits to advancing this national program as a central component of its work, aligning its organizing, communications, and political strategy to win transformative change in higher education at the local, state, and federal levels.

ADVANCING RACIAL, ECONOMIC, AND SOCIAL JUSTICE

WHEREAS,

the United States faces a deepening crisis marked by rising economic inequality, persistent racial injustice, declining access to essential social goods, and the erosion of democratic institutions and public trust; and

WHEREAS,

these crises are rooted in longstanding systems of racial, economic, and gender inequality that have disproportionately harmed Black communities, Indigenous communities, and other communities of color, as well as working-class and marginalized populations; and

WHEREAS,

millions of people lack access to affordable healthcare, housing, childcare, elder care, and education, with these burdens falling most heavily on historically excluded and underserved communities; and

WHEREAS,

political actors have weakened democratic institutions through voter suppression, racialized gerrymandering, corruption, judicial overreach, and the expansion of executive power, undermining accountability and disproportionately disenfranchising communities of color, **limiting the capacity of those institutions to safeguard and advance social and civil rights**; and

WHEREAS,

corporate power, including the growing influence of large technology firms, has reshaped labor markets, public discourse, and governance in ways that often deepen inequality and undermine democratic control, particularly for marginalized communities; and

WHEREAS,

higher education reflects and reproduces these inequalities, while also holding the potential to advance racial

equity, economic mobility, and democratic participation when properly supported and governed; and

WHEREAS,

organized labor, including higher education workers, has historically played a central role in advancing racial and economic justice and remains essential to building a more equitable and inclusive society;

THEREFORE BE IT RESOLVED,

that the AAUP commits to advancing a broad agenda for **democracy, racial justice, economic justice, and the public good**, recognizing that the future of higher education is inseparable from the struggle to build a more just and inclusive society; and

BE IT FURTHER RESOLVED,

that the AAUP supports a program of **expanded social provisions**, including universal access to healthcare, affordable housing, childcare, elder care, and free public higher education, recognizing these as essential to advancing racial and economic justice; and

BE IT FURTHER RESOLVED,

that the AAUP supports policies to **reduce inequality and dismantle structural barriers**, including progressive taxation, wealth taxes, and targeted investments in communities that have been historically underfunded and excluded; and

BE IT FURTHER RESOLVED,

that the AAUP recognizes that struggles over infrastructure, environment, labor, and technology—including the development of data centers and other large-scale technological systems—are central to questions of democracy, resource allocation, and community control, and will engage these issues where they intersect with higher education and the public good; and

BE IT FURTHER RESOLVED,

that the AAUP supports a democratic renewal agenda, including the protection and expansion of voting rights, the elimination of voter suppression and racialized gerrymandering, and stronger ethics and anti-corruption measures to ensure equitable representation and accountability, **alongside efforts to check judicial overreach and curb the expansion of unchecked executive power**; and

BE IT FURTHER RESOLVED,

that the AAUP supports efforts to **regulate and hold accountable concentrated corporate power**, including large technology firms, to prevent exploitation, protect workers, and ensure that economic and technological development advances equity and the public good; and

BE IT FURTHER RESOLVED,

that the AAUP will work in coalition with other labor unions, civil rights organizations, and community groups to advance a **multiracial, inclusive democracy** rooted in justice, equity, and shared prosperity; and

BE IT FURTHER RESOLVED,

that the AAUP will connect its work in higher education to this broader project by advancing organizing, policy, and political strategies that **promote racial equity, democratic governance, and public investment** across institutions and communities; and

BE IT FINALLY RESOLVED,

that the AAUP commits to acting as part of a broader movement to build a **multiracial, democratic, and equitable society**, recognizing that the transformation of higher education is inseparable from the transformation of the systems of inequality in which it is embedded.

TAKING CONTROL OF AI AND TECHNOLOGY

WHEREAS,

artificial intelligence and data-intensive technologies are rapidly being integrated into higher education with **minimal oversight and limited input from faculty, staff, and students**, despite their profound implications for teaching, research, and working conditions; and

WHEREAS,

the adoption of AI in higher education is often driven by administrative priorities and corporate vendors, rather than by the educational mission or the expertise of academic workers, leading to uncritical deployment of untested technologies; and

WHEREAS,

AI poses significant **labor risks**, including work intensification, de-skilling, job displacement, threats to wages and job security, and the erosion of professional autonomy across academic job categories; and

WHEREAS,

the use of AI raises fundamental concerns about **academic freedom, knowledge ownership, data privacy, and shared governance**, particularly as faculty and staff are often excluded from decisions about procurement, deployment, and use; and

WHEREAS,

AI systems can reproduce and deepen **racial, economic, and social inequalities**, through biased data, uneven access, surveillance, and the concentration of technological power in a small number of corporate actors; and

WHEREAS,

the rapid expansion of AI across society is reshaping labor markets, public discourse, and democratic governance, raising urgent questions about **corporate**

power, worker rights, environmental impacts, and the future of democratic control over technology; and

WHEREAS,

higher education workers are uniquely positioned to understand, evaluate, and guide the use of AI, and must play a central role in determining how these technologies are implemented and governed;

THEREFORE BE IT RESOLVED,

that the AAUP recognizes artificial intelligence as a **defining issue for higher education, labor, and democracy**, and commits to ensuring that its development and use are governed by the public good rather than corporate or managerial interests; and

BE IT FURTHER RESOLVED,

that the AAUP affirms that the implementation of AI in higher education is a **core labor issue**, and will advocate that all uses of AI affecting working conditions, workload, job security, or compensation be subject to collective bargaining and worker control where applicable; and

BE IT FURTHER RESOLVED,

that the AAUP asserts that decisions regarding the adoption and use of AI must be governed by **meaningful shared governance**, including the establishment of faculty, staff, and student oversight bodies with real authority over procurement, deployment, and evaluation of AI systems; and

BE IT FURTHER RESOLVED,

that the AAUP will oppose the use of AI to **de-skilling, replace, or devalue academic labor**, and will advocate for protections ensuring that technology enhances

rather than undermines teaching, research, and working conditions; and

BE IT FURTHER RESOLVED,

that the AAUP will advocate for **strong protections for academic freedom and knowledge ownership**, including limits on the use of faculty and student work in AI systems without meaningful consent and safeguards against coercive or exploitative data practices; and

BE IT FURTHER RESOLVED,

that the AAUP will demand **transparency, accountability, and the right to opt out** of AI systems, including full disclosure of data collection, algorithmic decision-making, vendor and trustee relationships, and institutional contracts and donations, as well as meaningful alternatives for those who choose not to use such technologies; and

BE IT FURTHER RESOLVED,

that the AAUP will advocate for **data privacy and protections against surveillance**, including limits on monitoring technologies and safeguards to prevent misuse of data in employment decisions or disciplinary actions; and

BE IT FURTHER RESOLVED,

that the AAUP will work to ensure that AI systems are subject to **rigorous evaluation for bias, discrimination, and accessibility**, and will oppose technologies that reproduce or deepen racial, economic, or social inequalities, as well as environmental impact; and

BE IT FURTHER RESOLVED,

that the AAUP will support organizing, bargaining, and policy efforts to establish **clear guardrails on AI**, including protections against work intensification, job loss, and the erosion of educational quality; and

BE IT FURTHER RESOLVED,

that the AAUP will build coalitions across higher education, labor, environmental groups, and civil society to **advance democratic control over technology**, including public regulation of AI, protections for workers across sectors, and limits on the concentration of power among large technology firms; and

BE IT FURTHER RESOLVED,

that the AAUP will center the impact of artificial intelligence on labor, working conditions, and job security as the primary lens for organizing, public communication,

and coalition-building, while also addressing broader issues of governance, equity, and democratic control;

BE IT FINALLY RESOLVED,

that the AAUP commits to ensuring that artificial intelligence is governed by **democratic oversight, worker power, and the public interest**, and to advancing a vision of technology that strengthens higher education, supports workers, and contributes to a more equitable and democratic society.

SECURING ALL FACULTY

WHEREAS,

the widespread use of contingent labor in higher education has created a multi-tier workforce in which a growing majority of faculty and staff work without job security, adequate compensation, or full participation in governance; and

WHEREAS,

this overreliance on contingent labor undermines educational quality, weakens academic freedom, and erodes the stability and integrity of higher education institutions; and

WHEREAS,

contingent faculty and academic workers are disproportionately women and people of color, reinforcing structural inequities within the profession and across the sector; and

WHEREAS,

the expansion of contingent labor is the result of deliberate policy choices tied to austerity, privatization, and the erosion of public investment;

THEREFORE BE IT RESOLVED,

that the AAUP commits to ending the crisis of contingency and building a higher education system grounded in secure, equitable, and sustainable academic employment; and

BE IT FURTHER RESOLVED,

that the AAUP will advocate for the **conversion of contingent positions into secure, tenure-line or equivalent positions**, prioritizing long-serving contingent faculty in the hiring process for these new positions; and

BE IT FURTHER RESOLVED,

that the AAUP will fight for **fair compensation, job security, benefits, and full inclusion in governance** for all contingent faculty and academic workers during the transition to more secure employment structures; and

BE IT FURTHER RESOLVED,

that the AAUP will integrate the goal of ending contingency into its **organizing, bargaining, and political strategies**, including contract campaigns, legislative advocacy, and public funding initiatives; and

BE IT FINALLY RESOLVED,

that the AAUP affirms that a just and democratic higher education system requires **stable, well-supported academic work**, and that ending contingency is essential to achieving that goal.

BUILDING THE ORGANIZATION TO WIN

WHEREAS,

the AAUP faces a historic moment requiring it to act as a fighting **labor union** capable of leading the higher education sector, organizing across institutions, and advancing a coordinated political and economic program; and

WHEREAS,

the challenges facing higher education—including declining public investment, labor precarity, attacks on academic freedom and DEIA initiatives, and technological disruption—cannot be met without sustained organizational capacity, resources, and coordination; and

WHEREAS,

The AAUP must be a union capable of **building power, setting the agenda, and winning structural change**, and must be on a fighting footing to meet challenges such as AI implementation, the epidemic of exploited contingent labor, the crushing student loan debt crisis, and a rightward drift toward fascism; and

WHEREAS,

the effective implementation of the AAUP's program requires **alignment between national strategy and chapter-level activity**, as well as mechanisms to support organizing, bargaining, and political action at scale; and

WHEREAS,

many AAUP chapters, both advocacy chapters and collective bargaining locals, lack the resources, staffing, and infrastructure necessary to fully engage in organizing, contract campaigns, and coalition-based political work; and

WHEREAS,

building power across higher education requires

democratic participation, leadership development, and accountability structures that ensure sustained engagement and measurable progress; and

THEREFORE BE IT RESOLVED,

that the AAUP commits to building the **organizational structure, resources, and accountability systems necessary to carry out its program and build power across higher education**; and

BE IT FURTHER RESOLVED,

that the AAUP calls on collective bargaining locals to make a **phased transition toward a minimum dues level equivalent to 1 percent of salary (or a comparable standard)** to ensure the resources necessary for organizing, bargaining, strike support, and political action; and

BE IT FURTHER RESOLVED,

that the AAUP will expand **national investment in organizing infrastructure**, including staffing, training, research capacity, and support for campus-based and sector-wide campaigns; and

BE IT FURTHER RESOLVED,

that the AAUP will develop and support **robust contract and strike campaign capacity**, including preparation, coordination, and material support for chapters engaged in collective bargaining and job actions; and

BE IT FURTHER RESOLVED,

that the AAUP will require or strongly encourage chapters to develop **annual organizing and campaign plans**, including:

- + membership growth targets

- + leadership development goals
- + campaign priorities
- + coalition engagement aligned with national strategy; and

BE IT FURTHER RESOLVED,

that the AAUP will establish **state-level and regional coordination structures** to align organizing, bargaining, and political efforts across institutions and build collective leverage; and

BE IT FURTHER RESOLVED,

that the AAUP will develop and implement **targeted campaigns, programming, and communications strategies** that translate its broader political framework into concrete fights at the campus, local, and national levels, ensuring that members can clearly recognize their own struggles within the organization's program; and

BE IT FURTHER RESOLVED,

that the AAUP will implement **systems of accountability and reporting**, including mechanisms to track progress on organizing, membership, campaigns, and programmatic goals, while supporting chapters in meeting those benchmarks; and

BE IT FURTHER RESOLVED,

that the AAUP will invest in **leadership development and democratic participation**, ensuring that members across job categories—including contingent faculty and historically marginalized groups—are equipped to lead organizing and governance efforts; and

BE IT FURTHER RESOLVED,

that the AAUP will align its **dues structures, resource allocation, national office department structure, staff assignments, and institutional practices** to incentivize organizing, growth, and participation in coordinated campaigns; and

BE IT FURTHER RESOLVED,

that the AAUP will expand its public presence by building strategic relationships and collaborations with organizations, media platforms, and movements beyond higher education, in order to situate its work more visibly within the broader struggle for democracy and the public good; and

BE IT FURTHER RESOLVED,

that the AAUP will build and maintain **dedicated resources for legal defense, organizing support,**

and campaign infrastructure, ensuring that chapters have the capacity to act effectively in high-stakes conflicts; and

BE IT FINALLY RESOLVED,

that the AAUP commits to transforming itself into a **well-resourced, democratically governed, and strategically aligned organization** capable of building sustained power across higher education and winning structural change at scale.