

Proposed Changes to AAUP Organizational Structure

Webinar for AAUP Members,
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Moderator



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AAUP Mission

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good. 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.

Guiding Questions

- What's best for the members?
- What's best for the profession?
- What's best for the movement?

Guiding Principles

- We are one organization. We are unified in the fight to preserve higher education as a common good.
- The AAUP is strongest when we focus on building and empowering chapters.
- Our governance and organizational structures should reflect this.

What?

Changes to streamline our governance and organizational structure.

Current structure:

aaup

Membership association

Members are individual faculty

Forty-three elected leaders and governing board members

aaupcbc

Union

Members are AAUP chapters

Ten elected leaders

aaup
FOUNDATION

Charitable organization

No members

Supports AAUP principles through donations/grants

Why?

Current tripartite structure:

- Is cumbersome, and very costly
- Has fifty-three leaders for an organization with around 41,000 members
- Makes decision-making complicated and more difficult
- Creates an unnecessary divide between advocacy and collective bargaining members

Proposed new structure:

- Will streamline leadership
- Will make decision-making more efficient
- Will be less expensive to administer
- Reflects that we are *one profession*
- Will focus resources on supporting chapters

How?

November 2017: Elected leaders began to plan for a significant loss of revenue that would result from a negative outcome in the *Janus* decision.

Academic year 2017-18: A Contingency Planning Working Group, appointed by and jointly chaired by the AAUP president and the AAUP-CBC chair, and approved by AAUP and AAUP-CBC leadership bodies, prepared options for streamlining governance and organizational structure. These options were presented to the leadership bodies at their meetings in June 2018.

June 2018: Elected leaders provided direction to the working group, and charged the working group to draft detailed proposals.

November 2018: Elected leaders voted to move forward with the proposed changes to our shared organizational structure, and charged the working group to draft revisions to governing documents.

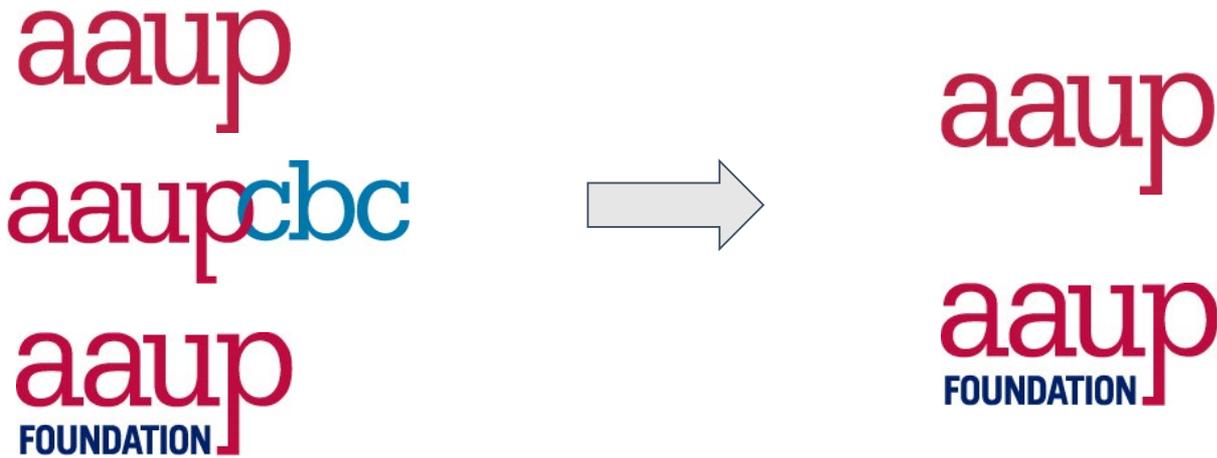
Winter 2019: The working group drafted detailed revisions to governing documents and other policies that would implement the proposed changes.

March 2019: Elected leadership bodies voted to recommend a package of changes to the June 2019 AAUP annual meeting and the June 2019 AAUP-CBC regular meeting.

Main Elements of the Proposals

Fold the AAUP-CBC into the AAUP.

The AAUP Foundation (the charitable organization) would remain as it is.



Replace the AAUP's annual meeting with a biennial delegate meeting. Chapter delegates would vote on the business of the AAUP.

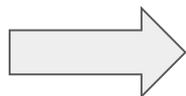
2020

2021

2022

2023

2024



2020 (meeting)

2021 (no meeting)

2022 (meeting)

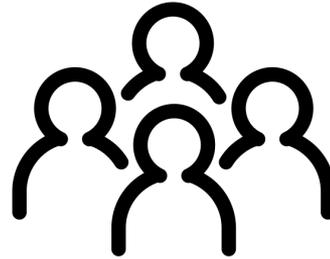
2023 (no meeting)

2024 (meeting)

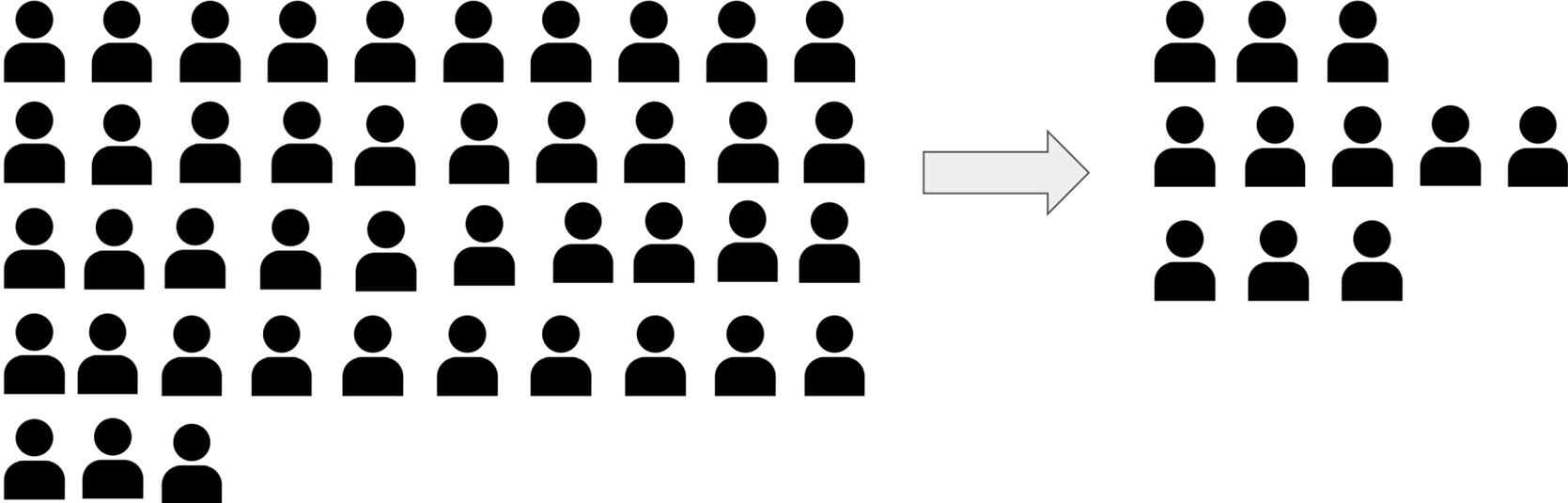
For election of officers and Council members, move from a mail ballot of individual members to a secret ballot of chapter delegates at the biennial meeting.



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Fold existing AAUP and AAUP-CBC governing boards into one governing board composed of three officers, five regional members, and three at-large members.





Fold the work of the ASC into the existing AAUP structures

Move to the elected Council the authority to impose and remove censures and sanctions.

What's Next?

June 2019 Votes on the Proposed Changes

AAUP Annual Meeting

Saturday, June 15, starting at 9am

Will vote on:

Proposed amendments to the AAUP Constitution codifying the changes directed by the AAUP Council and the AAUP-CBC Executive Committee. A Constitutional Amendment Proviso establishing the transitional leadership structure for the newly combined organization is included in the motion.

A recommendation to roll CBC dues into AAUP collective bargaining dues, effective January 1, 2020.

AAUP-CBC Regular Meeting

Thursday, June 13, starting at 2pm

Will vote on:

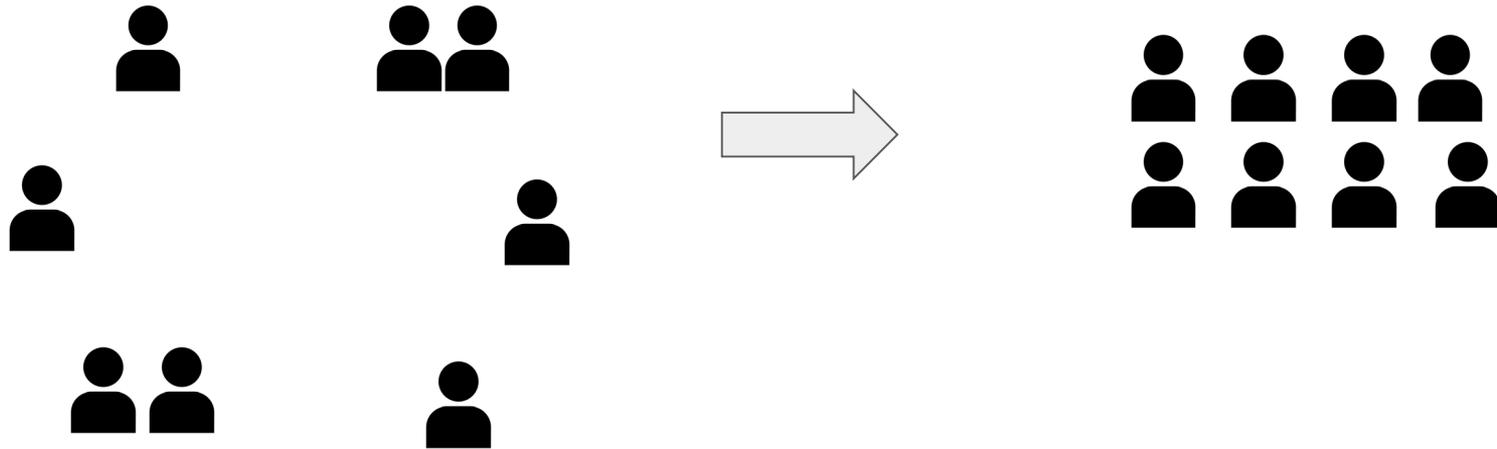
Dissolution of the AAUP-CBC and the transfer of its assets and liabilities to the AAUP.

Leadership Transition

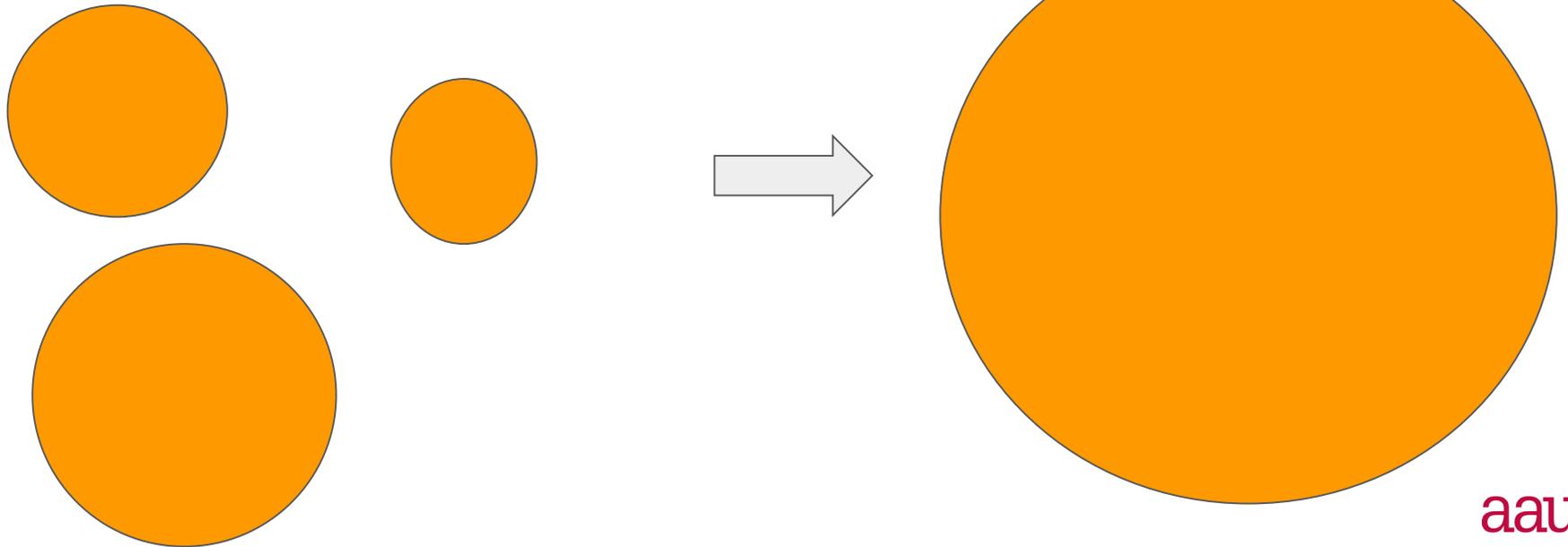
If the proposed restructuring is approved,

- Essentially, the AAUP Council and AAUP-CBC Executive Committee are combined.
- Current elected members of Council and the AAUP-CBC Executive Committee serve out their terms on a combined governing board.
- First new election (for president, vice president, secretary-treasurer, and two at-large board members) under the new structure would be at the June 2020 delegate meeting.
- By the June 2022 delegate meeting, the board reaches final size.

Create a national at-large chapter for members who are not currently affiliated with a chapter.



Allow small chapters in a given state to band together to form a section for purposes of representation at the biennial meeting.



More information: <https://www.aaup.org/restructuring>