



Why Collective Bargaining?

10 Reasons.

1. Faculty can negotiate a contract that spells out benefits and salary.
2. Faculty can negotiate to implement those agreements developed between Faculty Senate and the Administration.
3. Faculty workloads become contractually negotiated.
4. Faculty profession can protect tenure.
5. Faculty participation from each college on President and executive search committees can be part of the contract.
6. Faculty voice in the establishment of budget changes.
7. Faculty can have an enforceable grievance policy and process.
8. College faculty, adjuncts, & teaching assistants can elect to be part of collective bargaining units.
9. Department heads and chairs who teach classes can be part of a bargaining unit.
10. Exempt staff can elect to be part of a bargaining unit.

Take control.

Where faculty have an active AAUP chapter, an independent faculty organization neither beholden to nor dependent upon the administration or the institution's governance documents, faculty have the means to act collectively in applying pressure on institutional decision-makers to be responsive to the positions of the faculty, including those advanced by the faculty compensation committee. An AAUP chapter is a natural vehicle to advance the collective interests of the faculty.

AAUP Statement on Collective Bargaining.

The basic purposes of the American Association of University Professors are to protect academic freedom, to establish and strengthen institutions of faculty governance, to provide fair procedures for resolving grievances, to promote the economic well-being of faculty and other academic professionals, and to advance the interests of higher education. Collective bargaining is an effective instrument for achieving these objectives." "As a national organization that has historically played a major role in formulating and implementing the principles that govern relationships in academic life, the Association promotes collective bargaining to reinforce the best features of higher education.

1940 Statement on Academic Freedom and Tenure.

Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning.

Examples of State Universities with Collective Bargaining.

University of Alaska, California State University, UC-Santa Cruz, University of Connecticut, Connecticut State University, University of Delaware, University of Florida, University of Hawaii, Southern Illinois University, Western Michigan University, Wayne State University (including medical school), University of Montana, University of Cincinnati, Portland State University, Kent State University, Maine State university, and **We Could Make New Mexico State University next.**