

MEMBERSHIP & CHAPTERS

A person is eligible for Active Membership in the AAUP if he has faculty status in an accredited institution or one which has attained candidate status in seeking accreditation, provided his appointment is for at least one year and his work consists of at least half-time teaching or research. Librarians, department chairmen, and counselors are eligible if they have faculty status, even if they do not teach.

A chapter may be established at an institution having attained accreditation or candidate status when any seven or more Active Members of the AAUP elect officers and request official recognition.

DUES

ACTIVE MEMBERS

Base salary \$8,000	\$10.00
Base salary from \$8,000-\$9,999	\$15.00
Base salary from \$10,000-\$11,999	\$20.00
Base salary \$12,000 and above	\$25.00

GRADUATE STUDENT MEMBERS \$3.00

Please note that if you join you will, as a member, be eligible for the special 8-week trial subscription of *The Chronicle of Higher Education* (See separate leaflet of offer).

NATIONAL OFFICERS

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Second Vice-President

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General Counsel

aaup

AMERICAN ASSOCIATION
OF UNIVERSITY PROFESSORS
ONE DUPONT CIRCLE
WASHINGTON, D.C. 20036

**AN
INVITATION
TO COLLEGE
AND
UNIVERSITY
PROFESSORS**



aaup...

Dear Professor:

At this time of crisis for higher education and for the profession, I want to extend to you a personal invitation to join the more than 90,000 members of the American Association of University Professors. At no time in its history has the need for, or influence of, the Association been more apparent, and I hope that, if you meet the eligibility requirements, you will wish to take advantage of this invitation.

If you are already a member, I would be pleased to have you extend this special invitation to a faculty colleague.

Sincerely yours,

Bertram H. Davis, General Secretary

PURPOSE & ORGANIZATION

The American Association of University Professors was founded in 1915 by a group of leading scholars devoted to advancing the standards, ideals, and welfare of the academic profession. Today, with more than 90,000 members, 1,270 chapters, 45 state and regional conferences, the AAUP can and does speak as the authoritative voice of the profession.

AAUP policies and programs are democratically determined by a nationally elected Council and by an Annual Meeting of individual members and chapter representatives, with the assistance of standing and special national committees. Chapters and state organizations serve as local and state arms of the Association and conduct appropriate AAUP business within their jurisdictions. The day-to-day work of the Association is conducted by a national staff of sixty persons with headquarters in Washington, D.C. Regional offices have been established in San Francisco and New York City, with others planned for the Midwest and South.

ACADEMIC FREEDOM & TENURE

The Association is best known for its guardianship of the principles of academic freedom and tenure. The 1940 *Statement of Principles on Academic Freedom and Tenure*, formulated jointly with the Association of American Colleges, serves as a basic standard for American higher education. It has been endorsed by some 80 leading educational and professional organizations, by governing boards and coordinating councils, and by hundreds of individual colleges and universities throughout the nation.

The policy statements of Committee A on Academic Freedom and Tenure, recognized and respected in American higher education, deal with fair dismissal procedures, due process, proper notice, the rights of nontenured faculty and teaching assistants, extramural utterances, the political activity of professors, retrenchment in the face of financial exigency, retirement



and academic freedom, and a variety of related concerns.

The AAUP staff, acting on behalf of Committee A, annually evaluates and pursues hundreds of specific complaints of violations of academic freedom and tenure. A large number of these are quickly and successfully resolved through the AAUP's mediative and consultative efforts. Much of this work serves to protect the rights of nontenured faculty members.

Unresolved cases which pose especially serious issues of academic freedom and tenure are investigated by *ad hoc* committees. Reports of investigations, published in the *AAUP Bulletin* by authorization of Committee A and frequently leading to Association censure, have brought about improved conditions on campuses throughout the country.

Because of its preeminent position in the area of academic freedom, the Association is regularly consulted by administrators and faculty members alike. It is frequently called upon to assist in developing sound institutional regulations and to employ its experience and mediative skill in helping to preserve academic freedom at an institution in the face of confrontation and attack.

COLLEGE & UNIVERSITY GOVERNMENT

From its beginning, the AAUP has spearheaded efforts to expand the faculty role in the decision-making process.

The 1966 *Statement on Government of Colleges and Universities*, jointly formulated by the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges, is based upon the principle of "shared authority" and delineates the roles of faculty, administration, and trustees. It recommends primary faculty responsibility for a broad range of educational matters, including curriculum, methods of instruction, and decisions involving appointments, promotions, tenure, nonrenewal and dismissal.

Current AAUP activities in the area of college and university government include:

- » Developing models for faculty senates.
- » Drafting guidelines for the faculty role in budgetary matters and in resolving problems of financial exigency.
- » Formulating policy on the status of teaching assistants and on student participation in institutional government.
- » Providing consultants to faculties, administrators, and governing boards on problems of institutional government.

» Surveying periodically, institution by institution, the extent of faculty participation in college and university government.

» Investigating and publicizing, under the auspices of Committee T, cases where the role of the faculty in institutional government is severely restricted or circumvented.

FACULTY SALARIES

Each year, since 1958, Committee Z on the Economic Status of the Profession has surveyed and rated faculty compensation levels of individual colleges and universities. The only survey to identify compensations by institutions, it has provided the incentive of informed competition and of achievement. It has been credited by a leading scholar as having "done as much as any other single thing to bring about the steady increases in faculty salaries which . . . characterized higher education" in the 1960's. In the last two years, the rating scales have been substantially revised to reflect recent trends and provide increased incentive to improve faculty salaries.

REPRESENTATION OF ECONOMIC & PROFESSIONAL INTERESTS

In 1966, the AAUP concluded that it could best assist collective bargaining to develop consistently with the principles of the Association and the traditions of higher education if chapters that wished to do so had the opportunity to participate in it.

In addition the AAUP addresses itself to national and state labor relations boards and legislative bodies in a program to develop collective bargaining standards in keeping with the best principles and practices of higher education. The Association has established the following objectives for chapters in their negotiations with administrators and governing boards:

- » To promote the economic and professional interests of the faculty as a whole in accordance with the principles upheld by the Association.
- » To establish and strengthen democratic structures within the institution in order to provide full faculty participation in academic government.
- » To obtain explicit guarantees of academic freedom and tenure.
- » To create clear and orderly procedures within the faculty governmental structure for prompt consideration of problems and grievances of faculty members.

FEDERAL & STATE RELATIONS

Committee R on Relationships of Higher Education to Federal and State Governments collects and disseminates information and, when appropriate, presents the AAUP view to the Office of Education, Congress, and other government offices and agencies.

A Special Committee on State Legislation Affecting Academic Freedom (SLAAF) actively opposes restrictive legislation on the state level, employing legal action when circumstances warrant.

State affiliates monitor legislative activity through special committees, cooperate with SLAAF, and speak to state legislation relating to salaries, retirement, collective bargaining, and other matters of interest to the profession.

PROFESSIONAL ETHICS

The Association has long recognized that membership in the academic profession carries with it special responsibilities. In a series of major policy statements, the Association has provided guidance to the professor in the exercise of his responsibilities to students, and in his conduct when resigning from his institution or when undertaking government-sponsored research. The Association's *Statement on Professional Ethics* sets forth general standards for professional conduct. A supplementary statement on "Freedom and Responsibility" related to the current academic scene was issued by the Council in October, 1970.

STATUS OF WOMEN

The Association, long successful in mediating specific cases of discrimination against women, has recently given special attention to the question of equal opportunity for women by reactivating its Committee W on the Status of Women in the Profession. The Committee has developed a significant policy statement on *Faculty Appointment and Family Relationship*, which has already gained widespread acceptance, and it is exploring problems related to such matters as part-time appointment and maternity leaves. A rapidly increasing number of chapter and statewide committees on the status of women report significant local successes in furthering the work of Committee W and testify to the importance of and interest in this Association work.

TWO-YEAR COLLEGES & DEVELOPING INSTITUTIONS

Through its Committee V on Junior and Community Colleges, the AAUP:

- » Makes its resources fully available to faculty members at two-year colleges, and to federal, state, and local officials, in a continuing effort to achieve sound principles of academic freedom and tenure, academic due process, and institutional government, and to attain fair workloads and adequate compensation.
- » Sponsors local and regional workshops for faculty members, administrators, and members of governing boards.
- » Works for the establishment of separate boards of trustees for the two-year college, so that issues indigenous to those colleges can be given the careful attention they deserve.

The AAUP's Special Project for Developing Institutions provides special advice and assistance to faculty members and administrators at developing institutions, many of which are predominantly black, in a program designed to improve conditions relating to academic freedom, tenure, due process, and institutional government.

OTHER CONCERNS

The Association's comprehensive programs include significant activities in the following areas:

- » Rights and freedoms of students
- » Improvement of college teaching
- » Faculty workload
- » Faculty evaluation
- » Faculty role in accrediting
- » International educational activities
- » Retirement plans and insurance programs
- » Taxation policy

SPECIAL GROUP FLIGHT TRAVEL RATES

AAUP members of six months' standing and their immediate families are eligible for Group Flight Travel Rates at reduced cost on regular commercial carriers to many parts of the world. More than 4,000 members and their families took advantage of this opportunity in 1971.