Reorganization of National AAUP Requires Decisions by Conference Chapters

(Note: What follows is a good faith effort to distill information currently available. Keep in mind that this is a fluid situation. For the most current information see: https://www.aaup.org/restructuring/sections. For further answers to questions, contact Gwen Bradley - gbradley@aaup.org)

As 2020 comes into being, three mutually-exclusive bodies will be part of the organizational structure of the national AAUP:

(1) An established and active institutional chapter of the AAUP not participating in a state section.
(2) A state section - for established and active institutional AAUP chapters that choose to participate in a state section.
(3) An at-large national group - for individuals in institutions that have not established active institutional chapters of the AAUP.

In each case, a body referred to above can elect and send a national delegate or delegates to the biennial national meeting of the AAUP, with voting power proportional to its size (and split as evenly as possible if two or more of its national delegates attend).
Executive Director’s Report

by Steve Anthony, Executive Director

Since our last communiqué, the new academic year has started and everyone is focused on that, as it should be. Consequently, there has been little activity on individual faculty concerns. That is not to say there has not been a lot going on elsewhere.

Perhaps most importantly, please make sure you read the information/directions in this newsletter regarding the reorganization of the National AAUP. It affects us mightily. Each chapter needs to make decisions going forward. All of the Conference officers stand ready to assist you.

We also have a search underway at the University of West Georgia and that has become complicated by further actions that have surfaced. Stay tuned on that.

Lastly, but perhaps not least, there is the issue of the instability within the BOR. A member has had to resign after being indicted. Never a dull moment.

Steve

cont. Reorganization of National AAUP Requires Decisions ...

What is a State Section?

Beginning January 1, 2020, institutional chapters - particularly those with fewer than 250 members - have the option of joining a state section made up of two or more institutional chapters in the same state for purposes of having a voice and a vote at biennial national meetings of the AAUP. No institutional chapter in the state of Georgia currently has as many as 250 members. The state section mechanism has been designed to ensure that small institutional chapters’ voices are heard and to allow institutional chapters to pool resources to make attendance at the national biennial delegate meeting more affordable. Participation in a state section is voluntary. There can be only one section per state. The number of state section delegates and the number of votes these delegates are permitted to cast at a national AAUP meeting will be based on the aggregate number of national AAUP dues-paying membership of the participating institutional chapters. The state section is entitled to one national delegate for every 250 national AAUP dues-paying members or fraction thereof, with a maximum number of 10 national delegates per state section. All eligible institutional chapters in the state must be given the opportunity to join the state section.

If an institutional chapter decides to join the state section, once that decision is made the chapter has to stick by it for that two-year national election cycle. During this cycle it cannot later opt out of the state section because national AAUP elections are based on the number of national dues-paying members in institutional chapters that form the state section, and an institutional chapter cannot join or leave a state section too late, or its national dues-paying members won’t have the opportunity to participate in the election of a national delegate (or delegates) from the state section.

Alternatively, an institutional chapter of the AAUP with fewer than 250 national AAUP dues-paying members can choose not to join the section established in a given state, but, instead, send its own national delegate (or delegates) to a biennial national meeting of the AAUP. The number of votes that such a national delegate could cast at the national meeting is determined by the number of national dues-paying AAUP members in his/her/their institutional chapter and is proportional to the voting impact of a national delegate representing an institutional chapter or state section of 250 members or more.

National dues-paying members of the AAUP not in an institutional chapter can NOT participate in a state section, but can choose to participate in the election of national delegates through a soon-to-be-established national-large chapter.

Any institutional chapter or state section can send non-voting/non-delegate national dues-paying members to the AAUP’s biennial meeting, however.

If an institutional AAUP chapter elects to join the state section, it cannot also send its own delegate to the biennial meeting of the national AAUP. Institutional chapters that do not join the state section can send a separate national delegate to the biennial meeting, but, as noted above, that national delegate’s voting power is based on the number of national AAUP dues-paying members in his/her/their institutional chapter. Voting strength is based on the number of members for whom paid dues have been received by the national AAUP as of the end of March.

Should an AAUP institutional chapter in Georgia join the state Section in Georgia?

How does an institutional chapter decide whether to join the state section? Participation in a state section is voluntary. All eligible institutional chapters in a state can choose whether they want to participate in the state section. It’s their decision. The Executive Board of the institutional chapter can make the decision for their chapter. If an institutional chapter's by-laws require that important decisions be made by a particular body, however, that body has to be the one to make the decision on this matter.

GUIDELINES FOR CREATION OF A STATE SECTION

If at least two institutional chapters in a state choose to establish a section, they will notify the AAUP national office, and will provide the names of the institutional chapters participating and contact information for a state section coordinator (this could be the state conference President). Deadline for doing this: Early March.

Well in advance of the biennial delegate meeting, the AAUP national office will notify all eligible institutional chapters in the state that a section is being formed, will provide information on what a state section is, and will provide contact information for the state section coordinator. Deadline for doing this: Mid March.

Each interested institutional chapter will need to contact the state section coordinator and provide notice of the institutional chapter's desire to join that established state section. Deadline for doing this: Early April.

How will the national AAUP support the formation of a state section?

The national AAUP will also provide sample procedures, instructions, guidance, and other material for operating the state section, such as lists of eligible institutional chapters and of national dues-paying members in those chapters, sample nomination and election notices, and sample ballots. In addition, state conferences and institutional chapters can assist in the formation of the state section, although the institutional chapter or state conference elections can not substitute for the election of state section national delegates.

Once a state section is formed, how will the nominating and election process for national delegates be conducted by the institutional chapters or the state section?

Due to federal law applicable to the national AAUP, there will be some
minimal requirements for these elections. A nomination and election notice must be transmitted to all national dues-paying members of institutional chapters participating in the state section. The national delegate election has to be by secret ballot, either via a mail ballot or by secret ballot at an institutional chapter meeting. If there is only one nominee per national delegate position, no election is required, and the delegate or delegates can be named by acclamation. Federal labor law applies only to the election of delegates to the AAUP national meeting and the election of national AAUP officers. Every institutional chapter in Georgia is an advocacy chapter and our Conference is an advocacy Conference. As a result, local and state-wide AAUP elections are governed by the institutional chapter’s or Conference’s bylaws unless they involve selecting an institutional chapter or state section delegate to the AAUP biennial national meeting.

**VOTING STRENGTH OF NATIONAL DELEGATES**

If the state section has more than one national delegate the voting strength of the state section should be split as evenly as possible among the national delegates. If there is an odd number of national dues-paying AAUP members, the state section will decide which national delegate represents the odd number member. For example, if there are 10 participating institutional chapters with a total AAUP dues-paying membership of 150, the state section would be entitled to 1 national delegate with 150 votes; if the total membership is 349, the state section would be entitled to 2 national delegates. Each national delegate would represent 349/2 = 174 national dues-paying AAUP members. The one extra national dues-paying member (the 349th) would be assigned to one of the national delegates by the state section, giving these two delegates 174 and 175 votes respectively. As mentioned above, voting strength at a biennial meeting of the national AAUP is based on the number of national dues-paying members for whom paid dues have been received by the national AAUP as of the end of March.

**NOMINATION GUIDELINES**

All national dues-paying members of the AAUP must be given reasonable notice and an opportunity to nominate themselves or others for the position of national delegate.

There should be at least 10 days notice of the nomination period.

The nomination notice can be sent by email or post office mail. In addition, it can be posted on bulletin boards if they are likely to be seen by national AAUP dues-paying members.

Only national AAUP dues-paying members of participating chapters are eligible for nomination as a national AAUP delegate.

There cannot be unreasonable requirements for a nomination.

**ELECTION GUIDELINES:**

If there is only one nominee for each national delegate position, no election is necessary and the national delegate or delegates can be named by acclamation.

If an election is held, it must be by secret ballot.

There must be a single common ballot that is used by all institutional chapters participating in the state section.

Election Notice: Notice of the election must be mailed to the home address of each national AAUP dues-paying member in sufficient time to provide at least 15 days advance notice of the election.

An election can be held either by mail ballot, at an institutional chapter meeting, or by use of an on-site ballot box. Each institutional chapter can choose its own method. The national AAUP will have guidance on how to conduct each of these elections.

**Mail Ballot** - If there is a mail ballot election, the election notice can be sent with the ballot, as long as the national AAUP dues-paying member has 15 days to return the ballot.

**Election at Institutional Chapter Meeting** - An election can be held at an institutional AAUP chapter meeting using a secret ballot box. However, the election notice must be mailed to all national AAUP dues-paying members’ home addresses in sufficient time to provide at least 15 days advance notice of the meeting.

**On-Site Ballot Box** - An election can be held using an on-site ballot box, as long as the box is in a secure location. Again, the election notice must be mailed on a date that it gives national AAUP dues-paying member voters at least 15 days to cast their ballot.

**How will state section delegate paper-ballot elections be funded?**

By participating institutional chapters and state sections.

**Election Results:**

How will a state section’s votes be counted to determine the results of an election for delegate(s) to the national biennial meeting of the AAUP?

**Institutional Chapter level** - Votes can be counted at the institutional chapter level, with the results transmitted to the state section. The state section can then aggregate the results.

**State Section level** - Sealed ballots can be sent to the state section (most likely in a mail ballot election), so long as the ballots are kept secure. The state section can then count the ballots.

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**How to Contact the National AAUP**

AAUP – aaup@aaup.org (202-737-5900)

E-mail addresses for frequently contacted departments:

**Academe** ...............................................................academe@aaup.org
**Academic Freedom & Tenure** ................ academicfreedom@aaup.org
**Membership** ..........................................................rlewis@aaup.org
**Chapter and Conference Services** ........ csimeone@aaup.org
**Research** .............................................................. aaupfcs@aaup.org
From the President
Robert M. “Scotty” Scott
Augusta University

As I finish six years as the President of the AAUP’s Georgia Conference, I can see many accomplishments by our members and still more challenges in front of us. This newsletter’s lead article about the AAUP National reorganization and its effects on us—the need for us to form a state section in order to retain a meaningful vote at national meetings—is just one.

Another is the continuing importance of increasing our membership. Six years ago, we had just under 400 members statewide; this year, we have increased our numbers but only by about 5 percent. Although national AAUP membership has grown smaller over that same period and we have not, we need to expand on our growth. It’s not so much about having additional dues to support what we do (although there is that); it’s more about our publicizing what we do for our faculty peers. We are what the national organization calls an “Advocacy Conference” and all our chapters are “Advocacy Chapters.” And our ability to advocate for faculty in a meaningful way depends to a large extent on our numbers. One very good sign is the growth in the number of those chapters; we now have 16 active chapters in Georgia, and the most active among them are our newest chapters. We also have 4 or 5 chapters that are shadows of their past activity; we have to see what we can do, together, to help those chapters get back on their feet. And, of course, we have individual members from several institutions at which we can help to increase their local membership and perhaps form chapters there, too.

Related to both of those is the importance of building on the positive relationships we have formed with other conferences here in the Southeast. The Georgia Conference has become the acknowledged leader of state AAUP Conferences in our region, and we plan to meet together in the off years between the now biennial national meetings. Our first regional meeting is planned for summer, 2021, and will take place in Atlanta. By joining together with our ten peer conferences in Texas, Oklahoma, Mississippi, Louisiana, the Carolinas, Virginia, Tennessee, and Kentucky, we add to our clout as one of the largest advocacy conferences in the country.

Our elections this year will include choosing both a President and Vice president of our Conference. I will be honored to continue as Past President and to support our new leadership, who will no doubt come into office with new ideas.

Thank you for all your support these past six years. I hope to see you at our spring meeting on February 29th (an easy date to remember) at Wesleyan College!

Legislative Report
by Steve Anthony, Senior Lecturer, retired

This interim has been amazingly quiet. That said, the budget is by far the biggest news of the year, as previously reported.

The Governor has sounded the alarm that we are headed possibly to a mild recession next year. Consequently, he has asked for budget proposals that reflect a 3, 5 and 7% reduction from every department and agency. In fact, revenues have been coming in lower than PROJECTED. I emphasize that word because that is what the numbers are being judged against. The fact is, maybe their projections were a little off on the high end.

Add to that the realization that only 23% of the total state budget is going to absorb any cuts, and you have a very puzzling situation. One of those areas that is exempt from the cuts is higher education. That does not mean an overall pay raise effort would materialize for Higher Ed, however; it would not. So we will follow the discussions about state pay raises separately from budget cuts. The Governor-requested budget cut percentages, however, do not necessarily mean that there will be no pay raises.

There will not be much to report on any final decisions until the first of the year, so look for any special emails or my first legislative report to find out the details.

Meanwhile, best wishes for a good holiday season.
Steve

KEEP IN MIND . . .

The GA Conference of AAUP newsletter is now only available in an online form. PLEASE SPREAD THE WORD on your campus about how to access the newsletter on the Conference website: Go to http://aaupgeorgia.wordpress.com/

and click on the newsletters archived there. Please encourage colleagues who are not current members to discover that our newsletter and website contain information and articles of interest and benefit to all in the higher education community. Let’s do our best to get this word out far and wide!
Reorganization of National AAUP Requires Decisions...

IN ALL CASES: The secrecy of the ballot must be ensured, an accurate count of the results must be maintained, lots must be drawn for determination of the order in which names are placed on the ballots, and all ballots and other election records must be kept for at least one year. State Conference elections may NOT substitute for the election of state section delegates.

State Conferences may:

Assist with the formation of state sections.

Assist with performing the administrative duties for the nomination and election of national delegates, for example, mailing and counting ballots.

Reimburse partial or full travel expenses for state section national delegates.

Delegate Credentialing:

State sections must submit a delegate registration form to the national AAUP identifying each of its national delegates, and identifying the institutional chapters in the state section; anticipated deadline is May 15th.

Institutional chapter national delegates will follow the same process for credentialing as state section delegates.

At the Biennial Meeting:

AAUP national Officers & AAUP national Council members will be elected via national delegate voting.

Institutional chapter delegates to the national meeting will vote the strength of their chapter's national AAUP dues-paying membership.

State section delegates to the national meeting will vote the strength of their participant national AAUP dues-paying institutional chapter membership.

Institutional chapter and state section national delegates have the same rights and privileges at the national AAUP biennial meeting.

If an institutional chapter or state section is entitled to 2 or more national delegates, but only one attends the national meeting, that national delegate gets to cast all the votes apportioned to the institutional chapter or state section.

During lunch at the Fall membership meeting of the GA Conference, attendees were treated to a tour of the Morehouse campus by Sinead Younge (front left), Morehouse College AAUP chapter Vice-President.
LOOKING FOR ILLUMINATING INFORMATION, INSIGHT, and INSPIRATION REGARDING AAUP POLICIES, PROCEDURES, and STANDARDS?

CONSIDER ATTENDING AN AAUP SUMMER INSTITUTE OR SENDING A CHAPTER REPRESENTATIVE THERE

AAUP Summer Institutes feature workshops on a wide range of topics, including:

• Building campaigns around campus issues
• Recruiting and developing effective chapter leaders
• Using grievances to activate membership
• Using the Redbook to foster sound policies
• Strengthening shared governance and academic freedom protections on campus
• Analyzing institutions' audited financial statements (including from your own campus)

Presenters experienced in policy strategy, organizing, and leadership offer skills and tools to build a more powerful voice on your campus.

With the national Conference going to once every two years, these yearly institutes become most important.

For more information, check the national AAUP website in 2020.

AS YOUR CHAPTER MAKES HISTORY, PRESERVE ITS ACHIEVEMENTS FOR POSTERITY

Keep in mind that a special collection exists in the Hargrett Rare Book and Manuscript Library at the University of Georgia which contains documents from individual AAUP chapters in the state as well as documents detailing the founding and subsequent operations of the GA Conference of the AAUP.

Consider making it a routine responsibility of your AAUP chapter to send information regarding your chapter’s achievements and operations to this archive. This could be done in the form of an annual report, or simply by preserving and forwarding extra copies of all minutes, handouts, treasurer’s reports, photos, studies, initiatives, presentations, recordings, announcements, position papers, accomplishments, chapter newsletters, correspondence, etc., to:

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