

The MNAAUP Executive Committee's Statement of Principles on One Faculty

At the centenary of the founding of the American Association of University Professors, the MNAAUP invites all faculty at the Minnesota institutions of higher education to consider the following statement of principles, and to endorse their own campus-specific version.

Faculty – tenure-line and contingent, part-time and full-time -- in American colleges and universities uphold a social contract that calls on us to contribute to the common good by teaching and doing research under the time-honored democratic principle of freedom of inquiry. This principle undergirds the AAUP's mission to support academic freedom; peer review, tenure, and faculty governance ensure it.

However, the values on which our profession rests are threatened by the current economic environment in higher education. In particular, the increasing percentage of contingent faculty has fostered inequitable salaries, unequal job protection, and thus has threatened institution-wide protection of academic freedom. Therefore the MNAAUP is asking faculty on campuses across our state to adopt a statement of principles -- adapted for each member institution -- that calls for:

- Equitable compensation for part-time per-course adjunct professors, raised to a reasonable and substantial fraction of the starting salary for tenure-track assistant professors and linked to a faculty salary grid;
- Recognition of the right of adjunct faculty to unionize, with tenure-track faculty support;
- Institutional audits charting the percentage of tenured and tenure-track in relation to contingent positions;
- A review of each institution's policies and practices regarding adjunct and contingent faculty, with particular attention paid to:
 - Regular, professional peer review;
 - Clear policies on reappointment notifications;
 - Equitable treatment in departmental affairs across departments;
 - Publicized methods of due process in hiring, reappointment, and equity complaints.
- Clear institutional commitments to providing a living wage and job security with a higher percentage of secure, tenured positions, supported, wherever possible, by full convertibility of contingent positions to tenure-track.

In the interest of securing the core values of academic freedom and due process that are fundamental to our mission as educators, the MNAAUP calls on faculty governance bodies at each institution to discuss and adopt a version of this document. Our goal is to ensure every faculty member, tenured or contingent, has access to due process, and enjoys the academic freedom necessary to teach, write, and speak without interference.