AAUP/AFT is an organization of university faculty that promotes and defends the two fundamental pillars of the academy: **academic freedom** and **shared governance**. Academic freedom means that academics should not face recrimination (including pressure, intimidation, denial of tenure or dismissal) because of the subject matter of their research or instruction. Shared governance means that faculty should have a meaningful voice in decisions involving personnel, selection of administrators, budget, and determination of their university's educational policies, among other topics.

Join dozens of other faculty at CCU! Visit aaup-ccu.org today!

**AAUP-AFT merger gives our members AFL-CIO affiliation and backing**

In June 2022, the AAUP became a national regional council of the American Federation of Teachers (AFT). This means that all AAUP members (faculty who are members of AAUP National and not just their local university chapter) are, by virtue of being dues-paying AAUP members, also members of the AFT, with all the rights, privileges, responsibilities and benefits of that membership.

Additionally, since the AFT is a member organization of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), all AAUP members are now members of the AFL-CIO. Through their affiliation with the AFT, AAUP chapters like CCU’s are now affiliated with the AFL-CIO. What is more, AAUP’s collective bargaining chapters have affiliations with AFT state federations, which have considerable clout in state capitals and in Washington.

Through this affiliation, the national AAUP now operates as a “national regional council” of the AFT. As an affiliate, the AAUP maintains its independence and autonomy, as do its chapters. AAUP members continue to be full members of the AAUP with all the rights and privileges that go with membership. The AAUP continues to have its own national governing Council, officers and constitution, and AAUP chapters continue to be governed by chapter constitutions. Importantly, **all AAUP members are now card-carrying members of the AFL-CIO, with all the rights and privileges that go with that membership.**

If you are a member of AAUP National, you should have received your AFT/AFL-CIO card in the mail. If you have not, or wish to learn how to do so, please visit aaup.org/faqs-aaupaft-affiliation.

**Our thanks to colleagues for their contributions to leadership**

The Executive Committee of AAUP/AFT-CCU thanks two members of its leadership team, who left this past summer in order to pursue exciting professional opportunities at other universities.

We want to thank **Tristan Daniels**, AAUP/AFT-CCU’s membership Director, who left CCU in April for North Carolina. Tristan worked at CCU’s Kimbel Library as an Access Services Specialist for nearly four years, before becoming the university’s inaugural Academic Engagement Librarian. In June 2022, Tristan became the Kimbel Library’s inaugural Technology Strategies and Data Librarian. Throughout that time, Tristan was an active member and leader of the local AAUP chapter, making strategic contributions to our operations as we transitioned to the post-COVID environment. We are grateful to Tristan for his service and wish him the very best in his new position.

We are also grateful to **Sharon Tutrone**, who served as Lecturer of Broadcast Journalism at CCU for nearly eight years, until she left the university this summer for another teaching position. Prior to joining CCU, Sharon had a fruitful and decorated career in the television industry as a producer and executive producer. Sharon joined the AAUP/AFT-CCU leadership team in April 2022 as our Associated Faculty Representative. She remained in that post until her departure from CCU in June. We sincerely thank Sharon for her time and dedication to the principles of the AAUP.
AAUP/AFT joins new faculty/staff EXPO for second year in a row

On August 16, the CCU Chapter of the AAUP/AFT participated for the second consecutive year in the New Faculty and Staff EXPO, an event that brought together current and new faculty and staff on campus. The EXPO was organized by the CCU Center for Professional Development and Academic Technology (formerly known as CeTEAL, TDSE, and COOL) and the College of Graduate Studies and Continuing Education. It aimed to introduce new faculty and staff to familiar faces across campus departments and the services they provide. The Chapter was represented by Vice President Allison Faix, At-Large Faculty Representative Jim Arendt, Faculty Delegate Alex Hogue, and Chapter President Joseph Fitsanakis. In just under two hours over 20 CCU faculty signed up to receive updates from AAUP. The new faculty were also provided with useful AAUP material, including copies of a short selection of the most recent (11th) edition of AAUP Policies and Reports.

AAUP/AFT-CCU LEADERSHIP

AAUP holds elections, modifies bylaws

The election that took place in May gave the AAUP/AFT-CCU Executive Committee a renewed mandate from the membership. The Executive Committee of our Chapter is as follows:

- President – Joseph Fitsanakis (Intelligence)
- Vice President – Allison Faix (Library)
- Treasurer/Membership Director – Douglas Weathers (Mathematics)
- Secretary – Steven McCartney (English)
- Associated Faculty Representative - vacant

As our most recent past president, José Sanjinés (Communication), remains a member of the Executive Committee. These executives are joined by two At-Large Faculty Representatives, James Arendt (Visual Arts) and Lee Hunter (Education), as well as by two Faculty Delegates, Alex Hogue (Languages) and Dory Sibley (Theatre).

AAUP/AFT members also ratified proposed changes to the Chapter’s bylaws, such as updating the chapter name to reflect AAUP’s affiliation with the AFT, separating the duties of treasurer and secretary, and clarifying the function of at-large representatives on the AAUP/AFT-CCU Executive Committee.

ATTACKS ON EDUCATION

AAUP/AFT-CCU members attend Forum on Censorship in Schools

Several AAUP/AFT members and supporters attended the Forum on Censorship in Schools, which was held at Coastal Carolina University on Monday, July 31. The forum was organized by the South Carolina Freedom to Read Coalition, the South Carolina Education Association, and the American Civil Liberties Union of South Carolina. Panelists discussed the state of censorship in South Carolina and what educators and community members can do to fight back. Forum panelists included: Jennifer Bartell Boykin, the Poet Laureate of the City of Columbia; Matthew Butler, LGBTQ Advocacy Strategist at the ACLU-SC; Sherry East, president of the South Carolina Education Association; and Josh Malkin, a Senior Advocacy Strategist at the ACLU-SC and a leader in the South Carolina Freedom to Read coalition. Panelists discussed censorship in schools in light of —among other developments—a series of legislative efforts in South Carolina that are aimed at preventing public school educators from teaching what some lawmakers view as “controversial topics” in American history. These legislative efforts also subject public-school educators to surveillance during instruction and burden them with complaint procedures from parents, students and others.
ECONOMIC NEWS

AAUP reports third consecutive year of faculty wages falling short of inflation

In June, the AAUP released the 2022-23 Annual Report on the Economic Status of the Profession, which presents key findings from its annual Faculty Compensation Survey. Data collection for the survey concluded in March 2023, with nearly 900 US colleges and universities providing employment data for more than 370,000 full-time and 90,000 part-time faculty members, as well as senior administrators at more than 500 institutions.

Despite increases in average salaries of 4.1 percent for full-time faculty members from 2021 to 2022 — the greatest one-year increase since 1990-91 — real average salaries decreased 2.4 percent after adjusting for inflation. Real average salaries have now declined sharply for three consecutive years, with a cumulative decrease of 7.5 percent from fall 2019 to fall 2022.

Part-time faculty members who were paid on a per-course-section basis in 2021-22 received an average of $3,874 per course section, a 0.8 percent increase from 2020-21, when the average pay was $3,843, but an 8.9 percent increase from 2019-20, when the average pay was $3,556. From 2019 through 2022, the median presidential salaries increased 9.6 percent in nominal terms, compared with a 7.1 percent increase in average salaries for full-time faculty members during the same period. The number of faculty members employed on contingent appointments decreased by over 57,000 (6.9 percent) from 2019 to 2020, and contingent faculty employment had recovered by only 25 percent in fall 2021. The number of graduate student employees plummeted during the COVID-19 pandemic, decreasing by 13,551 (3.7 percent) from 2019 to 2020, but recovered by 90 percent in 2021.

This was the 64th Annual Report on the Economic Status of the Profession published since the AAUP established the Faculty Compensation Survey program in 1958. Results of the survey are published in April for the current academic year, with a full Annual Report published online in June and printed in August in the AAUP’s annual Bulletin.

FROM AAUP’S ACADEME MAGAZINE

An important article that you should read

Eight Myths about Tenure: Misconceptions surround a misunderstood and maligned principle. Tenure — the right to continuous employment, which may be terminated only for adequate cause and only on the recommendation of an appropriate faculty committee — is arguably the most misunderstood and maligned principle in higher education among both the general population and even educators ourselves.

SHARED GOVERNANCE

AAUP/AFT-CCU voice represented in interim provost search process at Coastal Carolina University

At a meeting with President Mike Benson in late April, the AAUP/AFT-CCU leadership stressed the importance of including a representative of organized CCU faculty in the process of selecting an interim provost for the university.

The AAUP/AFT-CCU leadership reasoned that the inclusion of AAUP/AFT-CCU in the selection process of our university’s chief academic officer would serve both symbolic and practical purposes. First, it would signal the administration’s commitment to shared governance and acknowledge the importance of faculty input in key administrative appointments, thus reflecting a spirit of inclusivity and transparency at CCU.

Moreover, involving organized faculty representatives in the selection process would signal that the selection of key administrative appointments would align with the university’s academic mission and values. The faculty perspective would help ensure that the chosen interim provost was supportive of faculty needs, promoting a collaborative academic environment. Lastly, when organized faculty are involved in the selection process, the faculty community is more likely to feel a sense of ownership and accountability for the selected interim provost’s success. This can lead to greater collaboration between faculty and administration in achieving CCU’s institutional goals.

AAUP/AFT-CCU leadership were pleased when, just days after our meeting with President Benson, AAUP/AFT-CCU president Joseph Fitsanakis was invited to join the committee that was put together by the Office of the President, in order to provide feedback regarding the candidates for the position of interim provost.

Dr. Fitsanakis promptly accepted the invitation and participated in the deliberations of the committee, led by Dr. Drew Kurlowski, who agreed to serve as its chair. The committee met several times in late April and early May, and communicated its recommendation to the Office of the President on May 8. President Benson publicly announced the appointment of the interim provost, Dr. Sara Hottinger, via email on May 15.

The leadership of the AAUP/AFT-CCU wishes to thank the Office of the President, and Dr. Benson in particular, for their inclusive approach to the process of selection of CCU’s interim provost. It is our sincere hope that the same spirit of shared governance will inform the selection process for the university’s new provost this academic year.
The U.S. Treasury Department recently unveiled a groundbreaking report that underscores the vital role of labor unions in fortifying the middle class and fostering economic growth. Laura Feiveson, the Deputy Assistant Secretary for Microeconomics, highlighted the evidence illustrating how unions can counteract the stagnation of middle-class wages, increasing income volatility, and declining intergenerational mobility that have plagued households over the past half-century.

The report juxtaposes the historical trajectory of union membership rates with income inequality trends. In the 1950s, union membership peaked at one-third of the workforce, coinciding with relatively low-income inequality. However, as union membership gradually declined, income inequality began to rise, with the top one percent of earners claiming nearly 20 percent of total income by 2022.

While the overall economy has expanded, the working and middle classes have faced challenges such as minimal income growth, heightened income volatility, reduced vacation time, and diminished retirement preparedness. Intergenerational mobility has also declined, with fewer children born in the mid-1980s surpassing their parents' income than those born in the 1940s.

The report delves into how unions can address these issues by boosting middle-class wages, enhancing work environments, and promoting demographic equality. It emphasizes that, while unions are not the sole solution to these structural problems, they play a crucial role in rebuilding the economy from the middle out.

Wages: One of the central benefits of unions is the "union wage premium," where union members typically earn around 20 percent more than their nonunion counterparts. Economists have conducted in-depth analyses to discern the causal impact of unions on wages. The evidence points to a union wage premium of approximately 10 to 15 percent, with greater effects for long-tenured workers.

Work Environments: Unions significantly influence worker well-being by improving non-wage benefits and non-monetary aspects of the workplace. Studies reveal that unions have played a pivotal role in enhancing work environments, such as flexible scheduling, workplace safety regulations, and other non-wage benefits, contributing to higher worker satisfaction.

Workplace Equality: Modern union demographics promote within-firm equality through anti-discrimination measures, support for anti-discrimination legislation, and wage-setting practices that limit implicit bias. Empirical studies confirm that unions have reduced race and gender wage gaps within firms.

Spillovers: Unions' positive effects extend beyond unionized workers, as nonunionized firms may adjust wages and workplace conditions to compete with unionized counterparts. Research indicates that an increase in private-sector union membership rates results in higher non-union wages, particularly for workers without college degrees. Moreover, unions can benefit communities through civic engagement, social capital, and charitable activities among their members.

The report concludes that increased unionization has the potential to reverse the alarming rise in inequality that has been witnessed over the past half-century. By promoting financial stability among the middle and lower-income segments, unions can alleviate borrowing constraints, stimulate entrepreneurship, and enhance economic resilience. Contrary to the belief that worker empowerment hinders economic prosperity, the report suggests that unions can contribute positively to productivity through employee engagement and union voice effects. For instance, hospitals with registered nurse unions witnessed improved patient outcomes.

In summary, the Treasury Department's report underscores the pivotal role of labor unions in strengthening the middle class, reducing income inequality, and promoting economic growth. It provides a compelling case for the positive impact of unions on wages, work environments, workplace equality, and broader economic prosperity.

The above is a summary. To read the complete article by Laura Feiveson, go to https://home.treasury.gov/news/featured-stories/labor-unions-and-the-us-economy