The AAUP's purpose is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.

Founded in 1915.

Active AAUP chapters serve the profession at over 450 accredited colleges and universities. While all AAUP chapters promote core AAUP principles, additional chapter activities are determined by campus activities and needs.

IU South Bend Chapter has over two dozen members and growing!
The IU South Bend AAUP chapter is committed to cooperation between faculty, staff, students, and administration to strengthen our ability to carry out our shared mission.

We are very concerned about recent trends and actions taken by administration that affect campus governance, campus priorities, the budget and, ultimately, the success of our students.

We remain committed to improving conditions for our hardworking, drastically underpaid, and contractually insecure Associate Faculty.
I. Campus governance

- At IU South Bend, we have a long tradition of faculty governance, which has, among other things, worked to protect the rights of faculty and the best interests of the students that they serve.

- Recent decisions by the administration to shape the faculty and the curriculum, without consulting this body, jeopardize that tradition.

- The agenda to shrink the faculty and to raise course caps has serious implications not only for the well being of our faculty but also for our curriculum and the students that we teach.
I. Campus governance

- For example, the “budget” decision not to replace a faculty line in World Languages effectively eliminates the French major and minor. This is a curricular decision.

- The Academic Master Plan is cited as the vehicle of faculty input into program changes and a sign of our tacit consent. However, that document states that “We must take care that we don’t take resources that support the liberal arts curriculum, which furthers this part of our mission, in order to expand degree options with a narrow vocational focus.”
II. Campus priorities

The campus mission and the campus web site emphasize our excellent teaching, our low student-to-professor ratio, the excellent interaction between students and faculty, and the well-rounded education we offer that develops engaged citizens.

Choices made recently and processes being instituted work directly against these.

Ongoing rhetoric implying that the faculty are to blame for budgetary crises, that we don’t understand the issues, etc. has led to an adversarial relationship between the administration and the faculty and historically low morale among the faculty.
II. Campus priorities

- Perennial crisis management mentality that demands quick cuts from units, destabilizing schedules, makes it difficult for instructors and students alike.

- Eliminating lecturer positions leads to destabilizing of the workforce; longstanding principles of university success stress a stable, well-supported faculty to support student success.

- Growth of class sizes means less individual student attention, more work for instructors and/or the watering-down of course expectations, assignments, and readings.

- Cutting and non-renewal of positions in certain areas and shifting of resources to other areas, such as pre-professional programs, means less focus on liberal arts and creating well-rounded citizens.
III. Budget Process and Choices

- We do not doubt the severity of the budget gap between expenditures and revenues.

- We have very serious questions about how the limited resources of this university are spent.

- We welcome any growth in faculty lines across campus, but we feel that curricular decisions have not been made with sufficient faculty input, nor has the decision to grow parts of the campus at the expense of others been agreed upon by the faculty at IU South Bend.
III. Budget Process and Choices

- Faculty positions eliminated.
- Salary savings from eliminated positions used to support other programs and budget reductions without faculty meaningful input.
- Funding for Distance Learning at the expense of established programs.
- Reallocation of faculty lines without consultation with the faculty.
Results

- The lack of dialogue between faculty and administration has left faculty feeling as if their voice doesn’t matter, when such times of change are precisely when it matters most. It is more important than ever that we determine what facets of our university we regard as central to the health of our faculty and students and express those priorities to the administration with a unified voice.

- The AAUP provides the opportunity for faculty to discuss these priorities, unfettered by the presence of administration or the time constraints of an extensive agenda, and to organize in order to protect what we hold dear.
Faculty Organizing Meeting

- Friday, March 6, DW 1190, Noon – 2 PM
- All faculty are welcome!