

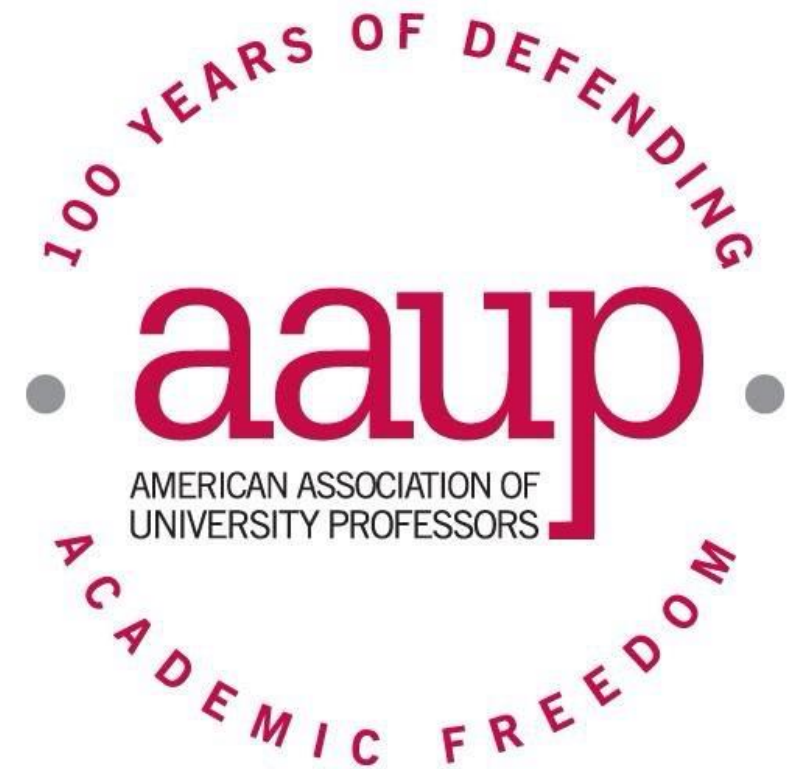
THE AAUP COLORADO CONFERENCE

ACADEMIC LABOR ORGANIZING IN COLORADO



WHY DO FACULTY NEED A UNION?

- 1) Increasing Faculty Precarity and the Decline of Faculty Tenure
- 2) Erosion of Shared Governance
- 3) Administrative and External Attacks on Academic Freedom



CONTEMPORARY FACULTY UNIONS

- AAUP [Collective Bargaining | AAUP](#)
- AFT [Higher Education | American Federation of Teachers \(aft.org\)](#)
- NEA [The Union Boom in Higher Education! | NEA](#)
- UCW-CWA [Training Opportunities \(ucw-cwa.org\)](#)
- SIEU [Home - SEIU Faculty Forward](#)

TRENDS IN FACULTY UNIONIZATION

1. Between 2012 and 2024, the number of unionized faculty grew by 7.5 percent.
 2. During that same time, the number of grad-student employees in unions grew even faster, by 133 percent.
 3. 7.5% increase in unionized faculty members between 2012 and 2024.
 4. 133% increase in unionized grad-student employees between 2012 and 2024.
- **Source: NEA (September 2024)** [The Union Boom in Higher Education! | NEA](#)



FACULTY UNIONS: SOARING UPWARD

- The number of faculty unions in the U.S. has increased steadily since 1976, with an average growth of 11.6 new unions per year. Since 2012, most of the growth has come from new unions of non-tenure-track faculty, researchers note.
- Photo depicts Amy Garcia and Chris Brown, leaders of the new NMSU faculty union.

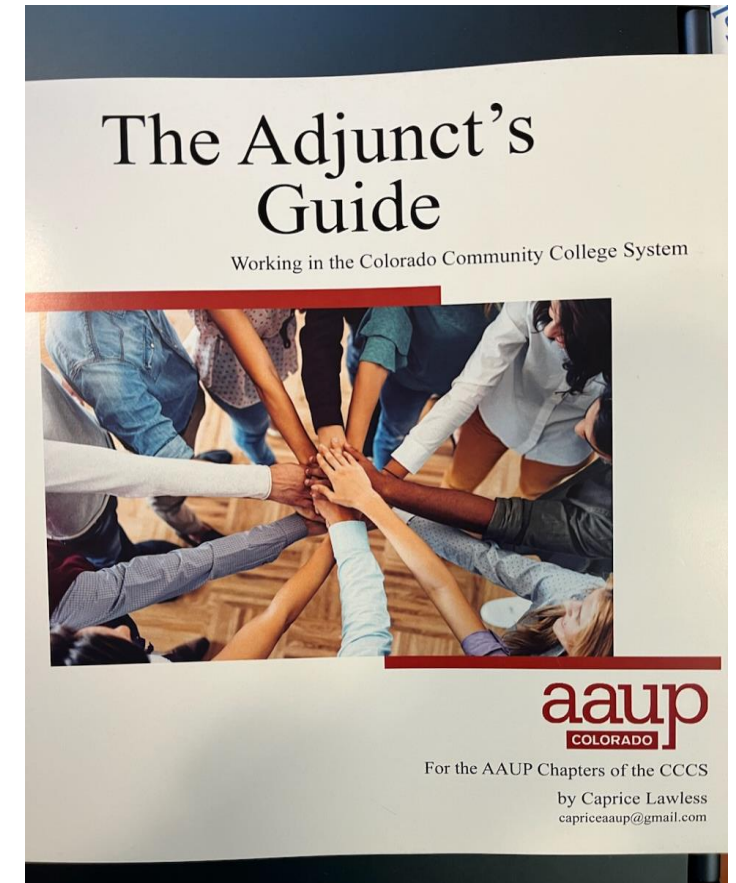
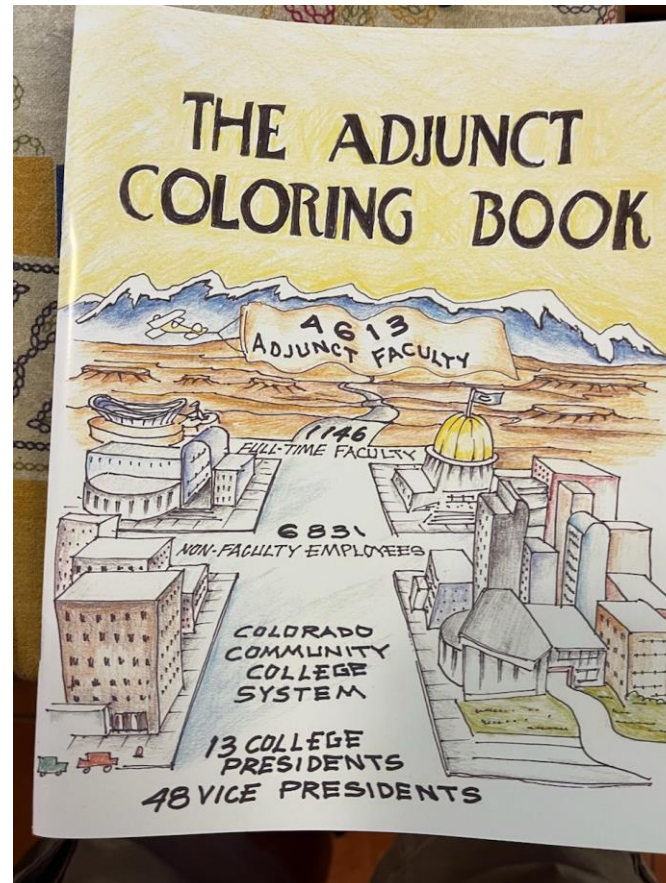
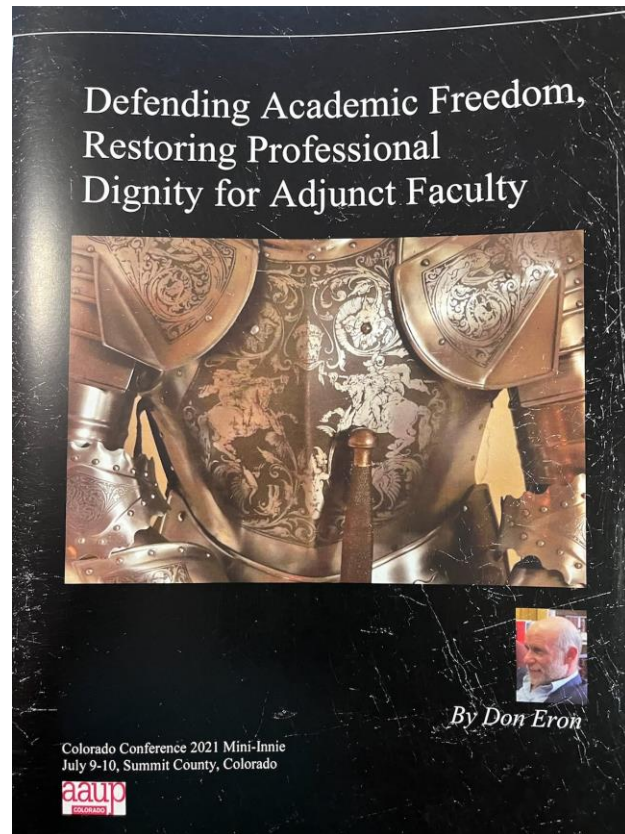
AAUP COLORADO CONFERENCE

- AAUP Colorado Conference [The Colorado AAUP – Protecting Academic Freedom and Shared Governance Across the Centennial State](#)
 - Established 2004 as an “advocacy” (non-unionized) conference
 - 10 organized chapters across the state
 - Various statewide accomplishments over 20 years:
 - 2006 legislation requiring political balance on governing boards.
 - 2005-06: Helped defeat House Bill 1284 undercutting tenure at Colorado public universities.
 - 2012 legislation (HB-1144) allowing term contracts for adjunct faculty at 4-year institutions.
 - 2014 Bill advancing term contracts, salary improvement, and professional development for community college adjuncts (defeated).
 - Numerous letters challenging administrative actions against faculty—saving jobs.
 - Gained tier status transfers for adjuncts across CCCS community colleges.
 - Improved representation of adjunct faculty at CCCS.
 - Fund advocacy efforts at organized chapters throughout Colorado.
 - Serve as communication node and information resource for campus chapters.

AAUP-CO ACTION GENERAL ASSEMBLY 2023



AAUP-COLORADO ADJUNCT FACULTY PROJECT



UNIONIZATION CHALLENGES IN COLORADO

- **Colorado Labor Peace Act** is impediment. Enacted in 1943. It is a modified right-to-work law.
 - Sets high bar for union recognition—two elections by establish bargaining unit.
 - Even when recognized by Colorado Department of Labor a bargaining unit need not be recognized by institutional employer.
 - **And, The Colorado Public Employees' Bargaining Act (CPEBA).** The CPEBA is a state law governing collective bargaining for Colorado public employees. It was enacted in 1977 and gives public employees the right to form and join unions and engage in collective bargaining. But forbids public safety employees from striking. Vague on faculty.
- **TABOR:** Since 1992 Colorado revenue to colleges and universities declined from average of 23 percent of 4-year college budgets to 9 percent. A major decline in public support of universities and colleges, fueling privatization in higher education. Higher education is less of a public good today in Colorado and nationally (See, Christopher Newfield, The Great Mistake: How We Wrecked Public Universities and How We Can Fix Them. Johns Hopkins Press, 2016)
- **Traditional Faculty Attitudes:** Tenured faculty still see themselves as privileged individual contractors---as one pundit put it: “A group of individual entrepreneurs unified only by a common disgust with parking policy.”

COLORADO LABOR PEACE ACT

- **C.R.S. § 8-3-107. Representatives and elections.**
- **(1) A unit chosen for the purpose of collective bargaining shall be the exclusive representative of all of the employees in such unit, if the majority of the employees of one employer, or the majority of the employees of one employer in a craft, vote at an election. But employees individually have the right at any time to present grievances to their employer in person or through representatives of their own free choosing, and the employer shall confer with them in relation thereto.**
- **(2) When a question arises concerning the selection of a collective bargaining unit, it shall be determined by secret ballot, and the director, upon request, shall cause the ballot to be taken in such manner as to show separately the wishes of the employees in any craft, division, department, or plant as to the selection of the collective bargaining unit.**

DRIVE TO UNIONIZE COLORADO FACULTY, 2022-2023

- Background: AAUP and AFT create/join official partnership. Reaches 300,000 faculty nationwide.
<https://www.aft.org/news/historic-affiliation-finalized-aaup-and-aft-join-forces#:~:text=The%20vote%20brings%20together%20two%20organizations>
- HB20-2023 signed in 2020 grants 28,000 state classified employees bargaining rights.
- SB22-230 signed in 2022 grants 36,000 county workers bargaining rights.
- AFT sends professional organizers to support effort to legislate changes to the CLPA allowing faculty to organize. Daneya Esgar and Steve Fenberg support legislation.
- Campaign alliance with UCW-CWA and various other municipal, county, and special district employees not covered by HB20-2023 and SB22-230. Strong organizing efforts made at CSU-FC, CSU-Pueblo, CU Boulder, Front Range CC, and Denver CC.
- Polis signals he won't sign bill if mandatory right to strike is included. Supporting coalition divides over that issue.
- Bill fails, causing serious demoralization among faculty advocates.



CAMPUS ACTIVISM AT CSU-FC



RALLY TO DEMAND FAIR SALARIES AT COLORADO STATE UNIVERSITY



A NEW BUDGET MODEL FOR CSU?

Demystifying Responsibility Center Management

Join us for an online conversation with faculty from universities that have implemented (hybrid) RCM models to learn about potential impacts.



Deborah C. Smith
Kent State
University



Elizabeth Ann Housworth
Indiana University



Jeffrey P. Doshna
Temple
University



Andrew
Goldstone
Rutgers University



Register
here

March 7 at 4pm MST

Everyone is welcome, but please register.

<https://zoom.us/meeting/register/tJYrfuCsrzorHd0RXG6gaSSk2ZatqwctpgCb>



Join AAUP
here



Los Mochetes moves audiences with its lyrics of revolution-rock and its booty-shaking Latin grooves, mixing Spanish and English to remind us that – except for the indigenous – we are all immigrants and we all have the responsibility to love and accept each other and ourselves and fight for justice.” –105.5 The Colorado Sound



Come dance to the beat of democracy!

APRIL 14 AT 5:30 PM

Avogadro's Number
605 S. Mason Street, Fort Collins



**COLORADO STATE UNIVERSITY
PUEBLO**