



VIRGINIA CONFERENCE  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

The Virginia Conference of the American Association of University Professors (AAUP) supports giving public sector workers the legal right to form unions and to engage in collective bargaining. Specific to public higher education, we believe that collective bargaining advances the public good.

The AAUP Statement of Collective Bargaining, initially adopted in 1973 and with a major revision in 2017, affirms that faculty unions advance the public good by:

1. **Enhancing the defense of academic freedom and tenure.** Academic freedom for research and teaching is essential to allow higher education to perform the vital public good of advancing knowledge. Collective bargaining contracts can provide firm due process protections to faculty members whose conscientious application of academic freedom advances knowledge about contentious issues in science, culture, politics, and all areas of human endeavor.
2. **Strengthening the institutions of shared governance.** American higher education has long recognized the important roles that governing boards, administrations, and the faculty play in the shared governance of colleges and universities. Principles of shared governance affirm the faculty's primary responsibility over academic matters such as establishing the curriculum and setting standards for effective teaching and research. Collective bargaining contracts can assure that shared governance principles and the campus institutions that exercise these are consistently used in the service of these institutions' core mission to educate and create new knowledge.

The AAUP Policy for Collective Bargaining Chapters obligates its faculty union chapters to:

1. Protect and promote the professional and economic interests of all faculty and other academic professionals it represents in accordance with the established principles of the Association;
2. support and **strengthen institutional structures of representative governance** that provide full participation by the faculty and other academic professionals it represents in accordance with the established principles of the Association;
3. **defend academic freedom**, tenure, and the rights of all academic professionals in accordance with the principles and stated policies of the Association;
4. **establish and execute due-process procedures** for the grievances of members of the bargaining unit, to which procedures any affected individual or group shall have access; and
5. **protect and promote racial and social justice** in the chapter, on campus, and in the AAUP.