

One Faculty Campaign

One-Page Summary

Our Situation

- Over the past 15 years, the size of the Wesleyan faculty has grown by a third: from 338 to 451. Contingent faculty account for the majority of these new positions.
- Wesleyan's curricular expansions have relied on increasing numbers of contingent faculty.
- The proportion of tenure-line faculty has declined sharply, from a peak of 93% in the early 1980s down to 62% today.
- The proportionate decline of tenure-line positions corresponds to the understaffing of many academic units.
- The erosion of tenure means that 38% of Wesleyan faculty lack job security and academic freedom.

Our Campaign Goals

- Create a path to continuous tenure for all current contingent faculty.
- Work with academic units to determine specific long-term staffing needs and ensure sufficient tenure-line positions so that all units can be fully staffed with tenure-line faculty.
- Include all faculty in the institutions of shared governance.

Our Campaign Is Based on Core AAUP Principles

- Academic freedom is essential to the common good, and tenure is the actualization of academic freedom.
- As the actualization of academic freedom, tenure guarantees 1) freedom of teaching, learning, and extramural activities and 2) security of employment.
- With exceptions of special appointments clearly limited to a brief association with the institution, all full-time faculty appointments are of only two kinds: 1) appointments probationary to tenure and 2) appointments with continuous tenure. All appointments beyond the probationary period may only be terminated for adequate cause after review by an elected faculty committee.
- Tenure is the only guarantee against "at-will" dismissal, regardless of title or rank.
- The existence of a subordinate tier of faculty without full status and responsibility within the University violates the most basic AAUP principle: that we are one faculty.