



***Don't Go it Alone, and
When to Do What!***

(TXAAUP-OFR is here to help!)

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Note: This information is lay advisory only...it is not intended to constitute legal advice.

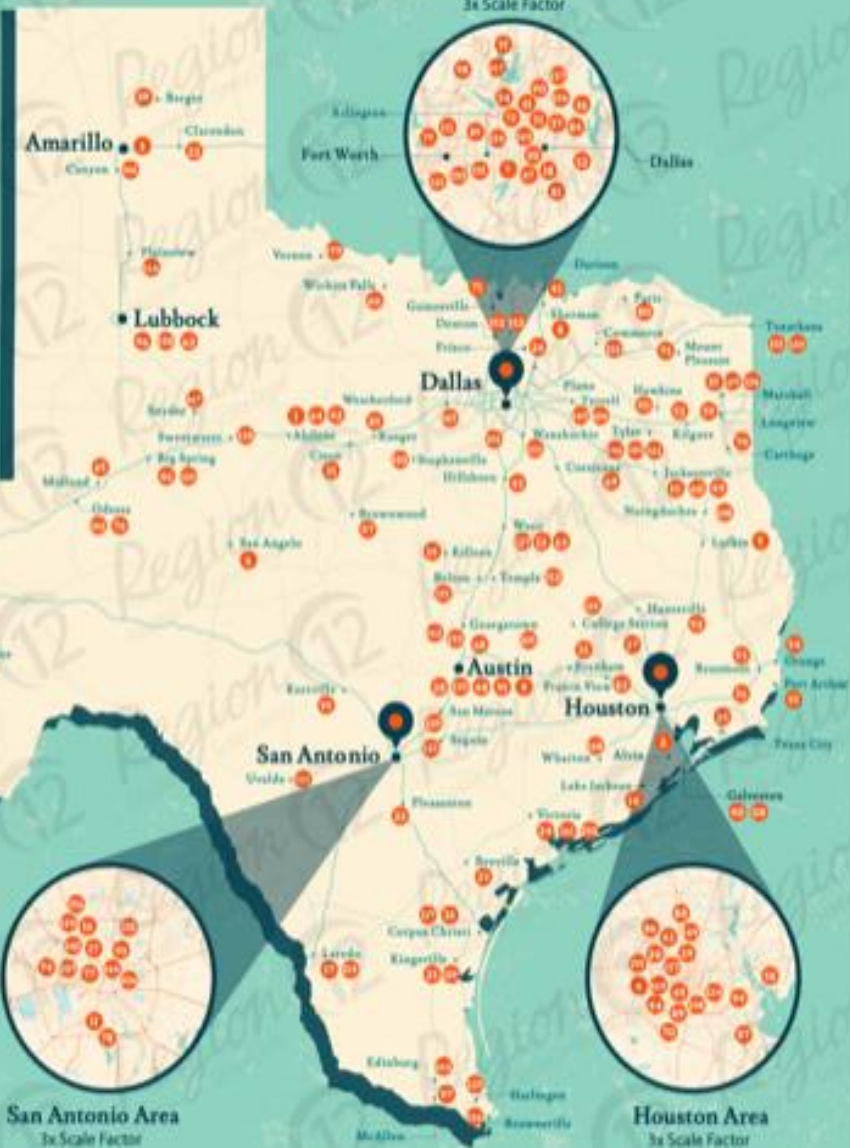
Academic War and Peace

- In Times of Relative Academic Peace
 - EDUCATE:
 - You don't need to have educate colleagues, admins, and Board members on AAUP Principles of Academic Freedom, Shared Governance, and Tenure
 - You don't need have a legal degree to read the law!
 - Know your rights, institutional policies, SACSCOC, and law
 - KNOWLEDGE IS POWER
 - ORGANIZE and RECRUIT:
 - Start local chapter...TFA, AAUP, AFT, etc.
 - get involved at state level
 - Plan for the Future:
 - Create your own legal fund...you never know when you might need it

Academic War and Peace

- **In Times of Relative Academic War (now)....**
 - If you get called into HR or unexpected meeting with an administrator....
 - Never Go it Alone!!!
 - Record the meeting (Texas is a one-party state)
 - Let them make their mistakes
 - TPIA
 - Play Offense More than Defense
 - HR/the administration is not your friend
 - SACSCOC, TPIA, and TOMA are your friends
 - Speak Softly and Carry a Big Stick
 - Know your policies, procedures, and your rights

Dallas - Fort Worth Area
3x Scale Factor



TEXAS

MAP OF COLLEGES

1. Adkins Technical University 24
2. Allen Community College Area 312
3. Amarillo College 10
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What we do....

Office of Faculty Representation (OFR)

- **Began October, 2023**
 - (necessity is the mother of invention)
- OFR members across the state
- Can represent you in meetings with administrators
- Communicate with university/college admins and legal counsel on your behalf
- Represent you during appeal hearings
- Help you prepare grievances
- Serve as liaisons with your legal counsel

State Sovereign Immunity

- 11th Amendment of the Constitution
 - = State Sovereign Immunity
- Exceptions to the 11th:
 - Title VII (including Title IX)
 - “the great equalizer” = your foot in the door
 - TOMA
 - Whistleblower Statute
 - TPIA
- You can go after individual admins:
 - “1983” Constitutional claims
 - ADA
 - FMLA
 - Etc.

When to do what....

- If it's just a dispute...(example - they took the clocks out of the classrooms)
 - Contact OFR
 - Internal grievance may be appropriate
 - OFR can represent you in your meetings with admins
- If you are put on a PIP, given a letter of dismissal/non-renewal/termination
 - Contact OFR IMMEDIATELY
 - Do not file an internal grievance until you have talked with OFR
 - You may need to get legal help immediately
- If you are terminated mid-contract without due process
 - Contact OFR IMMEDIATELY
 - Do not give them a chance to correct their due process mistake!
 - You need legal help immediately
- 9/10 cases settle and never end up in court
- When in doubt, contact OFR: txconfaap-facultyrepresentation@proton.me