



**American Association of University Professors  
Office of the Executive Director  
Executive Director**

The American Association of University Professors is seeking qualified candidates for the position of Executive Director in our Washington, DC office. Application packets and resumes for this position will be reviewed on a rolling basis. Screening will continue until the position is filled. This position requires a commitment to racial equity and involves working with diverse individuals both inside and outside of the AAUP office.

***Duties and Responsibilities***

The executive director is the chief administrative officer of the Association, appointed by and responsible to the AAUP's governing Council. The executive director is responsible for implementing Council and executive committee policies, initiatives, plans and personnel directives, along with actions and mandates approved by the biennial meeting. The person appointed to that office shall be well acquainted with academic institutions and committed to core AAUP principles, including academic freedom, shared governance, and collective bargaining. The executive director approves academic freedom and shared governance investigations, collective bargaining campaigns, and searches for positions on the administrative staff. In all aspects of employment, the executive director promotes and furthers the AAUP's mission.

The executive director is responsible for the financial stewardship of the association as well as managing the budget and operations; day-to-day decisions are delegated to the deputy executive director who is responsible for the routine management of the national office and for ensuring its smooth and efficient operation. The executive director exercises a significant role in the planning and coordination of the Association's programs and services in line with Council's initiatives and priorities. Currently these include (1) fighting back against inappropriate interference into higher education, especially partisan legislative interference and other inappropriate interference into academic institutions by politicians and donors, (2) an initiative to enact permanent, structural, organizational change in order to view all AAUP work through a racial equity lens and to address racial justice in the AAUP and the academy, and (3) overseeing the ongoing implementation of the AAUP affiliation with the American Federation of Teachers – infusing AAUP standards and principles more widely into higher education and building membership while AAUP retains its independence and autonomy.

The executive director provides staff service to the AAUP president, executive committee, Council, and the AAUP Foundation board. The executive director speaks for the Association and serves as a national voice on higher education issues, when appropriate. The executive director is expected, as a member of the Washington Higher Education Secretariat, to collaborate with chief officers of other higher education organizations. The executive director works with key education leaders in government and higher education. The executive director coordinates relationships with other higher education unions and promotes collective bargaining nationally. The executive director shall seek adherence to AAUP's recommended standards in the community of higher education.

The executive director will be accountable to and will report directly to the Council. The Council will evaluate the performance of the executive director on an annual basis using this position description as a basis for evaluation. In the evaluation process, the Council will solicit the views of the staff, Association chapters and members, and others in the higher education community who work and interact with the executive director on a regular basis.

### ***Qualifications***

Candidates must be very familiar with and committed to AAUP principles. Experience as a faculty member is desirable.

Administrative experience, knowledge of collective bargaining, leadership within the AAUP at the local, state, and/or national level are desirable.

Education: Required: Advanced terminal degree.

Skills: Required: Demonstrated organizational, interpersonal, leadership, and management skills. Proven communications, public relations, and writing skills. Must have the ability to manage multiple tasks and priorities. Experience in development/fundraising a plus.

### ***Compensation***

Expected salary range is \$200,000-\$230,000, commensurate with educational background and work experience. Generous benefits package including health, dental, and vision insurance; and 401(K).

### ***Position Classification***

This regular full-time position is categorized as a confidential staff position and is excluded from the staff bargaining unit. This is an exempt position and is not eligible for overtime pay.

### ***To Apply***

Applications will be accepted until the position is filled. Applications must include a statement of interest and a curriculum vitae and should be emailed to the Chair of the Search Committee at [edsearchcommitteechair@aaup.org](mailto:edsearchcommitteechair@aaup.org). Questions, inquiries, and nominations should also be directed to [edsearchcommitteechair@aaup.org](mailto:edsearchcommitteechair@aaup.org). No phone calls please.

The AAUP is an equal opportunity employer and does not discriminate on the basis of age, sex, disability, race, color, religion, national origin, marital status, gender identity or expression, sexual orientation, personal appearance, family responsibilities, genetic information, matriculation, political affiliation, homelessness, or other characteristics unrelated to professional performance. ([EEO Know Your Rights](#) | [Family Medical Leave Act](#) | [Employee Polygraph Protection Act](#)).

**Women and minorities are encouraged to apply.**