

DATE: 6 July 2026

TO: SSSP Board of Directors

FROM: Shaonta' E. Allen, C. Michael Awsumb, Clare E.B. Cannon [Chair], Kasey Hendricks, Nicolas Juarez, David J. Luke, Agnus A. Nurse

SUBJECT: Committee on Social Action Report

Resolutions

The Committee on Social Action received and reviewed one Resolution: *Expression of Gratitude*.

The committee's discussions about the resolution occurred at our May 11, 2026 meeting. No concerns were raised and all members of the committee were in support of moving the resolution forward.

Charge: Exploring formal relationships with mission-aligned organizations

In addition to handling resolutions, the Board charged this committee with exploring formal ties with labor unions and other non-academic organizations. The committee met on May 11, 2026, to discuss this charge. The following information was gathered, and points were raised for the Board to consider. We have provided the Hunter College Directory with academic serving labor unions (e.g., graduate student, faculty, staff, writer) below, and other non-academic organizations, that the committee may want to consider for further review.

Method. To identify potential organizations, we relied on organizations familiar to committee members, a review of similar kinds of academic organizations and if they had relationships (e.g., ASA, the Association of Black Sociologists, Sociologists for Women in Society), and an online search for academic serving labor unions. It may be worth noting that similar academic organizations (referred above) did not have such ties on their publicly facing websites.

Academic serving labor unions. With respect to academic serving labor unions, there are a tremendous amount. Fortunately, Hunter College's National Center for the Study of Collective Bargaining in Higher Education and the Professions puts together a directory of academic labor unions which can be found [here](#). In this report, they note that graduate student unions have grown 133% since 2012 with 38% of grad student employees with over 150,000 employees represented across 81 units in the U.S. as of 2024 (2024 Directory, p. 17). Faculty union representation is 27% with the total number of unionized faculty having grown 7.5% since 2012 (2024 Directory, p. 17). There are also organizations such as the American Association of University Professors that work on behalf of the profession, and some universities do not have unions but have faculty associations.

Non-academic organizations. Similarly, there are a large number of national and local non-academic organizations that are mission aligned (e.g., American Immigration Lawyer Organization). You can find a select list [here](#), and a searchable database by relevant topic of non-profits [here](#).

Given the immense number of academic serving labor unions and organizations (e.g., faculty associations), to develop a recommendation on who to reach out to, how to prioritize engagement, and who to formalize ties with, a new charge is needed, if the Board continues to further explore this avenue of inquiry and action. Some kind of rubric would be helpful in identifying these points before reaching out to potential organizations and unions. Similarly

meeting with, discussing, and exploring formal ties with academic organizations could help narrow the scope and uncover the most relevant mission-aligned organizations that can help achieve the board's goals with this charge.

Potential Actions. The committee did have suggestions on the kinds of actions that could be undertaken with different kinds of organizations, such as,

- Virtual co-host events around relevant, specialized topics
- Op-ed writing group/training/meeting
- Public scholarship training and dissemination through writing, events, engagement

In the short term, one suggestion from the committee was a statement of solidarity with unionizing efforts generally across academic spaces. Though it would be helpful to have guidelines on issuing such kinds of statements so that one on unionizing is not done in isolation and outside of our mission-oriented guidelines.

Request. Most importantly, it is critical for the board – if it decides to continue this line of inquiry – to refine the charge to include the goals and what the Board hopes will come of these efforts.

Action Items

- Define goals of this charge
- Develop a new charge to the committee to prioritize relationships for exploration in alignment with goals and mission
- Develop guidance for issuing statements and to consider issuing a statement in support of the right to unionize

In service,

Shaonta' E. Allen, C. Michael Awsumb, Clare E.B. Cannon [Chair], Kasey Hendricks, Nicolas Juarez, David J. Luke, and Agnus A. Nurse