The President’s Desk: continued from page 1

cance, and diminished regard for faculty participation in hiring and budgetary planning. But perhaps most alarming of all was hearing about what Gary Rhoades described as “a culture of compliance,” a generalized passivity on the part of faculty in the face of a steady onslaught on the basic principles of the academic enterprise.

To make matters worse, it seems that we are enacting our own version of the “Lifeboat Syndrome,” tossing one another overboard with administration to decide which of our present colleagues should lose their tenure or which positions get labeled as contingent, contract faculty, untenable professors bereft of the protections and security the rest of us enjoy – at least for now.

Cary Nelson made the point succinctly when he concluded, “We are all contingent.”

Lest we think that the problems are happening in other parts of the country, institutions across New York State are facing versions of these attacks and they are being abetted by governmental initiatives and even by those within our ranks who echo the popular political mantra.

A recent example of the latter can be found in a “Commentary” essay in the July 16 edition of The Chronicle of Higher Education written by Andrew Hacker, a professor at Queens College, and Claudia D rifius, an adjunct at Columbia.

In their provocatively titled piece, “Are Colleges Worth the Price of Admission? Some Are,” they claim that we are not giving good value for the price of tuition and offer nine “proposals” for improving the cost/benefit ration. The proposal they give the highest priority to is “ Replace tenure with multi-year contracts.”

Sadly, Dreifus and Hacker’s misguided recommendations play right into the hands of those who would place higher education under complete control of those whose only guiding line is the bottom line.

Let us not lose sight of the fact that American higher education became the envy of the world during an era when tenure was stronger and shared governance was given more than lip service. We have now moved into a perilous period for our institutions and our profession. It behooves us all to resist these debilitating trends.

New Faculty Majority continued from page 3

access to benefits, and fair pay it comes down to one truism as Jack Longmate another NFM Board member put it, “We can’t relax and just think we are producing the number of quality students we need to compete globally.” Education quality only suffers under the current paradigm; it is inevitable. But not unchallenged.

The consensus in the room was that old adage: Our faculty’s working conditions are our student’s working conditions, and without decent working conditions contingent faculty are not only taking on an unfair share of the economic and social burden of higher education, it is a system that cannot continue. Job security, genuine academic freedom, benefits, and access to even the list of non-monetary items in “The Plan” that add up to respect, will be needed to make the academy work long term.

Right now the NFM has collected “members from every state, the numbers are on the rise, enough to create a critical mass that will help us look viable to other education based organizations” that Williams believes will assist in helping to raise funds for research and advocacy.

For more information go to their website: http://www.new-facultymajority.info

Executive Director continued from page 6

9:00-10:00 Completion of Conference Business
10:00-12:00 Open Forum
12:00-1:00 Lunch

The agenda details and registration information can be found on our web site (nysaup.org). We look forward to seeing as many of you as possible at the conference.
Teaching—Tenure and "Multiple Ways Intensive teaching-intensive faculty should hire the rigorous system of peer review interests and professional responsibilities. It was not designed as a merit badge for research-intensive faculty or as a fence to puts it, campus employers must preserve tenure system—even at research-intensive institutions. Faculty appointments were teaching-intensive. Nearly all full-time teaching-intensive positions were on the tenure track. Most faculty who spent most of their time teaching were also campus and professional citizens—this clear roles in shared governance and access to support for research or professional activity. Today, campus employers have shunt-ed the majority of teaching-intensive positions outside of the tenure system. This has in most cases meant a dramatic shift from "teaching-intensive" appoint-ments to "teaching-only" appointments. As a result, many faculty are now barred from participation in scholarly and institutional governance activities, and have only tenuous relationships to campus and disciplinary peers. The seismic shift from "teaching-intensive" faculty within the big tent of tenure "to-only" faculty outside of it has a direct impact on student reten tion and achievement, as a growing body of evidence clearly demonstrates. "American students deserve the same professionalism in their classrooms that they expect from physicians and police officers," says Marc Bousquet, a member of the AAUP’s Committee on Contingency and the Profession, which produced the new report. "In 1970, most undergraduates took nearly all of their classes from tenure-eligible faculty, most with terminal degrees in their fields. This fall, however, at many institutions, a first-year student is more likely to drop out than ever to meet a tenure-track professor." The boom in non-tenure-track—and often "part-time"—faculty jobs puts faculty, like many other American workers, in an increasingly insecure and precarious-vision of teaching-intensive. Students are out by the deplorable working conditions imposed on many college teachers," says Maya Rossino, co-chair of the AAUP committee. "These working conditions are in vio-lation of basic human rights articulated by the Universal Declaration of Human Rights—for example, the rights to equal pay for equal work, to just and favorable conditions of work, and to protection against unemployment. The central question we have to face in connection with this historic change is clear: Should more classroom teaching be done by faculty supported by the rigorous peer scrutiny of the tenure system? Most of the evidence says yes, and a host of diverse voices agree. This view brings together students, faculty, and legislators, the AAUP, and even many administrators. Campuses across the country have taken bold steps to stabilize the crumbling faculty infra-structure.

Concerned legislators and some aca-demic administrators have joined faculty associations and for dramatic reductions in the reliance on contingent appointments, commonly urging a maximum of 25 percent. The full report can be accessed from the AAUP website: AAUP.org.

Congressman Donald Payne receives 2010 AAUP Recognition Award

On June 10, the American Association of University Professors (AAUP) awarded the Henry T. Yost Award to Congressman Donald Payne of New Jersey. In conferring the award, the AAUP’s Committee on Government Relations highlighted Representative Payne’s long-standing commitment to enhancing the Pell Grant program, his important role in the reauthorization of the Higher Education Act, and especially his leadership this spring in pro- testing student aid and financial aid legislation.

President Donald J. Linton (2010–12) Department of Communications Arts Marymount Manhattan College 221 East 71st Street, NY, NY 10021 dlinton@nysaaup.org

Vice President Jeannette Jeneault (2010-12) HBOC 270 The Writing Program Syracuse University Syracuse, NY 13244 jenea@syry.edu

Treasurer Patrick J. CilHon (2009–11) Dept. of Law and Public Policy Syracuse University Syracuse, NY 13244 pcilHon@sy.edu

Secretary Cecilia McCall (2009–11) NYSSAUP CUNY Council & Intensive Bargaining Council Professional Staff Congress 61 Broadway, 15th floor New York City, NY 10012 cecilia.mccal@gmail.com

Members Elected at Large Jeffrey Baker (2010–12) Department of Psychology Rochester Institute of Technology 18 Lombar Memorial Drive Rochester, NY 14623 jbaker@mail.rit.edu

Kate Eskew (2009–11) Human Services and Rehabilitation Education Hilbert College 5200 South Park Avenue Hamburg, NY 14075 keskew@hilbert.edu

Dr. John Polinemi (2010–12) Assistant Professor of Economics Albany College of Pharmacy & Health Sciences

"American students deserve the same professionalism in their classrooms that they expect from physicians and police officers," says Marc Bousquet, a member of the AAUP’s Committee on Contingency and the Profession, which produced the new report. "In 1970, most undergraduates took nearly all of their classes from tenure-eligible faculty, most with terminal degrees in their fields. This fall, however, at many institutions, a first-year student is more likely to drop out than ever to meet a tenure-track professor."

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AAUP president Cary Nelson commending Payne for his work on behalf of students and higher education. "Representative Payne recognizes the vital importance of a college education in today’s world," stated Nelson.

As a senior member of the House Committee on Education and Labor, Congressman Payne was instrumental in passing the historic Student Aid and Fiscal Responsibility Act.

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CONGRESSMAN DONALD PAYNE RECEIVES 2010 AAUP RECOGNITION AWARD

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continued from page 3

Robert Ashford (Syracuse University) on Enhancing the Non-Judicial Protection of Academic Freedom and Tenure

P.E. Bullen (Brooklyn College) on Discrimination in Hiring, Promotion, and Tenure: Subordinated Bodies

Juliet Corbett (Brooklyn College) on Teaching Spirituality in the Classroom

Daniel Auld and Fran Blumberg (Fordham University) on the Relationship between Motivation, Self-Efficacy, Self-Regulation, and Preferences for Courses Delivered Traditionally or with Online Components

Dany Szpiro (Cornell University) Designing and Operating an International Videoconferencing-Facilitated Graduate Program: Faculty Challenges and Benefits

Eileen White (Queensborough Community College) on Tumble Into the Future: Student Engagement through Tumbling with Thrones

Joanne Pierre-Louis and Adhamko Okumba (LaGuardia Community College), Lisa Rose and Hadi Aslan (Hostos Community College of the City University of New York), Cynthia Jones and America Trinidad (Hostos Community College) on The Faculty Handbook: Oydyssey, Identifying and Addressing the Obstacles for Young Women of Color

Increasing AAUP membership is for ever on our agenda. We met with the new structure is approved. Beginning on January 1, 2011 dues rates will be determined by the following salary bands, based on self-report-

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More than $2,200,000

On the local, state, and national levels there will be full membership drives this year. It is worth noting here that the National AAUP has unraveled its book-keeping cases and this year reported financial flows in the black. Thank you Howard Bunisus, AAUP Secretary-Treasurer.

More and more attention is appropriately being paid to our non-tenure track cohort at the National AAUP level of the organization. In this regard I would like to share a couple slogans regarding the state of non-tenure faculty shared at the meeting:

Our approach to helping “them” is like giving someone a hug that has sunburn.

Tenure is not a reward for research.

A Good Teacher is a Teacher who has one job.

Our working environments are our students learning environments.

The Summer Institute held in San Diego was extremely educational. The workshops on Faculty Advocacy: Understanding and Strengthening Faculty Handbooks and Committee A Procedures: A Primer for Chapters and Conferences were stellar.

The Faculty Advocacy: Understanding and Strengthening Faculty Handbooks workshop materials covered the following topics:

- History of AAUP
- Formulation and Implementation of AAUP Principles and Procedures on the Structure of Faculty Handbooks

Please note that our NYS AAUP Conference Fall 2010 will be held in mid-October at Siena College.

The theme for this year’s conference is:

**The Faculty Handbook as an Enforceable Contract**

**Dates:** October 22-23, 2010

**Registration** [Please complete our online registration](http://nyaaup.org/committee_register_fa)

**Schedule**

- October 22nd 1:00pm – 6:30pm 1:00-4:00 Business meeting (open to NYS AAUP Leadership only)
- 4:00-7:00 Dinner Banquet - Keynote Speaker
- October 23rd 8:30am-1:00pm 8:30-9:00 Breakfast

As reported in our last issue a large part of our NYS AAUP Conference Spring 2010 involved an update report and further input the revisions to our NY Conference Constitution. The following motion was passed:

The NY Conference charges the Constitution Task Force to complete a second draft in order for a vote at the NY conference based upon input from the membership at the spring meeting. The Task Force should wait for the completion of remaining issues at the national level regarding the DOL (US Department of Labor) investigation.

The main constitutional issue for our NYS AAUP Conference pertains to the organization and election of our leadership group. It is our belief that the NYS AAUP Conference is not a collective bargaining organization.

We have been waiting for a US Department of Labor ruling on this. Once we have the ruling the Constitution Amendment Committee will finalize the proposed Constitutional changes and proceed with the ratification process. The Constitution will once again discussed at the NYS AAUP Fall Conference 2010. Subsequently the final revised Constitution will be brought to a vote of the entire NYS AAUP membership.

Look for the agenda for our NYS AAUP Conference Fall 2010 to be held at Siena College, 515 Loudon Road, Loudonville, NY 12211 on October 22-23, 2010 elsewhere in this issue of NY Academic and on nyaaup.org.

The 95th AAUP National Meeting and Conference was held June 9th-11th, 2010 in Washington, DC. The NY contingent to the meeting was strong. Thirteen of our representatives participated in Hill Day on Thursday, June 10th. I would like to thank Steve London for helping me to secure our meeting time with Senator Kristin Gillibrand. We also met with Senator Charles Schumer as well as with the following Representatives: Chris Lee (R), Dan Maffei, Peter King, Louise Slaughter, Carolyn McCarthy, Tim Bishop, Brian Higgins, Michael Arcuri, Steve Israel, Bill Owens (new) and Yvette Clarke.

Our talking points were Student Aid and the Fiscal Responsibility Act on Capitol Hill Day tomorrow. We talked about the Act and labor related policies on Fall Quality in Higher Education, and the Keep Our Educators Working Act. For our NY contingent the speaking out against the privatization of the SUNY schools was a key issue. Ironically Senator Kristin Gillibrand had only the day before had met with the Presidents of NYS Institutions and announced her support for this initiative.

The theme of the Annual Conference this year was The State of Higher Education. On Wednesday Jeffrey Baker and I presented a session on Separating Facts from Fiction in the News. We took the opportunity to discuss efforts on behalf of non-tenure track faculty taken at Rochester Institute of Technology. Many other New Yorkers presented thoughtful presentations and stimulating sessions including:

- Hamad Ghazieh (Rochester Institute of Technology) on Academic Senates and Governance
- Carol Smith (CUNY) and Ellen Schrecker (Yeshiva University) on Faculty Activism and Repression: The Rehearsal for McCarthyism at the City College of NY. 1935-42
- Jeanette Jenneault (Syracuse University) on The Keeper of the Keys for Contingent Faculty: Education Practices and their De/Evolution Post-Collective Bargaining

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The next Faculty Majority: Its Role Going forward after COCALIX

by Jeanette Jenneault, NYS AAUP Vice-President

In a fully packed room during a panel at Coalition for Contingent Faculty Labor’s ninth biennial conference in Quebec City’s Université de Montréal, President of the New Faculty Majority, the Vice-President of the New Faculty Majority, President of the New Faculty Majority, explained the inspiration behind the organization. “We asked ourselves: What can we do until the next (COCAL) conference?”

While COCAL has remained an inspiration bringing together contingent faculty and allies from Mexico, Canada, and the United States every two years what was needed according to Williams was an umbrella organization that would constantly be looking at and working towards the needs of contingent faculty.

What makes it work for Williams from Akron, OH is that they can transcend an individual labor organization, a state, a region, or even a country, “We are able to go to 30,000 feet, it is not tied to a specific unit.” The advantage for the New Faculty Majority from his perspective is they can see the larger issues with a degree of objectivity. “We are the conveyer of the discussions, we can assimilate them and then work strategically.”

Recent initiatives include fighting for unemployment compensation laws to change that pre- vent or make it difficult for contingent faculty to receive unemployment compensation or be fired for cause between semesters when their employers don’t need to prove there is a reasonable reassurance of re-employment, but allow the regulations to simply be used.

The current project is to fine-tune and work towards a 20-year plan titled “The Program for Change: 2010-2030” that was introduced in draft form that same afternoon. For those who are interested in offering feedback the link is: [http://www.newfacultymajority.info/pfc](http://www.newfacultymajority.info/pfc). The plan was inspired by a plan similar to one that has in part already taken place in Vancouver according to a fellow panelist Jack Cosco a member of the advisory board of NFM.

The plan like all of the NFM initiatives are absolutley instillability contingent faculty misled with material as well as non-material expressions of security. Having insecure faculty, means problems for higher education in the long term. Whether in the end we need to re-envision tenure, continued on page 6

continued on page 6

Fall 2010
We Can Help You Defend Your Academic Freedom

by Irwin Yellowitz, Chair, New York Conference, Committee A on Academic Freedom and Tenure

Academic freedom protects all faculty members, tenured or untenured. If a faculty member in New York State has experienced, or is threatened with, a violation of academic freedom, or of the tenure rights which sustain it, the members of New York Conference A on Academic Freedom and Tenure are ready to help. We are prepared to receive complaints and provide advice about possible courses of action.

Our first function is to discuss the issues and actions thoroughly with the faculty member. This involves telephone conversations, e-mail exchanges, and a full examination of the available documentary record.

In personnel actions, or any issue that has implications for academic freedom, faculty members should keep accurate and complete records of all relevant correspondence, telephonic and electronic communications, and meetings with colleagues and administrators.

Our counsel is based on AAUP guidelines and our own experience. (See AAUP Policy Documents and Reports, 10th Edition, 2006, "The Redbook"). We offer advice on whether the procedures of the institution meet established academic practice, and whether they have been applied properly.

We offer advice on whether the actions taken or contemplated have a prima facie aura of discrimination or malice.

Our advice helps faculty members understand their situations better, allows them to maximize the effectiveness of internal institutional procedures, and clarifies the realistic possibilities for outside action.

When NY Conference A believes that a violation of AAUP policies or standards has occurred, it may

- try to arrange a settlement;
- investigate the matter;
- refer the complaint to national AAUP Conference A with a recommendation for a full investigation and appropriate action.

As Chair of NY Conference Committee A, I deal with an inquiry, or assign it to a member of the Committee, who then contacts the person and takes responsibility in the matter.

The full Committee makes all decisions on how to proceed once the facts and issues have been established.

Our actions are based on AAUP's principles as stated in AAUP's policy statements, and on our judgment of whether a particular situation fits with those standards.

If you have reason to consult with NY Conference A, contact the Conference's Executive Director, or the Chair of the Committee:

- Tom Poliscano, Executive Director, New York State Conference, AAUP, Phone: 888-690-2287 or 585-719-7137; e-mail: tpoliscano@nyaaup.org; Irwin Yellowitz, Chair, NY Conference A, e-mail: yyellowitz@aol.com.
- The other members of New York Conference Committee A are: Martin Fried, mlfried@law.syr.edu; Jane Koretz, koretj@rpi.edu; Lionel Lewis, socll@acsu.buffalo.edu; John Thomas, jthomas@skidmore.edu.

AAUP to Mount Higher Education is a Public Good Week - Oct. 1-7

The American Association of University Professors is mounting a week of action to demonstrate the importance of not-for-profit higher education. This will take place October 1-7, 2010.

The first week of October is shaping up as an opportunity for AAUP chapters and state conferences to participate in a national discussion on the role of higher education in our economy and society, and to stimulate organizing at the campus level around the issues of academic freedom and an independent faculty voice.

The AAUP is encouraging its members and chapters to organize and participate in local activities from teach-ins to policy forums to film screenings, and to utilize these events to build membership in conjunction with the AAUP fall membership drive.

The major national event will be AAUP's participation on October 2 in the "One Nation March on Washington. The One Nation March will feature a coalition of human and civil rights, labor, environmental, peace, and faith groups, as well as celebrities and sports figures united by the ideal that all people — regardless of race, sex, sexual orientation, gender, identity, heritage or ability — should have the opportunity to fulfill their potential.

AAUP Shared Governance Conference and Workshops in November

The AAUP will be holding a Shared Governance Conference and Workshops, November 12-14, 2010. The event will take place at the Liaison Capitol Hill Hotel in Washington, DC.

The conference will feature three days of presentations exploring all aspects of college and university governance, an opportunity to network with governance leaders from across the country, plus expert-led training workshops for governance leaders and those aspiring to positions of leadership.

Expert-led workshops will focus on such issues as: making campus and system-wide faculty governance bodies effective; developing the faculty voice in budget and long-range planning processes; countering the threat to academic freedom and shared governance posed by the Supreme Court's Garcia decision; effective communication between faculty governance bodies and governing boards; evaluating faculty handbooks and incorporating AAUP principles into them; developing relationships between faculty senates and AAUP chapters; including contingent faculty in governance processes; providing meaningful input into the selection and evaluation of administrators, and recapturing and maintaining faculty control of the curriculum.

For more information on the governance training workshops, please contact Larry Gerber, AAUP Committee on College and University Governance, at gerbel@auburn.edu.

AAUP Changing The Establishment As The Establishment Changes

by Marcia Newfield, PSCI/CUNY, VP for Part-time Personnel

In addition to perceiving that the AAUP has increasingly improved its financial and structural efficiency, the most vivid memory that remains months after the June-AAUP Annual Meeting is of a late afternoon informal conversation with about 50 people and Executive Director Gary Rhoades.

It is a tradition of the annual conference for there to be an open question and answer session with the director. Rhodes brought an indesatiable energy and receptivity to it. It went on for a couple of hours.

No hidden agenda here. Delegates expressed their personal experiences in the spaces of de-professionalization: gigan- tic classes, long-term contingents replaced with graduate assistants, proliferation of online classes, post-doc purgatory. Together we explored, as had the overall meeting and concurrent conference on the state of higher education, what to do about it. One of the larger questions is how to avoid cheating another generation of academics and students.

Many of the adjunct population are children of the working class. Despite their advanced degrees, they are trapped in economic classes that are very far from the American immigrant dream of economic success contingent upon edu- cation. I call it living the “immigrant anti-dream.”

Gary communicated a “can-do” spirit. The suggestions, including his, included a national movement to address higher education issues at the core of public good and responsibility, demanding more investment in public services, thus challenging the premises of corporatization that view higher education as a private versus a public good.

If we focus on faculty versus facilities and fight a culture of compliance by creating spaces for decision-making and governance that participants in the system participate in, who knows what might happen? One seemingly far-out suggestion was to consider adjunts who teach in multiple insti- tutions in their city or state as full-time employees.

An immediate goal is to make it safe for junior faculty and contingents to join and become active in a union and to motivate the tenured and most established academics to realize that they too are affected by the changes.

Even as struggles proceed nationally and regionally, there are positive advances: the strong challenge that AAUP is making to the Garcia v. Ceballos decision, the potential that the NLRA will reverse the Brown decision, the formation of chapters in Hults inerto inert places like Boston College, thanks to the advocacy of the state conference, and the Tenure and Teaching Intensive Assignments Report approved by the AAUP Committee on Contingency and the Profession which will have its formal debut this month.

The main themes of the march are: “Putting America Back to Work”: “Quality and Affordable Public Education”; and “Equality for All.”

On October 7, the AAUP will be part of the National Day of Action to Defend Public Education. Privatization in higher edu- cation has shifted the cost burden to students and their families, while at the same time diverting spending from instruction to administrative overhead. The most dramatic shift has been in the increasing use of poorly-paid and insufficiently supported part-time and non-tenure-track faculty members. Events will be taking place across the country.

The week of October 1-7 is Ethnic Studies Week. In the wake of a ban on the teaching of ethnic studies in Arizona public schools, ongoing national debates on religious tolerance and immigration, and the disappearance of foreign language instruction as colleges and universities cut “unproductive” academic programs, a group of scholars and activists have responded by organizing a week of events celebrating cultural and intellectual diversity.

Events are continually being added.

For more information, check the AAUP website:
http://www.aaup.org/AAUP/G6F/announcement.htm?FF=1