From the NYS AAUP President’s Desk:

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simply claim that faculty are not eligible for unionization rather than presenting a case to employees in a fair and open elections where faculty are free to decide for themselves how they view their employment status.

However, one of the unexpected side effects of Yeshiva was the use of the term “full time faculty” which implied that staff, adjuncts and other non-tenure track employees were eligible to unionize.

That exception, combined with the steady shift away from full time, tenure-track hiring has led to successful collective bargaining drives in those sectors, the only growth categories in all of higher ed unionization.

Ironically, it has meant that part-time faculty and staff sometimes have better job protection and clearer work rules than the presumably higher status full time faculty.

Meanwhile, the tenured and tenure-track faculty seem to be stuck in what we might call “Yeshiva Syndrome,” a condition not entirely unlike the one known as “Stockholm Syndrome” in which captives identify with their captors thereby reinforcing their own helplessness.

But perhaps there are a few glimmers of hope in the offing. The recent appointment of a new Executive Director of the national AAUP with commitment to greater emphasis on chapter organizing is a good sign for the organization itself.

And the challenge to Yeshiva coverage that was brought to the NLRB this summer by the faculty of Point Park University through the Communication Workers of America may yield fruitful results, though its progress is being severely hampered by the Republican Party’s efforts to destroy the NLRB by blocking President Obama’s appointments.

What are we to do individually and at the level of our own campuses?

We need to start with an effort to better educate ourselves and our colleagues, especially those who have joined the profession in recent decades and who have no knowledge of the laws and court decisions that have had such a great impact on our work. After all, we pride ourselves on being educators.

Let’s start by seeing if we can educate ourselves out of this mess.

Nominations Notice: Spring 2014 Elections

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Ask those you ask to please either:

(1) mail in their nomination using The NYSC Election Spring 2014 Mail Form (PDF) to Pat Cihon, Syracuse University, Syracuse, NY 13244 or

(2) email their nomination to Pat Cihon [pcihon@syr.edu] using the following prescribed format:

| Subject line for email nominations must include the word “Nomination” |
| Your name |
| Your email contact information |
| Your institutional affiliation |
| The person’s name being nominated |
| The position you are nominating the person for from the list above |

Remind those nominating you that nominations must be received by November 15th, 2013.

By January 16th, 2014, forward your bio and election statement again to any member of the NYSC Election Committee.

Note: The National AAUP, at its Annual Meeting 2013, approved an AAUP Constitutional change that transitions National Council elections from annual elections for 3-year terms to biennial elections for 4-year terms.

This change will be phased in over the next two years. Since the NYSC annual elections are included in the AAUP National elections the NYSC will be considering our own constitutional change to allow us to continue to match up with AAUP National elections.

These changes will be on the agenda for the NYS AAUP Conference Fall 2013 at St. Bonaventure University, October 18-19th, 2013.
AAUP Annual Conference on the State of Higher Education

From June 12 to 16, 2013, the AAUP hosted the Ninety-ninth Annual Meeting in Washington, DC. Concurrent with the annual meeting was the AAUP Conference on the State of Higher Education, which included plenary addresses and presentations on current issues confronting the academic community.

Keynote speeches at the conference focused on technology and education. Kenneth C. Green of the Campus Computing Project spoke at the Friday luncheon about how new technology will continue to change higher education.

The Saturday luncheon speaker was David M. Hughes of Rutgers University, who spoke specifically and in stark terms about Pearson, Inc., a large online education provider with which the Rutgers administration recently, and without serious consultation with the faculty, signed a seven-year contract. Steven E. Skeptov, president of the Saint Louis University AAUP chapter, spoke at the Saturday annual banquet about his chapter’s work in opposing new faculty personnel policies that would have eviscerated the universities tenure system.

Capitol Hill Day

On June 13, AAUP members visited Capitol Hill to discuss legislation affecting higher education with their senators and representatives. This year’s discussions focused on three important areas: making student loans affordable and preventing a rise in interest rates, opposing political interference in research, and supporting appointment and reappointment of the Department of Labor and the National Labor Relations Board. The day ended with a reception on Capitol Hill, where discussions continued between AAUP members and congressional staff.

Censure

The meeting voted to place National Louis University (Illinois) and Southern University, Baton Rouge, on the list of censured administrations. It also voted to remove St. Bonaventure University (New York) and Our Lady of Holy Cross College (Louisiana) from the censure list.

Censure by the AAUP informs the academic community that the administration of an institution has not adhered to generally recognized principles of academic freedom and tenure. With these actions, fifty-two institutions are currently on the censure list. The full list of censured administrations is available at http://www.aaup.org/or/censure/list.

Additionally, the Association deferred any action on its investigating committee’s report, published in January, regarding program closures at the University of Northern Iowa announced in spring 2012. The report concluded that actions by the UNI administration to discontinue a candidate, a nominee must have a minimum of six nominations from members of the Conference, representing at least two chapters or institutions. A sitting member in good standing may also submit nominations or endorsements. Candidates receiving a nomination will be contacted by the elections committee to verify their willingness to stand for election. The Election Committee will report periodically to the Executive Director on the progress of the nominations process.

The New York State Chapter elections 2013

The NYSC elections 2013 were held concurrent with the AAUP National elections again this year. Thank you all who voted. Congratulations to our newly elected state Executive Committee leadership and At-Large members:

- NYSC Secretary 2013-2015: Cecelia McCall, PSC/CUNY
- NYSC Treasurer 2013-2015: Pat Cihon, Syracuse University
- NYSC At Large Member 2013-2015 and AAUP ASC Delegate 2013: Dennis Mazzocco, (elected at conference) St Bonaventure University Censure Removal

In May, AAUP National Committee A asked the NYSC to conduct a final review of the campus of St Bonaventure University as the final step in the removal of censure invoked in 1996. StBU was censured for the improper dismissal of eighteen faculty on grounds of serious financial difficulty.

Suzanne Wagner from Niagara University was the lead NYSC representative for the visit that found both the faculty and the administration in agreement on censure removal. The conference’s favorable report for removal completed Committee A’s review.

AAUP 99th Annual Meeting

The NYSC was in the limelight at the AAUP 99th Annual Meeting in Washington, D.C. for several initiatives this year. Steven Notall, an AAUP Chapter member and chair of the Faculty Senate, represented the SBU faculty at the meeting and spoke in favor of the removal of censure for St. Bonaventure University.

The vote was taken and the Committee A recommendation censure removal passed. Our congratulations to St Bonaventure University! To help celebrate censure removal the NYSC will be holding our NYS AAUP Conference Fall 2013 at SBU this October 18-19th, 2013. Look for up-to-date information regarding this conference on the nysaaup.org website. Please do join us!

On June 1st PSC/CUNY passed a referendum of No Confidence by 95% of those voting to Repeal Pathways. English Professor Barbara Bowen, president of CUNY’s Professional Staff Congress states, “…that Pathways will dilute the curriculum at CUNY… reducing the existing requirements.” Support from AAUP for the Campaign to Repeal Pathways was added to the No Confidence vote when a PSC/CUNY resolution [ http://nysaaup.org/library/aaup_pathways_resolution_130615.pdf ] brought before the Plenary Session passed overwhelmingly.

Once again Ross from NYU presented the motion that was also passed overwhelmingly for National support of the generalized Profile for a 21st Century President document reported upon above in regards to the NYS AAUP Conference Fall 2013. For Capitol Hill Day this year at the Annual Meeting our NYSC contingent conducted an ambitious schedule of meetings that included NYS Congressional Representatives Hanna, Bishop, Owens, Meng, Crowley, McCarthy, Lowey, Slaughter, Clarke, Engel, and Reed as well as Senator Gillibrand.

The AAUP Conference theme this year was – On the State of Higher Education.

Once again many of the presentations were from our NYS faculty as listed below:

- Engaging Faculty in Differentiated Instruction Workshops – Ronald Beebe (University of Houston–Downtown) and Anjoo Sikka (State University of New York at Genesee)
- Summary Dismissals Then and Now – Slocower v. Board of Higher Education – Marjorie Heins (New York University)
- Pedagogy, Cognition, Learning, and Integrating Digital Tools – Handel E. Slepkov (New York University)
- So You Now Have a Contract—What Next? Enforcement Problems and Solutions for Contingent Faculty Unions – Jeanette Jeneault (Syracuse University)
- “With All the Honors, Rights, Privileges, and Obligations Pertaining to That Degree”; Academic Freedom and Assaults on the Concept of Professional Judgment and Governance – Rosland Carey (Lehman College, City University of New York), Manfred Philipp (Lehman College and the City University of New York Graduate Center), and Philip Pecorino (City University of New York, Queensborough Community College)
- Case-Based Learning in the Health Profession Classroom, or Any Classroom: Does It Work? – Stacey Singer-Leshinsky and Danielle Kruger (St. John’s University)
- Pathways of Resistance: Defending Faculty Governance at Queensborough Community College, CUNY – James Hoff, Susan Lang, and Sandra Reisinger (State University of New York, Queensborough Community College)
- Critical Factors in Shared Governance – Patricia O’Connor (The Sage Colleges)
- Blowing the Whistle: Maintaining Academic Integrity for Students Who Are Also Athletes – Sally Dean-Healey (Syracuse University)

Again please note and do join us at our New York State AAUP Conference Fall 2013 at St. Bonaventure University October 18-19th, 2013!

Check the NYSC website [ http://nysaaup.org ] for further information as we get closer to our fall meeting time.
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**Academ e**

AAUP Hosts 2013 Annual Conference

The Ninety-ninth Annual Meeting approved three resolutions: one urging passage of the Bank of Students Loan Fairness Act introduced by Senator Elizabeth Warren and Representative John Tierney, both Democrats from Massachusetts; one expressing support for faculty control of the curriculum at the City University of New York; and one endorsing faculty participation and sound decision making in the selection and retention of college and university leaders.

The third resolution, on selecting chief administrative officers, “deplores the apparent tendency of many governing boards to give little or no weight to faculty participation in these crucial matters” and commends the “Profile for a Twenty-First Century President,” a document issued by the Association’s New York conference, as a template for the academic community to use when making decisions concerning the selection and retention of college and university leadership.

**After Adjuncting...Life or Real Work**

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prep) and commuting nine plus hours a week for the last two years. I couldn’t agree more. However, aside from the self-satisfaction of a job well done, once again the reality is that all that time and all that effort are unlikely to pay off. No, professor sum it up by saying, “In professional academics, one does not start as an adjunct and work their way up. That’s very rare.”

Okay, that’s good to know, but in the meantime, how do the bills get paid? Perhaps equally concerning, how do you effectively position yourself as a teacher/scholar if you are unemployed? This begs the real question, is there life, or “real” work, after adjuncting?

This question is especially perplexing for women who, even though they are receive slightly more than fifty percent of the Ph.D.’s awarded by American universities, comprise a greater percentage of the adjunct workforce. According to the AAUP website, “Non-tenure track positions of all types now account for more than 50 percent of all faculty appointments in higher education...more than 50 percent of all faculty hold part-time appointments...many faculty classified as ‘part-time’ actually teach the equivalent of a full-time course load...commute between institutions and prepare courses on a grueling, irregular timetab...make enormous sacrifices to maintain interaction with their students, are paid by the course, without benefits...and lack access to health insurance and retirement plans” (Background Facts on Contingent Faculty).

Moreover, a 3/9/2011 article in The Chronicle of Higher Education entitled The Pyramid Problem highlighted that “W orldwide, the bottom of the academic hierarchy – in the adjunct and part-time positions – there are far more women than men, and they are disproportionately women with children.”

The same article reminded us that “According to the AAUP’s 2006 gender-equity indicators report, women (only) earn 38 percent for 38 percent of faculty members over all. Women make up 46 percent of assistant professors, 38 percent of associate professors, and 23 percent of full professors.”

Despite similar and oftentimes higher educational debt loads, these women also receive the lowest wages in academia. In The Recruiting Gender Gap, Faculty, Ph.D. Jaschik, Insider Higher Ed, Laura Myers, a doctoral candidate at the University of Washington, reports that “When such factors are accounted for, women earn on average 6.9 percent less than do men in similar situations in higher education.”

Once again Thompson hits the nail on the head when he states “You feel like you are obligated to do a good job, you feel like you have some obligation to your students to educate them and make yourself available to them, and to do a good job as a teacher, but the more time and effort and energy that you put into being a good teacher, the less you have to commit towards your research and when it comes to a tenure-track hiring committee, that’s what they are looking for.”

Thompson further clarifies, “When it comes to teaching experience, that’s like a box that gets checked, but what they really care about is your research program and whether that holds potential in the long-term.”

The problem is, there are only twenty-four hours in a day. I recently did some quick calculations. I have forty-five students in each of my classes, for a total of 225 students. If I spend just ten minutes grading one paper for one class, that’s a total of 450 minutes, or 7.5 hours. Now multiply that times five classes, multiple assignments, class prep, teaching, and office hours. I’m dizzy and exhausted just thinking about it! More important, given the previously articulated reality, I’m left with no absolutely no time to do research and writing, despite my burning desire – and absolute need - to do that just.

For many adjuncts, especially women, this reality is what motivates a move on to other opportunities outside of academia, such as business, industry, government, the not-for-profit sector, public policy, or consulting.

According to Christopher Mosen-Jenkins, dean of students at Brooklyn’s Berkeley Carroll School, in an article entitled Ending the Stigma of Outside Academia for Ph.D.s in the Princeton Alumni Weekly (4/4/12), this is “kind of a professional reinvention.”

In fact, an article on the AAUP website (January/February 2009) written by Mason Goulden, and Frisch entitled Why Graduate Students Reject the Fast Track, reported on a study of thousands of doctoral students. What Mason et al. found was that, “Among the many reasons that men and women could cite for changing their career goal away from becoming a professor with research emphasis, issues related to balancing work and life top the list. For women, the most common reasons are ‘other life interests’, ‘issues related to children’, and ‘negative experiences as a Ph.D. student.” Another commented “I will be nearly middle-aged by the time I get my Ph.D., I won’t have a family, and probably won’t have a job.”

It is clear that we are long overdue for some serious change within the academy, and it is my intention to help facilitate that change by being more active on my campus, in the NYS AAUP, and on the AAUP national level.

**PSC Calls for an Unbiased Review of Pathways**

The June 2011 CUNY Board of Trustees resolution that established Pathways mandates annual reviews of all Pathways policies and processes, beginning in 2013.

The resolution is silent on who will conduct the review and how it will be conducted. In An Open Letter to Chairperson Schmidt on the First Annual Review of Pathways, dated August 15, PSC President Barbara Bowen called for an unbiased, faculty-driven review of the curriculum.

“A unbiased review is especially important in the context of a vote of No Confidence,” Pres. Bowen said in the letter, which also objected to Chairperson Schmidt’s failure to provide a substantive response to the demand represented by the No Confidence vote.

“The CUNY community and the broader public will not accept as legitimate a review process controlled by those who have an interest in maintain Pathways over the objections of elected faculty bodies.”

The reviewers must be independent and the process transparent.”
As a result of the hard work and perseverance of the Mirror reporters, the state was forced to hire an interim higher education president and lawmakers on the higher education committee vowed to reduce the governor’s control over higher education, in part by decreasing the number of members the governor can appoint to the board of regents.

About the series, Connecticut Mirror editor Jennifer Frank commented, “It’s hard not to believe that officials at all levels of government, at least subconsciously, believe that a diminished press gives them carte blanche to act as they want. I’m certain that Connecticut’s higher ed officials were shocked when they realized how aggressively our reporters were investigating their actions. In thirty years as an editor, I have never seen so many calls from officials complaining about reporters who have the audacity to question them. It should make every remaining journalist intend on following every plausible lead—chances are good that a story awaits.”

Janese Silvey’s “Closure and Reopening of the University of Missouri Press” ran from May 24 to November 27, 2012. Silvey’s persistence in getting to the truth of how the closure was effected, who was behind it, and who stood to gain from it resulted in more than thirty articles published in the Columbia Daily Tribune in 2012.

The media coverage drew national attention to the administration’s actions all summer, leading to a reversal of the decision to close the press and the retiring of its senior editors.

Perhaps just as important, the closure and reopening of the University of Missouri Press has opened a nationwide conversation about the dissemination of scholarly findings, the definition of shared governance in decisions about auxiliary units, and administrative transparency. “Corroborating the failed attempt to close the University of Missouri Press was really a roller-coaster ride,” Silvey commented.

“At times, it appeared the Save the Missouri Press campaign was a lost cause. Some questioned why I continued to report on it when the decision to shut down the UM Press had apparently been finalized. But the authors, publishers, book distributors and readers cared too deeply to let the UM Press—or the story—die. Because the Save the Missouri Press effort had continued to have a life—and ultimately those actions saved the press.”

Beatrice G. Konheim Award

The Saint Louis University AAUP chapter received the Konheim Award for outstanding chapter activity by leading the fight against an administration plan that would have severely weakened SLU’s tenure protections.

The ensuing faculty opposition ultimately led to the resignation of the vice president for academic affairs, the president, and the chair of the board of trustees. Steven (Stacey) Harris, president of the Saint Louis University AAUP chapter, accepted the award.

Marilyn Sternberg Award

Janet Golden of Rutgers University–Camden won this year’s Sternberg Award for her work with the “Save Rutgers Camden” campaign. The award is given out by the AAUP-CBC for outstanding work by a collective bargaining chapter.

Al Sumberg Award

The Connecticut State University AAUP chapter won the Al Sumberg Award, which is given to an individual or group to recognize excellent work in lobbying for higher education issues.