The training and professional orientation that aspiring academic scholars receive perpetuates this phenomenon. Recent Ph.D.s are well acquainted with their respective disciplinary bodies: they pay their dues, attend their conferences, read their journals, and can spout their alphabetic signifiers: MLA, APA, etc., etc., etc.

Far less common is any knowledge of the primary organization that represents their interests as workers, their much sought-after tenure, their voice in the management of their workplace, their academic freedom—the American Association of University Professors. From the NYS AAUP President’s Desk

continued from page 1

Sadly, the result is, to borrow Sigmund Freud’s useful phrase, that academics often practice “the narcissism of small differences” by aligning themselves behind disciplinary borders rather than recognizing their collective commonalities. So, my plea to our own membership is to be sure to include on your agenda when you are helping to guide the development of new faculty, ample opportunities to discuss what it means to be an employee who also happens to hold the title “professor.” Worker consciousness is not a concept limited in usefulness to factory workers. And “solidarity” is not just a word from an old union song.

From the NYS AAUP Meetings – What’s in it For You?

If you are interested in contingent faculty issues, the documentary Con Job: Stories of Adjunct & Contingent Labor, created by Megan Fulwiler and Jennifer Marlow for the College of St. Rose, Albany, can be found on the NYS AAUP website: http://nysaup.org/.

The NYS AAUP spring meeting, which will be held at Columbia University, April 24-26, provides us with yet another opportunity to come together in solidarity and continue these critical conversations.

This spring the AAUP celebrates 100 years of working for academic integrity and freedom. Columbia seemed the perfect location since John Dewey, one of America’s most preeminent philosophers and educational theorists, was a professor of philosophy at both Columbia University and Columbia University’s Teachers College. I would like to personally invite you, and your colleagues, to join us.

NYS AAUP Conference Spring 2015

April 24-26th · Columbia University

Our NYS AAUP Conference Spring 2015 – What Can We Do For You? – will be held April 24-28th, 2015 at Columbia University in New York City. Please save the date! More information will follow.

From the President’s Desk: PROFESSING ALONE

By David Linton

In 2000 Robert Putnam published a book titled Bowling Alone advancing the claim that Americans were losing a sense of shared endeavor, of collective pleasures and pursuits, the kind of bonding once achieved through innocent group outings like bowling leagues where the act of rolling balls down the floor was merely an excuse to get together in common interest and humanity.

The idea was not unlike earlier formulations such as Tom Wolfe’s “Me Generation” and Christopher Lasch’s “Culture of Narcissism.” I am struck by how apt these analyses are for what has become of academic employment. Increasingly, we are Professing Alone.

The political and military tactic known as “divide and conquer” is usually thought of as a means by which wily politicians or generals turn sub groups against one another so as to more easily defeat all of them. There may be no more group prone to fall victim to this strategy than college and university professors.

We are peculiarly singular, despite our engagement with students and our fondness for terms that help us avoid the fact that we are workers. We like to call each other “colleagues” rather than co-workers. Our boss is called a Dean or a Chair.

We don’t say, “I work at XYZ university,” but rather, “I’m a chemist, a historian, a linguist, . . .” as though work was a dirty word except when we boast, “I’m working on a book about . . .” or “I’m working on a grant from . . .” In this case the word “work” is valorized as if to prove that we actually do something of worth and produce some observable outcome or product.

Even the national AAUP adopts this unfortunate practice as the web site and publications flag our officers and committee chairs with a discipline reference, immediately following their names, thereby privileging those separate identities. As far as I am aware, no other union or similar body makes such an effort that ends up unintentionally dividing us into disciplinary pigeonholes.

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The National Labor Relations Board recently issued a decision significantly expanding the right of employees to use their employers’ e-mail systems for union organizing and other activities related to the American Association of University Professors (AAUP)’s 2011 recommendations on the hiring of politically controversial faculty. The decision is especially welcome.

However, there are limitations to the decision. First, since the decision was issued by the NLRA, under the statute protecting private-sector employees, it only applies to private-sector employees who have chosen to give employers access to their e-mail system for business purposes now will be able to use that system on non-working time to engage in a wide range of protected communications, including union support and comments critical of the employer’s employment-related policies and management decisions.

The board ruled that “employee use of email as a common form of workplace communication has expanded dramatically in recent years.” Therefore, in the board’s words, “building a union is a fundamental right that, in recent years, has been increasingly protected by the courts.” Finally, this ruling will likely be appealed and could be overturned by the courts.

### Debt refinancing, promoting access: UUP’s action plan

The AAUP continues to welcome submissions on eclectic subjects relating to academic freedom. Electronic submissions should be sent to jaf@aaup.org and must include an abstract of around 150 words. The Journal uses the sixteenth edition of the Chicago Manual of Style, and authors must include an abstract of around 150 words. The Journal uses the sixteenth edition of the Chicago Manual of Style, and authors should submit an article does not guarantee publication; the Journal of Academic Freedom is under no requirement to publish any submission. Submissions should not include defamatory statements or raise other significant legal concerns. The journal also discourages articles entirely devoted to specific ongoing disputes involving individuals and their institutions, except in extraordinary cases of broad significance. Promotion or criticism of candidates running for office within the AAUP or in local, state, or national elections is not allowed.

### Expanded Right to Use E-mail for Union Organizing

The AAUP’s Journal of Academic Freedom welcomes essays on Steven Salaita’s “de-hiring” by the University of Illinois at Urbana-Champaign and the aftereffects of the decision on other faculty. President Zimbalist used it, and in institutional practices surrounding it. We have developed a survey tool for you to provide us information about your institution and your experience. The survey can be taken at https://www.surveymonkey.com/s/each-institute.

Without your input, we cannot effectively bring these issues into the national conversation on the quality and the future of higher education. This is not intended to be a survey only of AAUP members, but of as many faculty members in American higher education as we can reach. Please share this with your colleagues and encourage them to participate.

### NYS AAUPC Meetings – What’s in it For You?

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The AAUP strongly encourages you to take a more proactive stance and get involved before a problem arises. If there is a specific need or challenge, the AAUP gives you an opportunity to be part of the solution! This last fall the NYS AAUPC Conference held its fall meeting. The conference was both purposeful and unique in several ways. In addition to offering an impressive slate of speakers, the conference was an exciting opportunity for AAUP and UUP to come together as faculty and union members to share ideas and concerns. Organizers of the meeting and representatives from the NYS AAUPC and UUP both on site and off, worked mindfully and diligently to create an event and environment where individuals and organizations could come together, received support from political representatives, informing them about issues, and seeking their support. For more information, Lupardo advised us to keep an eye on New York Sun, which publishes a weekly e-mail newsletter and may not be able to speak directly to each other regularly. This decision recognizes this reality and provides private-sector faculty members’ use of e-mail communication to each other about union matters will be protected.

### NYS AAUPC Meetings – What’s in it For You?

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### National AAUP Seeks Input on Teaching Evaluations

The AAUP’s Committee on Teaching Research, and Publications is interested in determining to what degree there is consistency nationally in attitudes toward faculty teaching evaluations, in methods used for it, and in institutional practices surrounding it. We have developed a survey tool for you to provide us information about your institution and your experience. The survey can be taken at https://www.surveymonkey.com/s/each-institute.

Without your input, we cannot effectively bring these issues into the national conversation on the quality and the future of higher education. This is not intended to be a survey only of AAUP members, but of as many faculty members in American higher education as we can reach. Please share this with your colleagues and encourage them to participate.

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Nonetheless, this is a major step forward for the rights of faculty members in private institutions. E-mail is one of the primary ways in which faculty speak to each other in the modern world. The ability to use email to communicate is essential to faculty, particularly contingent faculty, who are often dispersed and may not be able to speak directly to each other regularly. This decision recognizes this reality and provides private-sector faculty members’ use of e-mail communication to each other about union matters will be protected.
Each panel member gave an overview of his or her activities and experience that was followed by an open discussion with questions from the floor. Anne shared that the UUP is currently 35,000 members strong at 59% off tenure line, with 20 are adjunct. Jaclyn pointed out that the SUNY Cortland’s faculty includes 356 plus non-tenure track (NTT) faculty that teach the 6000 students at SUNY Cortland. She also noted that the NTT faculty in the English department have full vote on all matters except personnel matters and curricula. Jeff shared that adjunct at MCC are paid proportional to tenured track faculty but without benefits.

NYSC 2015 Executive Committee elections

Our NYSC Executive Committee elections will be held together with the National AAUP Spring elections. The following active members in good standing have completed the nominations process and will be on the ballot. Elsewhere in this issue of NYSC you can find their election statements. All positions will include a write in option including the open NYSC At Large Member position that those who have stepped forward to serve.

NYSC Secretary 2015-2016: John Polimeni  Albuquerque College of Pharmacy & Health Sciences

NYSC Treasurer 2015-2016: Pat Chion  Syracuse University

NYSC At Large Member 2015-2018 and AAUP ASC Delegate 2015: Jeffrey Baker  Monroe Community College

NYSC At Large Member 2015-2018 and AAUP ASC Delegate 2015: Open

NYSC Celebrates the 100th Year Since the Founding of AAUP

NYSC celebrated an earlier in this report this year is the 100th year of the founding of AAUP at Columbia University by John E. Dewey and other prominent professors. The NYSC conference intends to emphasize our centennial at our spring conference. Our NYSC AAUP Conference Spring 2015 will be held at SUNY Cortland April 24-26, 2015.

This centennial celebration is titled, Academic Freedom and Shared Governance: The AAUP Centennial - NYSC AAUP Reaffirms the Right to Tenure for All Faculty

We were very fortunate to receive an AAUP Assembly of State Conferences Development Grant, which we will be using to support faculty wishing to attend our centennial celebration.

Plan to join us and learn more about the issues that are now before the NYSC and the NYUP. Join the opposition side of the argument and who is on which side.

Present background materials in succinct bold, bullet format

Bring a constituent, a champion, and a “victim.”

She encourages us to organize around creating an endowment for Public Education. STEM should be STEAM (Science, Technology, Engineering, Arts, Mathematics). 0-5 year early education is needed. The child care system is broken, and civics education on how things work is needed.

Our next presenter was Risa Lieberwitz, from the Cornell School of Industrial and Labor Relations, who is a AAUP General Counsel. Risa spoke on the current status of NLRB deliberation on whether Pacific Lutheran adjuncts can unionize.

This is the most recent challenge to the 1980 Yeshiva Decision prohibiting faculty at private institutions from organizing. Risa helped write the AAUP amicus brief that was submitted in support of the issue to allow organizing.

At the end of 2014 the NLRB in a 3-2 decision laid out new standards for deciding the two most pressing questions in academic-labor law; whether a college’s religious nature should exempt it from NLRB jurisdiction, and whether faculty members have too much involvement in management of their colleges to be considered as employees for union representation. The NLRB came down in favor of labor organizing on both counts. This is a huge decision that will face additional challenges as it is tested in court and in a potential appeal, and the labor movement supporting higher education faculty.

A Contingent Faculty Panel Discussion that consisted of Amanda Leavy, SUNY Cortland, Jaclyn Pittsley - SUNY Cortland, and Jeffrey Baker - Monroe Community College (MCC) followed Risa.

By Tom Polcino
I will be reporting on our NYSC AAUP Conference Fall 2014 at SUNY Cortland titled, You Are Not Alone, on our NYSC 2015 Executive Committee elections and on our upcoming NYSC AAUP Conference Spring 2015 centennial celebration titled, Academic Freedom and Shared Governance: The AAUP Centennial - NYSC AAUP Reaffirms the Right to Tenure for All Faculty

NYSC AAUP Conference Fall 2014

Our New York State AAUP Conference Fall 2014 titled, You Are Not Alone was held at SUNY Cortland on October 24-25th, 2014. The amendment to the report is included in the NYSC Fall 2014 report. The New York State Conference-AAUP - April 2013 to adjust the NYSC election cycle to match the AAUP cycle amended at the Ninetieth Annual Meeting of the Association in Washington, DC, June 15, 2013 passed:

http://nysaup.org/library/nysaup_constitution.html

We were welcomed to the SUNY Cortland campus by Bill Buxton, President of SUNY Cortland who shared an additional welcome for the SUNY NUP President Fred Buxton. Shared concerns regarding the Pearson added value NYP Teacher Performance Assessment now being tested by 200 universities in more than two dozen states.

Another serious issue at Cortland is the recent decision to limit scholarship opportunities for Librarians and Academics. The NYSC passed the following motion regarding the issue of the Cortland Librarians and Academics:

Motion: Resolved that the NYSC conference of the AAUP views with concern recent efforts on the part of the Administration of SUNY Cortland to restrict the research fields and topics of investigation of the librarian faculty at SUNY Cortland. Further resolved that the NYSC Conference of the AAUP urges the administration to meet with UUP representatives and faculty to resolve this issue as soon as possible.

Our kickoff speaker was Assemblywoman Donna A. Lupardo who was currently in her fifth term in the State Assembly including. She is a senior member of the State Assembly Higher Education Committee for the Faculty Senate for 10 years before being elected to the State Assembly. Assemblywoman Lupardo discussed effective political organizing. It was an extremely informative conversation with legislators that I summarize below:

1. Success breeds excitement
2. Identify your legislative champions (Lupardo included)
3. Know who the legislators are

Patrick Cihon
I am an Associate Professor of Law & Public Policy Emeritus; I retired this past January after spending 36 years at Syracuse University. I have been an AAUP member since 1976, have served as President of the Syracuse University Chapter of the AAUP for a number of years, and have been affiliated with the NYSC-AAUP since about 1996. I would love to continue to serve in that capacity, and if the members of the state conference would allow me that honor.

John M. Polimeni
John M. Polimeni is an Associate Professor of Economics and Director of Graduate Studies in Health Outcomes Research at the Albany College of Pharmacy and Health Sciences.

He is a Honorary Member of the Scientific Council of the Romanian National Academy of Science, National Institute for Economic Research where he is an Associated Researcher at the Romanian Academy Institute for Economic Forecasting. He has a Ph.D. in Economic Geography from Reaul Clinical Institute, a M.S. in Economics from the University at Albany with a Certificate in Graduate Studies in Economic Geography, and a B.A. in Mathematics from Reaul Polytechnic Institute.

He was a Senior Fulbright Fellow in Romania in 2009 and was awarded the Young Faculty Research Award at Reaul Polytechnic Institute in 2004.

He is Chief Editor, British Journal of Economic, Management, and Trade; Managing Editor, International Journal of Transdiscip

NYSC AAUP Executive Director’s Report

continued from page 3

4. Know who your legislators are
5. Meetings, email blasts and social media are more effective than snail mail, petitions, or phone calls
6. Get meeting appointments in the district office and do your homework – it’s your constituents and who are in charge of the argument and who is on which side.

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PSC: Time to Update TAP and Pass the DREAM Act

The Professional Staff Congress urged the State Legislature to modernize the forty-year-old Tuition Assistance Program (TAP), with First Vice President Steve London advocating major structural changes and major funding increases. “City University faculty and staff know first-hand that TAP needs an update. TAP is failing part-time students, adult learners and undocumented students, to name just a few of the types of students who are underserved or ignored altogether by the program,” London testified before a hearing of the Assembly Higher Education Committee, chaired by Manhattan Democrat Deborah Glick. He was joined by Fred Kowal, president of United University Professions, the union representing faculty at SUNY, NYSUT Vice President Andy Pallotta, who oversees the statewide union’s legislative initiatives, attended the hearing as a show of support for the union’s two largest higher education affiliates, but did not testify.

“The laws written for TAP were written largely for full-time, dependent students who go straight from high school to college. But our state-wide student body is much different today from what it was in 1974 when TAP was established,” London said at a news conference organized in the Legislative Office Building by the Reform NY TAP Coalition, a group of faith-based organizations, student activist groups and labor unions.

In his testimony and at the news conference, London focused on three key reforms to bring TAP into sync with the state’s modern student body. These reforms include: 1) making TAP work for independent childless adults; and 2) allowing TAP to work for independent childless adults; and 3) allowing part-time students to truly benefit from TAP.

The PSC and all the members of the Reform NY TAP Coalition agree, the first step toward updating TAP would be for the Governor to include the NYS DREAM Act in his executive budget in 2015.

Debt refinancing, promoting access: UUP’s action plan

United University Professions President Frederick E. Kowal, Ph.D., introduced on December 9, 2014, a multifaceted action plan that includes a new student loan refinancing program for SUNY graduates and calls for the state to pay its fair share of the University’s operational costs.

The union’s plan would also create a new campus incentive program, Bringing Opportunities for Student Success (BOSS), a loan forgiveness mechanism for SUNY adjuncts and a permanent endowment to provide a long-term funding source for SUNY.

“Today, an undergraduate degree is no longer a choice, it’s a necessity like a high school diploma was decades ago,” Kowal said. “We believe that this action plan is the key to providing that opportunity to New York’s students, especially those who look to SUNY as their only option for a college education.”

UUP’s SUNY Student Loan Refinancing proposal would allow recent SUNY graduates to refinance federal and state student loans incurred after Jan. 1, 2008. Graduates must earn an associate’s or bachelor’s degree at any state-operated college or university in New York State within five years of graduation to be eligible for the program. More than 2.8 million New Yorkers have school loan debt, estimated at $73.2 billion.

The union’s proposed Adjuncts Loan Forgiveness Program would give eligible SUNY adjuncts an opportunity to receive a maximum of $29,400 in loans. Adjuncts would have to teach at least two courses at a state-operated SUNY school to apply for loan forgiveness.

Under BOSS, additional incentive funding would be awarded to campuses that work to hire more full-time faculty and staff; move adjunct and contingent faculty to full-time positions; aggressively pursue a more diverse faculty, staff and student body;...continued on page 7

What Is the Very Model of a Modern Dean?

By Peter Goodman (Hofstra University)

With higher education under tremendous pressure to explain its purpose, justify its cost, innovate and maintain its place in the world, the people who run America’s universities are turning to executive search committees to find the individuals who can lead them forward.

“Institutions are turning to executive search committees to help them find mavericks and shakers who are part entrepreneur, part fund raiser, part marketer, and part seasoned administrator,” writes Audrey Williams June in an exploration of the modern deanship in The Chronicle of Higher Education http://chronicle.com/article/To-Change-a-Campus-Talk-to/151927/?key=T1H8qN4dMxQZbb2nfoUJ2U5dSdYgbl/ZC7fDsBj8ybSfXQ. She considers such people as Kathryn J. Boor, dean of the College of Agricultural and Life Sciences at Cornell University. Shortly after Boor arrived, reports raised concerns about raising national profiles, is now an agent of change, she says.

Better, allowing them to maximize the effectiveness of internal institutional procedures, and clarifies the realistic possibilities for outside action.

When NY Committee 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 Committee 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 how a particular situation fits with those standards.

How to Maximize Help from AAUP Concerning Academic Freedom and Tenure Issues

If you have reason to consult with the Chapter and Tenure Committee, you need to know the situation on your campus, and how to go about getting the resources offered by AAUP in this critical area.

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

Tom Policano, Executive Director, New York State Conference, AAUP

Phone: 888-690-2287 or 858-719-7137; e-mail: tpolicano@nyssaup.org

Irwin Yellowitz, Chair, NY Conference Committee A

Phone: 201-767-3620; e-mail: iyellowitz@aol.com