President has, without required faculty participation in the review process, summarily eliminated more than a dozen academic programs and fired 23 tenured or tenure-track faculty.

5. Across the nation, states are challenging agency fee (dues equivalent) contract stipulations, tenure policies, and a variety of collective bargaining achievements.

6. The members of the Professional Staff Congress, the union representing the professional employees in the City University of New York (CUNY) have been stonewalled by contract stipulations, tenure policies, and a President has, without required faculty participation in the review process, summarily eliminated more than a dozen academicians and of higher education in general if they graduate from one attending one of the public colleges and universities in the state government leadership for several years in their effort to gain a new contract resulting in frozen wages for the full duration of the stalemate.

7. The hitherto interference of the Board at the University of Illinois led to the disgraceful treatment of Steven Salaita and the ensuing censure of the administration by the AAUP.

8. The Texas legislature has recently decreed that any court in the state of Texas may declare that any public university or college is a private, corporate body and that the faculty are not entitled to any protection under state law or the First Amendment.

9. The AFT and NEA. The AAUP lacks comparable clout and recognition. To do so the AAUP must seek to play a much more active role in the political life of the country. It is ironic that the public reputation of the professoriate is one of liberal political activism when in fact both the organization and membership appear to have little political influence.

10. The number of tenure and tenure-track positions has steadily diminished so that at this point as many as 70% of college classes are taught by individuals in contingent positions with no hope of ever achieving the status of tenure.

11. The Texas legislature has recently decreed that anyone attending one of the public colleges and universities in the state is entitled to carry concealed hand guns to class resulting in recommendations that faculty avoid discussing topics that might be deemed controversial or offensive.

12. The President of Mount St. Mary’s University of Maryland resigned after having fired or demoted several faculty members for disputing his plans to purge the university of students who might impede the school’s retention rates and telling staff that they must be hard hearted in the effort, willing to “drown the bunnies” and “put a Glock to their heads.”

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The Committee to Save Academic Integrity Now (SAIN)
FACULTY RIGHTS UNDER ATTACK IN NEW YORK

By Katy Hansen

As many of you have learned the hard way, faculty rights in New York State, and all around the country, are under attack. All too often, we find ourselves having to fight to defend our most basic job guarantees, including our right to academic freedom, economic security, due process, and meaningful shared governance.

While the erosion of faculty rights makes well-known causes, including the corporatization of higher education and the overreliance on contingent faculty, the law in New York is a big part of the problem.

The law is surprisingly hostile to faculty and is frequently used by colleges and universities to prevent us from enforcing our rights. As you know, unenforceable rights are not rights at all. The Committee to Save Academic Integrity Now (SAIN) was formed to educate faculty about this problem and to bring us together to protect the integrity of our profession.

Here is the problem we face. When a college or university violates its own policies, as generally set forth in a faculty handbook, what can we do? (Think of many well-known causes, including the corporatization of higher education and the overreliance on contingent faculty.)

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NYS AAUP Executive Director’s Report

I have reported previously on the features of our new nysaaup.org website. It is now up and running though we are still making improvements. I review below how to register and discuss our forum capabilities. We are hopeful that the features included will help our members respectfully discuss issues both publicly and privately.

How It Works

I. NYSAAUP.org is set up to automatically approve Members in NYS (some 3000 of us) upon a one time registration on the site using their AUP ID number and their first name as given on the jointrenew AAUP form allowing immediate forum commenting privileges.

II. Non-members can also register but have to be approved manually before their registration is accepted allowing them to comment in the forum. This lets us have friends of the faculty (e.g. lawyers and any other outside person you want to invite) to have access and participate in secure topics.

III. If you have any problems registering such as not remembering your AUP ID contact me at (tpoldanco@nysaaup.org).

IV. When you Login you have the option to be remembered which will keep you logged in for future visits from the same computer.

V. NYSAAUP.org is dynamically built so that it is accessible from your Smartphone device.

VI. Any registered user can be blocked (unregistered) from access if it becomes necessary.

VII. Every secure topic will have its own password. This protocol protects the forums from spam and off topic comments which was a huge issue with our previous website forums.

VIII. Forum topics are publicly viewable UNLESS they are a Forum SECURE topic. Forum SECURE topics will be listed upon login and will have a PROTECTED label to click to enter the unique topic password.

IX. Forum secure topics WILL NOT BE LISTED or seen publicly in the forum and will only be accessible to registered members who ALSO have the secure topic password allowing groups of users to discuss issues privately and securely.

X. All passwords will be encrypted.

XI. The group can exclude anyone including other AAUP NYS Members (who may happen to be administrative AAs or members for example) from accessing a forum SECURITY topic by not sharing the password or by changing the password.

XII. Should the password be stolen or inadvertently shared outside the acceptable group then we can change the password and redistribute it to trusted participants. As a precaution passwords could be changed frequently to increase security.

XIII. Links to pages, documents, and photos available online are allowed and well as some basic formatting of the posts.

XIV. IMPORTANT- We recommend that you do not use the password for forum secure topics only be shared in person or by phone call, not by email or texting, to increase security.

XV. Privacy in this Internet world is hard to come by but should be achievable to people. Achieving this is not easy, but I believe you can trust our Forum Security Option if it is used as suggested above. Please let me know if this feature of our new website is of any use to you and your colleagues and friends.

XVI. Please give the new site a try and do get back to me with any suggestions or content corrections that you find.

Best Practices in Higher Education: Grounding Priorities in the Common Good

Sally Dear-Healey and I attended, in the spirit of support and cooperation between the NYS AAUP Conference and the Northeastern Pennsylvania AAUP Alliance, the conference on Best Practices in Higher Education: Grounding Priorities in the Common Good.

This conference was held February, 27th, 2016 at Misericordia University in Dallas, PA. It was sponsored by the Northeastern Pennsylvania AAUP Alliance, a caucus of the Pennsylvania Division of the American Association of University Professors. Keynote speakers included:

1. Dr. John Hinshaw, what is the Business of Higher Education?
2. Donna Young J.D., B.Sc., LL.M, The Impact of Pacific Lutheran on Academic Freedom, Tenure, and Governance in Religious Educational Environment
3. Dr. Dean R. Beyer, Participation in the Growth of Higher Education
4. Dr. Irene Mulvey, Ensuring that Best Practices are Followed Requires an Organized and Activist Faculty.

New York State AAUP Conference Spring 2016

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The NYSAAUP Conference Spring 2016 will be held at Marymount Manhattan College in New York City, April 15-16, 2016. The agenda and registration information is posted on the nysaaup.org website. We are very excited that Aaron Nisenson will be our keynote speaker on Friday April 15th. His topic will be Implications of US Supreme Court - Friedrichs v. California Teachers Association for NYS Faculty.

Aaron Nisenson is AAUP Senior Counsel and has over two decades of experience in non-profit and labor and employment representation. He has extensive experience representing unions and individuals before the National Labor Relations Board, Equal Employment Opportunity Commission (EEOC), state and local labor relations authorities, and in collective bargaining negotiations and arbitrations. Aaron has litigated employment and First Amendment cases in Federal and state courts, and has authored amicus briefs submitted in Federal and State appellate courts on constitutional, labor and civil rights issues.

State Conference Opposes A9036

The New York State Conference has sent a letter to the State Legislature opposing A9036/S3758-A.

The bill, introduced in the Assembly by Helene Weinstein (D-Brooklyn), and in the Senate by Jack Martins (R-Nassau County), would prohibit state contracting with, and state investment in, persons and businesses that promote or engage in activities to boycott American allied nations.

The motivation of the legislators supporting this legislation is to act against the BDS (Boycott, Divest and Sanctions) movement. According to the memorandum in support of the legislation, BDS boycott “not only hurts the state, its interests and its citizens, but seeks to advance anti-semitic, anti-freeedom and anti-capitalist principles.”

The Conference, along with a coalition of organizations, has mobilized against the legislation. In a letter written by State Conference President David Linton, he writes that, “As currently drafted, it would be placedelect officials in the position of evaluating the merits of academic discussions and affiliations, in effect banning such speech. We respectfully disagree.”

2016 AAUP Annual Conference Conference Set for June 15-19

The AAUP’s Annual Conference on the State of Higher Education will be held June 15 to June 19, 2016, at the Mayflower Hotel in Washington, DC. The event includes panel presentations, plenary speakers, lobbying, and the annual business meetings of the AAUP’s Board of Directors. The conference will focus on racial, social, and labor justice in higher education.

The preliminary conference schedule features a plenary Capitol Hill Day (June 16) where members lobby Congress on issues related to higher education. Capitol Hill Day concludes with a reception on the Hill for AAUP members.

The conference sessions are held on June 17, and the 102nd Annual Meeting takes place on June 18. The Friday Plenary Lunch Speaker is Shawn Harper, professor in the Graduate School of Education, African Studies, and Gender Studies at the University of Pennsylvania and founder and executive director of the Center for the Study of Race and Equity in Education. He is the author of over 100 peer-reviewed journal articles and other academic publications. Johns Hopkins University Press is publishing Race Matters in College, his 13th book.


For information on the conference, go to the website: http://www.aaua.org/event/2016-aaup-annual-conference

New York State AAUP Annual Conference - June 15 to 19

The NYSAAUP org website and its features, the conference titled Best Practices in Higher Education: Grounding Priorities in the Common Good, and our upcoming NYSAAUP Conference Spring 2016 will be held at Marymount Manhattan College in New York City, April 15-16, 2016. The NYSAAUP would also like to thank the AAUP Assembly of State Conferences (ASC) for approving our 2016 conference grant submission.

New York State AAUP Elections 2016

The NYSAAUP Election Committee has obtained the following nominations for the offices listed below for our 2016 election. These positions are for the Executive Council of the NYSAAUP Steering Committee and for the NYSAAUP delegates to the AAUP Assembly of State Conferences and 2017 meetings. Duties and responsibilities of persons holding these positions are enumerated in the NYSAAUP Constitution (nysaaup.org/library/1/nys-aaup-constitution). All active members of the AAUP in New York State were invited to stand for election to a position on the Executive Council. The open positions are listed below. Biographies of those listed are available at (nysaaup.org/news/5/nys-aaup-elections-2016).

1. NYS President 2016-2020: Sally Dear Healey, SUNY Cortland 
2. NYS Vice-President 2016-2020: Jeffrey Baker, Monroe Community College 
3. NYS At Large Member 2016-2020 and AAUP ASC Delegate 2016 & 2017: Steven Goldberg, Adelphi University 
4. NYS At Large Member 2016-2020 and AAUP ASC Delegate 2016 & 2017: open

The NYSAAUP Election Committee is:

1. Pat Gilson | pclon@syr.edu | Chair
2. Mary Rose Kubal | MKUBAL@suny.edu
3. Steven Goldberg | afriedman@bmcc.cuny.edu |
4. Anne Friedman | mubandacz@suny.edu |

Our Election Process is as follows:

1. Nominations for the open position and for all positions will include a write-in option. The nominees receiving the most votes will win.
2. The Election has been piggybacked onto the AAUP National elections. Ballots to all NYAAUP members were sent out on March 15th and must returned by April 15th, 2016.

New York State AAUP Election Committee

For more information, visit the NYSAAUP website at nysaaup.org.
What Does “All One Faculty” Really Mean and What Does it Look Like When its Put Into Action?

By Sally Dear-Healey, Ph.D.

The phrase “All One Faculty” has been a recent rallying cry of the AAUP for good reason. While most of us are aware of the diminishing rights of faculty across the country – at both public and private colleges and universities – divisions amongst faculty members themselves have exacerbated the problem. According to the AAUP (national) website, “The One Faculty campaign grew out of the AAUP’s long history as an organization seeking to improve working conditions, shared governance, economic security, and academic freedom for those who teach and do research in our universities and colleges.” While this all sounds great, and the message is laudable, there is no mention whatsoever in the entire description as to what and who constitutes “all one faculty.”

It is clear that there are different interpretations of “all one faculty,” depending on who you are talking to and the circumstances one finds themselves in. For example, many tenure-track folks have settled in comfortably to their privilege of tenure. Like others who work in a privileged perspective, they don’t seem to notice the absence of contingent faculty in department meetings, office spaces, university committees, conversations with colleagues, social events, etc. This comfortable and convenient oversight exists at all levels of the university all the way up and throughout the administration. Another issue is that many tenure-track faculty embody an “out-of-sight, out-of-mind” mentality. Since they either do not or rarely see or engage with the “other half,” it is easier to ignore or forget their plight. They also may not have suffered the “commonality of contingency” themselves or they conveniently forget.

For some it’s a matter of terminology. For example, in an otherwise well-written and informative article entitled One Faculty, Organizing for a Stronger Voice, which can be found on the AAUP (national) website, Jamie Owen Daniel states “It has become increasingly difficult for the faculty voice to be heard.” Daniel also uses the terms “tenure track,” “non-tenure track full-timers” and “adjuncts” in her article to clarify just who she is – and isn’t – talking about. However, this array of labels - intentional or not - continues to divide us, not unite us. In reality there are only two true divisions amongst faculty members - tenure/track/tenured and contingent – yet we are still all one faculty.

Finally, and perhaps more insidiously, some tenure-track faculty actually openly disrespect non-tenure-track faculty. This disrespect comes in many forms, ranging from the failure to acknowledge colleagues even when sharing common work space, speaking to them disparagingly by demeaning their position, e.g. “Only real faculty can do X,” to overtly discriminating against them in job searches.

One of the main ingredients of an “all one faculty” perspective is the realization that the working conditions of every employee has an effect on the working conditions of every other employee. While some conditions and issues effect all faculty equally, others are frighteningly disparate. An Issue Brief entitled One Faculty Serving All Students, released in 2010 by The Coalition on the Academic Workforce, highlights specific areas where – if we truly believe in “all one faculty” – we need to consider. Points relevant to this argument include their mission to:

• Collect and disseminate information on the treatment of faculty members serving full-and part-time off the tenure track…
• Evaluate both short and long-term consequences of changes in the academic workforce for society and the public good
• Identify and promote strategies for solving the problems created by inappropriate use and exploitation of part-time, adjunct, and similar faculty appointments (Authors note: here we refer to the use of multiple terms to describe contingent faculty).

• Promote conditions by which all faculty members, including full- and part-time faculty members serving off the tenure track, can strengthen their teaching and scholarship, better serve their students, and advance their professional careers


This question is, how do we – as all one faculty – accomplish these goals widely and effectively? To start, we can each begin to collect accurate information on the treatment of all faculty members at our own colleges and universities, public and private, and disseminate the findings. We can also organize our talents and efforts by creating either an AAUP Collective Bargaining or AAUP Advocacy Chapter at our institutions. “In addition to providing a vehicle through which faculty can collectively organize not to formally engage in collective bargaining,” among other efforts AAUP advocacy chapters promote shared governance, academic freedom, and due process, and can engage in local Committee A work as well as government-relations campaigns. Active, well-organized advocacy chapters can also have influence on matters like salaries and benefits.

Resistance at The College of Saint Rose

In fall 2014, however, Stefanco announced that the College had a huge “structural deficit” caused by declining enrollments. So we went from “trending well” according to our 2013-2014 Interim Office of the President to “massive deficits” in 2014-2015. Consequently 40 staff positions were eliminated in May and “Strategic Academic Program Prioritization” (SAPP) was begun in September 2015, with the stated goal of developing a plan to eliminate programs and tenured/tenure-track faculty members by November 2015.

After much contention regarding the rushed nature of the process and the unwillingness of the administration to bring program faculty into the decision-making academic committees, SAPP became a reality after Stefanco and Board Chair Judy Calogero announced their decision to eliminate 28 academic programs and 23 faculty positions (14 tenured) on December 11, 2015.

The response of our AAUP Chapter to these and other related events has been rapid and vigorous. When SAPP was first announced on August 26, we formed our advocacy chapter with about 50 dues-paying members within a week. We met with AAUP NY’s leadership and worked closely with the National Office. In the fall, NYSAAP President David Linton issued two open letters to Stefanco urging her to work with faculty in a true shared governance model and to respect tenure.

Thereafter we organized a number of well-attended protests including a rally (with more than 200 protestors) on November 2, and an Interim Office Board met to finalize their SAPP plans behind locked doors.

That was when we found our voice alongside students and alumni—“WE are Saint Rose!” This protest was followed on December 15 by another—a mock funeral mourning the loss of (http://www.aaup.org/).

We also have to lift our heads out of the sand and acknowledge that none of us are safe anymore and that we must be fully aware of how changes in the academic workforce affect not only those who teach, but our students, their families, communities, companies and organizations, as well as the general public.

The ‘problem of contingents’ is the problem of every faculty member and should be the problem of the administration. Not being paid fairly and/or what your colleagues are being paid to teach the same classes is demoralizing at best, destructive at worst. But it’s not just about contingent pay. It’s also about how colleges and universities use and abuse contingent faculty, having little if any real knowledge of their skills, needs, or perspectives.

We connected with labor leaders, politicians, and faculty at other universities, and on February 10, 2016 faculty passed a motion of no-confidence in the President by a large majority (76%).

Predictably, the Board responded by expressing unanimous confidence in the President. But we haven’t given up. We submit a report of a release of a national AAUP Inquiry that was conducted in January and look forward to sharing those findings publicly. We continue active protests against the terminations and lack of shared governance, with our most recent being held on February 26 outside the venue where our President accepted an Albany Business Review award for being one of the area’s outstanding “Disruptors.”

We created a Faculty Legal Defense Fund to help offset the costs of legal counsel for faculty threatened with termination as many of them use the College’s formal grievance procedures to get their terminations reversed. Several departments are creating proposals for reassigning faculty threatened with lay-offs. And the majority of our faculty members have signed cards demanding that the administration voluntarily recognize us as a union—and we demand we will continue to make publicly to pressure the College’s administration to restore respect for tenure, academic freedom, and shared governance.

The fight for reinstating respect for AAUP principles at Saint Rose is ongoing— with no end in sight. We will not stop until we win, because WE are Saint Rose!

State Conference Opposes A9036

ffect turning the state governing bodies into censors. Using the fundying authority of the legislature as a means of extracting compliance with specific political views would, in effect, stifle the free exchange of opinions and have the exact opposite ef -
fect that the academic environment is meant to foster.”

Linton concludes that, “While we respect the strong views that individuals have on issues of public concern, we urge you not to deny their full exploration by imposing a gag order on those whose views you might take issue with. Democracy it at its best when all voices can be heard.”

In the Assembly, the Bill was referred to the Government Operations Committee (chaired by Crystal D. Peoples-Stokes) on January 19, 2016. In the Senate, The Senate version of the bill passed on January 20, 2016. The Conference urges you to contact your state assemblymember to voice your opposition to the bill.

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