

NYS AAUP Conference Fall 2015 - Business Meeting
October 24, 2015, Albany School of Law

Attendance:

Fred Floss (FF), Jeff Baker (JB), Sally Dear-Healey (SD), David Linton (DL), Kimberly Rieser (KR), Ann Friedman (AF), Pat Cihon (PC), Frank Higman (FH), Tom Policano (TP), Irwin Yellowitz (IY), Stephen Golberg (SG), Mary Rose Kubal (MK)

1. DL calls meeting to order 8:35

2. Approval of Spring 2015 Meeting Minutes –

A few small corrections were made. Then a larger discussion of the nature of the minutes followed a request to have an attributed comment excised from the minutes – the requester made the attributed remark, but did not intend to have the comment put in the record as it has potentially negative political implications.

Points that were made during this discussion:

Minutes too detailed – more like a transcript than action minutes

Meetings closed, people are frank here

Problem is it is in-between transcript and action minutes

Rather than say who said what, what were the general issues – nature of the debate, but more than action minutes – no direct quote attributions

Topic/issues raised not names.

Still the issue is how to deal with last meeting's minutes:

Descriptive paragraph under each main point rather than little letters w/ attributions for comments. So what do we do with this document? If we publish, it is a political document. Suggestion? Send it back to John or someone else to condense into summary form and defer approval to next meeting. Can we approve the minutes by e-mail?

FF motions IY seconds: **Motion** to table the minutes until Tom has had an opportunity to condense them and sends out via e-mail for approval. Passes by voice vote

3. President's Report (DL)

Has been consulting at a few schools: Manhattanville, Sienna meeting went well but they may be going to SEIU, met about handbook and appointment letter.

Presidential slot up for election. David is inclined not to run for re-election. Past presidents can have an active role, which he intends to do.

Election committee responsibilities need to be clear – responsible for actively recruiting candidates? Not a good idea, rather make sure everyone is aware, welcome, informed.

[TP - They need to inform someone that there is an opening and give a status report before the Nov. 15 deadline – last time we were missing a slot. We need at least one or more candidates for each slot.]

David reflected on his experience as Conference president and where we should be going in the future. He went over a **handout** with the following recommendations [see handout for full list]:

1. Eliminate term limits – People don't know National AAUP leaders because of term limits
3. Pay officers – volunteers as public face and leader not viable
4. Eliminate discipline references – “One Faculty” symbolically important
6. Merger possibilities at national level: NEA, AFT
8. Semantics – “University” leaves out college professors – elitist history of the organization
10. Outreach to graduate students - ex. English Ph.D. students know what MLA is, but not AAUP.

National meeting chair resolutions committee – had no resolutions. How is this possible?! There are many issues out there we need to take positions on. The list on the handout identifies some possible issues we could make resolutions on. We could identify others.

Centennial Declaration (**handout**) – was e-mailed by National to membership. Framed in terms of what we are “not,” what we don't do. Rhetorically apologetic, defensive. Lacks a positive drive to the future we need. Doesn't reflect a progressive point of view. Are we reduced to sending out e-mails for membership to sign off on? Is this the direction the National is going in?

Was contacted by Carrier Technical Institute a for-profit college near Penn Station. Wanted advice on whether to set up a chapter. Faculty already unionized by SEIU. Part of a large local – faculty, staff, and staff at Columbia, other places. They are a small percentage of people within the local. Felt they weren't getting adequate representation. Were in process of a decertification drive. DL sent a letter to National – if they did this, what could AAUP do? Can we support an advocacy chapter? Got a letter from Rudy – this would be terrible. It could look like a raiding effort. They went one step further and sent a letter from Julie addressed to the faculty telling them how lucky they were to belong to a union, AAUP

doesn't support raiding – was sent to SEIU to share with the faculty. We haven't heard anything from National AAUP about UUP membership in AAUP.

Questions/Discussion:

Are there legal restrictions to paying officers? No.

Disciplinary references to show this is a multi-disciplinary organization.

Importance of # 10 education of next generation. AAUP not present on many campuses.

A question of resources. AAUP has never had resources to do the job it sets out to do. How does a membership driven organization have resources? Organize and increase membership. What are we doing at the State level to increase membership? Now that the organization is tri-partite at the national level, we are hoping to generate revenue there.

Importance of advocacy chapter work. Campuses that don't have collective bargaining and not likely to have it – mergers won't help. Collective bargaining chapters have the numbers. Not just at then national level, but in our organization. What are our goals? We are just finding out about the situation at St. Rose. Is there a role for the executive committee in working with those chapters?

Organizational changes – three headed monster – to resolve of issues of identity with the Federal Government. But has confused and increased complexity with all of our membership. People understand it as a union, not academic freedom, governance, the Red Book. We are good at what we do, but we don't have the resources to have the clout we deserve. Become primarily a foundation and merge with existing unions and be a resource for them. Increase our power and influence in the next hundred years. Now it is about the small fires.

Some agreement with DL's position on the Centennial Statement. But others disagreed. Not a bad statement. *Not about what it says, but how it is said.*

4. Vice-President's Report (SD)

More a committee report. Has been active with David on campus outreach in VP position. Writes regular reports for *Academe*.

Report in Conference Program, p. 9. Extended invitation to UUP Albany people to come to our fall AAUP meeting.

5. Treasurer's Report (PC)

Passed out **handout** with revised notes for report on p. 11 of Conference Program.

Always an issue of collecting CB chapter dues – see revised report. The National has been better about sending information about membership so he can better estimate what dues owed should be.

Not in favor of paying officers – any amount we could afford wouldn't reflect/respect work they are doing.

2016 budget reflects expense of improving the website and renewal liability of bond for officers (labor law requires – current bond is expiring January of next year).

Could we make some contribution, maybe \$1,000, to St. Rose chapter for expenses to indicate our moral support – publicity, printing, etc.?

Questions/Discussion

Support for St. Rose in kind? Encourage them to go to National to ask for funds. What kind of precedent are we setting? Less open-ended. Let's be specific about what the funding is for – Summer Institute maybe. They are worried about students' debt burden. Consider bringing in performance actor we had at the spring conference "For Profit" – could offer to fund something like that.

What was fund balance after last fiscal year? PC: +\$13,000. Was there a fund balance prior? PC Revised (p. 11) \$33,000

TP Applying for a new Chapter Development Grant. Will consult.

Officers of some chapters are worried about resources diverted to state conferences – wonder if a useful way for NYS Conference to be spend AAUP resources. A lot of money that could be used other ways. PC: A legitimate concern. National remitting fewer dues – shifting burden to state chapters (we get \$6 per member from National, our dues we get \$23), but dues are now a major source of our funding. Would hate to see CBs reduce their contribution, but understandable.

So what can we do for them? A membership issue. DL's #9 – culture of militancy. Ask CB chapters, what can we do for you, but how can you be involved? If we get people more active, people will feel better about paying.

Goes back to stepchild status of State Conference – from CB chapter point of view and National doesn't give much credence to state conferences.

Is there any way we can reduce the budget for Academe? Change paper? PC: Have it online and maybe have one hard copy. Printing and mailing - \$12,000.

What is the projected increase for next year from? PC: counting on getting dues
FF **Motion** to accept report SG seconds – unanimous voice vote.

10-minute break

Reconvened at 10:21

Thanks to Pat for thoroughness of his report.

Discussion

Mixed feelings about putting *Academe* online – everything is online, so nothing gets looked at online. Having the physical copy is nice. Cost-benefit question. The paper cost not such an issue. Cutting down the # of mailings doesn't necessarily save much. There was support for continuing with the print version. Need to expand as a vehicle for chapters to communicate. Why don't we have a membership application in the newsletter? "Share this newsletter with a colleague..." Maybe we consider expanding the distribution. Jeff does send newsletters to chapter leaders. DL and SD and others distribute when they do campus visits.

CB chapters don't get much from State and National Conferences, but you can't think of it that way. They subsidize the rest of the operation, which is really what AAUP is – the Red Book and academic freedom. This can't be done in unions. We need to raise our visibility on advocacy side. Also, the amount of National's budget that goes to legal defense. Part of the dues we all pay goes to defending and supporting what we stand for. Nothing for you today, but you protect these values.

National is trying to provide better member services – reinforces core mission. What can we do at state level?

6. Standing Committee Reports

Committee A Report (IY) (Printed version p. 13 of Conference Program)

Bard College – case settled. Larger issues Title IX and AAUP. Destroyed relationship between the grievance procedure and Title IX. This is a concern going forward.

A difficult issue, this involves sexual conduct and extended beyond original direction of Title IX, discrimination/equality, to cover sexual harassment and violence. Need to protect those making accusations. Some people will not want to speak up if they feel they have to go through a hearing and face the person they have accused. BUT we have to protect the faculty member. In the Bard case the faculty member was denied a defense. Now Bard is trying to negotiate a procedure that is in line with Title IX.

For more on the Bard case see: July 23, 2015, Ken Kurson *New York State Observer* story.

Questions/Discussion:

There were two cases – individual and the Bard chapter. The chapter could have continued? IY: Yes, but neither could afford to continue with suits. The university was willing to string things out. The individual after two years did not have the energy for an AAUP National investigation.

CB contract – law takes precedence over contract provisions? Procedures guaranteed under Title IX might supersede? IY: Unclear. President said he would not allow grievance procedure to be used based on legal advice, but National said this was not clear.

IY proposing to make Title IX a significant part of our program. Develop guidelines for members.

Host spring conference near Bard?

Case didn't involve a student? IY: Correct. A college lab technician and both men.

DL **Motion**, SD seconds: The New York State Conference at the Spring 2016 meeting will focus on clarifying the relationship between Title IX and AAUP standards, with the intention to develop guidelines.

Approved by voice vote.

Things to consider moving forward on this motion: There are currently no guidelines in the Red Book. Talk to NYSUT first – make distinction public and private sector bargaining units. We don't want to make recommendations that would be detrimental to contracts. From SUNY/UUP perspective the procedure is fairly settled. Follows contractual procedures. Careful, don't spring this on folks who are negotiating contracts now. Aaron Nisenson General Counsel at National is working on a survey of Title IX procedures around the country.

Committee on University and College Governance (KR) – Handout

How does one get committee members? Need to ask at meetings.

KR constructed a list from website of chapter presidents. Mailing to entire membership of NYS? TP: from all of committees at same time. We would pay National to do an e-mail blast. We can't do this on our own. Seems like a good idea. Ask membership for issues of concern relevant to our committees.

Handout – charge to the National Committee on College and University Governance

Discussion

Historically our state Committee A has had a relationship with National Committee A. IY was a key person in building this relationship, reached out to Greg Scholtz at National. This

is not the case with Governance. Is there interest in building a similar relationship? Yes, need a team and to build a relationship with the National.

Role of State Committee A explained on the NYS Conference website, how we can help members and chapters with academic freedom and tenure issues. We should do this for all issues and all committees – what we are doing to help the National with its work given needs in our state. Reorganize ourselves with these kind of metrics.

So much variation in governance structures, not much data. KR has done some research in work with SUNY governing council.

Motion to accept report DL, second FF. Approved by voice vote

Report Faculty Holding Contingent Positions (JB) (Printed version, p. 15 Conference program)

Con Job and *Degrees of Shame* films on adjunct/contingent conditions – showing for Campus Equity Week. Online resources included in the report.

Questions/Discussion:

On the issue of the CUNY PSC strike, the delegate assembly authorized executive to call for a strike authorization vote. Not near talking about a strike. **Changes to second paragraph of the report.**

Motion accept report as amended DL, FF second. Passed voice vote.

Committee on Government Relations (FF)

1. Lobby day, February or March. Could be in conjunction PSE, UUP, NYSUT.

So what should be on the agenda? Example, increasing TAP (affects both publics and privates). Send suggestions to executive director to compile.

We need everyone at the table (i.e. NYS AAUP leadership) to commit to a Tuesday in February or March.

KR **handout** from her campus's Let Us Learn/Let Them Learn campaign. Would like AAUP support on this issue. FF says this needs its own lobby day – will get dwarfed in a general lobby day (3 talking points).

Larger groups want to hit each legislator three times before the vote. Can focus on the higher ed committees.

2. We need an advocacy meeting with the new Regents if we want to be a player

DL **Motion** to accept the report IY second, passes by voice.

7. Reports of Councils

Independent Council (MK)

Working with Membership Chair Kate Eskew and TP to get information on existing advocacy chapters/membership. Survey on needs?

DL, FF **Motion** to accept - accepted.

The National Council (AF) (Printed version p. 17 of the Conference Program)

AAUP website is a great resource – minutes from the annual meeting on the National website.

Questions/Discussion:

On the website – is there a listing of chapters? Only chapters with websites listed. Gwyn Bradley would be the person to contact on that.

Progress on *Fredericks* [legal case on those who haven't signed cards not having to pay agency fees]? AF: National developing a strategic plan – legal and organizing level.

Elections had one last year, when is the next one? AF: A National election this spring. Council seats up at the state level. NYS region 8 one position. 4-6 at-large positions – need to look into how many are up?

DL **Motion** accept report – accepted by voice

8. Executive Director Report (TP) (Printed version, p. 5 Conference Program)

Preview of new website – new logo and colors to match National. Giving people administrative access to make user-friendly changes. Making it possible for members to input information without getting a ton of spam back. Better organized for users. Ability to do forms with more automation and take funds.

We need a date and place for April meeting. April 15-16 with April 8-9 fallback. Places? Maybe Marymount, Hunter. Someplace outside the city? Bard more upstate than downstate. PSC offices?

Slate for upcoming election. Encourage people you know who are interested in an elected position.

SD, **Motion** to accept the report, JB second. Passed by voice.

9. NYSC Election Committee (PC)

Has received nominations for following:

6- SD President

6- SG At-Large

4 - Kathleen Crowley – At-Large

None for VP

DL, KR second **Motion** accept report – passed by voice

10. New Business

IY **Motion**, FF second: The conference directs the President to write a letter of support on behalf of the St. Rose chapter. Passed by voice.

DL, **Motion**, TP second: The Conference authorizes the President and Treasurer to provide the St. Rose chapter with financial support for its efforts up to \$1,000. Passed by voice.

Motion to adjourn DL, FF second passes by voice – 12:51