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President's Letter

by Jeffrey Baker

On election day, some current or former adjunct faculty members were voted in to New York State government offices.

Our incoming New York State Attorney General, Letitia James, is an adjunct lecturer at Empire State College.

Monica Wallace, who won a second term in the NYS Assembly is an adjunct instructor at the University of Buffalo Law School.

Patrick Burke, also winning an assembly seat, was an adjunct lecturer at SUNY Buffalo. I plan to send congratulatory letters from their faculty colleagues at NYS AAUP.

If anyone knows of other members of the New York State Assembly or Senate who are or who have been higher education faculty, please let me know.

The reason: I plan to ask the NYS AAUP Executive Council to authorize the sending of a letter to all such individuals requesting sponsorship of a New York State minimum wage bill for adjunct faculty. Such a bill had been introduced previously but was never brought to a vote, partially because of opposition from NYSUT, taking the position that pay should be the subject of collective bargaining and that a minimum might also become a ceiling.

It would have been nice if NYSUT had put some energy into those beliefs and started a statewide organizing and bargaining effort as an alternative.

Right now, PSC in New York City is putting up a strong fight for a \$7000 minimum per 3 semester hour course. This is approximately double the average adjunct faculty pay currently in the City University system.

It is not unreasonable given that pay has been stagnant for many years as inflation has decreased buying power in the high cost metropolitan area. Adjunct faculty at Fordham University have recently negotiated that figure as a minimum by the end of their new contract.

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National AAUP Proposes Restructuring

At their November 2018 meetings, the Council of the AAUP and the AAUP-CBC Executive Committee voted overwhelmingly to support revisions in the structure and the processes of the organization, and to move forward with these changes.

The changes, should they be approved at the June 2019 annual meeting, will streamline the association's governance and organizational structure.

In an e-mail to members, AAUP President Rudy Fichtenbaum and AAUP-CBC Chair Paul Davis, acknowledged that the "recent Supreme Court decision in the Janus case has resulted in a loss of revenue for the national organization, as it has for many of our chapters."

This led to an assessment as to how the organization could "best position ourselves to continue to support our chapters and the profession as a whole." They wrote that, "The proposed organizational changes reflect the shared vision of the AAUP and AAUP-CBC leadership that we are one profession united in our defense of the AAUP's core principles of academic freedom, economic security, and shared governance for all those who teach and research in higher education, and in our commitment to higher education as a common good."

The changes that will be presented at the Annual Meeting of the national; AAUP in June are:

■ Fold the AAUP-CBC into the AAUP. The AAUP Foundation (the charitable organization) would remain as it is. This would eliminate duplicative internal processes and allow AAUP to focus more directly on serving its chapters and the profession.

■ Replace the AAUP's annual meeting with a biennial delegate meeting. Chapter delegates would vote on the business of the AAUP. This would be less expensive and



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When the Marketplace of Ideas Becomes the Marketplace, What Happens to Academic Freedom?

By *Georgette Fleischer*

I'm coming up on a decade as a member of the AAUP, and two years since I was non-reappointed after 17 years as adjunct lecturer in the English Department at Barnard College. I pair those two events deliberately. I turned to the AAUP while I was being stalked by a former Columbia student aggrieved for years over a B+ he had gotten in my course, including posts on CULPA (Columbia Underground Listing of Professor Ability, an unofficial student-run site), where the student created the impression of being many students, reviewing me, for instance, in Barnard courses he never took. From the AAUP I learned that I was not alone, especially among female faculty members, whether adjunct or tenure-track. I also learned that as far as the college and university administrations were concerned, I was on my own.

The student's family (presumably) had spent a quarter of a million dollars for his undergraduate education; I was scraping by on about a tenth of that each year by adjuncting on both sides of Broadway (Barnard College and Columbia University).

Beginning with the presidency of Debora Spar in July 2008, Barnard has slid further from creating a marketplace

of ideas and deeper into the marketplace. Communications has become Media Relations; the new head of that expanded division (rivaling the expansion of fundraising) comes not from higher education but rather from marketing.

Under Spar, the gates of the college were branded, as was the entryway, touted by the New York Times in a piece entitled "Making Sure Visitors Know They're at Barnard with a B."

Under President Sian Beilock, whose appointment was announced the very day I was terminated after 17 years, the college projects more than anything a Hallmark greeting card. Instagram releases during finals week focus on Midnight Breakfast, with one student admitting in her comment that instead of studying afterward, the pancakes and syrup caused her to fall asleep.

I have shared with my non-contingent colleagues my concerns about the administration's abridgments of their rights to and responsibilities for shared governance. But it is academic freedom and freedom of expression, whose abridgments correlate to the brave new corporate world at Barnard, that affect us all: faculty of all ranks, support staff of all types, and most tragically, students.

For over a century, the AAUP has

been clear in upholding faculty rights to academic freedom both inside and outside the classroom. With respect to the former, it is faculty who should decide methods of teaching and grading standards. What happens when those freedoms hit the brick wall of higher education as very big-ticket consumer item? Trouble.

Since my non-reappointment, I've organized protests that have been supported by other members of Barnard Contingent Faculty-Local 2110 UAW, of which I am the founding member, other unions within the UAW and without, PSC-CUNY most notably, and leaders in New York AAUP Chapters.

We have been visited by campus safety, NYPD, and the then-head of Communications at Barnard, the latter of whom approached U.S. Representative Jerrold Nadler's deputy—there to support the terminated contingent faculty—in order to urge, reportedly, "you have to hear our side."

More recently, I decided at the last minute to do another peaceful protest at the ribbon-cutting for the \$125-million Milstein Teaching and Learning Center on October 3rd, accompanied by my infant daughter in a stroller.

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New York AAUP Spring Conference Set for April 5-6

The New York State Conference of the AAUP will hold its semi-annual meeting and conference on April 5th and 6th, 2019 in Rochester, NY, at Monroe Community College's downtown campus, which is located at 321 State Street in the city's historic High Falls District.

Please mark your calendars now and plan to attend. For additional information and updates go to the NYSC AAUP website: <http://nysaaup.org>.



Executive Director Update

Submitted by Sally Dear-Healey,
Executive Director NYSC AAUP

Plans are well underway for the NYSC AAUP 2019 Spring Meeting and Conference, scheduled for April 5th and 6th at Monroe Community College's downtown campus, located in what is known as the High Falls District of Rochester.

The High Falls District is described as one of the most unique neighborhoods in Rochester and offers a beautifully restored nineteenth century ambiance and expansive river gorge views, as well as what is reported to be some of the most modern and successful renovated office space in Upstate New York.

Monroe Community College was chosen as a location for the spring meeting in part to support their recent Faculty Association and Faculty Senate Resolution of No Confidence in Monroe Community College president Anne Kress.

In addition, as the Conference moves to create statewide Regional Alliances, it is expected that this event will help to initiate the creation of the Rochester/Western New York Regional Alliance.

Please mark your calendars now and plan to attend. For additional information and updates go to the NYSC AAUP website (<http://nysaaup.org>).

One of the main things we will be discussing at the meeting/conference is the AAUP in a post-Janus climate.

As you know, in June of 2018 the

U.S. Supreme Court's decision in *Janus v. AFSCME* directly undermined the freedom of faculty members at public institutions to join together to create better colleges and universities by ruling that individuals who are represented by unions, but are not union members cannot be required to pay their fair share costs of negotiating the wages, benefits, and protections of a collectively bargained contract.

There is no doubt this decision was part of the broader assault on public institutions and the common good, as well as efforts to roll back protections for working people, lessen public support for civic building blocks such as education, and diminish the ability of unions to have a positive impact.

In anticipation of an unfavorable *Janus* decision, the AAUP began actively working with members – both in nonunion advocacy chapters and in collective bargaining chapters – in order to strengthen higher education, protect academic freedom, and improve working conditions for all faculty members.

As part of the One Faculty, One Resistance campaign, AAUP members and chapters on campuses across the country have come together to advocate for academic freedom, professional values and standards, and faculty voice in higher education.

Their efforts have also included active 'recruiting and retention' campaigns. As Howard Bunsis remarked, "The *Janus*

case just reminds us of what we need to do: organize, work together, and stand up for what is right."

Caprice Lawless agrees, claiming that regardless of the *Janus* decision, faculty in public education realize that "unions are requisite, now more than ever."

One of the main impacts of *Janus* was a loss of revenue for the National organization. At their November 2018 meetings, the Council of the AAUP and the AAUP-CBC Executive Committee voted overwhelmingly to move forward with changes they believe will help to secure the stability of the organization so that it can continue to serve its members and support the profession as a whole.

The proposed changes, should they be approved at the June 2019 annual meeting, will streamline AAUP's governance and organizational structure.

Briefly, the proposed changes include 1) folding the AAUP-CBC into the AAUP, 2) replacing the AAUP's annual meeting with a biennial delegate meeting, 3) fold existing AAUP and AAUP-CBC governing boards into one governing board consisting of three officers, five regional members, and three at-large members, 4) creating an at-large chapter for members who are not currently affiliated with a chapter, and 5) allowing small chapters in a given state to band together to form a section for purposes of representation at the biennial meeting.

Attendees at the June 2019 annual

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AAUP 2nd Vice President Rerun Election Results

Caprice Lawless won the second vice president rerun election. The results were: Daniel Henrich 870 votes and Caprice Lawless 1,688 votes.

The total number of ballot envelopes received in the rerun election was 2,576. Eighteen ballots were blank or voided. The total number of ballots counted was 2,558.

The election was rerun after a protest was filed involving the election for the office of AAUP second vice president.

By action of the AAUP Election Committee, which was affirmed by the Election Appeals Committee, effective August 24, 2018, the election for the office of AAUP second

vice president was set aside and a new election was ordered.

Since this was a rerun election, it involved the same two candidates who were included on the initial March 2018 ballot, and there were no nominations. The election followed the provisions of the AAUP Constitution and the modified version of the AAUP Election Rules approved by the AAUP's national Council in September.

In accordance with the modified election rules, ballots were mailed to eligible members' home addresses beginning October 17. In order to be counted, completed ballots had to be received by December 6.

AAUP Issues Statement on Redefinition of Gender

On November 15, 2018, the American Association of University Professors' Committee on Academic Freedom and Tenure joined with the Committee on Women in the Academic Profession to release a statement regarding the reported move by the Trump administration to promulgate a new legal definition of gender under Title IX, the federal law prohibiting sex discrimination in federally funded education programs.

The Statement appears below:

On October 16, 2018, Hungarian prime minister Viktor Orban issued a government decree effectively prohibiting gender studies courses in all universities in the country. Orban's deputy Zsolt Semjen stated that gender studies "has no business [being taught] in universities," because it is "an ideology not a science."

On October 21, *The New York Times* reported that the Trump administration may promulgate a new legal definition of gender under Title IX, the federal law prohibiting sex discrimination in federally funded education programs. As part of a broader attack on civil rights, gender would be narrowly defined as "a biological, immutable condition determined by genitalia at birth."

The US Department of Health and Human Services (DHSS) seeks to codify gender as determined "on a biological basis that is clear, grounded in science, objective, and administrable." As *The New York Times* reports, the director of the DHHS Office for Civil Rights, Roger Severino, who has ties to Secretary of Education Betsy DeVos, has also written in the past about the "dangers" of "gender ideology."

Both the Trump and the Orban administrations insist upon a biological basis for gender that has been thoroughly discredited by over fifty years of feminist, trans, queer, and critical race research and by lived experience. These two administrations are not the only ones attacking so-called gender ideology. In Poland, Brazil, and Bulgaria, there have also been attempts to refute the scholarly consensus that gender identity is variable and mutable.

The AAUP's Committee A on Academic Freedom and Tenure and the Committee on Women in the Academic Profession strongly condemn these efforts to restrict the legal meaning of gender to what are said to be its natural, immutable forms.

Restrictions like those imposed in Hungary directly interfere with the academic freedom of researchers and teachers. Biologists, anthropologists, historians, and psychologists have repeatedly shown that definitions of sex and sexuality have varied over time and across cultures and political regimes.

Some of their work suggests that state-enforced preservation of traditional gender roles is associated with authoritarian attempts to control social life and to promise security in troubled times by pledging to protect patriarchal

family structures. Authoritarian efforts such as these can justify racial, class, and sexual policing that disciplines forms of kinship and homemaking—including same-sex, multi-generational, or other non-normative households—that deviate from established nuclear family norms.

Politicians and religious fundamentalists are neither scientists nor scholars. Their motives are ideological. It is they who are offering "gender ideology" by attempting to override the insights of serious scholars. By substituting their ideology for years of assiduous research, they impose their will in the name of a "science" that is without factual support. This is a cynical invocation of science for purely political ends.

In the 2016 report by this joint subcommittee, *The History, Uses, and Abuses of Title IX*, we wrote that a narrow focus on sexual injury can mask relations of inequity on and off campus and overshadow the prevalence of other conditions prohibited by Title IX, including uneven access to resources, The Assault on Gender and Gender Studies wage disparities, and inequitable representation across the university system.

We called for sustained attention to how social identity markers like race, class, ability, gender identity, sexuality, and citizenship status might figure into occurrences and accusations of sex discrimination.

We urged universities and colleges to foster and fund gender studies and other allied departments and disciplines—including African American studies, queer and trans studies, and ethnic studies—as essential sites for research into how differences are used to legitimize structures of power.

These studies inquire into the sources of sex discrimination and potential means of addressing the structures of institutional misogyny and racism. Without such study, we argued, Title IX will be an ineffective instrument for ending cultures of discrimination based on sex.

The 2016 report condemned the gutting and diminishment of these programs that had occurred while the bureaucratic apparatus of Title IX continued to garner funding and expand.

We now reiterate the necessity of robust gender studies (its research and curriculum) as essential to addressing the goals of Title IX: the elimination of discrimination in education. Attempts to fix the meaning of gender are not simply moves against the "special interests" of certain individuals, although trans, intersex, non-binary, and gender nonconforming people—and especially poor people and people of color—will disproportionately suffer for it.

There is also a potential threat to academic freedom: like attacks on climate science, the effort to establish a legal definition of gender as binary could lead to denying research funding to scholars and to impugning the value and validity of their scholarly work. Fixing the meaning of gender in this way may undermine the open-ended forms of inquiry that define research and teaching in a democracy.

Kowal calls for enhanced MOE at Assembly Higher Ed hearing

United University Professions (UUP) President Frederick E. Kowal, Ph.D., told the Assembly Standing Committee on Higher Education on December 5, 2018 that an expanded maintenance of effort provision for SUNY would aid cash-strapped SUNY campuses and provide necessary financial protections for the University's state-operated public teaching hospitals.

Testifying at a public hearing conducted by the Higher Education committee, Kowal called for an "enhanced" maintenance of effort that would cover mandatory campus expenditures such as building rentals, utility costs, collectively bargained salary increases and fringe benefits, and inflationary and student credit increases put forth by SUNY.

"A full and complete maintenance of effort for SUNY would provide much-needed operational support for financially beleaguered SUNY campuses, several of which are facing the grim possibility of curtailing or cutting programs and shuttering departments to close deficits in their budgets," said Kowal. "In many cases, campuses are still reeling from a series of scathing state funding cuts that took place during the Great Recession."

Kowal pointed to a number of SUNY

campuses that are considering cutting programs and services to make up for budget shortfalls caused by financial pressures and enrollment growth due in part to the so-called "TAP gap" and the Excelsior Scholarship.

SUNY Fredonia last month announced the potential closure of 13 undergraduate programs, eight graduate programs, and the reduction or elimination of administrative support services and administrative offices.

Binghamton University has a \$10 million budget gap. Administrators there say it is caused by salary increases and retroactive pay collectively bargained by UUP in the union's six-year contract with the New York state.

UUP and state negotiators signed the contract agreement in May; union members ratified the contract in a record tally in September.

If an enhanced MOE was in place, the costs for UUP's contract with the state would have been paid by the state instead of by campuses throughout SUNY.

"UUP acted in the best interests of its members in getting the best possible contract," said Kowal, adding that UUP's contract is consistent with recent

contracts negotiated by CSEA and PEF.

Kowal said UUP supports a maintenance of effort that would include SUNY's public teaching hospitals in Brooklyn, Stony Brook and Syracuse—which are excluded from the current MOE.

Without MOE protections, SUNY's teaching hospitals are vulnerable to state funding cuts that could weaken their ability to provide the highest quality health care to hundreds of thousands of New Yorkers—many of who have little or no insurance coverage and cannot afford to pay for care.

Reductions in the amount of state matching funds caused the hospitals to lose Disproportionate Share Hospital funding.

During budget deliberations in the spring, the state eliminated its \$80 million hospital subsidy, replacing it with \$92 million in Care Restructuring Enhancement Pilots program funding for one year only.

"A true maintenance of effort would include our state teaching hospitals, which treat everyone who walks through their doors, regardless of whether they can pay for care," Kowal said.

AAUP's ASC Nominations are Due January 18

Nominations for three positions on the AAUP's Assembly of State Conferences (ASC) Executive Committee are due by 5:00 p.m. on Friday, January 18.

Elections for Treasurer and two At-Large Members will take place at the June 2019 ASC Business Meeting in Arlington, VA, by conference delegates to that meeting.

The Nominating Committee shall consider nominations from any member resident in a state with an active state conference.

Additionally, any eligible candidate whose name is recommended to the ASC Nominating Committee by members from three or more state conferences shall be

included among the nominees.

Email nominations to the committee at ascnominations@aaup.org or send by US mail to ASC Nominating Committee, c/o Catherine Everitt, 1133 Nineteenth Street NW, Suite 200, Washington, DC 20036.

For more information about this year's elections, visit the 2019 ASC Elections page (<https://www.aaup.org/2019-asc-election>).

For more information about the nomination and election of candidates, visit the ASC Constitution and Bylaws (<https://www.aaup.org/about/elected-leaders/ASC/constitution>).

Journal Of Academic Freedom Seeks Articles For Next Volume: Who's A Bully?

The AAUP's Journal of Academic Freedom, has issued a call for papers for the volume that is scheduled for publication in fall 2019.

Who's a Bully? Civility, Authoritarianism, and Power in the Contemporary Academy

For the tenth volume of the Journal of Academic Freedom, the Journal is seeking original, scholarly articles that consider how "bullying" is implicated in conflicts taking place around discourses of civility and academic freedom. How do admonitions of "civility" operate along lines of power? How do authoritarian cultural and political formations impact practices of academic freedom? The Journal will consider any essay on the topic of academic freedom but is especially interested in the following:

■ Precarity, identity, and labor: How do discourses of civility operate in terms of social and labor hierarchies in the university? How do such conflicts travel along lines of race, class, gender, national origins, and sexuality? How does the increased precarity of academic labor effect issues of civility and power for students, administrators, faculty, and staff? How are these issues related to struggles over "sanctuary campuses"?

■ Campus discourse: What is the relationship between "civility" and academic freedom in the classroom, administration, and campus in general? Why are colleges and universities real and imagined sites for broader issues of civil comportment? How do conflicts around "civility" and power impact workplace democracy and faculty governance? How do these issues extend to K-12 education?

■ Globalization: What are the challenges for academic freedom in an era of globalization? How does the rise of popular and governmental authoritarianism affect academic freedom? Are conflicts around civility and power transnational? How might international solidarity movements respond to these challenges?

■ Social media and communications: How is social media an arena for conflicts around "civility" and power, and how does that impact academic freedom? How do these conflicts take shape in libraries and archives? How does the proliferation of university policies around the use of technology enact questions of civility and power?

■ Private consulting and university discourse: The rise of private educational consulting firms and their use by university and college administrations brings corporate discourse into key institutional decisions. This raises questions of power and civility from actors often not publicly represented in governance processes. How does corporate discourse impact questions of

academic freedom?

Electronic submissions of no more than 8,000 words should be sent to jaf@aaup.org by March 1, 2019, and must include an abstract of about 150 words. The Journal welcomes submissions by any and all faculty, graduate students, and independent scholars. If you have any questions, contact Rachel Ida Buff, the Journal's faculty editor, at rbuff@uwm.edu.

While this is an academic journal with submissions subject to peer review, the JAF welcomes innovative and journalistic prose styles. The journal uses the seventeenth edition of the Chicago Manual of Style, and authors should anticipate that, if an article is accepted for publication, it will need to be put into Chicago style.

The Journal's editorial policies can be found at: https://www.aaup.org/reports-publications/journal-academic-freedom/about-journal#JAFpolicy?link_id=5&can_id=2af26eb21aaee533e13d8ddd23098909&source=email-call-for-papers-whos-a-bully-4&email_referrer=email_468791&email_subject=call-for-papers-whos-a-bully

Governor Cuomo Vetoes Maintenance of Effort Bill

On December 14, Governor Andrew Cuomo vetoed a maintenance of effort bill that would have required the state to cover cost increases negotiated in collective bargaining agreements between trade unions and the state's two public university systems, the City University of New York (CUNY) and the State University of New York (SUNY).

The bill would have also required that the state fund increases in other operational costs, such as in utilities and rent. The idea behind the bill was to keep the cost increases from being bundled into tuition.

Cuomo defended his veto, claiming "My commitment to funding education at all levels is unwavering. Collectively, however, these bills would add hundreds of millions of dollars in increased and unbudgeted costs to the state's financial plan, which will ultimately be shouldered by the state's taxpayers."

CUNY's faculty and staff union, the Professional Staff Congress, criticized Cuomo's decision, saying it amounted to a "refusal to invest in the education CUNY students need."

On Christmas Eve, about 20 SUNY and CUNY students gathered outside the Governor's Midtown Manhattan office to protest his veto. The legislation has passed both houses of the legislature with overwhelming bi-partisan support.

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 Committee 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, 11th Edition, 2015, “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 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 an issue that concerns academic freedom and tenure, AAUP is available to consult with you. The following protocol explains how to maximize the help we can provide you.

1. If there is an AAUP chapter, you should first approach it. The leaders of the chapter know the situation on campus, and they may be able to mediate the situation. They also can provide valuable advice.

If there is a collective bargaining agreement in place, the grievance procedure may cover the issue. This will provide an important source of support.

2. If there is no AAUP chapter, or should the chapter be unable to help, you may approach New York Committee A on Academic Freedom and Tenure.

We will be available to discuss the issues fully, and to offer advice. NY Committee A also may recommend to National Committee A of AAUP that it consider your issue.

3. Finally, at any time, you may approach National Committee A on Academic Freedom and Tenure. However, once you do, NY Committee A will step aside.

It is the policy of NY Committee A not to become involved in any matter that has been reviewed, or is under review, by National Committee A.

Thus AAUP offers a variety of means for a faculty member to get valuable advice, and perhaps ultimately to have AAUP intervene in a case.

If you follow the steps outlined above, you will best take advantage of the resources offered by AAUP in this critical area.

If you have reason to consult with NY Committee A, contact the Chair of the Committee: Irwin Yellowitz, Chair, NY Committee A. ;e-mail: iyellowitz@aol.com

National AAUP Proposes Restructuring

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follow the model of many similar organizations.

■ For election of officers and Council members, move from a mail ballot of individual members to a secret ballot of chapter delegates at the biennial meeting. This would be less expensive and follow the model of many similar organizations.

■ Fold existing AAUP and AAUP-CBC governing boards into one governing board composed of three officers, five regional members, and

three at-large members. This would create a more streamlined governance structure and do away with duplicative, sometimes competing, governance processes.

■ Create an at-large chapter for members who are not currently affiliated with a chapter. While AAUP's emphasis would remain on forming and empowering chapters on campuses, this structure would provide a "home" chapter for at-large members and will provide them with a vehicle for representation at the biennial meeting.

■ Allow small chapters in a given state to band together to form a section for purposes of representation at the biennial meeting.

The current tri-partite structure of the organization was implemented in 2009.

More information on the changes can be found at: https://www.aaup.org/proposed-changes-aaup-organizational-structure?link_id=1&can_id=2af26eb21aee533e13d8ddd23098909&source=email-proposed-organizational-restructuring-2&email_referrer=email_469632&email_subject=proposed-organizational-restructuring

NYS AAUP President's Letter

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Unfortunately, at other campuses around the state, adjunct pay has also fallen far behind the cost of living. The new UUP contract sets a level of only \$3000 per course at most campuses with a \$500 addition at the university centers. This is far below the goal of a campaign started at the New Paltz campus several years ago for a \$5000 minimum.

I realize that some full-time faculty feel that this is not their issue. But keep in mind that as the pay and benefit cost gap between adjunct and full-time faculty continues to widen, the incentive to reduce full-time positions and hire part-timers increases.

Since part-timers usually do not advise or serve on committees, remaining full-time faculty have their workloads increased. Look around your own campus. Has the ratio of part-time to full time faculty changed over the years?

According to a NYSUT handout, at some campuses in New York, more than 75% of classes are taught by adjunct faculty. The purpose of that handout was to explain why adjunct faculty should stay in the union.

It continues: "Through collective bargaining, adjuncts can win job security, long-term contracts and the continuing employment they deserve." It goes on to tout possible conversion to full time

positions, academic freedom, professional development opportunities and other conditions that do not exist at most campuses in the state. Although it claims, "Adjunct faculty deserve a fair, equitable living wage with access to health insurance, retirement plans and other benefits," the reality is that little has been done to procure these for NYSUT (and AAUP) members who do not already have them.

Meanwhile, back at the ranch, in Tulsa Oklahoma, a community college has had to cancel courses because they cannot find enough adjunct faculty to teach them. This has had a negative impact on students' ability to complete their programs. Of course, a nationwide search for full-time faculty would likely be successful and allow the offering of additional classes, but it is so much less expensive to exploit local contingent labor that such a move is not under consideration.

Could it be that Tulsa adjunct faculty have found more lucrative work at retail stores and fast food establishments? These industries years ago perfected the model of a few highly paid (though often over-worked) full time supervisors of a profusion of low-paid, benefit deprived, part-time labor.

Colleges and universities have been following a similar model, although with one major difference. The supervisors

are not overworked because they keep hiring more and more assistants to do their work for them.

The issue of contingency will only become worse in an overall "gig" economy where workers are considered interchangeable commodities, ripe for exploitation. Mistreatment will not go away unless there is some concerted action to make that happen. Unfortunately, none of the national unions that traditionally organize faculty are doing much other than talk about it. The result will be continued attrition of full-time tenure-eligible positions and a further increase in the fast-food staffing model of higher education.

One bit of hope is that the part-time model at fast food and retail chains is starting to fall apart because many potential workers are finding more remunerative, often full-time, work elsewhere. Contrary to popular belief, most workers at these establishments are adults who need to support themselves and often, families. With minimum wages rising in many states, these businesses often must pay premium wages to employees willing to work hard-to-fill shifts.

It will take a while for this trend to catch up with institutions of higher education. The Tulsa situation suggests that such a reversal is possible. Faculty, through our unions, need to make it happen.

When the Marketplace of Ideas Becomes the Marketplace, What Happens to Academic Freedom?

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The head of campus safety told me to put my sign away (it was propped in the stroller at the time). It read:

BARNARD BEILOCK STOP UNION –BUSTING

I invoked my First Amendment Rights.

He said that a legal right is one thing but doing the “right” thing another.

I pointed out that I was now supporting an infant without a salary because of what the administration had done. He backed off. Temporarily.

When Beilock took the microphone, I hoisted my sign in the air. I was blocked by said security head from the front and another security officer from the left.

In the end, my infant daughter and I left the premises



surrounded by a three-person security detail, including a female officer who berated me for stepping a few feet away from the stroller to hand leaflets to attending alumnae.

Even if we are the lone voice of dissent and the only protest sign in the crowd, let's keep speaking and protesting freely.

The corporate juggernaut that has rolled over higher education threatens to crush too much, not least the free and open thought of our students.

To its credit, Local 2110 is vigorously arbitrating my non-reappointment case, and two other cases at Barnard: in the wake of the first contract, the administration stripped the BCF who teach First Year Seminar of a \$2k stipend they had traditionally received alongside their non-contingent colleagues, and another a dispute over faculty inclusion in the bargaining unit.

Arbitration in my case began on April 25, 2018, continued on June 13th, November 28th, and December 13th, and will resume on January 30, 2019.

A confidentiality order prevents me from sharing details for the time being, but I want fellow AAUPs to know I am still fighting.

NYS AAUP Executive Director's Update

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meeting will need to vote on constitutional amendments in order for these changes to take place.

National is also planning a series of webinars and in-person meetings for this spring to hear from members and help answer your questions.

You are also strongly encouraged to bring your thoughts and concerns about these proposed changes and the future of the AAUP to the NYSC AAUP spring meeting in April since clearly our work as educators, union members, and advocates has never been more important than it is now!

As part of our state-wide efforts to educate faculty and support our members and chapters, starting this spring the NYSC of the AAUP will be hosting ongoing “Listen and Learn Tours.”

The main purpose of these in-person and virtual events is to support members and existing chapters as well as those who are interested in starting AAUP chapters. They will also offer opportunities for State Conference leadership and members

within Regional Alliances to ‘put faces with names’ and provide first-hand skills, tools, and support for membership recruitment, chapter development, contract negotiations and collective bargaining, employee dispute resolution, etc. Please let me know if you are interested in bringing the “Listen and Learn” tour to your chapter and/or campus.

Also, beginning with January 2019, a one (1) page monthly “NYSC AAUP News and Updates” will be sent out to all members via Action Network.

We highly encourage members and chapters to contribute to this newsletter and share what is happening on their campus.

All contributions should be sent to sdearhealeyaaup@gmail.com by the 5th of each month (please put “NYSC News” in the subject line).

As always, if you have any questions regarding the State Conference, need help with membership recruitment or chapter development, or have a concern on your campus, please reach out to me at sdearhealeyaaup@gmail.com or NYSC AAUP President Jeff Baker at jbaker@nysaaup.org.

New York AAUP Spring Conference Set for April 5-6

For additional information and updates go to the NYSC AAUP website: <http://nysaaup.org>