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President's Letter

Where are the Faculty Unions?

by Jeffrey Baker

There have been many recent changes affecting faculty in higher education. For the most part, they are not good.

The U.S. Supreme Court stripped unions at public institutions of the ability to collect fees for services from faculty who are represented by the unions but choose not to join. An even broader case will be decided soon.

A prolonged strike at Wright State University resulted in a compromise that left faculty paying an estimated \$3000 more per year more toward their health insurance, at least partly in increased deductibles and copays, and forced them to make other concessions.

At my own campus, a proposed contract settlement gives faculty a retroactive pay increase that is 1% less than last year's rate of inflation. Adjunct faculty will be given an average of less than \$27 per typical course in extra pay for a newly required extra week of work during the fall term.

The political climate has given colleges an incentive to adopt a business model that puts the bottom line first, ahead of students, ahead of faculty, and ahead of serving the public. Yet many faculty are reluctant to get involved in the political process because they are vilified by the politicians if they do.

One aspect of the business model is the increased reliance upon part-time adjunct faculty. As most every faculty member knows by now, they are paid far less than full time faculty on a per-course basis and generally have few or no benefits. This saves much money, so the incentive at most institutions is to use them as much as possible.

The pay and benefits afforded adjunct and some other forms of contingent faculty is blatant exploitation. But tenured and tenure track faculty are also affected because there are fewer opportunities for full time employment and

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New York AAUP Spring Conference Set for April 5-6

The New York State Conference of the AAUP will be holding its spring Meeting and Conference at Monroe County College's Brighton Campus on April 5th and 6th.

The NYSC AAUP business meeting will be held on Friday, April 5th, and Saturday will be devoted to the conference program.

The Conference on Saturday will feature Julie Schmid, Executive Director of AAUP National, who will be speaking on proposed changes to the national AAUP structure.

Bethany Gizzi, President of Monroe College Faculty Association, will address issues that led to the vote of no confidence in the college president, and Chris Machanoff, SEIU Organizing Director (Rochester office), who will be talking about organizing adjunct faculty.

Last June, SEIU successfully organized the adjunct faculty at Nazareth College.

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Mercy College Adjuncts Seek to Form Union

Adjunct and visiting professors and tutors at Mercy College filed their petition with the National Labor Relations Board (NLRB) to join Service Employees International Union (SEIU) Local 200United.

The filing comes just a few weeks after the union organizing committee delivered a letter to President Tim Hall signed by over 100 adjunct and visiting faculty announcing their organizing drive. The group, known as "Mercy Faculty Forward," is affiliated with the SEIU, which represents more than two million workers nationwide.

The letter to the President states that the adjuncts are seeking to organize because, "We believe that bargaining collectively to determine our working conditions will allow us

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AAUP 2019 Annual Conference: June 12 to June 16

This year's AAUP National Meeting will be held at Double Tree Hotel Washington, DC-Crystal City, June 12, 2019 to June 16, 2019.

Highlights include a plenary session on the state of academic freedom, Friday night reception, and an awards and recognition luncheon.

The opening plenary will feature a discussion with prominent figures in higher education and civil liberties on the new book *The Future of Academic Freedom*, which raises important questions about the state of academic freedom and free expression on college and university campuses today.

Confirmed participants include Henry Reichman, the book's author and chair of the AAUP's Committee A on Academic Freedom and Tenure; Patricia McGuire, president of Trinity Washington University; Alyssa Picard, director of AFT Higher Education; and Will Creeley of the Foundation for Individual Rights in Education.

In lieu of paper panels this year, there will be peer-to-peer sessions in which chapters, staff, and members can share developments, successes, questions, and challenges.

Topics include:

- Current issues in shared governance
- Bargaining a contract
- Advocacy chapter interest group
- Organizing locally around contingency
- Chapter communications
- State government relations
- Developing issue campaigns on campus
- Post-Janus issues and strategies

There will be sessions that provide information about the essentials of AAUP principles and operations, including the following.

- The national AAUP's work to protect and expand academic freedom and shared governance
- The responsibilities of the administration, board, and faculty, as well as of the main AAUP policies pertaining to governance

- Women in the academic profession, with a focus on Title IX

The AAUP's Annual Conference also includes business meetings of AAUP entities.

These include:

- The AAUP Annual Meeting
- The Assembly of State Conferences business meeting
- The AAUP Collective Bargaining Congress regular meeting

There will also be time for questions about and discussion of proposed changes to the structure of the AAUP and the AAUP-CBC.

The Double Tree Washington, DC-Crystal City is located at 300 Army-Navy Drive in Arlington, Virginia, a Metro-accessible location adjacent to Washington, DC. The hotel offers complimentary shuttles from Washington National Airport and the metro.

Reservations can be made at the special AAUP group rate of \$199/night for a single or double, plus applicable taxes. The AAUP guest reservation includes complimentary internet and access to the fitness center.

Reservations can be made online at:

<https://book.passkey.com/gt/217076424?gtid=aa8db04ca4c4250c9a7253d1be0aee6>

Phone reservations can be made by calling 703-416-4100 or 1-800-HILTONS. **Mention the group name AAUP.**

Reservations must be made no later than Tuesday, May 21, 2019. All reservations must be accompanied by a first night room deposit or guaranteed with a major credit card. Hotel rooms are subject to applicable taxes (currently 13.25%).

The AAUP rate will be honored three (3) days before and three (3) days after the conference, depending on room availability.

If you need to cancel your hotel reservation, the deadline is 72 hours prior to arrival date. If you cancel after this date, you will be charged the first full night room and tax. Check-in time is 4:00 p.m. and check-out time is 11:00 a.m.

The annual meeting registration form can be found at: <https://www.regonline.com/builder/site/Default.aspx?EventID=2548674>



AAUP: Proposed Changes To Title IX Regulations Fail To Protect Academic Freedom and Shared Governance

On January 28, the AAUP submitted comments on amendments proposed by the Department of Education to the regulations governing the implementation of Title IX, the federal law prohibiting sex discrimination in federally funded education programs.

The AAUP responded, in particular, to a question posed by the education department about “the applicability of the rule to employees... [and] whether there are any parts of the proposed rule that will prove unworkable in the context of sexual harassment by employees, and whether there are any unique circumstances that apply to processes involving employees that the Department should consider.” The AAUP’s comments are directed to the “unique circumstances” of faculty in higher education.

The education department’s proposed regulations ultimately fail to specify the importance of academic freedom and shared governance for Title IX proceedings. Moreover, we object to proposed regulations that unduly narrow the scope of protections against sexual harassment.

As our 2016 report “The History, Uses, and Abuses of Title IX” notes, while colleges, universities, and the education department focus on the sexual dimensions of sex discrimination, the plain language of Title IX is meant to protect those on campus more broadly from unequal access to educational resources, wage disparities, and inequitable representation across the university system. To these ends, we caution against the extraction of gender equity from more comprehensive assessments of the bases for inequality—including race, class, sexuality, disability, and other dimensions of social difference—both on and off campus.

While some of the education department’s proposed regulatory changes technically comport with recommendations made in the AAUP’s 2016 report, we emphasize that narrow agreement on a legal rule or standard is not indicative of agreement about what counts as inequality and how to redress it.

The AAUP encourages the education department, as well as colleges and universities, to take note of the recommen-

dations in our Title IX report and to work to improve the working and learning conditions of all campus constituents.

Such improvements should include fully committing to interdisciplinary learning on campus by adequately funding gender, feminist, and sexuality studies, as well as allied disciplines, as part of an effort to teach about all forms of inequality, including inequalities based on race, gender identity, disability, class, geographic location, and sexual orientation.

The AAUP’s comments urges the education department to adopt regulations that do the following:

- Define sexual harassment broadly enough to prohibit conduct that creates a hostile environment
- Protect freedom of speech and, in particular, academic freedom of faculty in their teaching and research
- Protect due process in investigations and hearings
- Endorse shared governance to bring faculty expertise and institutional knowledge into developing and implementing

AAUP/AAUP-CBC Summer Institute set for July 25-28 in Chicago

The 2019 AAUP/AAUP-CBC Summer Institute will be held this year at Roosevelt University in Chicago. The annual event will be held July 25-28.

The Summer Institute, co-sponsored by the AAUP and the AAUP-CBC, is the premier training program for faculty advocates, and one of the best sources available for learning the practical skills that faculty unionists need to build their organizations and run them successfully.

It is expected that more than two hundred other higher education professionals will be in Chicago four days of workshops and special sessions.

The Institute brings in organizers, researchers, seasoned campaigners, and issue experts to build the skills of participants as advocates for AAUP principles, collective bargaining, and higher education.

The organizers have also scheduled time in the program for social events, informal networking, and exploring the host city.

Additional information on the Summer Institute is available at <https://www.aaup.org/our-programs/education-training/aaupaaup-cbc-summer-institute>

CUNY Student Groups Back Adjunct Pay of \$7,000 per Course

Student organizations at Brooklyn College and Hunter College of the City University of New York have issued a letter of support for adjunct faculty seeking a minimum of \$7,000 pay for a three-credit course.

The groups, the Brooklyn College Student Union and Hunter CRAASH



Adjuncts protesting for a raise in front of CUNY Graduate Center

(the Coalition for The Revitalization of Asian-American Studies at Hunter College), issued a letter in support of the Professional Staff Congress' (PSC) contract demand that adjunct salaries be increased to \$7,000 per three-credit course.

The letter states:

"To our student peers:

We are students at the City University of New York who stand in solidarity with the adjuncts on our campuses who are currently struggling for a more livable wage of \$7,000 per course: Among other struggles on throughout our university—like the push to end tuition hikes and make CUNY free again; more funding for ethnic studies; open admissions; CUNY's crumbling infrastructure; and resisting CUNY's complacency with oppressive corporations and foreign governments—we recognize the ways in which all of these struggles are connected.

The inadequate pay of adjunct professors is a student issue. Part-time faculty teach almost 60% of classes in

CUNY for \$3,500 per course, which is a poverty wage considering the cost of living in NYC. Any grading, email exchanges, and meeting with students outside office hours is unpaid work.

Despite increased student enrollment and our rising tuition costs, adjunct wages have remained stagnant for several years.

How can we expect to get a quality education when our professors are receiving poverty wages and are having their labor exploited?

Signing this letter of solidarity means you support adjuncts in calling for a \$7000 minimum per three-credit course, as this is a crucial step in the direction toward a livable wage. Anything short of this is worth striking over (read more: <https://7korstrike.org>).

We're calling on fellow students to stand in solidarity with the adjuncts of our university.

In solidarity,
Brooklyn College Student Union and Hunter CRAASH

New York AAUP Can Help with Shared Governance

1) Shared Governance is the principle that higher educational institutions operate most effectively when their various constituents each play an appropriate role in governing the college or university.

One of the founding documents that explain these roles is the 1966 Statement on Government of Colleges and Universities written by the American Association of University Professors, the American Council on Education and the Association of Governing Boards and Colleges.

In this document the authors explicate the primary responsibilities of the governing board, president, faculty and students. For example, the primary responsibilities of the faculty are curriculum, instruction, research, faculty status and the educational process of the students.

The implications of the Statement are far-reaching and subject to the specific conditions of each institution. Specific models or best practices are not spelled out as these change over

time and reflect the specific nature of each institution. The New York State AAUP Committee on Shared Governance is committed to helping all institutions of higher learning within the state attain their highest ideals of shared governance.

2) The NYSC AAUP Committee on College and University Governance can consult and offer advice regarding:

- the revision of campus governance documents;
- review of faculty handbooks and institutional regulations;
- strategies to strengthen faculty governance;
- the evaluation of academic administrators.

3) Please review these documents, before contacting us 1966 Statement on Government of Colleges and Universities Additional AAUP resources on shared governance

4) If you have a shared governance question or issue, please email AAUP's Executive Director, Sally Dear-Healey at sdearhealeyaaup@gmail.com

Executive Director's REPORT

by Sally Dear-Healey

These are both the best of times and the worst of times. Many faculty in New York State are facing similar challenges to those experienced by faculty nation-wide.

What is most evident is that “the fights are fierce, and the stakes are low.” Still, I am reminded of something I heard at a Summer Institute several years ago, “Life is too short not to fight a few good fights.” And there are many dedicated people in the AAUP who are doing just that.

The State of the Unions 2018 report (Milkman & Luce), noted that although “organized labor in the United States has suffered sharp decline in numbers and influence in recent years...organized labor remains much stronger in New York City and State than in the nation as a whole” (9/2018). This is good news. But still, we cannot let down our guard.

With the passing of the Janus decision last year, we need to be ever more vigilant in our efforts to inform people of the many, many benefits of being involved in the AAUP.

Toward that end, at our fall conference at Dutchess Community College in Poughkeepsie, David Kociemba, AAUP East Coast Organizer, did a workshop on “Organizing and Office Visits 101; This is What ‘Disruptive Innovation’ Should Look Like on Your Campus.” I also gave a presentation on “The AAUP in a Post-Janus Climate.”

Another issue that continues to heavily impact everyone in academia are the conditions that adjunct/contingent employees deal with on a day-to-day basis.

Not only are faculty of different ranks becoming more and more involved in the efforts to recognize the crucial work of these ‘hire and fire at will’ employees (remember, we are ALL ONE FACULTY), students are also coming to their defense.

For example, students at CUNY issued a letter of support for adjunct faculty seeking a minimum of \$7,000 pay for a three-credit course. This is a stark contrast to the \$3,500 that they are currently getting, a pay scale that keeps them at poverty wage, given the cost of living in NYC.

At the fall conference, Don Eron came all the way from Colorado to share his experiences with defending adjuncts in his presentation “Defending Academic Freedom and Restoring Professional Dignity for Adjunct/Contingent Faculty.” Our proceedings were taped and will soon be available on the NYSC AAUP website.

Shared governance, the bedrock on which higher educational institutions operate, remains a critical issue at many campuses.

In fact, the 1966 Statement on Government of Colleges and Universities, written by the AAUP, the American Council on Education and the Association of Governing Boards and Colleges argues the primary responsibilities of the faculty are “curriculum, instruction, research, faculty status and the educational process of the students.”

Our own NYSC AAUP Committee on Shared Governance has worked diligently to compile a survey on the state of shared governance on your campus, which will be distributed to faculty state-wide. We appreciate your taking the time to fill it out and will report back the results as soon as they are compiled.

The goal of the NYSC of the AAUP is to be there for you as a source of information and support. We strongly encourage you to contact us whenever you have a question, an issue, a problem, or a challenge at your campus (you can also contact us when you have something positive to report!).

We also have several openings for Chairs and Members of NYSC Committees and Councils. Please take a look (<http://nysaaup.org/pg/12/nys-conference-leadership>) at our current listing and let us know if you are interested in getting more involved. Not only is it a great way to get more actively involved in issues of critical importance to faculty, it is also a great way to give back (and besides, it can be added to your CV).

In addition, we offer meetings/conferences twice a year at different locations across the state. Please seriously consider attending them!

These meetings not only provide you with information on what is going on in the AAUP nation- and state-wide, they provide a chance for you to interact and connect with other AAUP members and share challenges, victories, and strategies for positive change. This is a crucial part of who we are and is also critical to our survival as an organization.

That being said, please let me extend a personal invitation to you to attend the upcoming spring meeting/conference at Monroe Community College, Brighton Campus on April 5th and 6th. Friday will be the NYSC AAUP business meeting and Saturday will be the conference program.

While details and registration information are available on the NYSC AAUP website (<http://nysaaup.org>), I want to give you a ‘sneak peek’ into our Saturday program offerings. For starters, we have the distinct pleasure of hosting Julie Schmid, Executive Director of AAUP National coming to speak on proposed changes to the AAUP structure.

Bethany Gizzi, President of Monroe Community College Faculty Association will address issues that led to the vote of no confidence against the college president, and Chris Machanoff, SEIU Organizing Director (Rochester office) will be talking about organizing adjunct faculty.

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AAUP Joins with Other Groups to Issue Statement on President Trump's Proposed Denial of Research Funds

The AAUP and eleven other groups issued the following statement after President Trump announced in a March 2 speech at the Conservative Political Action Conference that he would soon issue an executive order denying federal research funds to colleges and universities that do not "support free speech."

Statement on President Trump's Proposed Denial of Research Funds

President Trump's pledge to issue an executive order that would deny federal research funds to colleges and universities that do not "support free speech" is a dangerous solution to a largely nonexistent problem.

American colleges and universities are far from perfect, but with few exceptions they welcome a greater diversity of viewpoints and opinions than just about any other institution in society. Even if the current political environment poses significant problems for free speech, the view that the free exchange of ideas no longer occurs on campuses is grossly exaggerated.

In May 2017, in response to efforts by state legislatures to enact legislation that aimed to regulate campus speech, the AAUP declared, "Given the important role of colleges and universities in debate, dissent, and the free exchange of ideas, the AAUP strongly supports freedom of expression on campus and the rights of faculty and students to invite speakers of their choosing.

We oppose, however, any legislation that interferes with the institutional autonomy of colleges and universities by undermining the role of faculty, administration, and governing

board in institutional decision-making and the role of students in the formulation and application of institutional policies affecting student affairs."

While the specific provisions of the promised executive order have not been revealed, like such legislation they are liable to interfere with institutional autonomy and governance in ways that is more likely to stifle than encourage free expression and diversity of opinion.

There are and always will be individuals on campus and in society generally who wish to silence those with whom they disagree. But punitive and simplistic measures will only exacerbate the problems they may create.

American Association of University Professors
American Federation of Teachers
Association of American Colleges & Universities
Association of University Presses
Authors Guild
Defending Rights & Dissent Foundation
Dramatists Guild of America
Dramatists Legal Defense Fund
Freedom to Read Foundation
League of United Latin American Citizens Young Adult Council 44016
National Coalition Against Censorship
National Council of Teachers of English
People for the American Way
UnKoch My Campus

Mercy College Adjuncts Seek to Form Union

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to have a voice to win inclusion in the academic community and to enhance our commitment to quality education." The average adjunct faculty member makes \$2,200 for a three-credit course.

According to a report in *Impact*, the student newspaper, Caroline Curvan, one of the leaders of the effort, told a rally of adjuncts and their supporters that, "We had a very productive conversation with President Hall, we gave him our letter, we told him why we were doing this and he seemed to feel that a union may not be the best way for us to get our point across. He felt that where he's from in the South, he would

speak to the state directly rather than with the union. He finds that in the north that what we tend to have here is that he's only able to speak with a few representatives, so that seems to be the thrust of his main concern."

Mercy College enrolls more than 9,000 students at the main campus in Dobbs Ferry, and three additional locations in Yorktown Heights, the Bronx and Manhattan. The school is preparing to absorb students from the College of New Rochelle, which will be closing at the end of the academic year. While Mercy's President has promised to hire faculty and staff from the College of New Rochelle, as of this writing, that has not yet taken place.

Education is on the Chopping Block: Trump Proposes a \$7 Billion Cut

President Trump's new budget proposal sends a clear signal: He and Education Secretary Betsy DeVos will continue to abandon public schools and the families they serve in favor of tax cuts for wealthy individuals and corporations.

Trump's budget would ax \$7.1 billion from education funding and, in a monumental blow to affordable healthcare, would eliminate more than a trillion dollars from Medicare and Medicaid.

Trump's budget would undo significant efforts to making public education more equitable and inclusive.

Higher education would be hit especially hard by reducing federal student loan programs by \$207 billion in the next 10 years.

Other Trump Budget Cuts in higher education include:

■ Eliminate the Public Service Loan Forgiveness program, stealing away the opportunity for teachers and other public workers to ease the \$1.5 trillion student loan debt they collectively hold, and damaging an important incentive program for public service careers.

■ Eliminate subsidized student loans.

■ Freeze the maximum Pell Grant, one of the best pathways to college for low-income



students, and open Pell Grants to "high-quality" short-term programs.

■ Cut Federal Work-Study funds by more than 55 percent.

■ Initiate deep cuts in academic research funding..

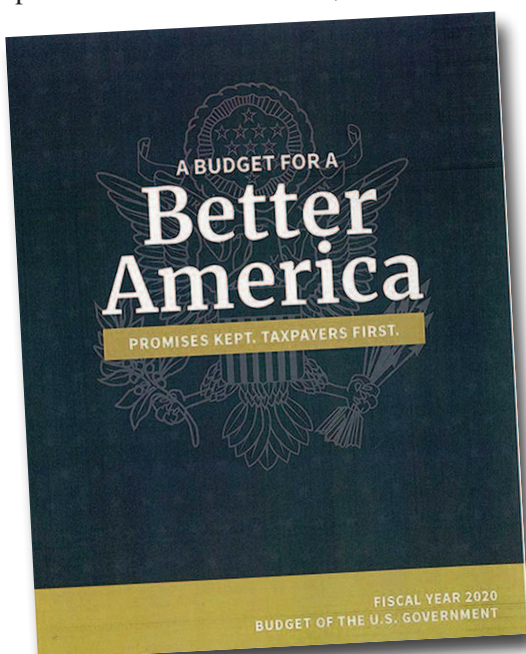
In addition to attacking higher education, Trump would also slash other public services. He proposes:

■ An \$845 billion cut to Medicare.

■ A \$241 billion cut to Medicaid.

■ A \$220 billion cut to the Supplemental Nutrition Assistance Program, known informally as food stamps.

The drastic cuts to healthcare programs for seniors and low-income families would not only affect individuals who depend on them, they would squeeze healthcare facilities and medical and nursing staff that are already dealing with diminishing resources.



NYS AAUP President's Letter

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those in the remaining positions are often expected to spend more time in advising, committee work and other non-teaching, non-research duties.

One would think that the unions representing higher education faculty, AAUP-CBC, AFT and NEA would be on top of this, organizing contingent faculty to improve their pay and benefits. By making the cost of hiring part-time faculty equal or close to that of hiring full time faculty, the trend away from hiring full time may be reversed.

But these unions have dropped the ball and allowed it to be picked up by the Service Employees International Union (SEIU), United Auto Workers (UAW) and even the Steelworkers Union.

I asked why at the AAUP national meeting last June and

was told that AAUP had organized two adjunct units in the previous year. I believe that was jointly with AFT. But SEIU has organized dozens of adjunct units. UAW has concentrated mainly on graduate assistants, but it could move into other areas.

The SEIU strategy is to organize as many institutions as possible in a given area, allowing it to eventually set the standard for pay and benefits for contingent faculty. This will take time, but at least the process has started.

I think it is time for AAUP members to ask our national organization to do more in this area. Those who are represented by affiliates of NYSUT/AFT/NEA should ask the same question.

Organizing will certainly benefit adjunct and other contingent faculty, but it will help tenure eligible faculty as well.

NYS AAUP Spring Conference

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Additional details and registration information are available on the NYSC AAUP website (<http://nysaaup.org>). A block of hotel rooms has been reserved at the Courtyard by Marriott Rochester Brighton (33 Corporate Woods Drive, Rochester, NY). If you need a room please indicate that when you register for the meeting.

On Friday evening, following the Conference business meeting, there will be a dinner. If you would like to attend,

please indicate that on the reservation form as well. All other details can be found on the registration form.

Monroe County College's Brighton Campus is located just outside the city limits of Rochester, N.Y. The street address is 1000 East Henrietta Road, Rochester, NY 14623.

If you have any questions please e-mail Executive Director Sally Dear Healey at sdearhealeyaaup@gmail.com or (607) 656-9477.

Executive Director's Report

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A block of hotel rooms has been reserved at the Courtyard by Marriott Rochester Brighton. If you need a room please indicate that when you register for the meeting.

While many of you will be joining us for just the Saturday program, please note that some of us will also be getting together on Friday evening for dinner. If you would like to join us, we ask that you indicate that on the reservation form as well. All other details can be found on the registration form.

As always, if you have any questions please feel free to contact me by emailing sdearhealeyaaup@gmail.com or calling me at (607) 656-9477.

Remember, you don't need to be a member to attend our meetings/conferences, however, if you are not currently a member, or your membership is soon up for renewal, we strongly encourage you to take a few minutes and join/renew now. The link to do that is: <https://www.aaup.org/membership/join>.

New York AAUP Spring Conference · April 5-6

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

AAUP 2019 Annual Conference · June 12-16

For additional information go to: <https://www.aaup.org/event/2019-annual-conference>

AAUP/AAUP-CBC Summer Institute · July 25-28

For additional information go to: <https://www.aaup.org/our-programs/education-training/aaupaaup-cbc-summer-institute>

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