

NYSC AAUP Fall 2018 Meeting , November 2 & 3, 2018 (Friday and Saturday)  
**All ONE Faculty - Reclaiming Our Power**

Dutchess Community College (DCC), 53 Pendell Road, Poughkeepsie, NY 12601.

**PROGRAM**

**Friday (Bowne Hall, Room 122):**

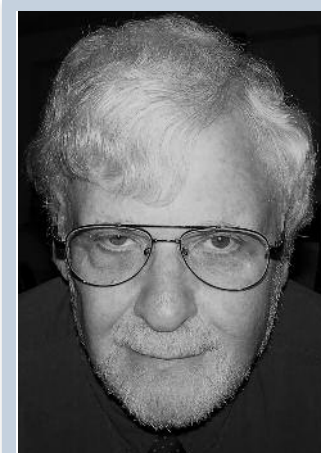
- 12:00-5:30pm - Business Meeting
- 6:30pm - Dinner at Mill House Brewing Company (289 Mill Street) (\$50/pp, reservations required)

**Saturday (Bowne Hall, Room 122) (Registration, including lunch is \$10.00):**

- 9:00-9:45  
Welcome and Opening Remarks  
NYSC AAUP President Jeff Baker and Sally Dear-Healey, Executive Director  
Dutchess Community College President – Dr. Pamela Edington  
Introduction of Professional Staff Organization Chair Chrisie Mitchell and Dutchess United Educators President Mark Condon by Dutchess-AAUP Chapter leader Leah Akins.
- 10:00-12:00  
Defending Academic Freedom and Restoring Professional Dignity for Adjunct/Contingent Faculty  
Speaker/Trainer: Don Eron, University of Colorado, Boulder
- 12:00-1:00  
Lunch and Discussion The AAUP in a Post-Janus Climate  
Facilitator: Sally Dear-Healey, Executive Director NYSC AAUP
- 1:00-2:00  
Organizing and Office Visits 101; This is What “Disruptive Innovation” Should Look Like on Your Campus  
Speaker/Trainer: David Kociemba, AAUP East Coast Organizer
- 2:00-3:00 Open Panel Discussion with speakers and other participants

**TO REGISTER GO TO:** <http://nysaaup.org>

**FOR ADDITIONAL INFORMATION OR QUESTIONS CONTACT:** Sally Dear-Healey, Executive Director, NYSC AAUP at [sdearhealeyaaup@gmail.com](mailto:sdearhealeyaaup@gmail.com) or by calling (607) 656-9477.



**President's Letter**  
**Challenges and Victories**

by Jeffrey Baker

Intense heat followed by heavy rains and floods have made this a challenging summer. But as academics, we should be able to discuss more than the weather, so let's move

on to other challenges and some victories.

The first of the bad news is the ruling by the U.S. Supreme court in *Janus v. AFSCME* that public employee unions do not have the right to deduct agency (fair share) fees from non-members even though the unions negotiate on behalf of those individuals.

The ruling was based upon the idea that public employee unions are inevitably political in nature because they advocate for what amounts to public policy and this forces fee payers to support financially positions with which they may not agree philosophically.

This was anticipated and many public unions, including NYSUT which represents SUNY, CUNY and many community college faculty and staff in New York, had already initiated re-commitment campaigns to strengthen the resolve of members to carry on.

While this ruling does not affect collective bargaining units in non-public institutions, such as most of the AAUP-CBC units in New York, it may be only a matter of time before some legal fiction is found to include them as well.

At least partially as a result of the ruling, but also because many higher education institutions seem no longer to value their faculty, there have been difficulties in contract negotiations around the state.

At Herkimer County Community College, where adjunct faculty had voted to form a union with SEIU, contract negotiations have dragged on and class assignments have been delayed to the point where faculty are concerned about not having enough time to prepare.

At my own institution, Monroe Community College,

*continued on page 7*

**New York Academe**  
**to Go Electronic**

The Executive Council of the New York State Conference of AAUP has decided to switch publication of *New York Academe* to an electronic format.

We realize that some members prefer the paper format, but the cost of publishing in that form takes a significant portion of our annual budget that could be put to better use in supporting the aims of our organization and its members.

The switch to electronic publishing is a trend in other organizations as well. Just recently, the National Education Association announced a change for its higher education newsletter.

To be sure that you receive copies by e-mail, please check that your e-mail address registered with national AAUP is up-to-date.

If you do not have an e-mail address on file you can send a subscription request to our Executive Director, Sally Dear-Healey at: [sdearhealeyaaup@gmail.com](mailto:sdearhealeyaaup@gmail.com)

Copies of each edition are also posted and available for download in PDF format in the library at our website: [NYSAAUP.org](http://NYSAAUP.org).

**Fordham Adjuncts**  
**Ratify First Contract**

The members of Fordham Faculty United/SEIU Local 200United, the union of more than 800 Fordham University adjunct and full-time, non-tenure-track faculty, voted overwhelmingly to ratify their first collective bargaining agreement with the Fordham administration.

The vote came after a record-setting four months of bargaining and just seven months after non-tenure track faculty voted 16-to-1 to unionize.

Fordham's new three-year contract secures wage increases that rank among the highest ever won in a first contract by the more than 50,000 non-tenure track faculty affiliated with SEIU.

For most adjunct faculty, pay will rise between 67% to 90%, with a majority of adjuncts receiving between \$7,000 to \$8,000 per course by the third year of the contract, depending on how long they have taught at Fordham.

*continued on page 4*

## AAUP Statement on Anti-BDS Legislation and Universities

On August 8, the AAUP's Committee A on Academic Freedom and Tenure released the following statement calling on public universities to stop requiring speakers and others to pledge that they do not now, nor will they in the future, endorse a specific political movement known as boycott, divestment, and sanctions (BDS) with regard to Israel

According to the National Coalition Against Censorship, at least seventeen states have passed legislation imposing punitive measures against supporters of boycott, divestment, and sanctions (BDS) with regard to Israel.

As a result, some public universities in those states have begun to require that external speakers invited to campus and others who contract with these universities, such as external reviewers of tenure and promotion materials, sign a statement pledging that they do not now, nor will they in the future, endorse BDS.

The American Association of University Professors does not endorse BDS. We take no position on the Israeli-Palestinian conflict nor on calls for divestment or economic sanctions.

But we oppose all academic boycotts, including an academic boycott of Israel, on the grounds that such boycotts

*continued on page 6*

## AAUP Supports Affirmative Action

The AAUP joined with the American Council on Education and thirty-five other higher education associations in filing an amicus brief in federal court opposing a challenge to race-based admissions at Harvard University.

he brief argues that "a diverse student body is essential to educational objectives of colleges and universities, and that each institution should be able to exercise its academic judgment to determine within broad limits the diversity that will advance its own particular mission."

The case, *Students for Fair Admissions, Inc. v. Harvard*, asks the court to prevent Harvard and other colleges and universities from using race as part of their admission criteria for students.

The plaintiff is an organization created by anti-affirmative action activist Edward Blum. It alleges that Harvard's admissions process holds Asian-American applicants to a higher standard and argues that Harvard engages in "racial balancing" when it could use race-neutral alternatives.

For many years, the AAUP has taken a leadership role in affirmative action debates by emphasizing the educational value of diversity.

*continued on page 6*

## AFT Members Support PSC's Campaign for 7K for Adjuncts

The American Federation of Teachers (AFT), the Professional Staff Congress' (PSC) national affiliate, adopted a resolution in support of the PSC's campaign for \$7,000 per course minimum pay for CUNY adjuncts.

It resolves "that the AFT supports PSC's campaign for \$7K and all other AFT locals' campaigns for fair adjunct pay, and that the AFT leadership will call on AFT members to support the PSC in actions, demonstrations and advocacy for \$7K, because a victory on \$7K at CUNY would be a victory for every teacher, professor, education worker and student in the country."

The resolution was adopted July 16 at the union's 2018 national convention in Pittsburgh, PA.

For the text of the resolution go to: [http://www.psc-cuny.org/sites/default/files/Revised%20Final%20AFT\\_Resolution\\_on\\_AFT\\_Support\\_\\$7K.pdf](http://www.psc-cuny.org/sites/default/files/Revised%20Final%20AFT_Resolution_on_AFT_Support_$7K.pdf)

## Purdue Global to Stop Requiring Non-disclosure Agreements

In response to criticism from AAUP and other organizations, Purdue University Global has decided to end the practice of requiring faculty to sign non-disclosure agreements (NDAs).

The agreements had been implemented following Purdue University's purchase of the for-profit online Kaplan University in March 2018.

The purchase came about despite the strenuous objections of Purdue faculty and other citizens who opposed merging a public land-grant university with the Kaplan. Following the sale, Kaplan University was rebranded as Purdue University Global.

While the two remained separate legal entities, Purdue Global was exempted from the same kind of public record laws that typically cover a public university.

On August 22, 2018, the American Association of University Professors (AAUP) released a copy of a four-page non-disclosure agreement that appears to be a condition of employment for Purdue Global employees, including instructional faculty.

On its website Purdue Global touts itself as "a public, non-profit university." Greg Scholtz, director of the AAUP's Department of Academic Freedom, Tenure, and Governance

*continued on page 4*

## NYS AAUP Executive Director's Report

*continued from page 3*

institutional policies and bring examples to discuss. His emphasis is on advocacy and holding institutions to AAUP standards, not the standards of the contract, although he has assisted in overturning four negative tenure reviews.

David Kociemba is currently working as the East Coast Organizer for the American Association of University Professors to help faculty organize new chapters of the AAUP and strengthen existing chapters so as to foster shared governance, protect professional standards, and ensure fair compensation. He strongly believes that faculty working conditions are student learning conditions.

He formerly served the president of the Affiliated Faculty of Emerson College union and as a committee member on the AAUP Committee on Contingency and the Profession. He has taught courses in media history, television studies, disability studies, digital media and culture, video art, and fandom studies.

David effectively argues that the foundation for effective advocacy is built through one-on-one conversations with members. This is because engaged members feel more ownership in the chapter and are more likely to devote time to organizing and advocacy. In difficult times like these, it's more important than ever for chapters to have an active membership. How can chapters take on a campaign of office visits without burning out? What's to be gained by going to offices? How should we talk with difficult faculty?

His presentation, "Organizing and Office Visits 101; This is What 'Disruptive Innovation' Should Look Like on Your Campus," will provide the basics of setting up a membership drive in the service of issue campaigns or contract campaigns. David did a similar talk last spring at the PA AAUP Northeast

## President's Letter: Challenges/Victories

*continued from page 1*

the administration saw fit for the first time to hire an outside law firm to negotiate a contract. As with the last two contract negotiations, the discussions ended in an impasse and we will be working without a contract as many issues remain unresolved.

Not the least of these is an early start to the fall term which will result in an extra week of work for adjunct faculty (with no increase in pay) and child care issues for many faculty and staff.

At CUNY, a campaign is under way to make \$7000 the minimum pay for adjunct faculty for a three-credit equivalent course. This is a large jump but here is where the good news starts.

At Fordham University, a new contract will set that amount (and in some cases more) as a minimum for most adjunct faculty over the life of the contract. Full time contingent faculty will have a minimum of \$64,000. At Nazareth College in Rochester, contingent faculty voted to organize by a margin

Alliance Conference which was filled with many useful ideas and a hands-on toolkit for campus organizing.

David will be bringing that information to this conference along with the blueprint for person-to-person organizing he and other members of the Affiliated Faculty of Emerson College utilized when they engaged in their 2010 membership campaign to achieve union-shop status in order to promote stability, solidarity, and financial security for faculty.

In offering a fair-share provision that gave dissenting faculty in their unit the choice not to join and pay a fee to cover the costs of being represented (the union has a legal responsibility to represent all members of the bargaining unit), their unit went from under one percent paying membership dues to nearly 70 percent in just two months, which then turned into 98 percent paying membership dues, with the rest paying their fair-share instead.

All of this was done by four volunteers, support from AAUP National staff, and a paid local organizer!! David will be bringing a host of "disruptive innovation" tools and strategies you can use to initiate transformative change on your campus. I will also provide a brief lunchtime offering on "The AAUP in a Post-Janus Climate."

At the end of the day (from 2:00-3:00) there will be a panel discussion featuring our invited speakers as well as others from around the state with ample time for questions and networking.

We invite you and your colleagues to join us for this very special proactive and engaging Conference meeting.

For further information please email Sally Dear-Healey, Executive Director, NYSC AAUP at [sdearhealeyaaup@gmail.com](mailto:sdearhealeyaaup@gmail.com) or by calling (607) 656-9477.

of three to one.

One glitch in the good news is that most organizing of contingent faculty in New York and around the country is being done by SEIU and not the traditional faculty organizers, AAUP, AFT and NEA. Since three quarters of all faculty are now contingent (non-tenure/tenure track) and half are part-time adjuncts, it will be more difficult to maintain the traditional base of these organizations. The lesson for us in AAUP is that we need to encourage contingent faculty to become active in our organization. Otherwise, retirements will reduce our numbers, especially among those who have been most active in the organization.

Toward the goal of helping chapters recruit and maintain active members, the New York State Conference will be sponsoring a day of training and discussion at our fall meeting to be held at Dutchess Community College in Poughkeepsie on the weekend of November 2nd and 3rd. Details can be found elsewhere in this issue and updates will be posted at the website: [NYSAAUP.org](http://NYSAAUP.org)

# AAUP: Anti-BDS Legislation and Universities

*continued from page 2*

violate the principles of academic freedom and the free exchange of ideas for which our organization has stood for over one-hundred years. We believe that academic freedom ought not to be subordinated to political exigency; there will always be compelling political causes that will challenge the ideal of free and open scholarly exchange.

It is precisely for this reason that our opposition to BDS is matched as resolutely by our opposition to these pledges, which are nothing short of an attempt to limit freedom of speech and belief. Indeed, they conjure the specter of loyalty and disclaimer oaths, mainstays of McCarthyism.

The right of individuals to engage in political boycotts, and to come together collectively to support a boycott, has a long and storied history in American civil protests.

At colleges and universities especially, where reasoned disagreement and debate should be the order of the day, demands that faculty and students forswear support for a peaceful protest are repugnant.

At a time when there is widespread interest in making sure that speakers on all points of the political spectrum are able

to make themselves heard on American campuses, the contradiction in seeking to ban advocates of this particular position is obvious and unacceptable.

We therefore call on all institutions of higher education in the United States to challenge the required renunciation of BDS and uphold freedom of speech and belief for all members of the academic community.

Additionally, AAUP's Committee A on Academic Freedom and Tenure sent a letter to the Israeli government in regard to the interrogation, subsequent expulsion, and apparent banning from Israel of Columbia Law School Professor Katherine Franke over her supporter of the "Boycott, Divestment, and Sanctions" (BDS) movement in April.

The letter urges the government of Israel to "reconsider your immigration officer's decision and to revoke any further ban on Professor Franke's entry for purposes of collaborative academic and scholarly work in Israel."

The AAUP's letter to the Israeli government can be found at: <https://www.aaup.org/sites/default/files/LettertoIsraeliGovt>.

# AAUP Supports Affirmative Action

*continued from page 2*

In 2016, the organization joined in an amicus brief in Fisher v. University of Texas at Austin (another case initiated by Blum) that argued that consideration of race in the admissions process is appropriate and advanced the AAUP's long-standing view that diversity is essential not only for students but for the entire academic enterprise.

The Supreme Court affirmed the use of race in admissions in that case.

As early as 1978, the AAUP filed an amicus brief in Regents of the University of California v. Bakke to protect the primacy of the faculty role in developing educationally appropriate admissions criteria.

In 1997, the Association's annual meeting expressed "its continuing concern over the reduction or elimination of affirmative action programs that have important educational benefits for all students."

The case is scheduled to begin in mid-October.

# Fordham Adjuncts Ratify First Contract

*continued from page 4*

City Mayor Bill de Blasio, New York State Senator George Latimer, and Senator Bernie Sanders of Vermont.

Eligible faculty then voted 16 to 1 to join SEIU Local 200United.

It's unacceptable that SCU's Board of Trustees won't follow the example set by one of its own members, the president of Fordham University."

The contract ratification at Fordham marks the eighth contract reached by SEIU Local 200United since the launch of the Faculty Forward organizing effort in 2014 and is the

first in the New York City area.

Last month, adjunct faculty at Nazareth College in the greater Rochester Area voted 3-to-1 to join SEIU Local 200United.

Nationally, more than 54,000 contingent faculty and graduate workers on more than 60 campuses have joined SEIU, including over 3,000 who have joined SEIU Local 200United since 2014.

SEIU'S national higher education campaign, Faculty Forward, is working to raise standards in higher education by unionizing faculty across the country.

# Executive Director's Report

*by Sally Dear-Healey*

## All ONE Faculty – Reclaiming Our Power

Given all that is happening in academia today and the recent Janus decision, now is the time when ALL faculty need to organize together to support academic freedom and integrity as well as unions everywhere.

That being said, plans are well underway for the **NYS AAUP fall Conference meeting at Dutchess Community College in Poughkeepsie, to be held Friday, November 2nd and Saturday, November 3rd.**

The theme of the gathering is "All ONE Faculty – Reclaiming Our Power." This focused and timely hands-on educational training is an event you will not want to miss, whether you have an existing chapter (CBC and Advocacy) or are thinking about starting one!

The Conference business meeting will be held from 12:00pm to 5:30pm on Friday. Friday night there will be an optional dinner at the Mill House Brewing Company. The Saturday program,

which will run from 9:00am-3:00pm, will feature two remarkable speakers and trainers – Don Eron and David Kociemba. The cost of registration for Saturday is \$10.00 and includes lunch. Dinner on Friday night is \$50.00 per person. Advance registration for the conference and Friday night dinner is required.

The link to register can be found on the NYSC AAUP website: <http://nysaaup.org>. Here is some information on our invited speakers:

A long-time contingent faculty activist, Don Eron is a retired instructor of writing and rhetoric at the University of Colorado, Boulder, a recent member of the AAUP Committee A on Academic Freedom and Tenure, and Vice President for Administration of the Colorado Conference.

He has published numerous reports and essays addressing academic freedom and AAUP policy, most recently "An Evolution of Principled Futility: The AAUP and Original Sin" (AAUP Journal of Academic Freedom, volume

eight). Don was also a co-recipient of the 2012 William Tacey Award from the AAUP Assembly of State Conferences. With Suzanne Hudson, he founded the Instructor Tenure Project at the University of Colorado - the first comprehensive tenure plan for contingent faculty at a major research institution.

Don's presentation at the fall meeting will be much like the one he did at Summer Institute this year, entitled "Defending Adjuncts." In addition to giving a short background on the AAUP and discussing Academic Freedom and its application to adjuncts,

Don will conduct a hands-on training on writing letters on behalf of AAUP chapters or conferences that defend the rights of part-time faculty who are facing discipline or termination, or whose academic freedom is otherwise threatened. This information will also be applicable to tenure-track faculty who find themselves in similar situations.

One of Don's strengths is to "read institutional policies," so attendees are encouraged to look at their own

*continued on page 7*

# ENVOI

As you have read elsewhere in this issue, **this will be the last print edition of *New York Academe***. Given the increased cost of print publication, and the availability of other (and less expensive) platforms for dissemination of content, the decision of the Executive Council is a prudent one.

While I have been editor since John Diehl passed away in 2005, I have never had a byline in the paper. I believed that the editor should edit, which often meant chasing after tardy authors to submit their pieces; cajoling reluctant writers to contribute to the paper, and using my judgement to assemble an issue that would be of relevance to our membership.

I like to think that I succeeded, considering that ***New York Academe* won the Assembly of State Conferences (ASC) Outstanding Tabloid Style Conference Newsletter four times** on my watch. Alas, the awards are no longer given by the ASC. Now, the print edition of this publication will disappear.

I want to thank the New York State Conference Presidents, Executive Directors and all of the authors who have contributed to this publication during my editorship. AAUP has been the leading defender of academic freedom

since it was founded by John Dewey and Arthur O. Lovejoy in New York in 1915.

Today, the value of higher education is being attacked as never before, and AAUP's role as the defender of academic freedom, shared governance and the promotion of teaching and research is critical not only to the future of higher education, but to all of the institutions that undergird our society.

The attack on higher education is part of a larger attack on our democratic institutions. We must do all that we can to protect our colleges and universities, not only from those who would end shared governance, academic freedom, and tenure, but from those elements who, through efforts to de-legitimize our institutions, are seeking to change the very nature of our democracy.

*New York Academe* will continue as an electronic publication. I hope, as it enters this new era, it will continue to inform you on the issues that matter to us and will help motivate you to act at a time when our participation will matter most.

*Jeffrey Kraus*

**New York State Conference AAUP Fall 2018 Meeting**  
Friday, November 2 and Saturday, November 3

# The Purdue Global Nondisclosure Agreement Runs Roughshod Over Faculty Rights

*continued from page 2*

called Purdue Global's NDA "breathtakingly inappropriate in higher education," adding, "I've never seen anything like it." Purdue Global's NDA stated that any work product, including all course materials "or other intellectual property, is commissioned and owned by Purdue Global as a work-for-hire and may not be used, duplicated or distributed outside of Purdue Global."

The NDA was attacked by Purdue faculty leaders, the leadership of the AAUP Indiana Conference, and Henry Reichman, the chair of the AAUP's Committee on Academic Freedom and Tenure, who observed that the NDA would have a deeply chilling effect on all Purdue Global faculty.

"With respect to both research products and teaching materials, academic freedom requires that faculty be free to produce work reflecting their own views and theories—not those of the institution's management.

"If all work belonged to the institution, as this policy would have it, then its content would also have to be controlled or at least accepted by its administration."

In response to Purdue Global's reversal, the AAUP and the Indiana Conference issued the following joint statement on September 6, 2018:

The announcement today by Purdue Global that it will immediately stop requiring faculty to sign a nondisclosure agreement as a condition of employment is a huge victory. It not only removes a threat to the academic freedom of those

currently employed by Purdue Global, but may serve as a bulwark against the use of these agreements by other academic institutions.

Purdue Global's announcement comes in response to a public outcry that followed upon the AAUP's exposure of its use of NDAs. The victory demonstrates that when faculty join together they have a powerful voice to protect academic freedom, shared governance, and higher education for the common good.

While we are pleased with Purdue Global's reversal on this issue, its announcement does not make clear whether previously signed agreements are still in effect.

Therefore, we are calling on Purdue Global to immediately rescind any existing NDAs with faculty. Beyond this, many concerns about its practices remain, including an overreliance on contingent labor, lack of shared governance procedures, and overall lack of protections for academic freedom.

Moreover, Purdue Global has not yet announced an end to another shameful practice, the use of forced arbitration agreements for students.

Today is a step in the right direction, and we hope that Purdue Global will continue to make more positive changes in response to the concerns that we and others have raised as it transitions from being a for-profit institution to one that benefits the public.

# Fordham Adjuncts Ratify First Contract

*continued from page 1*

The contract sets a new minimum annual salary of \$64,000 by the third year of the contract for full-time, non-tenure-track faculty with full course loads, an increase of roughly \$14,000 for some of the lowest paid full-timers at Fordham.

The contract also contains important new job security and professional development provisions, including longer-term appointments and just cause protections, professional development funds totaling \$50,000, and two fully-paid professional development semester leaves for full-time members.

Ashar Foley, a Fordham University Lecturer in Communication and Media Studies and member of the union negotiating committee, said, "I'm so happy to have helped bring this change in our working conditions.

"Not only does it benefit us and our students, but it also makes a strong case for unionization to faculty at other Jesuit institutions, and to all other institutions of higher learning in the New York City area. By unionizing, we play our part in the Jesuit University mission of alleviating poverty, promoting justice, and protecting human rights."

Diane George, a Fordham University Adjunct in Sociology & Anthropology and a member of the union negotiating committee, added, "We're thrilled to be getting significant pay increases and job security in our first contract.

While there are still substantial issues to be addressed, particularly for adjunct faculty, the contract represents a major step towards transforming the exploitative system of contingent employment that is destroying higher education in this country."

The contract ratification stands in stark contrast to the response of other institutions to calls for change from faculty and graduate workers.

While the path to unionization at Fordham has been contentious at times, the university ultimately opted to work with faculty through the traditional National Labor Relations Board process.

Last year, SEIU Local 200United struck a landmark neutrality agreement with Fordham University after an outpouring of support from students, tenure-track faculty, alumni, and various elected officials, including New York

*continued on page 6*

# 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.

4. 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](mailto:iyellowitz@aol.com)**