NYSC AAUP Spring Meeting

April 13 Business Meeting

In attendance: Jeffrey Baker (JB), Sally Dear-Healy (SD), Patrick Cihon (PC), Irwin Yellowitz (IY), Ann Friedman (AF), Cecelia McCall (CM), Hollis Glaser (HG), Kimberley Reiser (KR), Mary Rose Kubal (MK), Makini Beck (MB)

Visitor: Larry Jaffee (LJ) from NYIT joined us for the second half of the meeting.

12:42 JB calls meeting to order

**I. Approval of minutes from fall 2017 meeting**

Discussion on agenda item – planning for spring meeting. Why aren’t we following that plan for this meeting? What happened?

SD had workshop events planned was working with National and NE Alliance, but was cancelled on their end around 3/1. Tried to find replacements, but couldn’t. So organized meeting around timely issues.

What is the role of the Executive Committee (EC) between the fall and spring meetings? Whose responsibility is it to plan the spring and fall meetings? Role for EC?

Would be helpful to have more communication from President and Exec. Director with EC between meetings.

Will finish this discussion under New Business.

**Motion to approve Fall 2017 Minutes IY, HG second – approved**

**II. Reports of Officers**

**President’s Report (JB) – in program**

Elections committee has submitted to PC as chair of the Constitution changes for election rules – ex. Specify must be member *at time of nomination*.

(Constitution Committee = Pat, Steve, Dave, Irwin)

Too many committees? (will come back to in New Business)

**Vice-President’s Report – not submitted**

**Treasurer’s Report (PC) – in program**

Problems with delinquent chapters – esp. Adelphi and D’Youville. What mechanism to we have to lean on delinquent chapters? Issue for Constitution Committee?

Janus case may eliminate fair share requirement – CB chapters will have trouble collecting dues.

Have we ever asked Adelphi why they aren’t paying?

How does it work with advocacy chapter dues coming back to us from National? Local chapters – integrated dues – send to national (local, conference, national). National has changed formula – we are getting less and less. National – council and executive decide.

Does this (% of what comes back to the state conferences) comes up at the National Council? It comes up. Is made as a presentation when they present the budget.

Our members who are on National Council should ask the question about % of advocacy dues that come back to us at summer meeting.

PSC sends $24/ a head for 1,000

SUNY – UUP used to pay for 1,000 members. Now we have no relationship with UUP. (Issue our state conference has with National AAUP – can we have a reduced dues structure with people who are members of another union – will discuss under New Business).

*Academe* – should we go online? Could be significant cost savings. (Will bring up as New Business)

Last year if we hadn’t had a gap in Exec. Director salary we would have had a loss (ended up about $13,000 over).

How does National see the future of the state conferences?

Projected budget – fairly easy to estimate costs, revenue unknown. PC has planned based on historical experience. How can we get better revenue projections and inflows? Looks like things will get worse. Looks like we should break even if we get same dues as last-year.

Could have one in-house meeting and one virtual. Or other ways to use the meetings. Get more chapter attendance for downstate meeting (New Business?)

**Motion to accept Treasurer’s Report CM, MK second – accepted unanimously**

**III. Reports and Plans of Standing Committees**

**Committee A (IY) – in program**

Haven’t heard back from Georgette Fleisher on Barnard Situation.

College of New Rochelle now an issue for the state conference as a whole – not Committee A.

**Committee on Economic Status of the Profession – OPEN POSITION, no report**

**Committee on Faculty Holding Contingent Appointment (JB) – in program**

AAUP National not interested in organizing adjuncts in NYS. Also issue of organizing graduating students. Issue of organizing contingent faculty comes up at National every year, but then nothing ever done.

**Committee on Government Relations (FF) – No report submitted**

**Committee on Retirement – OPEN POSITION, no report**

**Committee on the Status of Minorities in the Profession (Makini Beck) – in program**

**Committee on College and University Governance (KR) – in program**

Need to re-organize current website – in terms of making things easier to find and also some language changes necessary.

We now have Action Network to send surveys out – has the capacity to connect with Survey Monkey and can send to every individual member in NYS.

**Committee on the Status of Women in the Profession (SD) – in program**

Have a FB page for NYS, but doesn’t get much attention. National Committee W relatively active – comes in spurts.

#Metoo movement – founder invited to Binghamton in May. SD has been invited

**IV. Reports of Councils**

National Council (SD) – everything coming out of National is Janus. National AAUP working without a contract. People sending in letters in solidarity with the staff union. National council members getting copies. All precipitated by Janus concerns.

Difficult for us to jump into this. Favorable of staff, but CB arrangement in a difficult situation.

SD suggests our conference send a letter in solidarity. (New Business)

**The Independent Council – OPEN POSITION, no report**

**The CUNY Council (CM) – in program**

Membership campaign has gone well with full-time faculty, not well with adjuncts.

Going to Albany 4/24 – PSC rally downtown on $7K for adjuncts. CM will send SD and JB announcement to post. Getting pushback from legislators – seems high. Colombia adjuncts get $5,200.

**The SUNY Council – OPEN POSITION, no report**

**The Collective Bargaining Council (JD) – in program**

JD can’t be here. Leah Akins will be at meeting Saturday to talk about the Dutchess Community College piece.

**V. Additional Reports**

**New York Academe (JK) – in program**

**Executive Director Report (SD) – in program**

Several meetings with Monica Owens (National AAUP government relations) and Fred Floss. There is an action report. The separate report referred to in the report will be discussed under Old Business (since discussed last time).

Regional Alliances important, but everyone is strapped right now. SD has been talking to people from the NEPA (North-east PA Alliance). CB or advocacy? SD believes both, but will check. Meet regularly, have speakers come in and faculty get together – can quickly pull in people from other universities to address an issue. What will spur people to come? Could use the Manhattanville visit (referred to in the President’s Report) for this.

In our bylaws Regional Councils are referred to and listed – basically would be like these alliances if they existed. There was a functioning one in Long Island and one in Western New York (Frank Higmann), but no longer active.

Goals for next year listed in report.

FIRE (Foundation for Individual Rights in Academia) SD working on a conference paper proposal looking at some of issues NYS Council is working on – especially mediation.

Need to follow up on Spring 2017 Strategic Planning Session – was a significant portion of our meeting. Re-grouping, what are we doing going forward? Not just the Exec. Director doing things, the rest of us need to participate. We need to talk about what we are doing. We need to follow on this tomorrow afternoon – committees not filled, organization, focus, how we bring value to academy of NYS. Would be good to look at action items from the Spring 2017 session either this afternoon or tomorrow afternoon.

SD – yes, we need to have executive council meetings between meetings. Needs continued and regular contact.

2:44 -3:00 Short break

**VI. Old Business**

1)ED contract ratification – postponed because didn’t want to go into executive session right after break

2) Elections report – already covered in earlier reports

3 ) Conference Development Grant

ASC Regional Conference Development Grant ($4,000) – need to report on what we will do with the grant by the June meeting. We were granted an extension – Tom Policano had applied for it originally when he was ED. Had talked about using it for regional alliances. Were going to use some for workshops at this meeting that fell through. SD open to proposals.

Technically, money we have used on Action Network (can send out 4 emails a month) or Survey Monkey can be counted for grant expenditures.

SD proposal: do advertising go to a region (maybe at Manhattanville/downstate or D’Youville/W. NY, Albany) and do a recruitment campaign or program on chapter development. Leah and Laura want to become involved with AAUP – in Duchess CC.

Agreed, we need “boots on the ground” and face-to-face meetings.

This seems like a lot of work – even a year isn’t enough to organize a regional alliance. So take this group (Steering Committee), put boots on ground go to campuses that are close to us. Put it out – we’re having a meeting, food and training. Financial stuff – how can you analyze your institution’s well-being? The contingency issue a well.

This is something the Executive Committee can discuss and make a plan for the year.

What does the grant say it is for?

Can’t be used for legislative activity or partisan/political activity

Can be used for: seminars, lectures, radio/TV broadcasts,

conventions/rallies, print media, further the organization’s charitable

mission

Guidelines of grant: To support the strategic goals of the association – one-

time and/or significant projects that the organization chooses

We need to do something radical. We can’t organize in the conventional way. We need to think about how we re-organize AAUP to be relevant at this moment.

We are working against National most of the time – they are still working as if this was 50 years ago. Can’t protect academic freedom if we are losing members, if people are contingent. Could talk with UUP and NYSUT.

We might want to spend some time listening to people, rather than having a program planned. Fill in gaps, figure out what our strengths are.

A listening tour is a good idea. Also encourage JB to go to UUP and NYSUT sooner than later.

SWAT analysis – showed we have experienced people who don’t have anything to lose doing this.

Can we combine listening tour with regional alliance organizing?

Seems like they are separate things. Listening tour might or might not end up in a regional alliance.

Find out, what would it take to get you (as AAUP chapter member) to Albany –different for different people/campuses.

Who would be a good speaker to talk about contingent issues? New Faculty Majority – appears to have fallen apart. COCAL conference coming up in CA (not Mexico). Larry Jaffee (LJ) can speak to this from NYIT perspective.

LJ – need a national movement and a central organizing body.

Low-level talk of strike at CUNY of strike if no 7K. Public opinion of teachers has improved since state teachers’ strikes.

Should we put together a task force for contingency issues and invite people to become members and develop a paper to present to national? Could invite folks from NYSUT and UUP. If you teach 2 classes a semester to be a UUP member and get full benefits – adjuncts have a voice in that organization. Also SEIU organizing in New York – Tom spoke with them. Could have a “speak out.” National sensitive about “union raiding.” Why we didn’t go into St. Rose.

Why would we reach out to UUP? Wouldn’t work. They bargain their way into relationships. (UUP an affiliate of NYSUT, NYSUT nationally is affiliated with NFT and NEA.)

Yes, we should reach out to UUP – it won’t be easy. They have professional folks who don’t fall into AAUP “faculty” model and not open to giving full membership. Didn’t have that issue with PSC affiliation.

If JB approaches UUP, should go with Fred Floss.

Actions:

1. JB should approach NYSUT to build a relationship
2. JB talks to Fred about UUP history and possibility of reestablishing relationship
3. What is the other thing? Still not having the conversation we need to have before we go forward. What is absolutely a priority?
   1. Organize a task force on adjunct issues – and do a mini-conference like a mini-COCAL at fall meeting. Need to start now, to put out call for papers, etc.
   2. Do a listening tour first to determine the issues members are interested in
   3. Membership is a priority – need to give people to join
   4. Better relationship with National AAUP (we have about 9% of membership)

Motion HG, KR second: Spend a significant portion of Conference Development Grant on doing a state-wide listening tour involving all Executive Board members. (Withdrawn)

What do people need, how do they see us, what are the issues on the campuses? We want to talk to the leadership.

First question we will get is “What can you do for me?” What can we do? We don’t have the resources.

What can we do? Education (like Howard’s finance workshop, membership recruitment, mediation training) Relationships with local unions community groups, we can do op-eds, facebook posts, etc.

We don’t have to promise anything, but identify some common themes/issues. As an Executive Community we can decide what we want to take on.

What have we done for NYS chapters in the past? Advocated with National. Participate/support events.

Motion was withdrawn.

So we really don’t want a “listening tour.” Could use a survey.

**Motion KR, CM second: The NYS conference will conduct a “virtual listening tour” with a survey; a mini-conference on adjunct issues identified through the survey will be organized for the fall meeting, with the goal of establishing a task force on adjunct-contingent issues.**

**Passes unanimously**

4) Constitution Committee brief report

5) Need an audit committee – need to appoint one – VP chairs. Minutes from last meeting: called for direct audit committee to retain an auditor. Can’t do this until we resolve VP issue. Essential that we proceed with this once we have officers resolved.

Need a Vice-President – Constitution says the Secretary steps in. Originally were going to appoint someone, this person no longer can do it. Will need an Executive Committee teleconference once we have the election results.

6) Recruitment new members – VP in charge of membership campaigns

7) Website and Facebook

Need access to website – now on Tom Policano’s account. May need to change current arrangement. We aren’t using all the functionality of the private/secure forums. Any member can request a login and will be approved. Website not really working. What is working is the archive element – the old Academes and documents. We put news items up.

Looked at our website and our Facebook page. We should look at “boosts” and have closed groups. David Cociemba from National encourages this. Have classes at Summer Institute on this.

8) UUP status already covered in earlier discussion.

**VII. New Business**

1. SEIU just organized adjuncts at Nazareth and working at U. Rochester. Looking at organizing by whole city.
2. No chapter updates
3. College of New Rochelle – asked for a letter of support. Approved the letter during the teleconference. Now have a new President, would like a new letter of support so new person is aware.
4. Proposed resolutions for National meeting in June – David Linton 4/13/18 e-mail letter to Executive Committee
   1. Dues structure – lower AAUP dues for people who are already union members. ASC said okay in the past, but not presented to national membership meeting. When the issue is brought up to National Council – it gets shot down immediately – do any of those groups offer a discount to AAUP members? We don’t want to be seen as the “cut rate” organization? OR are we becoming an “elitist” organization that only tenured professors can afford to join?

**Motion PC, IY second: to authorize the President to present a resolution to National AAUP regarding reduced AAUP dues for faculty who are members of other unions.**

**Motion passes**

* 1. Ask the National to reconsider its opposition to endorsing political candidates. National feels we run risk of losing members is they don’t agree with the candidate. No interest in proposing this as a motion.
  2. Resolution to take to National meeting directing leadership to enter into conversations with AFT and NEA about formally merging the organizations. No interest in proposing this as a motion.
  3. Call for a study of the effectiveness of Committee A actions and censure. There was some talk of this at National meeting last year. The longer the institution is on the list, the less it matters. No interest in proposing this as a motion.

1. Delegates to National Conference – we have positions missing. Will postpone discussion until tomorrow.
2. Dates for Fall meeting: October 12-13, October 19-20 (backup)

5:27 motion to adjourn

**Business meeting Saturday, 4/14**

In attendance: Jeffrey Baker (JB), Sally Dear-Healy (SD), Patrick Cihon (PC), Irwin Yellowitz (IY), Ann Friedman (AF), Cecelia McCall (CM), Hollis Glaser (HG), Kimberley Reiser (KR), Mary Rose Kubal (MK), Makini Beck (MB)

8:45 JB calls closed executive session to order. The Executive Council passed a motion to approve the contract for the Executive Director.

9:00 Exit closed session,

**Motion IY, HG second: For JB to send a letter to the President of the College of New Rochelle.**

**Motion passes**

9:05 End Business Meeting

Issue with minutes. Follow up items often become irrelevant by the next meeting.

In the future, Secretary sends draft minutes to ED and President immediately following the meeting. Then ED sends to Steering Committee as a working *draft* until approved at the next meeting.