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From the President's Desk

by *Mary Rose Kubal*

The fall semester is well underway and our worst COVID fears have yet to be realized—although SUNY Oneonta reminds us how quickly the virus can spread when proper COVID protocols are not followed. The results of our late-July/early-August state conference survey on campus COVID responses are available on our website. Although faculty from small, private institutions made up the bulk of the respondents (perhaps because these campuses are most likely to have gone back to in-person instruction), we had responses from a wide range of institutions from across the state. Overwhelmingly, those who responded prioritized campus and community safety issues, while many also expressed concerns related to the quality of educational delivery.

Please share your campus COVID stories with us (you can reach me at mrkubalaaup@gmail.com and our Executive Director, Sally Dear-Healey, at sdearhealeyaaup@gmail.com). I'm especially interested in hearing about successful examples of faculty and administration collaboration in these difficult times—we need to share successful examples of shared governance to show that it isn't some pie-in-the-sky ideal, but that institutions where shared governance works are institutions that are successfully confronting the challenges posed by COVID.

Indeed, the unfortunate breakdown of shared governance at institutions such as Medaille College, Canisius College, and Keuka College, all currently under investigation by AAUP National, has arguably left these institutions more vulnerable to the economic impacts of the COVID crisis.

When administrations and governing boards violate faculty handbooks, fire tenured faculty, and eliminate academic programs without properly consulting the faculty, nothing good is likely to result—as the tragic example of the College of New Rochelle reminds us.

continued on page 14

2020 AAUP Biennial Meeting

Due to guidance issued by the CDC and state and local governments, the AAUP was unable to hold the AAUP Conference and Biennial Meeting as scheduled on June 18–21, 2020.

The portion of the 2020 AAUP Biennial Meeting devoted to the election of AAUP officers and Council members was conducted by a secret mail ballot of chapter and section delegates that started on or about June 19, 2020 and concluded on July 20, 2020.

The non-election portion of the Biennial Meeting has been rescheduled for November 22, 2020. This meeting was initially scheduled to take place outside of Washington, DC, but due to the continuing travel limitations caused by the COVID pandemic has been rescheduled as a virtual meeting.

Delegates who were registered for the Biennial Meeting scheduled for June 2020 will be eligible to attend the November 2020 Biennial Meeting. AAUP members may also attend the meeting, but do not have a vote on matters before the meeting. Advance sign-up is required for both delegates and members. Further information on this will be provided shortly.

The AAUP Council has approved the business agenda for the meeting and modifications to the rules and procedures governing the Biennial Meeting to accommodate the virtual meeting.

The deadline for advance submission of proposals and resolutions has been tentatively extended to November 1, 2020. Members and delegates are strongly encouraged to submit any matters that will be brought to the floor of the meeting by this date.

AAUP 2020 BIENNIAL MEETING BUSINESS AGENDA NOVEMBER 22, 2020

Plenary Session I 1:00 p.m. – 2:30 p.m.*

- I. Welcome and Introductions (Irene Mulvey, President)
 - A. Introduction of Parliamentarian
 - B. Introduction of New Staff
- II. Report of the Credentials Committee (MOTION)

continued on page 14

AAUP Launches a COVID-19 Governance Investigation

The AAUP has authorized an investigation of the crisis in academic governance that has occurred in the wake of the COVID-19 pandemic, with a focus on seven institutions: Canisius College (NY), Illinois Wesleyan University, Keuka College (NY), Marian University (WI), Medaille College (NY), National University (CA), and Wittenberg University (OH). Given the comprehensive nature of the undertaking, the investigating committee may decide to discuss relevant situations at additional institutions.

The report, to be released in early 2021, will reach findings on whether there have been departures from AAUP-supported principles and standards of academic governance, as set forth in the Statement on Government of Colleges and Universities and derivative AAUP policy documents, but it may explore other issues as well, such as the effects of unilaterally imposed mass layoffs on academic freedom and tenure, the enrollment and financial challenges facing many institutions, and the impact of these challenges on higher education, especially the humanities and liberal arts.

"Since March, the AAUP has received numerous complaints from

faculty members detailing unilateral actions taken by their governing boards and administrations to dictate how courses are taught, to suspend key institutional regulations, to reduce and close departments and majors, to compel faculty members to teach in person, and to lay off long-serving faculty members," says Gregory Scholtz, director of the AAUP's Department of Academic Freedom, Tenure, and Governance.

In most cases, the stated basis for the actions was the need to deal with pandemic-related financial shortfalls.

This investigation will be unique in the annals of the AAUP. The AAUP conducted another omnibus investigation in 2006 of mass terminations at five New Orleans universities following Hurricane Katrina, and in 1956 the Association issued a celebrated report, *Academic Freedom and Tenure in the Quest for National Security*, reviewing the attacks on academic freedom that had occurred at eighteen institutions during the McCarthy era.

These investigations and reports, however, dealt with issues of academic freedom and tenure, not with issues of academic governance.

AAUP governance investigations are conducted under the aegis of the

Association's standing Committee on College and University Governance by AAUP members who have had no previous involvement in the cases under investigation.

The investigating committee is charged with independently determining the relevant facts and the positions of the principal parties before reaching its findings.

The committee's draft report, if approved for publication by the parent committee, is distributed to the administration and the relevant faculty bodies for comment and correction of fact.

The AAUP takes these comments into account when preparing the final report.

The investigating committee is co-chaired by Michael Bérubé of Pennsylvania State University and Michael DeCesare of Merrimack College, chair of the AAUP's Committee on College and University Governance. Additional members are Ruben J. Garcia, of the University of Nevada, Las Vegas; Pippa Holloway of the University of Richmond; Susan Jarosi of Hamilton College; and Henry Reichman, of California State University, East Bay, chair of the AAUP's Committee A on Academic Freedom and Tenure.

Report on Prevalence of AAUP Supported Policies

The AAUP released on July 17, a new research report, *Policies on Academic Freedom, Dismissal for Cause, Financial Exigency, and Program Discontinuance*, that examines the prevalence of AAUP-supported policies in faculty handbooks and collective bargaining agreements at four-year institutions that have a tenure system.

The analysis replicates a study conducted in 2000 and tracks changes that have occurred since that time. It finds that many AAUP-supported procedural standards are

widely prevalent, but it also finds reason for concern, especially with respect to policies on financial exigency, which have recently received renewed attention at many institutions of higher education because of the impact of the COVID-19 pandemic.

The full report can be read at:
<https://www.aaup.org/report/policies-academic-freedom-dismissal-cause-financial-exigency-and-program-discontinuance>.

Irene Mulvey Elected as President of the AAUP

In a mail ballot election, AAUP chapter and section delegates have elected **Irene Mulvey** of Fairfield University as the new president of the 105-year-old faculty-led organization. **Paul Davis** of Cincinnati State Technical and Community College was elected as vice president, and **Christopher Sinclair** of the University of Oregon was elected as secretary-treasurer. Chapter and section delegates also elected **Nivedita Majumdar** and **Glinda Rawls** as at-large Council members.



Irene Mulvey has a PhD in mathematics and is a professor of mathematics at Fairfield University, where she has taught since 1985. Mulvey has served multiple terms as president of the Faculty Welfare Committee/AAUP, Fairfield's AAUP chapter, and as president of the Connecticut AAUP conference.

She has also served multiple terms as treasurer of both her chapter and the state conference; has served multiple terms on the AAUP's Council; and was elected by the Council to serve on the AAUP's Executive Committee three times. She is currently a member of the AAUP's Committee A on Academic Freedom and Tenure on which she will continue to serve ex officio.

Mulvey shared this statement about her election:

I am truly honored to have been elected to serve the AAUP as its next president. I have been a faculty activist and organizer at the campus, state, and national level for many years, and I look forward with excitement to my new role.

The COVID-19 global pandemic has upended higher education, adding to the damage of decades of disinvestment in public institutions. The murders of Breonna Taylor and George Floyd, the latest in a shameful list of killings, have put systemic institutionalized racism in the United States "into stark relief. We face unprecedented challenges as an Association, as a profession, and as a society.

I look forward to working immediately with the new leadership to begin supporting our chapters, our conferences, and our members in these extraordinary times. I'm certain that the restructuring that took effect on January 1, 2020, will allow the leadership to be more effective in helping faculty everywhere to organize in support of academic freedom and genuine shared governance in a way that reflects the profession as it is today. As faculty members, we are the individuals most invested in the academy and the educational mission of

our institutions. Organizing as faculty members amplifies the faculty voice and allows us to wield power on our campuses. Leadership, planning, organizing, and decision-making at every level of the AAUP are best when the leadership is diverse and truly representative of all aspects of our profession.

I am grateful to president Rudy Fichtenbaum for his steady and forward-looking leadership over the last eight years and to the other members of the leadership who are stepping down at this time. Thanks to these dedicated colleagues, the Association is ready for anything. We are prepared for the challenges of the moment. In addition, this particular moment provides us with an opportunity to put forward a progressive vision for the future of higher education. We will seize this opportunity to press for a renewed commitment to higher education as a common good.

I believe the best leadership is collective leadership, truly representative of our profession. In that spirit, I look forward to working with my colleagues to make our progressive vision for the future of higher education a reality.

Paul Davis has been an active member of the AAUP since 1990 and was a member of the first bargaining team at Cincinnati State. He has served on his chapter's executive committee as treasurer and president, and from 2002 to 2011 he served as a member of the Ohio AAUP conference's board of trustees. He served for over a decade on the AAUP Collective Bargaining Congress Executive Committee and as its final chair prior to the AAUP's restructuring. Davis has an EdD in educational foundations from the University of Cincinnati. He has taught at Cincinnati State Technical and Community College since 1987 and has held a number of faculty positions. Davis is currently an emeritus professor of history and American government.

Chris Sinclair has a PhD in mathematics from the University of Texas at Austin and is an associate professor at the University of Oregon with a joint appointment in the Department of Mathematics and the Clark Honors College. He has also taught at the Pacific Institute for the Mathematical Sciences at University of British Columbia, Simon Fraser University, and the University of Colorado at Boulder and has had visiting appointments at Max Plank Institut für Mathematik in Bonn, Germany, the Institut des Hautes Études Scientifiques in suburban Paris, and the Mathematics Sciences Research Institute in Berkeley, California. He has served in many governance roles at the University of Oregon, including as president of the university senate and as current president of the United Academics of the University of Oregon.

Nivedita Majumdar, who has served as at-large representative to the Council, is an associate professor of English at

continued on page 14

AAUP on Contingent Faculty and the Global Pandemic

On August 11, The AAUP's Committee on Contingency and the Profession issued the following statement and recommendations:

Our world is today engulfed in the global COVID-19 pandemic, with enormous loss of life. The unemployment rate was 10.2 percent in July, according to the Bureau of Labor Statistics. Many higher education institutions are preparing to increase that number through hiring freezes, furloughs, staff layoffs, and mass nonrenewals of faculty serving in contingent positions. Removing contingent faculty with expertise and experience undermines student learning conditions in the short term and the institution of higher education in the long term.

The future of the profession is at stake. The austerity measures trustees and presidents are now implementing must not become the new normal. And the current situation will not be sustainable in the next academic year if changes are not made. Faculty advocacy must aim to hold administrations to the highest ideals of equity and justice espoused by their institutions. We hope to help you in that mission.

Principles and Recommendations

1. Contingent faculty are the tiny and invisible lines of connection between institutions and students: 70 percent of the endeavor depends on faculty and graduate student employees on contingent appointments. We remain essential to the public good of higher education, whatever our employment status.
2. Faculty, staff, and graduate student employees ought to have paid sick leave during a pandemic.
3. Faculty, staff, and graduate student employees should not have to fight for the unemployment benefits they deserve simply because of their job's classification when they are nonrenewed due to the pandemic's economic impacts.
4. There is a vast difference between online education and teaching in a classroom. Last semester, most faculty were engaged in remote instruction, an act of rough translation between the two modes. Excellent online education this fall would improve student satisfaction and retention, but it requires paid training for all faculty.
5. Some higher education institutions gave tenure-line faculty the option to suspend their tenure clocks for a year. Institutions gave this option for many good reasons: conferences postponed or canceled, limited access to research resources and facilities, and the inability to provide in-class observations. These are all excellent reasons to extend the rehire or promotion process for a year for any contingent faculty member who wishes to make that choice.

6. Administrations should not take advantage of good faith cooperation by faculty during the emergency transition to remote instruction to seize their intellectual property simply because it is now posted to a third-party learning management system. Contingent faculty should not be forced to facilitate their replacement simply because they are dedicated to providing for the educational needs of their students.
7. Sometimes faculty intellectual property is used for political gains by outside actors rather than for economic gains by their administration. We must defend contingent faculty who face harassment from third-party political groups acting in bad faith.
8. Shared governance should be expanded to more faculty, not further eroded in the name of efficiency.

Resources

Impact bargaining: Faculty unions wishing to negotiate their institution's changed working conditions through impact bargaining should consult our quick guide or our webinar on bargaining in times of economic uncertainty. For example, they might wish to bargain for paid training programs for faculty to learn online pedagogies or bonuses to produce courses designed to take advantage of online platforms. This document specifies what each college and university received from the CARES Act.

Unemployment: Faculty chapters, unions, state conferences, and associations can organize to get administrations to sign this pledge to support access to unemployment insurance benefits for contingent faculty. They can provide guidance to "nonrenewed" contingent faculty on applying for state unemployment benefits informed by state law and past practice, our pre-pandemic guidance on navigating the system, and AFT resources on the process under the CARES Act.

Leaves: For a limited time, public-sector and some small-college contingent faculty have the ability to receive limited paid sick leave. This AAUP guidebook on the Family and Medical Leave Act can help faculty unions and advocacy chapters navigate the complex process of reforming their institution's policies. At the state level, now may be the time for chapters and state conferences to work in coalition with other groups to expand access to paid sick leave to all workers through legislative advocacy.

Intellectual property: Those faculty groups wishing to fight privatization of online education can find articles to educate colleagues, resolutions for governance structures to adopt, and sample handbook and collective bargaining-agreement language in this toolkit. AAUP members could plan a

continued on page 5

Statement on President Trump's Attack on Critical Race Theory

On September 9, 2020, AAUP president Irene Mulvey issued the following statement:

On June 1, my predecessor, Rudy Fichtenbaum, issued a statement on protests that occurred in response to the murder of George Floyd. He acknowledged that “institutions of higher education have been part of the problem” of systemic racism, but said that “they can be part of the solution by marshaling the expertise of faculty and the energy of students in developing meaningful approaches to mitigating racism and inequality in our society.”

Critical race theory represents an important body of such expertise and President Trump's recent attack on it is a naked attempt to politicize our national reckoning with racism and a new escalation in the assault on expert knowledge.

Amid a global pandemic and a heightening climate crisis, the administration has denied and dismissed the efforts of scientists to address these challenges. Now, in ordering federal agencies to end trainings that address topics like white privilege and critical race theory, the administration denies and dismisses the efforts of experts across a wide variety of disciplines—such as law, history, social sciences, and humanities—to help us better understand and reckon with our legacy of slavery and persistent institutional racism.

In 1915 the AAUP's founders warned of the “special dangers to freedom of teaching in the domain of the social sciences.” We have seen illustrations of these dangers throughout our history, and Trump's attempt to suppress scholarly work on anti-Black racism, social justice, and the complex history of the United States illustrate for us again the prescience of that warning.

Critical race theory is a vibrant and rigorous discipline. Few reasonable scholars would deny its importance and timeliness.



Previously the administration raised the specters of “political indoctrination” and “coercion” in an executive order on campus free speech that was largely, as the AAUP pointed out, “a solution in search of a problem.” Now President Trump hypocritically seeks to impose restrictions on the speech of government employees that would exceed by far any restrictions found on college campuses. That his administration does so to advance a political agenda best described as white supremacist makes these actions all the more reprehensible, dangerous, and truly un-American.

The AAUP calls on faculty and administrations to condemn this ban and, further, to actively support the work of critical race theorists and other academics who offer indispensable resources for understanding the past and present and for building a more racially just society.

Contingent Faculty and the Global Pandemic

continued from page 4

watch party to view this webinar on remote teaching's impact on intellectual property.

The Bowling Green State Faculty Association AAUP's collective bargaining agreement has language that could be helpful in defining teaching materials, administrative use of materials, how substantial support affects intellectual property ownership, and what is and is not “substantial support.”

Academic freedom: The AAUP has developed a wealth of materials over more than a century to aid faculty groups in

defending academic freedom.

Shared governance: This committee continues to advocate for expansion of shared governance participation.

Connection: One of the most flexible resources we can encourage AAUP members to take advantage of is our collective intelligence and experience. Our Facebook communities for AAUP chapter leaders and AAUP members can facilitate such ongoing discussions across chapters.

The Executive Director's Report

by Sally Dear-Healey, Executive Director, NYSC AAUP

If you had told me last fall that we would be holding our bi-annual meeting and conference virtually due to a worldwide pandemic, I would not have believed it. As I write this we have lived the reality of these 'unprecedented' times for nearly seven months, and the end is nowhere in sight.

In the spring, what we knew as normal suddenly shifted to what is now being referred to as 'the new normal.' While some of the changes that have taken place will no doubt be longstanding, few of us are willing to throw in the towel and believe that nothing will ever be the same again. Instead we hold out hope that eventually things will get better, and Covid will become a thing of the past. But for now we must deal with what is.

'What is' appears to be an entire transformation of higher education. Teaching, and also learning has taken the direction of F2F (face-to-face), remote (outside of the physical classroom), hybrid (F2F combined with online activities), and fully online classes. While many of you had experience with some variation of the above, finding yourself in the position of being forced to move all your courses in a short amount of time to a different or unfamiliar format, oftentimes at multiple institutions, was an ominous task.

While we knew that there would be challenges and uncertainties facing us this fall, I don't think anyone was fully prepared for what we are experiencing now. The overall lack of transparency; budget cuts resulting in mass layoffs and furloughs (some institutions report their colleagues have literally been "disappeared"), the complete decimation of majors and departments; the blatant oversight of and lack of respect for shared governance; and the unsettling and underlying fear that our institutions may not survive - all amid widespread safety concerns - have pushed many of us to our limits. Not only that, these changes, decisions, and oversights have disproportionately impacted faculty of color and contingent faculty. I think it is fair to say this has been the greatest assault on higher education that any of us have witnessed in our lifetimes.

Still, those of you who know me know that I am the eternal optimist (I have a sign in my office that reads "I am an optimist" to remind me in times like these).

As I have repeatedly mentioned in previous writings, the AAUP tends to be an organization that people turn to when things aren't going well. Covid has been no exception. And neither have been our efforts to assist members and chapters.

We held a webinar in late spring on "Covid-19 and Contingents," I ran a four week "Stop By, Vent, and Breathe" virtual support group, earlier this month we ran a "Responding to Covid Challenges and Proactive Preparations for the Second

Wave" webinar, and on October first we will be holding a webinar for At-Large members called "Take Back Your Voice and Power; How to Start an Advocacy Chapter on Your Campus."

Our NYSC Committee A Chair Irwin Yellowitz has been responsive to communications from various members and chapters regarding violations of academic freedom and tenure and has worked alongside AAUP National to hold institutions accountable.

We have welcomed and offered assistance and support to three new chapters: New School, University of Rochester, and Union College and I am pleased to announce that there are other faculty that are currently in the process of organizing a chapter on their campus. National AAUP reports similar trends in other states and membership is up.

We have also increased communication with our members through Action Network and recently brought on a new Communication Director (please let me take this opportunity to publicly welcome Pauline Hoffmann) who has compiled a detailed and proactive Communication Plan for the NYSC.

NYS Conference President Mary Rose Kubal has also been instrumental in her efforts to help members and chapters and has been working closely with the Western New York Faculty Coalition. I'm sure she'll be sharing additional details in her report.

What does this all mean? It means that it is going to take a lot more than Covid to take us down!

Which leads me to extending a personal invitation to join us at NYSC AAUP Fall 2020 Meeting and Conference on October 23rd and 24th. The theme of this Conference is "AAUP Organizing and Eliminating Racism. It's Time for Action." I'm sure you will agree that these topics are both timely and critical to not only faculty and institutions, but our communities and our world.

Details were sent out in an Action Network email and are also provided elsewhere in this issue. You can register for the Business Meeting (10/23) and the Conference (10/24) by going to <https://nyscaaup.org/ny-state-aaup-fall-conference-2020-registration/>.

Come join us. It is time.

Also, don't forget to check out our new website (nyscaaup.org) for news and resources and let me know if there is something you would like me to post about your chapter or institution.

As always, I am here if you would like to talk about something that is going on at your campus and/or with your AAUP Chapter, to assist you with new chapter development, as well as ways in which the State Conference can help or support you.

Be well and in solidarity,

Sally sdearhealeyaaup@gmail.com

VOTE, VOLUNTEER, ORGANIZE

AAUP president Irene Mulvey issued the following statement on September 29.

I write to you today, as voter registration deadlines fast approach, with an urgent call to action. These are extraordinary times and much is at stake. Since its founding in 1915, the AAUP has never endorsed a candidate for office or engaged in partisan political activity.

What the AAUP has done in its one hundred- and five-year history is defend and protect academic freedom, promote shared governance, and advocate for the economic security of individuals who teach and research in higher education. These are interconnected necessities to ensure that higher education serves the common good. Most of the time, the AAUP has responded to attacks on higher education exceptionally well, and sometimes we have not lived up to our mission and our founding principles. Now, we find ourselves in a moment to which we must respond with clarity and strength.

There is no downtime in the 24/7 news cycle. There is a constant and yet depressingly unpredictable stream of fresh outrages to process. Our national leadership's response to the global pandemic is incompetent, at best, and borders on malevolent. We have the highest number of deaths by far of any country. As I write, our death toll is over two hundred thousand, a number which, based on modeling of the pace of spread in March 2020, was suggested as the total number of deaths we would have from the virus, and there is no end in sight. The resulting hit to the economy and the real-world implications for people who are unemployed or underemployed and for small businesses is no less than devastating.

As a nation, we may—at long last—be willing to begin to reckon with systemic and institutional racism, but this is likely only due to the fact that instances of brutality and racism, long hidden, are now being captured on video and broadcast. It's not possible to look away anymore.

Senate majority leader Mitch McConnell announced that he would have the Senate vote on President Donald Trump's nominee to the Supreme Court before some people had heard

that Justice Ruth Bader Ginsburg had passed away. At least he saved us the effort of having to speculate if he would respect the precedent he put into place during the Merrick Garland confirmation fiasco.

“Of course he wouldn't. What did you expect?” is a very common response I hear from my cynical friends and colleagues. I view that kind of cynicism as cognitive protection, a form of self-care that is completely understandable. It's a lot more painful to acknowledge that Mitch McConnell views you and all of your fellow citizens as chumps, but that acknowledgement may help us to see this moment with clarity, and respond with the needed action and strength.

Just days after Donald Trump's election took many of us by surprise in 2016, the AAUP's national leadership issued a statement in which they suggested that a Donald Trump presidency might be “the greatest threat to academic freedom since the McCarthy period.”

They supported this suggestion with concrete examples from Trump's campaign and predicted that a Trump presidency could bring a chilling effect on the rights of students and faculty members to speak out, make it difficult for universities to attract students and scholars from other countries and to engage in the international exchange of ideas, and attempt to cripple public employee unions by overturning their established right to collect fees from the nonmembers they must serve.

Despite the fact that every one of their predictions came true, I would argue that my colleagues got things wrong in that they seriously underestimated how bad things could get. Anti-intellectualism, long a thriving subculture in the US, is now the currency of our leaders. Temperatures will get cooler and the coronavirus will just disappear, according to the president. Reasoned arguments, logic, science, evidence-based conclusions, data-driven strategies, the currency of the academy, are all for chumps. In this bizarro world, it's hard to know what's real, and that's the administration's goal.

continued on page 15

We Can Help You Defend Your Academic Freedom

New York Conference, AAUP, Committee A on Academic Freedom and Tenure -

Chairman: **Irwin Yellowitz** - iyellowitz@aol.com

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.

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.

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.

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.

We will 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.

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.

Finally, at any time, you may approach National Committee A on Academic Freedom and Tenure. However, once you do so, 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 the case.

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

You may contact NY Committee A by e-mail to the chairman, Irwin Yellowitz, at iyellowitz@aol.com, or the Executive Director of the New York Conference, AAUP, Sally Dear Healey, at sdeahealeyaaup@gmail.com.

The members of New York Committee A are:

Scott Campbell, Nazareth College

Alan Feigenberg, City College, CUNY

Jane Koretz, Rensselaer Polytechnic Institute

Marie Monaco, New York University,

Irwin Yellowitz, City College, CUNY

NYSC AAUP Fall Meeting and Conference

Friday, October 23rd and Saturday, October 24th, 2020
(BOTH EVENTS HELD VIRTUALLY VIA ZOOM)

“AAUP Organizing and Eliminating Racism; It's Time for Action”

Friday Business Meeting: 12:00 noon-5:30 p.m. (see NOTE*)

Saturday Morning Program: 9:00am-12:00 noon

9:00-10:45am - Caprice Lawless, Co-President of AAUP

Colorado Conference & ‘Organizer Extraordinaire’

- **“Organizing in the ‘Non-Community’ College and University Environment”:** Do you want to learn how to raise eyebrows, turn heads, change minds, snag headlines, and dog administrators? See how you can turn your administration’s messes into organizing gold. Take a look at our Adjunct Survival Workshops, Adjunct Faculty Flu-Shot Voucher program, our cathartic year-end Damn It! Summit, and fun AAUP Halloween Scrabble games. Think of how a Best Worst Story about Work helps organize faculty. Take a peek at The Adjunct Cookbook, the Adjunct Coloring Book, the AAUP Flash Cards, and The Adjunct Index, then think how you might use them to build awareness about your academic issues and to build your AAUP chapter.

10:45-11:30am - David Kociemba, AAUP East Coast Organizer

continued on page 10

11:30am-12:00pm - Q & A

- **“Creating Effective Remote Organizing Campaigns”:** The pandemic has brought new urgency to organizing, but it has also brought new challenges. East Coast Organizer David Kociemba will survey the ways that many AAUP chapters have risen to the occasion with creative new twists on fundamental organizing techniques and strategies.

Saturday Afternoon Program (1:00-3:00pm)

1:00-2:30pm - Panel: “HEADS UP! Race and Racism in Higher Education” (Opening Video Remarks: Shawn Harper, Executive Director, USC Race and Equity Center)

2:30-3:00pm - Q & A

Panelists: Jackie Orr (Syracuse University), Bushra Naqi (#NotAgainSU), Aicha Sacko (#NotAgainSU), Senator Rachel May, CarolAnn Daniel (Adelphi University), Brooks Frederick (Adelphi University), Ángel L. Martínez (Bronx Community College/CUNY, NYSC AAUP), Cheryl McBride (Nassau Community College, NYSC AAUP)

SPEAKER BIOS:



Photo Credit: Mike Ferguson/AAUP

Caprice Lawless:

Caprice Lawless is Co-President of the AAUP Colorado Conference. She began organizing the AAUP chapters of the CCCS (the 13-college Colorado Community College System) in 2013. When she's not packaging Vitamin AAUP, covering tissue boxes with the latest Adjunct Index, or making misfortune cookies for the next AAUP confab, or pushing the next equal-pay-for-equal-work bill, she is teaching rhetoric and writing at Front Range Community College. In her unspare time she manages people, property, pets, and problems at the home she has turned into an apartment building to make ends meet.



David Kociemba:

David Kociemba is an East Coast Organizer for the American Association of University Professors, working to help faculty organize new chapters and strengthen existing AAUP chapters so as to foster shared governance, protect professional standards, and ensure fair compensation. Faculty working conditions are student learning conditions. He formerly served the president of the Affiliated Faculty of Emerson College AAUP union and as a member of the faculty organizing and negotiating committees for SEIU's adjunct faculty union at Boston University. David's scholarship and teaching was in various sub-fields of media studies and disability studies.

continued on page 11



Jackie Orr:

Jackie Orr teaches and writes in the fields of cultural politics and performance, critical technoscience studies, and contemporary theory. She is an associate professor of sociology at Syracuse University, and received her Ph.D. from UC Berkeley in 1999. For over two decades she has experimented with performance-based methods for remaking public memory and insurgent knowledges. Her most recent live digital performance, *Slow Disaster* at the Digital Edge, has been presented at the University of Chicago, Goldsmiths, Stanford University, and the Rhode Island School of Design. In 2017, she was named the Laura J. and L. Douglas Meredith Professor of Teaching Excellence at Syracuse University. In Queens, NY, her home, she works with Rise and Resist and IJackson Heights Immigrant Solidarity Network to collectively oppose the rise of authoritarian and white nationalist US politics. She is a member of Democratizing Knowledge at SU, and member-at-large of the Executive Committee of the SU-AAUP.



Bushra Naqi:

Bushra Naqi is a sophomore double-majoring in public relations and psychology. She is from New York City. Bushra is a writer, poet, sailor, and activist. She has been a #NotAgainSU organizer since November 2019 and she became involved because of her strong commitment to ending racial discrimination at SU towards Black students.



Aicha Sacko:

Aicha Sacko is a sophomore student at Syracuse University, hoping to major in Broadcast and Digital Journalism in the spring of 2021. She was born and raised in New York city, but both of her parents migrated from Mali, which is the west side of Africa, to America. She is a student/ local activist, journalist, and fashion designer. Aicha Sacko is the youth ambassador for the Know Your Rights Camp with Colin Kaepernick and Nessa Diab, where she travels to different urban cities to teach young Black and brown kids about how to interact with law enforcement, entrepreneurship, advanced education, and more. She was also part of an organization called the Lower East Side Girls Club, where she advocated for the liberation of Black community, gun control, and women's rights. Aicha became a #NotAgainSU organizer in the fall of 2020 because of her dedication to an inclusive environment for her community as well as a safe environment for all students.

continued on page 12



Senator Rachel May:

Senator Rachel May represents Central New York's 53rd District. She chairs the Senate Committee on Aging and the Legislative Commission on Rural Resources, and is a member of the committees on agriculture, elections, environmental conservation, higher education, and Cultural Affairs, Tourism, Parks and Recreation. She has worked hard to bring the people of Central New York into the process of decision-making in Albany, by holding a record number of legislative hearings in and focused on the region, including hearings on the Climate Leadership and Community Preservation Act, rural broadband, farm labor rights, health care for all, and upstate nursing home issues during the COVID-19 crisis. Senator May, who is a resident of Syracuse, had a successful career in higher education prior to running for public office. She earned her Ph.D. in Russian language and literature from Stanford University and was a proud member of UUP when she was at Stony Brook.



CarolAnn Daniel:

CarolAnn Daniel is a professor of social policy at Adelphi University. Her research and training focus on race, racism, organizational change and readiness for diversity, equity, and inclusion and HIV/STI from a critical and intersectional perspective. Dr. Daniel has also served as the Director of Diversity and Inclusion at Adelphi University where she helped to establish the Diversity certificate program, the faculty of color network and the Adelphi international immigration film festival. She also oversaw the Diversity Certificate High School Partnership Program. Dr. Daniel is currently the founding Chair of the North East Chapter of the National Association of Diversity Officers in Higher Education. She holds a Ph. D in Social Welfare Policy and Administration from the Graduate Center of the City University of New York.



Brooks Frederick:

Brooks Frederick is a visual artist and adjunct professor at Adelphi University. He is an active member of U.E.R. (United to End Racism), a global organization committed to helping individuals and communities unlearn the harmful messages of racism and internalized racism. He co-leads implicit bias and anti-racism workshops through the External Diversity Certificate Program at AU. Brooks is the creator of the peer leadership program at Adelphi that supports the voices of teen artists as they develop leadership on liberation issues.



Ángel L. Martínez:

Ángel L. Martínez is an Adjunct Assistant Professor, Political Science, at Bronx Community College and an Adjunct Assistant Professor, Puerto Rican & Latino Studies, Hunter College. He is also the Chair of the NYS AAUP Conference on Contingent Academic Labor and a delegate in Professional Staff Congress of CUNY. Dr. Martínez will talk about the connection between racism and adjunctification. Black, Brown and Indigenous academic workers are overrepresented in the ranks of contingent faculty. This has profound implications for being part of precarious labor force and, in the case of nationally oppressed peoples, for being locked out of teaching and research opportunities, and for not always being able to let students of color see faculty who are like them. He will focus on ways that adjuncts can use their strengths to fight against racism and for their rights.



Cheryl McBride:

Cheryl McBride is currently an Associate Professor in the Art Department at Nassau Community College located in Garden City New York. Cheryl is also the current president of the Nassau Community College Advocacy chapter of AAUP. She is also Chair of the NYSC AAUP Committee on the Status of Minorities in the Academic Profession. Cheryl will highlight SUNY's PRODiG program ("Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth"). She will also share her artwork/data which is based on the racial inequities in higher education.

LINK TO REGISTRATION:

<https://nyscaaup.org/ny-state-aaup-fall-conference-2020-registration/>

NOTE*: The NYSC AAUP Business Meeting will be held on Friday, October 23, from 12:00 noon to 5:30 p.m. This meeting is open only to AAUP members in good standing. If you plan to attend the business meeting, you must register prior to the meeting via the website link.

ZOOM LINK Friday Business Meeting:

<https://us02web.zoom.us/j/87852144544>
Meeting ID: 878 5214 4544

One tap mobile
+1-929-436-2866,,87852144544# US (New York)
Dial by your location
+1 929 436 2866 US (New York)

ZOOM LINK Saturday Conference:

<https://us02web.zoom.us/j/81530901127>
Meeting ID: 815 3090 1127

One tap mobile
+1-929-436-2866,,81530901127# US (New York)
Dial by your location
+1 929 436 2866 US (New York)

From the New York State AAUP President's Desk

continued from page 1

The current crisis will shape the nature of higher education for the next several decades. Yet, the pandemic will end and the need for a strong higher education system will grow if we are to remain competitive as a region and a nation.

Key in that process are faculty at our New York State colleges and universities. It is critical that we have a meaningful voice in the responses of our institutions. Shared governance is a joint effort—the faculty, administrations, and governing boards have their own primary responsibilities, but in a well-functioning institution, the interdependence of their work is recognized and roles are respected.

Concretely, this means that faculty must have a voice in decisions that affect the educational mission of their institutions. Recent layoffs, firings, and early retirement incentives targeting specific departments and majors—particularly in the liberal arts and sciences—will significantly reshape the educational mission of institutions like Canisius, Medaille, and Keuka Colleges. These decisions were made without adherence to appropriate shared governance guidelines.

These institutions could all go the way of the College of New Rochelle, where conflict between administrators and faculty led to a downward spiral of lawsuits, poor publicity, and poor administrative decisions ultimately ending the closure of that institution last year.

Or, they could go the way of Hampshire College in Massachusetts. A year ago, that institution looked like it was

ready to fold, almost losing its accreditation and announcing it would not be admitting a new class in the coming year. Instead, new administrative leadership was brought in and the president recognized the role of the campus AAUP chapter as a partner in shared governance. Together with the governing board, the administration and faculty worked out a viable plan to keep the campus open, and despite the challenges of the COVID crisis welcomed a new entering class to campus this fall. Faculty members agreed to a pay cut on a sliding scale to avoid layoffs and significantly their new president, Ed Wingenbach, agreed to a 50% voluntary pay cut for the 2020-2021 year.

To be sure Hampshire College still faces significant existential struggles as do many small, private universities in New York State and nationally. These struggles are shared by our public institutions, as the layoffs this summer of 2,800 adjunct professors and part time staff at CUNY portend.

All of our New York State institutions of higher learning will be better off if they respect AAUP principles of academic freedom, tenure, and shared governance as they respond to the crisis.

Following proper processes during a crisis not only protects the faculty. It protects the administration and the institution from subsequent lawsuits, bad publicity, and the loss of the goodwill of faculty and staff members (not to mention students and alumni) whose sacrifices and extra work during times of crisis are key to serving the needs of our students and ultimately institutional success.

2020 AAUP Biennial Meeting

continued from page 1

III. Adoption of Modifications to the Rules Governing the 2020 Association Meeting (MOTION)

IV. Report of the Agenda Committee (MOTION)

V. Report of the Secretary-Treasurer

Break 3:00-3:30p.m.

Plenary Session II 3:30 – 5:30 p.m.*

VI. Report of the Membership Committee

VII. Report of the Resolutions Committee (MOTION)

VIII. Remarks by the President (Irene Mulvey)

IX. Report of the AAUP Foundation (Hank Reichman, AAUP Foundation Chair)

** The times indicated are intended only for general guidance.*

Mulvey Elected AAUP President

continued from page 3

John Jay College at the City University of New York (CUNY). She is serving her second term as secretary of the Professional Staff Congress, CUNY's union representing faculty and staff.

Glinda Rawls is an associate professor of counselor education at Western Michigan University (WMU). She has served in various leadership roles for the WMU AAUP, a collective bargaining chapter, and is currently a member of its contract negotiation team.

continued from page 7



The attacks on education by the government are particularly egregious. Certainly, partisan controversy regarding the teaching of US history is nothing new, but the level of government pushback directly aimed at the Pulitzer Prize winning 1619 Project, complete with the announcement by President Trump of a competing “1776 Commission” to “promote patriotic education” and a grant supporting “the development of a pro-American curriculum that celebrates the truth about our nation’s great history” is an outrageous government intrusion into curricular matters.

Trump’s recent attack on critical race theory is a fresh attack on expert knowledge and an inappropriate intrusion of politics into scholarship which puts a bulls-eye on the backs of researchers in this field. When, in a good faith effort to begin to address systemic racism at Princeton, university president Christopher Eisgruber acknowledged that racism is embedded in the university structures and history, Trump’s Department of Education initiated an investigation to determine if Princeton’s nondiscrimination and equal opportunity claims since 2013 may have been false as a result of its “admitted racism.” These are only the outrages that involve education, and all happened this month.

Let’s be clear that our problems did not begin with the current occupant of the White House. Our problems are the result of decades of the neoliberal agenda, privatizing what should be public systems and worsening income inequality. But they have been exacerbated by the Trump administration. AAUP president Rudy Fichtenbaum called it spot on when he wrote in early 2017:

The Trump presidency will be neoliberalism on steroids. The transformation of higher education into a highly stratified, for-profit business aimed at serving the interests of the wealthy and America’s corporations will accelerate under the new administration. The goal of creating an educated citizenry will be subordinated to the demands of wealthy and corporate interests, and academic freedom for faculty, students, and researchers will consequently be under attack.

All this was certainly evident in how universities have responded to the pandemic. Faculty had little or no say on how our institutions responded or on re-opening decisions, and administrations more often than not made decisions driven by finances and external political pressure over public health and the common good.

In this election, democracy as a concept is on the ballot. A well-functioning democracy requires respect for rules and standards, and respect for the rule of law. A vibrant democracy demands an educated citizenry and a free press. We need to vote for norms and standards, the rule of law, racial justice, social justice, and decision making with integrity based on reasoned arguments and expert knowledge. We need to vote for a living wage, for access to health care, for access to affordable high quality public higher education as a common good. To be silent now is to be complicit.

Vote, volunteer, organize. Find allies and build a movement for change. Join the AAUP, if you’re not already a member. Honor Justice Ruth Bader Ginsburg by following the advice she gave to her audience when she received the Radcliffe Medal at Harvard University in 2015, “Fight for the things that you care about, but do it in a way that will lead others to join you.”