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From the President's Desk

by Mary Rose Kubal

Happy New Year! We made it through a tough year and many challenges await us in 2021. I hope you were able to take some time to yourselves over the holidays to rest and recharge. Selfcare is crucial at times like these in higher education when we are dealing with crisis layered upon crisis and so much is being asked of us as educators and educational support staff.

As I reflect upon the challenges of 2020, I am cautiously optimistic for the future of higher education in New York State. While 2020 saw serious violations of AAUP principles of shared governance, tenure, and academic freedom at institutions across the state, faculty are not standing idly by — we are organizing to defend these principles at our institutions and the NYS Conference of the AAUP is playing a role in supporting these efforts.

Whether it be providing new chapter development grants to our newly organized chapters at The New School, Union College, and the University of Rochester, supporting the NYU AAUP chapter's defense of academic freedom in the face of Zoom's unilateral cancellation of an academic conference (see our website for a copy of our letter to President Hamilton), providing advice to individual chapters and members, or playing a more informal role in the creation of the Western New York Faculty Coalition, our state conference has been active in organizing to defend our values and supporting our members and chapters.

We received such positive feedback on our campus COVID survey that we decided to repeat it to capture the experiences of the fall semester and concerns going into the new year.

Look out for communication with a link to the survey and a follow up report later in January. In particular, concerns were raised about the lack of meaningful faculty consultation in COVID planning on campuses across the state. If you are

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Zoom Censors New York University AAUP Webinar

A Zoom executive recently was identified as the person who fed information to the Chinese government, which in turn exerted pressure on Zoom to shut down several webinars in Summer 2020. The webinars were organized to discuss the 1989 Tian'anmen social movement and subsequent state-sponsored massacre.

Every year, around the anniversary of the June 4th events, the PRC tightens the parameters of digital and in-person memoration. Zoom webinars — often technologically dependent on China's airspace — are yet one more arena in which the PRC state can exercise its censoring directives. In response, most non-Chinese universities have upheld the right of their professors, staff, and students to discuss and research the 1989 massacre along with its antecedents and aftermaths.

In great contrast, discussions of and protests against the physical and rhetorical violence perpetrated upon Palestinian people by the State of Israel and Israel-aligned groups abroad are treated exceptionally. Routine censorship of events that involve Palestine not only is allowed, but is defended by many University leaders. New York University President, Andrew Hamilton, is a case in point of one who conflates Palestinian voices against Israeli violence with a defense of terrorism.

In October 2020, NYU professors attempted to convene a Zoom webinar co-sponsored by a number of departments and the AAUP NYU chapter.

The webinar was organized after the censorship, by Zoom and other tech platforms, of an open classroom session in September at San Francisco State University featuring, among others, the Palestinian rights advocate Leila Khaled. The SFSU event and others at other institutions were shut down at the behest of US-based third party groups, whose anti-Palestinian activism is both predictable and rigidly in lockstep with the Israeli State.

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Zoom Censorship of New York University AAUP Webinar

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The October NYU event was to include a discussion of the comprehensive silencing of Palestinians who insist on speaking about continuous Israeli violence against their people and land; it featured recent MacArthur award recipient, Fred Moten. The NYU event protesting censorship was itself censored by pressure exerted on Zoom by the same third party entities.

Immediately thereafter, AAUP-NYU and campus departments wrote to President Hamilton to protest the apparent complicity of NYU with Zoom. Hamilton alleged that NYU had had no prior knowledge of the Zoom actions, yet in his November 6, 2020 communication to NYU's AAUP Executive Committee, he wrote the following defense of pre-emptive censorship: "Zoom indicated that it became aware of this [NYU] event after being directed to it by third parties, and came to conclude that our event ... violated the anti-terrorism provisions of its terms of service... While their interpretation might be open to argument, it is not a surprise that businesses will steer away from actions that they believe may leave them open to criminal liability." He added, in a transparently subservient bow to anti-Palestinian activism, and as if the NYU event had been organized to advocate for terrorism: "I would also note that terrorist violence conflicts with academic freedom; it is at odds with values that universities hold dear: reason, dispassion, freedom of speech and inquiry, respect for individuals and individual liberties."

On December 6, NYU's Middle East and Islamic Studies Department sent a follow-up letter to Hamilton. In part, it states: "We remain troubled that your letter went on to justify



Zoom's actions by invoking dubious interpretations of law and the politicized concept of 'terrorism' It is not acceptable to simply acquiesce to assertions and complaints coming from third parties. Instead, it is crucial that New York University take a leading role in defending universities as places in which faculty and students can engage in free inquiry about all topics, without the specter of contractors arbitrating how we might do so."

To date, there has been no response. In a shameful abdication of leadership, the NYU administration cannot or will not stand up to Zoom in defense of academic freedom, and, in lockstep with almost all other US universities, it continues to single out speech regarding Palestinian rights as worthy of condemnation.

AAUP Letter to NYU President Raises Concerns about Zoom Censorship

The AAUP sent a letter October 28 to New York University president Andrew Hamilton to express concern about the academic freedom implications of a decision by the Zoom webinar platform to cancel an October 23 event hosted by the NYU chapter of the AAUP and co-sponsored by NYU departments and institutes.

Apparently cancelled because of the participation of a Palestinian activist accused of terrorist activity, Leila Khaled, the event was organized as part of a national day of action to protest Zoom's previous censorship of a webinar at San Francisco State University with Khaled as a panel discussion participant.

The letter — signed by AAUP president Irene Mulvey and by the chair of the AAUP's Committee on Academic Freedom and Tenure, Henry Reichman — discusses the

response by San Francisco State University president Lynn Mahoney to the cancellation of the earlier event. President Mahoney has asserted that the SFSU panel discussion did not violate Zoom's terms of service or the law and that her university "remains steadfast in its support of the right of faculty to conduct their teaching and scholarship free from censorship."

The AAUP letter urges President Hamilton to issue a similarly strong statement from NYU against Zoom's act of censorship and to work with other college and university presidents "to ensure that Zoom and other private providers cannot exert veto power over legitimate university activities and classes in violation of academic freedom."

Read the letter at: https://www.aaup.org/sites/default/files/Oct2020_letter_NYU_president_Andrew_Hamilton.pdf

Poverty Among College and University Professors Tracked in a New Survey

A survey from the Hope Center for College, Community, and Justice has revealed a troubling reality among college and university professors:

Despite the presumed prestige of the profession, many academics are underpaid and overworked, with 38 percent of instructional staff unable to meet their basic needs, including food and housing.

The Hope Center, founded by Sara Goldrick-Rab, typically studies student poverty, using the hashtag #RealCollege to debunk the myth of carefree coeds with comfortably padded spending accounts courtesy of wealthy parents, and to advocate for needed resources to help students stay in school.

The Center's survey of more than 300,000 students shows that 39 percent of respondents are food insecure, 46 percent are housing insecure and 17 percent had been homeless in the previous year. (As defined by the report, homelessness includes temporarily staying with relatives or friends, or couch surfing—an inclusive definition that allows more students to receive support.)

Now the center has turned to the problem of faculty poverty. An AFT report, "An Army of Temps: AFT 2020 Adjunct Faculty Quality of Work/Life Report," shows that nearly one in four faculty surveyed are on public assistance due to poverty, and 26 percent of adjunct faculty—people who work on temporary contracts, semester to semester—have trouble accessing enough food.

The Hope Center confirms the problem. Its survey of nearly 550 instructional staff members (from four community colleges and one university) shows 17 percent of respondents experienced food insecurity in the prior 30 days, and 33 percent experienced housing insecurity in the previous year. Eight percent experienced homelessness.

Survey questions bring these numbers to life with wrenching clarity. Participants describe what it's like to worry over basic necessities, answering "yes" to survey descriptions like these:

■ I worried whether my food would run out before I got money to buy more.

■ I cut the size of meals or skipped meals because there was not enough money for food.

■ I did not pay the full amount of utilities.

■ I moved in with people due to financial problems.

Other poverty signals include overwhelming student loan and credit card debt, utilization of public benefits and working multiple jobs to make ends meet.

The Hope Center also unpacks disparities by race, ethnicity and gender.

Survey participants who identify as white experience food

insecurity at lower rates—16 percent—than respondents who identify as Latinx (22 percent), Black (18 percent) or a member of another ethnic group, which includes Indigenous, American Indian, Alaska Native, Middle Eastern, North African, Arab, Arab American or other respondent-provided identity (41 percent).



"If you asked my friends, most would say that I do all right for myself," wrote one participant. "But that's not true. I think they would be shocked to know that I have to buy most of my clothing at thrift stores and that I frequent food banks on a regular basis."

This same participant earned less than \$20,000 the previous year teaching five classes over two terms; they were not offered summer classes, and during semester breaks qualified for food stamps.

"Most adjunct instructors I know are dealing with those situations too," the person wrote. "Yes, college students are struggling, and that's truly horrible. Unfortunately, many of their instructors are, too."

Read the full report: <https://hope4college.com/basic-needs-insecurity-in-the-higher-education-instructional-workforce/>

Announcing NYSC AAUP Committee and Council Openings

The NYSC of the AAUP is looking to fill vacancies on the following Committees and Councils. Please consider applying for one of the following volunteer positions.

STANDNG COMMITTEES

Chair Needed –

- Committee on Chapters, Members, & Dues
- Committee on Gender and Sexuality in the Academic Profession

Membership Openings –

- Committee on Academic Professionals
- Committee on College and University Governance
- Committee on Chapters, Members, & Dues
- Committee on the Academic Status of the Profession
- Committee on Faculty Holding Contingent Appointment
- Committee on Government Relations
- Committee on Diversity, Equity, and Inclusion
- Committee on Retirement
- Committee on Gender and Sexuality in the Academic Profession

COUNCIL

Chair Needed –

- Independent Council
- SUNY Council

Membership Openings –

- Independent Council
- CUNY Council
- SUNY Council
- Collective Bargaining Council

If you have an interest and/or experience in one of these areas and would like to volunteer for one of these positions, **please send an email** to NYSC AAUP President Mary Rose Kubal (mkubal@sbu.edu) and cc: NYSC AAUP Executive Director Sally Dear Healey (sdearhealeyaaup@gmail.com) with **“Application for Committee or Council Chair or Membership”** in the subject line and attach a completed copy of the following application:

Name:

Affiliated institution(s):

AAUP Chapter (if applicable):

Email address:

Please describe in your own words why you would like to be a Member or Chair of the following NYSC AAUP Committee or Council:

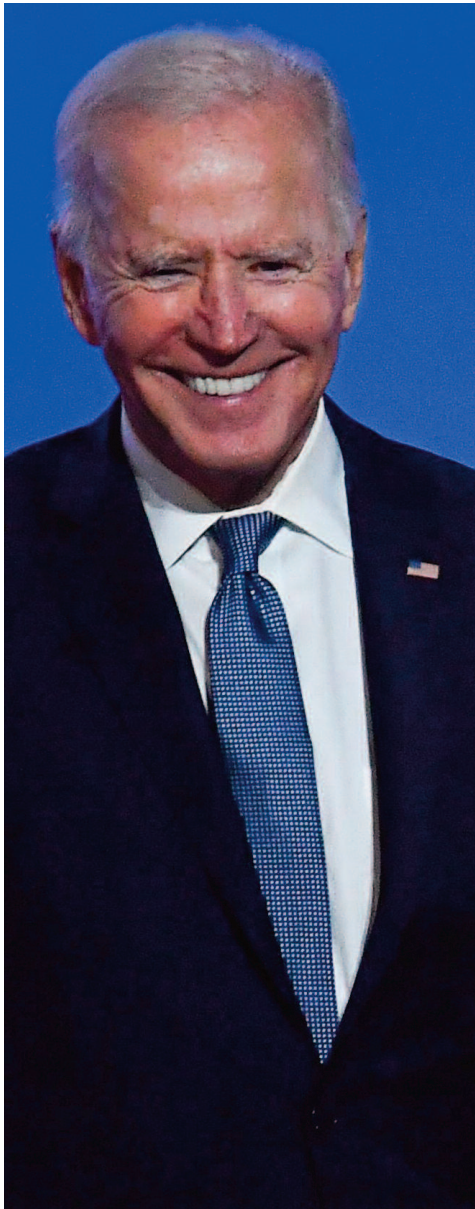
and include any experience(s) and/or training(s) and/or skill(s) that you feel make you a qualified candidate/applicant. You may also want to include some ideas for how you see this Committee or Council best serving the needs of our members and chapters.

A copy of this notice and application is also posted on the NYSC AAUP website under Committees & Councils/Position Openings

Recommendations to the Biden Administration from the AAUP

In a December 7 virtual listening session on higher education with the Biden-Harris transition team and other higher education advocacy organizations, AAUP president Irene Mulvey delivered remarks about planning for a better future for higher education; supporting students, faculty, and staff; and reversing Trump administration policies.

Thank you for inviting the AAUP to



participate in this event. We are truly honored to have the opportunity to share our priorities and concerns with the Biden-Harris Transition Team. I am Irene Mulvey, the elected president of the American Association of University Professors. We represent all kinds of faculty at all kinds of institutions of higher education in the United States. We work in very close partnership with AFT on a number of issues and we also work in partnership with NEA on legislative priorities such as the Higher Ed Reauthorization.

Our priority and our mission is ensuring higher education's contribution to the common good, acknowledging that a robust system of higher education—that is affordable and accessible—is essential in a well-functioning democracy.

Any specific priorities of ours would follow from that mission to advance academic freedom and shared governance in higher education, and to ensure higher education's contribution to the common good.

From the AAUP:

1. We need a plan that will make higher education affordable and accessible to anyone willing to do the work to get a degree.

2. In that vein, we support student loan debt forgiveness. The current situation is morally wrong and economically untenable.

3. Along the same lines, we support a national movement to increase wages for adjunct faculty in contingent positions. Most are paid literally poverty level wages. Colleges and universities administrations should be held accountable for their employment practices. We are deeply concerned that in the post-pandemic world, higher education

will be offered on the backs of contingent faculty. Institutions must be disincentivized from exploiting contingent faculty.

4. This leads to our strong support for unions and labor so that faculty and staff who want to organize unions can do so.

5. We'd like to see the Biden-Harris team put the full weight of their new administration behind a real COVID relief stimulus package, that includes adequate funding for higher ed and ensures that students will still be able to receive a quality education and that faculty and staff will be treated with dignity and respect. (We would be remiss not to point out that funding for higher education has been eroded to a very large degree over the last ten to twenty years and that, in general, restoring funding of public higher education must be a top priority.)

6. We need the Biden-Harris administration to provide support for scientists and other experts across all disciplines. The pandemic has shown what happens when we ignore those with expertise.

7. Something that can be done on day one: a number of the Trump administration's executive orders and department-level rules undermine the role that higher ed plays in our society. Right off the bat, the Biden administration should:

- issue guidance that would allow for maximum flexibility to support international students during the COVID-19 crisis that would apply not only to current students but to new international students as well;

- rescind Trump's March 2019 Executive Order on Campus Free Speech; and

- reverse the OMB's direction to agencies to discontinue critical race theory and racial sensitivity trainings.

Executive Director's Report

by Sally Dear-Healey, Executive Director, NYSC AAUP

Greetings friends and colleagues,

As I look back over the last year it is a gross understatement to say that it has been a year like no other. What seemed so surreal in the beginning e.g., mask wearing, social distancing, businesses closing down, job losses, hospitals filled to capacity, people getting sick and too many dying, vast numbers of people working from home, remote teaching and learning, not seeing friends and family, etc. has now become our day-to-day reality. Then there were all the political issues and debates, incidents of police abuse and racial injustice, environmental tragedies, and overall pandemic-related unrest. I am entirely confident most of us would prefer that we never have a year like 2020 again. Despite all this there were still good things that happened, and we were reminded that there are good people out there who are willing to do what needs to be done and say what needs to be said.

For example, I was inspired by AAUP President Irene Mulvey's article, "A Time of Reckoning" (<https://www.aaup.org/article/president-time-reckoning#.X-ufDjSSmUk>) in which she asks, "What does all this have to do with higher education? It has to do with everything." She also notes that "It's time for action" and suggests the first step on that journey is to "first take a long, hard look in the mirror" and openly acknowledge our own limitations and privileges. This is not always an easy thing to do and for some it is even harder. I would also argue that we need to recognize and acknowledge our individual and collective strengths and abilities. Had we not had those we would have never made it through this last year and our suffering would have undoubtedly been greater. The NYS Conference of the AAUP has taken advantage of this opportunity to focus on its own strengths and abilities as well as recognize where we need to improve.

Toward that end and following AAUP Nationals commitment to addressing systemic racism in higher education and working toward racial justice (<https://www.aaup.org/article/aaup-affirms-commitment-racial-justice#.X-uewzSSmUk>), the NYSC AAUP voted to officially change the name of the (former) Committee on the Status of Minorities in the Academic Profession and rename it the Committee on Diversity, Equity, and Inclusion. With the help of its Chair Cheryl McBride, the committee and the Conference will be focusing on increasing diversity, equity, and inclusion in higher education in NYS. One of the more recent endeavors was to hold a panel on "Racism in Higher Education" at the NYSC AAUP Fall 2020 (virtual) Conference. Ongoing efforts will include sending out a short "issues" survey, planning educational webinars, and providing trainings and other offerings for our members and chapters.

We are also committed to the needs and plight of contingent/adjunct faculty who have been especially hard hit during this pandemic. Toward this end Ángel L. Martínez, Chair of the Committee on Faculty Holding Contingent Appointment along with Thomas X. Carroll, Chair of the Committee on the Eco-

nomie Status of the Profession are working together to create a survey, compile and publish research, and create webinars/trainings to bring greater awareness to and understanding of the issues facing these grossly overrepresented and undervalued faculty members. In addition, Ángel and I are working on a webinar offering to commemorate the anniversary of "A Day Without Adjuncts." Here too I would also like to acknowledge the informative webinar I attended "In Conversation... with Adjunct Faculty," which was facilitated by Elisabeth Ploran, President of the Hofstra Chapter of the AAUP and sponsored by The Center for "Race," Culture and Social Justice at Hofstra University. Please let us know if your Chapter is sponsoring or hosting an event so that we can support your efforts as well.

Along those same lines we would like to invite Chapters to consider appointing a "Chapter Liaison" to the NYS Conference to help keep the lines of communication open and flowing. If you would like to hear more about this endeavor, please get in contact with me.

There are also numerous opportunities for members who would like to get more involved in NYSC AAUP standing Committees and Councils. Please see the separate announcement in this issue of *Academe* listing current openings and submit an application if you are interested in one of these volunteer positions.

Finally, we hope you will save the date for our Spring 2021 NYSC AAUP Biannual Business Meeting and Conference, which will be held (virtually) April 9th and 10th. The theme of this Conference will be "Shared Governance and Academic Freedom" – topics that are timelier now than ever before. We look forward to seeing all of you there!

Be sure to visit our website (nyscaaup.org) on a regular basis for information, resources, and updates; like and follow our Facebook page (NYSAAUPC1); and/or connect with us on Twitter (@AaupNysc).

Also, if you or any of your members and/or your chapter are mentioned in a local news article, or there is something else you would like to share about what is happening at your school, please let me know and I can post it on our website. In addition, our new Communication Director Pauline Hoffman can also assist you with writing press releases and help publicize your events. Her contact information as well as the contact information for other members of the State Conference leadership can be found here on our website (<https://nyscaaup.org/contact/nys-conference-leadership/>).

As always, I am here if you would like to talk about something that is going on with you as a faculty member and/or at your institution and/or with your AAUP Chapter, as well as things the State Conference can do to help support you as an AAUP member or as a chapter.

Feel free to email me at sdearhealeyaaup@gmail.com or reach me by phone at (607) 656-9477.

Stay well and in solidarity, Sally

AAUP Seeks Proposals for Shared Governance Conference

The AAUP will hold its shared governance conference online June 14 through June 18, 2021, and is now accepting proposals for paper presentations on topics relating to academic governance. In addition to paper presentations, the conference will include panels, plenary presentations, and workshops for current and future governance leaders.

Proposals for paper presentations are sought from individuals or groups on topics relating to college and university governance. Authors are encouraged to explore connections between their institutions and other institutions, and to consider the application of AAUP governance policies.

Possible areas of focus include:

- Shared governance and the COVID-19 crisis
- Corporatization and challenges to shared governance
- Shared governance and assessment, accountability, and accreditation
- Faculty participation in budgeting, financial exigency,
- Governance mechanisms that address interests and concerns of scholars of color

- Governance at Historically Black Colleges and Universities
- Principles, structures, and best practices of shared governance
- Governance and faculty hiring, promotion, and tenure
- Faculty governance, pedagogy, and curriculum
- Governance and collective bargaining
- The relationship of faculty governance to administrations and legislatures
- The role of tenured, tenure-track, and contingent faculty in shared governance
- Departmental governance issues
- Instructional technology

Proposals of one to two pages should be sent by April 16, 2021, to Michael DeCesare, chair of the AAUP's Committee on College and University Governance, at decasarem@merrimack.edu. All accepted presenters must register for the conference, which will be free for members.

AAUP Urges Copyright Exemption for Researchers

The AAUP signed onto a long-form comment seeking an exemption from a prohibition on circumventing technological protection measures for text and data mining (TDM) of lawfully accessed motion pictures and lawfully accessed literary works distributed electronically.

The comment was submitted to the US Copyright Office with Authors Alliance and the University of California, Berkeley, School of Law (the Berkeley Clinic).

The AAUP supports the exemption because faculty and academic researchers are and will continue to be adversely affected in their ability to make fair use of motion pictures and literary works if they are prohibited from accessing certain classes of works. As the comment argues,

... the prohibition deters TDM users from applying the technique to in-copyright motion pictures and literary works distributed electronically. As a result, researchers are rarely able to use this technique to understand contemporary motion

pictures or literary works. This deprives the public of the knowledge that could be derived about motion pictures and literary works created during most of the 20th century and all of the 21st.

In addition, it means that the technique is difficult to apply to certain categories of authors, including women and people of color, because earlier works were overwhelmingly produced by authors who were white and male. Further, entire topics are difficult to study because they have risen to prominence more recently, such as the portrayal of people with certain disabilities.

The TDM comment is supported by letters from faculty and academic researchers who describe the impediment the prohibition poses to their scholarship as well as the research agendas they will pursue if an exemption is granted. The AAUP is delighted to be working with the Berkeley Clinic for the first time.

UUP Safety Guidelines for SUNY Spring Semester

United University Professions has released spring semester safety guidelines to stem the spread of coronavirus on campus and in area communities once classes restart in February.

In its report, “United University Professions – Guidelines for Spring 2021: Keeping Our Campuses Safe During the COVID-19 Pandemic,” the union calls on SUNY to impose stringent testing mandates as students arrive on campus; dramatically increase surveillance testing; ensure that campuses have sufficient on-campus contact tracing capabilities; and to improve air quality, filtration and ventilation in campus buildings.

“Our report offers the strongest possible set of guidelines for SUNY to keep students, faculty and staff, and surrounding communities safe during the upcoming semester,” said UUP President Frederick E. Kowal. “The recommendations are built upon lessons learned from the fall semester and the excellent work that SUNY has done since the arrival of Chancellor (Jim) Malatras.

“Let’s hope that this is the last semester we must prepare for in this fashion,” he continued. “But until a vaccine has been widely distributed, UUP will continue to push for measures that we believe will protect our students, our members and our communities.”

The 10-page report recommends that returning students get two mandatory baseline polymerase chain reaction (PCR) tests four to seven days apart at the start of the semester. Students should be quarantined until they twice test negative. Students

with documentation of a negative PCR test within 72 hours of returning to campus would only have to be tested once, four days after their return.

Once classes begin, the campus population—students living on campus or in the local community, and any employees working on campus—should be tested every two weeks through the end of the semester. Students who test positive for COVID-19 should be quarantined in housing separate from residence halls.

The union, which represents 37,000 academics and professional employees at SUNY’s public hospitals and four-year campuses, also wants minimum 90-day stockpiles of Personal Protective Equipment—including N95 masks, isolation gowns, face shields, booties, gloves and head coverings—available for front-line workers at SUNY’s academic medical centers in Brooklyn, Stony Brook and Syracuse; Buffalo-area hospitals; and the Long Island Veterans Home.

SUNY’s hospitals were beset with severe shortages of PPE at the start of the pandemic in March. SUNY Downstate Health Sciences University in Brooklyn was designated as a COVID-19-only facility by the governor. Stony Brook University Hospital was also inundated with COVID-19 patients in the spring.

UUP also wants SUNY to provide housing to hospital employees who have contact with the public, such as emergency room reception workers, who request it to protect family members from possible exposure to the coronavirus. UUP paid for hotel rooms for dozens of front-line workers who were afraid

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AAUP Brief on Antidiscrimination Law

The AAUP authored and filed on December 14, an amicus brief in support of a lower court decision holding that Margaret DeWeese-Boyd, a professor at a Christian college, is not a “minister” and thus was protected by Massachusetts antidiscrimination laws.

DeWeese-Boyd had sued her employer, Gordon College, alleging that it violated Massachusetts discrimination law when it denied her

a promotion because of her activity on LGBTQ issues.

Gordon College argued that, as a religiously affiliated institution, it was exempt from employment discrimination law because it claimed DeWeese-Boyd was a “minister” within the First Amendment “ministerial exception.”

The amicus brief, authored by AAUP General Counsel Risa Lieberwitz, used the AAUP’s well-established principles and standards to

provide guidance to the Massachusetts Supreme Court in applying the “ministerial exception” in the context of higher education institutions.

You can read a summary of the amicus brief and download a PDF of the brief at <https://www.aaup.org/brief/margaret-deweese-boyd-v-gordon-college-d-michael-lindsay-and-janel-curry-no-sjc-12988-mass-sup>

AAUP Releases New Data on Full-time Women Faculty and Faculty of Color

On December 9, the AAUP released an in-depth look at the makeup and salaries of full-time faculty members in US higher education. Using data collected by the US Department of Education, this snapshot provides an updated demographic profile of full-time faculty by academic rank and institution type, highlighting disparities among women and people of color.

Key findings are:

- Women make up 46.7 percent of full-time faculty members, 53.8 percent of part-time faculty members, and 50.0 percent of faculty members overall.

- Among women faculty members, 49.6 percent are employed part time, whereas only 42.5 percent of men faculty members are employed part time.

- Women make up 42.5 percent of full-time tenured or tenure-track faculty members and 53.9 percent of full-time contingent (non-tenure-track) faculty members.

- Salaries for full-time women faculty members are approximately 81.2 percent of men's. Among tenured or tenure-track faculty members, women earn 82.4 percent of what men earn.

- Among tenure-line faculty members, women make up 50.0 percent of assistant professors but only 45.0 percent of associate professors and 32.5 percent of full professors.

- Among full professors, women's salaries are approximately 85.1 percent of men's. Among associate professors and assistant professors, women earn approximately 92.7 percent and 90.7 percent, respectively, of what men earn.

- The percentage of full-time women faculty members varies by institutional category, ranging from 54.7 percent among associate's (two-year) institutions to 42.3 percent among doctoral institutions. For full-time tenure-line faculty

members, the percentage ranges from 54.4 percent among associate's institutions to 36.3 percent among doctoral institutions.

- Underrepresented minority faculty members make up only 12.9 percent of full-time faculty members across the country, despite making up 32.6 percent of the US population.

- Only 5.2 percent of full-time faculty members self-identify as Hispanic or Latino, whereas 17.5 percent of the US population self-identifies as Hispanic or Latino.

- Only 6.0 percent of full-time faculty members self-identify as Black or African American, whereas 12.7 percent of the US population self-identifies as Black or African American.

The AAUP's analysis confirms that women faculty members continue to face unique challenges in academia with respect to employment, advancement, salary, and job security, and that higher education is by no means immune from systemic racism. The pay and opportunity gaps identified in this data snapshot are the result of many factors beyond gender, race, and ethnicity, and closing them will require innovative and sustained efforts.

This data snapshot draws upon data from the provisional release of the Fall 2018 Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component. Throughout the report, we have followed the terminology used by IPEDS for ease of data comparison.

Visit the AAUP website to download the complete data snapshot: https://www.aaup.org/news/data-snapshot-full-time-women-faculty-and-faculty-color?link_id=3&can_id=aa678baef2ce04a2fae93a19b89bd119&source=email-new-data-on-full-time-women-faculty-and-faculty-of-color&email_referrer=email_1017629&email_subject=new-data-on-full-time-women-faculty-and-faculty-of-color#.X9t1V-IKjUo

Are you interested in serving on a NYSC AAUP Committee or Council?

by Sally Dear-Healey

The NYSC of the AAUP has membership and chair openings on various Committees and Councils. If you are interested in volunteering please fill out the application at the bottom of this page: <https://nyscaap.org/committees/>. Note that the only Committee that is not currently accepting applications is Committee A.

A list of current Committees and Councils and their Chairs can be found at <https://nyscaap.org/contact/nys-conference-leadership/>.

If you have any questions about any of these positions please contact NYSC AAUP Executive Director Sally Dear-Healey (sdearhealeyaap@gmail.com) or NYSC AAUP President Mary Rose Kubal (mrkubalaaup@gmail.com).

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

From the NYS AAUP President's Desk

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not sure whether or how your faculty has been consulted on COVID planning, please look into this. Often, lapses by administrations occur out of their own ignorance of shared governance principles and/or are oversights that can be corrected in a timely fashion if faculty speak up. If this is not the case, our state conference Committee on College and University Governance is happy to provide advice—see our website for the contact information of committee chair Kimberley Reiser.

Violations of shared governance, tenure, and academic freedom often occur because administrations and governing boards are grappling with tough financial situations. As I observed in my column last fall, such violations are unlikely to help these institutions recover and may even undermine and delay any financial turnarounds. My hope is that by strengthening AAUP principles at our colleges and universities in New York State, faculty can work collaboratively with administrations and governing boards to address serious financial challenges in a way that is healthier for our institutions, students, and faculty.

One way we can do this is to work together to lobby the state government to defend higher education funding in a very tough budget year. As I write this, our state conference leadership through our Committee on Government Relations, chaired by Fred Floss, is putting the final touches on a lobbying agenda that highlights social justice and preserving

TAP and HEOP funding for students at public and private institutions across the state. Please be on the lookout for communication from our state conference on our lobbying agenda for higher education funding and concrete lobbying initiatives that you and your local chapters can participate in. This is one area where we share common interests with our administrations and might be a good opportunity for chapters to build bridges with administrators.

Although there is a dark side to depending on new technologies such as Zoom (as the NYU case illustrates), they have enabled us to continue our teaching, administrative work, and organizing during a dangerous public health crisis. Our fall state conference business meeting and Saturday conference, with exciting panels on organizing during a pandemic and racial justice on campus, was a success, with higher member attendance than at past in person meetings. As we continue to rebuild and streamline our organization, we are considering conducting one of our bi-annual meetings online even after it is safe to meet in person again. This would not only save funds for chapter development and member support initiatives, but would also allow for members who are unable to travel to attend at least one meeting a year.

I look forward to working with many of you, at least virtually, this year. Wishing all of you a safe, healthy, and happy 2021.

In Solidarity,
Mary Rose Kubal

UUP Issues SUNY Spring Guidelines

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of infecting their families due to possible exposure at work.

“At our academic medical centers, our health care workers face additional risks which must be addressed,” Kowal said. “Our hospitals and nursing home must have sufficient PPE to truly protect our members, our co-workers, our patients, and our families.”

In the report, the union lays out possible actions to improve air filtration in campus buildings, including upgrading heating, ventilation and air conditioning (HVAC) filtration to the highest possible level (Minimum Efficiency Reporting Value 13); adding portable HEPA/MERV filters in student health clinics, dorms and other areas where high-level filtration isn't possible; increasing airflow to occupied spaces; and opening windows and doors to bring in fresh outdoor air.

UUP also recommends that campus administrations:

- Stage on-campus flu vaccination clinics so students and faculty can easily get flu shots;
- Work with Employee Assistance Program (EAP) committees and EAP coordinators to promote mental health resources available to employees;

- Require everyone on campus to wear face masks indoors, unless they are in private residences or offices; and

- Limit visitor access to campuses.

“There is a light at the end of the tunnel, but there is a long and difficult journey to that relief,” said Kowal. “The work that we do is necessary to ensure the safety of our students, our members and the communities that host SUNY campuses.”

Since March, UUP has been outspoken about the need for wide-ranging safety precautions to stem the spread of the coronavirus. In June, the union released safety guidelines for the fall semester; SUNY ignored the recommendations until Malatras became SUNY chancellor Aug. 21.

Those guidelines included mandatory and recurring COVID-19 testing for on-campus students and staff, contact tracing and isolation plans, and social distancing mandates.

SUNY has enacted a number of UUP's guidelines, including requiring baseline and surveillance testing for students. In November, UUP and SUNY agreed to extend free, mandatory coronavirus testing for UUP-represented employees through the end of spring semester.