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From the President's Desk

by Mary Rose Kubal

March has arrived and while spring might not quite be in the air, if groundhog Dunkirk Dave is to be believed spring is around the corner (while that other groundhog saw his shadow, we will go with our New York State expert).

More seriously, as I write this column it has been a year since Covid-19 disrupted all our lives and sadly had taken the lives of many of our community members, including the president of my own university. I know we are all exhausted as Covid has increased workloads and stress levels for many of us. Thankfully, vaccines are arriving and face-to-face educators have been prioritized in New York State. I was lucky enough to receive my second dose of the Moderna vaccine last month and I encourage you to sign up for a Covid vaccination as you become eligible. In the meantime, mask up and wash your hands!

Our follow up survey on campus Covid responses was filled out by 221 of our members—thanks to those who took the time to fill it out. The survey shows that courses this semester are being provided in a wide variety of modalities on campuses around the state with hybrid and online options still dominating, but close to 70% of respondents reported at least some face-to-face courses are being offered on their campuses. Over 70% of respondents strongly agreed or agreed that their campuses are handling the Covid crisis responsibly and ethically, while just over 7% disagreed or strongly disagreed. More concerning, close to 20% of respondents indicated that faculty were not consulted in a meaningful way and around 10% reported faculty input appears to have been ignored. A full report of the results will be available on our website by the end of the month.

Just as we feared, college and university administrations around the state (and the country) are using the Covid crisis

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Widespread Lack of Confidence in the Canisius Administration

Canisius College faculty believe that their senior administrative leadership has been impeding the success of the College. In addition, outside professional organizations have raised serious concerns about the administration's handling of recent faculty layoffs.

Votes of No Confidence:

In the past seven months, Canisius College faculty have passed three votes of no confidence. In July 2020, the Faculty Senate voted no confidence in President John Hurley and the Board of Trustees (vote 11-5); and now, in February 2021 a majority of full-time faculty have joined the Senate in voting no confidence in Hurley (vote 65-28-12).

Against Hurley, the resolution states that under his watch there have been “demonstrable failures in a range of objective metrics,” and “compromised values—both community and Jesuit.” The statement asserts that “these failures have resulted in the demoralization of faculty, failure of shared governance, and loss of trust in the President.”

In addition, in February 2021, the Faculty Senate voted no confidence in the Vice President for Academic Affairs, Sara Morris (16-1-1). Against Morris, the resolution states that her recommendations to lay off faculty violated “the bedrock of institutions of higher education” -- “tenure.” The statement also notes her lack of transparency, poor communication, and her lack of an academic “vision for the college that inspires collaboration.”

Lawsuits:

Four tenured faculty members filed a lawsuit in December 2020 with the New York Supreme Court for “breach of contract” by the Canisius administration. A court date is currently set for March 2021.

Investigation:

The on-going national AAUP investigation of Canisius stems from the administration's failure to honor contractual duties and

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NYSC AAUP Establishes New York State Budget Priorities

The New York State Conference of the American Association of University Professors (NYSC AAUP) recognizes that the current global pandemic has posed unforeseen and severe challenges to colleges and universities in our state, both public and private.

State-level budget cuts have severely strapped New York State TAP (Tuition Assistance Program) and EOP/HEOP (Educational Opportunity Program/Higher Education Opportunity Program). These programs help to provide funds and resources for students in New York State who, for any number of reasons, would otherwise be unable to attend a higher education institution.

The Covid-19 pandemic has highlighted many of the inequities that exist within our overall education system. To ensure students across the state continue to have opportunities, restoring TAP and EOP/HEOP funding to cover the full cost of tuition and fees is critical.

“All families should be able to decide what’s best for their children and we know that a college degree is critical for long-term success,” said Sally Dear-Healey, Executive Director, NYSC AAUP. “These programs are a lifeline for students who otherwise would not have an opportunity for an education. The experiences they bring to the classroom provide an enriching environment for all faculty and students.”

Funding for TAP hasn’t changed since 2008, while tuition at both public and private colleges and universities has increased. Families still send their children to school, but now they must cover an ever-increasing tuition gap. That gap is filled with student loans that add an even higher debt burden to already stressed families. This is especially troubling for our EOP and HEOP students. “The continually flat funding of EOP and HEOP means that more and more of our most needy students are being priced out of higher education,” said Fred Floss, Chair of the Department of Economics and Finance at Buffalo State College.

Covid-19 has also highlighted inequities in obtaining mental health counseling. Campuses across the state are experiencing higher than normal demand for counseling,

while they are cutting back services due to Covid-related financial constraints. Already taxed faculty in relevant programs are being called upon to act as counselors as well as to do the work of educating students. Funding must be provided to support mental health initiatives to support faculty and staff.

“Students are being called upon to work to support families in new ways, such as babysitting and home-schooling younger siblings, while many also hold employment as essential workers (nurses, day care, and grocery workers).

It is incredibly difficult for them to deal with all that is being thrown at them at this time,” said Leah Akins, Engineering Science Program Chair, local union officer at Dutchess Community College (DCC) and Vice President of the NYSC AAUP. DCC recently, for all intents and purposes, shuttered its campus counselling center by retrenching all full-time and part-time counselors and announcing that students would have access to remote counseling services provided by an outside company.

Additionally, recent national and international events have spotlighted the importance of diversity in our institutions of higher learning. NYS has provided funding in the past to continue to improve BIPOC representation within our college and university communities. It is crucial that this priority is maintained.

“As an educator, I know the importance of a diverse faculty workforce,” said Mary Rose Kubal, Chair of the Department of Political Science at St. Bonaventure University and President of the NYSC AAUP. “Students of color cannot be what they cannot see, and, frankly, majority students at predominantly white institutions also benefit from being exposed to faculty of diverse racial and ethnic backgrounds. My work is enhanced if I can partner and work with diverse colleagues.”

NYSC AAUP Conference asks that New York State restore funding to the full SUNY tuition level, continue funding for a diverse faculty, and provide funding to support mental health programs.

Condolences to the Family of Dr. Dennis DePerro

On behalf of our members, the New York State Conference of the American Association of University Professors extends our condolences to the family of Dr. Dennis DePerro and the St. Bonaventure University community.

We understand from our colleagues at St. Bonaventure that Dr. DePerro was an effective leader and beloved by the University community. He embodied the collegiality that is one of the core values of our profession. His commitment to shared governance, even in these challenging times for higher education, was laudable. He will be missed.

Higher Education Slammed in Cuomo State Budget

Higher education would suffer a reduction in funding under New York Governor Andrew Cuomo's proposed fiscal year 2021-22 state budget, which is contingent on \$15 billion of federal support from the \$1.9 trillion American Rescue Plan Act signed by President Joe Biden.

According to Cuomo, the state's revenue has declined by \$19.7 billion since the beginning of the coronavirus pandemic. Under Cuomo's proposal, public higher education would receive around \$11.1 billion, a 9.2% reduction from the current fiscal year when adjusted for inflation.

The State University of New York (SUNY), whose budget totaled \$8.5 billion during the 2020-21 fiscal year, would receive \$8.73 billion in state funding, a 2% cut when adjusting for inflation. The City University of New York (CUNY) system's budget will face a 37.4% reduction in funding when adjusted for inflation.

The 2021-22 Executive Budget proposal eliminates Bundy Aid, which is the only source of operating aid the state provides the more than 100 private, not-for-profit colleges in the state. The program, enacted in 1969, provides the state's private colleges with funds based on the number of degrees they confer.

The Governor's plan not only eliminates the program, but also proposes not restoring any of the Bundy Aid funds that were withheld during the current fiscal year and cancels future Bundy Aid payments due in the current fiscal year.

According to the Commission on Independent Colleges and Universities (CICU), Cuomo's proposal amounts to a \$51.9 million cut for private, not-for-profit colleges. SUNY and CUNY's operating budgets will see a five percent reduction in state support beginning in the 2021-2022 academic year. The budget would also extend a funding plan that prevents tuition spikes until the 2025 academic year.

The Higher Education Service Corporation (HESC), which distributes grants, scholarships and financial aid to eligible



students would receive \$827 million under the proposal, a less than a one-percent reduction when adjusted for inflation.

New York State's public and private colleges have already faced fiscal challenges due to the coronavirus. At the City University of New York's John Jay College of Criminal Justice, more than 400 adjunct professors—almost 40 percent of the teaching force—were laid off due to the institution needing to close a budget gap estimated to be from \$21 million to \$55 million. John Jay's cuts are representative of what has taken place at CUNY's campuses, where more than 3,000 adjunct faculty members have been laid off.

Private institutions have also been impacted. Concordia College announced that it will close at the end of the current academic year. The Bronxville campus will be sold to Iona College, and the two institutions are developing a teach out plan that will permit Concordia's students to complete their degrees at Iona. Concordia had enrolled 1,302 students in Spring 2020, but only 580 this spring. Iona has no formal plans to hire any members of Concordia's faculty or staff.

Lack of Confidence in Canisius Administration

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its violation of shared governance—the process by which faculty have full participation in the decisions that affect the college and their professional lives. The results from this sanction investigation will be released soon.

Accreditation:

The Middle States Commission on Higher Education (which awards the College its accreditation) has completed an “internal review” of the actions of the administration and trustees during summer 2020 as they “relate to compliance with the Standards ... as well as institutional policies” of the

commission, according to a February 2021 letter. The review resulted from a complaint that named violations of several standards related to governance, mission, ethics, and resource allocation. The Commission awaits an institutional response and will then continue its review.

We, the Canisius chapter of the AAUP, believe that the College can succeed and thrive. Our faculty and staff are strong and our students are the lifeblood of the college. The Jesuit education that we provide is top-notch. But we cannot do or be our best at Canisius College—the institution we love—with those currently in top administration.

AAUP Calls for a New Deal for Higher Education

With the new administration and Congress come new opportunities to ensure significant, sustainable public investment in higher education.

The COVID-19 pandemic has exacerbated the long-standing crisis in public higher education. Declining state support, the erosion of tenure and shared governance, the increased use of contingent appointments, and the loss of the faculty voice on campus are threatening the core mission of higher education in our society. Now is the time to stand up for a just, inclusive system of higher education—one that can help transform our society.

That's why the AAUP is joining with the American Federation of Teachers and other allies to push for a new deal for higher education.

The New Deal for Higher Ed calls for building prosperity from the bottom up; advancing social, racial, and economic justice; strengthening democracy and civil society; and fostering knowledge and innovation.

The New Deal for Higher Education platform will seek to re-center our public colleges and universities as a common good. In addition to addressing tuition costs, institutional funding, and student debt relief, we will pursue reforms related to racial injustice and inequities, labor practices, academic freedom and governance, federal research funding, technical and vocational education, and a host of other challenges that have diminished our national capacity to educate our communities.

For more information, go to the campaign website:
<https://newdealforhighered.org/>

AAUP Joins Coalition to Call for Student Debt Cancellation

The AAUP joined a coalition of fifty plus organizations to applaud the bicameral resolution calling on Biden to cancel \$50K of student debt. Their joint statement reads as follows:

We applaud Majority Leader Chuck Schumer, Senator Elizabeth Warren; Representatives Pressley, Adams, Bowman, Jones, Omar, and Torres; and Chairwoman Waters for their bicameral resolution urging President Biden to take executive action to cancel up to \$50,000 in federal student loan debt using legal authorities already granted by Congress. Cancelling student debt will provide both immediate financial relief to millions of Americans and crucial economic stimulus for everyone during this protracted crisis. This action would also boost GDP and job creation at a time of intense labor shocks and economic uncertainty.

As nearly 330 community, civil rights, climate, health, consumer, labor, and student advocacy organizations noted in a recent letter to the Biden-Harris administration:

- Student debt exacerbates existing racial inequities; cancellation will help reduce the racial wealth gap. Black Americans—and particularly Black women—are more likely to take on student loan debt and struggle with repayment.

- Cancellation will provide a much-needed economic stimulus. Research shows that student debt cancellation catalyzes drastic, positive changes for borrowers, particularly for those not current on their loans.

- Federal student debt cancellation could have a positive impact on health outcomes. Debt is associated with negative mental and physical health outcomes such as stress, depression,



worse self-reported general health, higher diastolic blood pressure, obesity, and even mortality. Research has also shown a connection between debt and foregone medical care.

With this resolution, Members of Congress are sending a clear message to the administration: Cancelling up to \$50,000 of federal student debt would disproportionately help borrowers of color, respond to the coronavirus crisis, and provide much-needed economic relief and stimulus. We support this effort encouraging the administration to use its power under existing law to improve the lives of millions of Americans, and we call for the resolution's swift adoption.

The full list of signatories can be found at <https://ourfinancialsecurity.org/2021/02/joint-statement-coalition-applauds-bicameral-resolution-calling-on-biden-to-cancel-50k-of-student-debt/>

The NYSC AAUP Executive Director's Report

by Sally Dear-Healey, Executive Director, NYSC AAUP

Greetings friends and colleagues,

Despite the snow on the ground and the bitter cold temperatures of late, it brings me great joy to know that spring is just around the corner! As if 2020 wasn't enough with Covid-19 impacting nearly every aspect of our lives, this last winter has been especially challenging for many with all the snowstorms and bitter cold. I am confident that you are all looking forward to warmer weather and opportunities to get outside more and safely socialize with family, friends, and colleagues as much as I am (don't forget to 'mask up').

Much has been happening across the state. Members and chapters continue to report issues related to, or should I say blamed on Covid, e.g., faculty contracts being ignored; a lack of shared governance; faculty positions being cut, aka 'retrenchments'; entire departments being decimated or closed down; and fear of universities "going down the drain." In other words, all the things the AAUP has been fighting against, for over 100 years. As Mary Rose highlights in her report, the National AAUP's omnibus report, expected to be released in May, documents serious shared governance violations at eight campuses across the country, three of which are in New York State (Canisius, Keuka, and Medaille Colleges). They are far from alone as faculty at Ithaca College, The College of St. Rose, Syracuse University, and a host of others have experienced direct violations of AAUP standards.

Still, I would be remiss if I did not report that good things are happening too. We have been hearing how faculty across the state and existing chapters are reenergizing and reorganizing so they can better address these issues. Membership is growing and new chapters are forming as well (Union College, University of Rochester, Sarah Lawrence, Keuka, and the New School). Here the phrase "When the going gets tough, the tough get going" seems to hold especially true! While most faculty have been impacted in some way, there has been a disproportionate impact on the most vulnerable among us, those who serve as adjunct/contingent faculty.

The State Conference is committed to doing whatever we can to help. For example, we recently reached out to adjunct/contingent faculty in New York State. Our survey, "Status of Adjunct/Contingent Faculty in NYS" had 624 responses. While we know there are many more adjunct/contingent faculty out there whose voices need and deserve to be heard, the responses we did receive provided us with incredible, and in many cases heart wrenching insight into the issues and challenges that need to be addressed. As a

follow-up we held a "Day Without Adjuncts; (Still) Higher Education's Invisible Class" webinar/town hall on February 25th. Speakers included Ángel Martínez, Chair of the NYSC AAUP Committee on Faculty Holding Contingent Employment, Thomas Carroll, Chair of the NYSC AAUP Committee on the Economic Status of the Profession, and David Kociemba, East Coast Organizer at AAUP National, who presented on how best to organize and represent adjuncts/contingent faculty on your campus. My portion of the presentation focused on the socio-emotional impacts and costs, including job, housing, food, and healthcare insecurities; anxiety and depression; bullying; toxic work environments; and disruptions in family relationships.

You can find the link to the recording on the NYSC AAUP website under the "Adjunct/Contingent Faculty" tab (Adjunct/Contingent Faculty - New York State AAUP Conference (nyscaaup.org)). Rest assured our efforts will not stop here.

Our other committees and councils are becoming more active as well (please contact me if you are interested in serving). For example, our Government Relations Committee has been meeting and created a legislative agenda which focuses on funding for TAP/HEOP and Bundy Aid as well as well as mental health services and diverse faculty initiatives. This and other information can be found under the Government Relations tab on our website (Government Relations - New York State AAUP Conference (nyscaaup.org)).

Want to hear more? Interested in getting more involved? **The NYSC AAUP Spring 2021 Business Meeting and Conference** is a prime opportunity to do just that! Our Business Meeting (April 9) is open to all AAUP members in good standing and the Saturday Conference (April 10) is open to all AAUP members and anyone else who is interested in joining the AAUP, starting a chapter, or who supports AAUP principles.

Our morning program has an impressive lineup of speakers from AAUP National, including Michael DeCesare (Chair, AAUP Committee on College and University Governance), Henry "Hank" Reichman (Chair, AAUP Committee A on Academic Freedom and Tenure), and Joerg Tiede (AAUP Director of Research).

The afternoon panel features faculty who represent institutions of higher education in New York State that have experienced significant threats to academic freedom and shared governance. They will be sharing their experiences and offering insight into the myriad challenges and, in some cases resolutions and/or solutions. **Please register today!**

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UUP releases ambitious, progressive 2021-2022 legislative agenda - NY HEALS

United University Professions has issued a wide-ranging 2021-2022 state legislative agenda that rejects Gov. Cuomo's proposed Executive Budget cuts and calls for the State University of New York to commit to an expanded role in meeting the challenges our society faces.

"The governor has proposed two budgets, one with cuts and one where the budget is flat," said UUP President Frederick E. Kowal. "This is a false choice. UUP says there is another way."

"We propose a package that would increase access to healthcare and higher education, essential mission funding for our SUNY public hospitals, and a sustainable path forward for the state," Kowal continued. "This more ambitious option is made possible by calling on the wealthiest New Yorkers to pay their fair share."

UUP's legislative agenda, New York HEALS (Healthcare, Education, Access, Leadership, Sustainability) is an avenue to reach these progressive goals.

"This is an ambitious plan, but one that's demanded by the times," said Kowal. "NY HEALS is a comprehensive agenda that builds a future for SUNY, for our students, our communities, our nation and our world. It offers a path to help the state regain its financial footing, builds a foundation fortified by a strong, innovative public higher education system, protects our environment, and expands SUNY's healthcare system—which will provide cutting-edge care to more New Yorkers than ever before."

Healthcare is at the core of NY HEALS. The state must invest in SUNY's hospitals for them to fulfill their public health missions. UUP's legislative package calls for the restoration of \$87 million in essential mission funding, and for hazard pay for frontline workers at SUNY's public teaching hospitals in Brooklyn, Stony Brook and Syracuse.

"Our dedicated members placed their health and the health of their families on the line to care for COVID-infected patients, and they are the only hospital employees not getting hazard pay," said Kowal. "They deserve hazard pay or other additional compensation to recognize their sacrifice."

"We understand that the state is facing a budget deficit, but the lack of hazard pay for SUNY hospital employees, coupled with the delay in contractual raises for UUP members across the system, reflects a lack of understanding of what New Yorkers need," he added.

Inspired by the SUNY's successful Educational Opportunity Program (EOP), UUP is proposing the creation of a Medical EOP to build a larger and more diverse cohort of medical students in SUNY's academic medical centers.

UUP, which represents 37,000 members at SUNY, is advocating for a correction of the expiring Tuition Assistance Program formula to ensure that the true costs of a SUNY education are covered by the program, not by struggling families and campuses.

UUP believes SUNY can lead the way in carrying out the Climate Leadership and Community Protection Act (CLCPA) by expanding programming across campuses to establish SUNY as a world leader in climate crisis research and mitigation.

UUP recognizes that ambitious policy is not possible without progressive tax policy. NY HEALS proposes a menu of revenue raisers—including reinstating the state's Stock Transfer Tax, instituting a capital gains tax, and taxing billionaires, ultra-millionaires and inherited wealth—that could bring billions in new dollars to the state.

"If we are to defeat COVID-19 and emerge as a more just society, we can't simply continue with the political economy as it was prior to the pandemic," Kowal said. "It was hopelessly regressive and unjust then. **We must do better. NY HEALS leads the way.**"



THE NYSC AAUP SPRING 2021 MEETING AND CONFERENCE

Friday, April 9th and Saturday, April 10th

“Shared Governance, Tenure, and Academic Freedom; Worth the Trouble AND Worth the Fight”

Link to Agenda on NYSC AAUP website: 2021 Spring Conference – New York State AAUP Conference (nyscaaup.org)

Link to Registration on NYSC AAUP website: NY State AAUP Spring Conference 2021 Registration – New York State AAUP Conference (nyscaaup.org)

Friday (4/9) Business Meeting (12:00pm – 5:30pm)

This meeting is open only to AAUP members in good standing and preregistration is required. A Zoom invite and Agenda will be sent prior to the meeting.

Saturday (4/10) Conference (9:00am-4:00pm)

9:00am -11:00am - **Updates on Systemic Issues and Actions Taken** – Voices from AAUP National

SPEAKERS: **Michael DeCesare** (Chair, AAUP Committee on College and University Governance), **Hank Reichman** (Chair, AAUP Committee A on Academic Freedom and Tenure), and **Joerg Tiede** (AAUP Director of Research)

11:00am – 12:00pm – Q & A

12:00 – 12:15 – **Awards Presentation** – NYSC AAUP Outstanding Achievement and Service Award

12:15 – 1:00 – LUNCH

1:00pm – 3:00pm - **Homecourt Threats to Academic Freedom, Tenure, and Shared Governance** – Voices of NYS Faculty

PANELISTS: **Daniel Kotzin** (Medaille College), **Thomas X. Carroll** (Keuka College), **Mark James** (Molloy College), **Robert (Bob) Hansbrough** (The College of St. Rose), **Mary Rose Kubal** (WNYFC)

The panelists represent institutions of higher education in New York State that have experienced significant threats to academic freedom and shared governance.

They will be sharing their experiences and offering insight into the myriad challenges and, in some cases resolutions and/or solutions.

3:00-4:00pm – Q & A and Closing

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THE NYSC AAUP SPRING 2021 MEETING AND CONFERENCE

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SPEAKER BIOS:

Michael DeCesare: Michael DeCesare is professor of sociology at Merrimack College. He is co-chair (with Michael Bérubé) of the AAUP's COVID-19 investigating committee, chair of the AAUP's Committee on College and University Governance, and second vice president of the Massachusetts Conference. He served on the AAUP Council from 2016 to 2020, on the Council's Executive Committee from 2018 to 2020, and as president of Merrimack's chapter from 2012 to 2019. His most recent book is *Death on Demand: Jack Kevorkian and the Right-to-Die Movement*.

Hank Reichman: Henry "Hank" Reichman is professor emeritus of history at California State University, East Bay, chair of AAUP's Committee A on Academic Freedom and Tenure, and chair of the AAUP Foundation. From 2012 to 2018 he was AAUP First Vice-President. He is the author of *The Future of Academic Freedom* (Johns Hopkins University Press, 2019) and of the forthcoming in Fall *Understanding Academic Freedom*, also from Hopkins. He writes regularly for *Academe* blogs and co-edits the AAUP *Academe* blog.

Joerg Tiede: Hans-Joerg Tiede is Director of Research at the American Association of University Professors. He conducts survey research on academic freedom, tenure, and governance. He has also written on the history of the AAUP and the development of academic freedom, tenure, and governance in the United States. Before joining the staff of the AAUP, he was a professor of computer science at Illinois Wesleyan University. He is the editor of Policy Documents and Reports (the AAUP "Redbook") and author of *University Reform: The Founding of the American Association of University Professors* (both Johns Hopkins University Press, 2015).

Daniel Kotzin: Dr. Daniel Kotzin, one of the founding members of the Western New York Faculty Coalition, is Professor of History in the Interdisciplinary Studies Department at Medaille College in Buffalo, NY. His research and teaching interests focus on American ethnic history. Daniel's most recent research focuses on Irish American soldiers during the Civil War. He teaches a broad array of history courses, including courses on American ethnic history, African American history, and the History of the Israeli-Palestinian Conflict. In addition, he is the Program Director for International Studies. Currently, Daniel is also Chair of the Faculty Council at Medaille College.

Thomas X. Carroll: Dr. Thomas Carroll has been on the Keuka College (NY) faculty since 1982. He is a physical chemist, and teaches Physics, Physical Chemistry, and Analytical Chemistry. He has been an active researcher in atomic and molecular electron spectroscopy and has

collaborated with researchers at Oregon State University and the University of Bergen (Norway) and has done experimental studies at synchrotron facilities in Berkeley, Paris, and Lund (Sweden.) Dr. Carroll has been involved with AAUP since 1982, and recently worked to revive the Keuka College Chapter. He has extensive experience with faculty compensation issues and has analyzed the "economic status" of Keuka faculty on an annual basis since 1990. Currently he chairs the New York State AAUP Committee on the Economic Status of the Profession.

Mark James: Dr. Mark James is Associate Professor in English at Molloy College on Long Island, NY. He is President of the college's AAUP advocacy chapter, serves on the college's Faculty Council, and is a Member of the AAUP's Committee A on Academic Freedom and Tenure. As a member of Committee A's subcommittee revising the association's statement on discrimination, he is currently drawing on his interest in critical race theory and critical university studies to explore how white supremacy and other forms of oppression have influenced the association's positions on academic freedom and free speech.

Robert S. Hansbrough: Dr. Robert Hansbrough is currently Professor of Music and Coordinator of Winds and Percussion at The College of Saint Rose in Albany, NY, where he has served since 1999. From 2004-2014 he served as Interim Department Chair, Assistant Department Chair and during the last four years as Music Department Chair. He is the Founder of The Saint Rose Summer Youth Music (SrSYM) program and served as Director for five years and was the Inaugural Director of The College of Saint Rose Pre-College Experience program. Dr. Hansbrough conducts The Empire State Youth Wind Orchestra, The Faculty Camerata Chamber Orchestra, and has conducted honor bands and presented clinics and workshops throughout The United States and Eastern and Western Europe and has adjudicated bands and orchestras from 26 states, Canada, Mexico, and Hungary. He has also served as the Eastern Division Chair of the National Band Association Board of Directors and is widely published.

Mary Rose Kubal: Mary Rose Kubal is Associate Professor of Political Science and Chair of the Political Science Department at St. Bonaventure University, where she is currently a Faculty Senator and former Chair of that body. She received her B.A. from Haverford College (1993) and M.A. and Ph.D. from the University of North Carolina at Chapel Hill (1995, 2001). She has been a member of the AAUP since 2001. She has served as both President and Vice-President of her campus advocacy chapter and is currently President of the New York State Conference of the AAUP, Chair of the NYSC AAUP Independent Council, and serves on the NYSC AAUP Committee on Shared Governance.

From the NYS AAUP President's Desk

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as an excuse to implement retrenchments that they have been wanting to make for years—tenured, full time non-tenure track, and part-time contingent faculty have all been hit, as have academic programs mainly in the liberal arts & sciences.

Our state conference survey of part-time contingent faculty conducted jointly by our Committees on the Economic Status of the Profession and Faculty Holding Contingent Appointment revealed some heartbreaking stories, some of which were shared at a webinar last month. The National AAUP's omnibus report documenting serious shared governance violations at eight campuses across the country, including three in NYS (Canisius, Keuka, and Medaille Colleges) is due to be released in May. The state conference is working with National AAUP, the Western New York Faculty Coalition, and NYSUT to coordinate publicity, so watch out for more details.

The bad news continues to mount, as the draconian cuts of full-time untenured faculty members at Ithaca College have made national headlines. Yet as I indicated in my last column, I am cautiously optimistic that faculty and staff organizing efforts will help us push back and prevent further damage to tenure, academic freedom, and shared governance on our campuses. By the end of this month faculty at Ithaca and Keuka Colleges will have new AAUP advocacy chapters and the faculty at Canisius College have been organizing and achieved some notable victories (AAUP candidates won all their faculty senate elections at Canisius last semester). These struggles on individual campuses will be long and hard, but they are worthwhile!

It is also important that we organize across our campuses. The problems we are facing are part of a systemic crisis brought about by the imposition of a neoliberal business

model on higher education beginning in the 1980s. Clearly that model has failed. Quality education should be a right, not a privilege as it is in our current system. If you haven't already, please check out the AAUP/AFT New Deal for Higher Education Initiative, which already has the support of progressive politicians like Rep. Ayanna Presley and Senator Elizabeth Warren.

At the state level, we continue to struggle for funding for higher education. Thanks to those who have contacted your legislators to support our budget priorities: full funding for TAP and EOP/HEOP; full funding for Bundy Aid; funding for campus mental health services; and funding for faculty diversity initiatives. More information can be found under the Government Relations tab on our NYSC AAUP website. More information on Bundy Aid funding will be coming out shortly—you may already have received the announcement via an Action Network email by the time this newsletter is released.

We have an exciting program lined up for our spring conference, focused on challenges to shared governance and tenure and academic freedom. I encourage everyone to register for the Saturday program which features some exciting speakers including Michael DeCesare, Chair of the National AAUP's Committee on College and University Governance and co-chair of the committee that conducted the investigations for the soon-to-be released omnibus report on shared governance violations. In the morning we will consider the situation nationally and the afternoon programming focuses on challenges and organizing in New York State. **I hope to see many of you there!**

In Solidarity

Mary Rose Kubal

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Link to Conference Agenda: 2021 Spring Conference - New York State AAUP Conference (nyscaaup.org)

Link to Registration: NY State AAUP Spring Conference 2021 Registration - New York State AAUP Conference (nyscaaup.org)

Also, be sure to visit our website (Home - New York State AAUP Conference (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).

In addition, our new Communications 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/>).

If any of your members or chapters are mentioned in a local news article, or there is something else you would like to share about what is happening on your campus, please let me know and I will post it on our website.

Please reach out to me if there is something the State Conference can do to help support you as an AAUP member or as a chapter. As always, I am here if you “just” need to talk about something that is going on with you as a faculty member, at your institution, or with your AAUP Chapter. Feel free to email me at sdearhealeyaaup@gmail.com or reach me by phone at (607) 656-9477.

Be well, stay safe, and in solidarity,

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 Academe Submission Guidelines

Approved 10/23/2020 (adapted from AAUP National Academe submission guidelines: <https://www.aaup.org/reports-and-publications/academe/submissions><https://www.aaup.org/reports-and-publications/academe/submissions>)

General Submission Guidelines

NYS Academe, the magazine of the NYS Conference of the American Association of University Professors (AAUP), welcomes proposals for feature articles and book reviews as well as submissions of articles and opinion columns.

NYS Academe seeks to publish compellingly written, rigorous, salient, and original articles on the critical issues facing higher education and especially those involving and/or relevant to NYS. Our readership includes faculty members, academic professionals, and graduate students from many different disciplines as well as academic leaders, policy makers, and media professionals involved in higher education issues and policy.

Submission of an article, column, or book review (including by invitation) does not guarantee its acceptance; *NYS Academe* is under no requirement to accept any submission. Accepted articles may be published in print or as online-only features. Decisions about the placement of articles will be made by the Editor.

Submissions should not include defamatory statements or raise other significant legal concerns. Promotion or criticism of candidates running for office in local, state, or national AAUP elections is not allowed in the magazine; neither is misrepresentation of AAUP policy.

***NYS Academe* discourages the following:**

- Submissions primarily devoted to specific ongoing disputes involving individuals and their colleges or universities, except in cases of national significance. In such cases, submissions should focus on the wider implications and lessons.

- Submissions that are primarily focused on another national higher education group or union.

- Submissions primarily devoted to specific ongoing disputes involving individuals and AAUP entities including chapters, conferences, or affiliates. However, productive self-reflection and critique of an AAUP entity's successes and failures are welcome.

- Submissions of material previously published elsewhere. Such submissions must be clearly marked as previously published material.

Article Submissions

If you have a topic in mind, please prepare a brief proposal detailing your specific qualifications to write on the topic, what your approach will be, and how your article will distinguish itself from other coverage of the issue. You may also submit completed manuscripts.

Length: We accept submissions of a variety of lengths;

however, it is recommended that submissions are less than 750 words. Submissions must be sent as Word Docs.

Review Process: Please allow sufficient time for review of submissions. Reviewers may include the Editor, the Executive Director of the NYSC, and the President of the NYSC. *NYS Academe* is not a peer-reviewed publication.

Editing: Accepted submissions are edited by the Editor. The Executive Director of the NYSC and the President of the NYSC may also comment on some articles.

Biographical Statement: Include a one- or two-sentence biographical statement and indicate whether you would like your email address published with the statement if your submission is accepted.

Notes: *NYS Academe* articles generally do not include endnotes or footnotes. If and when possible, identify cited works in the text of the article. Avoid bibliographies and lengthy parenthetical references.

Contact Information: Please provide home and office addresses, telephone numbers, and email addresses with your submission. It is important for *NYS Academe* to have these details in one place so that authors can be contacted in a timely manner.

For further information, write to jfkraus1@aol.com.

Book Reviews

Proposals for book reviews can be sent directly to jfkraus1@aol.com.

Opinion Column Submissions

NYS Academe's Faculty Forum is an opinion column open to all faculty members, academic professionals, and graduate students who belong to the AAUP. Nonmembers may submit columns but will be expected to join the Association before publication.

Contributions to Faculty Forum should address issues of concern to a wide range of *Academe* readers, including academics from many different disciplines and others interested in higher education issues and policy. Submissions should adopt a clear point of view and be written in a lively, nontechnical style. They must maintain a collegial tone and be interesting, insightful, and original. In evaluating submissions, the editors will seek a broad representation of institutional types, regions of the country, and ranks in the profession, giving priority to voices that are often marginalized within the profession.

Faculty Forum submissions should be approximately 700 words in length and should not include subheadings, endnotes, tables, or similar attributes. We do not accept submissions that have been previously published elsewhere.

All article and column proposals and submissions should be sent to jfkraus1@aol.com.