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From the President's Desk

by Mary Rose Kubal

It is hard to believe that the summer is more than half over! I hope you have been able to get some rest and recharge after another difficult year. But if your summer has been anything like mine, there hasn't been a lot of rest. The myth that faculty

have the summer "off" is a dangerous one that is part of the dominant narrative about our relative privilege and ignores our eroding working conditions.

At the press conference announcing the release of the National AAUP Omnibus Report that our state conference co-sponsored with the Western New York Faculty Coalition and NYSUT, Tanya Loughead the president of the Canisius College AAUP Chapter provided an apt summary of the current situation:

"Too many faculty have embraced respectability politics. We feel a need to be polite, to be courteous, to ask nicely. The last thing we want to do is cause a scene. But our politeness and our courtesy have been met with heartless and callous decisions that are destroying lives and betraying the principles of good education."

We are at a critical juncture in the future of higher education—a moment when faculty voices are desperately needed and increasingly marginalized and ignored. The Biden administration appears to be throwing a lot of resources at higher education, but with no clear vision. The National AAUP and AFT are proposing a New Deal for Higher Education, but without robust faculty engagement and input at all levels it will be a hollow new deal.

So my mantra for this coming academic year is organize, organize, organize. If you are a member of the AAUP on a campus that does not have a chapter, reach out to us and we will help you start one (or watch your inbox because we will be reaching out to you soon)! If you have a chapter, grow it. If you have a large chapter, great! There is power in

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AAUP Report Highlights Need for Action on Crisis Exacerbated by Pandemic

On July 16, the AAUP released the Annual Report on the Economic Status of the Profession, 2020–21, which outlines how years of unstable funding, combined with the impacts of the COVID 19 pandemic, have created an existential threat to shared governance and academic freedom in higher education that severely weakens our nation's ability to effectively educate our communities.

The long-standing economic crises described in the report—declining fiscal support, over-reliance on contingent faculty, growth of administrations, and spiraling institutional debt—highlight the need for a New Deal for Higher Education, as called for by the AAUP, the American Federation of Teachers, and other allies. "Decades of divestment and chronic underfunding at the state and federal level have brought higher education to a precarious tipping point," said AAUP president Irene Mulvey.

The report concludes with an urgent call for governing boards, legislators, and other policy makers to provide funds for a substantial readjustment of academic salary levels to avoid irreparable harm to the US higher education system.

The report presents findings from three related studies conducted by the AAUP Research Department: the AAUP's annual Faculty Compensation Survey, a follow-up COVID-19 survey, and secondary data analyses of faculty and staff employment and institutional finance data.

Key Findings from the 2020–21 Faculty Compensation Survey

■ Real wages for full-time faculty decreased at 67.9 percent of institutions, after adjusting for inflation.

■ Real wages for full-time faculty decreased (–0.4 percent) for the first time since the Great Recession.

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New York State Conference, AAUP Election Committee

CALL FOR NOMINATIONS

2022 NYS CONFERENCE OF THE AAUP ELECTION

Date of Call for Nominations - July 1, 2021

Officers to be Elected

The New York Conference will elect the officers listed below for two year terms. Those elected will begin their service as of June 1, 2022.

- Secretary
- Treasurer
- Officer at Large
- Officer at Large

Eligibility to Run for Office

All AAUP members, except Associate members, living full time in or working in higher education in New York State, who are qualified to vote in national AAUP elections, and who have been AAUP members in good standing continuously since July 1, 2020, are qualified to run for elected office.

Retirees need not live in New York State, nor work in higher education in New York, so long as they have been AAUP members in good standing continuously since July 1, 2020.

Duties of Officers to be Elected

The Secretary maintains the records of the Conference. He or she is responsible for the Minutes of the Fall and Spring meetings and any special meetings of the Conference. The Secretary is a member of the Administrative, Executive and Steering Committees, and is responsible for the Minutes of these committees. He or she replaces the Vice President, if a vacancy occurs, until the next election.

The Treasurer shall have responsibility for the funds of the Conference, and shall keep complete financial records. He or she shall receive funds, make disbursements, present an annual budget at the Fall meeting of the Conference, and make a financial report to the Spring meeting of the Conference. The Treasurer is a member of the Administrative, Executive and Steering Committees.

The Officers at Large are members of the Executive and Steering Committees, and thus are central to decision making in the Conference.

Nomination Procedure

In order to run for any office, a member must submit four nominations from other members of the Conference. These nominations must come from at least two chapters.

The nominations may be in hard copy or e-mail form. The nomination must contain the name of the nominee, the office for

which the nominee is running, and contact information for the nominee – mailing address, phone number and e-mail address.

The nomination also must contain the name and chapter of the nominator, and contact information for the nominator – mailing address, phone number and email address.

The Election Committee will verify that the nominee's AAUP membership is in good standing continuously since July 1, 2020, and that each nominator was a member of AAUP, in good standing, at the time he or she made the nomination.

The nominations may be collected by the nominee and sent in one submission, or they may be submitted individually. In the latter case, the nominee must make sure at least four valid nominations have been submitted.

It is advisable to submit more than the minimum number of nominations. It is the responsibility of the nominee to make sure that the Chair of the Election Committee has received the nominations.

The nominations shall be sent to the Chair of the Election Committee as follows.

Mail: Irwin Yellowitz, 118 Alpine Drive, Closter, NJ 07624. Mark the envelope Nomination.

Email: iyellowitz@aol.com. The subject line should read Nomination.

Appeal Procedure

Should a nominee not be certified by the Election Committee, the nominee may appeal this decision to the Election Appeals Committee. The appeal must be made within seven business days of the notification of ineligibility, and the Election Appeals Committee will make its decision within ten business days of receipt of the appeal.

Deadline for Nominations

The deadline for nominations is November 1, 2021.

Election Requirements

Once the Election Committee certifies the nominations, all candidates will be notified of the election procedure.

The Secretary and Treasurer shall be elected by a majority of the votes cast. Should a second ballot be required because no candidate has received a majority on the first ballot, the two candidates with the highest vote totals will be placed on the second ballot.

The two candidates for At Large Officer with the highest

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AAUP Votes Six Governance Sanctions, One Censure Removal

Imposition of Sanctions

The governing Council of the American Association of University Professors voted to add **Canisius College** (NY), **Keuka College** (NY), **Marian University** (WI), **Medaille College** (NY), **National University** (CA), and **Wittenberg University** (OH) to the AAUP's list of sanctioned institutions.

AAUP sanction is imposed when an administration or governing board violates generally accepted standards of college and university governance, as set forth in the Statement on Government of Colleges and Universities. Prior to the restructuring of the AAUP that took effect in 2020, censure and sanction were imposed by vote of the annual meeting; they are now imposed by vote of the Council.

In September 2020, the AAUP's executive director appointed a special committee to investigate and report on the crisis in academic governance that occurred in the wake of the COVID-19 pandemic, focusing on cases at eight institutions. The special committee's report was published on May 26, 2021, in time for the Committee on College and University Governance to bring its six sanction recommendations before the AAUP's June Council meeting.

The Committee on College and University Governance delayed making a recommendation to the Council concerning the imposition of sanction on Illinois Wesleyan until fall 2021, pending final action by its board of trustees on the recommendation of a faculty hearing committee.

At the University of Akron, a successful negotiation of a Memorandum of Understanding (MOU) between the chapter and administration on shared governance led the Committee on College and University Governance to make no recommendation on sanction.

However, in its statement, the committee wrote that it "remains deeply concerned about the continued presence in the collective-bargaining agreement of language equivalent to the technically deleted 'force majeure.'" In light of developments

that occurred after the committee drafted its statement, the AAUP's Council referred the case back to the Committee on College and University Governance for further consideration.

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. If the investigating committee's published report finds that serious violations have occurred and an appropriate resolution cannot be achieved, the AAUP may place an institution on its sanction list, which informs the academic community and the public that conditions for shared governance at the institution are unsound.

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

Censure Removal

The Council also voted to remove **Bastyr University** from the Association's list of censured administrations. Since 1938 the AAUP has censured administrations of higher education institutions for failing to observe generally recognized principles of academic freedom.

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AAUP Public Comment on Upcoming Department of Education Rulemaking

As part of their efforts to roll back harmful Trump-era regulations, the US Department of Education announced a public comment period on a wide range of student lending and educational quality topics.

In written comments and virtual testimony, On June 29, AAUP government relations specialist Kaitlyn Vitez testified about the urgent need to reform Public Service Loan

Forgiveness and for greater representation from faculty in rulemaking committees later this year.

She also stressed the need for the Department to provide borrowers with some clarity on the start date of federal student loan repayment (and beyond that, full debt cancellation) before rulemaking starts.

AAUP Signs on to Joint Statement Opposing Efforts to Restrict Education about Racism

On June 16, the AAUP joined with more than 110 organizations in a statement opposing efforts to restrict education about racism. At a time when the country is confronting deep-rooted racial inequity and having overdue conversations about our history, legislators in a number of states have moved to restrict teaching about oppression, race, and gender.

The groups signing on to the statement strongly oppose these efforts to stifle education about racism and American history in schools, colleges, and universities. The statement was authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities. It affirms that Americans of all ages deserve nothing less than a free and open exchange about history and the forces that shape our world today. Read the joint statement below.

Joint Statement on Legislative Efforts to Restrict Education about Racism and American History

June 16, 2021

We, the undersigned associations and organizations, state our firm opposition to a spate of legislative proposals being introduced across the country that target academic lessons, presentations, and discussions of racism and related issues in American history in schools, colleges and universities. These efforts have taken varied shape in at least 20 states, but often the legislation aims to prohibit or impede the teaching and education of students concerning what are termed “divisive concepts.” These divisive concepts as defined in numerous bills are a litany of vague and indefinite buzzwords and phrases including, for example, “that any individual should feel or be made to feel discomfort, guilt, anguish, or any other form of psychological or emotional distress on account of that individual's race or sex.” These legislative efforts are deeply troubling for numerous reasons.

First, these bills risk infringing on the right of faculty to teach and of students to learn. The clear goal of these efforts is to suppress teaching and learning about the role of racism in the history of the United States. Purportedly, any examination of racism in this country's classrooms might cause some

students “discomfort” because it is an uncomfortable and complicated subject. But the ideal of informed citizenship necessitates an educated public. Educators must provide an accurate view of the past in order to better prepare students for community participation and robust civic engagement. Suppressing or watering down discussion of “divisive concepts” in educational institutions deprives students of opportunities to discuss and foster solutions to social division and injustice.

Legislation cannot erase “concepts” or history; it can, however, diminish educators' ability to help students address facts in an honest and open environment capable of nourishing intellectual exploration. Educators owe students a clear-eyed, nuanced, and frank delivery of history so that they can learn, grow, and confront the issues of the day, not hew to some state-ordered ideology.

Second, these legislative efforts seek to substitute political mandates for the considered judgment of professional educators, hindering students' ability to learn and engage in critical thinking across differences and disagreements. These regulations constitute an inappropriate attempt to transfer responsibility for the evaluation of a curriculum and subject matter from educators to elected officials. The purpose of education is to serve the common good by promoting open inquiry and advancing human knowledge.

Politicians in a democratic society should not manipulate public school curricula to advance partisan or ideological aims. In higher education, under principles of academic freedom that have been widely endorsed, professors are entitled to freedom in the classroom in discussing their subject. Educators, not politicians, should make decisions about teaching and learning.

Knowledge of the past exists to serve the needs of the living. In the current context, this includes an honest reckoning with all aspects of that past. Americans of all ages deserve nothing less than a free and open exchange about history and the forces that shape our world today, an exchange that should take place inside the classroom as well as in the public realm generally. To ban the tools that enable those discussions is to deprive us all of the tools necessary for citizenship in the 21st century. A white-washed view of history cannot change what happened in the past. A free and open society depends on the unrestricted pursuit and dissemination of knowledge.

AAUP Emphasizes Academic Freedom in Title IX Hearing

On June 15, AAUP general counsel Risa Lieberwitz testified at a hearing held by the US Department of Education's Office for Civil Rights to gather information for the purpose of improving enforcement of Title IX of the Education Amendments of 1972.

The AAUP's comments relate to faculty in institutions of higher education (including all faculty, librarians, and graduate student employees). The comments focused on four elements that are essential to achieving gender equity in institutions of higher education:

1. Free Speech and Academic Freedom. Title IX regulations should make clear that rights of free speech and academic freedom continue to apply in cases that do not involve assault or other forms of physical misconduct, but are otherwise alleged to constitute a hostile environment.

2. Due Process. Faculty, like students, need the protections of due process provided in grievance procedures. These procedures should be the result of faculty participation in the creation of university policies.

3. Faculty Governance. For faculty, shared governance and/or collective bargaining processes are forums in which faculty participate in drafting Title IX-related policies and procedures because these have a direct impact on the educational environment and on faculty employment conditions.

4. Analysis of the sources of inequality. To achieve the goals of Title IX, gender equity issues should be addressed within the context of more comprehensive assessments of the bases for inequality—including race, class, sexuality, disability, and other dimensions of social difference—both on and off campus. Attention to these concerns will promote students' access to quality education and—equally important—the faculty's ability to provide it.

Among the AAUP's specific recommendations for amending the current Title IX regulations to enhance these four elements to achieve gender equity in institutions of higher education are the following:

- The regulations should add positive protections for freedom of speech and academic freedom;
- The regulations should use a standard of “severe or pervasive” to define hostile environment harassment, rather than “severe, pervasive, and objectively offensive”;
- The regulations should eliminate the use of “actual knowledge” and “deliberately indifferent” standards to assess an institution's response to sexual harassment;
- The regulations should prohibit institutions of higher education from requiring all employees, including faculty, to be “mandatory reporters”;
- The regulations should mandate grievance procedures

for complaints of sexual harassment that provide adequate levels of due process, including the use of the “clear and convincing” evidence standard;

■ The regulation's reference to “emergency removal” and “administrative leave” should be carried out with due process protections;

■ The regulations should consider as a positive factor that a higher education institution engages in shared governance processes to develop and implement Title IX-related policies;

■ The regulations should be amended to clarify that Title IX coordinators should be knowledgeable about the workings of the university and experienced in dealing with relationships among students, faculty, and other employees;

■ The regulations should be rewritten to deny religious exemptions from compliance with Title IX regulations on sexual harassment.

2022 NYS Conference of the AAUP Election

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total of votes shall be elected. Should there be a tie vote for the last position, there will be a second ballot for those candidates who were tied in votes.

Alternative Election Requirements

In the elections for Secretary and Treasurer, if there is only one nominee certified by the Election Committee for an office, the nominee shall be declared elected, and no election for that office shall be held.

In the election for At Large Officers, if the number of nominees certified by the Election Committee shall not exceed two, the nominees shall be declared elected, and no election shall be held.

If you have any questions, please contact the Chair of the Election Committee -- Irwin Yellowitz, iyellowitz@aol.com.

Six Sanctions, One Censure Removal

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■ **Censure removal statement:** The AAUP's Committee A on Academic Freedom and Tenure recommended the removal of censure on Bastyr after the adoption of policy correcting inadequacies in the dismissal procedures that had led to the imposition of censure and after three faculty members whose cases prompted the censure accepted the administration's apologies for the actions taken against them.

The NYSC AAUP Executive Director's Report

by Sally Dear-Healey, Executive Director, NYSC AAUP

I recently came across an article which talked about 'faculty evaluation after the pandemic,' written by Kevin Gannon in the *Chronicle of Higher Education* (6/9/2021), and while my mind immediately went to the topic of institutional evaluations, I also thought about the value – especially now – of how we conduct our individual evaluations, or our evaluations of ourselves. No doubt each of us has had multiple opportunities over the last year and a half to reevaluate various yet important aspects of our lives, such as with who and how we interact in and outside of our own homes and how we spend our time, as well as the conduct, meaning, and direction of our work. Critical to those evaluations are our perceptions of safety.

As we all realize, these perceptions – whether at home or at work – have changed considerably over this period of time and we are all cautiously anticipating what the 'new normal' is going to look like, what kinds of decisions will be made in the process, and how we, our colleagues, and our families will be impacted. While Gannon argues that "faculty members who find themselves somewhere in the contract-renewal and/or tenure-and-promotion pipeline understand this truth in a visceral way," I must emphasize that there are others who feel even less safe. This is because 'safety' has different meanings and can be experienced differently depending on the individual and their circumstance(s). For example, contingent faculty have found themselves in ever more precarious circumstances and many lack the resources afforded to these other groups, especially when they are included as part of otherwise under-represented and marginalized groups, such as our BIPOC and LGBTQIA colleagues. Many faculty, myself included, are also painfully aware that speaking up and/or taking a stand on an issue can come with consequences. Additionally, female faculty as a whole are also disproportionately impacted as Gannon notes, "we know that Covid-19 posed higher challenges for women than for men — in terms of research, publication, and general productivity — because women tend to have a significantly higher burden on the home front." Clearly it is time for a change, and the New York State Conference is here to help however we are able.

In turn, in our continuing efforts to educate and support our members and chapters around issues of campus safety, broadly defined, our Fall 2021 (Virtual) Conference (Saturday, November 6th) will focus on "Transforming Campus Safety, Pre- and Post-Covid." Watch for updates on our website and in Action Network emails.

The really good news is that our State Conference is growing and becoming ever more vital as we continue to expand our leadership to include new Chairs and Members of our various

Committees and Councils. A list of these Committees and Councils can be found under "Contact" on the NYSC AAUP website: <https://nyscaaup.org>.

It has also been my vision to revitalize the Regional Councils, found listed as follows in our Constitution/Bylaws (NYSC AAUP Constitution - New York State AAUP Conference):

The Regional Councils of the New York State Conference AAUP (NYSC AAUP) are:

- The Long Island Council
- NYC-Westchester Council
- Lower Central Council
- Capital Area-Mid Hudson Council
- Western-Midwestern Council

Accordingly, I am very happy to introduce Rachel O'Donnell, Vice President of the newly established University of Rochester AAUP Chapter as the new Chair of the Western Midwestern Regional Council.

These Councils were established many years ago but have been inactive for some time. Part of our Strategic Plan is to increase outreach to members and chapters, efforts that we believe will be further enhanced by active Regional Councils. Rachel and I have already had several meetings and there are exciting plans in the works, so look for an Action Network email coming soon! If you are interested in talking to Rachel or me about these Councils, or are interested in helping to organize one in your 'district,' please let me know and I will set up a meeting.

There are other opportunities beyond serving on a State Conference committee or council, including running for office. Our next election will decide the new Treasurer, Secretary, and two (2) Officer At-Large members.

The deadline for nominations is November 1st (2021) and nominations should be sent to the Chair of the Election Committee via postal or email and email subject lines and envelopes should be marked "Nomination" (Send to: Irwin Yellowitz, 118 Alpine Drive, Closter, NJ 07624 (or) iyellowitz@aol.com).

As always, please don't hesitate to reach out to me if there is anything the State Conference can do to help support you as an AAUP member or as a chapter or if you 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,
Sally*

Governance Survey Data Measure the Impact of the Pandemic

On June 2, the AAUP is issued a report on data from the first national survey about shared governance in two decades.

It follows and complements our recently released Special Report: COVID-19 and Academic Governance, which is the report of an investigation into a number of instances in which governing boards and administrations opportunistically exploited the pandemic, using it as an excuse to put aside established academic governance processes and unilaterally close programs and lay off faculty members.

The Survey Data on the Impact of the Pandemic on Shared Governance analyzes responses to a survey completed by faculty governance leaders at four-year institutions and provides additional evidence of severe pressure on governance.

However, it also offers a hopeful counterpoint to that investigative report by documenting an increase in faculty influence at some institutions, including those where faculty members benefited from leadership transitions or from being more vigilant and outspoken.

The report, which is the first in a series of reports from the AAUP's research department that will highlight key findings of our survey, focuses on the portion of the survey that concerned the impact of the pandemic.

- Almost a quarter of respondents reported a reduction in

faculty influence at their institutions, while over sixty percent reported no change and almost fifteen percent reported an increase in influence.

- Respondents at fewer than a third of institutions reported an opportunity for meaningful faculty participation in budgetary decisions, and more than two-thirds reported that the administration had made such decisions essentially unilaterally.
- Almost a tenth of respondents at institutions with a tenure system reported terminations or non-renewals of tenured or tenure-track faculty, but the number climbed to over forty percent at such institutions where programs had been eliminated.
- Over a quarter of respondents from all institutions, with or without a tenure system, reported that faculty on contingent appointments had been laid off.
- At institutions where administrations or governing boards declared institutional regulations no longer in force, over forty percent of respondents reported the elimination of programs.
- Almost a quarter of respondents indicated that faculty members could not voice dissenting views without fear of administrative reprisal, but the number exceeded forty percent at institutions where regulations were declared no longer in force.

The full report can be read at <https://www.aaup.org/report/survey-data-impact-pandemic-shared-governance>

Need for Action on Crisis Exacerbated by Pandemic

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■ The number of full-time faculty employed decreased at 61.5 percent of institutions.

Key Findings from the 2020–21 Follow-Up COVID 19 Survey

■ 55 percent of institutions implemented salary freezes or reductions.

■ 28 percent of institutions eliminated or reduced some form of fringe benefits.

■ Almost 5 percent of institutions terminated the appointments of at least some full-time tenure-line faculty members.

■ Almost 20 percent terminated the appointments of or denied contract renewal to at least some full-time non-tenure-track faculty members.

Additional Key Findings

■ In fall 2019, 63.0 percent of faculty members were on contingent appointments; 20.0 percent were employed full

time and 42.9 percent were employed part time. Only 26.5 percent of faculty members were tenured and 10.5 percent were on tenure track.

■ From fiscal year 2011–12 to fiscal year 2018–19, the numbers of staff classified as “management” increased 12 percent per FTE student, real average salaries increased 7 percent, and salary outlays per FTE student increased 19 percent, including an extraordinary 24 percent increase in real salary expenditures per FTE student in public colleges and universities.

■ US colleges and universities reported a total of over \$336 billion in long-term debt in fiscal year 2018–19, a growth of 71.1 percent since fiscal year 2008–09. Long-term debt at public institutions grew just over 50 percent, while long-term debt among private institutions grew about 116 percent.

You can download the Annual Report at: <https://www.aaup.org/report/annual-report-economic-status-profession-2020-21>

UUP Supports Mandatory COVID-19 Vaccinations for SUNY Students

United University Professions (UUP) President Frederick E. Kowal said he supports Gov. Andrew Cuomo's decision to mandate that SUNY and CUNY students get vaccinated for COVID-19 before being allowed to return in person to classes in the fall.

But Kowal, a staunch vaccine supporter and early proponent of mandatory coronavirus testing and safety precautions for on-campus SUNY students and faculty, said that students with religious objections or health problems that prohibit them from getting the vaccine should be exempt from the mandate.

"The governor's decision to mandate that students be inoculated against COVID-19 before returning to campus in the fall is a sound one and one that UUP, the nation's largest higher education union, approves of," said Kowal.

"The safety of our members, our students, our patients at SUNY's public teaching hospitals and our communities has been paramount for UUP since the start of the pandemic," he continued. "I believe that everyone who can, including SUNY students and faculty, should get vaccinated. It is an issue of public safety."

Kowal said that SUNY already requires students to receive certain other vaccines before attending classes on campus.

State Public Health Law requires students born on or after Jan. 1, 1957, and taking six or more credit hours to show proof of immunity against measles, mumps and rubella, and immunization against meningococcal meningitis.

During his May 10 press conference, Cuomo said that coronavirus vaccination percentages for college-aged students is the lowest of any age group in the state.

Just 24.7 percent of New Yorkers ages 16 to 25 are vaccinated, Cuomo said. Vaccines for people ages 16 and older began in early April.

Cuomo said that vaccinations would become mandatory once the Food and Drug Administration (FDA) removes the current emergency authorization and permanently approves their use. Kowal said he agreed with the stipulation.

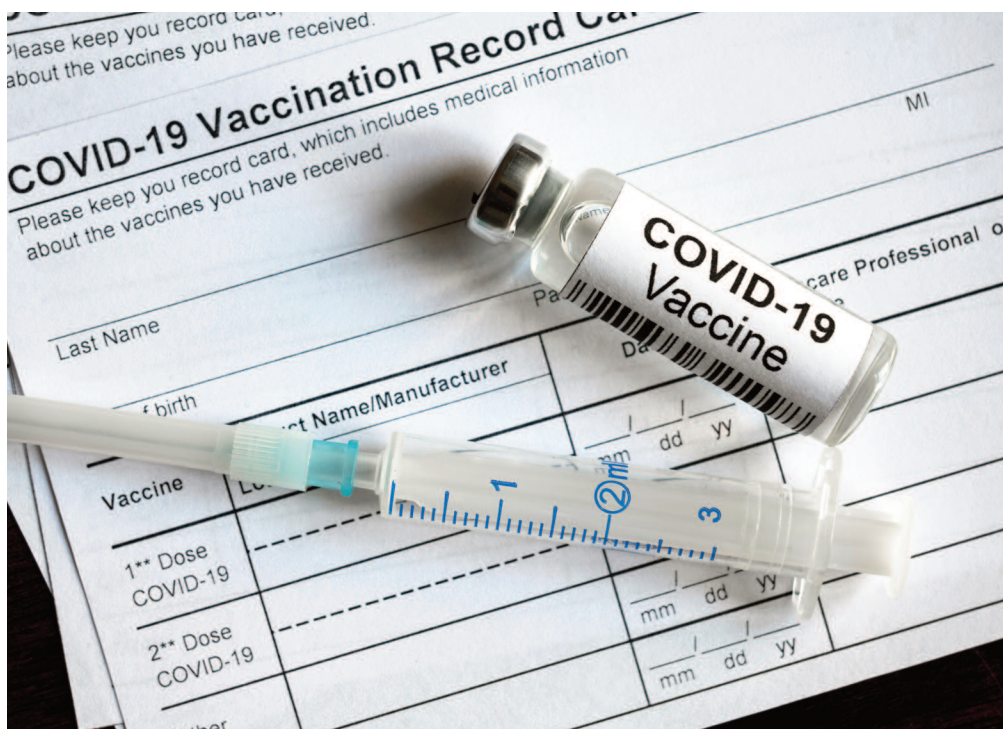
But Kowal said the announcement to mandate student vaccinations might have been more appropriate coming from SUNY.

"I would have preferred that this decision was made by SUNY, with input from UUP," he said. "It is an academic decision in many respects, and it is a student quality-of-life decision."

UUP was an early outspoken advocate for coronavirus safety measures on SUNY campuses. The union negotiated a telecommuting agreement with SUNY—that's still in place—which allows non-essential workers to work remotely.

UUP called for mandatory baseline and recurrent coronavirus testing of students and faculty, the wearing of face masks, and social distancing standards, and worked with SUNY to put the measures in place.

Kowal also said it's imperative that the state send more operating aid to SUNY to ensure that campuses are safe once classes resume. Direct state aid funding to SUNY was flat in the 2021-2022 state budget, but it restored all proposed cuts to SUNY in the Executive Budget.



From the NYS AAUP President's Desk

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numbers, use that power.

Soon after the release of the Omnibus report, presidents John Hurley of Canisius College and Shirley Collado of Ithaca College both announced that they would be stepping down from their positions—Hurley to retire, Collado to move on to a new position. While Ithaca was not included in the National AAUP report, the “Academic Program Prioritization” formulated under Collado’s leadership garnered national attention as it called for the elimination of over 100 full-time equivalent faculty positions and the termination of several academic programs—without proper consultation with the faculty. Ithaca faculty pushback was responsible for much of the national media coverage and they have a brand new AAUP chapter – welcome!!

Canisius College was cited in the National report for numerous shared governance violations surrounding the firing of twenty two tenured faculty members (and even more non-tenured faculty and long-time staff) and was officially sanctioned at the June meeting of the National AAUP leadership. While the Buffalo News and other local news outlets have been reticent in their coverage of the National report and sanction, thanks to the tireless organization of the Canisius AAUP chapter the violations have received coverage in Inside Higher Ed, the Chronicle of Higher Education, and the National Catholic Reporter among other national and international news outlets.

Although the decision of both these presidents to step down were doubtless multifaceted, faculty organizing and demands for accountability and proper shared governance certainly made their jobs less comfortable. Their departures don’t ensure a return to the principles of shared governance, tenure, and academic freedom, but they do send a signal to future presidents and the presidents of other institutions in New York State and nationally that faculty are organizing and defending the principles that belong at the heart of higher education.

So, as I did in my presentation at our meeting this spring, I would like to extend a heartfelt thank you to all the faculty activists at Canisius and Ithaca Colleges and other NYS institutions where these principles are under attack including Medaille and Keuka Colleges (both also included in the Omnibus report and sanctioned this spring), the College of St. Rose, and CUNY’s College of Staten Island among many others. Your fight is our fight.

Many of our institutions do face serious, even existential, challenges. The point that we need to make clear to governing boards and administrations is that violating the principles of shared governance, tenure, and academic freedom will not solve these problems, but will only exacerbate them.

Now is not the time for politeness. Politeness does not serve our students or our colleagues or our institutions. We need to speak up and we need to be clear about the value of a

proper faculty voice in college and university governance.

Our state conference is gearing up to help you organize on your campuses and statewide to defend our principles and fight for more resources for higher education. We are in the process of developing a strategic plan that we will distribute early this fall for member feedback before we put it up for a vote at our fall meeting in November. We are revitalizing our many crucial committees and can use your help—the more members who are active in our committees, the greater impact we can have statewide.

Concerned about the sad state of diversity, equity, and inclusion among the professoriate and higher education leadership? We have a committee for that. Concerned about the plight of adjuncts and other contingent faculty at your institution? We have a committee for that. Concerned about how academic professionals have fared during the Covid crisis? We have a committee for that. Concerned about the economic status of the profession (when was your last raise?)? We have a committee for that too. But these committees could all use more members, so please look out for future calls for new committee members from our Executive Director, Sally Dear-Healey. And thanks to those of you who have recently volunteered for committee positions—we are excited to have more membership involvement!

Finally, I would like to recognize the over two decades of service that Pat Cihon has provided to our state conference in his role of treasurer. Pat was the first recipient of our new award recognizing outstanding service to the NYSC AAUP this past spring—an honor well deserved.

Sadly for us, Pat will be stepping down from his position and will not be running for another term. Nominations, including self-nominations, for the treasurer position are currently being accepted until November 1 (the call for nominations for the 2022 elections went out via email at the end of June). Look out for future communications on this leadership opportunity soon. Pat is happy to answer questions and will be available to help the new treasurer before and after the June 1, 2022 transition.

I know we are all feeling weary and wary and are protective of the shrinking time that we have to pursue our teaching, mentoring, and research, so I am heartened that many of you are taking the time to engage with our state conference.

Not everyone will have the time to join a committee or run for a leadership role at the state level, but maybe you could consider running for a leadership role with your campus chapter. If you don’t have time for that, showing up for meetings and giving moral support to your campus leaders helps! Just convincing one other colleague to join the AAUP will help us defend higher education in NYS. Do what you can and organize, organize, organize. Because when we fight, we win!

In solidarity,

Mary Rose Kubal

New York Colleges that will Require Students or Employees to be Vaccinated Against Covid-19

As Colleges plan for the 2021-2022 academic year, a number of institutions have decided to require students and staff to be vaccinated as a condition of attendance/employment.

As of July 15, 2021 institutions are requiring that all of their students be vaccinated by the beginning of the fall semester. Another 24 colleges are requiring all students and employees to be vaccinated. St. Lawrence University will only require resident students to be vaccinated.

What follows is a list of the institutions in New York state that have established a vaccination requirement for the fall.

Institution	Employees	All Students	Resident Students.
Alfred University		X	
Bank Street College of Education		X	
Bard College		X	
Barnard College	X	X	
Binghamton University		X	
Cayuga County Community College		X	
Cazenovia College	X	X	
Clarkson University	X	X	
Clinton Community College		X	
Colgate University	X	X	
College of Staten Island, CUNY		X	
Columbia University	X	X	
Columbia-Greene Community College		X	
Cooper Union for the Advancement of Science and Art	X	X	
Cornell University		X	
CUNY Bernard M. Baruch College		X	
CUNY Borough of Manhattan Community College		X	
CUNY Bronx Community College		X	
CUNY Brooklyn College		X	
CUNY City College		X	
CUNY Graduate School and University Center		X	

New York Colleges that will Require Students or Employees to be Vaccinated Against Covid-19

Institution	Employees	All Students	Resident Students
CUNY Hostos Community College		X	
CUNY Hunter College		X	
CUNY John Hay College of Criminal Justice		X	
CUNY Kingsborough Community College		X	
CUNY LaGuardia Community College		X	
CUNY Lehman College		X	
CUNY Medgar Evers College		X	
CUNY New York City College of Technology		X	
CUNY Queens College		X	
CUNY Queensborough Community College			X
CUNY School of Law		X	
CUNY Stella and Charles Guttman Community College		X	
CUNY York College		X	
Dutchess Community College		X	
Erie Community College		X	
Farmingdale State College		X	
Fashion Institute of Technology		X	
Finger Lakes Community College		X	
Five Towns College	X	X	
Fordham University	X	X	
Fulton-Montgomery Community College		X	
Genesee Community College		X	
Hamilton College	X	X	
Hartwick College	X	X	
Herkimer County Community College		X	
Hilbert College	X	X	
Hofstra University		X	
Hudson Valley Community College		X	
Ithaca College		X	
Jamestown Community College		X	
Jefferson Community College		X	
Jewish Theological Seminary of America		X	
LeMoyne College		X	
Manhattan College	X	X	
Manhattan School of Music	X	X	

New York Colleges that will Require Students or Employees to be Vaccinated Against Covid-19

Institution	Employees	All Students	Resident Students
Manhattanville College		X	
Marist College	X	X	
Mohawk Valley Community College		X	
Monroe Community College		X	
Nassau Community College		X	
Nazareth College	X	X	
New York University	X	X	
Niagara County Community College		X	
North Country Community College		X	
Onondaga Community College		X	
Orange County Community College		X	
Pace University	X	X	
Pratt Institute	X	X	
Rensselaer Polytechnic Institute	X	X	
Rochester Institute of Technology		X	
Rockland Community College		X	
Russell Sage College	X	X	
Sarah Lawrence College		X	
Schenectady County Community College		X	
School of Visual Arts	X	X	
Siena College		X	
Skidmore College		X	
St. Bonaventure University		X	
St. Francis College		X	
St. John Fisher College	X	X	
St. John's University		X	
St. Lawrence University			X
SUNY-New Paltz		X	
Stony Brook University		X	
Suffolk County Community College		X	
Sullivan County Community College		X	
SUNY Adirondack		X	
SUNY at Albany		X	
SUNY at Fredonia		X	
SUNY at Purchase		X	
SUNY Brockport		X	
SUNY Broome Community College		X	
SUNY Buffalo State		X	

New York Colleges that will Require Students or Employees to be Vaccinated Against Covid-19

Institution	Employees	All Students	Resident Students
SUNY College at Geneseo		X	
SUNY College at Old Westbury		X	
SUNY College at Oswego		X	
SUNY College at Plattsburgh		X	
SUNY College at Potsdam		X	
SUNY College of Agriculture and Technology at Cobleskill		X	
SUNY College of Environmental Science and Forestry		X	
SUNY College of Optometry		X	
SUNY College of Technology at Alfred		X	
SUNY College of Technology at Canton		X	
SUNY College of Technology at Delhi		X	
SUNY Corning Community College		X	
SUNY Cortland		X	
SUNY Downstate Health Sciences University		X	
SUNY Empire State College		X	
SUNY Maritime College		X	
SUNY Morrisville		X	
SUNY Oneonta		X	
SUNY Polytechnic Institute		X	
SUNY Westchester Community College		X	
Syracuse University	X	X	
The Juilliard School		X	
The New School		X	
Tompkins Cortland Community College		X	
Ulster County Community College		X	
Union College	X	X	
University at Buffalo		X	
University of Rochester		X	
Upstate Medical University		X	
Vassar College		X	
Wagner College		X	
Wells College	X	X	
Yeshiva University		X	