

# NEW YORK Academe

VOLUME 45 NUMBER 4 · FALL 2021 · THE NEW YORK STATE CONFERENCE · AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS



## From the President's Desk

by Mary Rose Kubal

*Fezzik:* Why do you wear a mask? Were you burned by acid, or something like that?

*Westley:* Oh no. It's just they're terribly comfortable. I think everyone will be wearing them in the future.

At an outdoor screening of *The Princess Bride* the other night, this line by the protagonist caused a collective groan and some rueful laughter from a small group of friends. Not one of the more recognizable quotes (of which there are many) from the film, but our reaction and the backyard movie screening venue were indications of how much our world has changed since March 2020.

If spring 2020 was Covid hell and the 2020-2021 academic year something of a Covid purgatory, where are we now? I am increasingly hearing Covid spoken of in the past tense and occasionally catch myself erroneously referring to the pandemic as if it were over. Then I put on my mask and head into my academic building to teach while fretting over news about the Delta variant, waning effectiveness of vaccines, the ethics of booster shots, and students wearing their masks below their noses. My back-to-school supplies this fall included a box of KN95 facemasks.

Students, even those who are vaccinated, are getting Covid. And after over a year in relative isolation they are coming down with a whole host of non-Covid viruses and strep throat—should they come to class?

Should vaccinated students have to wear masks?

Should instructors expect to continue to teach in two modalities—live in the classroom and on Zoom—at the same time?

Should colleges and universities continue to extend accommodations to faculty, staff, and students who are immunocompromised? Those with immunocompromised

*continued on page 12*

## 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.

*continued on page 2*

## Hurricane Ida

The NYS Conference of the AAUP would like to express its sincere concern and sympathy for our AAUP members and their families who have been impacted by Hurricane Ida and related storm damage.

We can only imagine how devastating this storm has been on individuals, families, and communities who have already been impacted by Covid.

Be sure to keep us updated on any issues related to storm response.

**Take care and please stay safe!**

# New York State Conference, AAUP Election Committee

# CALL FOR NOMINATIONS

## 2022 NYS CONFERENCE OF THE AAUP ELECTION

*continued from page 1*

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](mailto: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 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](mailto:iyellowitz@aol.com).**

# AAUP and AFT Applaud “Meaningful Down Payment” on Urgently Needed New Deal for Higher Education

On September 8, American Association of University Professors (AAUP) President Irene Mulvey and American Federation of Teachers (AFT) President Randi Weingarten issued the following statements after the House Education and Labor Committee released its portion of the text of the \$3.5 trillion Build Back Better Act.

**The AAUP’s Mulvey** said: “The Build Back Better Act represents a historic and long-overdue investment in higher education—as well as a meaningful down payment on the additional changes needed to aid our colleges and universities, and the people who make them run.

Increased Pell Grant funding, a new college retention and completion fund, and tuition subsidies at minority-serving institutions are important initiatives that will help students at a wide range of institutions, and go beyond the free community college funding that is the signature program of this bill.

“The promise of a new federal-state partnership to increase college affordability and access is essential and can go a long way toward addressing the long-standing problem of disinvestment in higher education at the state level. We urge members of Congress to support this first step toward a New

Deal for higher education.”

**The AFT’s Weingarten** said: “This bill contains many vital components that will help our kids and their families succeed, but today I want to lift up the foundational investments that will build higher education back better.

Postsecondary education is a key part of the knowledge economy and a pathway to a stronger America. Both Congress and the Biden administration understand we have a unique chance for our schools, colleges and students to thrive—and that we need to seize it.

“Tuition-free community college, increasing the value of Pell Grants, new investments in helping students stay in college and in training to address teacher shortages, and the additional support for historically Black colleges and universities are critical to increasing opportunity for all.

“Congress should pass this bill immediately—but it should be considered a floor, not a ceiling, for a new era of accessible and affordable higher education that treats faculty and staff with dignity and respect. We need a New Deal for higher education, and this is a crucial and necessary first step to get us there.”

---

## AAUP Urges Administrations to Prioritize Health and Safety as Campuses Reopen

*On August 16, The AAUP released the following statement from President Irene Mulvey on safe campus re-openings as the Delta Variant surges.*

**T**hanks to the CDC and other public health experts, we know how to protect people from COVID-19 and end the pandemic.

The way forward is to vaccinate as many people as possible, follow masking guidance, and provide regular testing. Institutions of higher education exist to serve the common good.

As sites of knowledge creation and scientific discovery, our colleges and universities are uniquely situated to provide leadership by amplifying and promoting trust in CDC guidelines and putting in place sound public health policies and practices, which should include making vaccination easy

and convenient for all members of the campus community.

In this context, it is dismaying that some states are prohibiting institutions from implementing even the most basic public health and safety measures.

The AAUP supports the rights of all faculty to organize against these prohibitions and work through their unions and shared governance bodies to ensure that appropriate health and safety measures are enacted. By taking action, we can prevent illness and save lives.

The AAUP calls on campus administrations to do everything possible to ensure the highest level of health and safety, and to follow the guidance of public health experts to use every available tool to protect students, faculty, staff, and neighboring communities from further spread of COVID this fall.

# Unions Ask Congress to Support Higher Ed Workers

On August 11 the AAUP sent a coalition letter asking Congress to better support higher ed workers in the **American Families Plan**, signed by national unions with locals and chapters on college campuses.

You can read an abbreviated version below or read the full letter at: [https://www.aaup.org/sites/default/files/Union\\_Letter\\_AFP\\_Free\\_College\\_Plan\\_0.pdf](https://www.aaup.org/sites/default/files/Union_Letter_AFP_Free_College_Plan_0.pdf)

Dear esteemed Members of Congress,

Our organizations have all called, in one way or another, for Congress to double Pell grant funding, increase grant funding to institutions, and create a federal-state partnership to reduce college costs.

We greatly appreciate your support for these initiatives so far, and we urge you to take the next step to add guardrails to ensure this money is used in ways that support the people who do the work on America's college campuses.

We ask that you consider the following for the FY22 federal budget, and future legislation to drive economic recovery and to create free college programs, such as the American Families Plan:

**1. Protect faculty and staff job security by setting a baseline of support for campus workers as a condition of accepting new streams of federal free college funding.**

Beyond supporting an increase in the share of faculty on the tenure track, where applicable, positions on college campuses should provide a guarantee of good pay, continuity of employment, and parity in wages and benefits between full and part time roles. Institutions should work as much as possible to convert existing short-term appointments of employees to longer-term or tenure-track appointments. Gig work erodes the foundation that has made American higher education among the greatest in the world.

**2. Ensure high-quality instruction for students by requiring that new funds be used mostly for post-enrollment instructional spending and student support services.**

Legislation should require states to keep skin in the game by demanding, at minimum, a maintenance of effort by states for per-student and instructional spending. Furthermore, funds should support a free college education at all public institutions, not only at community colleges.

**3. Promote shared governance by making clear in bill and report language that federal emergency funding ought to fill payroll budget shortfalls ahead of administrative**



**costs or debt financing, and that faculty and staff must have meaningful input when administrations seek to cut costs in moments of financial uncertainty, or in starting a partnership with an outside company.** If a decision is made to hire an outside company for facilities management, instruction, or student services, the employees of those companies should receive the same benefits and workplace protections as staff formally on institutional payroll.

We would like to thank you for your generous and historic funding to meet the needs of students and institutions of higher education during the pandemic. We look forward to working with you further to help our institutions recover from the pandemic, strengthen our communities and civil society, and create thousands more good-paying, union jobs in the process

Sincerely,

American Association of University Professors (AAUP)

American Federation of State, County, and  
Municipal Employees (AFSCME)

American Federation of Teachers (AFT)

Communication Workers of America (CWA)

National Education Association (NEA)

Service Employees International Union (SEIU)

# The AAUP Statement on Legislation Restricting Teaching about Race

The AAUP, on August 4, released the following statement in response to partisan attacks on critical race theory and recent attempts by state legislatures to ban or restrict teaching about race and racism.

Critical race theory (CRT) is a well-established academic discipline that emerged within the legal academy decades ago in the early and mid 1980s. CRT is an analytical approach that legal scholars use to explore and understand how race impacts law, and how law impacts race.

Over the past forty years, CRT has developed into a robust field of scholarship that, like most capacious academic approaches, has been employed by scholars in many different fields. Within the past year, it has suddenly come under sharp and partisan political attack.

Senator Ted Cruz (R-Texas), in an egregious example of false equivalency, publicly decried CRT as “a lie” that is “every bit as racist as the Klansmen in white sheets.”

To date, eight states, including Texas, have taken legislative or administrative action to ban or limit the teaching of CRT and similar concepts deemed “divisive.” Much more alarming, at this time, twenty-five states have considered legislation to limit how and whether race and racism are taught in schools.

For more than a century, the American Association of University Professors (AAUP) has prescribed that institutions of higher education function as sites of unfettered scholarly inquiry and teaching.

The 1915 Declaration of Principles, the AAUP’s founding document, states: “It is . . . not the absolute freedom of utterance of the individual scholar, but the absolute freedom of thought, of inquiry, of discussion and of teaching, of the academic profession, that is asserted by this declaration of principles.”

The Association’s 1940 Statement of Principles on Academic Freedom and Tenure, which has been endorsed by more than 250 scholarly and educational groups, makes plain that “teachers are entitled to freedom in the classroom in discussing their subject.”

In addition, the Statement on Government of Colleges and

Universities, jointly formulated by the AAUP, the American Council on Education and the Association of Governing Boards of Universities and Colleges, defines “curriculum, subject matter and methods of instruction” as areas in which the faculty has “primary responsibility.”

And in the 2007 statement *Freedom in the Classroom*, the Association stated its opposition to efforts by groups that “sought to regulate classroom instruction, advocating the adoption of statutes that would prohibit teachers from challenging deeply held student beliefs or that would require professors to maintain ‘diversity’ or ‘balance’ in their teaching.”

The recent attempts to abolish or curtail teaching about the role of race in US history, and the ongoing repercussions of

racism and slavery, represent the latest example of the same phenomenon.

When politicians mandate the academic content that faculty can and cannot teach or the scholarly areas they can or cannot research or study, they prevent colleges and universities from fulfilling their missions. Such actions also severely

violate both academic freedom, the cornerstone of American higher education, and the faculty’s primary role in institutional decision-making.

The lasting results—which should be unacceptable to politicians across the ideological spectrum—are the impoverishment of student education and the diminution of the purpose of American higher education in a free society.

To be clear, those most harmed by these cynical attempts of partisan political interference are the students. When legislators take actions like the ones we are seeing these days—actions which essentially legislate ignorance—our students are denied the opportunity to learn and grow.

Since its founding in 1915, the AAUP has steadfastly opposed political interference in the conduct of this country’s institutions of higher education.

Today the AAUP condemns in the strongest possible terms the recent actions to ban, limit, or distort the teaching of history and related academic subjects.

**...the AAUP condemns in the strongest possible terms the recent actions to ban, limit, or distort the teaching of history and related academic subjects.**

# Proposed Amendments to the NYSC AAUP Constitution and Bylaws

The following proposals will be considered at the Fall meeting.

NOTES: ■ Proposed additions: **bolded blue**

■ Proposed material to be removed: ~~strike-out red~~

## 1. Proposed amendment to the NYSC AAUP Constitution approved by the Executive Council at the Spring 2021 meeting for consideration of the membership at the Fall 2021 meeting: (Sent out via Action Network on 9/1/2021)

To modify Article III.2 to remove the National Council members elected from the district that includes New York State, At-large National Council members who are members of the NYS Conference, and the elected National AAUP Officers who are members of the NYS Conference from the EC.

**Rationale:** These members are currently non-voting because they are not elected to the EC by our members. While they were likely included on the EC to facilitate communication between the state conference and National AAUP, in practice this hasn't been the case and has created confusion. The removal will help streamline the functioning of the EC.

ARTICLE III: Officers, Committees, Councils, Executive Director, and Newsletter Editor

2. There shall be an Executive Council (EC) chaired by the President. The Council shall consist of the following: the officers of the Conference, **and** four (4) At-large members, ~~the National Council members elected from the district that includes New York State, the At-large National Council members who are members of the NYS Conference, and the elected National AAUP Officers who are members of the NYS Conference.~~ The Executive Council shall meet at least twice a year. The Executive Council shall make policy on all matters that come before the Conference, except those items reserved for the members of the fall and spring meetings of the Conference.

## 2. Proposed amendment to the NYSC AAUP Constitution approved by the Executive Council at the Spring 2021 meeting for consideration of the membership at the Fall 2021 meeting:

To modify Article III.3 to add the Communication Director as ex-officio, non-voting members of the Steering Committee.

**Rationale:** Both the Communication Director and Executive Director's positions require that they be kept in the loop about Conference and related business. Attending these meetings will help facilitate this.

ARTICLE III: Officers, Committees, Councils, Executive Director, and Newsletter Editor

3. There shall be a Steering Committee (SC), chaired by the President, that shall consist of the Executive Council (EC), and the Chairs of standing Conference committees and councils. **It will also include the Executive Director and Communication Director in an ex officio nonvoting capacity.** The Steering Committee shall meet no less than two (2) times a year and may meet concurrently with the Executive Council. The Steering Committee shall discuss and offer advice on issues brought to it by the President but only those members of the Steering Committee who are members of the Executive Council may vote on fiduciary matters, including the budget, dues proposals and expenditures.

## 3. Proposed amendment to the NYSC AAUP Constitution approved by the Executive Council at the Spring 2021 meeting for consideration of the membership at the Fall 2021 meeting:

To modify Article III.6.a to allow the Vice President, as Chair of the Audit Committee, to have access to the Treasurer's accounts and reports as a backup and/or in case of emergency.

**Rationale:** As the Chair of the Audit Committee, it is important that the Vice President have access to bank accounts and reports as a backup and/or in case of an emergency.

ARTICLE III: Officers, Committees, Councils, Executive Director, and Newsletter Editor

6.a There shall be an Audit Committee consisting of the Vice President and two (2) At-large Members of the Executive Committee as appointed by the President. **As Chair of the Audit Committee, the Vice President shall have access to the Treasurer's accounts and reports as a backup and/or in case of an emergency.**

## Proposed Amendment to the NYSC AAUP Bylaws (up for membership vote at the fall 2021 meeting)

Add Communication Director position as number 10 in the Bylaws with the following wording:

**10. The Communication Director is a volunteer position (approved 4/2020) held by an AAUP member in good standing which reports to the Executive Council (EC). The role of the Communication Director is to help coordinate and streamline NYSC AAUP messaging to our members, as well as communiques to our state government and the media. The term is for three (3) years, the first term ending at the spring 2023 meeting, with the possibility of reappointment.**

# The NYSC AAUP Executive Director's Report



by Sally Dear-Healey, Executive Director, NYSC AAUP

## Greetings friends and colleagues,

As I write this, I expect that many of you are starting to settle into the fall semester. We also recognize that a good many of you continue to struggle. These continue to be, as so many seem to vocalize, “unprecedented times.”

Despite having had an entire academic year and nearly half a semester before that dealing with

Covid and all its ramifications, there is much we still don't understand and policies and practices that are inconsistent at best.

For example, *Inside Higher Ed* published an article on 9/3 titled “How Online Learning Fits in This Fall”. The article discussed how colleges are taking different approaches in terms of how they are using online learning in this second fall semester with Covid. While some universities are taking a hard stance, others are taking what is considered to be a more “shared governance” approach. For example, the University of Nevada originally planned to hold 80% of its courses in person and 20% online. However, ““We were hearing concerns from students who, given the circumstances in Las Vegas and Nevada, were not as comfortable coming to campus as they had anticipated being,” said Chris L. Heavey, UNLV's provost. In turn, they “opened up the schedule in July and asked people to try to accommodate student requests for online instruction and also gave faculty who felt like they were no longer comfortable teaching in-person the option of switching their courses to remote, with a preference toward remote synchronous.” This is a great example of shared governance, which is a best practice on any campus!

Despite doing some things right, it is painfully clear that there are still a lot of places where we could do much better. For the most part, we have come to know what works and what doesn't. Still, at some institutions, questions continue to be raised about how we can best ensure the health and safety of faculty, students, staff, as well as their families. What we know to be true is that the need for physical safety is of paramount importance to most. For some, this goes hand in hand with a sense of emotional, personal, professional, and even intellectual safety.

In doing some research for the upcoming NYSC AAUP Conference I discovered that when you search ‘campus

safety,’ what generally comes up is information on crime rates on campuses, e.g., assaults, rapes, etc. Since that wasn't exactly what I was looking for, I changed my search criteria to include the word “health.” In turn, I found a reference to the National Center for Campus Public Safety (National Center for Campus Public Safety | Home ([nccpsafety.org](https://nccpsafety.org)), which is touted as a “resource for campus police chiefs, directors of public safety, emergency managers and key campus safety stakeholders.” The question is, on what campuses are faculty not only considered, but treated as respected “key campus safety stakeholders”?

An article titled “The Safest Colleges Campuses in America in 2020” (<https://www.yourlocalsecurity.com>) focused on the safety of a college campus based on a combination of the following factors:

- Violent crimes per 10,000 people
- Property crimes per 10,000 people
- Hate crimes per 10,000 people
- Number of Violent Against Women Act (VAWA) offenses per 10,000 people

Unfortunately, there wasn't a single New York State institution on their list of the “Top 25 Safest College Campuses in America.” I found it also significant that there was no mention of or focus on health-related safety. Why isn't that a priority?

Finally, I found a reference to the Bureau of Justice Assistance (BJA) (<https://bja.gov>), hailed as a “leader in providing resources to the field to help insure (sic) that the nation's college and university campuses are safe and secure.” I found it curious that the BJA lists “Health crises” and “Food poisoning, Food-borne diseases, pandemic flu” as separate campus safety issues. Along with funding several other related projects, the BJA also funds projects for the National Center for Campus Public Safety (<https://bja.ojp.gov/program/enhancing-campus-safety-and-security/overview>). As you can see, there are considerable gaps and inconsistencies in what is considered a ‘health and safety’ issue on campus. How can this be rectified?

Why is all this important? For one thing, it is important to understand priorities. The ‘wheeling’s and dealing’s’ of the Koch Brothers taught us that one of the first steps in understanding an issue is to determine where/who the funding, and subsequent power is coming from and if there are any ‘stipulations’ for how it can, and ‘should,’ be spent or wielded. We also want to know how much of the money allotted to college and university campuses is spent on things that are important to you as faculty, as well as to the students and the staff?

*continued on page 8*

# The AAUP to Offer Online Training in October

During October, national AAUP will offer online training for **government relations, advocacy chapters and the use of social media**

On October 7 at 2:00 p.m., AAUP national will present, Kaitlyn Vitez, an AAUP government relations specialist, who will offer a broad overview of the AAUP's federal-level government relations work and how chapters and conferences can get involved.

Many have already supported our campaign for a New Deal for higher education—but what is our long-term vision for our association's access and influence in the halls of power? We'll discuss what we want to accomplish with our federal government relations work, and what our staff are doing in the background to develop campaigns before chapters are asked to take action. Finally, we'll review what materials, staff support, and trainings exist to proactively set members up for success. The virtual training is intended for AAUP chapter and conference leaders who are interested in understanding and plugging into the AAUP's government relations work on a federal level.

*Register (member log-in required) at:*  
<https://www.aaup.org/chapter-training-registration-federal-level-government-relations-work>

## Advocacy Chapter Training: AAUP Policy Basics

This training is designed for chapter and conference leaders and field staff interested in learning about a primary role of AAUP chapters: working for the incorporation of AAUP

standards on academic freedom, tenure, and governance into the institution's faculty handbook. Which of these standards should a chapter focus on and how are they best understood?

Presenter Allison Buskirk-Cohen is chair of the AAUP's Committee on College and University Governance and a faculty member at Delaware Valley University. Michael DeCesare is a faculty member at Merrimack College and former chair of the committee.

This online event will be held on October 12, at 3:00 p.m.

*Register (member log-in required) at:*  
<https://www.aaup.org/chapter-training-registration-aaup-policy-basics-advocacy-chapters>

## Chapter Training: Social Media Basics

In this training for chapter and conference leaders, AAUP media specialist Kelly Benjamin will give an overview of engaging with campus community/members via Facebook and Twitter, and go over the pros/cons of public pages vs. private groups. We'll delve into storytelling techniques and creating compelling messages for social media.

This training is intended for chapters and conferences who use Facebook, Twitter, or Instagram and want to get started with them.

The event will take place October 13, at 4:00 p.m.

*Register (member log-in required) at:*  
<https://www.aaup.org/chapter-training-registration-social-media-basics-chapters-and-conferences>

---

# The Executive Director's Report

*continued from page 7*

To help answer these and other questions and to facilitate discussion between our members and chapters, our fall conference, scheduled for Saturday, November 6th, will focus on "Promoting, Assessing, and Protecting Health and Safety on College and University Campuses; Covid and Beyond" is scheduled for Saturday, November 6th.

On Friday, November 5th, the Conference will hold its biannual Business Meeting from 2:00-5:00pm.

**Please note that pre-registration is required for both events.**

**While more detailed information can be found on our website (<https://nyscaaup.org>), here are the direct links to the Conference Program and the Registration page.**

**Link to Conference Program:**  
<https://nyscaaup.org/2021fallconference/>

**Link to Registration page:** <https://nyscaaup.org/ny-state-aaup-fall-conference-2021-registration/>

Please do join us!

In solidarity,  
Sally

**NYSC AAUP Fall 2021 Business Meeting and Conference**

**November 5 and November 6 (Virtual) – Information on Page 10**

**Registration - <https://nyscaaup.org/ny-state-aaup-fall-conference-2021-registration/>**



# 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](mailto:iyellowitz@aol.com)

**A**cademic 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](mailto:iyellowitz@aol.com), or the Executive Director of the New York Conference, AAUP, Sally Dear Healey, at [sdeahealeyaaup@gmail.com](mailto:sdeahealeyaaup@gmail.com).

# NYSC AAUP FALL 2021 BUSINESS MEETING AND CONFERENCE

Friday November 5 and Saturday November 6 - Virtual

## NYSC AAUP FALL 2021 BUSINESS MEETING

Friday, November 5th - 2:00-5:00pm (Virtual)

2:00pm - 2:30pm	Pre-Meeting Greet and Chat (optional)
2:30pm - 4:30pm	Business Meeting
4:30pm - 5:00pm	Reports/Open Forum
5:00pm - ?	Virtual Happy Hour

## NYSC AAUP FALL 2021 CONFERENCE

Saturday, November 6th - 8:30am-3:30pm (Virtual)

### Promoting, Assessing, and Protecting Health and Safety on College and University Campuses; Covid and Beyond

8:30am - 8:45am	Coffee Chat and Networking
8:45am - 9:00am	Welcome and Introductions
9:00am - 11:30am	Morning Program
11:30am-12:30pm	Lunch
12:30pm - 3:00pm	Afternoon Program
3:00pm - 3:30pm	Closing Remarks

### MORNING PROGRAM: 9:00am-11:30am

9:00am - 11:30am - **Discourse on Campus Safety & Health Issues and Mitigations**

**Speakers: Jamie L. Becken and John Usher**

An Intro to PESH, Discourse on Campus Safety & Health Issues and Mitigations - Addressing employee safety and health concerns can also benefit student safety. We all have a role to play in hazard awareness and mitigation. This presentation will give participants an overview of the Public Employee Safety & Health (PESH) Bureau, Employer and Employee Rights & Responsibilities afforded under the OSHA State Plan, and Anti-Retaliation protection.

There will be an overview of several campus safety and health issues, including Workplace Violence Prevention, the importance of de-escalation, hazard identification, situational awareness, the ongoing impacts of COVID-19, and policy enforcement issues. Discourse on effective means of bringing about change, including metrics, problem solving as a team, avoiding common committee pitfalls, and building and maintaining credible, respectful, and lasting working relationships.

Will also inform participants of the availability of free and confidential Consultation Assistance services from PESH and other available resources to help guide staff with identifying and addressing safety and health concerns to build a safer campus community.

*continued on page 11*

# THE NYSC AAUP FALL 2021 MEETING AND CONFERENCE

continued from page 10

## LUNCH: 11:30am-12:30pm

The 'lunchroom' will be open if people would like to eat together, chat and network, otherwise please re-join us at 1:00 for our afternoon program.

## AFTERNOON PROGRAM: 12:30pm-3:00pm

### 12:30pm-3:00pm - **Harnessing the Power of Rank-and-File Activism; Lessons Learned from the PSC Health and Safety Watchdogs**

**Speakers: Barbara Bowen and Susan Fountain**

Is rank-and-file activism any match for a global pandemic? This session will explore what happened when COVID-19 arrived in New York City with devastating speed, while the largest union at the City University of New York had based its health and safety work on member education rather than reliance on "experts."

Everyone is a leader, the PSC officers and health leaders believed; workers know more about their own working conditions than anyone else.

The speakers will discuss the PSC's twenty-year history of member organizing on health and safety as a precursor to an unprecedented level of member engagement during the past year.

What is the potential power of a membership in which several hundred members attend weekly Health and Safety Watchdog meetings and have been trained to inspect their own workplaces?

Has the PSC's model been strong enough to stand up to the current crisis?

Does it suggest ways that organizing on other issues could gain similar urgency?

## CLOSING REMARKS: 3:00pm – 3:30pm

### THANK YOU FOR ATTENDING!

**For Continued Updates:**  
<https://nyscaaup.org>

**Conference Program:**  
<https://nyscaaup.org/2021fallconference/>

### REGISTRATION LINK:

<https://nyscaaup.org/ny-state-aaup-fall-conference-2021-registration/>

## SPEAKER BIOS:



### **Jamie L. Becken**

*Senior Safety and Health Inspector  
New York State Department of Labor  
(DOL)*

Jamie is a Senior Safety and Health Inspector in the New York State Department of Labor (NYSDOL) Public Employee Safety and Health (PESH)

Bureau. Jamie has been with PESH for 8 years, initially as a Safety and Health Inspector, and later assisting employers through the PESH consultation program.

Her previous professional experience includes working as an Environmental Project Manager and as a Hazardous Waste Technician. She has a B.S. in Chemistry/Biology from Springfield College and a M.S. in Teaching and Curriculum from Syracuse University.



### **John Usher**

*Program Manager  
New York State Department of Labor  
NY Public Employee Safety and Health  
(PESH) Bureau*

John is an Assistant Program Manager in the New York State Department of Labor (NYSDOL) Public Employee

Safety and Health (PESH) Bureau. John has been with PESH for 23 years, initially as a Safety and Health Inspector, and later assisting employers through the PESH consultation program. He entered his current management role in April 2021.

His previous professional experience includes working for several environmental consulting firms. He has a B.S. in Environmental Health and Technology from Springfield College.



### **Barbara Bowen**

*PSC Safety Watchdogs*

Barbara has recently stepped down from the position of President of the Professional Staff Congress/CUNY, a title she held for 21 years. She will be returning to the classroom next year, as a professor of English at Queens

College and the Graduate Center, CUNY. Under her leadership, the PSC challenged the pattern of racist austerity

continued on page 12

# From the NYSC AAUP President's Desk

*continued from page 1*

members in their households?

What happens when students give poor ratings to instructors who strictly enforced mask mandates?

I can't offer any definitive answers to these questions—and the answers will vary depending on the circumstances of the individuals and the institutions who must answer them. What is crucial, though, is that faculty have a meaningful voice in the decisions made on their campuses in relation to Covid responses.

National AAUP reports and statements make clear that shared governance standards should not be abandoned during emergencies like the Covid epidemic and in fact are even more acutely important during these times. For example, the 2007 Report of an AAUP Special Committee: Hurricane Katrina and New Orleans Universities and "Pandemic Resources: FAQs on AAUP Principles and Standards" <https://www.aaup.org/issues/covid-19-pandemic/pandemic-resources-faqs-aaup-principles-and-standards>.

As we enter a "new normal," colleges and universities need to integrate public health concerns—including mental health—into their strategic planning and governance processes. Unfortunately, our institutions seem to spend more time than not in some sort of crisis mode.

We need to plan for the crises that are predictable rather than waiting for them to happen and reacting after the fact—particularly given such circumstances seem to encourage governance violations. As faculty we need to educate our-

selves on workplace health and safety issues so that we are prepared to play a constructive role in our campus conversations and governance processes.

Our fall meeting program is designed with this in mind. During our Saturday morning session, we will hear from two officials at the New York State Department of Labor about protections offered under the OSHA State Plan and challenges related to Covid on our campuses.

In the afternoon we will hear from Barbara Bowen, recent past president of the CUNY PSC and winner of this year's Karen Silkwood Award from the New York Committee for Occupational Safety and Health (NYCOSH) for her efforts to help ensure workplace safety for CUNY faculty. Barbara will be joined by her colleague Susan Fountain who among many other positions, is coordinator of PSC's "watchdog" Occupational Health and Safety Committee. We are fortunate to have these experts and activists joining us at our meeting.

One of the positive outcomes of the Covid pandemic is that our virtual fall and spring meetings have been more accessible to our members across the state. I encourage you and your chapters to take advantage of the Saturday educational program and use it as a resource to inform conversations occurring on your campuses.

**I hope to see many of you on November 5 and 6. Don't forget to register online.**

In solidarity,  
Mary Rose Kubal

## Speakers Bios - Fall 2021 Conference

*continued from page 11*

funding for CUNY and led the coalition that developed The New Deal for CUNY legislation.

At the bargaining table and through militant action in the streets, the PSC also broke new ground on paid parental leave, sabbatical pay, paid adjunct office hours, teaching load reductions and other changes that benefit members while also enhancing the education at CUNY. This fall Barbara was honored at the NYCOSH 42nd Annual Gala with the Karen Silkwood Award for her "fierce advocacy for the health and safety of us all."



### **Susan Fountain**

*PSC Safety Watchdogs*

Susan is an adjunct professor at CUNY's School of Professional Studies. She developed and currently teaches in the B.A. in Human Relations program, which serves working adults. She also designed the Graduate

Certificate in Adult Learning program at CUNY SPS.

She has taught courses on adult learning, adult development, program design, conflict management, interpersonal behavior, and leadership. She is a delegate to the Professional Staff Congress, CUNY's faculty and staff union, and a coordinator of the PSC's Occupational Health and Safety Committee (the "Watchdogs").

**REGISTRATION LINK FALL CONFERENCE:**

<https://nyscaaup.org/ny-state-aaup-fall-conference-2021-registration/>

# NYSC AAUP Leadership

The Administrative Committee (AC) consists of the President, Vice President, Treasurer, and Secretary, all of which are elected officer positions.

The Executive Council (EC) consists of the officers of the Conference, four at-large members, the national Council members elected from the district that includes New York State, the At-Large Council members who are members of the NYS Conference, and the elected National AAUP Officers who are members of the NYS Conference. (Article III.2, Oct. 2014).

The Steering Committee (SC) consists of the EC and the chairs of standing NYS Conference committees and councils. (Article III.3, October 2014)

---

## **OFFICERS** (Administrative Committee) **NATIONAL COUNCIL MEMBERS**

### **PRESIDENT**

**Mary Rose Kubal**

(2020-2024)

Political Science

St. Bonaventure University

St. Bonaventure, NY 14778

(716) 375-2271

mrkubalaaup@gmail.com

### **VICE PRESIDENT**

**Leah Akins**

(2020-2024)

Engineering and Technology

Dutchess Community College

53 Pendell Road. Poughkeepsie, NY 12601

(845) 431-8421

akins@sunydutchess.edu

### **TREASURER**

**Patrick J. Cihon**

(2018-2022)

Law and Public Policy (Retired)

Syracuse University

Syracuse, NY 13244

(315) 558-2275

pjcihon@syr.edu

### **SECRETARY**

**Matthew Murray**

(2020-2022)

History, Government, and Economics

Dutchess Community College

53 Pendell Road, Poughkeepsie, NY 12601

(845) 431-8514

matthew.murray@sunydutchess.edu

---

## **MEMBERS ELECTED AT LARGE**

**Kimberley Reiser**

(2018-2022)

Biology

Nassau Community College

One Education Dr., Garden City, NY 11530

(516) 572-7575, Ext. 26511

Kimberley.Reiser@ncc.edu

**Anne Friedman**

(2018-2022)

Borough of Manhattan Community

College/CUNY (Retired)

199 Chambers Street. New York City, NY 10007

anniepal1215@gmail.com

**Hollis Glaser**

(2020-2024)

Speech, Communications, Theater Arts

Borough of Manhattan Community

College/CUNY

199 Chambers Street. New York City, NY 10007

(212) 220-8000, Ext. 5592

hollisglaser@yahoo.com

**James Davis**

(2020-2024)

English

Brooklyn College, CUNY

2900 Bedford Avenue. Brooklyn, NY 11210

(718) 951-5197

jcDavis@brooklyn.cuny.edu

*continued on page 14*

# NYSC AAUP Leadership

(continued from page 13)

## **EXECUTIVE DIRECTOR**

**Sally Dear-Healey**

(607) 656-9477 (office) (607) 727-3130 (cell)  
sdearhealeyaaup@gmail.com

## **INDEPENDENT COUNCIL**

**Mary Rose Kubal**

(2020-2023)

Political Science  
St. Bonaventure University  
St. Bonaventure, NY 14778  
(716) 375-2271  
mrkubalaaup@gmail.com

## **CUNY COUNCIL**

**Cecelia McCall**

(2020-2023)

Professional Staff Congress (PSC) (Retired)  
61 Broadway, 15th floor  
New York, NY 10006  
(917) 696-5785  
liann.mccall@gmail.com

## **COLLECTIVE BARGAINING COUNCIL**

**James Davis**

(2020-2023)

English  
Brooklyn College, CUNY  
2900 Bedford Avenue, Brooklyn, NY 11210  
(718) 951-5197  
jcdavis@brooklyn.cuny.edu

## **STEERING COMMITTEE – STANDING COMMITTEES**

### **COMMITTEE A: ACADEMIC FREEDOM AND TENURE**

**Irwin Yellowitz**, Chair

(2020-2023)

History (Retired)  
City College/CUNY  
New York, NY 10031  
iyellowitz@aol.com

## **COMMITTEE ON ACADEMIC PROFESSIONALS**

**Vasiliki (Valerie) Lagakis**, Chair

(2020-2023)

Critical Reading/Academic Advancement  
Nassau Community College  
One Education Dr., Garden City, NY 11530  
(516) 572-7464, Ext. 25357  
Vasiliki.Lagakis@ncc.edu

## **COMMITTEE ON COLLEGE & UNIVERSITY GOVERNANCE**

**Kimberley Reiser**, Chair

(2020-2023)

Biology  
Nassau Community College  
One Education Dr., Garden City, NY 11530  
516) 572-7575, Ext. 26511  
Kimberley.Reiser@ncc.edu

## **COMMITTEE ON CHAPTERS, MEMBERS, & DUES**

**Katherine Cho**, Chair

(2021-2024)

Criminal Justice  
Nassau Community College  
One Education Dr., Garden City, NY 11530  
chokatherine7@gmail.com

## **COMMITTEE ON THE ECONOMIC STATUS OF THE PROFESSION**

**Thomas X. Carroll**, Chair

(2020-2023)

Chemistry and Physics  
Keuka College  
141 Central Avenue, Keuka Park, NY 14478  
(315) 279-5644  
txcarroll98@gmail.com

## **COMMITTEE ON FACULTY HOLDING CONTINGENT APPOINTMENT**

**Ángel L. Martínez**, Chair

(2020-2023)

Social Sciences  
Bronx Community College/CUNY  
2155 University Ave., Bronx, New York 10453  
347-534-5715  
amjournal@gmail.com

# NYSC AAUP Leadership

(continued from page 14)

## COMMITTEE ON GOVERNMENT RELATIONS

**Fred Floss**, Chair

(2020-2023)

Economics and Finance  
Classroom Building B333  
SUNY at Buffalo, NY 14222  
(716) 878-3374  
flossfg@buffalostate.edu

## COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

**Cheryl McBride**, Chair

(2020-2023)

Art  
Nassau Community College. G Bldg.  
One Education Dr, Garden City, NY 11530  
(526) 572-5062  
Cheryl.McBride@ncc.edu

## COMMITTEE ON RETIREMENT

**Anne Friedman**, Chair

(2020-2023)

Borough of Manhattan Community  
College/CUNY (Retired)  
199 Chambers Street  
New York City, NY 10007  
anniepal1215@gmail.com

## COMMITTEE ON GENDER AND SEXUALITY IN THE ACADEMIC PROFESSION

**Margeaux Lippman**, Chair

(2021-2024)

Speech  
Dutchess Community College  
53 Pendell Rd.  
Poughkeepsie, NY 12601  
margeaux.lippman@gmail.com

## ACADEME NEWSLETTER EDITOR

**Jeffrey Kraus**

Political Science  
Wagner College  
1 Campus Road  
Staten Island, NY 10331  
718-390-3254  
jfkraus1@aol.com

## COMMUNICATION DIRECTOR

**Pauline Hoffmann**

Jandoli School of Communication  
St. Bonaventure University  
Murphy 224  
St. Bonaventure, NY 14778  
716-864-9768  
Hoffmann@sbu.edu