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From the President's Desk

by Mary Rose Kubal

Happy 2022 everyone! In with the new—Omicron—and out with the old—Delta. In with N95 and KN95 masks and out with cloth masks. In with rapid home tests and out with PCR tests? (if you can find either these days...)

How are COVID measures shaping up on your campus this spring? As always, we would love to hear from you about this. If you have COVID-related news from your campus (good, bad, or just plain ugly) please share with me (mrkubalaaup@gmail.com) and our executive director, Sally Dear-Healey (sdearhealeyaaup@gmail.com).

Our fall state conference meeting was a great success. Those who were able to attend the Saturday educational portion learned a lot about legal standards and regulations concerning workplace safety—particularly ventilation and air quality standards—and strategies for holding our administrations accountable—thanks especially to the excellent session conducted by Barbara Bowen and Susan Fountain of PSC-CUNY.

Interestingly, other events at CUNY inspired our upcoming spring meeting theme: how faculty can use the Middle States accreditation process to hold our administrations accountable, particularly in terms of meeting shared governance standards. Many of you may already be familiar with the events at the College of Staten Island (CSI) last fall semester where faculty heroically and successfully organized to defend shared governance at their institution and forced the resignation of unpopular president, William Fritz.

Likely in retaliation for a faculty vote of no confidence, President Fritz proposed a new system of shared governance that would have replaced the current College Council and Faculty Senate with a College Senate headed by himself, as well as dismantling key standing committees. For more details on the CSI struggle see coverage in *The Chronicle of Higher Education* on October 8 and October 27, 2021—the

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Saint Rose Music Professors Win Lawsuit, Keep Jobs

Four College of Saint Rose faculty members who were terminated in a round of layoffs last winter have won their lawsuit against the college and its president, Marcia White.

The college failed to adhere to the order of preference outlined in the college's faculty manual when it laid off Yvonne Chavez Hansbrough, Robert Hansbrough, Bruce Roter and Sherwood Wise — all long-serving, tenured faculty members in the college's Music Department, according to a state Supreme Court decision issued in Albany by Justice Peter Lynch.

In his ruling, Justice Lynch wrote, "The issue distills to whether the college gave preference to retaining other faculty and eliminating petitioners, according first to tenure, then to seniority at the college, then to rank in compliance with and as required by the manual," The Justice determined that the College "did not!" Lynch ordered the College to vacate the termination of the four faculty members and restore them to their tenured positions.

Irwin Yellowitz, Chair of the NYSC AAUP Committee A noted that "this decision has significance beyond St. Rose

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Matt Murray to Become New York State Conference Treasurer

The NYS Conference of the AAUP extended the nomination period for Treasurer to 12/15/21 and one nomination was received from Matthew Murray. According to the Constitution of the NYS Conference, Article IV, Section 3, paragraph j, "if there is only one nominee for President, Vice President, Secretary or Treasurer, that person shall be elected by acclamation, and no election shall be held."

The Election Committee thus declares Matthew Murray

elected as Treasurer of the NYS Conference of the AAUP. Matthew's term of office will commence on June 1, 2022, and will continue until May 31, 2025.

The NYS Conference welcomes Matthew in this new role and wishes to thank the members of the Election Committee for their dedication and service. We would also like to thank Pat Cihon for his many years of dedicated service as the NYSC AAUP Treasurer.

From the President's Desk

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October 8 article links to a letter of support for CSI faculty sent by our state conference leadership to then-President Fritz and CUNY leadership.

In their public defense of the proposal, former President Fritz and college spokespeople made the false claim that the new arrangement was necessary for college compliance with Middle States accreditation standards for shared governance. Many media outlets reported this lie uncritically, although the Chronicle article of October 27 makes clear the administration never produced any documentation from Middle States to support its claim. This created confusion and concern among some of our membership that their administrations might use Middle States standards to gut shared governance at their institutions.

So, this seems like a good time to familiarize ourselves with Middle States standards on shared governance and learn how faculty can use these standards to defend and improve shared governance processes at their institutions—sometimes the best defense is a good offense. We are still finalizing topics and

speakers for the spring NYSC AAUP meeting, but we have some great speakers lined up so keep an eye out for more details.

In other good news, four faculty members in the music department at the College of St. Rose successfully defended their tenure in the New York State Supreme Court. Casualties of their administration's decision to use COVID as an excuse to fire tenured faculty, these professors fought back and won! A victory for us all. So, thank you Yvonne Chavez Hansbrough, Robert Hansbrough, Bruce Roter, and Sherwood Wise for fighting the good fight and congratulations on your victory. These events are covered in more detail in an article in this edition of *NY Academe*.

When we fight, we win. But there are so many battles, and the fight can be draining. Our New York State Conference of the AAUP is here to help you with your fights to defend academic freedom and tenure, shared governance, community health, and more on your campuses.

I am excited about a significant state conference

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Save the Date!

Spring 2022 NYSC AAUP Biannual Business Meeting and Conference, April 9 and 10.

The Spring 2022 NYSC AAUP Biannual Business Meeting and Conference, will be held (virtually) on April 9th and 10th.

The theme of this Conference will be **"Using the Accreditation Process, Along with Middle States and AAUP Standards to Facilitate and Enhance Shared Governance"** – topics that are timelier now than ever before.

We look forward to seeing all of you there!

The AAUP National Meeting Set for June

The 2022 AAUP Conference and Biennial Meeting will be held June 16–19 at the DoubleTree Hotel Crystal City just outside of Washington, DC. The program will include plenary sessions and workshops on topics such as legislation targeting the teaching of race and racism and current challenges to shared governance; peer-to-peer networking opportunities; an expo highlighting AAUP programs and publications; luncheons featuring a keynote speaker and honoring award recipients; and the Biennial Meeting, which includes Council elections and a report from Committee A on Academic Freedom and Tenure about the latest developments in academic freedom.

Information about the conference and biennial meeting is available on the aaup website, aaup.org., which will be updated with more details, including measures that will be taken to protect the health of attendees, in the weeks prior to opening registration in March. Members and chapter leaders will also receive additional emails related to nominations and elections.

BIENNIAL MEETING

The AAUP biennial meeting is the business component of the larger AAUP Conference and Biennial Meeting. It has certain responsibilities laid out by the AAUP Constitution and is governed by standing rules.

The 2022 meeting will consist of three sessions, which will take place on Friday, June 17, from 2:00 to 5:00 p.m. EDT and on Saturday, June 18, from 9:00 a.m. to noon and from 2:00 to 5:00 p.m. at the DoubleTree Hotel Crystal City, 300 Army Navy Drive, Arlington, Virginia, 22202. Elections will be held by secret ballot of credentialed delegates during the Saturday morning session.

AWARD NOMINATIONS

The AAUP offers a number of awards, which we will present this year at an awards and recognition luncheon as part of our conference program. Nominations for all awards are due March 15. Full guidelines and application procedures for the following awards appear on the AAUP website.

- Ralph S. Brown Award for Shared Governance for administrators or trustees
- Alexander Meiklejohn Award for Academic Freedom for administrators or trustees
- Georgina M. Smith Award for individuals providing exceptional leadership
- Outstanding Achievement Award for outstanding chapter- or conference-level work

■ Marilyn Sternberg Award for an AAUP member who demonstrates concern for human rights, courage, persistence, political foresight, imagination, and collective bargaining skills

Additionally, the AAUP Foundation offers Konheim Travel Fund awards to help offset the cost of chapter delegate travel to the AAUP Biennial Meeting. Applications are due March 15.

The AAUP will continue to monitor the status of the ongoing pandemic and local, regional, and national guidelines and will update the meeting guidance accordingly.

TENTATIVE SCHEDULE

Thursday, June 16

7:00 a.m.–5:00 p.m.	Conference Registration
8:00 a.m.–11:30 a.m.	Sessions/Q&As
12:00 p.m.–4:00 p.m.	AAUP Council Session I*
2:00 p.m.–4:00 p.m.	AAUP Expo
4:30 p.m.–6:00 p.m.	Delegate Voting and Elections Process Questions and Answers*

Friday, June 17

7:00 a.m.–5:00 p.m.	Conference Registration
7:00 a.m.–5:00 p.m.	AAUP Biennial Meeting Delegate Credential Check-In Desk
9:00 a.m.–10:00 a.m.	Opening Address
10:00 a.m.–12:00 p.m.	Workshops/Sessions
12:00 p.m.–1:00 p.m.	Keynote Luncheon and Presentation (ticket required)
2:00 p.m.–5:00 p.m.	AAUP Biennial Meeting Session I
6:00 p.m.–8:00 p.m.	Candidate and Member Cash Bar and Networking Reception*

Saturday, June 18

7:00 a.m.–2:00 p.m.	Conference Registration
9:00 a.m.–12:00 p.m.	AAUP Biennial Meeting Session II (including Council elections)
9:00 a.m. – 12:00 p.m.	Field Staff Association Meeting†
12:15 p.m.–1:30 p.m.	Awards and Recognition Luncheon (ticket required)
2:00 p.m.–5:00 p.m.	AAUP Biennial Meeting Session III

Sunday, June 19

8:30 a.m.–9:00 a.m.	AAUP Council Breakfast†
9:00 a.m.–12:00 p.m.	AAUP Council Session II*

* AAUP members only

† closed event

The National AAUP Elections are in June

The AAUP is holding elections for candidates for members of the AAUP's governing Council at the June 2022 biennial Association Meeting. Nominations are due by Tuesday, March 15, 2022. One at-large Council member position and five regional Council member positions are open for election.

Nominations

The Association's Nominating Committee seeks nominations for candidates for election as members of the AAUP's governing Council, at the June 2022 biennial Association Meeting. Nominations are due by Tuesday, March 15, 2022. One at-large Council member position and five regional Council member positions are open for election. Elected Council members will also become members of the AAUP Foundation Board of Directors. All terms are four years beginning after the close of the biennial Association meeting on June 19, 2022.

All members of the Association in good standing, but not associates, are eligible to be elected to Council positions and to nominate other eligible members. The committee seeks a diverse group of candidates with experience in the AAUP at the local, state, or national level.

If you wish to nominate yourself or another member as a candidate for election to a Council position, please send a nominating petition, using the form available at <https://www.aaup.org/about/elected-leaders/elections/2022-election-information>, signed by at least six AAUP members in good standing, to the Nominating Committee.

Nominating petitions must be postmarked or sent by electronic mail by March 15. The nominations process is set forth in the AAUP Constitution and the AAUP Election Rules.

The Nominating Committee will submit its final report to the Council by April 1. Elections shall be conducted by secret ballot of the credentialed delegates at the biennial Association Meeting. Please send nominating petitions by email to nominations@aaup.org or by surface mail to AAUP Nominating Committee, 1133 19th St. NW, Suite 200, Washington, DC 20036.

Council regions are as follows:

REGION 1. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, American Samoa, Guam, Northern Mariana Islands;

REGION 2. Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

REGION 3. Illinois, Indiana, Iowa, Kansas, Michigan,

Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Canada;

REGION 4. New Jersey, New York, Pennsylvania, Puerto Rico, US Virgin Islands;

REGION 5. Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.

To be eligible for election to a regional Council member position, a candidate shall be a member in good standing from that region. The nominators and signers of the nominating petition do not need to be from the same region. No more than one at-large Council member may be from the same region. Currently there are at-large Council members from regions 3 and 4.

Election

The Council positions will be filled in a secret ballot election of credentialed delegates of AAUP chapters and sections at the 2022 biennial Association Meeting to be held on June 17 and 18 at the DoubleTree Crystal City, 300 Army Navy Drive, Arlington, Virginia, 22202.

Chapter and section delegates must be AAUP members elected by secret ballot, provided that no ballot need be taken if there is only one nominee per position. (A section is a group of small chapters in a state that jointly elect delegate(s) to represent the chapters.) Chapters and sections are entitled to 1 delegate for each 250 members (for example, 10 members = 1 delegate; 251 members = 2 delegates), up to a maximum of 10 delegates.

The credentialed chapter and section delegates shall be entitled to cast ballots equal to the number of members from the chapter, or the aggregate number of members of chapters participating in the section, respectively. If there is more than one chapter or section delegate, the votes of the chapter or section will be split evenly between the delegates. The election process is set forth in the AAUP Constitution, the AAUP Election Rules, and the Weighted Voting and Delegate Credentialing Procedures.

In order for delegates to be credentialed and eligible to vote, chapters and sections must submit to the AAUP a delegate registration form listing all of their proposed delegates, and any alternates, by May 15. Individual eligible delegates must sign in and receive their delegate credentials at the biennial meeting delegate credentialing table no later than 5:00 p.m. on the first day of the biennial meeting, which is June 17, 2022.

The election will be held by secret ballot of credentialed delegates on the second day of the biennial meeting, which is June 18, 2022.

US Department of Education Overhauls Public Service Loan Forgiveness

New leadership at the US Department of Education (DOE) has begun taking the concerns of public service workers seriously. Early in 2021, after pressure from the AAUP and others in the labor and consumer protection movements, the department unveiled significant reforms to the Public Service Loan Forgiveness (PSLF) program to make sure it delivers on its promise of relief.

Since PSLF was created in 2007, borrowers have encountered problem after problem in achieving debt cancellation. Many borrowers with “guaranteed” or Family Federal Education Loans (FFEL) faced issues with getting payments properly counted, or were unaware of the need to transfer their Direct Loans to be managed by a certain servicer in order to have their PSLF paperwork processed. Mismanagement by loan servicers was exacerbated by clunky federal regulations tied to annual employer certification and the final application process. This all led to nearly 98 percent of applications being denied forgiveness.

But, after nearly 50,000 public comments from borrowers and an internal audit of borrowers eligible for PSLF, the department has taken a series of steps to resolve long standing issues with the troubled program.

First, the department announced its intent to revise the existing regulations to improve servicing for those with older types of loans, to improve income-driven repayment plans through which borrowers pursue PSLF, and to expand eligibility to new kinds of employers and employees. This process happens via a negotiated rulemaking committee, where a committee of stakeholders (such as borrowers, colleges and universities, lenders, and consumer advocates) edit draft regulations proposed by student lending experts at the Department of Education. Crucially for AAUP members, the department has proposed creating a credit-hour-to-work-hour conversion so that more contingent faculty could hit the 30-hour eligibility threshold of “full-time employment” required for PSLF. AAUP excited to see the recognition of the high workload and low pay that contingent faculty face, but as the AAUP’s David Kociemba noted in his testimony to the DOE rulemaking committee, the formula needs to be more generous.

In its final week of rulemaking meetings, the committee did not reach consensus on reforms to PSLF, but the department did improve its proposed credit-hour workaround to recognize each credit hour a faculty member teaches as 3.35 work hours; this means that, if the proposal makes it into the final rule, a so-called “part time” faculty member teaching at least 9 credit hours would become eligible for PSLF. This new regulation could have an enormous impact if implemented early in the new

year: faculty currently working full time could get retroactive recognition of the years of payments they made while working part time. The AAUP has pledged to continue working behind the scenes to ensure that more faculty are able to access PSLF, and will alert members when the department issues a final rule for public comment in the spring.

Second, the department settled a lawsuit, *Weingarten v. DeVos*, filed by the American Federation of Teachers (AFT) and the National Student Legal Defense Network, implementing further reforms to the management of PSLF. In addition to creating a formal appeals process for denied applications for PSLF, the department promised to review applications denied by the previous presidential administration and to improve communication to those denied, so that they would be given directions on how to successfully file for debt cancellation. The department also agreed to improve the application process by allowing mass digital annual recertification by employers, automating the application process for federal employees, and more. These moves signal the department’s intent to further streamline the process in the future.

Finally, and most significantly, the department announced a special waiver period through October 2022 to resolve widespread servicer error in counting payments, particularly for consolidated loans. Some borrowers with Direct Loans will receive personalized emails updating them on how many previously uncounted payments will be added to their account; waves of emails notifying borrowers began in October 2021 and are ongoing as the department continues its audit of the student loan portfolio.

Beyond the borrowers receiving automated messages, any federal student loan borrower otherwise eligible for PSLF but in the wrong kind of repayment plan can benefit from this special waiver period. If a borrower has made ten years of payments in the wrong plan, they may file an application for forgiveness; if a borrower is under a decade of service, they may transfer their loan to the correct repayment plan and get their payments retroactively counted towards forgiveness.

To help AAUP members, the Association providing some new resources to help navigate the special waiver period, with more to come:

1. Self-guided resources

The Student Borrower Protection Center, a nonprofit founded by former regulators to advocate for student lending reform, has created a series of you tube videos to walk borrowers through the application process for PSLF. Their short

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Former Conference President Frank Higman (1932-2021)

Francis Levi Higman, a longtime AAUP leader who served as our Conference President, died peacefully on December 26, 2021. He was 89.

Frank was born on September 13, 1932 in Carthage, New York to the late Levi Christopher Higman and Anna Mae (nee Kelley). Along with his brothers and sisters, he attended The Augustinian Academy from the first grade through high school. Frank graduated valedictorian in 1950.

Frank left Carthage to begin his lifetime association with Niagara University, graduating with a BA in Mathematics (Magna Cum Laude) in 1954. He attended NU on a ROTC scholarship, entering the Army upon graduation as a 2nd Lieutenant in the US Army Corp of Engineers. He served as a platoon leader in the 541 Floating Bridge Company.

Frank graduated from Syracuse University with a MEd in Math Education in 1957 intending to become a high school math teacher but was offered a position at NU instead. He remained at Niagara until he retired as a Professor Emeritus in 1998.

He married Barbara Joan Crowley of Niagara Falls, who he had met at NU on September 13, 1958 (his birthday, as she told him he would never forget his anniversary). Barbara died on their 49th wedding anniversary with Frank by her side.

While teaching at NU, he continued his education receiving a MA in Mathematics at SUNY Buffalo in 1963 and attending the University of Minnesota from 1966 to 1968 to continue his postgraduate education. He returned home to Niagara Falls to focus on teaching and raising his family.

Over the course of his years as a faculty member, numerous



colleagues became dear friends, and many became “aunts” and “uncles” to his children. He was a mentor and friend to many people who were blessed by his guidance and friendship through the years, and chaired the Mathematics Department until his retirement in 1998. One of his proudest accomplishments was as a founding member of the Niagara University Lay Teachers Association. He served as NULTA’s President (and chief negotiator) from 1975-1998.

In retirement, he continued his association with the American Association of University Professors for more than 15 years. He served the Conference as President (2000-2006) and as Chair of

the Committee on Retirement. He also served on a number of national AAUP committees during this time.

He is survived by his children Sean (Karen) Higman, Kelley (Christopher) Mathieson, Dr. Meghan Higman, Kerry (Michael) Berlinger; 11 grandchildren Ryan (Claire) Higman, Matthew (Samantha) Higman, Caitlin Higman, Hugh, Levi and Isabella Mathieson, Jackson, Ruairi and Ailish Higman, Sarah and Connor Berlinger, and 2 great granddaughters Emilia Higman and Logan Higman. He is also survived by in-laws Sonja Higman, Maureen Higman, Carol Crowley and John Grierson as well as many nieces, nephews and great- nieces and nephews.

In lieu of flowers, expressions of sympathy may be made through memorial donations in Professor Higman’s honor to Niagara University, Office of Advancement, P.O. Box 2008, Niagara Falls, NY 14109, or The Susan and David Bartlett, MD Cancer Research Fund, Allegheny Health Network, 4818 Liberty Avenue, Pittsburgh, PA 15224.

Public Service Loan Forgiveness

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video “Overview of Recent Changes to PSLF” is a great place to start. The PSLF tip page (<https://protectborrowers.org/our-projects/pslf/>) includes answers to frequently asked questions, step-by-step videos on consolidating your loans, and state-based resources for filing a complaint.

2. Group information sessions

As part of AAUP’s joint organizing partnership with the AFT, AAUP members will soon have access to student debt clinics run by AFT staff and elected leaders who are experts in

navigating the complex world of student lending rules. This presentation has been updated to include the latest changes to PSLF, on top of the usual review of lower-cost income-driven repayment plans and refinancing options.

Attendees are welcome to ask questions during the live information session or to follow up privately.

You can sign up for the waitlist to be notified when registration opens for our student debt clinic at <https://action-network.org/forms/aaup-student-debt-clinic-pre-registration>

Executive Director's Report



by Sally Dear-Healey, Executive Director, NYSC AAUP

Greetings

I went back and re-read my fall report before writing this, hoping that I/we would have found some resolution to the issues and challenges we were facing back then by the time this issue was released. Unfortunately, that has not been the case. In fact, these days it appears that confusion and chaos

are everywhere, e.g., in-person vs. remote, masks vs. no masks, quarantine for 10 days vs. 5, etc. As if we all don't have enough to stay on top of with our research, teaching, and service, not to mention a personal life, now we are expected to stay on top of, understand, and in many cases, implement and enforce all the changing directives and health and safety guidelines, each of which directly impacts our personal and professional lives.

On the more positive side of things, the AAUP continues to fight for and advance academic freedom, shared governance, the economic security of faculty and all those engaged in teaching and research in higher education along with a host of other elements necessary to ensure higher education's contribution to the common good. In turn, more individuals have seen the value in becoming members of the AAUP. We have also seen an increase in chapters across the state and recently welcomed two revitalized chapters to the New York State Conference. Please join me in giving a warm welcome to the revitalized chapters and members at Medaille College and Columbia University. In the case of Medaille, some of our longstanding members might remember the State Conference's role in an academic freedom and tenure case in 2001. More recently, the College was investigated by a national AAUP committee that concluded that the College had "violated the principles and standards set out in the Statement on Government of Colleges and Universities by suspending the faculty handbook and imposing a new one, discontinuing programs, and eliminating faculty positions without meaningfully involving the faculty." The College's president, Kenneth Macur, refused to meet with the committee, writing that Medaille "has no affiliation or relationship with the AAUP, does not have a faculty chapter of the AAUP, and does not have any faculty listed as members on the AAUP's website." Now, in no small part due to his leadership, there is an AAUP Chapter at Medaille.

Also on the positive side, our Fall 2021 Conference, Promoting, Assessing, and Protecting Health and Safety on College and University Campuses: COVID and Beyond was a success, and we were pleased to be able to feature speakers who had in-depth knowledge and experience with safety on college and university campuses and from diverse yet often unified perspectives. Our morning speakers, Jamie Becken, Senior

Safety and Health Inspector, New York State Department of Labor (DOL) and John Usher, Program Manager 1, NYS DOL NY Public Employee Safety and Health (PESH) Bureau focused on hazard awareness and mitigation and emphasized that it is critical that we understand not only employee/ employer rights and responsibilities, but that a team approach which focus on working relationships often leads to the most successful resolutions.

Our afternoon speakers, Barbara Bowen and Susan Fountain provided a vast wealth of information, insights, and first-hand experiences. Barbara, former President of PSC/CUNY and recent recipient of the Karen Silkwood Award in recognition of her "fierce advocacy for the health and safety of us all" gave attendees a factual no-nonsense approach to campus safety and shared many of her 'boots on the ground' experiences with the PSC Safety Watchdogs.

Susan, an adjunct professor at CUNY's School of Professional Studies and a delegate to the PSC is also a coordinator of the PSC's Occupational Health and Safety Committee, otherwise known as the "Watchdogs." In turn, Susan was honored with the AAUP Georgina Smith Award for her outstanding activism and leadership on two issues - challenging poor conditions in the School of Professional Studies and spearheading efforts to ensure water safety in the school's facilities. One of the things that I found most notable about Susan is the fact that she is an unprotected adjunct faculty member bravely engaging in the type of work I know firsthand that some administrators consider outside their accepted definition of faculty service, not to mention all is well and good until there is a problem that gets reported. Again, and as I'm sure Barbara and Susan would agree, "life is too short not to fight a few good fights!"

In addition to their vast experience Barbara and Susan shared several valuable resources with attendees, including the PSC Standards for Safe Opening at CUNY (7/13/21) (PSCDE-TAILED SAFETY STANDARDS.May25.pdf (psc-cuny.org)) and the PSC Watchdog Walkthrough Checklist, which outlined the walkthrough preplanning process, how to conduct the walkthrough, a list of things that you can see and ask to see, things you may need to ask about and take notes about, what to do after the walkthrough, and additional questions for the Administration. Again, a sincere thank you to all our speakers who gave of their time to be with us.

Speaking of conferences, our Spring 2022 NYSC AAUP Conference will be held this coming April. As we have done in the past, the business meeting, open to AAUP members in good standing will be held (virtually) on Friday (4/8) and the conference will be held (virtually) on Saturday (4/9). The theme of this conference is Using the Accreditation Process, Along with Middle States and AAUP Standards to Facilitate and Enhance Shared Governance. We have a very special program planned so please save the dates, stay tuned for Action Network

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From the President's Desk

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development grant we just received from National AAUP that will allow us to do some great organizing work in 2022.

Among other things, the grant from National AAUP provides funds for several chapter development grants. A call for proposals went out recently through our Action Network list—the process is short and simple, so please consider how a grant of up to \$300 for existing chapters and \$500 for new chapters might help you build your membership and fight your fights. If you miss the 2/1/22 deadline, no worries—there will be another round of applications soon. Sally is always happy to help with the application process.

We also received funding for a workshop to help faculty members research and effectively use information on their institutions' financial situation. The workshop will be conducted by former chair of the National AAUP's Collective Bargaining Congress, Howard Bunsis, who is well known for his advocacy work in the area of college and university finance, so stay tuned for more information. Additionally, we will be developing an "Adjunct's Guide" for our members who are contingent

faculty members and their supporters, so be on the lookout for more information on this as well.

Finally, I am happy to report that at the fall business meeting the membership approved our first ever three-year strategic plan (which may be found on our state conference website). Thanks to the Strategic Planning Committee chair Leah Akins and committee members Sally Dear-Healey, Anne Friedman, Pauline Hoffmann, and myself for their hard work in crafting this plan in consultation with our state conference leadership and membership. The process was delayed by COVID, but we now have a plan that will keep us focused on serving our chapters and members in defending AAUP values of academic freedom, tenure, and shared governance while focusing on building diversity, equity, and inclusion in our organization and the profession. We are already working to create a system to track progress toward implementing our strategies and achieving our goals.

I hope everyone's year is off to a good start and wish those of us in the classroom a safe return to teaching!

In solidarity, Mary Rose Kubal

Saint Rose Music Professors Win Lawsuit

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since so many other colleges in NY have violated the provisions of their handbooks in dismissing faculty. The judge in this case decided that was illegal, and in essence gave the provisions of a handbook the legal status of a union contract as a document that must be followed."

The four plaintiffs were among more than 30 faculty members that were handed termination notices last December 2020 as part of the College's ongoing retrenchment efforts that began prior to the pandemic.

In 2020, College leaders announced the elimination of 25 degree programs to address a growing structural deficit. The

college also made approximately \$8 million in administrative budget cuts as part of a multi-year financial plan to balance the budget by 2023.

In a statement, the attorney for the four professors, Meredith A. Moriarty said, "The faculty members want to extend their gratitude to the students, alumni, parents, colleagues, family, and friends who have supported them throughout this ordeal. They view this as a victory for academic freedom and the tenure process and feel the loss of their colleagues who were unable to join in the lawsuit."

The College has indicated that it plans to appeal.

The Executive Director's Report

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updates on speakers, presentations, etc., and plan to join us in April! We also invite you to access the NYSC AAUP website on a regular basis for updated information (<http://www.nyscaaup.org>), read the Action Network emails we send out, like us on Facebook (<https://www.facebook.com/NYSAAUPC1>), and keep us and your colleagues informed about what is going on with you, your chapter, and on your campus by connecting on Twitter (@AaupNysc).

In closing I hope we all can remember that in times like these, when many of us feel incredibly powerless, it is often helpful to focus on the present moment and take stock of the things that haven't changed. Start by taking an honest inventory of where you are right now. Are you still teaching? What is the one thing you need most to keep doing what you need to do? Who and how are your students? While much of what is going

on with them is 'normal,' we also know that they are experiencing additional challenges resulting from the pandemic. What do they need most? What is one thing you can do right now for your students? What is one thing you can do right now to take care of yourself? One thing we all can do is reach out if we need a little help. Here is the National Mental Health Hotline number you can share with your students: 866-903-3787.

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**

We Can Help You Defend Your Academic Freedom

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

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

Academic freedom protects all faculty members, tenured or untenured. If a faculty member in New York State has experienced, or is threatened with, a violation of academic freedom, or of the tenure rights which sustain it, the members of New York Committee A on Academic Freedom and Tenure are ready to help.

We are prepared to receive complaints and provide advice about possible courses of action.

If there is an AAUP chapter, you should first approach it. The leaders of the chapter know the situation on campus, and they may be able to mediate.

They also can provide valuable advice. If there is a collective bargaining agreement in place, the grievance procedure may cover the issue. This will provide an important source of support.

If there is no AAUP chapter, or should the chapter be unable to help, you may approach New York Committee A on Academic Freedom and Tenure.

We will be available to discuss the issues fully, and to offer advice. NY Committee A also may recommend to National Committee A of AAUP that it consider your issue.

We will discuss the issues and actions thoroughly with the faculty member. This involves telephone conversations, e-mail exchanges, and a full examination of the available documentary record.

Faculty members should keep accurate and complete records of all relevant correspondence, telephonic and electronic communications, and meetings with colleagues and administrators.

Our counsel is based on AAUP guidelines and our own experience. (*See AAUP Policy Documents and Reports, 11th Edition, 2015, "The Redbook".*)

We offer advice on whether the procedures of the institution meet established academic practice, and whether they have been applied properly.

We offer advice on whether the actions taken or contemplated have a prima facie aura of discrimination or malice.

Our advice helps faculty members understand their situations better, allows them to maximize the effectiveness of internal institutional procedures, and clarifies the realistic possibilities for outside action.

When NY Committee A believes that a violation of AAUP policies or standards has occurred, it may

- try to arrange a settlement;
- investigate the matter;
- refer the complaint to National AAUP Committee A with a recommendation for a full investigation and appropriate action.

Finally, at any time, you may approach National Committee A on Academic Freedom and Tenure. However, once you do so, NY Committee A will step aside. It is the policy of NY Committee A not to become involved in any matter that has been reviewed, or is under review, by National Committee A.

Thus AAUP offers a variety of means for a faculty member to get valuable advice, and perhaps ultimately to have AAUP intervene in the case.

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

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

NEW YORK Academe

Submission Guidelines

General Submission Guidelines

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

NYS Academe seeks to publish compellingly written, rigorous, salient, and original articles on the critical issues facing higher education and especially those involving and/or relevant to NYS.

Our readership includes faculty members, academic professionals, and graduate students from many different disciplines as well as academic leaders, policy makers, and media professionals involved in higher education issues and policy.

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

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

NYS Academe discourages the following:

- Submissions primarily devoted to specific ongoing disputes involving individuals and their colleges or universities, except in cases of national significance. In such cases, submissions should focus on the wider implications and lessons.
- Submissions that are primarily focused on another national higher education group or union.
- Submissions primarily devoted to specific ongoing disputes involving individuals and AAUP entities including chapters, conferences, or affiliates. However, productive self-reflection and critique of an AAUP entity's successes and failures are welcome.
- Submissions of material previously published elsewhere. Such submissions must be clearly marked as previously published material.

Article Submissions

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

Length: We accept submissions of a variety of lengths; however, it is recommended that submissions are less than 750 words. Submissions must be sent as Word Docs.

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

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

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

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

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

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

Book Reviews

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

Opinion Column Submissions

NYS Academe's Faculty Forum is an opinion column open to all faculty members, academic professionals, and graduate students who belong to the AAUP. Nonmembers may submit

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Academe Submission Guidelines

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columns but will be expected to join the Association before publication.

Contributions to Faculty Forum should address issues of concern to a wide range of Academe readers, including academics from many different disciplines and others interested in higher education issues and policy.

Submissions should adopt a clear point of view and be written in a lively, nontechnical style. They must maintain a collegial tone and be interesting, insightful, and original. In

evaluating submissions, the editors will seek a broad representation of institutional types, regions of the country, and ranks in the profession, giving priority to voices that are often marginalized within the profession.

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

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

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

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)

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NYSC AAUP Leadership

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NYSC AAUP Leadership

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