

NEW YORK Academe

VOLUME 46 NUMBER 2 · SPRING 2022 · THE NEW YORK STATE CONFERENCE · AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS



From the President's Desk

by Mary Rose Kubal

As we ease ever so slowly into the “post”-Covid “new normal,” in higher education it is looking a lot like the old normal, except now with inflation eroding compensation and even greater threats to shared governance and academic freedom and tenure—never mind the ever-present work-life balance issues. We are living the next chapter of Naomi Klein’s Shock Doctrine and the disaster capitalists have no shortage of disasters to further their neoliberal agenda.

My columns recently have dealt with the many challenges our chapters and members have faced related to shared governance issues and academic freedom and tenure violations. In this column I want to pivot to discuss another issue near and dear to the AAUP—compensation. When was your last raise (not the two-percent COLA dressed up as a raise, but a real raise)?

At my institution we recently hired fancy consultants to conduct a “market study” of our compensation situation. We had to hire consultants, we were told, because they have access to proprietary data about salaries at our peer competitors. You see where this is going...

Many of the thirty-five institutions included in our peer competitor group are in NYS. I was literally on a call two days ago with the president of the AAUP chapter at one of them who shared that faculty at her institution hadn’t received a raise in ten (!) years, in addition to having retirement benefits “temporarily” cut five years ago.

As a member of our faculty senate’s compensation committee, I had the pleasure of meeting with said consultants and watching them give their slick, number laden presentation more than once. At our initial meeting I pointed out that their study was lovely and oh so rigorous, but the problem isn’t figuring out where our salaries line up with the market. The problem is the market. I got blank

continued on page 6

AFT and AAUP Pursue Historic Affiliation

The governing councils of the AAUP and the American Federation of Teachers are pursuing an affiliation to join forces, at a time of momentous challenges to higher education and to democracy.

The AAUP Council voted unanimously on March 6, to recommend ratification of the affiliation to the June biennial meeting. If approved by the AAUP’s delegate assembly in June, the agreement will bring together two organizations representing more than 300,000 faculty overall, the largest such alliance in the country.

The partnership will serve as the basis for enhanced faculty voice with nationwide reach and huge potential for future organizing growth and success.

The partnership comes against the backdrop of increased legislative attacks on teaching and academic freedom, as well as persistent public underfunding that has led to an explosion in student debt and adjunct precarity and poverty.

Through the affiliation, the 44,000 member AAUP and the 1.7 million-member AFT will work hand in hand to protect academic freedom and to unify the faculty voice at the state and federal levels.

continued on page 8

Spring 2022 Academic Issue:

President’s Report.....	page 1
AFL and AAUP Pursue Historic Affiliation.....	page 1
AAUP Releases Compensation Survey	page 2
State Budget Increases for Higher Education.....	page 3
2022 AAUP Conference and Biennial Meeting	page 4
National AAUP Elections Information.....	page 5
Program to Help Members with Student Debt	page 6
NYS AAUP Executive Director’s Report.....	page 7
2022 Summer Institute Returns in Person.....	page 8
Bills Threaten Academic Freedom.....	page 9
Jane Dineen Panek.....	page 9
How/Why to Publish a Go-To Guide Forum.....	page 10

AAUP Releases 2021-22 Faculty Compensation Survey Results

Data collection for the AAUP's 2021–22 Faculty Compensation Survey concluded in March, with over 900 US colleges and universities providing employment data for more than 370,000 full-time and 90,000 part-time faculty members as well as senior administrators at over 500 institutions.

Participants reflected the wide range of institution types across the United States, including nearly 280 major research universities, 320 regional universities, 160 liberal arts colleges, 100 community colleges, and 170 minority-serving institutions.

Last year's annual report documented the lowest nominal wage growth for full-time faculty since the AAUP began tracking annual wage growth in 1972.

The forthcoming annual report, to be released in June, will further document the economic impact of the COVID-19 pandemic on faculty in a year when the Consumer Price Index for All Urban Consumers (CPI-U) rose 7.0 percent, the largest December-to-December percentage increase since 1981.

The report will document not only changes in the economic status for full-time faculty members, but also the status of part-time adjunct faculty members who are paid on a per-course-section basis—and contingent faculty members in general—as well as the continued underrepresentation in higher ranks and pay disparities for women full-time faculty members.

Key Preliminary Findings on Full-time Faculty Salary Data

- Average salaries for all full-time faculty members increased 2.0 percent, one of the smallest increases on record since the AAUP began tracking this measure in 1972.

- Real average salaries decreased 5.0 percent, after adjusting for inflation, representing the greatest decrease in real wage growth since the 1979–80 academic year. (The Consumer Price Index for All Urban Consumers, or CPI-U, increased 7.0 percent in 2021 and 12.5 percent in 1979.)

Data Components Now Available

The AAUP Research Department has released provisional data from the 2021–22 Faculty Compensation Survey. The following components are now available.

- AAUP chapter and conference leaders may order full data sets and research portal access free of charge and institutions may purchase data products for a fee.

- An interactive AAUP Faculty Compensation Survey Results Tool is also available and includes data from 2019–20 through 2021–22.

- Download appendices with detailed institutional-level data. Important: The appendices are designed to be viewed as two-page spreads. If your web browser doesn't offer an option to view as a spread, please download the PDF and reopen it after saving.

- Download summary tables and explanation of statistical data; includes

- Average percentage change in salaries for all full-time faculty [Survey Report Table A]

- Average percentage change in salaries for continuing full-time faculty [Survey Report Table B]

- Salary differences by institutional category, control, affiliation, and region. [Survey Report Tables 1, 2, 4, and 5]

- Gender differences. [Survey Report Tables 3, 6, and 7]

- Retirement benefits. [Survey Report Table 8]

- Medical benefits. [Survey Report Table 9]

- Dependent tuition benefits. [Survey Report Table 10]

- Administrator salaries. [Survey Report Tables 11, 12, 13, and 14]

- Part-time faculty pay (2020–21). [Survey Report Table 15]

- Part-time faculty benefits (2020–21). [Survey Report Table 16]

The AAUP's annual Faculty Compensation Survey complements the US Department of Education's Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component and collects not only full-time faculty salary data by rank, gender, and contract length, but also four additional components, including (a) full-time faculty benefits, including retirement, medical, and dependent tuition benefits, (b) data on continuing full-time faculty, (c) salary data on key administrative positions, and (d) salary and benefits data for part-time adjunct faculty members who were paid per course section in the prior academic year.

The AAUP Faculty Compensation Survey is the largest source of data on part-time adjunct faculty members and draws attention to the appallingly low rates of pay and benefits offered to them at many institutions. Data on part-time adjunct faculty are collected for the prior academic year to ensure that institutions could provide complete data for an entire academic year.

Complete analyses of this year's results will be presented in the forthcoming Annual Report on the Economic Status of the Profession, 2021–22, to be published online in June and printed in August in the Bulletin of the American Association of University Professors (the summer issue of *Academe*). Final datasets, including corrected appendices, will be released in July.

The State Budget Includes Increases for Higher Education

The Fiscal 2023 Budget enacted by the State Legislature includes modest increases for higher education. The increase comes after years of stagnant appropriations or budget cuts.

Operating Support for SUNY and CUNY

The budget provides more than \$500 million in new SUNY and CUNY operating support. This increase includes money for both systems and greater supports for students across the State. This includes \$68-million of one-time debt service relief for the three SUNY teaching hospitals.

The State Budget provides SUNY and CUNY with \$106 million—\$53 million for each system—to hire additional full-time faculty at both four-year colleges and community colleges.

The funding includes support for CUNY's plan to convert adjuncts to full-time faculty. The Budget includes a \$30 million increase in funding for higher education opportunity programs (HEOP) and training centers.

New Capital Support for SUNY and CUNY Facilities

The Budget includes \$2.2 billion in new State-funded appropriations for capital projects at SUNY and CUNY—\$1.2 billion for SUNY's State-operated campuses, \$879 million for CUNY's senior colleges, and \$102 million for community colleges across the State.

TAP Changes

The Budget adds \$150 million to expand the Part-time Tuition Assistant Program (TAP) to support part-time students in degree-seeking programs and non-degree training programs at community colleges.

Changes have been made in the program's eligibility requirements that will make more students eligible for the program.

In addition, the Budget restores TAP for incarcerated students, ending a 28-year ban.

However, other changes in TAP advocated by the higher education community were not included: TAP awards were not increased, and income eligibility was not raised to \$110,000—which would have allowed an additional 24,000 New Yorkers, according to the Commission on Independent Colleges and Universities (CICU), the advocacy organization for New York State's private colleges.

Expanded Childcare on Campus

The Budget includes \$15.6 million in start-up funding to establish childcare centers at SUNY and CUNY campuses. This initiative will greatly expand access to higher education for more individuals.

Support for Private Colleges

The budget increases to \$45 million funding for the Higher Education Capital (HECap) Matching Grant Program Funding.

The program, first enacted in the Fiscal 2006 budget, supports capital

projects at the State's independent colleges and universities.

In reacting to the enacted budget, PSC/CUNY President James Davis said, "it's clear this budget demonstrates a renewed understanding and appreciation of CUNY's ability to uplift our communities, build futures, and power New York State's economy."

However, he also noted that "the senior colleges will still be left next year with per-student funding below 2009 levels."

Dr. Frederick E. Kowal, Ph.D, President of United University Professions, said "UUP has long-advocated for leaders in Albany to reverse the decades-long disinvestment in SUNY that has weakened our higher education system and limited opportunities for students and employees.

While there is more work to do, we applaud Governor Hochul and the Legislature for taking an important step that will allow SUNY to turn a corner by putting it on a path to a stronger future."



2022 AAUP Conference and Biennial Meeting will take place June 16-19

The 2022 AAUP Conference and Biennial Meeting will take place in person June 16–19 just outside of Washington, DC at the DoubleTree by Hilton Hotel Crystal City, which is located in Arlington, Virginia.

The program will include plenary sessions and workshops on topics such as the AAUP's racial justice work, remote teaching, and the AAUP's research program; networking opportunities; an expo highlighting AAUP programs and publications; luncheons featuring a keynote speaker and honoring award recipients; and the Biennial Association Meeting, which includes Council member elections, reports from the officers, a report from Committee A on Academic Freedom and Tenure about the latest developments in academic freedom, and other formal AAUP business.

Preliminary Schedule

Thursday, June 16

7:00 a.m.–5:00 p.m. Registration and Information

10:30 a.m.–11:45 a.m. **State Conference Roundtable Discussion**

State conference leaders are invited to participate in a discussion about issues you are facing in your states and initiatives your conference is undertaking.

Facilitator: Sally Dear-Healey, New York state AAUP conference director.

10:30 a.m.–11:45 a.m. **Recent Research on Academic Freedom, Tenure, and Governance**

This session will showcase results from several recent surveys conducted by the AAUP research department on academic freedom, tenure, and governance.

These include a national survey of senate presidents on faculty participation in shared governance and governance practices; a study of the prevalence of AAUP policies in faculty handbooks and collective bargaining agreements; a national survey of chief academic officers on tenure practices, including accommodations for childbearing/childrearing and the relation of tenure practices and standards to diversity/equity/inclusion; and a survey of faculty members targeted by Campus Reform about the impact of their experience on academic freedom.

Presenter: Joerg Tiede, AAUP Research Director.

12:00 p.m.–4:00 p.m. **AAUP Council Session I ***

1:00 p.m.–2:30 p.m. **Lobbying Training**

Join us for a training on the nuts and bolts of lobbying, including how to approach legislators and craft your message. will follow up with info on the New Deal for Higher Ed.

Presenter: AAUP Government Relations Staff and Jim Bakken, Deputy Director of the AAUP's Department of Organizing and Services.

1:00 p.m.–2:30 p.m. **Governance, Academic Freedom, and Institutional Racism in the University of North Carolina**

The co-chair of a Special Committee on Governance, Academic Freedom, and Institutional Racism in the University of North Carolina system will discuss findings of a recent report.

The report considers the influence of the gerrymandered North Carolina state legislature on the systemwide board of governors and campus boards of trustees and how political pressure has obstructed meaningful faculty participation in the governance of the UNC system while compromising the conditions for academic freedom.

It also discusses how the racial climate on campuses (exacerbated by the "Silent Sam" and Professor Nikole Hannah-Jones controversies), lack of opportunities for advancement for faculty of color, and the exodus of faculty of color, are all reflective of and contribute to institutional forms of racism within the UNC system.

Presenters: Afshan Jafar, Connecticut College, and Henry Reichman, California State University-East Bay.

2:45 p.m.–4:00 p.m. **Understanding Academic Freedom**

The author of a new book on the topic will discuss how to demystify the concept of academic freedom and defend its principal means of protection: the system of academic tenure.

Presenter: Henry Reichman, California State University-East Bay.

2:45 p.m.–4:00 p.m. **Collective Bargaining Chapter Discussion**

Leaders and members of AAUP collective-bargaining chapters are invited to participate in a facilitated discussion of issues facing us.

2:45 p.m.–4:00 p.m. **Advocacy Chapter Discussion**

Leaders and members of AAUP advocacy chapters are invited to participate in a facilitated discussion of issues facing us.

continued on page 5

2022 AAUP Conference and Biennial Meeting

continued from page 4

3:00 p.m.–5:00 p.m. **AAUP Expo**

Meet AAUP staff and get information on AAUP publications and programs including government relations, research, legal work, media relations, academic freedom, and organizing. Johns Hopkins University Press will also have books for sale on topics of interest to AAUP members.

Note: Information will be available at a series of tables and you can come and go any time.

4:30 p.m.–6:30 p.m. **Delegate Voting & Elections Process Questions & Answers***

Friday, June 17

7:00 a.m.–5:00 p.m. **Registration and Information**

7:00 a.m.–5:00 p.m. **AAUP Biennial Meeting Delegates Credential Check-In Desk**

9:00 a.m.–10:15 a.m. **Opening Session: Higher Ed in the Media**

Hear from a panel of reporters who cover higher education issues and ask your own questions.

10:30 a.m. – 11:45 a.m. **Current Issues in Remote Teaching**

This is a listening session hosted by the AAUP Committee on Teaching, Research, & Publication to hear your feedback and concerns relating to online education and remote teaching ahead of an anticipated revision of AAUP policies on this topic.

Facilitators: Jonathan Rees, Colorado State University-Pueblo, and Henry Reichman, California State University-East Bay.

10:30 a.m.–11:45 a.m. **Field Staff Association Meeting**

10:30 a.m.–11:45 a.m. **Gin and Panic: Surviving COVID, Contingency, and Manufactured Austerity**

Join members of the AAUP Committee on Contingency and the Profession for a discussion of issues facing faculty on contingent appointments and strategies for building

community, communicating across ranks, and pushing our institutions to do better.

Facilitator: Caprice Lawless, Front Range Community College

10:30 a.m.–11:45 a.m. **The Racial Equity Initiative at the AAUP**

After the murder of Mr. George Floyd, the elected leadership at AAUP decided to examine systemic racism within the association. The goal of this endeavor was to make AAUP a more racially just organization. The presenters will describe the various steps AAUP took to commence a racial equity initiative. In addition, we will discuss the current status of this organizational change effort.

Presenters: Glinda Rawls, Western Michigan University, Antonio Gallo, California State University-Northridge, Carolyn Betensky, University of Rhode Island

Noon–1:30 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 & Member Cash Bar and Networking Reception ***

Saturday, June 18

7:00 a.m.–2:00 p.m. **Registration and Information**

9:00 a.m.–12:00 p.m. **AAUP Biennial Meeting Session II**

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**

* AAUP members only † closed event

The DoubleTree by Hilton Crystal City is located at 300 Army Navy Drive in Arlington.

Participants registering by May 20 receive an early bird discount. Registration:

<https://web.cvent.com/event/05ae6393-69ff-4b58-a3d7-2f5c4ff241ec/websitePage:dd9f848a-ed79-4a82-8cb9-916259d42fe9>

2022 National AAUP Election Information

The AAUP is holding elections for candidates for members of the AAUP's governing Council at the June 2022 Biennial Association Meeting.

Nominations were due by Tuesday, March 15, 2022.

One at-large Council member position and five regional Council member positions are open for election.

2022 Council Candidates

Names are listed below in randomized order as they will appear on the ballot.

At Large

Ernesto Longa, University of New Mexico

Diana Rios, University of Connecticut

Region 4 (New Jersey, New York, Pennsylvania, Puerto Rico, US Virgin Islands)

William Field, Rutgers University

Donna Murch, Rutgers University

New Program to Help Members Navigate Student Debt

The AAUP is fighting on many fronts for a future free from the overwhelming burden of student loan debt, including in Congress, at the Department of Education, and on campus.

We're also doing something more immediate: giving our members access to the tools they need to cancel their student debt through Public Service Loan Forgiveness (PSLF).

Thanks to a partnership with the American Federation of Teachers, AAUP members will now get free access to Summer, a trusted online platform that can help you navigate your student loan situation and simplify the PSLF application process.

Summer was started by student loan borrowers who wanted to help others avoid bad information and bad actors in the student loan market. Summer harnesses the expertise of public policy experts to optimize borrower options, and it uses technology to make the process easy and secure.

In the past two years, AFT members have saved an average of \$170 on their monthly payments and save more than \$57,768 over the life of their loans.

Using Summer's online student loan management platform, AAUP members who enroll in this free member

benefit can:

- Enroll in income-driven repayment plans and other lower-cost options;
- Complete the Public Service Loan Forgiveness Employment Certification Form (ECF) and manage the PSLF application process;
- File an application under the PSLF special waiver period to correct errors in servicing, count periods of payment under non-consolidated repayment plans, and achieve long overdue debt cancellation;
- Find other options for loan forgiveness programs, including state- and occupation-based loan forgiveness; and
- Talk through options with Summer's borrower success team to understand how to maximize loan repayment and forgiveness options.

Access to Summer will be ongoing, but we're especially eager for AAUP members to get personalized advising ahead of the resumption of federal student loan repayment in September, and the end of the special waiver period for PSLF in October 2022.

(For more information about recent changes to PSLF, check out our November 2021 PSLF update.)

From the President's Desk

continued from page 1

stares when I pointed out the compensation situation in higher education frankly sucks, everywhere (except for men's football and basketball coaches and select administrators).

This compensation study is just an expensive and time-consuming exercise in gaslighting. I am eagerly awaiting the letter mailed the other day that will tell me that my salary is at least at the 80th percentile of the salary range for my rank and discipline among the group of thirty-five illustrious peer institutions. So I won't be getting that raise this year, but I should be happy because I am not being underpaid—according to the market. Sigh.

This compensation study is also the brilliant conclusion of three decades of the neoliberalization of higher education. If we are all underpaid (and overworked, but that is a story for another column), then none of us is underpaid—the elegance of market solutions. To top it off, the paid consultants (when was their last raise?) hired by our administrators are the ultimate arbiters.

I share this “anecdote” about the salary study at my institution because it isn't an anecdote, it is a reflection of serious structural problems in higher education. Consultants

don't deal with structural problems (even while they deal in structural problems).

Don't hold your breath waiting for a raise, your administration isn't going to reward you for staying late to work with a student who needs extra help or finishing a conference paper (the market apparently sees little value in this work). If you want a raise, go out and organize for one.

Those of you who were able to attend our webinar on college and university finances with Howard Bunsis in March are off to a good start.

We need to organize not just at our individual institutions, but across the profession, across NYS. The chair of our NYSC AAUP Committee on the Economic Status of the Profession Thomas Carroll has been hard at work collecting and analyzing AAUP data on our NYS institutions. We need to do the work of analyzing our situation, we can't leave that to the consultants. Contact me or our executive director Sally Dear-Healey if you are interested in joining this or any of our state conference committees.

In Solidarity,
Mary Rose Kubal

Executive Director's Report



by Sally Dear-Healey, Executive Director, NYSC AAUP

Greetings

As I write this the grass is turning greener, the trees are starting to bud, and there are early spring flowers blooming. And, while we have had snow twice in the last week and are expected to get 6-9 inches later today, we know and trust that warmer weather is on its way and that

better days are coming.

Spring is known as a time of reawakening. Los Angeles Mayor Eric Garcetti recently suggested in an MSNBC interview, “Go out for a walk... life actually continues.” As we finish out this semester and look to the future, I invite you to take a walk and embrace life as it continues to reawaken post-Covid, and as we move forward as an organization and embrace the changes ahead.

Speaking of changes, one of the major changes facing the AAUP is the proposed affiliation between the AAUP and the AFT. Following the AAUP Council vote to unanimously recommend ratification of the affiliation to the June biennial meeting, members of the State Conference leadership met with AAUP Executive Director Julie Schmid and President Irene Mulvey to get additional insight into the proposed affiliation and the impact it will have on our members, chapters, and the State Conference.

“If approved by the AAUP’s delegate assembly in June, the agreement will bring together two organizations representing more than 300,00 faculty overall, the largest such alliance in the country” (AAUP website). Members can access detailed information on the proposed affiliation here [Member Only Content | AAUP](#) (membership required).

This has also been a busy spring for the NYSC of the AAUP as we forge forward with new goals and projects to serve our members and chapters. One of our offerings was the “Budget Briefing” workshop on 2/7 with Fred Floss, Chair of the NYS AAUP Committee on Government Relations.

That committee has been particularly active and in January we hired two (2) Government Relations Interns for the spring (22) semester, paid for out of monies secured for this purpose in our 2021 State Conference Development Grant. Another

project funded by the grant included a “Financial Analysis Training” with Howard Bunsis on 3/24. Both events were well attended and a huge success.

The next grant-funded project we will be offering is the development of an “NYS Adjunct’s Guide,” led and taught by Caprice Lawless (AAUP Colorado Conference).

Please watch for updates on this training as well as others on our website (<https://www.nyscaaup.org>) and in our emails sent via Action Network.

Our most recent Conference, “Using the Accreditation Process, Along with Middle States and AAUP Standards to Facilitate and Enhance Shared Governance,” was also a success. Thanks to our AAUP National speakers Joerg Tiede and Michael DeCesare, as well as our speakers from/on Keuka College, Nancy Marksbury and Janine Bower; College of Staten Island, John Verzani and Jane Marcus Delgado; and Molloy College, Mark James.

If you missed this event, you can watch it in its entirety on our new YouTube channel (NYSC AAUP - YouTube). Information about the fall business meeting and conference will be coming soon!

Could your chapter benefit from a Chapter Development Grant? The NYSC offers grants for both new and existing chapters. Here is the link to the applications ([Grants and Funding - New York State AAUP Conference](#) (nyscaaup.org)).

Spring is also a good time to make sure that your AAUP membership is to date. Your AAUP membership has never been more important as we move forward to defend academic freedom and integrity.

So that you can remain a member in good standing and enjoy all the benefits of being an AAUP member, please visit [Join or Renew | AAUP](#) to check on your membership status and join/renew today.

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

**2022 AAUP Conference and Biennial Meeting
Thursday, June 16 to Saturday, June 19**

The AFT and AAUP Pursue Historic Affiliation

continued from page 1

The AFT and AAUP have a history of partnership and formal joint organizing agreements, including dual AAUP/AFT affiliates currently representing more than 20,000 faculty and staff. The organizing partnership has resulted in several victories at research institutions, colleges and universities where union organizing efforts had not succeeded in the past.

The two organizations also collaborate on the New Deal for Higher Education, an ambitious legislative agenda that seeks to transform the higher education landscape by:

- Pushing for a reinvestment in higher education at the state and federal levels.
- Ending the practice of employing low-cost contingent faculty to undercut academic freedom and the tenure system.

- Increasing affordable access for students of all socioeconomic backgrounds.

- Challenging the movement to strip faculty of their right to research and teach subjects addressing inequities in American society.

- Canceling student debt and relieving the pressure on people who were forced to finance their own educations.

The move to affiliate builds on a ten-plus year partnership and strengthens both organizations, while ensuring that the AAUP will maintain its independence and autonomy.

The AAUP has been setting the standards for academic freedom and shared governance in the academy since 1915.

Across the academy, AAUP is often the resource faculty turn to when faced with a challenge to academic freedom on campus. Our work defines the fundamental professional values and standards for higher education.

The AAUP works through collective bargaining and nonunionized advocacy chapters to enshrine these values and standards in collective bargaining agreements and institutional policies.

The AFT has been instrumental in organizing locals in a wide variety of colleges and universities.

The union pioneered collective bargaining in higher education and is committed to organizing faculty across the US. The union represents faculty in community colleges, major research universities, liberal arts schools, and historically Black colleges and universities.

Through a strong local and state affiliate “structure and a relationship with the AFL-CIO, the AFT impacts legislation at both the state and federal levels.

Joining these distinct organizational strengths will better equip us to take on the challenges facing higher education—anti-intellectual attacks on the teaching of US history, legislative intrusion into the academy, disinvestment and chronic underfunding of public higher education and the resulting casualization of academic workers.

Working together, AAUP and AFT can build a more inclusive, organized and powerful academic labor movement.



2022 Summer Institute Returns in Person from July 21 to 24

After two years online, the 2022 AAUP Summer Institute will be an in person event this year. The University of Nevada, Reno will be the site of this year’s program, to be held July 21–24.

In two years, the world of higher education has changed radically, with new COVID-safety concerns, more austerity budgets targeting faculty and staff, and rising governance and academic freedom violations.

That’s why AAUP Summer Institute is needed more than ever. Faculty, students, and academic workers all over the country are rising up and taking a stand on their

campuses to advocate for the standards and resources our students and communities need to thrive.

Together, we’re building our collective voice, and it all starts at the Summer Institute.

Featuring presenters experienced in policy, strategy, organizing, and leadership, our workshops at this year’s Summer Institute will give you all the skills and tools you need to build a powerful voice on your campus.

Please plan to join us at the University of Nevada, Reno, July 21–24, 2022, for four days of thinking big, learning skills, making friends, and having fun.

Bills Redefining Antisemitism and Racism Threaten Academic Freedom

A AUP's Committee A on Academic Freedom and Tenure published a statement on March 24, 2022 that addresses recent partisan efforts in state legislatures to enact bills targeting teaching about Israel and about the history of racism in the United States.

The statement notes that “conservative politicians have justified restrictive legislation” on these two topics “under the guise of protecting students from harm.” With regard to Israel, legislation “defines antisemitism to include political criticism of the state of Israel.”

With regard to racism, legislation “defines critical analysis of the history of slavery and its legacies in US society as being itself racially discriminatory against whites.”

Following a critique of Florida bills, the statement concludes, “Proponents of overly broad definitions of antisemitism and of eliminating teaching about the history of

racial . . . violence” are attempting “to mobilize the government to enforce particular, emaciated accounts of history, harm, and injury.”

In addition, when politicians mandate curricular content, they “prevent colleges and universities from fulfilling their missions,” undermine academic freedom, and frustrate the faculty’s ability to play “a primary role in academic decision-making.”

The statement closes by urging “the defeat of these legislative initiatives and others of their kind in order to protect the academic freedom that is vital to the preservation of democracy.”

The full statement can be read at: <https://www.aaup.org/report/legislative-threats-academic-freedom-redefinitions-antisemitism-and-racism>

Jane Dineer Panek

Jane Dineer Panek a longtime faculty member at Molloy College, who served in a number of leadership roles in the AAUP, passed peacefully at her Hilo home with her family at her side on November 23, 2021 after fighting a long valiant battle against lymphoma.

Over a decades-long career at Molloy College, Professor Panek oversaw the many-times-over expansion of an Education Department that prepared thousands of teachers—the overwhelming majority of whom were women—to guide young minds in schools across Long Island.

Her ongoing advocacy for faculty rights led to the unionization not just of her own campus, but many, many colleges nation-wide when she chaired the American Association of University Professors’ Committee on College and University Governance.

She also served on the National Committee on Academic Freedom and Tenure, as well as a number of State Conference committees.

After retiring in Hilo, Jane continued to make a difference by volunteering to teach classes at the Hale Nani Correctional Facility, and at an annual writing workshop at the University of Hawai‘i at Hilo in conjunction with her role on the American Association of University Women’s Scholarship Committee.

Jane was also known by those who loved her as a loyal and supportive friend, a masterful tour guide for countless world-wide destinations, a captivating conversationalist, and a “hostess with the most-est” whose home could instantly fill

with guests from around the globe for an afternoon of food, wine, music, and love.

Now reunited with John Panek, her husband of 49 years, Jane will be missed by her daughter Maria O’Rourke and son-in-law John, her son Mark Panek and daughter-in-law Noriko, her granddaughter Dineen O’Rourke, her grandson Kensuke Panek, her brother Kevin Dineen and his wife Mickey, and countless cousins and friends.



The NYSC AAUP Presents

“How and Why to Publish a Go-To Guide”

Saturday, May 14, 9:30am - 12:30pm

Registration Link: <https://forms.gle/XqFW1AKunhtyBPRG8>

Our featured speaker is Caprice Lawless

(“the driving force behind *The Adjunct Cookbook*, *The Adjunct Coloring Book*, *The Adjunct’s Guide*, and the AAUP Flash Cards”)

A DIY, go-to reference book might be just the tool you need to help keep your colleagues literally on the same page as you move your activism forward. Our (Colorado) Adjunct’s Guide has helped us keep the damning facts at our fingertips in faculty senate meetings, press conferences at the state Capitol, and whenever we need to write fiery editorials, e-mails, and tweets. Facts like these bust the myths that otherwise serve to keep us all gaslit.

In this workshop, Caprice will show you how your own committee can identify a few dozen myths that stymie your activism. Then we’ll walk through the sources to gather the facts. Caprice will also show you how to make simple Excel spreadsheets you can use to get the data to a granular level that illuminates the truth of the matter.

As an example of what you will be taught to create, here is a link to the Colorado Community College System Guide: <https://coloradoaaup.org/wp-content/uploads/2021/06/AAUP-AdjunctsGuide6-4-2.pdf>

Next, she will show you the steps to build a document full of facts, charts, tables, maps, photos, and hyperlinks to create your own Guide. You will see how the citations leave behind the requisite breadcrumbs subsequent committees can follow to create revised editions to keep your Guide up to date.



Caprice Lawless is Co-president of the AAUP Colorado Conference, and an adjunct who teaches Advanced Composition at Front Range Community College.

Her other M.A. is in journalism, so she has worked as a magazine and newspaper editor, has a background in marketing communications.

She is the driving force behind *The Adjunct Cookbook*, *The Adjunct Coloring Book*, and the AAUP Flash Cards.