

# NEW YORK Academe

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## From the President’s Desk

by Mary Rose Kubal

We are already a week into April and as I write this the legislature still has not passed next year’s budget. Hopefully we will have a budget by our Spring meeting April 21-22, as we begin to

plan for even stronger legislative advocacy next year. In New York State and nationally, higher education has been steadily defunded, putting pressure on our institutions and piling debt on our students.

It is becoming clear that some of our New York State institutions won’t make it—at least not in their current form. Cazenovia College faculty and students are finishing their final semester. We just heard of the “agreement” between Trocaire and Medaille Colleges (apparently a merger by another name).

Those institutions that do survive remain under a lot of pressure, with trustees and administrations looking to retrenchment for solutions—as the drastic cutting of several major programs by trustees this spring at Utica University illustrates. The fact that the Utica trustees were willing take these measures—in violation of the university’s shared governance procedures and in the face of a well-organized pressure campaign by the faculty—indicates that the egregious violations we saw at the height of the Covid pandemic at institutions like Canisius, Keuka, and Medaille Colleges are continuing.

As administrations and governing boards cut programs with one hand, they are busy creating new programs—the ubiquitous online master’s programs being the faux magic

*continued on page 9*

## NYSC Seeks Committee Chairs

The New York State Conference of the AAUP is currently seeking candidates who are interested in serving in key leadership positions as committee chairs.

These are our current openings:

- CHAIR - Committee on Diversity, Equity, and Inclusion**
- CHAIR - Committee on Retirement**
- CHAIR - Western-Midwestern Regional Council**
- CHAIR - Lower Central Regional Council**
- CHAIR - Capital Area-Mid Hudson Regional Council**

### Application Process:

If you have an interest and/or experience in one of these areas and would like to volunteer for one of these positions, please send an email to NYSC AAUP President Mary Rose Kubal (mrkubalaaup@gmail.com) and cc: NYSC AAUP Executive

*continued on page 5*

### Spring 2023 Academic Issue:

President’s Report.....	page 1
NYSC Seeks Committee Chairs.....	page 1
Medaille to be Absorbed by Trocaire College.....	page 2
NYSC Supports AAUP-Utica and Faculty Senate...	page 2
Political Interference in Higher Education.....	page 3
Faculty Real Wages Decreased Again!.....	page 4
Accreditation Decisions & Academic Freedom ....	page 5
New Data on the Academic Workforce .....	page 5
Executive Director’s Report.....	page 6
Committee of 100 Activists Rally.....	page 7
Cazenovia College to Permanently Close .....	page 8
Cecelia McCall Winner of “Frank” Higman Award.....	page 8
NYSC AAUP Spring 2023 Meeting/Conference.....	page 11
AAUP New York State Conference Leadership.....	page 13

**NYSC AAUP Business Meeting – April 21st Conference – April 22nd**

**“Adjuncting Ain’t No Side Gig”: Tragedies and Triumphs of Contingent Faculty**

REGISTER: NYSC AAUP Spring 2023 Meeting and Conference (nyscaaup.org)

PROGRAM: 2023 Spring Conference – New York State AAUP Conference (nyscaaup.org)

# Medaille University to be Absorbed by Trocaire College

Medaille University is about to become part of Trocaire College, Medaille's interim president, Lori Quigley, announced on April 4 in her State of the University address. Pending approval by the New York State Education Department, the Middle States Commission on Higher Education (MSCHE) and other accreditation agencies, the integration is expected to become effective July 31.

The consolidation with Trocaire College, which has a campus nine miles away from Medaille's campus, comes on the heels of Cazenovia College's decision to close at the end of the current academic year, one year short of the institution's bicentennial.

Interim President Quigley said that Medaille students will retain all their credits in the merged school, which will be known as Trocaire College, and there will be no change in tuition charges or fees. "Medaille students will not be considered transfer students," she noted. "There will be no change in class schedules."

Beginning in August, all graduating students will receive their degrees from Trocaire. Until then, Medaille graduates will get Medaille diplomas.

No immediate changes are planned in extracurricular activities, Quigley said. Medaille's athletic teams will continue to be known as the Mavericks and all fall, winter and spring sports will be played as scheduled.

Medaille traces its roots to 1875, when the Sisters of Saint Joseph founded an institute for the preparation of teachers. In 1937, the Sisters received a charter from New York State to grant baccalaureate degrees in education to women in religious orders, and the institute was named Mount Saint

Joseph Teachers' College.

In 1968, the Sisters of St. Joseph, led by Alice Huber, SSJ, Ph.D., initiated a change in the charter that would create a coeducational college. New York State issued the charter, and Medaille College was born, established as an independent institution governed by a self-perpetuating Board of Trustees.

In June 2021, Medaille was one of six colleges sanctioned for violations of shared governance. An AAUP investigation found that the administration and governing board violated the principles of shared governance by suspending the Faculty Handbook and imposing a new one, discontinuing programs and eliminating faculty positions without meaningfully involving the faculty. The investigating committee also found that Medaille violated the provisions of the AAUP's 1940 statement by "effectively abolishing tenure at the institution."

On May 17, 2022, the New York State Board of Regents approved an amendment to Medaille's charter to make the institution a university, effectively immediately. Kenneth Macur, who had served as the College's President since 2015, informed the Board that he would retire at the end of 2021-22 academic year.

Trocaire was founded in 1958 by the Sisters of Mercy as Sancta Maria College, to train women of the order. In 1965 it began to accept laywomen and in 1972 it started admitting male students.

In 1967 the college was renamed Trocaire College. The word Trócaire means Mercy in the Irish language; the Sisters of Mercy were founded in Ireland.

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## NYSC AAUP Supports AAUP-Utica and Utica Faculty Senate

by Sally Dear-Healey,

The New York State Conference of the AAUP recently wrote a letter in support of the AAUP-Utica and the Utica University Faculty Senate in their opposition to the "blatant disregard of the Utica University administration and Board of Trustees for the established processes of shared governance on their campus.

The administration and the board have bypassed clearly established curricular processes in the union's collective bargaining agreement, the Faculty Senate Bylaws, and established Curriculum Committee procedures, announcing on January 18, 2023, the proposed elimination of 15 majors and significant and mandatory modifications of eight others."

1 The letter referenced the AAUP's 1966 Statement on Government of Colleges and Universities jointly issued with the Association of Governing Boards of Colleges and Universities (AGB) which clearly states that "[t]he faculty sets the requirements for the degrees offered in course, determines when the requirements have been met, and authorizes the president and board to grant the degrees thus achieved."

The letter also noted that the Association of Governing Boards of Colleges and Universities (AGB) had reaffirmed its commitment to the principles of shared governance and division of responsibilities set out in the 1966 document in its 2017 Statement on Shared Governance.

# Political Interference in Higher Education

Our students deserve quality education that includes freedom of inquiry, difficult truths, and many perspectives. But politicians in some states are trying to substitute their own ideological beliefs for educational freedom by passing legislation that interferes with how colleges and universities operate.

These bills mandate or prohibit content in the classroom.

■ These bills empower partisan political appointees to determine campus policy.

■ These bills limit the freedom to learn, teach, and conduct research

**Here are a few of the draconian measures recently enacted or proposed:**

## Florida

Florida governor Ron DeSantis has made a radical reshaping of higher education a centerpiece of his administration.

■ The Stop WOKE Act, signed into law in April 2022, restricts the way that race-related concepts can be taught in classrooms and workplace trainings in the state.

■ In early January 2023, Governor DeSantis appointed seven new far-right trustees at the New College of Florida with the stated objective of reshaping the public liberal arts college in the image of Hillsdale College, a private Christian institution known for rejecting federal funding and guiding the Trump administration's widely panned 1776 report.

■ In a January press release, DeSantis promised to "prohibit DEI, CRT and other discriminatory programs and barriers to learning" and to require college and university presidents and boards of trustees to "take ownership of hiring and retention decisions, without interference from unions and faculty committees."

■ House Bill 999, introduced in February 2023, would allow political appointees to control core curricula and institutional mission statements.

It would ban gender studies as a major or minor, and prohibit the inclusion of "unproven, theoretical, or exploratory content" in general education courses (presumably including all scientific theories).

It would also require boards of trustees or presidents to conduct faculty hiring, and allow boards to "review any faculty member's tenure status," apparently with or without cause—a change that would effectively eliminate tenure.

## Texas

Four bills identified as priorities by Lt. Governor Dan Patrick target higher education.



Florida Governor Ron DeSantis

■ Senate Bill 17 has three main provisions, which mirror those found in Florida's HB 999.

The first provision puts curricular and hiring decisions in the hands of the governing board. The board is empowered to select university presidents; "approve or deny" the hiring of all vice presidents, provosts, deans, and other senior leadership positions; and "approve or deny" each core course as well as each advertisement for a tenured position.

The second provision prohibits colleges and universities from asking applicants for either demographic information or their "views on, experience with, or past or planned contributions to efforts involving diversity, equity, and inclusion, marginalized groups, antiracism, social justice, intersectionality, or related concepts."

Finally, the bill would prevent state colleges and universities from establishing or maintaining a diversity, equity, and inclusion office or hosting DEI trainings of any kind. Anyone found in violation of this provision could be placed on unpaid leave for the first offense, and fired for the second.

■ SB 18 would prevent academic institutions from granting tenure to any employee hired after September 1, 2023. It would also allow the board of regents to establish "an alternate system of tiered employment status for faculty members," which must include annual performance evaluation.

■ SB 15 mandates that student athletes can only compete in intercollegiate athletics based on their "biological sex," as listed on their birth certificate. This bill follows from legislation passed during the 2021 legislative session banning transgendered athletes from K-12 competition.

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# Annual Faculty Compensation Survey: Faculty Real Wages have Decreased Again!

On April 5 the AAUP released preliminary data and findings from our annual Faculty Compensation Survey, which concluded data collection last month.

## Key Preliminary Findings:

■ Average salaries for full-time faculty members (all ranks combined) increased 4.1 percent, the greatest one-year increase since 1990–91.

■ Average salaries for full-time faculty members increased 4.5 percent among public institutions, 3.8 percent among private-independent institutions, and 2.7 percent among religiously affiliated institutions.

■ Real average salaries for full-time faculty members decreased 2.4 percent, the third consecutive year that wage growth has fallen short of inflation.

■ Average salaries for continuing full-time faculty members—those employed in fall 2021 and remaining employed in 2022—increased 4.8 percent in nominal terms, but decreased 1.7 percent in real terms, after adjusting for inflation.

■ In the prior academic year (2021–22), average pay for adjunct faculty members to teach a standard three-credit-hour course section ranged from \$2,839 in associate’s institutions without ranks to \$4,969 in doctoral institutions.

Nearly 900 US colleges and universities provided data on over 370,000 full-time and 90,000 part-time faculty members as well as senior administrators at more than 500 institutions.

Participants reflected the wide range of

institution types across the United States, including nearly 300 doctoral universities, 250 regional universities, 200 liberal arts colleges, 100 community colleges, and 180 minority-serving institutions.

You can explore the results on the AAUP’s interactive data website (<https://data.aaup.org/>), which includes institution-level data and tools for summarizing data by region, state, institution size, Carnegie Basic Classification, and other variables.

Read more and access summary tables and appendices with listings for individual institutions here (<https://www.aaup.org/2022-23-faculty-compensation-survey-results>).

Complete analyses of this year’s results will be presented in the forthcoming Annual Report on the Economic Status of the Profession 2022–23, to be published this summer. Final datasets, including corrected appendices and datasets, will be released in July.



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## Political Interference in Higher Education

*continued from page 3*

■ SB 16 is drawn almost verbatim from the anti-CRT model legislation that has been introduced in nearly two dozen states around the country.

### Ohio

Senate Bill 83 attempts to micromanage public—and to some extent, private—colleges and universities on a variety of issues, most of which are rooted in the culture wars. Provisions of particular concern include:

One that mandates certain components of course syllabi (including biographical information about the instructor) and requires that syllabi be made public.

■ Mandates effectively banning any activity related to diversity, equity, and inclusion (DEI) and creating parameters

around addressing “controversial matters.”

■ New annual performance evaluations of faculty and a requirement that boards of trustees adopt post-tenure review processes.

■ The creation of new standardized evaluations of faculty by students, the aggregate average numerical results of which are to be published on institutional websites.

■ A prohibition on strikes by faculty and other employees of public institutions of higher education.

The AAUP is working with our allies to defend higher education. Together, we can protect quality education in this country and ensure that our students have the opportunity to learn the truth about our history.

# Accreditation Decisions Should Uphold Academic Freedom!

**A** AUP president Irene Mulvey submitted public comments to the National Advisory Committee on Institutional Quality and Integrity (NACIQI), urging the body responsible for making recommendations to the US Department of Education on issues related to accreditation and educational quality to uphold principles of academic freedom as political interference increases.

President Mulvey told the committee “The AAUP believes that academic freedom, tenure, and shared governance are essential to institutional quality and that commitment to these principles has helped to make the US system of higher education the best in the world. We are therefore deeply disturbed by recent attacks on higher education that target these essential principles, and we are calling on NACIQI to exercise stronger oversight of US accreditation with regard to them.”

Recent incidents of political inference in higher education

threaten educational quality. Florida has become an unfortunate ground zero for such political interference. The state has introduced laws limiting teaching of certain subjects, targeted equity, diversity, and inclusion initiatives, and required institutions to change accreditors following an accrediting body’s inquiries into Florida institutions. Without further action, other states may follow.

In more than forty states, educational gag orders restricting the teaching of specific topics in K–12 or higher education have been introduced.

These actions interfere with the ability of faculty to teach their subject matter and deliver high quality education. The AAUP requested that NACIQI consider that if an institution is found to have permitted egregious violations of academic freedom, tenure, or shared governance, accrediting agencies should take decisive action, including withdrawing accreditation if such violations are not corrected.

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## New Data Released on the Academic Workforce

One March 28, the AAUP released a data snapshot on patterns of faculty appointments and graduate student employment in US higher education from fall 1987 through fall 2021.

The snapshot documents the shift in US academic employment from mostly full-time tenured or tenure-track appointments to mostly contingent appointments, as well as disparities that remain for women faculty and faculty of color.

■ Over two-thirds of faculty members in US colleges and universities held contingent appointments in fall 2021, compared with about 47 percent in fall 1987.

■ Nearly half of faculty members in US colleges and

universities were employed part time in fall 2021, compared with about 33 percent in fall 1987.

■ Women and underrepresented minority (URM) faculty members held part-time appointments in greater proportions than men and non-URM faculty members in fall 2021.

■ Among full-time faculty members, women and URM faculty members held contingent appointments in greater proportions than men and non-URM faculty members in fall 2021.

■ The number of graduate student employees increased 44 percent from fall 2002 to fall 2021, compared with a 19 percent increase among both full-time and part-time faculty.

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## NYSC Seeks Committee Chairs

*continued from page 1*

Director Sally Dear-Healey (sdearhealeyaaup@gmail.com) with “**Application for Committee or Council Chair or Membership**” in the subject line and attach a completed copy of the following application (a copy of this notice and application is also posted on the NYSC AAUP website under Committees & Councils/Position Openings):

Name:

Affiliated institution(s):

AAUP Chapter (if applicable):

Email address:

Please describe in your own words why you would like to be a Member or Chair of the following NYSC AAUP Committee or Council (indicate name of Committee or Council) and include any experience(s) and/or training(s) and/or skill(s) that you feel make you a qualified candidate/applicant.

You may also want to include some ideas for how you see this Committee or Council best serving the needs of our members and chapters.

# Executive Director's Report



by Sally Dear-Healey,  
Executive Director, NYSC AAUP

Spring is here! And with Spring comes a sense of renewal, possibilities, and growth. One of the ways we can experience growth is in the way we view, value, and treat other people. With that in mind, let's talk about adjunct/contingent faculty.

According to Zippia (Adjunct Professor Demographics and Statistics [2023]: Number Of Adjunct Professors In The US (zippia.com)):

- “There are 476,445 adjunct professors currently employed in the United States.
- 48.5% are women, while 51.5% are men.
- The average age of an employed adjunct professor is 46 years old.
- The most common ethnicity of adjunct professors is White (66.4%), followed by Asian (11.3%), Hispanic or Latino (10.1%) and Black or African American (7.0%).
- There is a gender pay gap for adjunct professors, with male income at \$86,506 and female income at \$80,415 (.93 for every 1.00).
- There is also an adjunct professor wage gap by race. Asian adjunct professors have the highest average salary compared to other ethnicities. Black or African American adjunct professors have the lowest average salary at \$84,004.”

However, none of this data addresses the emotional/mental health cost of actually experiencing these inequalities and being treated as ‘second class faculty.’ I also must admit the story hits home for me as I have been contingent the entirety of my academic life, and in that capacity, I experienced my own, as well as witnessed other’s tragedies and triumphs.

As I used to try to impress upon my research methods and statistics students, numbers speak, but it is the individual that tells the story. For example, one of the main issues facing adjunct/contingent faculty is a lack of power, including not having power over one’s own life, a significant challenge when you never know if you’ll be teaching the following semester, you don’t have health insurance, you teach at multiple locations, you don’t have the resources you need, some of your work is unpaid, and you have student loans that are so high you can’t get a mortgage. As one adjunct instructor noted, “my university/college employers have never provided health insurance and thus, my health has taken a real hit, which is creeping up on me as I age. I am renting because I could not get a mortgage to buy even a small home—my student loans make it impossible...” Braun

concludes, “I have devoted my entire life to higher education, but I have nothing to show for it. That reality has been eating at me and has reached a breaking point” (Nicole Braun, Notes from the Adjunct Underground, Part One: The Power of Reply All” 8/4/21).

AAUP recognized these disparities and instituted an “All One Faculty” campaign. However, as is often typical, policy doesn’t always translate to practice, at least not across the board. Some of the ways inequalities show up is in the way (some) departments are run and in turn the way (some) tenured faculty view, value, and treat (some) adjunct/contingent faculty.

For example, many times adjuncts are excluded from department meetings and activities. It is also true that adjunct/contingent individuals may experience these inequalities in different ways, drawing attention to gender, age, mental health, etc. discrimination. Once, when I volunteered my services to help with a student club, I was told I “couldn’t l because I wasn’t ‘real faculty,’” and this was from a (female) tenured faculty member who, as it turns out, also sabotaged my application for a full-time tenured position.

Additionally, an AAUP chapter or (some) members of the chapter leadership or membership may not be welcoming of adjunct/contingent faculty at meetings and events or include them in shared decision-making. We have also been made aware that academic professionals are often treated similarly for many of the same reasons as adjuncts/contingents, even though over the years they have moved “from a workforce of low-level clerical workers to higher-level professionals” (Szekeres, J. 2011. Professional staff carve out a new space. Journal of Higher Education Policy and Management 33 (6): 679–691 <https://doi.org/10.1080/1360080X.2011.621193>). Instead, I’d like to invite you to consider an “all are welcome at our table” philosophy and practices that show that we truly do function as All One Faculty.

It is from this perspective that we offer you the opportunity to discuss these and other related issues more fully at our spring 2023 conference, the theme of which is “**Adjuncting Ain’t No Side Gig, Tragedies and Triumphs of Contingent Faculty and Academic Professionals.**” The event will be held Saturday, April 22nd from 8:30am-3:00pm, at the NYSUT Headquarters in Latham.

We have an extremely impressive lineup of topics and speakers. Our morning offering includes:

**Contingency in US Higher Education; What’s the Story in NYS?** presented by Glenn Colby, Senior Research Officer, AAUP National and author of “Data Snapshot: Tenure and Contingency in Higher Education” and

**Untenured and Unafraid,** presented by Joe Berry, I Member, COCAL International Advisory Committee and author of Reclaiming the Ivory Tower: Organizing Adjuncts

*continued on page 10*



# Committee of 100 Activists Rally for New Deal for Higher Education

by Kara Smith

Chanting “fight, fight, fight, fight, education is a right!” more than 500 NYSUT member activists, students and supporters, rallied together before the majestic backdrop of the state Capitol’s Million Dollar Staircase in early March.

Clad in hats, sweatshirts and T-shirts emblazoned with their SUNY, CUNY and community college alma mater, and waving colorful signs and placards, the rallygoers sent Albany a clear message: it’s time for New York state lawmakers to pass a new deal for public higher education.

“We have graduates from every part of the state here, we have legislators on our side, and we have big dreams — let’s get them done!” said NYSUT President Andy Pallotta, noting that since SUNY, CUNY and community colleges produce the workforce of tomorrow and drive our state’s economy, they’re a smart and long overdue investment. His voice raspy from days of activism and member engagement, and wearing a Brooklyn College bulldogs sweatshirt, Pallotta elicited cheers after encouraging rallygoers to shout out if they’d graduated from a SUNY, CUNY or community college. “What do you have to do if you want something? Fight!” he said.

Union activists traveled to Albany from across the state for NYSUT’s annual Committee of 100 lobby day. Members met with their state lawmakers to discuss a wide range of issues including the New Deal for Higher Education, which the late-morning rally highlighted. The New Deal for Higher Education would provide \$1.44 billion in operating support for two- and four-year colleges and SUNY hospitals, a \$267.2 million increase for student supports, such as counseling, mental health services and food assistance, and \$3 billion to ensure students can earn degrees without incurring crushing loan debt.

Several lawmakers joined Pallotta on the Capitol steps to offer their support, including Sen. Toby Ann Stavisky, higher education committee chair, who pledged to “stand with NYSUT in calling for increased funding for higher education in the 2023-24 state budget.” Sen. Shelley Mayer, senate education committee chair, and Sen. John Liu, chair of the New York City education committee, also committed to supporting a New Deal for Higher Education.

“SUNY desperately needs this aid to stabilize our campuses and our hospitals at a time when the state has a \$8.6 billion surplus,” said Fred Kowal, United University

Professions president. “We urge the governor and legislative leaders to make this the year to truly invest in SUNY.”

James Davis, Professional Staff Congress president, representing CUNY faculty and staff, said “Gov. Hochul and the Legislature can take their place in history, invigorate our workforce and economy and provide a better life for hundreds of thousands of CUNY and SUNY students by making this \$4.7 billion commitment to New York’s two great, but long-underfunded public university systems.”

## Making the rounds with lawmakers

Although the New Deal for Higher Education rally was a Committee of 100 highlight, activists also spent the morning visiting legislators’ offices as regional teams to discuss other important issues. Angie Rivera, Rochester Association of Paraprofessionals president, was part of a nearly 20-member contingent from the Rochester area who met with Sen.

Jeremy Cooney to advocate for additional Foundation Aid, a Tier 6 fix and community school funding. “My members must contribute more to get less in retirement and many can’t afford to stay,” said Rivera of Tier 6.

Anthony Andrews, Rochester Association of Paraprofessionals, was invigorated by his first Committee of 100 experience. “I’m learning how important it is for legislators to hear our voices.”

A group of North Country activists met with Assembly-member Matt Simpson to highlight the lack of funding for teacher centers, the need for charter school oversight, universal free school meals and other issues. Shawn Strack, Northern Adirondack Teachers Association, shared how one student purposely failed his class to qualify for summer school and a free lunch. Adam Schrader, president of the Salmon River Teachers Association, compared charter schools’ ability to pick and choose students to a public hospital rejecting hard-to-treat patients. “We wouldn’t support a hospital system like that, why do we accept that in education?” said Schrader.

# Cazenovia College to Permanently Close After Current Academic Year

Cazenovia College, founded in 1824, will close at the end of the current academic year.

The Cazenovia College Board of Trustees, late last year, determined that due to financial concerns, the College will close prior to the start of the Fall 2023 semester. The College will complete the Spring 2023 semester as scheduled and will be fully operational holding classes and events, including athletics and other normally scheduled activities. During the Spring 2023 semester the College will also assist students with their plans for transferring for Fall 2023.

“We’re deeply disappointed that it has come to this,” said Ken Gardiner, chair of the Cazenovia College Board of Trustees. “Considerable time and effort have been spent on improving the College’s financial position over the past several years.

Unfortunately, the headwinds and market conditions were insurmountable, leading to a projected deficit of several million dollars for next year. As a result, the College won’t have the funds necessary to be open and continue

operations for Fall 2023 and beyond. Our plan is to be open for the Spring 2023 semester during which faculty and staff will work with students to help them transfer to another college for the fall.”

The business realities that led to this extremely difficult decision were accelerated by the global pandemic and skyrocketing inflation. The population of college-aged individuals has been and continues to shrink making it hard for small private colleges like Cazenovia to maintain enrollment levels. Since its peak with nearly 1,000 students on campus, Cazenovia’s enrollment has dropped by over 40 percent.

Additionally, the coronavirus pandemic dramatically impacted recruitment and fundraising efforts while increasing economic burdens for the College. Large investments were made in technology and campus safety measures while enrollment dropped with students choosing to postpone college or take a leave of absence, which negatively impacted

the College’s financial situation.

Lastly, the recent uncertainty in the bond and stock markets made it exceedingly difficult to refinance the bond debt which came due in September. “Being a small college without a large endowment has made the College’s challenges formidable. We have worked tirelessly to strengthen the financial position of the College through fundraising campaigns, adding graduate offerings, streamlining transfer pathways, and exploring alternative options,” stated David Bergh, president of Cazenovia College. “Unfortunately, these efforts did not create results to ensure long-term viability for the College.”



Just shy of its 200th anniversary, Cazenovia College was established in 1824 as the Genesee Seminary. In 1839, the seminary also developed a curriculum which was focused on the education of women. In 1942, the church sponsorship of the seminary was withdrawn, and it was reorganized to include a junior college program as well as the preparatory school with the name, Cazenovia Junior College.

It then became Cazenovia College for Women in 1961. In 1982 it returned to being co-educational and adopted the name Cazenovia College although it was not recognized as a bachelor’s degree granting institution until 1988. In 2019 it began its first graduate program, a Master of Science in Clinical Mental Health Counseling.

“We really are a family on this campus,” continued Bergh. “It is an extremely difficult time for all of us, but we remain committed to students, faculty, staff and alumni.” To date, the College has entered into agreements with the following higher education institutions that will provide pathways for students to continue their studies beginning with the Fall 2023 semester and will be assisting students with their transition. Other institutions will be added as agreements are finalized: Daemen University, Elmira College, Excelsior University, Hilbert College, Keuka College, LeMoyne College, State University of New York College at Oneonta, Utica University, and Wells College.



# From the President's Desk

*continued from page 1*

bullet of the hour. Faculty expertise is not appreciated. We are seen as (expensive) cogs in a machine. Tenure and academic freedom are increasingly portrayed as anachronistic luxuries at best, dangerous notions leading to “wokeism” at worst.

And yet, our authentic educational mission has never been more important and desperately needed. Our institutions are the economic drivers of our communities, New York State, and the nation. Our students need the skills and the values that come from higher education—not only to make a good living, but to be good citizens and deal with the increasingly complex social and political institutions modern society is building.

How will we address the existential problems of climate change and the very real threat of nuclear conflict? How do we navigate the political and social polarization that has spread globally? How will we provide affordable health care for all? Deal with the continuing global migration crisis? Come up with real solutions to public security problems in our communities without scapegoating marginalized populations and perpetuating the prison industrial complex? How can we harness the power of technological tools like ChatGPT and avoid the dystopian potential of the misuse of such tools?

## **Education. A solid liberal arts education.**

It is increasingly clear that faculty need to make the case for the relevancy of our mission and look for creative solutions to the problems dogging higher education. Rather than competing between institutions for a limited pool of students and within institutions for a limited pool of majors, we need to work together to reimagine higher education. To show potential students why our programs are relevant to them. To bring in non-traditional students. To teach across programs and create interdisciplinary paths. To integrate our remote colleagues and make sure faculty in new online programs are put on tenure lines and not seen as expendable as trends quickly shift.

As faculty we are on the frontlines of the battle for the future of higher education. We see first-hand the impact of the mental health crisis on our students and colleagues. We see our first-generation and other at-risk students struggle to fit into a mold that was not created with them in mind. We know the pressure our students are under to leverage their degrees into well-paying jobs so they can climb out from

under a mountain of debt. We also see these young (and sometimes not-so-young) people struggle with questions about where they fit in this world as they look at the seemingly intractable problems facing our society and the global community and deal with the insidious pressures of social media.

The solutions certainly won't come from retrenchment or the online master's program of the week. The challenges facing higher education are many and the solutions aren't a one-size-fits-all magic bullet. What is clear is the faculty need to be central players in crafting and implementing them. We can't do this individually.

The AAUP and our campus collective bargaining and shared governance organizations are crucial to the fight for a renewed system of higher education. While these organizations are there to help us, we must keep in mind that they are us. We need to actively participate, not wait for them to come in and save our tenure, protect our academic freedom, or prevent our department from retrenchment.

I am heartened to see our New York State Conference more active than ever. It is exciting to have so many talented and motivated colleagues volunteering to chair and staff our committees. Our New York City-Westchester Regional Council has been revived thanks to new co-chairs Jacob Appel and Ira Gerhardt. Our new Communication Director, Tanya Loughhead, jumped right in got our legislative priorities out to national and regional media.

We have several openings for committee chairs and members—see this newsletter for details. If you don't have time to participate at the state conference level, please keep us updated on developments on your campuses—good news is especially welcome these days!

I hope to see many of you at our spring meeting April 21-22 in Albany at the NYSUT headquarters!

This will be our first time back face-to-face and we have a hybrid option for those who don't feel safe or otherwise cannot make it in person. We chose to meet at NYSUT to continue developing the networks opened to us with the national AAUP-AFT agreement as we fight to strengthen higher education in NYS.

Watch for updates and announcements on the NYSC AAUP website

<https://nyscaaup.org>

# Cecelia McCall Winner of the Francis “Frank” Higman Award for Service to AAUP in New York

The Francis “Frank” Higman Award for Service to AAUP Collective Bargaining Chapters in New York State is an award that honors a person who is exemplary in, “advancing academic freedom or shared governance; promoting the economic security of academics; helping the higher education community organize; ensuring higher education’s contribution to the higher good.”

The award is named for Frank Higman, a longtime member of the AAUP and a founding member of the Niagara University Lay Teachers Association, a collective bargaining chapter of the AAUP. Higman served as NULTA’s President and chief negotiator for over two decades from 1975 to 1998.

After retiring, Frank remained active in the NYSC AAUP, chairing the Committee on Retirement for several years and inspiring new generations of leaders. “I remember being introduced to Frank at the first AAUP state conference business meeting I attended—he seemed to know everyone in Western New York and immediately drew me into the conversation. His colleagues spoke of him with such reverence. Frank really walked the walk,” said Mary Rose Kubal current NYSC AAUP President.

In its inaugural awarding of this honor, the NYSC has chosen Dr. Cecelia McCall of the Professional Staff Congress of the City University of New York—a union that represents 30,000 faculty and staff at CUNY. Her colleagues note that Dr. McCall has “demonstrated decades of service and is a

consummate leader who knows that without involvement of stakeholders she won’t succeed;” and furthermore, as “the quintessential leader and activist, grounded in her commitment to the principles of social unionism.” She advocates for a level playing field for all – students, colleagues, citizens of our nation and world. Comrades state that Professor McCall “fights for the common good; steadfast in her commitment to active, democratic leadership.”

One colleague noted that there is an old *New York Times* newspaper clipping in which Dr. McCall walks, hands behind her, into a police wagon after being removed from a CUNY Board of Trustees meeting. They recounted, “this is not the first time we’ve seen Cecelia in demonstrations: she’s marched for miles and miles, spoken at countless rallies, and led busloads to lobby in Albany. When Cecelia talks, people listen. When Cecelia leads, we follow. From her we learn by example what it means to be a doer.”

Professor McCall has served on AAUP National’s Collective Bargaining Congress Executive Committee, as Secretary of the NYS AAUP, and to this day remains an active member of the NYS AAUP Conference Steering Committee as the Chair of the CUNY Council. Looking back over five decades, she says the main lesson she’s learned is that the struggle must continue. “If you give up, there’s no hope,” McCall said. “As long as you keep on struggling, there’s a possibility of change.”

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## Executive Director’s Report

*continued from page 6*

Our afternoon sessions, which conclude with a panel discussion, includes:

When the Sum of the “**Parts**” Doesn’t Equal “**Full-Time**”: the Story of a Complex Academic Career, featuring Ivy Kleinbart, Syracuse University, Adjuncts United.

**Full-time Faculty and Student Activism in Solidarity with Part-Time Faculty Strike**, offered by Julie Beth Napolin, The New School, Adjunct Professor’s Strike.

**Fighting for a Livable Wage**, with Pamela Stemberg, Part-Time Personnel Office, PCS/CUNY EC.

And **Power Despite Precarity: Strategies for the Contingent Faculty Movement in Higher Education**, a second session with Joe Berry, COCAL.

Of course, there also will be plenty of time for asking questions and networking!

**Link to register:** <https://nyscaaup.org/ny-state-aaup-spring-2023-registration/>

**Link to the full program (with bios and speaker photos):** <https://nyscaaup.org/2023springconference/>

**NOTE THAT PRE-REGISTRATION AND PREPAYMENT IS REQUIRED** for both the Business Meeting on Friday (4/21) and the Conference on Saturday (4/22).

Limited hotel space is also available. If you need a hotel, please register ASAP and indicate that you need a room on your registration.

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 someone to talk to about something. You can email me at [sdearhealeyaaup@gmail.com](mailto:sdearhealeyaaup@gmail.com) or connect by phone at (607) 656-9477.

Be well, stay safe, and in solidarity,

*Sally*

# NYSC AAUP Spring 2023

Business Meeting (4/21) & Conference (4/22)

## “Adjuncting Ain’t No Side Gig”: Tragedies and Triumphs of Contingent Faculty and Academic Professionals

### BUSINESS MEETING SCHEDULE

#### Friday, April 21

2:00pm-5:00pm

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

2:00pm-2:30pm

Check-in and Socializing

2:30pm-4:30pm

Business Meeting

4:30pm-5:00pm

Reports & Open Forum

6:00pm-9:00pm

Dinner – Cafe Capriccio

(space is limited – pre-reservation is required)

### CONFERENCE SCHEDULE

#### Saturday, April 22

8:30am-2:50pm

This meeting is open to AAUP members in good standing. A Zoom invite and Program will be sent to registered attendees prior to the conference.

8:30am-8:45am

Coffee Chat & Networking

8:45am-9:00am

Welcome and Introductions Virtual Happy Hour

### MORNING PROGRAM

Moderator: **Valarie Lagakis**, Chair, NYSC AAUP Committee on Academic Professionals

9:00am-10:40am

**Contingency in US Higher Education; What’s the Story in NYS?**

**Glen Colby**

AAUP National, Author of “Data Snapshot: Tenure and Contingency in Higher Education”

*continued on page 12*

Registration - <https://nyscaaup.org/ny-state-aaup-spring-2023-registration/>



## MORNING PROGRAM

**Saturday, April 22** *continued*

- 10:45am-12:00pm     **Untenured and Unafraid**  
**Joe Berry**  
Coalition of Contingent Academic Labor (COCAL).  
Author, “Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education. Co-Author (with Helena Worthen) of “Power Despite Precarity: Strategies for the Contingent Faculty Movement in Higher Education”
- 12:00pm-12:30 pm     LUNCH (provided with paid registration)

## AFTERNOON PROGRAM

### “Adjuncting Ain’t No Side Gig”

Moderator: **Ángel Martínez**, Chair, NYSC AAUP Committee on Faculty Holding Contingent Appointment

- 12:30pm-12:55pm     **When the Sum of the “Parts” Doesn’t Equal “Full-Time”:  
the Story of a Complex Academic Career ”**  
**Ivy Kleinbart**  
Syracuse University, Adjuncts United
- 12:55pm-1:20pm     **Full-Time Faculty and Student Activism in Solidarity with  
Part-Time Faculty Strike**  
**Julie Beth Napolin**  
The New School, Adjunct Professor’s Strike
- 1:20pm-1:45pm     **Fighting for a Livable Wage**  
**Pamela Stenberg**  
Part-time Personnel Officer, PCS/CUNY EC
- 1:45pm-2:10pm     **Power Despite Precarity: Strategies for the Contingent  
Faculty Movement in Higher Education**  
**Joe Berry**  
COCAL
- 2:10pm-2:15pm     (VERY SHORT) TRANSITIONAL BREAK
- 2:15pm-2:45pm     Q & A 2ND DISCUSSION
- 2:45pm-3:00pm     CLOSING REMARKS

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**IMPORTANT NOTE:** Preregistration is required to attend the business meeting (whether you are attending in person or virtually), the conference (whether you are attending in person or virtually), and for Friday night’s dinner at Cafe Capriccio.

If you are attending the Conference in person and/or you plan to attend Friday night’s dinner, please utilize the payment options at the bottom of the first page of the Registration Form (scroll down until you see “PAYMENTS AND CONTACT INFORMATION”) to submit the appropriate payment option.

Also, as a reminder, please remember to click “SUBMIT” at the end of your registration process/form (unless you hit submit your registration and payment will not be processed).

**<https://nyscaaup.org/ny-state-aaup-spring-2023-registration/>**

# AAUP New York State Conference Leadership

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<b>Mary Rose Kubal</b> , President	mrkubalaaup@gmail.com
<b>Leah Atkins</b> , Vice President	akins@sunydutchess.edu
<b>Matthew Murray</b> , Treasurer	matthew.murray@sunydutchess.edu
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<b>Nivedita Majumdar</b> , Executive Council Member At-Large	nmajum_10038@yahoo.com

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<b>Jeffrey Kraus</b> , Editor, <i>New York Academe</i>	jfkraus1@aol.com
<b>Tanya Loughead</b> , Communications Director	tanya.loughead@gmail.com

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## Committees and Councils

### Committee A: Academic Freedom and Tenure

**Irwin Yellowitz**, Chair    lyellowitz@aol.com

### Committee on Academic Professionals

**Vasiliki (Valerie) Lagakis**, Chair    Vasiliki.Lagakis@ncc.edu

### Committee on College and University Governance

**Kimberley Reiser**, Chair    Kimberley.Reiser@ncc.edu

### Committee on Chapters, Members and Dues

**Katherine Cho**, Chair    chokatherine7@gmail.com

### Committee on the Economic Status of the Profession

**Thomas X. Carroll**, Chair.    txcarroll98@gmail.com

### Committee on Faculty Holding Contingent Employment

**Angel L. Martinez**, Chair    amjournal@gmail.com

### Committee on Governmental Relations

**Fred Floss**, Chair    flossfg@buffalostate.edu

### Committee on Diversity, Equity and Inclusion

*Accepting Applications for Chair*

### Committee on Retirement

*Accepting Applications for Chair*

*continued on page 14*

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## Committees and Councils continued

### Committee on Gender and Sexuality in the Academic Profession

**Margeaux Lippman**, Chair    margeaux.lippman@gmail.com

### CUNY Council

**Cecelia McCall**, Chair    liann.mccall@gmail.com

### Collective Bargaining Council

**Adam Pack**, Chair    apack@utica.edu

### The Long Island Council

**Sophie Christman**, Chair    drsophiechristman@gmail.com

### NYC-Westchester Council

**Ira Gerhardt**, Co-Chair    iragerhardt.aaup@gmail.com

**Jacob M. Appel**, Co-Chair    jacobmappel@gmail.com

### Lower Central Council

### Capital Area-Mid Hudson Council

### Western-Midwestern Council

**Rachel O'Donnell**, Chair    rachel.odonnell@rochester.edu

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### New York State Conference 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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