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From the President's Desk

by Mary Rose Kubal

Recently a friend who is retired from a career outside of academia asked me, “What is the hardest part of your job as a professor?” After thinking for a minute, I replied, “There is no one hardest part.

It’s keeping track of and prioritizing the 500 little tasks I must do every week, most of which someone else – a student, colleague, administrator – needs me to complete so they can get on with their tasks.” None of these tasks is particularly onerous and many, such as preparing class activities and mentoring student research, I actively enjoy.

But I am increasingly feeling the weight of the tasks piling up.

Writing this column is one of those tasks, which I am accomplishing between panels at an academic conference while also monitoring on-line assignments for my students, attending a Zoom training for a mandatory curriculum mapping exercise I must complete for two academic programs, and keeping a handle on my various email accounts.

This is not exactly a recipe for excellent outcomes in any of these tasks, although “excellence” has become one of the ubiquitous buzzwords of higher ed speak perpetuated by high level administrators, accrediting bodies, and highly paid (though often less-than-excellent) higher ed consulting firms.

As faculty, how can we achieve excellent outcomes for our students and the larger communities we serve, when our daily schedules involve juggling an impossible number of duties? I clearly do not have the answer to this question, but it is one that we need to put to ourselves and our administrations.

One thing is clear, we can’t achieve excellence when we are burning out. So I am excited for our upcoming NYSC AAUP spring conference at Syracuse University. We will

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Manhattan College Faculty Grapple with Shocking Layoffs

by Sally Dear-Healey

Faculty at Manhattan College are reeling after the recent announcement that 19 tenured and 4 untenured faculty were “laid off.” A January 30th article in the college’s student newspaper The Quadrangle, reported that “The January layoffs came after administration had told faculty in the fall that cuts would come on a “last in, first out” basis, meaning the faculty most recently hired within departments would be the first to be let go,” however many of the faculty involved had taught for several years and some for several decades. In addition, the timing of the layoffs are likely to prove a challenge as faculty seek other positions. Here is a link to that article: Faculty Grapple with Shocking Layoffs – The Quadrangle (mcquad.org).

Last June, Milo Rivero, a former CEO of an engineering and construction management firm, was appointed president. In the months since, he’s laid off 63 faculty members — nearly 25% of the staff. January’s layoffs included two nuns, Sr. Remigia Kushner, 82, and Sr. Mary Ann Jacobs, 69.

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NYSC AAUP Website: <https://nyscaaup.org>

 <https://www.facebook.com/NYSAAUPC1>

YouTube: **NYSC AAUP – YouTube**

NYSC AAUP Spring 2024 Business Meeting and Conference Will Take Place on April 26-27

The NYSC AAUP Spring Business Meeting and Conference will take place at Syracuse University on Friday, April 26 and Saturday, April 27. Our hosts are the Syracuse University AAUP Chapter.

The theme of this year's conference, which will take place on Friday, April 26 is "Focus on Faculty Stress and Burnout: The Newest Epidemic Threatening Higher Ed." The conference, which is an in-person event, is open to AAUP members in good standing and their invited guests. However, preregistration is required.

The conference, which will run from 8:30 am to 4:00 pm, will include a number of sessions, including "Faculty Stress and Burnout, The Newest Epidemic Threatening Higher Ed –Listening to the Voices That Need to be Heard and Working Together to Find Solutions," "Mental Health Policies and Legislative Updates in New York State, Who is Included

and Who Isn't?" and "Using Evidence-Based Peer-to-Peer Coaching as Model and Practice to Decrease the Emotional and Physical Costs of Work-Related Stress and Burnout for Faculty and Professional Staff and Improve Relationships and Communication."

On Saturday, the State Conference will conduct its business meeting, from 8:30 am until 12:00 noon. The business meeting is open only to AAUP members in good standing and preregistration is required.

Pre-registration for the conference is available at:
<https://nyscaaup.org/registrationspring2024/>

The complete program can be found at:
<https://nyscaaup.org/wp-content/uploads/2024/04/NYSC-AAUP-Spring-2024-Business-Meeting-and-Conference-PDF.F.pdf>

Manhattan College Faculty Grapple with Layoffs

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An earlier article appeared in The Chronicle of Higher Education entitled "As Manhattan College Restructures, Tenured-Faculty Jobs Hang in the Balance."

Especially relevant is the fact that these layoffs directly violate the Manhattan College's Faculty Handbook, well-established norms around tenure and job security, as well as the AAUP 1940 Statement of Principles on Academic Freedom and Tenure, authored jointly between the AAUP and the Association of American Colleges (now the Association of the American Colleges and Universities). The full scope of the layoffs remains unclear.

The layoffs were the most recent actions taken by President Riverso to slash costs at the 171-year-old institution. In November, it was announced that the college's six schools – Engineering, Business, Education, Liberal Arts, Health Professions, and Continuing and Professional Studies – would be merged into three to cut costs. Under the new restructuring, Education, Liberal Arts

and Health Profession will be combined into a Science and Liberal Arts school.

On January 19, the College announced the elimination of 20 majors and minors without consulting the faculty.

Among the programs eliminated were Religious Studies, Ethics, Critical Race and Ethnicity Studies, Women and Gender Studies, Urban Studies, and all languages except Spanish and English. In February, a restructuring of Departments was announced by the administration, resulting in 12 liberal arts departments being consolidated into seven departments.

Following the announcement of the program cuts, the Manhattan College faculty, by a vote of 89 percent of 147 participating faculty voted to express no confidence in Riverso.

In February, Riverso emailed staff and students attributing the cuts to deficits over the last five years projected to "exceed \$50 million."



2024 AAUP Election Information

Elections for national AAUP officers and members of the governing Council will be held this spring. Here's the information you need to participate.

The officer and Council positions will be filled in a secret ballot election of credentialed delegates of AAUP chapters and sections at the 2024 Biennial Association Meeting, to be held on June 14 and 15 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, which can be found at <https://www.aaup.org/about/elected-leaders/elections>.

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, 2024. 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 14, 2024.

The election will be held by secret ballot of credentialed delegates on the second day of the biennial meeting, which is June 15, 2024.

The nominations period is now closed. Three officer positions—president, vice-president, and secretary-treasurer—and two at-large Council member positions are open for election. Elected officers will also become officers of the AAUP Foundation Board of Directors; elected Council members will also become members of the AAUP Foundation Board of Directors. All terms are for four years, beginning after the close of the Biennial Association Meeting.

No more than one at-large Council member may be from the same region. For the purposes of this election, there is an at-large Council member from region 1.

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.

AAUP Receives Mellon Grant for Academic Freedom Center

The AAUP has received a grant of over \$1.5 million from the Mellon Foundation to establish a Center for the Defense of Academic Freedom, with the aim of examining and confronting the recent surge of political and ideological attacks on American higher education.

The Center for the Defense of Academic Freedom will bring together higher education and academic freedom experts over the course of the next two years to develop a comprehensive understanding of the scope and nature of political interference in higher education and develop means of countering this assault.

The Center for the Defense of Academic Freedom will compile a database of the political organizations, think tanks, donors, and political operatives most responsible for the current wave of attacks and evaluate their success in shaping the trajectory of US higher education.

Using this research, the AAUP intends to formulate a strategic campaign to fight back to protect academic freedom in America's colleges and universities and ensure that the unrestricted search for knowledge in service of the common good remains the guiding force in American higher education.

The Time Is Now to Resist Political Interference

On February 8, 2024, AAUP president Irene Mulvey issued the following statement:

Although not unexpected, the continued actions by the US House Committee on Education and the Workforce represent an alarming escalation of attempts by partisan political actors to control what may be said, taught, or thought on our college and university campuses. As part of the “formal investigation” launched after its contentious December 5 hearings, the committee gave the University of Pennsylvania two weeks to respond to a remarkably wide-ranging demand for documents and information on reports of allegedly antisemitic incidents and the university’s response to such incidents. Harvard University responded to a similar request last month. Committee chair Virginia Foxx (R-NC) deemed Harvard’s response “woefully inadequate,” and threatened the university with “compulsory measures.”

Let us be clear, the congressional committee’s overly broad demand for documents and data is not a neutral request for information. It is instead an effort to control, intimidate, and ultimately suppress certain speech and expression on our campuses. Although today’s inquisition targets groups and individuals that criticize the state of Israel or US policy toward Israel, it is actually an expansion of a broad effort to undermine the integrity and democratic mission of US higher education. As such, its repressive effects are not limited merely to those who espouse controversial views about the Middle East, but to all members of the academic community.

Two years ago, before allegations of antisemitism surfaced as the latest campus crisis, the AAUP’s report *Legislative Threats to Academic Freedom: Redefinitions of and Racism*, stated that “[p]roponents of overly broad definitions of antisemitism and proponents of eliminating teaching about the history of racial and other violence share a desire to mobilize the government to enforce particular, emaciated accounts of history, harm, and injury.” It’s all too

clear that today’s attention to antisemitism is being used to expand the decades-long, well-coordinated, and well-funded partisan political attempt to dictate what can be taught and researched in our nation’s institutions of higher education. That campaign seeks to justify and obscure other incursions against academic freedom and shared governance—from the dismissal of untenured and tenured faculty without due process to the wholesale elimination of academic departments and disciplines in the name of austerity.

The AAUP calls on administrators, faculties, trustees, and all who care about higher education as a public good in a democracy to resist political interference. The time is now to recommit to academic freedom and open inquiry, to foster an environment in which deeply held beliefs must stand up to academic challenges and in which historical context is investigated in all its complexity.

Faculty members must protect academic freedom by engaging in collective action: monitor conditions on campus, speak up, and offer assistance when colleagues, students, or student organizations are unfairly maligned, sanctioned, or shuttered. Faculty must refuse to draft new and unnecessary policies that restrict expression or peaceful protest and refuse to accept repressive measures.

The AAUP also calls on administrators—especially those feeling pressured to prove they are fighting antisemitism—to explain that censorship is never the answer to accusations of bigotry and hate. Administrators must reiterate their commitments to academic freedom, freedom of expression, shared governance, and institutional autonomy. In a volatile political climate where differences in political viewpoints slide too quickly into accusations of “hate,” free inquiry, debate, and discussion must not be sacrificed in the name of fighting a weaponized concept of discrimination that does little to advance campus equity but instead subjects our colleges and universities to unwarranted interference and control.

From the President’s Desk

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be hearing from our colleagues who have both professional and personal experience dealing with faculty burnout, receive a legislative update on efforts in NYS to combat the mental health crisis in higher education, and participate in a full afternoon workshop on peer-to-peer coaching related to work stress and burnout.

While attending our spring conference won’t alleviate me

of any of the 500 or tasks I will certainly have on my plate that week, I am hoping to come out with some practical coping strategies. In the meantime, I wish you all luck as you wrap up your busy semesters and juggle your own long to-do lists.

In solidarity,
Mary Rose Kubal
President, NYSC AAUP

New Amicus Brief Supports Right of Tenure at Canisius College

On March 7, 2024, the AAUP filed an amicus brief in an important legal case (*Astiz v. Canisius College*) concerning the ability of a college to terminate tenured faculty appointments due to the institution's purported financial difficulties. The AAUP filed its brief on behalf of four individuals who were tenured professors at Canisius College in Buffalo, New York.

The college's faculty handbook expressly incorporated language from the AAUP's 1940 Statement of Principles on Academic Freedom and Tenure concerning tenure and financial exigency. Among other things, the handbook stated that faculty "should have permanent or continuous tenure, and their service should be terminated only for adequate cause, . . . or under extraordinary circumstances because of financial exigencies," and that "[t]ermination of a continuous appointment because of financial exigency should be demonstrably bona fide." In July 2020, the college notified the professors that their employment would be terminated due to expected budget deficits. It is disputed whether a genuine financial exigency existed at the college, but it is not disputed that the college, in imposing the terminations, did not fully consult with the faculty and that it did not allow for adequate input or appeal of the termination decisions.

The professors sued the college for breach of contract in New York state court, but the trial judge rejected their suit, ruling that the college was not required to declare financial exigency to terminate them and discounting the procedures required by the 1940 Statement. The case is now on appeal in the Fourth Appellate Division of the New York Supreme Court.

The AAUP's amicus brief argues that when the college granted the professors tenure, it "bound itself as a matter of contract law to not terminating [their] service except under certain narrow circumstances recognized by the longstanding custom and practice of the academic community." As the brief explains, AAUP statements provide authoritative

guidance regarding the content of that custom and practice, and courts routinely recognize that the AAUP is a leading authority on the meaning of tenure and related principles.

As the 1940 Statement and several later AAUP statements explain, a tenured faculty appointment may be terminated "under extraordinary circumstances because of a demonstrably bona fide financial exigency." Substantively, this requires severe financial difficulties that "cannot be alleviated by less drastic means" than the termination of faculty appointments. Procedurally, faculty terminations due to financial exigency require processes that safeguard basic due process rights and

that maintain respect for the principle of shared governance by ensuring meaningful participation by the faculty.

At a bare minimum, the brief emphasizes, such processes "must feature meaningful involvement by the faculty in assessing whether the claimed financial exigency actually exists and whether it necessitates faculty terminations, as well as faculty participation in questions concerning the implementation of any truly necessary terminations."

The brief urges the appellate court to recognize that close adherence to these basic substantive and procedural requirements is essential to the preservation of tenure, which in turn safeguards academic freedom and ensures that colleges are able to fulfill their purpose of furthering the common good. Leaving decisions regarding the termination of tenured faculty appointments due to "financial exigency" to the unfettered discretion of college administrations would render tenure an empty promise and would have disastrous consequences for higher education.

In the case of Canisius College, the college never adequately demonstrated that its purported financial difficulties met the exacting requirements necessary to justify the plaintiffs' termination. In addition, the college failed to respect basic procedural requirements before terminating the plaintiffs, including by failing to properly declare and demonstrate the existence of a bona fide financial exigency.



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Executive Director's Report



by Sally Dear-Healey,
Executive Director, NYSC AAUP

“Hi, how are you?” When someone asks you that question these days what tends to be your first response? Do you roll your eyes and put up a fake smile; take a deep breath and hold it a little too long; insert the perfunctory rote response “fine, how are you” and then move on down the hall, on to the next task or obligation; or do you simply tell them how you really are – stressed to the max and burned out!

Equally important, does the person seem to be truly interested in you and what’s going on in your life or do you get the feeling they don’t really care; it was just the expected thing to ask. Let me take this in another direction, what if someone approaches you and says, “I need you to . . .,” what happens in your body? Does your throat or chest tighten as you think, “just one more #\$\$%^ thing to do and one more demand on my time,” or do you feel a sense of openness and excitement as you consider the potential opportunity?

Now let’s consider the concept of capacity. Perhaps the person who approaches you really is interested in how you are, and you in them, but because each of you is feeling the weight of overwhelming circumstances in your own individual lives, neither one of you feels you have the capacity to effectively respond let alone interact or be in relationship with someone else. And besides, what would you say anyway? What if they said something that was hard to hear. How would you know how to respond so that you were helpful not hurtful?

What many of you may not realize is that outside of my AAUP work, two of my major areas of interest and research are trauma awareness and conflict resolution. Relatedly, for the last five years I have been participating in a program focused on, among other things, creating safe spaces for sharing, reflection, and healing. The group includes individuals from around the world with a wide variety of backgrounds and interests who, despite the fact that these calls may be scheduled very early in the morning or very late at night, purposefully gather together for sharing and to hold space for each other. I have come to realize that these are powerful spaces which offer incredible benefits for every participant.

So, what does it mean to hold space for another person? For ourselves? Holding space means that we are willing to walk alongside another person in whatever journey they’re on without judging them, making them feel inadequate, trying to fix them, or trying to impact the outcome. When we hold space for other people, we open our hearts, offer unconditional support, and let go of judgment and control. The same

applies to how we treat ourselves. Do we allow ourselves the acceptance and grace we need most and rarely get enough of, especially when we are experiencing extreme stress and burnout.

This is a huge problem considering that “burnout is the biggest public health crisis of the 21st century,” according to Dr. Mike Drayton (2021). Drayton argues that “It is a visceral physical experience. It’s the exhaustion, the anxiety, the sick feeling in your stomach. Burnout is also in your head. It’s cynicism, negativity and detachment from work and people. It’s the inability to think clearly, the absence of mental well-being (Routledge Blog, posted 1/25/21).

Moreover, Xu and Wang (2023) found that “work-related health problems arising from increasingly fierce competition, work-related stress has become a significant predictor of the reduced wellbeing of university faculty members, especially for non-tenured junior faculty members” (Front Psychol..doi: 10.3389/fpsyg.2023.1111434 (doi.org), 2.1.2023).

A Healthy Minds Study (HMS) Faculty/Staff Survey distributed from 9/2022 to 5/2023, found that nearly 50% of faculty said supporting students has ‘taken a toll on their own mental and emotional health,’ and 81% felt their institution should be investing more resources to support faculty and staff mental health and wellbeing” (Exploring faculty burnout through the 2022-23 HMS faculty/staff survey (apa.org)). As a result, many are choosing to leave the profession.

This spring’s conference and training Faculty Stress and Burnout, The Newest Epidemic Threatening Higher Ed will, among other things, provide you with an opportunity to experience firsthand this kind of intentional space along with other faculty and professional staff who have experienced work-related stress and or burnout. It will also provide you with opportunities to make a difference in your own life, as well as the lives of your co-workers, chapter members, etc.

We will start our day with an amazing panel of speakers whose individual voices and unique stories will highlight the experiences of many other faculty and professional staff members who are experiencing first-hand the deleterious effects of work-related stress and burnout. Next, John Richter, Director of Public Policy at MHANYS will talk about mental health and higher ed policy updates. While interest and funding to date has focused on student mental health, the additional focus on and funding for faculty and professional staff mental health has yet to materialize. This is a significant and dangerous oversight. Come work with us to create new legislation that makes faculty and professional staff mental health a priority that we can then take to Albany.

Next up is the training part of the Conference – “Using Evidence-Based Peer-to-Peer Coaching as Model and | Practice to Decrease the Emotional and Physical Costs of

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Frontline Care Workers, Community, Unions and Clergy Reiterate Call to Save SUNY Downstate, Release Polling Showing Overwhelming Support

In a press conference held on March 4, leaders representing the Central Brooklyn community, alongside frontline care workers at SUNY Downstate Hospital, union officials and clergy members, gathered to release new polling data showing significant community support for keeping the hospital open, despite Gov. Kathy Hochul and State University of New York Chancellor John King's plan to close it.

The poll, conducted by Hart Research February 22-26, 2024, surveyed 601 Brooklyn residents living near SUNY Downstate. Key findings include:

- Overwhelming opposition to closing the hospital (71 percent), particularly among people who have received care there (79 percent), older adults (76 percent) and Black residents (77 percent). Three-quarters of respondents want legislators to take action to keep SUNY Downstate open.
- Increased waiting times at other hospitals and the loss of 4,000 jobs in the community are major concerns for respondents if SUNY Downstate closes, along with the loss of maternal healthcare, perinatal care and NICU services, cardiac care and a level-two trauma ER.
- The loss of SUNY Downstate's training and education services, as well as the closing of the only kidney transplant center in Brooklyn, are also concerns for respondents.

American Federation of Teachers (AFT) President Randi Weingarten said: "The public is sending a clear message to the powers that be: They don't want Downstate closed. Central Brooklyn—particularly communities of color—will lose access to critical, necessary healthcare services if this vital teaching hospital is shuttered, and voters have made clear, bigtime, that they do not want this economic engine and the jobs it creates cut from their neighborhood. Downstate needs investment, not to be abandoned. The governor and Legislature should listen to the people and take the closure off the table immediately."

New York State United Teachers President Melinda Person said: "This data confirms what we've been hearing from Brooklyn residents and the healthcare professionals who live and work there: Closing SUNY Downstate would have a catastrophic impact on the community. The state cannot ignore those who would feel this loss the most, and NYSUT will fight to amplify their voices until a final plan for the

future of this hospital puts the people of Central Brooklyn at the very center."

United University Professions President Frederick Kowal said: "The poll data shows that, when asked, the people of Brooklyn expressed overwhelming opposition to SUNY's destructive closure plan for Downstate University Hospital. We hope that the governor and the Legislature will reject it as well and focus on a sustainable plan for this important public teaching hospital. UUP has been fighting to save Downstate for nearly 20 years, and we will keep on fighting until our hospital's future is secure."

Public Employees Federation President Wayne Spence said: "The survey released today confirms what we've said since we first learned of this misguided plan: Brooklyn Needs Downstate. It is a critical healthcare hub in a community that badly needs the services that the PEF, UUP and NYSUT members who work there provide. With New York running a budget surplus, why not just reinvest in Downstate so it can continue to serve the people of Central Brooklyn?"

The presentation of polling data can be found at:
https://www.aft.org/sites/default/files/media/documents/2024/DE-14714_AFT_Healthcare_Brooklyn_Survey.pdf



Photo by Jim Henderson / CC BY-ND-NC 1.0

State and National Labor Leaders Urge CUNY to Expand Job Security for Adjuncts

Four prominent New York State and national labor leaders have joined the Professional Staff Congress (PSC) in urging CUNY management to expand job security for adjunct faculty.

Presidents Mario Cilento of the New York State AFL-CIO, Melinda Person of the New York State United Teachers (NYSUT), Irene Mulvey of the American Association of University Professors (AAUP), and Randi Weingarten of the American Federation of Teachers (AFT) sent a letter on April 1 to the chancellor and chair of the Board of Trustees objecting to any diminishment in adjunct job security at CUNY and urging broader access to multi-year appointments for teaching adjuncts.

The PSC is seeking to make the expiring pilot agreement on multi-year adjunct appointments a permanent provision of the contract. They have also demanded an expansion of eligibility for the appointments and a new Certificate of

Continued Employment for teaching adjuncts. According to the PSC, CUNY management's insulting counteroffer would more than double the time it takes for adjuncts to qualify for a multi-year appointment (to 12 years!) and reduce the contracts from three years to two.

PSC President James Davis presented the letter to the chancellor and the Board of Trustees at the CUNY Board's Brooklyn Borough Hearing. He read excerpts from the letter, which says, "Across the country, higher education unions have recognized and emulated this provision, adapting the PSC-CUNY contract language. It would be disastrous for CUNY, whose mission has been to serve the working people of New York, to reverse the progress made for thousands of contingent employees. Given the national prominence of this issue, that would constitute a move against CUNY's adjunct faculty and against labor on a broader scale as well."

Executive Director's Report

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Work-Related Stress and Burnout for Faculty and Professional Staff and Improve Relationships and Communication." After learning about the 8 Dimensions of Wellness and what each can look like in terms of faculty and professional staff wellness, you will also learn foundational skills for Peer-to-Peer Coaching as a model which Cavanagh and Grant (2006) argue is a "goal-directed, results-oriented, systematic process in which one person facilitates sustained change in another" and one which, according to the Harvard Business Review (4/14/21) has "surprising power" to decrease work-related faculty and professional staff stress and burnout.

This unique opportunity to learn the skills of listening and reflection, how and what questions to ask, and having time for hands-on practice will enable you to come away with concrete skills and tools you can then take back to your chapters, departments, institutions, etc. It's a win/win opportunity no matter how you look at it!

So, for those of you who have yet to register for the upcoming conference let me assure you that 'this is one you

won't want to miss.' In fact, if you are so stressed and burned out that the thought of attending one more training or one more conference puts you over the edge, then register right now. Here I am reminded of a Zen saying that goes something like, 'Meditate for an hour every day unless you are too busy. In that case meditate for two hours.'

Here is the registration link: REGISTRATION INFORMATION & FORM SPRING 2024 | New York State AAUP Conference (nyscaaup.org). PLEASE REGISTER TODAY!

As always, please don't hesitate to reach out if there is anything I and/or the NYSC can do to help support you as an AAUP member or as a chapter, or if you 'just' need someone to talk to. We also want to hear from you about what is/isn't going on at your institution and/or with your AAUP chapter too.

You can always reach me at sdearhealeyaaup@gmail.com or we can connect by phone (607) 656-9477.

Be well, stay safe, and in solidarity,
Sally

**NYSC AAUP Spring 2024 Business Meeting
and Conference - April 26-27**