

NEW YORK Academe

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From the Interim President's Desk

by Mary Rose Kubal



As 2019 draws to a close, this issue of *Academe* presents a chance to reflect on the year just finished and to look forward to what 2020 has in store for our New York State Conference and local AAUP chapters.

In the past six months as acting President, I have learned an enormous amount and enjoyed working with my colleagues on the Executive Council and Steering Committee.

I still have much to learn and there have been some bumps along the way, but I am optimistic that 2020 will be a good year for our state conference as we navigate the challenges and opportunities presented by the changes in the National AAUP as well as the uncertain political climate in this presidential election year.

Our fall meeting at the Borough of Manhattan Community College gave us a space to work on building collegiality and community in the way Maggie Berg and Barbara K. Seeber describe in *The Slow Professor: Challenging the Culture of Speed in the Academy* (which I review elsewhere in this issue of *Academe*).

They are wary of the way “collegiality” has been used as a “smokescreen for discrimination in tenure and promotion decisions” and are concerned that community has been robbed of its affective role in our working lives as it gets boiled down to “active networking.”

Yet they see a need for more face-to-face conversations and empowering “professional venting” (which they distinguish from disempowering “whining”) to combat the increasing loneliness and stress of life in the academy where the emphasis on speed, efficiency, and CV building have hollowed out academic communities.

At our fall meeting, sessions on Issues Campaigns and Conflict Resolution Skills focused on different strategies

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Resolution from the Election Committee for the Executive Council of the NY Conference, AAUP

The Election Committee has approved the following resolution by a majority of the members with one member not voting. The resolution has subsequently been approved by the Executive Council

1. The Election Committee of the New York Conference, AAUP has received proper nominations for the following.

President - Mary Rose Kubal

Vice President - Leah Akins

Secretary - Matthew Murray

Officer at Large - James Davis

Officer at Large - Hollis Glaser

The Election Committee certifies that these persons have been nominated.

2. The Election Committee takes note of the resolution passed by the Executive Council of the New York Conference, AAUP, on October 19, 2019, and accordingly recommends that since there is only one nominee for each office that the Executive Council declare these nominees to be elected.

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AAUP Joins Amicus Brief in Support of the DACA Program

On October 7, 2019, The AAUP, together with forty-three educational associations, signed onto an amicus brief in support of the Deferred Action for Childhood Arrivals (DACA) program.

The brief was prepared by the American Council on Education and submitted to the US Supreme Court in the consolidated DACA (also known as “Dreamers”) cases, *Department of Homeland Security v. Regents of the University of California, et.al.*

The amicus brief emphasizes that “DACA has been a symbol of tolerance and openness of our university campuses,” and warns that rescinding DACA would broadcast to foreign-born students and potential students from around the globe a message of exclusion and would “irreparably damage the reputation of America’s higher education system in the eyes of the world.”

The brief argues that if the Supreme Court allowed the administration to end DACA, in an instant, it would send a message of exclusion that would irreparably harm our institutions’ ability to recruit and retain foreign-born students.

It would tear at the fabric of our campus communities. Most importantly, it would pull the rug out from under the Dreamers themselves, who have upended their lives—taking out loans, earning degrees, and taking the risk of revealing their undocumented status—in reliance on DACA.

In the words of one DACA recipient, the rescission would mean that ‘all the hard work I have put into my goals would be for nothing, and I would be back to the bottom where I started.’

The amicus brief also speaks to the government’s contention that the executive branch’s decision to rescind DACA is wholly exempt from judicial review. “Sanctioning that remarkable argument would threaten to immunize from legal scrutiny numerous other major decisions disguised as ‘enforcement policies’ that impact our higher education system,” the brief says.

The brief urges the Supreme Court to affirm lower court judgments keeping DACA in place, saying that, “The Court should not write the Administration a blank check to make this monumental policy choice without even a patina of judicial review.”

Finally, the brief endorses DACA as “an unmitigated good for this country, its higher education system, and the young persons whom it has benefited.”

The Supreme Court heard oral arguments in this case on November 12, 2019, and a decision is expected before June 2020.

The Trump administration moved to end DACA in 2017, but federal courts blocked that attempt. Following a brief hiatus, the government began accepting renewal applications from DACA participants, which must be filed every two years.

In January 2018, a federal court issued an order that blocked the government from ending the program; similar orders from two other courts soon followed.

In an unusual move, the Trump administration came directly to the Supreme Court late last year, asking the justices to weigh in on two questions: Whether the decision to end DACA is the kind of action that courts can review at all; and, even if it is, whether the decision to end the program was legal.

Just a few days after the government petitioned for review in the Supreme Court, the Court of Appeals for the Ninth Circuit upheld one of the district court’s orders requiring the Trump administration to keep the DACA program in place.

The Supreme Court consolidated these cases and on June 28, 2019, it granted the government’s petition for writ of certiorari.

CUNY Faculty Ratify Contract

CUNY’s 30,000-member union ratified its contract after lengthy contract negotiation with university officials, mandating higher wages for both full-time faculty and adjunct professors.

The Professional Staff Congress (PSC) and CUNY administration agreed to a pact that included salary increases for full-time faculty, as well as establishing minimum pay for a three-credit course that will increase to \$5,500 by the end of the contract term in 2023, up from the current amount of \$3,222.

Adjunct pay was a contentious issue throughout the contract negotiation. As reported in the spring edition of *New York Academe*, adjuncts campaigned to make \$7,000 per course. Throughout the spring and summer, a group of adjuncts called for the union to strike if the \$7,000 per course demand was not met. The 7kor strike twitter account urged members to vote down the contract.

The final vote on the contract was 13,660 members voting “yes” and 2,316 voting “no.”

Executive Director's Report: As We Move into the New Year, and a New Decade...

by Sally Dear-Healey,
Executive Director, NYSC AAUP

As we move into the new year, and a new decade, we are once again presented with the opportunity to reflect on what went right, what could have been done differently, and think about our expectations and intentions for 2020.

This applies not only to our personal lives, but our work lives, the lives of others in our profession, and the wider community.

As Mary Rose mentioned in her report, 2019 brought a number of changes and challenges to the NYSC AAUP.

One of those changes involved a changeover in leadership. After serving as the Vice President, and then President of the NYSC, last summer Jeff Baker determined it was time to move on to other interests and pursuits.

I would like to take this opportunity to formally thank Jeff for all the work he did for the NYSC AAUP, and especially his efforts towards bettering working conditions for adjunct/contingent faculty. With Jeff's departure came other changes in the Conference leadership and we subsequently welcomed Leah Akins into the role of Vice President and Matthew Murray as Secretary. Both are doing an excellent job in their respective roles.

One thing is clear – we are in very capable hands with Mary Rose serving as acting President.

Not only is she a good leader, as the Executive Director I have especially appreciated our open and ongoing communication over the last six months and know that our more frequent Executive Council and Steering Committee meetings are having a positive effect

on not only the NYSC leadership, but our members and chapters as well.

Among other things, the establishment of a working Strategic Planning Committee, a more clearly defined and action-oriented legislative agenda, as well as the creation of an Audit Committee reflect our ongoing commitment to provide quality services and support for our members and chapters, training for our leadership, identify and campaign for issues, and our goal of transparency and accountability.

In addition, our fall meeting at the Borough of Manhattan Community College provided insight into and inspiration for a number of projects we will be expanding on over the coming year and beyond.

David Kociemba, AAUP East Coast Organizer, gave an excellent presentation on issues campaigns, Kimberley Reiser, who serves as the NYSC AAUP Chair of the Committee on College and University Governance, organized a panel on shared governance issues, challenges, and wins, and I offered a training on mediation skills for academics.

Prior to the meeting Mary Rose, Kimberley and I met with several representatives of the Molloy AAUP Chapter which, as Mary Rose pointed out, has had more than their share of challenges, but also victories, especially in the areas of shared governance and tenure and promotion.

It is our expectation that the Shared Governance Survey will reveal that they are far from alone (if you haven't done so already, please take a few minutes to fill out the survey at: <https://www.surveymonkey.com/r/FZGPRJ8>).

One thing is certain, we need more people to become involved, both locally and at the state Conference level. Speaking of which, the NYSC AAUP spring meeting scheduled for April 3rd and 4th will be held at Syracuse University. Please save the date and be on the lookout for details regarding programming, registration, etc. coming soon!

I am also happy to report that we were finally able to get access to the previous website and are in the final stages of migrating information over to the new website.

I will be spending most of January 'tweaking' this information as well as adding additional features so that it is not only user-friendly, but engaging and useful.

Please remember to join us on Facebook (@NYSAAUPC1) and watch for our Action Network emails.

They will keep you up to date on meeting/conference details, member news, feature surveys designed to help us help you, and other items of interest.

We are also on Twitter @AaupNysc. This is a new venture for us in our ongoing attempts to increase methods of communication between our members so please follow us there and post.

As always, if you have any questions regarding the State Conference, need help with membership recruitment or chapter development, or have a concern or a victory on your campus, please reach out to us by contacting me at sdearhealeyaap@gmail.com or Acting President Mary Rose Kubal at MKUBAL@sbu.edu.

Wishing you all a joyous and productive new year!

SAVE THE DATE

**New York State Conference Spring Meeting
April 3-4, 2020 · Syracuse University**

The Drake Group Echoes Congressional Calls for the NCAA to Address Athlete Violence

On December 12, 2019, Kenny Jacoby of the *USA Today Network* reported on the Network's investigation which identified "at least 28 current and former athletes since 2014 who transferred to NCAA schools despite being administratively disciplined for a sexual offense at another college" and found "an additional five who continued playing after being convicted or disciplined for such offenses through the courts."

This is likely to be the tip of the iceberg. Five of every six of the 226 universities receiving public records requests from the USA Today Network to participate in their study by providing data to which they were entitled under open records laws refused to respond; 100 coaches, athletic directors and athletes were asked for comment and only three responded.

Jacoby noted that while six of the 33 Division I conferences had limited rules constraining recruitment of violent athletes, the NCAA disbanded its own Commission to Combat Campus Sexual Violence after it recommended that association wide rules be established to tie athletic eligibility to such behavior.

The NCAA declined to offer such legislation.

David Ridpath, President of the Drake Group stated, "The absence of regulations and the silence of the NCAA and the collegiate athletics community continues to be deafening. This is not new news.

In 1997, Kathy Redmond founded the National Coalition Against Violent Athletes after being raped by a University of Nebraska football player and she has continued to raise the public's attention to the fact that the absence of NCAA rules enables those who would rape. She is right to point out that the absence of an ineligibility deterrent enables the athlete rapist to move on to another "killing field" in which coaches and administrators value a rapist's athletic skills and contributions to winning contests more than maintaining a safe university environment.

There have been numerous additional calls from victims asking the NCAA to act as well as from Senator Ron Wyden of Oregon and eight other senators who have made similar demands in the past, to no avail."

The Drake Group undertook a comprehensive examination

of the issue of athlete misconduct in the form of a position statement entitled Institutional Integrity Issues Related to College Athlete Sexual Assault and Other Forms of Violence.

The issue study found that no uniform approach exists at any level of policy making to deal with the issue, athlete sexual and other physical violence is condoned by an unacknowledged collegiate athlete subculture that neither educational sport leaders nor college presidents have addressed, and institutions of higher education are frozen by self-interest, hence unlikely to address such violence unless immersed in a media or legal crisis, in which case they act alone.

The paper concluded that neither the NCAA nor other national collegiate athletic governance associations have confronted this issue in a way that will deter such violent athlete behavior over the short or long term and that athletes, especially the most talented prospective and enrolled athletes, must receive the message that violent behavior will not be tolerated. Institutions must impose consistent penalties that will deter such serious misconduct. But we must recognize that as with any other complex issue, there is no simple one rule fix.

The Drake Group made the following ten recommendations which should be pursued:

1. Establish Title IX compliance as a condition of NCAA and other national collegiate athletic governance organization membership and require regularized institutional reviews of its athletics related sexual harassment and equal opportunity provisions.

2. Prohibit athletic department employees from involvement in campus or external athlete sexual harassment or assault investigations and adjudication processes and require that athletes be treated like all other students with regard to such processes.

Immediately suspend the athletic participation of any athlete accused of sexual or other violence until the conclusion of any preliminary hearing, investigation, or adjudication process.

If such misconduct is found, the athletes responsible

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UUP President Speaks Out on Free College and Student Debt

Statement from Frederick E. Kowal, Ph.D., President, United University Professions, on discussion of free college and student debt forgiveness in the December 19, 2019, Democratic debate by presidential candidates:

“It is good to see that the cost of college and the burden of student debt were addressed in Thursday night’s Democratic presidential debate.”

“United University Professions supports programs that increase access to college for high-needs, low-income students. This union also has already helped hundreds of its members navigate the complex student loan repayment process through its student debt workshops.”

“The cost of college, and student debt hit two groups in this country especially hard: low-income, underserved students; and students from middle-class families, which often earn just enough to disqualify them for adequate financial aid, but who find it difficult to cover the cost of college on their own. UUP believes that any plan to make two-year and four-year public colleges and universities free should focus on these two groups of students.”

“UUP also believes that any such plan must also have a clear way to help colleges cover the costs of this access. ‘Free

college’ cannot work unless the funding to make it happen is in place”

“To achieve this, the U.S. Department of Education and individual public higher education systems in participating states would need to cooperate. Much of the money needed to make this happen is already available. Redirecting this money into a program that requires states to adequately fund the hiring of faculty and the development of academic services, in exchange for participating in a national program for free college, is the best place to start.”

“The federal government’s support of for-profit colleges sends millions of federal dollars for financial aid to these institutions, which have a poor track record of college completion and job placement, which target the most vulnerable low-income students, and which offer courses that cannot always be transferred to accredited nonprofit colleges.”

“We would rather see these students served through our excellent existing nonprofit public higher education systems, such as the State University of New York.”

“UUP stands ready to participate in this important discussion as it moves forward.”

Full State and City Funding for the CUNY Spring 2020 Budget Campaign Begins

President Barbara Bowen and Treasurer Sharon Persinger testified before the New York State Senate Higher Education Committee on December 20, 2019 at a hearing focused on the capital needs of SUNY and CUNY.

Enrollment at CUNY has increased 40 percent since 2000, but college facilities have not been expanded and improved to adequately accommodate CUNY’s enlarged student body.

Maintenance on many of CUNY’s 300 buildings has also been long deferred. CUNY’s five-year Capital Budget Request calls for \$4.5 billion in State funding.

President Barbara Bowen testified in support of the five-year plan and focused on the need for critical maintenance citing examples from Brooklyn College and

Hunter College. “Lack of investment in critical maintenance sends a material message to our students that New York doesn’t care about their education,” she said. “It actively undermines the project of teaching and learning at CUNY.”

Treasurer Sharon Persinger described in painful detail the degraded conditions at her campus, Bronx Community College, and urged the Legislature to fix CUNY.

“We need funding for basic heating system maintenance, for equipment upgrades that are required, and for the staff to see that those systems run correctly.”

CUNY student leaders delivered moving testimony about the state of their campuses and showed the Senators dozens of photos of crumbling facilities.

The Slow Professor A Review

Maggie Berg and Barbara K. Seeber,
The Slow Professor: Challenging the Culture of Speed in the Academy
(University of Toronto Press, 2016,
paperback edition 2017)

A review by Mary Rose Kubal
St. Bonaventure University

The *Slow Professor* was first published four years ago, so why review it now? The honest answer is that I was so busy that year chairing my university's Faculty Senate and dealing with health issues while attempting to maintain my teaching and research loads that this call to slow things down simply missed my attention.

A sabbatical this past spring gave me the opportunity to slow down, think deeply, heal physically and psychically and begin to reestablish a healthy work-life balance.

As Berg and Seeber stress, slow is not lazy or even less work, but rather work at a pace that allows us to time to be purposeful: "Time for reflection and open-ended inquiry is not a luxury but is crucial to what we do" (xviii).

The manifesto around which the book is structured is simple and yet—as the authors acknowledge—complex given the structural challenges brought about by the corporatization of academic life: "Slow professors act with purpose, cultivating emotional and intellectual resilience to the effects of the corporatization of higher education" (90).

Berg and Seeber intentionally avoid the language of crisis, which they feel is disempowering, and draw upon several

bodies of literature including the Slow movement, corporatization of higher education, and research on the negative impacts of stress and loneliness, providing their readers with a wealth of resources (xv). Yet this slim volume is intentionally written in a conversational style integrating narratives from the authors' personal experiences and offering some specific strategies for slowing down our teaching (ch. 2) and research (ch. 3) and re-establishing an intellectual community on our campuses (ch. 4).

The focus on self-help has been criticized (and perhaps also exaggerated) by critics who see these strategies as potentially feeding into the neoliberal model of higher education that the authors critique (see, for example Jackie Brady's review in *The Radical Teacher*).

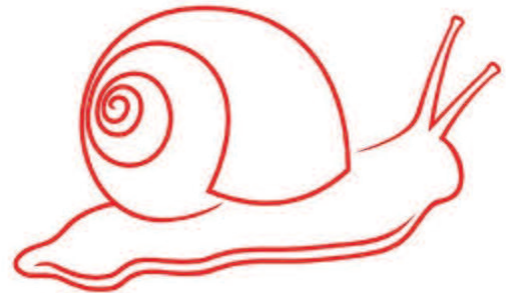
I would add that the bias against online teaching (which, full-disclosure, I personally share) isn't helpful to our many colleagues (often in contingent positions) who find themselves teaching most or all of their courses online and are every bit as "beleaguered, managed, frantic, stressed, and demoralized" (xvii) as those of us teaching our students face-to-face.

While the move to online teaching is arguably an outgrowth of the corporatization of the academy, simply arguing that disembodied online education further commodifies our work and ignores research on the importance of emotions

The **Slow** Professor

*Challenging the Culture of Speed
in the Academy*

Maggie Berg and Barbara K. Seeber



and physical proximity to learning—as Berg does fairly convincingly in ch. 2—does not provide useful suggestions for stemming the tide toward online education or strategies to help us "slow" it down.

Nonetheless, the suggestions provided by Berg and Seeber on how we might begin to slow down our teaching and research, which they concede are not particularly original, provide a good place to begin a larger movement to slow down academic life.

Through unpacking the cult(ure) of time management (ch. 1) and giving us permission to explore our emotions (especially shame) around (a perceived lack of) research productivity (ch. 3) as well as the need to vent to colleagues about the pressures we face, the authors give us some tools to begin to rebuild our intellectual communities, the focus of ch. 4.

Although Berg and Seeber caution against mandatory and instrumental ("networking") community-building activities and don't see "reading groups

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From the NYS AAUP Interim President's Desk

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we can use to build community, work toward institutional change, and help address the stresses of academic life in the era of the corporatization of universities. Panels on Shared Governance and Issues, Challenges, and Wins gave us a chance to hear from colleagues about the state of governance and challenges to AAUP standards on their campuses.

Our hosts at BMCC shared their experiences organizing as a chapter to help slow down some of the corporatization happening at their institution – their shared reflection was inspiring and helped us all remember that we need to appreciate the victories, even those that may seem small, that organization makes possible.

While facing many challenges, as reported at the fall meeting, the Molloy College chapter, thanks to its impressive level of organization and vocal leadership has also had some victories in its work to maintain AAUP standards on tenure and promotion and shared governance.

And a final note on the fall meeting, those in attendance approved a legislative agenda that will help our membership have more of a voice in important decisions made in Albany affecting higher education – stay tuned for more on concrete actions related to this agenda.

Our spring meeting which is scheduled for April 3-4 is shaping up to be equally inspiring and useful.

One of the “bumps” we experienced at the fall meeting was related to our failure to distribute a marked-up copy of the proposed constitutional changes to our membership prior to the meeting (the version sent out in the fall *Academe* did not indicate the changes and did not fully reflect changes approved by the EC at our August meeting – something that many of us missed prior to its distribution).

As a result, the membership voted at the fall meeting to approve the EC motion to postpone voting on constitutional changes until the spring meeting.

A carefully vetted, marked-up copy of the proposed changes is included in this version of *Academe*.

The Executive Council welcomes member feedback on the proposed changes, and comments can be sent to me or our Executive Director, Sally Dear-Healey.

We are making slow, but steady progress in many areas. Thanks to those of you who filled out the first part of our shared-governance survey! The initial response was encouraging and for those who had intended to respond but have lost the initial request in your in-boxes, Sally will be sending out a reminder with a link to the survey soon.

We have a fully constituted audit committee chaired by our Vice-President Leah Aikens which has made good progress toward scheduling an outside evaluation of our finances and streamlining our audit procedures moving forward. Progress toward strategic planning is less steady.

A call was issued this fall for members of a strategic planning committee and we have volunteers from a fairly diverse array of institutions, but we still need a few more volunteers in order to move forward. There will be an updated call sent out later this month.

Our new website is taking shape and will hopefully be more user friendly as more information and features are added. Please send any feedback on the website to Sally, who is also looking for seasonally appropriate photos from your campuses to feature on the landing page.

Finally, we did receive a full slate of nominations for open officer and EC positions. None of the races are contested and the Election Committee has vetted the nominees (myself included) and recommended that the EC approve the slate of nominees, as per the resolution on elections passed at the fall meeting.

This vote will likely happen at our first Zoom meeting of the year in late January or early February.

I wish everyone a happy, collegial, and “slow” New Year!

The Slow Professor. A Review

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and works in progress” (82-3) as a substitute for the excitement that stems from true intellectual collaboration, *The Slow Professor* is the perfect book to read with a group.

Given that “[c]ollaboration is about thinking together” (89), this book provides the seeds for many collaborative conversations that may help us to create collective strategies for improving the “fractured climate” in higher education that

Berg and Seeber recognize is, most definitely, not “the result of individuals failing in their responsibilities” (82).

My campus AAUP chapter is collaborating with our Faculty Resource Center to sponsor reading groups on *The Slow Professor* this spring to help facilitate a larger campus conversation on work-life balance.

I will report back on our attempt to foster collegiality and create “time for reflection and open-ended inquiry.”

**SAVE THE
DATE**

**NEW YORK STATE CONFERENCE
SPRING MEETING**

April 3-4, 2020 · Syracuse University

The Drake Group Echoes Calls for the NCAA to Address Athlete Violence

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should be permanently ineligible for participation in practice, competition, and receipt of athletics financial aid at that or any other member institution of a national-collegiate-athletic-governance institution.

3. Institutions should not be permitted to recruit any high school students or two- or four-year college transfer students to participate in athletics who have been convicted of a sexually violent or other physically violent act or have been suspended from any educational institution for such an act.

High school athletes declared ineligible under this provision should have an avenue of appeal to an independent panel comprised of both youth development and law enforcement experts.

4. The nation's top gender violence athlete educators should be convened to establish a national program to deliver gender violence programming to member institutions with participation in such programming required of all coaches, athletics staff, and athletes. Institutions must commit to the delivery of "gender transformative" programming, including the appropriate use of restorative-justice and bystander-prevention elements.

5. National collegiate athletic governance organizations should establish an independent athlete ombudsman office to provide confidential assistance to athletes seeking advice on responding to team situations, and to answer questions about organization rules and other issues of concern to athletes. The office should have access to a wide variety of experts specializing in various health, legal, and other issues.

6. Because of the connection between drinking and sexual and other forms of physical violence, member institutions should be prohibited from accepting alcohol advertising and sponsorships and from selling alcohol at athletics contests conducted by member institutions and conferences.

National collegiate governance organizations, conferences, and member institutions should initiate a national communications campaign featuring highly visible athletes and coaches addressing the relationship between drinking and sexual violence.

Athletes convicted of Driving While Intoxicated (a.k.a. Driving Under the Influence or Operating Under the Influence) should be suspended from athletics participation.

7. Because of the relationship between violence and impaired reasoning or impulse control

caused by a head injury, the NCAA and other national collegiate sports governing bodies should act to reduce the risk of repeated head trauma including by prohibiting contact practices in high risk sports during the off-season, limiting contact practices in these sports to two times per week during the competition season, and formally reviewing sports rules and practice activities, preparatory to adopting rules that would reduce exposure to the risk of repetitive head trauma.

8. National-collegiate-athletic-governance organizations should begin regularized collection of data on athlete violence and the athletics subculture, among other research initiatives.

All such research efforts should, by policy, make collected individual level data publicly available to researchers.

Research studies should also initiate sampling policies that enable comparisons between the athlete and non-athlete populations and between sports.

9. The NCAA should discard or revise its APR metric, which encourages the protection, retention, or transfer of sexual or other physically violent predators.

10. Special "escorts" should be prohibited from participating in the entertainment of recruits during on-campus visits in light of the abuse of such practices, which abuse sexualizes the escorts.

Only currently enrolled team members or Admissions Office-trained students who regularly conduct campus tours and orientation sessions for visiting high school students should introduce prospective students to the campus.

Ridpath concluded, "Ultimately leaders in intercollegiate athletics must decide whether winning is more important than protecting students from sexual assault. Unfortunately, to date, we're getting the wrong answer and it appears winning by any means necessary is still the ultimate goal."

New York State Conference
SPRING MEETING

April 3-4, 2020 · Syracuse University

SAVE THE DATE

We Can Help You Defend Your Academic Freedom

by *Irwin Yellowitz*, Chair, New York Conference, Committee A on Academic Freedom and Tenure

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

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

Our first function is to discuss the issues and actions thoroughly with the faculty member.

This involves telephone conversations, e-mail exchanges, and a full examination of the available documentary record. In personnel actions, or any issue that has implications for academic freedom, faculty members should keep accurate and complete records of all relevant correspondence, telephonic and electronic communications, and meetings with colleagues and administrators.

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

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

We offer advice on whether the actions taken or contemplated have a *prima facie* aura of discrimination or malice. Our advice helps faculty members understand their situations better, allows them to maximize the effectiveness of internal institutional procedures, and clarifies the realistic possibilities for outside action.

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

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

As Chair of NY Conference Committee A, I deal with an inquiry, or assign it to a member of the Committee, who then contacts the person and takes responsibility in the matter.

The full Committee makes all decisions on how to proceed once the facts and issues have been established. Our actions are based on AAUP's principles as stated in AAUP's policy statements, and on our judgment of how a particular situation fits with those standards.

How to Maximize Help from AAUP Concerning Academic Freedom and Tenure Issues

If you have an issue that concerns academic freedom and tenure, AAUP is available to consult with you. The following protocol explains how to maximize the help we can provide you.

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

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

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

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

3. Finally, at any time, you may approach National Committee A on Academic Freedom and Tenure. However, once you do, NY Committee A will step aside.

It is the policy of NY Committee A not to become involved in any matter that has been reviewed, or is under review, by National Committee A.

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

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

If you have reason to consult with NY Committee A, contact the Chair of the Committee: Irwin Yellowitz, Chair, NY Committee A. ;e-mail: iyellowitz@aol.com

NYS AAUP Constitution

Proposed Revisions – 11/25/2018 revised, 11/5/2018

Subsequent revisions made 11/12/2019 based on
proposed changes from the
Election Committee and approved by the
Executive Council at its 8/6/2019 meeting

Note: Additions are in **bold type**
and are **underlined**.

Deletions are **bracketed []** and are in **red**.

NYS AAUP CONSTITUTION

CONSTITUTION AND BY LAWS OF THE NEW YORK
STATE CONFERENCE AAUP - October [2014] **2019**

ARTICLE I: Name and Purpose

1. The name of this organization shall be The New York State Conference of the American Association of University Professors (NYSC AAUP).

2. The purpose of this Conference shall be to initiate, advance, and coordinate action on the state level consistent with the principles and procedures of the American Association of University Professors (AAUP), and to foster the goals of the Association in coordination with other AAUP bodies.

ARTICLE II: Membership

1. All AAUP in service members in good standing in New York State are members of the New York State Conference. Individuals who previously qualified as a member of the New York State Conference may continue as a member of the New York State Conference even if they are no longer employed in higher education.

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

1. The officers who constitute the Administrative Committee of the Conference shall be the [a] President, [a] the Vice President, [a] the Secretary, and [a] the Treasurer. They shall perform the duties specified in this constitution and its by-laws, as well as carry out the functions usually appertaining to their respective offices. The Administrative Committee shall meet between Executive Council meetings to conduct such business as the President deems necessary. All actions of the Administrative Committee shall be reported to the Executive Council within ten days, and said Council

may revise any actions of the Administrative Committee. The Administrative Committee shall prepare the agendas for meetings of the Executive Council.

2. There shall be an Executive Council chaired by the President. The Council shall consist of the following: the officers of the Conference, ~~[the Immediate Past President]~~, 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. The Executive Council shall meet at least twice a year. [.] The Executive Council shall make policy on all matters that come before the Conference, except those items reserved for the members of the Fall and Spring meetings of the Conference. [and shall have the authority to make appropriate decisions for the conduct of Conference business, to approve expenditures, and to monitor the budget. It shall recommend Conference budgets to the Conference's Fall Meeting. It shall make recommendations for all changes in Conference dues to that Meeting or the Spring Meeting. With the approval of either the Fall or the Spring Meeting, it may establish standing committees and councils, whose purposes shall be (a) to consider problems, issues, and programs related to defined matters of continuing interest to the Conference or to institutions of a particular type or location; and (b) to recommend appropriate action to the Fall and/or Spring Meetings of the Conference. The officers and at large members of the Executive Council shall also represent the Conference at National AAUP and ASC meetings as specified in the bylaws.]

[3. There shall be a Steering Committee chaired by the President that shall consist of the Executive Council and the chairs of standing Conference committees and councils. The Steering Committee shall meet no less than two times a year and may meet concurrently with the Executive Council. The Steering Committee shall discuss and offer advice on issues brought to it by the President but only those members of the Steering Committee who are members of the Executive Council may vote on fiduciary matters, including the budget, dues proposals and expenditures.]

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~~[4. The officers shall constitute the Administrative Committee, which shall meet between Executive Council meetings to conduct such business, as the President deems necessary. The President shall chair the Administrative Committee and take action on matters brought to it by the President. All actions of the Administrative Committee shall be reported to the next Executive Council meeting, and any action of the Administrative Committee may be revised by the Executive Council. The Administrative Committee shall prepare the agendas for meetings of the Executive Council and of the Conference.]~~

3. [5] The Executive Council shall appoint an Executive Director and other paid employees of the Conference, and the newsletter editor, whether paid or unpaid; shall set the term of service for each; shall conduct regular reviews of the services provided, possibly using the Administrative Committee to carry out the reviews and make recommendations; and, if necessary, shall dismiss for cause, following AAUP principles in such a matter.

4. [6]. The Executive Director shall be responsible for maintaining communications with chapters in the state; assisting the Vice President with chapter and membership development; working closely with officers and the Executive Council; providing support for standing committees and councils, and special committees and task forces; maintaining administrative services, records, and data bases; making arrangements for Conference meetings; and supervising the Conference's web site.

5. [7]. The newsletter editor shall oversee and coordinate with the Executive Director the issuing of the newsletter and other Conference publications.

6 [8]. Audit Committee

a. There shall be an Audit Committee consisting of the Vice President and two At-Large Members of the Executive Committee as appointed by the President.

b. Biannually the Audit Committee shall review the periodic reports of the Treasurer as presented at the meetings of the Executive Council and of the Conference. The Audit Committee may also review the financial records, bills, receipts, and other related records of the New York Conference, in order to verify the accuracy of such financial reports and records.

c. The Audit Committee may also inspect any financial reports or other reports filed with the Department of Labor or other governmental agencies; such inspection includes the right to examine all financial records used to prepare such reports.

d. Upon the completion of a review by the Audit Committee, it shall issue a written report to the Executive Council certifying the results of the examination. Any problems or discrepancies discovered through the examination shall be reported to the Executive Council. The Audit Committee and the Executive Council shall work with the Treasurer to take appropriate action to resolve any problems or discrepancies identified.

e. The final report will be made available to the membership.

~~[9. The Administrative Committee will appoint the Conference Newsletter Editor, who if an eligible AAUP voting member shall also be a member of the Steering Committee. The Administrative Committee shall also fill other positions that may become necessary for the functioning of the Conference.]~~

7. With the approval of the Executive Council, the President may appoint an auditor, a parliamentarian, and special committees or task forces to serve for a special term to consider matters of special interest to the Conference.

8. The President shall recommend to the Executive Council for approval the chairs and members of standing committees and councils, and the termination of the services of committee chairs and members when deemed necessary for the interests of the Conference.

Article IV: Election of Officers and At-Large Executive Council Members

1. a. ~~[The Secretary and Treasurer and the two at large members of the Executive Council elected in 2015 shall serve for transitional three year terms. Beginning in 2018, these officers and at large members shall be elected for four year terms.]~~

Beginning in 2024, elections in the New York Conference will take place every four years. The President, Vice President, and two at-large members shall serve four (4) year terms, beginning in 2020.

~~[b. The President and Vice President and the two at large members of the Executive Council elected in 2016 shall serve for transitional four year terms. Beginning in 2020, these officers and at large members shall be elected for four year terms.]~~

b. The Secretary, Treasurer and two at-large members elected in 2018 shall serve a four (4) year term. Elections for these four offices will be held in 2022 for two (2) year transitional terms. The Secretary, Treasurer and all at-large members shall serve four (4) year terms, beginning in 2024.

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c. Officers and at-large members of the Executive Council shall be elected by secret ballot of the membership. [~~The election shall be coordinated with the elections of National AAUP, and shall follow the timetable set down by National AAUP for its elections~~]

d. [~~If the election has been completed by the time of the Spring meeting of the New York Conference, officers and at-large members of the Executive Council shall take office immediately after the Spring meeting; if the election is not completed until after the Spring meeting, they shall take office immediately upon being elected.~~] Officers and at-large members of the Executive Council shall take office on June 1 following the notice of their election by the NY Conference Election Committee.

2. The President shall be able to stand for two more successive terms as President following his or her first term. There shall be no other term limits for any office.

3. After leaving the office of President an individual shall serve as Immediate Past President, provided this individual remains a member in good standing. If the Immediate Past President holds another position on the Executive Council, the Immediate Past President's position shall remain vacant until the next election of a President.

4. Procedures for the Election of Officers and Members At Large

a. There shall be a three-member Election Committee and an alternate, no two of whom may be from the same chapter, to supervise the nomination and election process.

b. The Committee shall be elected by the Conference for [~~a one-year term~~] one election cycle at the spring meeting prior to the election it will supervise.

c. Those running for election or who [~~by virtue of their office,~~] are on the Election Appeals Committee may not serve on the Election Committee.

d. The Election Committee shall elect [~~it's~~] its own chairperson. Should there be a vacancy on the committee it will be filled by the alternate for the remainder of the term.

[~~e. The Election Committee, no later than July 1 of each year shall call for nominations. Such call for nominations shall identify the positions up for election in the next year and the responsibilities of each position. Such call shall also specify the requirements for nomination, the person to whom nominations should be sent and the date upon which nominations shall be closed.~~]

e. No later than July 1 of the year preceding an election, the Election Committee shall issue a call for nominations. This call shall contain the following: the

positions to be filled; the term of office for each position; the procedures for nominations, including the person to whom nominations shall be sent; the deadline for the submission of nominations; the eligibility requirements for candidates; delegate positions to be filled by virtue of holding a specific elected office, if any; and any other federally or state mandated notifications.

f. Nominations shall close no earlier than November 1. The Election Committee shall contact all nominees to verify their willingness to stand for election. The Election Committee will verify candidates are eligible to hold office in accordance with the NYS AAUP Constitution and any other federal and/or state regulation.

Candidates who have been determined ineligible to run for office shall have the right to appeal the finding to the Election Appeals Committee. Such appeal must be made within seven (7) business days of notification of the candidate's ineligibility. The Election Appeals Committee shall decide upon the appeal within ten (10) business days of receiving the appeal.

[~~g. The Election Committee shall submit to the Conference membership at least ninety days before March 1 the names of nominees for all positions to be filled by election. Candidates will be listed in alphabetical order on all notifications and ballots.~~]

g. All AAUP members, except Associate members, living full time in or working in higher education in New York State, who, as of the date that nominations for the NY Conference election close, have been AAUP members in good standing continuously since July 1 of the calendar year preceding the call for nominations, are qualified to run for elected office. A member of the New York State Conference cannot be a member of another conference.

Retirees need not live in New York State, nor work in higher education in New York, to be qualified to run for office in the New York Conference so long as they have been AAUP members in good standing continuously since July 1 of the calendar year preceding the call for nominations, and belong to the New York Conference.

[~~h. All AAUP members, except Associate members, living full time in or working in higher education in New York state who are qualified to vote in national AAUP Election and who have been AAUP members in good standing as of July 1 of the calendar year preceding the call for nominations are qualified to run for elected office. A member of NYS Conference cannot be a member of another conference.~~]

h. Nominations may be made by petition, or by members submitting a nomination by U.S. mail or e-mail. The nomination should be sent to the chair of the Election

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Committee. An e-mail nomination should have the word Nominations in the subject line. To be nominated, a candidate must have four signatures of members from a minimum of two chapters or institutions in New York State. Each person who submits a nomination must be a member in good standing of AAUP at the time he or she submits the nomination. Retired members in good standing, who meet the requirements for eligibility found in IV, 4, g, may also submit nominations. The Election Committee will report periodically to the Executive Director on the progress of the nomination process.

i. Candidate names on election ballots shall be listed alphabetically by surname. Eligible candidates' legal names shall appear on the ballot. Eligible candidates may indicate to the Election Committee if they wish to include a familiar name on the ballot. Write-in candidates are not permitted.

~~[j. All nominations must include either statements with signatures or be in email form using a prescribed format. All nominations must be sent to the chair of the elections committee and those by email must include the word "Nomination" in the subject line. In order to be a candidate, a nominee must have a minimum of six nominations from members of the conference representing at least two chapters or institutions. Retired members in good standing may also submit nominations. Candidates receiving a nomination will be contacted by the elections committee to verify their willingness to stand for election. The Election Committee will report periodically to the Executive Director on the progress of the nomination process.]~~

j. If, at the close of the nomination period, there is only one (1) eligible nominee for the President, Vice-President, Secretary, or Treasurer position (i.e., an eligible nominee is running unopposed), the eligible nominee for such position shall be considered elected by acclamation and no balloted election for that position shall take place.

If, at the close of the nomination period, there are no more eligible candidates than open Member-At-Large positions, the Member-At-Large candidates shall be considered elected by acclamation and no balloted election for the Member-At-Large positions shall take place.

If there are fewer eligible candidates than positions, a new election cycle shall begin for the unfilled position(s).

~~[k. All candidate statements and biographical information must be submitted 45 days prior to March 1. Candidates must follow the guidelines of the Election Committee concerning the form and length of these items. Candidate statements and~~

~~biographical information will be distributed to the membership with the ballot.]~~

k. Candidates' statements shall be published in NY Academe in the issue prior to the date of the election. The Election Committee shall consult with the Editor of NY Academe about the date of this pre-election issue, and then notify all candidates of the final date on which their statements must be received by the Chair of the Election Committee. Candidates shall receive a minimum of three weeks to submit their statements. The Chair of the Election Committee shall notify each candidate upon receipt of her or his statement. Statements received after the final date for submission of statements will not be accepted. For each position, the statements of candidates shall appear in alphabetical order by surname.

l. The President, Vice-President, Secretary, and Treasurer shall be elected by a majority of the votes cast. If more than one ballot is necessary to obtain a majority vote, the two candidates carrying the highest number of votes for that office on the first ballot shall be placed on a second ballot.

m. The top two vote getters among candidates for at-large members will assume the positions in the 2020 and 2022 elections. The top four vote getters among candidates for at-large members will assume the positions in subsequent elections. If there is a tie among at-large vote getters that necessitates a second election (e.g., two or more candidates have the same number of votes that would tie them for the last open at-large member position on the ballot), only those vote getters who are tied for the last open position shall be on the second ballot.

n. Elections shall be completed by March 15 of the election year.

~~5. Succession of officers [except for the members of the National Council, who are elected by national AAUP procedures and the Immediate Past President]~~

a. In the event the President cannot complete his/her term, the Vice President shall complete the term until the next general election.

b. In the event that the Vice President cannot complete his/her term, the Secretary shall complete the term until the next general election fills the vacancy.

c. After serving temporarily as President or Vice-President the officer shall resume his/her office for the remainder of his/her term.

d. In the event that the Secretary or Treasurer cannot complete his/her term, the Executive Council, by a majority of those voting shall elect a replacement to serve until the next general election.

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~~[e. Vacancies in Executive Council membership other than for officers that occur between Conference meetings (except for the members of the National Council and National AAUP Officers who are elected by National AAUP procedures) shall be filled by the President with the approval of the Executive Council and recommended to the next meeting, Spring or Fall, of the Conference.]~~

e. In the event that any office becomes vacant, and the succession is not covered by the provisions of Article IV, Section 5, the Executive Council shall, by a majority of those voting, select a person to fill this office until the next election.

6. Due regard for geographical and institutional representation shall be exercised by the seeking nominees for positions in which insufficient nominations have been received.

7. ~~[Those officers and members at large who are not up for election shall serve as the Election Appeals Committee and may not serve on the Election Committee.]~~ **The Conference shall elect a three member Election Appeals Committee at the Spring meeting prior to an election. No person who serves on the Election Committee or who subsequently becomes a candidate for office in the New York Conference may serve on the Election Appeals Committee. Any vacancy on the Election Appeals Committee shall be filled by the Executive Council, by a majority of those voting.** The Executive Director will keep the secret ballots from the election for one year following the election. A protest to the election proceedings must be filed within 60 days of the election to the Executive Director of the Conference. The Election Appeals Committee will resolve the protest.

~~[8. With the approval of the Executive Council, the President may appoint an auditor, a parliamentarian, and special committees or task forces to serve for a special term to consider matters of special interest to the Conference.]~~

~~[9. The President shall recommend to the Executive Council for approval the chairs of standing committees and councils, and the termination of the services of committee chairs and members when deemed necessary for the interests of the Conference.]~~

ARTICLE V: Conference Meetings

1. There shall be ~~[spring]~~ **Spring** and Fall Meetings of the Conference. The dates and location ~~shall [to]~~ be determined by the ~~[Steering Committee]~~ **Executive Council. The meetings shall be held concurrently with the Fall and Spring meetings of the Executive Council.** Adequate notice of the meeting shall be given to all Conference members.

The meetings shall consider all matters on the agenda of the Executive Council, but voting on those issues shall be limited to the members of the Executive Council, except for the following: 1) Consideration and approval of the budget at the Fall meeting; 2) Election of the Election Committee at the Spring meeting in a year in which an election is upcoming; 3) Amendments; and 4) Dues.

2. Special meeting may be called either by the President at the direction of the Executive Council or by petition of at least ten chapters. If a special meeting is called it must be held within three weeks.

3. Conference meetings shall be open to all members of the American Association of University Professors in the state.

4. The regular Spring and Fall Meetings of the Conference shall consider the following matters:

a. Approval of the minutes of the previous Conference meeting;

b. The reports of officers, Executive Director, and chairs of committees and councils;

c. (At the Fall Meeting) Action on the budget for the next calendar year, subsequent to a recommendation by the Executive Council. If the Executive Council makes no recommendation, the Meeting may take action by itself. If for any reason no budget is approved by the Conference, the recommendations of the Executive Council shall be in effect until the next Conference meeting. If neither the Conference nor the Executive Council takes action, the budget for the current year will be duplicated for the following year.

d. Election of members of the Election Committee;

e. Action on amendments to the Conference Constitution, subsequent to recommendations by the Executive Council. If the Executive Council makes no recommendations, either fall or spring Meeting may take action by itself. Proposed amendments to this Constitution shall be presented in writing to the Conference's Executive Director at least sixty days in advance of the Meeting in which action is to be taken, and circulated to Conference members prior to that Meeting. Amendments shall be adopted by two-thirds vote in a secret ballot of the Conference members present and voting at the Meeting;

f. Changes in Conference dues, subsequent to recommendations of the Executive Council. Executive Council recommendations for Conference dues changes shall be made known to Conference members at least 60 days prior to the Meeting where action is to be taken. If the Executive Council makes no recommendations, the Meeting may take action by itself. A majority vote of the Conference members present and voting shall be required to ratify changes in dues;

g. Old business;

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h. New business.

5. Any proposal referred to the Executive Council for action or further consideration, and then rejected by the Executive Council, shall be referred to the next Conference meeting for final approval or disapproval.

6. Each member present shall have one vote in matters coming before the meeting. In no case shall there be more than four votes from any one chapter. A chapter or Institution exceeding this number shall caucus before voting takes place to determine who will vote its maximum allowed representation. Decisions in this caucus shall be by majority vote.

7. [~~Voting to select an Election Committee and to determine dues shall be by secret ballot.~~] Votes are normally taken by voice vote; however, two or more members present my request a roll call vote.

ARTICLE VI: Bylaws

1. Bylaws may be adopted and amended by majority vote at the spring or Fall Meeting or by a special meeting of the Conference.

ARTICLE VII: History of Ratification

1. This Constitution was submitted to all AAUP chapters in New York State. It became effective and the New York [now New York State] Conference of the American Association of University Professors came into existence in 1971 when a majority of those chapters voting approved the document within sixty days of its submission to the chapters. Upon ratification, the Presidents and Executive Committees of the existent New York State and Metropolitan Conferences appointed a joint six-member organizing committee to nominate the Conference's first officers and at-large members, and to set the date, location, and agenda of the first Conference meeting.

ARTICLE VIII: Compliance with State and Federal Laws

If any portion of the NYS AAUP Constitution or By-laws is determined to be out of compliance with federal and/or New York State law(s), the NYS AAUP Executive Committee will follow the law(s) and propose appropriate changes to the NYS AAUP Constitution and/or Bylaws, as soon as practicable.

BYLAWS

1. The authorized standing committees of the New York Conference-AAUP are:

- Committee A on Academic Freedom and Tenure
- Committee on Academic Professionals

■ Committee on Chapters, Members, and Dues

■ Committee on College and University Government

[~~■ Committee on the Economic Status of the Profession~~]

■ Committee on Faculty Holding Contingent Appointment

■ Committee on Government Relations

■ Committee on Graduate and Professional Students

■ Committee on Retirement

■ Committee on the Status of Minorities in the Academic Profession

[~~■ Committee on the Status of Women in the Academic Profession~~]

■ Committee on Gender and Sexuality in the Academic Profession

The President shall appoint the standing committee chairs of the New York State Conference.

2. The Councils of The New York State Conference are:

■ The Independent Council

■ The CUNY Council

■ The SUNY Council

■ The Collective Bargaining Council

■ The Regional Councils:

■ The Long Island Council

■ NYC-Westchester Council

■ Lower Central Council

■ Capital Area-Mid Hudson Council

■ Western-Midwestern Council

The President shall appoint the chairs of the councils of the New York State Conference.

3. The Executive Council shall meet at least semi-annually.

4. Its meetings can for convenience be combined with Conference meetings. The presiding officer should make clear on each matter voted on who is entitled to vote.

5. The terms for the chairs and members of standing committees and councils shall be for three years, beginning and terminating at the end of the Spring Meeting. Acting chairs shall serve for the remaining term of the chairs they replace.

6. A quorum for meetings of the Executive Council shall be five (5) members.

7. A quorum for a Conference Meeting shall be representation from eight chapters.

8. No member of the New York State Conference may be a member of any other conference. All AAUP members of the New York State Conference who are qualified to vote in national AAUP elections may also vote in New York State Conference business matters, including Conference elections, and serve in any non-elected capacity for the Conference. To run for a NYS Conference elected position an AAUP member must additionally have been a AAUP member in good

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standing as of July 1 of the calendar year preceding the call for nominations.

~~[9. The New York State Conference designates that its delegates to AAUP Annual Meetings and to meetings of the Assembly of State Conferences be as follow:~~

~~a. For the Annual Meeting, the delegates shall be the two at large members of the Executive Council according to the following schedule:~~

~~2015: the two at large members elected in 2014;~~

~~2016: the two at large members elected in 2015;~~

~~2017: the two at large members elected in 2015;~~

~~2018 and thereafter: the two at large members serving the last two years of their four year terms.~~

~~b. For the annual meeting of the Assembly of State Conferences, the delegates shall be the President and Vice President plus the two at large members who are not delegates to the~~

~~Annual Meeting.~~

~~e. The rules for, and amounts of, reimbursement of expenses for delegates to the Annual Meeting and the meeting of the Assembly of State Conferences shall be set by the Administrative Committee.~~

~~d. The Alternate for the President at the annual meeting of the Assembly of State Conferences shall be the Secretary; the Alternate for the Vice President at the annual meeting of the Assembly of State Conferences shall be the Treasurer; the Alternate for any at large member shall be another at large member chosen by the Administrative Committee. In the event that the alternates for the President and Vice President cannot serve, the Administrative Committee shall choose an at large member as a replacement.]~~

~~[40.]~~ **9.** The Approval of the Administrative Committee is required for any non-budgeted expenditures in excess of \$500.