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From the President's Desk

by Mary Rose Kubal

The picture for our democracy writ large and democracy on our campuses is bleak. Academic freedom is under dire threat, and university administrators are being pressured from the highest

levels of our federal government to fire faculty, cancel “programs, crack down on student protest and speech, and end all DEI programming. Our colleagues and our students at institutions in New York State are receiving death threats.

The freedom to teach and the freedom to learn in our country and NYS are threatened from so many different directions; it is unnerving and challenging to know how to respond. One thing remains certain—collective responses are always more effective than individual ones.

While we must continue to speak up in defense of our research and teaching, our students, and our colleagues, it is just as important to come together formally and informally. To share information and strategies, to march together, to advocate together to protect resources for higher education—elsewhere in this newsletter, Fred Floss, the chair of our Government Relations Committee, gives some suggestions on where to begin on advocacy efforts.

Our state conference leadership is working hard to improve support and provide better resources for our members and chapters to help us come together to defend academic freedom, the freedom to teach, and the freedom to learn, on and across our campuses. This spring and “summer, we made some difficult decisions that will allow us to serve our members and chapters better.

Unfortunately, this included eliminating the Executive Director position and ending our contract with our long-serving Executive Director, Sally Dear-Healey. In addition to her work as our Executive Director, Sally has served the New York State Conference in many capacities, including serving as President and chairing the Committee on Gender

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Proposed NYSC AAUP Constitutional Changes for Fall 2025 Meeting

The Executive Council is proposing amendments to the State Conference Constitution that reflect organizational changes that the Council has adopted during the summer. The changes will be voted on at the Fall Business Meeting.

1) Re-title Article III removing reference to “Executive Director”:

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

Rationale: The Executive Council has eliminated the position of Executive Director.

2) Remove reference to the Executive Director in Article III. Section 3.:

It will also include the ~~Executive Director and~~ Communication Director in an ex officio nonvoting capacity.

Rationale: The Executive Council has eliminated the position of Executive Director.

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

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

YouTube: **NYSC AAUP – YouTube**

Proposed NYSC AAUP Constitutional Changes

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3) Revise Article III., Section 4. to remove reference to the Executive Director and clarify that the Executive Council has the authority to appoint employees and contract with contractors.

The Executive Council shall ~~contract with professional and administrative service providers; shall appoint an Executive Director and other~~ all paid employees of the Conference; ~~and the shall appoint the~~ Newsletter Editor, ~~whether paid or unpaid;~~ shall negotiate and set the terms of service for each any contract with a service provider; shall conduct regular reviews of the ~~contracts and contract~~ the services provided, ~~possibly using the Administrative Committee to carry out the reviews and make recommendations;~~ and, if necessary, ~~shall dismiss for cause shall non-renew or terminate the contract.~~ The Executive Council shall also conduct regular reviews of all paid employees of the conference, and, if necessary, recommend non-renewal or dismissal for cause, following AAUP principles in such a matter.

Rationale: The Executive Council has eliminated the position of Executive Director. That position was a contract position not an employee position. Future positions are likely to be contract positions not employee positions. The clause on using the Administrative Committee isn't necessary since the AC is part of the EC and the EC can always do this if it chooses.

4) Revise Article III., Section 5. to replace “Executive Director” with “Executive Council”.

The Newsletter Editor shall oversee and coordinate with the Executive ~~Director~~ Council the issuing of the newsletter and other Conference publications.

Rationale: The Executive Council has eliminated the position of Executive Director. The Executive Council is responsible for approving messaging on behalf of the State Conference.

5) Add the following as Article IV, Section 3, new item letter o:

“Officer terms end on May 31st of election years and newly elected officers shall assume their positions on June 1st.”

Rationale: This is the former Bylaw 5 which was removed by member vote at the spring 2025 meeting because it belongs in the Constitution not Bylaws.

6) Revise Article IV., Section 3. h. to replace “Executive Director” with “President” and specify that the President will keep the membership informed of all nominations.


The Election Committee will regularly report ~~periodically to the Executive Director~~ on the progress of the nomination process and results of nomination and election processes to the President to communicate out to the membership.

Rationale: The Executive Council has eliminated the position of Executive Director. The purpose of the Election Committee periodically reporting on the nomination process logically seems to be to keep the entire membership informed. There would have been little point for just the Executive Director to have that information and given that the President and other elected officers and at-large members are likely to be candidates in the election, keeping the entire membership informed should prevent conflicts of interest as all nominees and the entire membership will have the same information. This wording is general enough to allow the Election Committee to decide what information needs to be communicated (e.g. if they want to provide the names of the nominees or just the number of nominees for each position).

7) Revise Article IV. Section 6. to replace “Executive Director” with “NYSC AAUP” in the fourth sentence and “Election Appeals Committee” in the fifth sentence.

The Conference shall elect a three (3) 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~~ NYSC AAUP will keep the secret ballots from the election for one (1) year following the

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SAVE THE DATE!
Fall 2025 NYSC AAUP (Virtual) Conference
Saturday, October 18th
THINKING, EMBODYING, and PRACTICING SOLIDARITY ~
“Together We Fight! Together We Win!”
(Business Meeting, Friday, October 17th)

AAUP Letter Supports CUNY Law Professor Ramzi Kassem

On July 29, the AAUP sent a letter of support for Ramzi Kassem, professor of law at the City University of New York, to CUNY Chancellor Félix V. Matos Rodríguez and CUNY School of Law Dean Natalie Gomez-Valez. In a recent hearing of the US House Committee on Education and the Workforce, Representative Elise Stefanik urged CUNY to discipline or terminate Professor Kassem, insinuating that his representation of Mahmoud Khalil contributed to antisemitism.

The letter from AAUP General Counsel Veena Dubal and President Todd Wolfson states:

These accusations are outrageous. Any discipline leveled against Professor Kassem for his representation of Mr. Khalil would violate AAUP standards on academic freedom and tenure and the terms of CUNY's faculty labor contract. Even more critically, such discipline would contravene Professor Kassem's constitutionally-protected speech and association.

Federal courts have interpreted the First Amendment to protect the right of faculty to engage in an "independent and uninhibited exchange of ideas" as well as the right of the university to engage in "autonomous decisionmaking" free of legislative or, for that matter, judicial control.¹ Courts have interpreted the First Amendment to prohibit efforts by the government to "usurp" the right of academic institutions to "determine [for themselves] who may teach" or "what may be taught." Professor Kassem's representation of Mr. Khalil as part of his clinical practice falls squarely within these protections.

The letter emphasizes resisting Trump's attempts to use civil rights laws and funding threats to pressure universities into ideological submission. It praises Professor Kassem's scholarship and advocacy, especially his work with the CUNY legal clinic he founded, Creating Law Enforcement Accountability and Responsibility (CLEAR).

Proposed NYSC AAUP Constitutional Changes

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election. A protest to the election proceedings must be filed within sixty (60) days of the election to the ~~Executive Director of the Conference Election Appeals Committee~~. The Election Appeals Committee will resolve the protest.

Rationale: The Executive Council has eliminated the Executive Director Position, so the Executive Director cannot keep the ballots. The NYSC AAUP is responsible for keeping the ballots. Given we must follow Department of Labor guidelines for union election processes, the Executive Council can research options for the secure storing of ballots with the organization we contract with to run the balloting when we have a contested election. The Executive Director would simply forward any appeals to the Election Appeals Committee, so submitting appeals directly to the committee doesn't essentially change the process.

8) Add the following sentence to Article V, Section 1, following "d) Dues":

"The presiding officer shall make clear on each matter voted on who is entitled to vote."

Rationale: This sentence was contained in former Bylaw 4 which was removed by member vote at the spring 2025 meeting because it duplicated text in the Constitution. It makes more sense to put it here as this is the section that outlines which votes are for the Executive Council and which are member votes.

9) Revise Article V. Section 4. b. to remove the reference to the Executive Director.

The reports of Officers, ~~Executive Director~~, and Chairs of Committees and Councils

Rationale: The Executive Council has eliminated the position of Executive Director.

10) Revise Article V. Section 4. e:

Action on amendments to the Conference Constitution, subsequent to recommendations by the Executive Council. If the Executive Council makes no recommendations, the members at either the fall or the spring meeting may take action by themselves. Proposed amendments to this Constitution shall be presented in writing to the Conference's ~~Executive Director members~~ at least ~~sixty (60) thirty (30)~~ 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;

Rationale: The Executive Council has eliminated the position of Executive Director. In practice, the Executive Director generally submitted the proposed amendments to the newsletter editor for publication in the NY Academe that came out prior to the meeting and/or circulated them via an Action Network email to members. The current wording specified that the Executive Director not the membership receive the amendments 60 days in advance. Thirty days is sufficient notice.

PSC, AFT and AAUP Defend Free Expression and Academic Freedom

Leaders of the Professional Staff Congress (PSC), the American Federation of Teachers (AFT), and the American Association of University Professors (AAUP) are speaking out to defend free expression and academic freedom on college campuses and oppose the partisan assault on American Universities.

Hands Off Higher Ed! Hands Off CUNY! Speak Out event held on July 14 took place a day before administrators from City University of New York (CUNY), University of California at Berkeley, and Georgetown were called to testify before the House Education and Workforce Committee.

The hearing was the latest in a series that have purported to be about combating antisemitism. Still, in reality, they are part of a broad, systematic attack on Higher Education that seeks to undermine freedom of speech, discipline, and defund universities, reverse years of social progress, and suppress research and teaching that doesn't comport with the MAGA agenda.

"This hearing is another cynical attempt to use real anxiety about rising antisemitism to ambush university leaders, smear faculty, slash funding, and delegitimize institutions that are essential for a working Democracy," PSC President James Davis said.

At the event, Davis was flanked by Faculty and Staff from his Union and a host of New York City Elected Officials, including New York City Comptroller Brad Lander, New York State Senator Jabari Brisport, State Assembly Members Harvey Epstein and Jessica González-Rojas, and New York City Council Member Lincoln Restler, who gathered to defend CUNY's diverse academic community.

AAUP, AFT Leaders Respond to Trump's Higher Education Admissions Directive

AAUP President Todd Wolfson, AFT President Randi Weingarten, and AFT Secretary-Treasurer Fedrick Ingram responded to President Trump's directive demanding colleges disclose more student data to show they aren't considering race in admissions.

AAUP President Todd Wolfson: "The Trump administration's intimidation of higher ed workers and students must end now. Making higher education welcoming and accessible to students from all backgrounds is legal, fair, and just. Trump has made it clear that his administration's real goal is to roll back 60 years of advancements in equal opportunity and civil rights. We must not go back to a time when only the privileged could get a college education. This and other executive orders eliminating federal funding and forcing

faculty to end legally permissible work will deprive students of opportunities for educational advancement and economic flourishing. AAUP is committed to ensuring that all students in all subjects receive the full, fair, and honest education they deserve—that they have the opportunity and the freedom to learn. We will continue to fight for a world where this is a reality."

AFT President Randi Weingarten: "Colleges and universities have complied with the 2023 Supreme Court ruling on affirmative action and, in fact, have followed the court's guidance in

considering applicants' personal statements about how race has influenced their lives. So let's be real about what this directive means. This is not about ensuring fairness but about taking away opportunity for all by going backward to make higher education a special entitlement for some. It is an attempt to chill 60 years' worth of efforts to create a just and inclusive society. Diversity in colleges and universities is important because it teaches all of us about tolerance and inclusion. These are skills that help people become good citizens, to know and understand one another, and to become engaged, educated members of society and the workforce. That's a big part of what the college experience is. Why would anyone oppose that?"

AFT Secretary-Treasurer Fedrick Ingram: "Historically Black colleges and universities were born in moments just like this—when the government uses its power to target and disenfranchise. They have survived the post-Reconstruction backlash and Jim Crow laws, and they will survive the Trump



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NYSC AAUP President Writes Letter to Brooklyn College President Following Firings and Non-Renewals of Four Adjunct Faculty Members

State Conference President Mary Rose Kubal wrote to Brooklyn College President Michelle J. Anderson concerning the College's firing and non-renewal of four adjuncts who had been recommended for re-appointment by their departments. Kubal wrote, "It has come to our attention that the four adjunct faculty members recently non-renewed or fired from Brooklyn College may not have been informed of the exact reasons for their terminations.

The letter to President Anderson outlines AAUP policy in cases when administrators overrule faculty recommendations regarding faculty status and requests that the faculty involved and their departments be officially informed of the reasons for their termination. A July 9 letter from Anthony Alessandrini, Chair of the Professional Staff Congress Academic Freedom Committee, to CUNY Chancellor Matos Rodríguez gives more details about the situation."

Copy of Letter from President Kubal:

<https://nyscaaup.org/wp-content/uploads/2025/07/MRK-Letter-to-President-Anderson-7.21.2025.pdf>

Copy of Letter from Chair Alessandrini:

https://url1005.email.actionnetwork.org/ss/c/u001.lmpSTrE-G07FKUPTdpC9IfjsscGCKBrDRCpepd8BbDv6N02bJz9P_iLKxz3D9ijO4-gCDIL95iEyK3SMbtXFuTvwgJTf1YV-iBoMIKRqAPYIHpLlmvXo74vzhOzicCf_hizXlZr6wzHtNZNMw4jNFu9KMlkR4tcX-PvsygXAtYzS8V8EXY1n5GRh_dPXZU21TR_kQa1hexSEpfL5X-L3LxbDpVhe2X8Nlb5DGTj8j3axts5K1P8jpiL_6CbrHsE8BjVmZQOsdZjrkIZI8ypUGgDwU_ERb2EftGjnbeKBpaBGZdGiyQP GNQb0QpQvdpOikS1vruTkt3xn4YCoStCoJ5M4cix5B92z8lb2K856VB_kJ4suSZQbDO_a8B6xki8W7EEDIOfqPsrGCWkvOp1NXsJz29eSmSC0LXhQFS-sFksWGLE46Q0LzTl-YtusF8jq iFQkqBAz7uEL2J5DpWUIbYvMkZJ-WQi1R5svHctkreW0Ej9_fPX4T9EDT3UR/4ie/5M0TTIMktQKxm1tEYePySQ/h1/h001.7tFz7nfPRK9ZRWVlBmKPCyqkwMq1TTeCca5eXpnHZdl



Trump's Higher Education Cuts Slam New York

by Fred Floss

As we begin the 2025-26 school year, we are digesting the policy and funding changes implemented by the Trump administration for Higher Education. Understanding the multifaceted attack on our Colleges and Universities is crucial for the AAUP to respond effectively. The complexity and depth of the attacks are mind-numbing, and it is by design. The administration's hope is we will be overwhelmed and not respond until it is too late.

What are the major areas of attack?

■ The NYS Attorney General's office estimates New York State's Higher Education institutions could lose as much as \$850 million in grants from the NIH and other agencies. This will not only disrupt research in many important areas, like cancer, but also cut funding sources for graduate students.

■ Reducing visas for students wanting to train in the United States will decrease enrollments overall. One of the biggest Impacts on the US economy is the influx of immigrants from around the world. This policy will cause a brain drain and have long-term effects on the country's economic growth.

■ Medicaid and SNAP cuts impact many. Not only do many of our contingent faculty and staff qualify for benefits,

including OBAMA Care, but even those who are not on these benefits know family members who are. Equally important, are the students on these benefits who will no longer be able to afford college.

■ Separately, our university hospitals receive a large amount of funding through Medicaid, including DSH (disproportionate share funding, which hospitals receive for treating those without insurance). Many hospitals cannot survive without these funds.

■ While the elimination of the Department of Education has received the most attention, the attacks on students' ability to afford college may be more significant. Attacks on Pell grants are especially egregious. The maximum grant was cut from \$7,395 to \$5,710.

These are some of the cuts that could lead to significant reductions or closures at colleges and universities. The New York State Conference needs your personal stories if we are to protect our institutions. We must work together and fight back. Our communities are unaware of what is happening or how vital we are to them. We need to do what we do best: educate. Amid all the chaos, distractions, and fears of inflation, our issues are being drowned out. Let your voice be heard: educate. Build coalitions with community groups and continue to educate. **Our fight begins with you.**

Defend Free Expression and Academic Freedom

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administration, but this is no doubt a direct challenge to their very existence. At best, this cruel order will force HBCUs to divert their historically smaller staff away from education to focus on the president's obsession with eradicating diversity. At worst, it will eradicate HBCUs as we know them—erasing vital engines of opportunity for Black America that have consistently produced half of the country's teachers, doctors,

and lawyers. This order reflects the country's most retrograde idea: that race can only divide people. To see others as you see yourself, no matter how they look, their accent, or ancestral homeland, is what makes our country a beacon to millions around the world. By signing this order, Trump has revealed a vital truth about his leadership: He has no vision for America's future because he is solely focused on reliving the worst parts of its past."

From the President's Desk

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and Sexuality in the Academic Profession, among others. We deeply appreciate all of Sally's valuable contributions to the state conference and will miss working with her in her Executive Director capacity.

This is not a decision we took lightly, but it is necessary to allow us to steward better our resources, which come from our member dues. The changes in organizational structure will require our officers and Executive Council at-large members to be more engaged in the day-to-day activities of the state conference.

The Executive Council met regularly over the summer and is working on multiple initiatives that we will be rolling out throughout the fall and winter. Beginning in July, we initiated regular monthly chapter leader Zoom meetings to allow for better communication among our chapters and between the state conference and chapter leaders. I hope to see many of you on those Zoom calls and at our virtual business meeting and conference in October.

*In solidarity,
Mary Rose Kubal*

Summer Institute 2025

By *Brandon Absher*

I attended the 2025 AAUP/AFT Summer Institute from July 17 to July 19. The Summer Institute is always a great opportunity for learning, sharing, and meeting other AAUP leaders from across the country. This year was no different.

I attended a large number of panels, focusing on issues on my own campus as well as those faced by locals across NYS. The Institute opened with an exciting plenary session on “How to Move Members Into Action.” I took away several key themes and ideas. In his address, Todd Wolfson emphasized bold action in resistance to the Trump administration’s attacks on higher education. He championed a “people’s approach” to organizing that would be holistic, solidaristic, and would center the most vulnerable.

Through the rest of the day, I attended panels on “Building Power and Solidarity through Shared Governance and Collective Action” and “How to Develop More Leaders in Your Local” in addition to another plenary on “Higher Ed and the Fight for Democracy” and a roundtable discussion about HBCUs and issues facing scholars of color. All of these were enlightening. The “Building Power” session focused heavily on the idea of a “glove and fist” approach, using the Faculty Senate as a form of soft power governed by rules of civility and decorum which is then backed up by the union, acting as the “fist” with the power of collective action. Throughout, the discussion focused on how unions can respond to issues of academic freedom, due process, protecting members against retaliation, and ensuring the quality and integrity of education. The panel on developing leadership was similarly useful and insightful. Perhaps most engaging and educational was the “workshop” portion of the panel in which different groups were assigned reasons why members sometimes disengage or step back from union activism and organizing. There were some great takeaways: we must meet members where they are and engage in one-on-one organizing that

builds authentic relationships; we must emphasize to people that they have leadership potential and coach and mentor them through the process; we must engage underrepresented groups and listen to how they think they can best contribute; ultimately, we have to find people’s passion and let them pursue it to everyone’s benefit.

On the second day of the institute, I attended an equally impressive group of panels and plenaries. The morning began with a plenary panel on “How To Build an Issue Campaign.” This is an important organizing skill and the workshop again played a large role in what I took away from the session. In particular, my group discussed the imposition of mandatory book order programs in which students are charged flat fees for their books along with their tuition. In our discussion, we focused on escalating tactics that would build community support and engage students. These included the use of surveys, collective syllabus statements, use of offsite websites to house course materials, and collective refusal to submit book orders. Throughout our conversation we focused on the “SMART” acronym: Strategic, Measurable, Achievable, Realistic, and Time-Bound.

With the remainder of the day, I attended a know your rights training related to immigration and a panel on fighting back against institutional mergers and program closures, as well as plenary panels on “State Legislative Fights” and “Strategic Communications and Organizing.” I was especially interested in the ways these various panels intersected and amplified one another. In particular, I took away not only “nuts and bolts” information about immigration enforcement on campus, but a number of strategies and tactics for countering such actions and organizing for change: reframing the narrative, building coalition with students, presenting an inspiring counter-vision, etc.

Overall, I found the Summer Institute very useful in providing the skills I continue to rely on as a union leader.

Watch for Updates and Announcements
on the NYSC AAUP Website

<https://nyscaaup.org>

New York State Conference of the American Association of University Professors

STRATEGIC PLAN

for the period January 1, 2026 through December 31, 2030

Pending approval of membership at the Fall 2025 business meeting

The Executive Committee has approved a five-year strategic plan covering the period from January 1, 2026, through December 31, 2030. The plan will be presented for approval by the membership at the upcoming fall business meeting.

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1. ORGANIZATIONAL DESCRIPTION

The New York State Conference promotes the activities and values of the AAUP on the state and campus level. The State Conference assists local chapters in the areas of recruitment, tenure, academic freedom, governance, leadership training, lobbying, legal referrals, and the economic welfare of the profession. Its newsletter, *New York Academe*, is published three times a year and membership is updated via Action Network emails, the Conference website (nyscaaup.org) and topical webinars. There are also two Conference meetings a year, one in the spring and one in the fall, one of which is offered virtually. Conference meetings are open to all members in good standing of the American Association of University Professors in New York State.

The conference was first formed in 1971. The committees and councils specified in the organization's constitution are:

1. Administrative Committee – President, Vice President, Treasurer, and Secretary

2. Executive Council – the officers of the Conference, four at-large members, the National Council members elected from the REGION (4) that includes New York State and are NYSC members, and the elected National AAUP Officers who are members of the NYS Conference

3. Steering Committee – consists of the Executive Council and the chairs of standing Conference committees and councils

4. Audit Committee

5. Standing Committees

- a. Committee A on Academic Freedom and Tenure
- b. Committee on Academic Professionals
- c. Committee on Membership
- d. Committee on College and University Governance
- e. Committee on the Economic Status of the Profession
- f. Committee on Faculty Holding Contingent Appointment
- g. Committee on Government Relations
- h. Committee on Graduate and Professional Students
- i. Committee on Retirement
- j. Committee on Diversity, Equity, and Inclusion
- k. Committee on Gender and Sexuality in the Academic Profession

6. Councils

- a. The CUNY Council
- b. The Collective Bargaining Council
- c. The Regional Councils:
 - i. The Long Island Council
 - ii. NYC-Westchester Council
 - iii. Lower Central Council
 - iv. Capital Area-Mid Hudson Council
 - v. Western-Midwestern Council

2. PURPOSE, MISSION, AND VISION

Purpose Statement of NYSC AAUP: To initiate, advance, and coordinate action on the state level consistent with the principles and procedures of the American Association of University Professors, and to foster the goals of the Association in coordination with other AAUP bodies.

Mission Statement of American Association of University Professors: The mission of the American Association of University Professors (AAUP) is to advance academic

freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's

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2. PURPOSE, MISSION, AND VISION

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contribution to the common good.

Vision Statement of NYSC AAUP: Focus on increasing Diversity, Equity, and Inclusion (DEI) within our own organization and through supporting core AAUP principles of academic freedom, tenure, and shared governance on

campuses throughout NYS. We must work to advance academic freedom by supporting the freedom to teach and the freedom to learn for all of our members and their students and at all levels of education in NYS. Fundamentally, academic freedom is central to advancing and preserving DEI in education.

3. GOALS

Goal #1: To increase Diversity, Equity and Inclusion (DEI) in the NYS Conference, chapters and institutions in NYS, including diversifying committee and council membership.

Goal #2: The Conference will be a resource and source of information and support for state-wide AAUP members and constituencies represented by the Conference's committee

structure to promote academic freedom, economic security, tenure, and shared governance.

Goal #3: Increase visibility of state chapters, the state conference, and AAUP among both internal and external constituencies.

4. STRATEGIES AND TACTICS

In this section, strategies and tactics are articulated in order to provide guidance and generate ideas for how the NYSC-AAUP may meet its goals. This is not a proscriptive list. Members of the Conference are encouraged to generate innovative ideas that support the goals.

1. GOAL: To increase Diversity, Equity and Inclusion (DEI) in the NYS Conference, chapters and institutions in NYS, including diversifying committee and council membership.

1.1. Recruit more diverse members into conference leadership positions.

1.1.1. Share information about the benefits and rewards of participating in conference leadership.

1.2. Work with chapters to recruit more diverse members and chapter leaders.

1.2.1. Develop programming that provides tools for chapter leadership.

1.3. Provide opportunities for members and chapters to discuss practices on their campuses that have worked and not worked to increase DEI.

1.3.1. Offer a forum to discuss curricula that promotes DEI on campuses with the goal of collecting and sharing best practices.

1.3.2. Survey chapters to collect information regarding existing DEI efforts, such as on-campus trainings, policies, and practices, curriculum modifications, and compensation for faculty/staff engaged in DEI work on campuses, to ascertain priorities for future efforts and publish results in *NYS Academe*.

1.4. Promote retention and equity in tenure and promotion processes.

1.4.1. Gather data on DEI in the tenure and promotion process on NYS campuses and publicizing results.

1.5. Actively encourage and recruit People of Color (PoC) members from different colleges and universities in NYS, and from different departments/disciplines to volunteer to serve on committees and councils.

1.6. Increase membership participation/action in NYSC AAUP.

1.6.1. Increase attendance at open meetings/conferences.

1.7. Increase the number of AAUP chapters and members in NYS with an emphasis on diversity.

1.7.1. Work with the National At-Large Chapter to identify campuses in NYS that have 7 or more members and work with them to establish chapters.

1.7.2. Work with the National At-Large Chapter to identify campuses in NYS that have fewer than 7 members and reach out to them to discuss membership recruitment and establishing a chapter with diverse membership.

1.7.3. Identify campuses that have no unions or advocacy chapters or AAUP members and reach out to discuss the possibility of starting an advocacy chapter with diverse membership.

2. GOAL: The Conference will be a resource and source of information and support for state-wide AAUP members and constituencies represented by the Conference's committee structure to promote academic freedom, economic security, tenure, and shared governance.

2.1. Maintain and improve member services.

2.1.1. Ensure website contains information and links members need in defense of academic freedom, tenure and shared governance (including links to appropriate links on the national site).

2.1.2. Develop and distribute communication tools for members and administration to advance academic freedom and shared governance.

2.1.3. Improve communication with members to find out what types of support they and their chapters need.

2.1.4. Improve data reporting and dissemination.

2.1.5. Update, list, and post on the website the committees and councils, their purposes, and their current chairs and members.

2.2. Facilitate communications with chapters and members.

2.2.1. Send regular email updates and communication

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National AAUP Officers

Todd Wolfson, President **Rotua Lumbantobing**, Vice President **Danielle Aubert**, Secretary-Treasurer

At-Large Member of Council

Samuel Bagenstos, At-Large Council Member **Chenjerai Kumanyika**, At-Large Council Member

Ernesto Longo, At-Large Council Member

Regional Council Members

Antonio Gallo, Regional Council Member/Region 1

(Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, American Samoa, Guam, Northern Mariana Islands)

Karim Roseblatt, Regional Council Member/Region 2

(Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgian, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina Tennessee, Texas, Virginia, West Virginia)

Gretchen McNamara, Regional Council Member/Region 3

(Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Canada)

Donna Murch, Regional Council Member/Region 4

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

Vacant, Regional Council Member/Region 5

(Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)

Other Members, Non-Voting

Veena Dubal, General Counsel **Irene Mulvey**, Past President **Mia McIver**, Staff

4. STRATEGIES AND TACTICS

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related to academic freedom, tenure and shared governance.

2.2.2. Respond to inquiries and issues brought by members and chapters.

2.3. Promote relationships between our campus chapters and government leaders, administrative community/government relations offices, and local/regional community organizations.

2.4. Develop tools for members and chapters to promote economic security of constituents.

2.4.1. Collect and analyze data on salaries, benefits, and faculty status to be used by chapters and members.

2.4.2. Develop tools and programming to help members and chapters with legislative advocacy.

3. GOAL: Increase visibility of state chapters, the state conference, and AAUP among both internal and external constituencies.

3.1. Develop an editorial calendar, in consultation with NYSC AAUP leadership including committee chairs, that would drive all communication. Determine when to post/promote content.

3.2. Develop social media outlets to correspond with existing website and Facebook presence with an emphasis on reaching out to People of Color (PoC) community platforms on all social media outlets.

3.2.1. Improve website and social media analytics (indirect measure since those visiting the site may be non-members, media, legislators, etc.).

3.2.2. Include updated media reports on NYSC AAUP legislative activities.

3.3. Update NYS media list to include print and broadcast as well as student media.

3.3.1. Increase references to NYSC AAUP in NYS media outlets.

3.4. Develop “communication toolbox” on website that may be accessed by all members. Include information for the chapter such as the logo to use, sample press releases. The national AAUP site has information we may reference as a guide Include NYS-specific information.

3.4.1. Include section in communication toolbox on how to communicate with legislators.

AAUP New York State Conference Leadership

State Conference Officers Administrative Committee (AC)

Mary Rose Kubal, President mrkubalaaup@gmail.com

Leah Akins, Vice President akins@sunydutchess.edu

Matthew Murray, Treasurer matthew.murray@sunydutchess.edu

John Shekita, Secretary shekitka@gmail.com

Executive Council Members At-Large

Kimberley Reiser Kimberley.Reiser@ncc.edu

Vasiliki (Valerie) Lagakis lagakis@hotmail.com

Hollis Glaser hollisglaser@yahoo.com

Jeffrey Kraus jfkraus1@aol.com

Chenjerai Kumanyika, At-Large Member of AAUP National Council ck3695@nyu.edu

Executive Director

Sally Dear-Healey sdearhealeyaaup@gmail.com

CUNY Council

Hollis Glaser, Chair hollisglaser@yahoo.com

Collective Bargaining Council

Brandon Absher, Chair brandon.absher@gmail.com

Steering Committee - Standing Committees

Committee A: Academic Freedom and Tenure

Irwin Yellowitz, Chair lyellowitz@aol.com

Committee on Academic Professionals

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

Committee on College and University Governance

Kimberley Reiser, Chair Kimberley.Reiser@ncc.edu

Committee on Chapters, Members and Dues

Katherine Cho, Chair chokatherine7@gmail.com

Committee on the Economic Status of the Profession

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

Committee on Faculty Holding Contingent Appointment

Nathan Schrader, Chair schraderstudios@gmail

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Committee on Governmental Relations

Fred Floss, Chair flossfg@buffalostate.edu

Committee on Diversity, Equity and Inclusion

Accepting Applications for Chair

Committee on Retirement

Accepting Applications for Chair

Committee on Gender and Sexuality in the Academic Profession

Margeaux Lippman, Chair margeaux.lippman@gmail.com

Academe Newsletter Editor

Jeffrey Kraus jfkraus1@aol.com

Communications Director

Tanya Loughead tanya.loughead@gmail.com

Regional Councils

The Long Island Council

Seeking Chair and Members

NYC-Westchester Council

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

Adriel Lobello, Co-Chair rngrad@gmail.com

Lower Central Council

Seeking Chair and Members

Capital Area-Mid Hudson Council

Seeking Chair and Members

Western-Midwestern Council

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

New York State Conference Leadership

The **Administrative Committee** (AC) consists of the President, Vice President, Treasurer, and Secretary, all of which are elected officer positions.

The **Executive Council** (EC) consists of the officers of the Conference, four at-large members, the national Council members elected from the district that includes New York State, the At-Large Council members who are members of the NYS Conference, and the elected National AAUP Officers who are members of the NYS Conference. (Article III.2, Oct. 2014).

The **Steering Committee** (SC) consists of the EC and the chairs of standing NYS Conference committees and councils. (Article III.3, October 2014)
