

New York State Conference of American Association of University Professors STRATEGIC PLAN

for the period

January 1, 2026 through December 31, 2030

Approved by the Executive Council at the Fall 2025 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 and American Federation of Teachers (AFT) 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 contribution to the common good.¹

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: Increase visibility of state chapters, the state conference, and AAUP among both internal and external constituencies, as well as strengthening our chapter organizing efforts.

Goal # 2: To increase Diversity, Equity and Inclusion (DEI) in the NYS Conference, chapters and institutions in NYS, including diversifying committee and council membership.

Goal # 3: 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.

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

¹ American Association of University Professors, <https://www.aaup.org/about/mission-1>

list. Members of the Conference are encouraged to generate innovative ideas that support the goals.

1. **GOAL:** Increase visibility of state chapters, the state conference, and AAUP among both internal and external constituencies, as well as strengthening our chapter organizing efforts.
 - 1.1. Develop an editorial calendar, in consultation with NYSC AAUP leadership including committee chairs, that would drive all communication. Determine when to post/promote content.
 - 1.2. 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.
 - 1.2.1. Improve website and social media analytics (indirect measure since those visiting the site may be non-members, media, legislators, etc.).
 - 1.2.2. Include updated media reports on NYSC AAUP legislative activities.
 - 1.3. Update NYS media list to include print and broadcast as well as student media.
 - 1.3.1. Increase references to NYSC AAUP in NYS media outlets.
 - 1.4. 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.
 - 1.4.1. Include section in communication toolbox on how to communicate with legislators.
2. **GOAL:** To increase Diversity, Equity and Inclusion (DEI) in the NYS Conference, chapters and institutions in NYS, including diversifying committee and council membership.
 - 2.1. Recruit more diverse members into conference leadership positions.
 - 2.1.1. Share information about the benefits and rewards of participating in conference leadership.
 - 2.2. Work with chapters to recruit more diverse members and chapter leaders.
 - 2.2.1. Develop programming that provides tools for chapter leadership.
 - 2.3. Provide opportunities for members and chapters to discuss practices on their campuses that have worked and not worked to increase DEI.
 - 2.3.1. Offer a forum to discuss curricula that promotes DEI on campuses with the goal of collecting and sharing best practices.
 - 2.3.2. 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.

- 2.4. Promote retention and equity in tenure and promotion processes.
 - 2.4.1. Gather data on DEI in the tenure and promotion process on NYS campuses and publicizing results.
- 2.5. 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.
- 2.6. Increase membership participation/action in NYSC AAUP.
 - 2.6.1. Increase attendance at open meetings/conferences.
- 2.7. Increase the number of AAUP chapters and members in NYS with an emphasis on diversity.
 - 2.7.1. 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.
 - 2.7.2. 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.
 - 2.7.3. 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.
- 3. **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.
 - 3.1. Maintain and improve member services.
 - 3.1.1. 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).
 - 3.1.2. Develop and distribute communication tools for members and administration to advance academic freedom and shared governance.
 - 3.1.3. Improve communication with members to find out what types of support they and their chapters need.
 - 3.1.4. Improve data reporting and dissemination.
 - 3.1.5. Update, list, and post on the website the committees and councils, their purposes, and their current chairs and members.
 - 3.2. Facilitate communications with chapters and members.
 - 3.2.1. Send regular email updates and communication related to academic freedom, tenure and shared governance.
 - 3.2.2. Respond to inquiries and issues brought by members and chapters.

- 3.3. Promote relationships between our campus chapters and government leaders, administrative community/government relations offices, and local/regional community organizations.
- 3.4. Develop tools for members and chapters to promote economic security of constituents.
 - 3.4.1. Collect and analyze data on salaries, benefits, and faculty status to be used by chapters and members.
 - 3.4.2. Develop tools and programming to help members and chapters with legislative advocacy.