

NEW YORK Academe

NEW YORK STATE CONFERENCE – AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

THE NEW YORK STATE CONFERENCE · AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS · VOLUME 49 NUMBER 2 · SUMMER 2026

Faculty Wages Decreased, Remain Below Pre-pandemic Level

PRELIMINARY RESULTS from the AAUP 2025-26 Faculty Compensation Survey reveal that real wages for full-time faculty fell between fall 2024 and fall 2025, ending two years of post-pandemic recovery. While average nominal salaries rose 2.3 percent, a 2.7 percent inflation spike led to a 0.4 percent decrease in real purchasing power.

Key preliminary findings include:

- Average salaries for full-time faculty members (all ranks combined) rose 2.3 percent, following a 3.8 percent increase in each of the two previous years.
- Average salaries for full-time faculty members increased by 2.4 percent at public institutions, 1.5 percent at private independent institutions, and 2.5 percent at religiously affiliated institutions.

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From the President's Desk:

by Mary Rose Kubal

IT IS THE TIME OF YEAR when things relax a bit for many of us – I hope everyone has a chance to take a breath and

recharge. Unfortunately, faculty at many of our campuses are fighting for their unions – St. John's – and programs and positions (too many campuses to single out here) and those fights don't stop over the summer.

I am busy getting ready to represent the New York State Section at the AAUP Biennial meeting in Chicago on June 12 & 13 along with the other section delegate Stephen Aldersley (RIT). I hope to have opportunity to network with the other delegates representing individual chapters from NYS as well as to advocate for our chapters and the state conference. As of this writing it does not appear that there will be any motions on the agenda, but three of the six council seats are contested, including the seat for our region, Region 4. Two of the three candidates are from NYS chapters – PSC/CUNY and Hofstra.

It has been a busy year so far for our state conference leadership as we adjust our priorities in line with our new strategic plan (focusing on organizing), and planned the in-person spring business meeting and conference. Thanks to Executive Council member Jeff Kraus and Vice-President Leah Akins for their help with meeting arrangements.

We had a good turnout for the meeting at NYSUT headquarters where we were welcomed by NYSUT Secretary-Treasurer J. Philippe Abraham on behalf of President Melinda Person. The workshop led by our state conference Vice-President, Leah Akins (Dutchess United Educators), on planning an organizing campaign was followed up by discussions with AAUP organizer, Lukas Moe and NYSUT's Director of Membership Growth and Organizing, Jennifer Kaseman.

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

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

YouTube: NYSC AAUP – YouTube

AAUP Out On May Day

On Friday, May 1, faculty, students, and higher-ed workers at more than 100 campuses rallied, held teach-ins, and joined larger marches, all with a clear message: Hands Off Higher Ed!

THE MARCHERS DEMANDED fully funded higher education—colleges and universities where workers receive living wages and are treated fairly, students can learn without going into debt, and research funding doesn't depend on politics.

AAUP members rallied in New York City, including those from the St. John's University and New School AAUP chapters, as well as members of the PSC-CUNY, who were joined by Mayor Zohran Mamdani and Brad Lander, a candidate for the House of Representatives.

The rally, part of a series of nationwide events, was organized by the New York City Committee on Higher Education. It began at the New School University Center and then marched to Washington Square Park to meet with other unions. Among them were SENS-UAW, AAUP-TNS, NYU Adjuncts Union (ACT-UAW 7902), AAUP-NYU, and the Columbia AAUP.

The AAUP's May Day demands for 2026 focus on protecting scientific research, free speech, and academic freedom from political attacks.

THEY ALSO DEFEND STUDENTS' RIGHT TO LEARN AND SUPPORT THE PUBLIC GOOD, INCLUDING:

- **Affordable education:** Ensuring that higher education is accessible to all students.
- **Protection of scientific research:** Safeguarding research funding and integrity.
- **Free speech and academic freedom:** Ensuring that universities do not become indoctrination centers.
- **Support for students' rights to learn:** Upholding the rights of students to receive a quality education.
- **Reclaiming universities:** Mobilizing against the Trump administration's actions that threaten higher education and democracy.

These demands reflect the AAUP's commitment to defending the principles that underpin higher education and the democratic process. The organization is actively working to mobilize and support these causes through various events and actions across the country.

St. John's Professors File Complaint

FACULTY AT ST. JOHN'S UNIVERSITY have filed charges with the New York State Public Employment Relations Board (PERB) against the university administration after management unilaterally revoked its recognition of the two unions that have been present on campus for over a half-century. The St. John's University chapter of the American Association of University Professors and Faculty Association, the unions representing the University's faculty members, filed charges with the Public Employees Relations Board on April 13, two months after university leadership notified the unions covering over 1,100 faculty members that it was no longer recognized.

"The revocation of recognition and the repudiation of the union's existing contract with the administration have impacted virtually every aspect of employment for bargaining unit faculty and resulted in the loss of myriad rights and protections established through over fifty years of collective bargaining," the AAUP wrote in its petition to PERB. According to the union, management has repeatedly stated that it doesn't consider the university's faculty to be represented by the AAUP at all.

The AAUP accuses the university of refusing to bargain, making unilateral changes, circumventing the union, and interfering with or surveilling union activities, including rallies. The sides haven't met since Dec. 10.

That bargaining session occurred amid rising hostility after the union filed a PERB charge last October, which was later

resolved. The union's last contract expired in July, and it never expected management to unilaterally dismiss the union.

St. John's management informed professors that their union recognition was revoked. "This afternoon, we notified the Presidents of the American Association of University Professors and the Faculty Association that we are no longer recognizing the unions as representatives of the faculty," reads an email sent to professors by university president Brian J. Shanley and provost Simon G. Møller. "This decision was not made lightly or rashly, and we are committed to providing clarity on what this means for you and for the future of our university."

University leadership stated in the email that it would treat its latest contract offer to the union as the active contract, even though the union had not agreed. The union argued that this unilateral move was illegal.

"Because this matter is the subject of pending litigation, the University is unable to comment at this time," Brian Browne, a spokesperson for St. John's, said in a statement on the PERB charge.

Union members protested management through pickets and demonstrations. Professors protested near campus and marched on May Day with other faculty unions to raise awareness of St. John's management actions.

These protests are continuing.

AAUP's Wolfson and AFT's Weingarten on the NIH's Decision to Strip Fellows of their Right to Collective Bargaining

On March 5, AAUP President Todd Wolfson and AFT President Randi Weingarten issued the following statement in response to the decision by the National Institutes of Health to strip research fellows of their right to collective bargaining—an outright attack on the workers who drive America's research enterprise.

These fellows are scientists who conduct the very research that drives medical discovery, technological innovation, and the training of the next generation of scholars. They do the same core work as hundreds of thousands of AAUP and AFT members across universities nationwide: conducting research, advancing knowledge, and training students.

Denying them the right to organize is part of a broader and deeply troubling pattern—an attack on federal workers, an attack on higher education, and an attack on the institutions that produce the knowledge our society depends on.

Collective bargaining is a fundamental democratic right. The fellows at the NIH deserve the same voice, protections, and dignity on the job that academic workers across the country are fighting for every day.

The AAUP and AFT stand firmly with NIH Fellows United and with all research workers defending their right to organize.

NEW REPORT:

Academic Freedom and Collective Bargaining

A NEW COMPREHENSIVE REPORT analyzing the inclusion of academic freedom provisions in collective bargaining agreements across higher education institutions was jointly released by the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College (National Center) and the AAUP's Center for the Defense of Academic Freedom (CDAF).

The report offers the first comprehensive, industry-wide analysis of how academic freedom is incorporated into collective bargaining agreements in American higher education. Using contracts from the National Center's 2024 Directory of Bargaining Agents and Contracts in Institutions of Higher Education, and its Contract Research Site (<https://webforms.hunter.cuny.edu/ncscbhep/view.php?id=18086>), the report highlights differences and similarities in contractual language and enforcement methods, providing a valuable resource for institutions and unions aiming to bolster academic freedom protections.

The report offers a comprehensive overview of scholarly literature on academic freedom and collective bargaining, along with a legal analysis of administrative agency decisions and arbitration awards concerning academic freedom issues.

The study concludes with a call for a nationwide training program on integrating academic freedom into collective bargaining agreements. It highlights the need for consistency in defining and enforcing academic freedom principles as outlined in the 1940 Statement of Principles on Academic Freedom and Tenure. The proposed program aims to help negotiators fully protect academic freedom and free speech in higher education and proposes a separate program for arbitrators focused on these principles.



THE FULL REPORT CAN BE FOUND AT:

https://www.aaup.org/sites/default/files/2026-03/National_Conference_CDAF_Academic_Freedom_and_Collective_Bargaining_Report.pdf

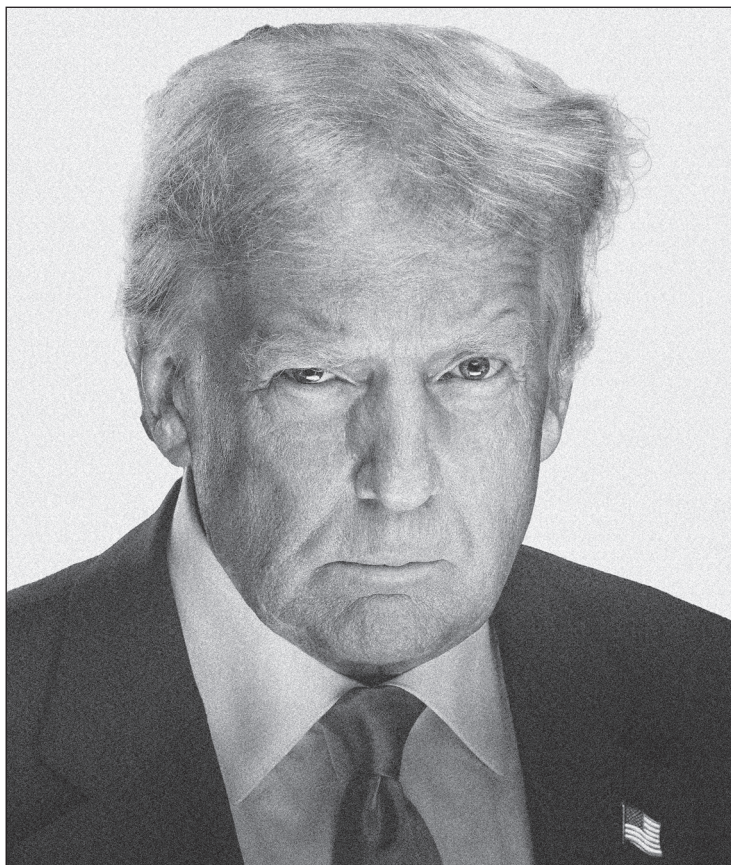
AAUP Joins Coalition Fighting Latest Trump Anti-DEI Order

GROUPS REPRESENTING nonprofit organizations, university professors, and federal contractors and subcontractors nationwide are challenging a new Trump executive order that seeks to undermine efforts to promote inclusion and ensure equal opportunity. A lawsuit, filed today by the AAUP, the National Association of Diversity Officers of Higher Education; the United Academics of Maryland—University of Maryland, College Park; the National Association of Minority Contractors (NAMC); and the NAMC, District of Columbia, Maryland, Virginia Chapter, in the US District Court for the District of Maryland, seeks to block implementation of the president's unlawful directive, which would directly harm and disrupt their work. The coalition is represented in the matter by Democracy Forward. The NAMC and NAMC-DMV are also represented by the Minority Business Enterprise Legal Defense and Education Fund.

The March 26, 2026, directive denounces all initiatives related to race or ethnicity, as well as diversity, equity, and inclusion (DEI) activities, and incorrectly implies that such efforts uniformly violate both the law and ethics. The order further threatens government contractors and subcontractors with the loss of federal contracts, permanent blacklisting, and civil and criminal prosecution for failing to acquiesce to the administration's unlawful demands to end lawful efforts. This intimidation

chills speech and association, which are protected by the First Amendment.

“The order is an unlawful attempt by the administration to erase the realities of race, ethnicity, and the history of discrimination in this country and to dismantle the architecture of equality,” reads the complaint.



Federal contractors and subcontractors are crucial to the safe, effective, and efficient functioning of the country and contribute to daily life in nearly every aspect of society and across nearly every agency of the federal government. They are relied upon to deliver essential support and services across the nation to benefit people in America.

“This executive order is a direct attack on academic freedom and the First Amendment—an attempt to coerce silence by threatening faculty, students, and federal partners who confront the realities of race and discrimination.

In a democracy, higher education must be free to pursue truth, foster debate, and expand opportunity for all. Instead, this administration is using federal contracts to impose ideological conformity. The AAUP has defeated these attacks before, and we are proud to stand with this coalition to do so again,” said AAUP President Todd Wolfson.

TO READ THE TRUMP ANTI-DEI ORDER

<https://www.whitehouse.gov/presidential-actions/2026/03/addressing-dei-discrimination-by-federal-contractors/>



AAUP and AFT Release Policy Platform

On April 13, the AAUP and the AFT released the national policy platform to which more than 1,000 members contributed. The Blueprint for Strengthening and Transforming Higher Education lays out its vision for the future of the sector. Representative Ro Khanna, Representative Greg Casar, Texas State Representative and candidate for governor Gina Hinojosa, and Texas A&M AAUP Chapter President Leonard Brightl joined AAUP President Todd Wolfson and AFT President Randi Weingarten in Austin to launch this next phase of their higher education campaign.

Because the diminishment of academic freedom and shared governance has been particularly acute in Texas recently, members marched from the University of Texas at Austin campus to the Texas State Capitol for a rally with students, faculty, alumni, AAUP leaders, and other partners.

**TO READ THE BLUEPRINT FOR
STRENGTHENING AND TRANSFORMING
HIGHER EDUCATION:**

https://www.aaup.org/sites/default/files/2026-04/Higher_Ed_Vision_and_Policy_Platform.pdf



Faculty Wages Decreased, Remain Below Pre-Pandemic Level

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- Average salaries for ongoing full-time faculty members (those employed in fall 2024 and remaining employed in fall 2025) rose 3.4 percent in nominal terms and increased 0.7 percent in real terms after inflation adjustment.
- Average pay rates per course section for part-time faculty varied significantly by institution type during the 2024–25 academic year. Rates ranged from a low of \$3,200 at religiously affiliated master's institutions to a high of \$6,320 at private independent baccalaureate institutions. Of the 555 institutions reporting starting (minimum) pay, the median was \$3,121 per course section. Only 32.7 percent of institutions contributed to retirement plans for some or all of their part-time faculty, and just 30.6 percent contributed to medical insurance premiums during the 2024–25 academic year.

Data collection on part-time faculty members was greatly expanded this year to allow for better reporting on those paid on a per-course-section basis; nearly 590 colleges and universities provided such data, representing an increase of over 50 percent from last year. This enhancement significantly improves the accuracy of survey results and offers a clearer view of the economic realities facing part-time faculty across

higher education. The AAUP Faculty Compensation Survey is the largest source of data on part-time faculty paid per course section and highlights the alarmingly low pay and benefits many institutions offer.

Preliminary FCS findings are now available on the AAUP's website: (<https://www.aaup.org/issues-higher-education/faculty-employment/faculty-compensation-survey>) along with institution-level appendices to accompany the upcoming Annual Report on the Economic Status of the Profession, 2025–26, which will be published online in June and in print in August in the summer issue of *Academe*.

The AAUP's interactive data website is available at <https://data.aaup.org/>. The site provides institution-level data and tools to summarize information by region, state, institution size, Carnegie Basic Classification, and other variables.

READ MORE:

Access the summary tables and appendices, including listings for individual institutions at:

<https://www.aaup.org/sites/default/files/2026-04/ARES-preliminary-appendixes-2025-26.pdf>



Down With Political Blacklisting at CUNY

On March 25, nearly 100 Professional Staff Congress (PSC) members gathered outside CUNY Central to demand the reinstatement of the last remaining member of the “Fired Four.” In summer 2025, four Brooklyn College adjunct professors lost their jobs for advocating for Palestinian rights. After persistent organizing by the union, faculty, staff, students, and allies, three of the Fired Four have been reinstated. The fourth adjunct has been blacklisted—barred from employment at every CUNY campus.

CUNY management is accusing the “Fired Fourth” of accepting a \$5 payment from a fellow faculty member in support of an independently published socialist pamphlet that included CUNY in the title. As the union has stated, this is a “tortured and incorrect interpretation of CUNY policies” to view it as an offense justifying termination.

The reinstatement of three adjunct professors is a significant step, but we won’t stop until the final member of the Fired Four is reinstated. CUNY management is twisting its own policies to justify the termination of our colleague, a valued educator, by portraying a minor offense as a cause. This is wrong, and we won’t back down,” said PSC President James Davis, a professor of English at Brooklyn College.

“The accusation against our colleague is absurd on its face,” according to Corinna Mullen, an adjunct assistant professor at Brooklyn College and one of the rehired Fired Four. “A \$5 contribution to a political pamphlet is being twisted into grounds for firing. This is a new form of McCarthyism, a transparent attempt to chill speech and engage in political

blacklisting. CUNY is punishing those who advocate for Palestine, but it is the First Amendment rights and academic freedom of everyone at CUNY that are under attack.”

At the rally, PSC members delivered five thousand letters to CUNY officials. The letters were also sent to Brooklyn

College President Michelle Anderson, Provost April Bedford, CUNY Chancellor Félix Matos Rodríguez, and CUNY Board Chair William Thompson. University representatives accepted the delivery, which filled five mail crates.

“We came to show our colleague, the Fired Fourth, that we’re with her, and show CUNY administration that this political persecution has got to stop. Political blacklisting has no place in our university. This attack on one of us is an attack on all of us,” said Mobina Hashmi, an assistant professor of television, radio and emerging media at Brooklyn College and a union chapter co-chair.

CUNY colleges have a long history of political repression. More than 50 City College faculty and staff were labeled as communists at a 1941 state committee

hearing. Most were dismissed in what the AAUP called “the largest political purge of faculty on one campus in the history of the United States.”

The CUNY Trustees apologized to blacklisted professors in 1980, passing a resolution that said, “They were dismissed during and in the spirit of the shameful era of McCarthyism, during which the freedoms traditionally associated with academic institutions were quashed.” This apology, published in the student newspaper, is featured on a bulletin board outside Brooklyn College President Anderson’s office.



Brooklyn College - Library Building © 2010

Syracuse University Offers Voluntary Retirement to 175 Professors

SYRACUSE UNIVERSITY IS OFFERING a voluntary retirement incentive to professors teaching in majors that are being sunset or have low enrollment. The retirement incentive is the latest money-saving effort at Syracuse, which is facing a turbulent future like many colleges and universities nationwide. A Syracuse University webpage described the incentives as a way to support both the school's academic portfolio and "long-term financial sustainability."

Provost Lois Agnew announced the retirement plan in an email on April 10. The 175 eligible faculty members include those who have worked at SU for at least 35 years and those whose primary appointment is in an undergraduate program slated to close or with low enrollment.

Earlier in April, the University announced it would sunset 93 majors, master's programs, and advanced certifications following a months-long portfolio review. This included about 30 bachelor's degrees.

Many of the programs, such as textiles or pottery, had already transitioned to a different major and were considered defunct. But others, like Russian and Classical Civilization, still have students enrolled.

In the April 1 announcement, Agnew said no job cuts had been identified. The April 10 announcement states that voluntary retirement is voluntary and that those not interested will remain employed.

The plan comes as another way for one of Syracuse's largest private employers to trim costs during a tough financial period. Issues such as a drop in international student enrollment, the advent of paying student-athletes, and an overall decline in potential students have left the University, like many higher education institutions, seeking creative ways to remain fiscally sound.

The voluntary retirement incentive includes a lump-sum payment of two weeks' pay for each year served. The payout is limited to a professor's 2026 base salary and a supplemental payment of up to \$15,000.

READ MORE:

<https://www.syracuse.com/syracuse-university/2026/04/syracuse-university-offers-voluntary-retirement-to-175-professors.html>



FROM THE PRESIDENT'S DESK:

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It was a good opportunity for our state conference leaders to hear from our chapter leaders and members about issues facing their campuses. We had a frank discussion about the challenges the affiliation between AAUP and AFT has created for our collective bargaining chapters. I will be following up with our Collective Bargaining Council chair, Brandon Absher (D'Youville) on addressing these issues, and hope to have some productive discussions with national AAUP leaders at the Biennial meeting.

At the business meeting we voted to modify the bylaws to remove non-functioning committees including the Committee on Academic Professionals, the Committee on Membership, and the Committee on Retirement. The idea is to streamline our organization and focus more on regional councils and state-wide networking. To that end, we will be reviving our monthly chapter leader Zooms later this summer after the Biennial meeting.

I would like to recognize our Treasurer, Matthew Murray, who is stepping down from the position. Matt has done a great job helping us comply with new NYS regulations and streamlining our financial and budgetary processes. He will be

missed, but he leaves the conference in a good position. We will be sending out a request soon for volunteers to finish the final two years of Matt's term.

To end this column on a happy note, I would like to extend my congratulations to our two 2026 outstanding achievement and service award winners, which were presented at the spring conference in April. Mohammed Jahed Sarwar, Senior Systems Administrator and Adjunct Lecturer at York College, City University of New York (CUNY) was awarded the Irwin Yellowitz Award for Service to AAUP Members in New York State. Leah Akins, Professor of Engineering and Electrical Technology, Dutchess Community College was awarded the Francis "Frank" Higman Award for Service to AAUP Collective Bargaining Chapters in NYS. Congratulations to both Jahed and Leah for their very deserved recognition and thanks to their colleagues for taking the time and effort to nominate them.

We will be meeting in person again this fall in the NY Metro Area – look out for more information later this summer.

In solidarity,

Mary Rose Kubal

The Demographic Cliff:

College closures mount as enrollment declines deepen

More than 300 U.S. colleges and universities have closed over the past two decades, according to an analysis by The Hechinger Report, an independent, nonprofit news organization based at Columbia University in New York.

In New York State, the College of St. Rose in Albany closed in 2024 due to insurmountable fiscal problems (\$50 million in debt) and years of declining enrollment. In St. Rose's final year, it had about 2,800 students, a significant drop from nearly 4,700 a decade earlier. This was the largest institution to close.

Other New York State Colleges that have closed since 2023 include New York Conservatory for Dramatic Arts (2025), Island Drafting and Technical Institute (2025), Jamestown Business College (2025), Wells College (2024), New York Theological Seminary (2024), Long Island Business Institute (2024), The King's College (2023), Alliance University (2023), Medaille University (2023), Glasgow Caledonian New York College (2023), ASA College (2023) and Cazenovia College (2023).

More closures are expected in the coming years in light of a "demographic cliff" of college-aged students. Demographers say the current class of high school seniors will be the last before an expected long-term decline in the number of 18-year-olds begins. The dearth of young people has been anticipated since Americans began having fewer babies around the time of the Great Recession in 2007 and 2008.

A new estimate projects that 442 of the nation's 1,700 private, nonprofit four-year colleges and universities are at risk of closing or merging within the next 10 years. Of those, more than 120 institutions are at the very highest risk, according to a Huron Consulting Group forecast, a Chicago-based firm whose client list includes higher-ed institutions.



UUP Backs Higher Ed Union Contract Bargaining Priorities Pact

UNITED UNIVERSITY PROFESSIONS, America's largest higher education union, strongly supports the Amherst Compact, a first-ever agreement among leaders of more than 50 unions to coordinate bargaining priorities that raise the floor for workers across all job categories in the most-densely unionized region of the country for higher education.

Higher-education unions from Maine to Pennsylvania are part of the Amherst Compact, as UUP and three Rutgers University unions—Rutgers AAUP-AFT, AAUP-BHSNJ, and the Rutgers Adjunct Faculty Union—are negotiating new contracts. UUP's Negotiations Team and state representatives have been working on a new agreement since February; the contract runs through July 1.

The timing for the initiative is good; dozens of higher education unions across nine Northeastern states—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, and Pennsylvania—will be negotiating new contracts over the next year.

"By standing together, higher education unions can use their collective power to push for gains that wouldn't have been possible otherwise," said UUP President Fred Kowal. "A regional bargaining strategy can help raise employment standards for unions negotiating new agreements. As a founding member of Higher Education Labor United (HELU), UUP believes in working together with our union colleagues to help each other secure the best possible agreements for our members."

"As UUP is at the bargaining table right now, it's great to know that higher ed unions across the Northeast are working in collaboration to set new standards for bargaining demands," said UUP Chief Negotiator Bret Benjamin.

The Amherst Compact was drafted January 9-10 at the Northeast Regional Bargaining Summit in Amherst, Mass.

The summit was organized by HELU, a national higher-education union organization formed in 2021 to create and pursue a unified vision for higher education. More than 225,000 higher-education and allied workers are affiliated with HELU through their unions and organizations.

Over 50 unions — representing higher-ed workers in roles

ranging from food service and custodial work to doctors, researchers, academics, and professional staff — attended the summit and voted to approve the Compact.

Abigail Cooke, a member of UUP's Contract Negotiations Team, said that knowing other unions have won concessions from management helps union members when they're at the table.

"It doesn't sound like such an impossible demand when you know other unions have fought for the same thing or are edging close to it," Cooke said. "I think the Compact is going to embolden us all to fight in concrete ways to make higher ed the place we know it can be."

The Compact sets out targeted areas for coordinated organizing: fair compensation, strengthened job security, and fair working conditions; expanded access to health care and benefits; paid leave rights and protections; support for research, professional development, and career advancement; ensuring academic freedom; creating a safe and healthy workplace; centering workers in the implementation of new technology; and protecting and expanding collective bargaining rights.

"Higher education is the fastest growing sector in the U.S. labor movement, and the Amherst Compact shows that workers of all kinds are joining together to address the systemic challenges we face through collective bargaining over wages and working conditions and addressing broader issues of governance, funding, and public policy through building political power," said HELU National Chair Levin Kim.



NYS ACADEME SUBMISSION GUIDELINES:

NYS Academe, the magazine of the NYS Conference of the American Association of University Professors (AAUP), welcomes proposals for feature articles and book reviews as well as submissions of articles and opinion columns.

NYS Academe seeks to publish compellingly written, rigorous, salient, and original articles on the critical issues facing higher education and especially those involving and/or relevant to NYS. Our readership includes faculty members, academic professionals, and graduate students from many different disciplines as well as academic leaders, policy makers, and media professionals involved in higher education issues and policy.

Submission of an article, column, or book review (including by invitation) does not guarantee its acceptance; *NYS Academe* is under no requirement to accept any submission. Accepted articles may be published in print or as online-only features. Decisions about the placement of articles will be made by the Editor.

Submissions should not include defamatory statements or raise other significant legal concerns. Promotion or criticism of candidates running for office in local, state, or national AAUP elections is not allowed in the magazine; neither is misrepresentation of AAUP policy.

All article and column proposals and submissions should be sent to: jfkraus1@aol.com

NYS ACADEME DISCOURAGES THE FOLLOWING:

- Submissions primarily devoted to specific ongoing disputes involving individuals and their colleges or universities, except in cases of national significance. In such cases, submissions should focus on the wider implications and lessons.
- Submissions that are primarily focused on another national higher education group or union.
- Submissions primarily devoted to specific ongoing disputes involving individuals and AAUP entities including chapters, conferences, or affiliates. However, productive self-reflection and critique of an AAUP entity's successes and failures are welcome.
- Submissions of material previously published elsewhere. Such submissions must be clearly marked as previously published material.

ARTICLE SUBMISSIONS:

If you have a topic in mind, please prepare a brief proposal detailing your specific qualifications to write on the topic, what your approach will be, and how your article will distinguish itself from other coverage of the issue. You may also submit completed manuscripts.

Length: We accept submissions of a variety of lengths; however, it is recommended that submissions are less than 750 words. Submissions must be sent as Word Docs.

Review Process: Please allow sufficient time for review of submissions. Reviewers may include the Editor or the President of the NYSC. *NYS Academe* is not a peer-reviewed publication.

Editing: Accepted submissions are edited by the Editor.

Biographical Statement: Include a one- or two-sentence biographical statement and indicate whether you would like your email address published with the statement if your submission is accepted.

Notes: *NYS Academe* articles generally do not include end-notes or footnotes. If and when possible, identify cited works in the text of the article. Avoid bibliographies and lengthy parenthetical references.

Contact Information: Please provide home and office addresses, telephone numbers, and email addresses with your submission. It is important for *NYS Academe* to have these details in one place so that authors can be contacted in a timely manner.

For further information, write to: jfkraus1@aol.com

BOOK REVIEWS:

Send proposals for book reviews directly to: jfkraus1@aol.com

OPINION COLUMN SUBMISSIONS:

NYS Academe's Faculty Forum is an opinion column open to all faculty members, academic professionals, and graduate students who belong to the AAUP. Nonmembers may submit columns but will be expected to join the Association before publication.

Contributions to Faculty Forum should address issues of concern to a wide range of *Academe* readers, including academics from many different disciplines and others interested in higher education issues and policy. Submissions should adopt a clear point of view and be written in a lively, nontechnical style. They must maintain a collegial tone and be interesting, insightful, and original. In evaluating submissions, the editors will seek a broad representation of institutional types, regions of the country, and ranks in the profession, giving priority to voices that are often marginalized within the profession.

Faculty Forum submissions should be approximately 700 words in length and should not include subheadings, endnotes, tables, or similar attributes. We do not accept submissions that have been previously published elsewhere.



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