

From the President's Desk

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in one sense, membership is not an issue, in another way it is.

The New York Conference is a large one with a diverse membership. Yet we have a relatively small number of colleagues who are actually active in the work of the Conference. The fact that you have read this far in this column indicates that you are a colleague interested in the work of the Conference.

There are many opportunities and ways for you to get involved. Please consider doing so. The faculty needs the AAUP and the AAUP needs its membership to participate in its work. If we are to meaningfully help and support one another it will be as a result of the work of the many for our common good.

One of our major goals for the year is to define more clearly the relationship between the Conference and the chapters, and the Conference and the national organization.

The uncertainty we feel in New York regarding the role of state conferences in the overall structure of the AAUP is not unique to us. It is something felt by many, if not all, Conferences. As one of the largest of the Conferences we are perhaps in a better position than some to try to define a more meaningful role for the Conferences.

There is a specific issue, which one of our Executive Committee members has been fighting to have dealt with more seriously at the national level. Marty Kaplan, Professor Emeritus at Queens College of CUNY, has been a long time advocate for the need for AAUP to look seriously at retirement benefits for faculty. He has, on many occasions, reminded us that as much as we might love our work there is, hopefully, for each

of us life outside of work, and also hopefully for many of us life after work.

Retirement benefits should not be thought of as an issue which divides young from old, but as a part of a social compact in which all in society help provide for those who have built that society. The issue of how this country treats its retirees is most certainly a matter for the professorate to deal with.

Beyond the fact that many of us will be retirees, many of the ideas and ideals the young learn they learn from us when they are our students. Therefore, we have both personal and broader societal interests in retirement issues. We as academics should not underestimate the role we can play in shaping both the present and the future. We can be heard. The types of informed discussion and debate that are the hallmarks of what we do as professionals have an import beyond our numbers.

But somehow, no matter what we say regarding any specific issue, from an organizational point of view, it always boils down to the same thing: membership, membership, membership.

The way to build membership is to provide services, which people desire. For the AAUP to be the voice of the higher education faculty it must have a membership that is a significant portion of that faculty. To build that membership the AAUP must provide services that the faculty want and need.

We need to hear from you. What do you want us to be doing to help you? Tell us and join with us. Help us make the AAUP an organization for which the whole is truly greater than the sum of its parts.

Spellings Report Coming

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pletion rates," since as Wildman pointed out, such metrics do not take into account students who transfer or who interrupt their studies.

Wildman also pointed out that the report cites Neumont University in Salt Lake City for "innovation in curriculum development and program delivery," is a for-profit institution that enrolled 67 full-time students in 2005. The investors in this private university had purchased the charter of Morrison University (located in Reno, Nevada) because they thought it would be easier to circumvent regulations by purchasing an existing institution rather than starting a new institution.

Wildman concluded by declaring that the real threat to the future of higher education in America was the continuing shift of the cost of education to students. He presented data demonstrating that New York state had systematically, over the years, shifted the burden of financing the state's two university systems (CUNY and SUNY) from the state to the students (through increased tuition), reducing access and impacting on quality.



Report of the Committee

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University (126); New York Institute of Technology (219); CUNY-Professional Staff Congress (893); St. John's University (62); SUNY-United University Professions (835), and Utica College of Syracuse University (120).

Observations and Suggestions

In attempting to obtain updated information for this report, it was discovered that not only were there differences between the websites of AAUP national and NYSC regarding the list of New York chapters, there were also discrepancies between the two web sites regarding who was listed as president or contact person of nine of the chapters.

In addition, in the cases of a few chapters that I am familiar with, the names of the chapter presidents are incorrect on both websites.

There is, therefore, a need to update the NYSC website with regard to chapter presidents and to coordinate it more accurately with information that appears on the national AAUP website.

Executive Director Search Committee

There are, at present, two applicants for the position of Executive Director of the NYSC. One of the applicants will be interviewed by the Search Committee after the NYSC Fall Business meeting on Friday, October 27. An interview with the second applicant will be scheduled for the near future.

Submitted,

Kathleen Maurer Smith, Molloy College (2006-08), Chair

Non-Tenure Track Faculty Report

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The new report draws on figures submitted by institutions to the US Department of Education's IPEDS database for fall 2005, and makes those data easily accessible at the campus level for the first time.

The Index is divided into three sections: An article "Consequences: An Increasingly Contingent Faculty," by John W. Curtis and Monica F. Jacobs details the working situations contingent faculty face under various employment conditions, and the consequences for the quality of higher education of an increasingly contingent faculty; aggregate tables provide a breakdown on the use of both full- and part-time faculty by institutional category at the national level; and four appendices provide institution-specific data on over 2,600 colleges and universities.

The objective of the report is to provide comparable data at the campus level, enabling faculty, students, administrators, governing board members, and the general public to participate in local discussions about the impact of contingent faculty employment on the quality of higher education.

11,000 New SUNY Campus Voters

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"It's great to see so many young people getting involved," said Alex Hanson, Project Coordinator for NYPIRG at UAlbany. "The positive response that our student volunteers received during the voter registration drive will be channeled into a large Get Out the Vote effort between now and the Nov. 7th elections."

The registration drive included a variety of events, including candidate forums and visits by volunteers to classes and residence halls.

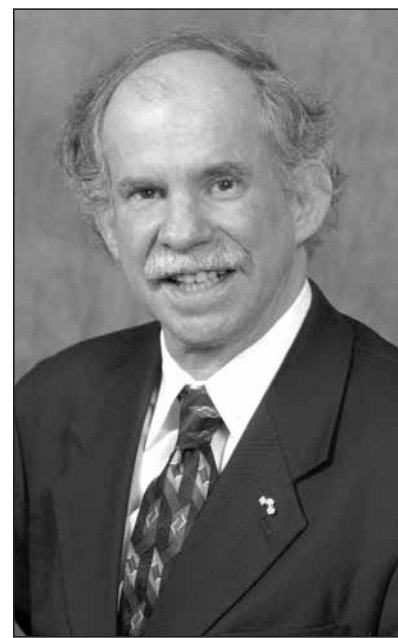
New York State Conference – American Association of University Professors

NEW YORK Academe

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From the President's Desk:

By Stephen Z. Goldberg, Adelphi University



This is a time of change for the New York Conference of the AAUP. It is time for us to welcome our newly appointed executive director, Tom Policano of the Rochester Institute of Technology.

Members of the search committee met with Tom at our meeting at Daemen College and were impressed by his accomplishments at his local chapter, his enthusiasm, and his technical skills. We are glad that Tom will be joining with the elected leadership of the conference to help us provide the best services we can to our membership.

I have, on every possible occasion, expressed my thanks to our outgoing executive director, Jeanine Plottel, Professor Emerita at Hunter College of CUNY, for her outstanding service to the New York State Conference. Jeanine officially stepped down from her position at the beginning of 2006 but stayed on as a volunteer while we sought a successor. We were all disappointed when Jeanine informed us of her desire to step down from the executive director's position but her willingness to remain in the position during the search for a successor was a comfort to us. None of us anticipated that she would remain a volunteer executive director for a year.

So here, for the final time in formal print, I wish to thank Jeanine for the incredible job she has done over the past several years as our executive director. Her intelligence and skills have been of value to all of us who have worked with her, and I am sure they have been equally valuable to all of our members who have contacted her.

Although Jeanine is now truly stepping down from the executive director's position I know that she will be working with Tom to insure a smooth transition, and that we can continue to count on her to bring her experience and knowledge to the work of the Conference.

It is also time for the Conference to bid farewell to Arnold Cantor. After a long and distinguished career at Baruch College of the CUNY, Arnie, who is a professor emeritus at Baruch, has moved to Ohio. His commitment to both the Professional Staff Congress of CUNY and the New York Conference of AAUP, as demonstrated by the leadership roles he played in these organizations, marks Arnie as one of the great voices in the fight to maintain academic freedom, high academic standards, and the dignity of the faculty.

Finally, I wish to thank Marilyn Fleckenstein of Niagara University for her service as secretary of the Conference. Some time ago, Marilyn accepted an administrative position on her campus, but she continued to serve the Conference as secretary. Because of her new position and responsibilities, she will not be standing for reelection to the position of secretary in the election, which will be held at our April Conference meeting.

So what are these issues that face the Conference in the coming year? While

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New York Academe
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Staten Island, NY 10301

New York State AAUP Told That Spellings Report "Is Coming"

By Jeffrey Kraus, Wagner College

The keynote speaker at the State Conference's fall meeting, Anthony D. Wildman, warned the group that the "Spellings Commission Report," "is alive and kicking, and whether it is on the radar or not, it is coming."

Wildman, the Director of Higher Education Services for the New York State United Teachers (NYSUT) offered his analysis of the Commission of the Future of Higher Education's report, A Test of Leadership: Charting the Future of U.S. Higher Education (popularly known as the Spelling Commission Report, named for President Bush's Secretary of Education, Margaret Spellings, who empannelled the group). Wildman observed that the report, released September 19, had not received that much attention, as

the articles on the report appeared on page 20 of the New York Times and page 8 of the Washington Post.

However, notwithstanding the lack of attention paid to the report, Wildman argued that it would have a significant impact on the future of higher education if its recommendations were implemented.

Wildman suggested that the main thrust of the report was to extend the performance measures found in the "No Child Left Behind Act" to higher education. Wildman contended that much of the data that would be collected by Colleges and Universities under Spelling Commission mandates would be "totally meaningless.."

One particularly important (but misleading measure) would be "com-

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AAUP Releases New Numbers on Non-Tenure Track Faculty

In a new report, the American Association of University Professors (AAUP) provides new data to document the increasing predominance of non-tenure-track faculty in America's colleges and universities.

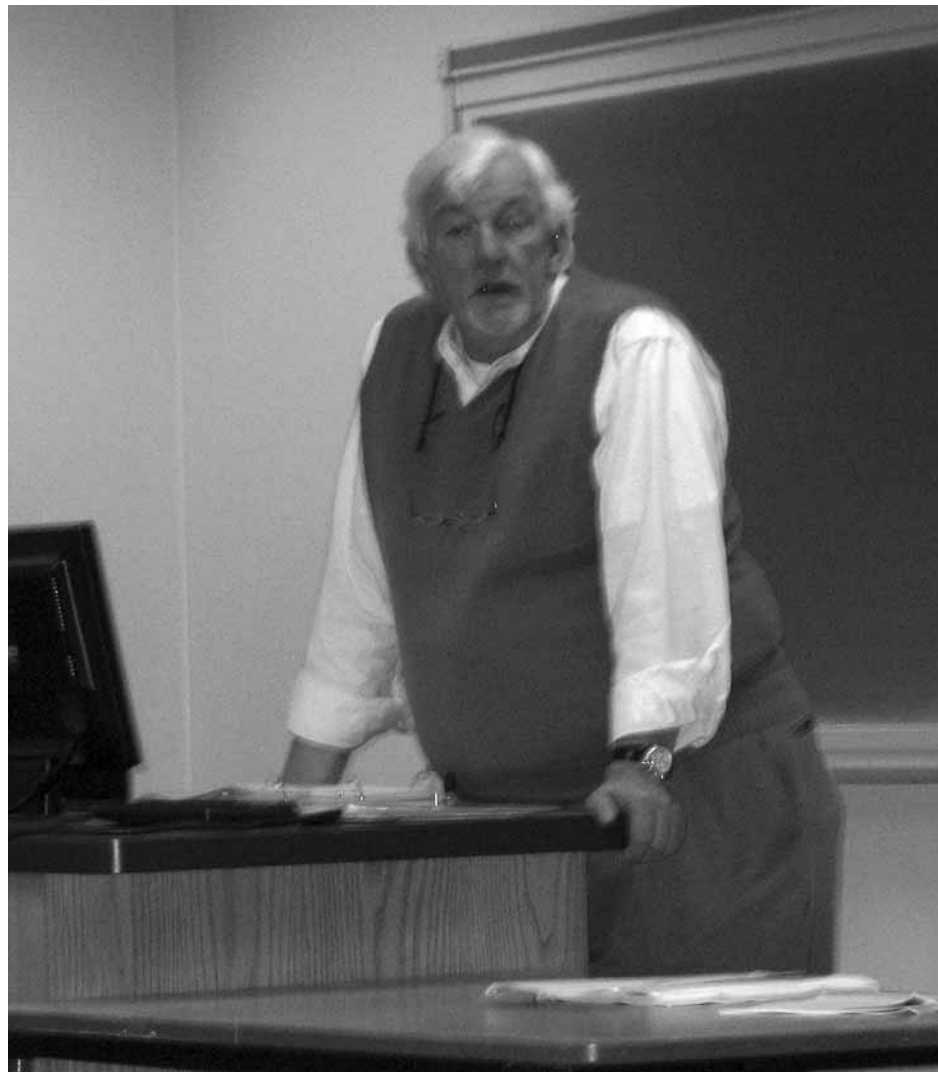
The AAUP Contingent Faculty Index 2006 provides data specific to individual college and university campuses on the number of full-time faculty with and without tenure, the number of part-time faculty, and the number of graduate student employees. Together, the categories of con-

tingent faculty—both full- and part-time faculty whose positions are not on the tenure track comprised 65 percent of all faculty in 2003, and their numbers continue to grow.

Because academic freedom for contingent faculty members is not assured, and because contingent instructors are generally not provided with the level of institutional support required to deliver a quality education, the emergence of a contingent faculty represents a fundamental change in the nature of higher education.

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New York AAUP Membership Application

To join or rejoin the American Association of University Professors, complete this application and mail it to AAUP, Post Office Box 96132, Washington, DC 20077-7020.

This is ___ a new application or ___ an application for reinstatement.

Name _____

Academic Rank and Department _____

Institution _____

Mailing Address _____

City _____ State _____ Zip _____

E-mail Address _____ Tenured: Yes ___ No ___

For someone not a member of an AAUP collective bargaining chapter, the figures below include national dues and mandatory New York State Conference dues for twelve months from the date of joining, and include paid subscriptions to *National Academe* and *New York Academe*.

Chapter dues at an institution where the AAUP does not engage in collective bargaining are extra: ask the chapter's treasurer. National dues at such an institution are tax deductible as a charitable contribution, except for \$30 attributable to *Academe* (which may be deductible as a professional expense; check with your tax consultant).

Dues in collective bargaining chapters are based on a percentage of salary. Dues in collective bargaining chapters vary by chapter and include local as well as national and State Conference dues. For deductible amounts, CB members should check with their chapter.

Dues may be paid in quarterly or monthly installments. If you have questions about any of the above, check the dues page on the national AAUP website, www.aaup.org/membership/06dueshtm, or call toll free 1-800-424-2973, x 3006.

Year 2007 Dues

- | | |
|---|---|
| <input type="checkbox"/> Full-Time.....\$160 | <input type="checkbox"/> Entrant***, Joint****, Retired..\$80 |
| <input type="checkbox"/> Associate* or Public**.....\$120 | <input type="checkbox"/> Part-Time.....\$38 |
| | <input type="checkbox"/> Graduate Student\$10 |

My check, payable to AAUP, for \$ _____ is enclosed.

Please charge \$ _____ to my ___ Master Card ___ Visa credit card

No. _____ Expiration Date _____

Date _____ Signature _____

*An institutional administrator or staff member who supports AAUP principles and programs may join as an associate member. **An AAUP supporter in the general public may become a Public Member. ***Entrant rate is extended to untenured full-time faculty members new to AAUP, for up to four years. ****If one member of a couple is a Full-Time Member, the other may enroll at the reduced rate.

Plan to Attend the AAUP 2007 Summer Institute

The University of Nevada at Reno (UNR) will host the 2007 Summer Institute. This year's institute will take place from July 19 to July 22.

Nestled on the eastern slope of the Sierra Nevada range, about 35 miles northeast of Lake Tahoe, UNR was the state's first institution of higher education. Founded in 1874 in Elko and relocated to Reno in 1887, the University remained the state's only institution of higher education for 75 years. Morrill Hall, the first building on the Reno Campus, is still in use today.

The campus has grown from a small cluster of buildings surrounding a central quadrangle (modeled after Thomas Jefferson's design for the University of Virginia), to a 250-acre site just north of downtown Reno. UNR is one of eight institutions of higher education governed by the Nevada System of Higher Education.

UNR's student enrollment is more than 16,000, including about 3,200 graduate students and providing a broad range of programs and degree options ranging from baccalaureate degrees in more than 75 disciplines to more than 100 graduate-degree programs at the master's and doctoral level.

The Reno-Tahoe and northern Nevada region is a vibrant home for about 350,000 people, with an annual growth of 2.5 to 3 percent.

Rated by national publications as a Top-10 location for businesses, and as a community with a high quality of life by such outlets as Forbes, Dun and Bradstreet, and Time magazine, the area supports many outdoor recreational opportunities and cultural outlets.

Reno is the home to both philharmonic and chamber orchestras, numerous arts and cultural festivals, first-class museums featuring the visual arts and vintage automobiles, and a variety of stage shows and concerts each year.

The University of Nevada maintains a broad range of program collaborations and affiliations with city, state, federal and private entities, reflecting its mission as a land-grant university and its mandate to meet the teaching, research and service needs of Nevadans.

Registration

The Summer Institute will begin Thursday Afternoon July 19th and concludes Sunday Morning, July 22nd. Registration will open in mid April with conference information being added to the national AAUP website (www.aaup.org) as it

becomes available.

Your registration provides: three nights dorm lodging (Thursday Afternoon through Sunday Morning); two and one half days of electrifying workshops and seminars; opening reception and welcoming dinner; breakfast and lunch on Friday and Saturday; Friday Night Hospitality Reception; Sunday Breakfast and a Spectacular Closing Program.

Lodging

This year, attendees will be housed in Canada Hall which is reserved for upperclassmen who have lived in the halls for at least one year. The suite-styled living allows residents to live in an apartment setting.

This five story unit has independent air/heat in each bedroom and living room, laundry and vending facilities and high speed dedicated computer connection. The bedrooms and living rooms are fully carpeted.

Each apartment has its own kitchen with a full-sized refrigerator/freezer, garbage disposal, cooktop and microwave. Floor plans vary and may be viewed at <http://www.reslife.unr.edu/canada-hall.html>.

Hotel Upgrade

Attendees have the option to upgrade to University Inn Hotel for an additional fee. Originally designed as a dorm, University Inn is located approximately two blocks from Canada Hall and one block from the dining hall. University Inn is the home of Café Ten-O-One.

The onsite restaurant is opened for breakfast from 6:45 – 8:30am, Continental 8:30 – 9:00am and lunch 11:30am – 1:15pm daily. Additional information is available at www.unr.edu/uinn.

SI Excursion

What are the Summer Institute coordinators planning? A trip to Lake Tahoe, the historic mining town of Virginia City, the state capital of Carson City? Full details will be announced at a later date!!

Free Time

The Summer Institute Attendees will have an evening to explore and enjoy the sights and lights of Reno. UNR is within walking distance to downtown Reno and there's free bus service available until late evening.

Ground Transportation

Shuttle service is available from the airport to the dorm or the hotel for \$4.

For more information on the Summer Institute, check the AAUP website at www.aaup.org.

Recommend Institutional Regulation on Part-Time Faculty Appointment

The following text was adopted as policy by the AAUP Council on November 19, 2006.

It is an addition to the AAUP's Recommended Institutional Regulations on Academic Freedom and Tenure.

Part-Time Faculty Appointments

a. The terms and conditions of every appointment to a part-time non-tenured faculty position will be stated in writing, including the length of service.

A copy of the appointment document will be provided to the part-time faculty member.

b. In a case of dismissal before the end of the period of appointment, the administration will set forth cause for the action and the faculty member will have the right to a hearing before a faculty committee.

c. In a case of non-reappointment, if a part-time faculty member establishes a prima facie case, to the satisfaction of a duly constituted faculty committee, that considerations violating academic freedom or of governing policies against improper discrimination significantly contributed to his or her non-retention, it is incumbent on those who made the decision to come forward with evidence in support of that decision.

d. After having been reappointed beyond an initial term, a part-time faculty member who is subsequently notified of nonreappointment will be advised upon request of the reasons that contributed to the decision.

Upon the faculty member's further request, the reasons will be confirmed in writing. The faculty member will be afforded opportunity for review of the decision by a faculty committee.

e. For part-time faculty members who have served for three or more terms within a span of three years, the following additional protections of due process apply:

1. Written notice of reappointment or nonreappointment will be issued no later than one month before the end of the existing appointment.

If the notice of reappointment is to be conditioned, for example, on sufficiency of student enrollment or on financial considerations, the specific conditions will be stated with the issuance of the notice.

2. If the faculty member notified of nonreappointment alleges that the decision was based significantly on considerations violating academic freedom or governing policies against improper discrimination, the allegation will be subject to review in the manner set forth in Regulation 10.

3. When the part-time faculty member is denied reappointment to an available assignment (one with substantially identical responsibilities

assigned to another part-time faculty member with less service), if the non-reappointed faculty member alleges that the decision was based on inadequate consideration, the allegation will be subject to review by a faculty body.

If this body, while not providing judgment on the merits of the decision, finds that the consideration has been inadequate in any substantial respects, it will remand the matter for further consideration accordingly.

f. Prior to consideration of reappointment beyond a seventh year, part-time faculty members who have taught at least 12 courses or six terms within those seven years shall be provided a comprehensive review with a view toward (1) appointment with part-time tenure where such exists, (2) appointment with part-time continuing service, or (3) nonreappointment.

Those appointed with tenure shall be afforded the same procedural safeguards as full-time tenured faculty.

Those offered additional appointment without tenure shall have continuing appointments and shall not be replaced by part-time appointees with less service who are assigned substantially identical responsibilities without having been afforded the procedural safeguards associated with dismissal as set forth above in section (b).

Endnotes

1. This regulation does not apply to faculty members with reduced loads who are tenured or probationary for tenure and who have the protections of due process that are provided in Regulations 2, 4, 5, 6, 7 and 8. It does apply to all other faculty members whose appointments are less than full-time, whatever their rank or title and whether they are paid on a pro rata, a per course, or any other basis.

2. As stated in Regulation 5 (a), "Adequate cause for a dismissal will be related, directly and substantially, to the fitness of faculty members in their professional capacities as teachers or researchers.

Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens."

3. See Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments (Policy Documents and Reports, 16-21), especially the following passages:

It is easier to state what the standard "adequate consideration" does not mean than to specify in detail what it does. It does not mean that the review committee should substitute its own judgment for that of members of the department on the merits of whether the candidate

should be reappointed or given tenure. The conscientious judgment of the candidate's departmental colleagues must prevail if the invaluable tradition of departmental autonomy in professional judgments is to prevail.

The term "adequate consideration" refers essentially to procedural rather than to substantive issues:

Was the decision conscientiously arrived at?

Was all available evidence bearing on the relevant performance on the candidate sought out and considered?

Was there adequate deliberation by the department over the import of

the evidence in the light of the relevant standards?

Were irrelevant and improper standards excluded from consideration? Was the decision a bona fide exercise of professional academic judgment?

These are the kinds of questions suggested by the standard "adequate consideration."

If in applying this standard, the review committee concludes that adequate consideration was not given, its appropriate response should be to recommend to the department that it assess the merits once again, this time remedying the inadequacies of its prior consideration.

Call for Nominations for AAUP New York State Officers

President Stephen Z. Goldberg has established a nominating committee that will present candidates for the following offices to the membership at the Spring meeting that will be held April 13-14, 2007:

- **Treasurer**, currently Pat Cihon (Law and Public Policy, Syracuse University)

- **Secretary**, currently Marilyn Fleckenstein (Philosophy, Niagara University)

- **The two-large seats on the Executive Committee** that are currently held by Phil Gray (Sociology, D'Youville College) and John P. Schmidt (Labor Management, SUNY-Stony Brook)

The committee is chaired by Francis Higman (Mathematics emeritus, Niagara University), the immediate past President of the State Conference. The other members of the Committee are Patricia W. Bentley (Library, SUNY-Plattsburgh), Eileen Burchell (French, Marymount College) and Estelle Gellman (Counseling, Research, Special Education and Rehabilitation, Hofstra University).

Prospective candidates and members who have suggestions for potential candidates should contact the Committee Chair: fhigman@aol.com.

11,000 New Voters on SUNY Campuses

The SUNY Voter Empowerment Challenge registered more than 11,000 students to vote in the November 2006 election.

"We think it's great that these thousands of students are now able to take the future into their own hands and help determine who our elected leaders will be," said William Scheuerman, president of United University Professions (UUP). "As registered voters, they have gained the power to mold the future of their communities and our nation."

UUP -- the union representing 32,000 academic and professional faculty on SUNY's state-operated campuses -- joined with the New York Public Interest Research Group (NYPIRG), New York State United Teachers (NYSUT), the SUNY Student Assembly and Rock the Vote! in the SUNY Voter Empowerment Challenge, a five-week, nonpartisan voter-registration drive involving all 64 SUNY campuses.

Each campus competed to register the most students to vote. The University at Albany led the way, registering more than 2,500 students. SUNY State College of Optometry in Manhattan registered the highest percentage of its students to vote, signing up nearly 35 percent of its 292 students

Several other SUNY campuses registered a significant number of students, including Buffalo State with more than 1,500, Stony Brook with nearly 1,300, and New Paltz with close to 1,200.

"Students eagerly registered to vote so they have a voice and can make a difference," said Jerome Garrett, a statewide coordinator for the SUNY Voter Empowerment Challenge and a UUP/NYSUT intern.

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New Yorkers Who Serve on the AAUP National Committees

The following New Yorkers serve on national committees:

Academic Freedom and Tenure

Andrew T. Ross (American Studies), New York University, 2009
Joan E. Bertin (Public Health), Columbia University, consultant, 2007

Academic Professionals

Thomas E. Matthews (Higher Education), SUNY-Geneseo, chair, 2008
Iris Delutro (Labor Education and Advancement Program), Queens College, CUNY, 2007

Stephen Leberstein (History), City College, CUNY, 2009

College and University Governance

Lenore A. Beaky (English), LaGuardia Community College, CUNY, 2007
Maurice Isserman (History), Hamilton College, 2009

Community Colleges

Anne Friedman (Special Education), Borough of Manhattan Community College, CUNY, 2009

Contingent Faculty and the Profession

Patrick J. Cihon (Law and Public Policy), Syracuse University, 2007

Economic Status of the Profession

Steven London (Political Science), Brooklyn College, CUNY, 2009
Richard Romano (Economics), Broome Community College, SUNY, 2009
Ronald G. Ehrenberg (Labor Economics), Cornell University, consultant, 2008

Government Relations

Patricia W. Bentley (Library and Women's Studies), SUNY-Plattsburgh, 2009
Cecelia McCall (Communications), Baruch College, CUNY, 2008
Ellen W. Schrecker (History), Yeshiva University, 2009

Professional Ethics

Frank M. Kirkland (Philosophy), Hunter College, CUNY, 2009
Stephen Unger (Computer Science), Columbia University, 2007

Retirement

David S. Linton (Communication Arts), Marymount Manhattan College, 2007
Ronald G. Ehrenberg (Labor Economics), Cornell University, consultant, 2008

Sexual Diversity and Gender Identity

Jeanne Laurel (English), Niagara University, 2009
Joan Tronto (Political Science), Hunter College, CUNY, 2009

Women in the Academic Profession

Muriel Poston (Biology), Skidmore College, Consultant, 2007

Inter-Organizational Relationships

Estelle S. Gellman (Educational Psychology), Hofstra University, 2007

Membership

Estelle S. Gellman (Educational Psychology), Hofstra University, 2007, chair

Panel on Chapter and Conference Sanctions

Simeen Sattar (Chemistry), Bard College, 2008

Academic Freedom Fund Board

S. Jay Levy, Chappaqua, New York, 2007

Legal Defense Fund Board

Paulette M. Caldwell (Law), New York University, 2009

Academe Advisory Board

Ellen W. Schrecker (History), Yeshiva University, 2007

Litigation Committee

Cynthia Estlund (Law), New York University
Deborah C. Malamud (Law), New York University
Steven H. Shiffrin (Law), Cornell University

A Message from Executive Director Tom Policano

I am honored to serve as the new executive director for the NYS Conference of AAUP. Jeanine Plottel has stepped down and will be a hard act to follow.

Thank you Jeanine for your leadership and dedication in promoting and defending the principles of AAUP.

A concern of the search committee about my selection is the fact that I remain faculty at Rochester Institute of Technology where I have been employed for 30 years.

This is the first time this position is to be held by an active faculty member and it is my opinion that this will be an advantage to the NYS Conference. As an active faculty member, I will be directly connected with the issues facing college faculty and also have access to the extensive resources of the Institute that I have come to know so well and more importantly the good council of my colleagues.

While I come to this position with several big ideas, I plan to first connect with the NYS chapters to ascertain your needs and feedback as to how the state conference can better serve you. Having said that, I have been president of the RIT Chapter of AAUP for the last two years and in that capacity I have come to recognize that organization, communication, participation, and follow through are requisite for faculty to have a real voice in campus governance.

The RIT Chapter is an advocacy chapter of AAUP so I am relatively inexperienced with the challenges facing the collective bargaining chapters in NYS. I especially invite these chapters to get in touch with me early on about their needs.

Organization and communication work hand in hand. An organized conference is one that communicates the concerns and needs of NYS faculty in real time. The notion of in real time here is a big idea. I believe that simultaneous communications of issues within the chapters and across the state will better inform, build support, and best of all access talent, experience, and effective strategies in the moments that they are needed so that faculty can become proactive instead of reactive in the governance of their institutions and in defense of the principles of academic freedom that is the foundation of AAUP.

This at first would appear to be a momentous task. At RIT, we have been experimenting with a real time communications strategy that we call the RIT Virtual Town Meeting and it is having an important and positive result in a relatively short time. I look forward to having the opportunity to discuss in detail how a virtual town meeting works on a chapter level as I solicit support for the idea of expanding the notion to serve the entire conference.

The toughest requisite is participation. I believe that in order for faculty to be actively involved in the real issues that concern them they need an anonymous and secure vehicle for expressing themselves.

What I have seen and hear most is that, faculty are afraid to be on record for the real fear of recrimination and retaliation. Faculty will participate if they trust their representatives and the vehicle used assures qualified, anonymous, and secure faculty input.

The important word here is trust. In order to earn trust we must follow through with what we start.

Put it all together and maybe just maybe NYS AAUP can be for the faculty of NYS what they so desperately want – a trusted resource for enabling meaningful faculty participation in the governance of the Academe and the safeguarding of the principles of Academic Freedom that seem all too often to take second place these days to the business of education.

The AAUP's Chapter Service Program

The Conference, in collaboration with national AAUP, can provide these services to AAUP chapters, or to those organizing or strengthening a chapter:

■ Review of a faculty handbook to determine agreement with national AAUP standards

■ Training and assistance in advocacy for and counseling of faculty grievants

■ Support for collective bargaining

■ Help in the drawing up of guidelines for the handling of charges of sexual harassment or other misconduct

■ Counsel in the evaluation of current administrators and potential administrative appointees

■ Comprehensive analysis of institutional finances

■ Assistance in obtaining official audits or IRS 990 forms for your college or university

■ Comprehensive analysis of institutional finances

■ Analysis of growth in the number of administrators and comparisons of administrative spending behavior with that of peer institutions

■ Arranging regional meetings between chapters, or between chapters with similar special problems

■ Speakers and consultants on a wide range of issues

■ Production of radio spots

AAUP Faculty Gender Equality Indications Report Has Been Released

The American Association of University Professors (AAUP) has issued a new report: AAUP Faculty Gender Equity Indicators 2006. The report provides data on four specific measures of gender equity for faculty at over 1,400 colleges and universities across the country.

The individual campus listings included in the report will serve to promote discussion of faculty gender equity at the local level, where the success of existing strategies to improve the situation of women academics can best be evaluated. In this way, the AAUP hopes to move discussions about the full participation of women as faculty from the realm of abstract goals into concrete actions for improvement.

This report is the latest in a series of AAUP initiatives aimed at improving the status of women faculty, dating from the formation of AAUP's Committee W on the Status of Women in College and University Faculties in 1918. Over the intervening decades there has been considerable progress—yet equity remains elusive.

Thirty-four years after Congress passed Title IX in 1972, prohibiting sex discrimination in education, women earned more than half of all graduate degrees awarded in 2004.

Yet, among other findings, the AAUP report indicates that women occupied about 9 percent of full professor positions at four-year colleges and universities in 1972, and were still only 24 percent of all full professors in 2003.

The four indicators compared in the report for men and women faculty are employment status (full- and part-time); tenure status for full-time faculty; promotion to full professor rank; and average salary for full-time faculty.

The report consists of three sections: an article on “Organizing Around Gender Equity;” authored jointly by Professor Martha S. West of the University of California, Davis and John W. Curtis, AAUP Director of Research and Public Policy; aggregate national tables for each of the four equity indicators by type of institution; and an appendix listing the four indicators for each individual college and university. Data for the report are drawn primarily from the AAUP Faculty Compensation Survey, with additional data on part-time faculty from the US Department of Education.

The full report is available on the AAUP Web site at <http://www.aaup.org/AAUP/pubsres/research/genecq2006>.

United University Professors: Privatizing Would Devastate the SUNY-Operated Hospitals

Warning that New York state cannot abandon its obligation to provide health care for the disadvantaged and uninsured, the president of the union representing SUNY faculty urged state lawmakers to reject the recommendations contained in the Berger Commission report which would potentially force the three State University hospitals and their affiliated medical schools to close.

The report, from a Commission empanelled by Governor George Pataki to study health care delivery in the state, calls for the closure of nine hospitals statewide and the reorganization of service delivery at many others that could result in mergers or additional closures.

The legislature may vote to reject all the Commission's recommendations, or else they will take effect by the end of 2007.

“These hospitals provide a lifeline for their communities, offering services many may not otherwise have access to,” said William E. Scheuerman, President of United University Professions.

Testifying before the state Senate Health Committee in Albany on December 1, Scheuerman took issue with the report's call for a study on privatizing the three public teaching hospitals. “If privatized, it is likely that many of the more expensive and unique of these critical services provided would be cut back, or, more likely, completely abolished,” he said.

Scheuerman said privatization would affect SUNY's teaching hospitals in Brooklyn, Syracuse and Stony Brook beyond the level of clinical care provided, warning that it would endanger accessible, affordable public medical education in New York state.

“If the responsibility of medical education at our teaching hospitals shifts to corporations, access would suffer as concern about a healthy bottom line, rather than healthy citizens, becomes the main priority,” Scheuerman told the committee. “The potential exists that these institutions, highly dependent on the state, would be forced to close their doors.”

Scheuerman said lawmakers must reject the commission's recommendations and follow up with a rational, open discussion of the health care needs of all New Yorkers.

Scheuerman also said the recommendation for a potential merger between Crouse and Upstate Medical in Syracuse has not been fully analyzed. “The health care, financial and legal issues associated with such a merger have not been fully defined or resolved, and the consequences of a judgment so important to that community can be severe. If implemented, it cannot be corrected in the future.”

Additionally, he said the commission's report failed to address a decline in financial support from affiliated hospitals for Buffalo Health Science Center's teaching mission.

Marymount Faculty in Limbo

The Marymount/Fordham faculty ratified a final Contract in October which guarantees employment through '06-'07 with a 3% increase and two months of severance.

The Agreement did not secure a guarantee of continued employment beyond the closing on May 31, 2007, which had been a major goal of the negotiations.

At this point we are continuing to urge Fordham to fulfill its moral obligation, in accord with the AAUP principles to which it ascribes, to make a good faith effort to find “suitable positions” for as many tenured faculty as possible.

There is evidence that they are attempting to do this; apprehension on the part of the faculty that they might not. Our Dean, Gerard Reedy, SJ, has been quite active as facilitator in the process of matching “suitable faculty” with “suitable positions.”

We will not know how successful this process has been until next year sometime before the fall schedules are set. Hence, we are in a sort of limbo, such as Dante describes, but which is no longer, I have been told, theologically fashionable.

New Redbook is Available

The AAUP's Policy Documents and Reports (widely known as the Redbook because of the color of its cover) presents a comprehensive range of policies, in some instances formulated in cooperation with other organizations.

The tenth edition, just published, includes basic statements on academic freedom, tenure, and due process; academic governance; professional ethics; research and teaching; distance education; intellectual property; discrimination; collective bargaining; accreditation; and students' rights and freedoms.

Among the new documents not found in previous editions are statements on academic freedom and electronic communications; background checks preceding faculty appointments; contingent faculty appointments and the academic profession; corporate funding of academic research; and family responsibilities and academic work.

Ordering Information

AAUP members can purchase one copy each at a discounted price of \$20.

To get the discount, you must have a special discount code, which members can obtain from the AAUP by e-mail.

Nonmember and additional copies are \$30 each.

Shipping within the U.S. is \$5 for the first book and \$1 for each additional.

To order your copy, call Johns Hopkins University Press at (800) 537-5487 or visit the press Web site at www.press.jhu.edu.

You will need the following information. ISBN number: 0-9649548-3-4 Author: AAUP Title: Policy Documents and Reports, 10th ed. 2006. JHU Press accepts Visa, MasterCard, American Express, and Discover credit cards.

AAUP: Not From the AAUP!

The AAUP has learned that an e-mail message entitled "Deadly harvest: The Lebanese fields sown with cluster bombs" is circulating with the name of the American Association of University Professors appearing at the top.

This e-mail is not from the AAUP, nor is it endorsed by the AAUP.

AAUP: The AAUP Welcomes Nicole Byrd

The AAUP has announced that Nicole Byrd has joined the national office staff as government relations associate. Byrd holds an MA in international affairs from American University.

She comes to AAUP from the Center for Democracy and Election Management at AU, where she served as a staff person for the Carter-Baker Commission on Federal Election Reform.

She had previously worked at the Campaign for America's Future, and recently on the AAUP "Professors at the Polls" project.

Nicole's primary duties will be to track legislation and government regulations at both the federal and state levels and to establish regular communications on government relations with AAUP members, chapters, and state conferences.

2007 National Election Candidates

In accordance with AAUP's Election Bylaws, candidates for AAUP office may be nominated by the Nominating Committee or by petition.

The candidates for AAUP office are listed below by office in alphabetical order. Those nominated by the Nominating Committee are designated by an asterisk (*) next to their names.

Those candidates nominated by petition are designated by a hash-mark (#) next to their names.

Nominations by petition shall comply with the provisions of Article V, Section 3, of the Constitution and District VIII:

***Patricia Bentley** (SUNY-Plattsburgh)

***Lionel Lewis** (SUNY-Buffalo)

Academic Retirees-in-Training, It's Wake-up Time

By *Martin L. Kaplan, Chair New York State Conference Retirees Committee*

Don't look now but your current as well as your future retirement health benefits are slipping away. Basic retiree priorities: health care, prescription drugs, pensions, in and out of academe, have become the issues of the day.

In case you are thinking about retirement, and you think that health benefits should be a low priority in your professional career, think again!

The results of a preliminary survey of our State's AAUP Chapters offer some findings that should shake you up a little.

Thirteen institutions responded to our survey, and here are some worrisome statistics:

Health benefits are not provided to retirees at 27 percent of the responding institutions;

Spouses of retirees are not covered by 31 percent of the responding institutions;

None of the responding institutions provide the spouses of deceased retirees with health benefits;

Prescription drug benefits are not available at 8 percent of the responding institutions;

One institution (of the 13 responding) pays the retirees' and spouse's share of prescription drug costs.

Where does your institution stand? What will be the status of your health benefits when you move from retiree-in-training to graduate retiree? One thing is clear. Retirement benefits are being eroded. If you, as a future retiree, expect to carry your current level of health benefits into retirement – forget about it! You will have to begin fighting for those benefits now, or begin to initiate other options. Increasingly, the private industrial sector of our economy is slowly reducing or obliterating sponsored health coverage for employees.

Can academe's retirees be far behind? Will College and University administrations follow industry's trend? At best, you may find yourself faced with significant cost-sharing. If you plan to retire before you are Medicare eligible (age 65), you may find yourself paying the entire premium for your health benefits.

It seems clear that you will not be getting the benefits available even a few years ago when your predecessor retirees-in-training retired.

CASES-IN-POINT

With respect to industry, a recent study by Watson Wyatt Worldwide, a global human capital consulting firm, determined that a majority of employers are planning to curtail their retiree medical plans for current and future retirees over the next five years.

In a survey of 163 companies "only 5 percent do not expect to place additional restrictions for future retirees in the next five years....14 percent plan to eliminate benefits entirely for future post-65 retirees and 6 percent plan to eliminate it for their current post-65 retirees...24% intend to tighten eligibility for future retirees and 10 percent expect to place a lower cap on their employer contributions."

With respect to academe, Boston College, in a letter to full-time employees in 2005 stated, "beginning January 1, 2006, the University will contribute 50 percent of the

monthly premium cost of post-65-retiree medical coverage for both retirees and spouses.

Since 1966, Boston College has paid 100 percent of the premium for retirees and 50 percent for their spouses. The change will not affect current retirees whose benefits will remain the same."

TIAA-CREF, in a 2005 report, reported that "60 percent of faculty expect to receive health insurance in retirement from their employer. Among these respondents, 40 percent expect that their benefits will be paid for by their employer; 32 percent expect to share the cost, and 8 percent are uncertain who will pay. One-third of the faculty do not expect to receive health insurance, and the remaining 8 percent do not know."

One final note. As TIAA-CREF has headlined in a recent magazine ad, "THERE IS A BIG DIFFERENCE BETWEEN NOT WANTING TO RETIRE AND NOT BEING ABLE TO."

This is a situation being faced by faculty at institutions in which post-retiree health benefits are being reduced. "Do I stay on to protect my family or do I look for other options to pay for health benefits?" This conundrum has impacted higher education's attempts to replace faculty who are contemplating retirement but are unable to do so. I am afraid that this is a growing trend among colleges and universities nationwide.

To add an additional component of the problem, I will paraphrase some of the statements from Paul Lim's article in the March 20, 2006 issue of U.S. News and World Report. A couple who are 65 today will need an extra \$200,000 to pay for basic medical expenses needed throughout retirement.

According to Fidelity Investments, if you are covered by an employer-sponsored retiree health plan, you might not need to worry as much. But, many retirees, including academics, may not be covered by employer-sponsored health insurance when they retire.

In 2004, the Kaiser Family Foundation and Hewitt Associates found that the proportion of larger employers that provide health benefits to retirees had fallen from two-thirds in the late 1980s to around one-third. Every year more and more firms are eliminating retiree medical coverage.

Last year (2005), one in eight large companies stopped offering subsidized health benefits for future retirees. Can higher education be far behind.

In summation, three questions stand out:

1. What health benefits are available to you currently and to faculty contemplating retirement at your institution?

2. With the burden of health care costs falling increasingly on you as a retiree-in-training, what can you do and what should you do about it?

3. What can your AAUP Chapter do about protecting its members from the onslaught of higher education administrations on the health benefits of its faculty and retirees?

Take it from a graduate retiree, you are a retiree-in-training. Think about it.

Save the Date

The spring meeting of the State Conference will take place April 13-14, 2007 in the New York metropolitan area.

More details will be available in the next issue of New York Academe and on our website: www.nysc-aaup.org

AAUP Responds to the Spellings Commission Accreditation

The Committee on Accreditation of the American Association of University Professors has reviewed the September 2006 prepublication release of the Secretary of Education's Commission on the Future of Higher Education report, A Test of Leadership: Charting the Future of U.S. Higher Education.

The committee endorses the report's emphasis on the quality of the educational experience for our students and applauds the report's call for increased affordability and accessibility in higher education. Innovation in educational programs and curricula is an important means to educational excellence.

The committee regrets, however, that the report focuses its discussion of educational innovation on distance education technologies, while many important forms of pedagogical and curricular creativity are not considered, including pedagogical innovations in the classroom; the integration of new technological tools with classroom and campus activities; the use of increasingly sophisticated community-based learning experiences and educational exchanges such as apprenticeships, service learning, and study abroad opportunities.

In the discussion of accountability with special reference to accreditation, serious concerns arise. Here the committee observes that had the com-

mission included more members of the faculty among its ranks, and in its discussions, a more sophisticated and nuanced evaluation of our higher education system would have resulted.

The Committee on Accreditation offers, with this in mind, the following comments based on its extensive experience with a broad range of accreditation issues, and with monitoring the activities of accrediting bodies.

It does so in keeping with its mission to enhance the quality of higher education by advocating for the inclusion of AAUP principles on academic freedom, collegial governance, and fair assessment measures in accreditation standards:

With respect to standards of quality assurance, the report fails to acknowledge those already included in existing accreditation measures, factors such as the quality of the faculty, their professional credentials, and the intensive review process faculty undergo as part of the current accreditation process.

Tremendous strides have been made by institutions and their faculty in indexing outcomes when measuring performance.

The report does not recognize performance assessment programs such as the Academic Quality Improvement Program (AQIP) of the Higher Learning Commission, and

the Quality Enhancement Plan (QEP) of the Southern Association of Colleges and Schools.

A significant strength of the system of higher education in the United States is its diversity of institutions and academic missions. Colleges and universities advance their missions through a variety of academic programs requiring different standards.

The imposition of a single set of criteria for excellence on all institutions, implicit within the Commission's findings, would be to the detriment of this rich tradition of academic diversity.

Current accreditation standards have, for a number of years, required an examination of outcomes.

Contrary to the report's conclusions concerning accreditation standards, vital institutional factors, such as the environment for learning, the climate for academic freedom, faculty participation in professional organizations and community service, and opportunities for student participation in research, constitute current standards for assessment and accreditation.

Professional training, as the report maintains, is an important mission of higher education. Yet other goals are equally important: providing an educated citizenry, supporting research to advance human knowledge, and offering enriching opportunities for per-

sonal and intellectual development.

Any implementation of accountability standards must consider these broader goals. If the outcomes assessed are limited to the acquisition of workplace skills, accreditors run the risk of devaluing the distinctive mission of higher education in the United States.

The report establishes an irreconcilable conflict between the need for increased graduation rates and increased access to higher education.

It does not take into account the demographic changes which would result from the additional number of part-time students who would be unable to graduate within a four-year period.

The Commission on Higher Education report has already occasioned comment by the AAUP, and throughout the higher education community.

Secretary of Education Spellings's September 22 announcement of "immediate plans to address the issues of: accessibility, affordability and accountability raised by the commission" deepens our concerns that ill-conceived measures may be implemented administratively.

The AAUP stands ready, as it has for over ninety years, to provide assistance to bring about meaningful and workable changes in higher education.

Report of the Committee on Chapters, Members and Dues, and the Executive Director Search Committee

The following is the written report of the Committee that was submitted at the Fall Conference meeting. New York academe will print written committee reports in subsequent issues. October 27, 2006

Committee Members

Kathleen Maurer Smith, Molloy College (2006-08), Chair

Ellen Banks, Daemen College (2006-08)

Philip Gray, D'Youville College (2005-07)

David Linton, Marymount Manhattan College (2006-08)

John Schmitt, SUNY Stony Brook (2005-07)

New York State Conference Membership

The most recent membership information was received from Amy James of the AAUP National Office. The figures showed that the NYSC has 4,476 members at 127 individual institutions in the public and independent sectors throughout New York

State. Included in this total are a small number of additional members without affiliation

New York State Conference Chapters

The following list includes institutions in the NYSC that have formally constituted AAUP Chapters according to the National Office:

Adelphi University; American University of Beirut; Bard College; Colgate University; College of Mount St. Vincent; College of St. Rose; CUNY-Professional Staff Congress; Daemen College; D'Youville College; Fordham University; Hamilton College; Hobart and William Smith Colleges; Hofstra University;

LeMoyne College; Long Island University-A&M Schwartz College of Pharmacy; Manhattan College; Manhattanville College; Marist College; Marymount College of Fordham University; Marymount Manhattan College; Medaille College; Mercy College; Metropolitan College of New York; Molloy

College; New York University; Niagara University/NULTA; New York Institute of Technology; Rensselaer Polytechnic Institute; Rochester Institute of Technology; Skidmore College; St. Bonaventure College; St. Francis College; St. John's University; Syracuse University; The Sage Colleges; University of Rochester; Utica College of Syracuse University; UUP-United University Professions; Wells College, and Yeshiva University.

When this list was cross-referenced with the list of Chapters on the NYSC website, several discrepancies were noticed.

Listed on the national list but not on the NYSC website: American University of Beirut, Manhattanville faculty Alliance, Skidmore College, and the Sage Colleges.

In addition, the following chapters appear on the NYSC website in their list of chapters but do not appear on the national list: Cazenovia, Cornell,

Hartwick, Ithaca, and St. Lawrence. (However, all of these except Hartwick do appear on the national list as affiliations of individual members.)

In addition, Columbia University and Pace University are listed on the NYSC website as having no formal AAUP chapter.

New York State Conference Collective Bargaining Chapters

Currently there are 12 NYSC chapters engaged in collective bargaining. According to the most recent information available (3/23/06), these chapters have 3,319 members and represent approximately 74% of the membership.

These chapters are (members indicated in parenthesis): A&M Schwartz College of Pharmacy/Long Island University (39); Adelphi University (201); Bard College (91); D'Youville College (75); Hofstra University (617); Marymount College of Fordham University (41); Niagara