

The President's Desk:

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nance, and diminished regard for faculty participation in hiring and budgetary planning. But perhaps most alarming of all was hearing about what Gary Rhoades described as "a culture of compliance," a generalized passivity on the part of faculty in the face of a steady onslaught on the basic principles of the academic enterprise.

To make matters worse, it seems that we are enacting our own version of the "Lifeboat Syndrome," tossing one another overboard by collaborating with administration to decide which of our present colleagues should lose their tenure or which positions get labeled as contingent, contract faculty, untenurable professors bereft of the protections and security the rest of us enjoy – at least for now.

Cary Nelson made the point succinctly when he concluded, "We are all contingent."

Lest we think that the problems are happening in other parts of the country, institutions across New York State are facing versions of these attacks and they are being abetted by governmental initiatives and even by those within our ranks who echo the popular political mantra.

A recent example of the latter can be found in a "Commentary" essay in the July 16 edition of The Chronicle of Higher Education written by Andrew Hacker, a professor at Queens College, and Claudia Dreifus, an adjunct at Columbia.

In their provocatively titled piece, "Are Colleges Worth the Price of Admission? Some Are," they claim that we are not giving good value for the price of tuition and offer nine "proposals" for improving the cost/benefit ration. The proposal they give the highest priority to is "Replace tenure with multi-year contracts."

Sadly, Dreifus and Hacker's misguided recommendations play right into the hands of those who would place higher education under complete control of those whose only guiding line is the bottom line.

Let us not lose sight of the fact that American higher education became the envy of the world during an era when tenure was stronger and shared governance was given more than lip service. We have now moved into a perilous period for our institutions and our profession. It behooves us all to resist these debilitating trends.

New Faculty Majority

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access to benefits, and fair pay it comes down to one truism as Jack Longmate another NFM Board member put it, "We can't relax and just think we are producing the number of quality students we need to compete globally." Education quality only suffers under the current paradigm; it is inevitable. But not unchallenged.

The consensus in the room was that old adage: Our faculty's working conditions are our student's working conditions, and without decent working conditions contingent faculty are not only taking on an unfair share of the economic and social burden of higher education, it is a system that cannot continue. Job security, genuine academic freedom, benefits, and access to even the list of non-monetary items in "The Plan" that add up to respect, will be needed to make the academy work long term.

Right now the NFM has collected "members from every state, the numbers are on the rise, enough to create a critical mass that will help us look viable to other education based organizations" that Williams believes will assist in helping to raise funds for research and advocacy.

For more information go to their website: <http://www.new-facultymajority.info>

Executive Director

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9:00-10:00 Completion of Conference Business

10:00-12:00 Open Forum

12:00-1:00 Lunch

The agenda details and registration information can be found on our web site (nysaaup.org). We look forward to seeing as many of you as possible at the conference.

STATE CONFERENCE NOMINEES SOUGHT FOR SPRING ELECTIONS

The State Conference of the AAUP invites nominations for this spring's conference elections. The offices that will be contested are Secretary, Treasurer and two at-large executive council members.

Individuals interesting in seeking any of the offices contact Executive Director Tom Policano at tpolicano@nysaaup.org

From the President's Desk:



by David Linton

From June 9-12, 2010, I attended the annual meeting of the national AAUP in Washington, DC. It was a stimulating as well as an alarming experience.

The stimulation derived from the opportunity to gather with hundreds of other academic employees, both professors and professional staff members, from across the country to support one another in our mutual commitment to academic freedom, protection of tenure, and shared governance.

The business meetings were coupled with a formal conference, The State of Higher Education, which included over 80 panels and workshops on topics such as academic freedom, contingent faculty, online education, faculty workload, diversity, pedagogy, and governance.

In addition to the array of thoughtful presentations, and thanks to the efficient advanced planning and scheduling by Tom Policano, Executive Director of the NYS/AAUP, the New York State delegation spent a full day visiting members of Congress.

Tom had scheduled appointments with the offices of a dozen members of the House and both New York State Senators, too many for any one of us to visit, so we divided into lobbying groups. I managed to visit with the staffs of Senator Gillibrand and Schumer and of Representatives Chris Lee, Dan Maffei, Peter King, Brian Higgins, and Bill Owens. Four of the Congress members participated in our meetings and we covered important legislative issues including the Employee Free Choice Act, the Health Care and Education Reconciliation Act, and the Keep Our Educators Working Act.

At the end of the day all of us gathered for an awards ceremony to honor New Jersey Representative Donald Payne who received the Yost Award for his many outstanding contributions to the advancement of education and other socially progressive endeavors.

But, as I mentioned, there were alarming aspects of the meeting as well. Time and again, in individual conversations, at panel presentations, in committee reports, and in the formal addresses by AAUP President Cary Nelson and Executive Director Gary Rhoades, I heard stories about sudden terminations of long-time contract professors, violations of gover-

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ASC to Hold Second New Leaders Workshop

The second AAUP New Leaders Workshop will be held Saturday, October 30, 2010 at the Courtyard by Marriott, 100 South Second Street, Louisville, Kentucky.

Sponsored by the AAUP's Assembly of State Conferences (ASC), the program will run from 9:30 AM to 5:00 PM with attendees gathering at 8:30 AM for coffee and conversation.

The workshops, which are designed to train the next generation of AAUP leaders, include "Academic Freedom Work by State Conferences & Chapters," "Government Relations: Lobbying & Statewide Coalitions," "Faculty Handbooks and Shared Governance," "Nurturing as well as Recruiting AAUP Members," "Where's the Money Being Spent?" and "Building and Maintaining a Strong State Conference." Gary Rhoades, the AAUP General Secretary, will speak at lunch on AAUP's Role in Higher Education.

Registration for the workshops costs \$20 for AAUP members and \$30 for non members. Modest financial assistance for travel available for attendees whose state conferences or chapters cannot afford to subsidize travel. Contact Eizzie Smith (esmith@aaup.org) for scholarship information or for registration information.

The registration deadline is September 30, 2010.

NYS AAUP Conference Set for Siena College

The Fall 2010 NYS AAUP Conference will be held at Siena College, 515 Loudon Road, Loudonville, New York 12211 on October 22-23, 2010

On Friday, October 22, an open forum (to which all are invited) will be held from 4:00 p.m. to 6:30 p.m. Topics that will be discussed at the Open Forum include a discussion of the NYS AAUP Conference Constitution & Bylaws Revisions; the new AAUP tenure, and the governance statement; how to organize an advocacy chapter and reconstituting shared governance

The banquet that evening will feature Ellen Schrecker as our keynote speaker. Ellen will be talking about her new book: The Lost Soul of Higher Education: Corporatization, the Assault on Academic Freedom, and the End of the American University.

On Saturday, the meeting will resume at 9 a.m., continuing until noon. Topics that will be discussed include The New Faculty Majority 10 year plan and bullying/mobbing as a way of pushing faculty into quitting

AAUP issues new report: "Multiple Ways to Salvation": Tenure and Teaching-Intensive Appointments

On Labor Day, the AAUP released a new report on academic labor. Tenure and Teaching-Intensive Appointments argues that institutions that employ teaching-intensive faculty should hire them and evaluate their teaching through the rigorous system of peer review known as the tenure system. As the report notes, tenure was designed as a "big tent" to unite faculty of diverse interests and professional responsibilities. It was not designed as a merit badge for research-intensive faculty or as a fence to exclude those with teaching-intensive commitments.

As E. Gordon Gee, the highest-paid university president in the United States, puts it, campus employers must preserve "multiple ways to salvation" inside the tenure system—even at research-intensive institutions.

Before 1970, as today, most full-time faculty appointments were teaching-

intensive. Nearly all full-time teaching-intensive positions were on the tenure track. Most faculty who spent most of their time teaching were also campus and professional citizens—with clear roles in shared governance and access to support for research or professional activity.

Today, campus employers have shunted the majority of teaching-intensive positions outside of the tenure system. This has in most cases meant a dramatic shift from "teaching-intensive" appointments to "teaching-only" appointments. As a result, many faculty are now barred from participation in scholarly and institutional governance activities, and have only tenuous relationships to campus and disciplinary peers.

The seismic shift from "teaching-intensive" faculty within the big tent of tenure to "teaching-only" faculty outside of it has a direct impact on student retention and achievement, as a growing body of evidence clearly demonstrates.

"American students deserve the same professionalism in their classrooms that they expect from physicians and police officers," says Marc Bousquet, co-chair of the AAUP's Committee on Contingency and the Profession, which produced the new report. "In 1970, most undergraduates took nearly all of their classes from tenure-eligible faculty, most with terminal degrees in their fields. This fall, however, at many institutions, a first-year student is more likely to drop out than ever to meet a tenure-track professor."

The boom in non-tenure-track—and often "part-time"—faculty jobs puts faculty, like many other American workers, in an increasingly insecure and precarious position. "The public should be outraged by the deplorable working conditions imposed on many college teachers," says Mayra Besosa, co-chair of the AAUP committee. \

"These working conditions are in violation of basic human rights articulated by the Universal Declaration of Human Rights—for example, the rights to equal pay for equal work, to just and favorable conditions of work, and to protection against unemployment."

The central question we have to face in connection with this historic change is clear: Should more classroom teaching be done by faculty supported by the rigorous peer scrutiny of the tenure system? Most of the evidence says yes, and a host of diverse voices agree.

This view brings together students, faculty, and legislators; the AAUP; and even many administrators. Campuses across the country have taken bold steps to stabilize the crumbling faculty infrastructure.

Concerned legislators and some academic administrators have joined faculty associations in calling for dramatic reductions in the reliance on contingent appointments, commonly urging a maximum of 25 percent.

The full report can be accessed from the AAUP website: AAUP.org.



Congressman Donald Payne Receives 2010 AAUP Recognition Award

On June 10, the American Association of University Professors (AAUP) awarded the Henry T. Yost Award to Congressman Donald Payne of New Jersey.

In conferring the award, the AAUP's Committee on Government Relations highlighted Representative Payne's longstanding commitment to enhancing the Pell Grant program, his important role in the reauthorization of the Higher Education Act, and especially his leadership this spring in protecting student aid programs.

AAUP president Cary Nelson commending Payne for his work on behalf of students and higher education. "Representative Payne recognizes the vital importance of a college education in today's world," stated Nelson.

As a senior member of the House Committee on Education and Labor, Congressman Payne was instrumental in passing the historic Student Aid and Fiscal Responsibility Act.

Congressman Payne with NYS AAUP President David Linton

NYS AAUP Conference Leadership

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NYS AAUP Executive Director's Report

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● **Robert Ashford** (Syracuse University) on Enhancing the Non-Judicial Protection of Academic Freedom and Tenure

● **P.E. Bullen** (Brooklyn College) on Discrimination in Hiring, Promotion, and Tenure: Subordinated Bodies

● **Judith Corbett** (Brooklyn College) on Exploring Spirituality in the Classroom

● **Daniel Auld** and **Fran Blumberg** (Fordham University) on the Relationship between Motivation, Self-Efficacy, Self-Regulation, and Preferences for Courses Delivered Traditionally or with Online Components

● **Dany Szpiro** (Cornell University) Designing and Operating an International Videoconferencing-Facilitated Graduate Program: Faculty Challenges and Benefits

● **Eileen White** (Queensborough Community College) on Tumble Into the Future: Student Engagement through Microblogging with Tumblr

● **Joanne Pierre-Louis** and **Adhiambo Okomba** (LaGuardia Community College), **Lisa Rose** and **Precious Sellars-Mulhern** (Borough of Manhattan Community College), **Cynthia Jones** and **America Trinidad** (Hostos Community College) on The Community College Odyssey: Identifying and Addressing the Obstacles for Young Women of Color

Increasing AAUP membership is forever on our agenda. At the Annual Meeting the new dues structure was approved. Beginning on January 1, 2011 dues rates will be determined by the following salary bands, based on self-reported income:

\$ 45	\$30,000 and less
\$ 60	\$30,001–\$40,000
\$ 80	\$40,001–\$50,000
\$100	\$50,001– \$60,000
\$140	\$60,001–\$70,000
\$165	\$70,001–\$80,000
\$185	\$80,001–\$100,000
\$205	\$100,001– \$120,000
\$225	More than \$120,000

On the local, state, and national levels there will be fall membership drives this year.

It is worth noting here that the

National AAUP has unraveled its book-keeping issues and this year reported cash flow operations in the black. Thank you Howard Bunsis, AAUP Secretary-Treasurer!

More and more attention is appropriately being paid to our non-tenure track cohort at the National AAUP level of the organization. In this regard I would like to share a couple slogans regarding the state of non-tenure faculty shared at the meeting:

Our approach/solution to helping "them" is like giving someone a hug that has sunburn.

Tenure is not a reward for research. A Good Teacher is a Teacher who has one job.

Our working environments are our students learning environments.

The Summer Institute held in San Diego was extremely educational. The workshops on *Faculty Advocacy: Understanding and Strengthening Faculty Handbooks and Committee A Procedures: A Primer for Chapters and Conferences* were stellar.

The *Faculty Advocacy: Understanding and Strengthening Faculty Handbooks* workshop materials covered the following topics:

- History of AAUP
- Formulation and Implementation of AAUP Principles and Procedures
- The Structure of Faculty Handbooks
- AAUP Principles in Faculty Handbooks
- Grievance and Hearing Procedures
- Cautions
- Case Studies
- The Faculty Handbook as an Enforceable Contract

The presenters; Bob Kreiser, Anita Levy, and Greg Scholtz did a tremendous job and the materials packet is invaluable. Contact them for a copy or get back to me.

A Checklist for Helping Faculty on Committee A Matters (http://nysaaup.org/library/nysaaup_comm_a_matters_checklist.htm) was shared, is included in this issue, and has been posted on our website. This is a great guideline for chapter leaders or any concerned Faculty who finds themselves in the position of helping a colleague in crisis.

The Committee A Procedures: A Primer for Chapters and Conferences was both informative and bridge building. Cooperation between State Conferences and National Committee A has to be improved. Our NYS AAUP Conference Committee A is EXCELLENT.

Communications to and from national remain weak. A huge improvement would be to share back to the conference issues coming from NYS Faculty and where appropriate allowing the state conference to be involved at least in the early stages. This year we have seen some improvement in this area and the workshop leadership allowed for an opportunity to discuss ideas for further improvements.

Although AAUP is the most prolific publisher of Academic Freedom materials, bulletins and standards, the national AAUP website is quite inadequate for document searches. I learned of two alternative search options shared here that use Google Search and JStor. To use Google Search pick the advanced search option and then under - Search within a site or domain: type in aaup.org to search the aaup.org site alone. The second tool for finding AAUP publications is to use JStor.org. Note that access to full text requires a subscription however subscriptions are free. Alternately you may access Jstor through a participating library or Institution. After logging into Jstor select the advanced search option and limit your search to a particular publication say, Academe.

Please note that our NYS AAUP Conference Fall 2010 will be held in mid-October at Siena College .

Below is a rough agenda:

- Dates: October 22-23, 2010
- Registration [Please complete our online registration (http://nysaaup.org/conference_register_fall10.htm) by September 18, 2010]
- Schedule Summary
- Friday, October 22th 1:00pm -6:30pm
1:00-4:00 Business meeting (open to NYS AAUP Leadership only)
4:00-6:30 Open Forum
7:30-10:30 Dinner Banquet - Keynote Speaker
- Saturday, October 23th 8:30am-1:00pm
8:30-9:00 Breakfast

NYS AAUP Executive Director's Report

by Tom Policano

As reported in our last issue a large part of our NYS AAUP Conference Spring 2010 involved an update report and further input the revisions to our NYS Conference Constitution. The following motion was passed:

The NYS Conference charges the Constitution Task Force to complete a second draft of the constitution in order for a vote at the fall conference based upon input from the membership at the spring meeting. The Task Force should wait for the completion of remaining issues at the national level regarding the DOL (US Department of Labor) investigation.

The main constitutional issue for our NYS AAUP Conference pertains to the organization and election of our leadership group. It is our belief that the NYS AAUP Conference is not a collective bargaining organization.

We have been waiting for a US Department of Labor ruling on this. Once we have the ruling the Constitution Amendment Committee will finalize the proposed Constitutional changes and proceed with the ratification process. The Constitution will once again be discussed at the NYS AAUP Conference Fall 2010. Subsequently the final revised Constitution will be brought to a vote of the entire NYS AAUP membership.

Look for the agenda for our NYS AAUP Conference Fall 2010 to be held at Siena College, 515 Loudon Road, Loudonville, New York 12211 on October 22-23, 2010 elsewhere in this issue of NY Academe and on nysaaup.org.

The 95th AAUP National Meeting and Conference was held June 9th-11th, 2010 in Washington, DC. The NY contingent to the meeting was strong and sixteen of our representatives participated in Capitol Hill Day on Thursday, June 10th. I would like to thank Steve London for helping me to secure our meeting time with Senator Kristen Gillibrand. We also met with Senator Charles Schumer as well as with the following Representatives; Chris Lee (new), Dan Maffei, Pete King, Louise Slaughter, Carolyn McCarthy, Tim Bishop, Brian Higgins, Michael Arcuri, Steve Israel, Bill Owens (new) and Yvette Clarke.

Our talking points were Student Aid and the Fiscal Responsibility Act of 2010, the Employee Free Choice Act and labor reform, Access and Quality in Higher Education, and the Keep Our Educators Working Act. For our NY Contingent the speaking out against the privatization of the SUNY schools was a key issue. Ironically Senator Kristen Gillibrand had only the day before had meet with the Presidents of NYS Institutes and announced her support for this initiative.

The theme of the Annual Conference this year was The State of Higher Education. On Wednesday Jeffrey Baker and I presented a session on Separating Adjunct Fact from Fiction. We took the opportunity to discuss efforts on behalf of non-tenure track faculty taken at Rochester Institute of Technology. Many other New Yorkers presented thoughtful and stimulating sessions including:

- **Hamad Ghazle** (Rochester Institute of Technology) on Academic Senates and Governance
- **Carol Smith** (CUNY) and **Ellen Schrecker** (Yeshiva University) on Faculty Activism and Repression: The Rehearsal for McCarthyism at the City College of NY, 1935-42
- **Jeanette Jeneault** (Syracuse University) on The Keeper of the Keys for Contingent Faculty: Evaluation Practices and Their De/Evolution Post-Collective Bargaining

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The New Faculty Majority: Its Role Going Forward after COCAL IX

by Jeanette Jeneault, NYS AAUP Vice-President

In a fully packed room during a panel at Coalition for Contingent Faculty Labor's ninth biennial conference in Quebec City's Université de Laval on August 14, Matt Williams the Vice President of the The New Faculty Majority, explains the inspiration behind the organization. "We asked ourselves: What can we do until the next (COCAL) conference?"

While COCAL has remained an inspiration bringing together contingent faculty and allies from Mexico, Canada, and the United States every two years what was needed according to Williams was an umbrella organization that would constantly be looking at and working towards the needs of contingent faculty.

What makes it work for Williams from Akron, OH is that they can transcend an individual labor organization, a state, a region, or even a country, "We are able to go to 30,000 feet, so it is not tied to a specific unit." The advantage for the New Faculty Majority from his perspective is they can see the larger issues with a degree of objectivity. "We are the convener of the discussions, we can assimilate them and then work strategically."

Recent initiatives include fighting for unemployment compensation laws to change that prevent or make it difficult for contingent faculty to receive unemployment in the summer or between semesters when their employers don't need to prove there is a reasonable reassurance of re-employment, but allow the regulations to imply it.

The current project is to fine-tune and work towards a 20 year plan titled "The Program for Change: 2010-2030" that was introduced in draft form that same afternoon. For those who are interested in offering feedback the link is: <http://www.newfacultymajority.info/pfc> The plan was inspired by a plan similar to one that has in part already taken place in Vancouver according to a fellow panelist Jack Cosco a member of the advisory board of NFM.

The plan like all of the NFM initiatives are about instilling contingent faculty with material as well as non-material expressions of security. Having insecure faculty, means problems for higher education in the long term. Whether in the end we need to re-envision tenure, equalize

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We Can Help You Defend Your Academic Freedom

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

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

Our first function is to discuss the issues and actions thoroughly with the faculty member. This involves telephone conversations, e-mail exchanges, and a full examination of the available documentary record.

In personnel actions, or any issue that has implications for academic freedom, faculty members should keep accurate and complete records of all relevant correspondence, telephonic and electronic communications, and meetings with colleagues and administrators.

Our counsel is based on AAUP guide-

lines and our own experience. (See AAUP Policy Documents and Reports, 10th Edition, 2006, "The Redbook".)

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

We offer advice on whether the actions taken or contemplated have a prima facie aura of discrimination or malice.

Our advice helps faculty members understand their situations better, allows them to maximize the effectiveness of internal institutional procedures, and clarifies the realistic possibilities for outside action.

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

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

As Chair of NY Conference Committee A, I deal with an inquiry, or

assign it to a member of the Committee, who then contacts the person and takes responsibility in the matter.

The full Committee makes all decisions on how to proceed once the facts and issues have been established.

Our actions are based on AAUP's principles as stated in AAUP's policy statements, and on our judgment of how a particular situation fits with those standards.

If you have reason to consult with NY Committee A, contact the Conference's Executive Director, or the Chair of the Committee:

Tom Policano, Executive Director, New York State Conference, AAUP, Phone: 888-690-2287 or 585-719-7137; e-mail: tpolicano@nysaaup.org;

Irwin Yellowitz, Chair, NY Committee A. e-mail: iyellowitz@aol.com.

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AAUP Shared Governance Conference and Workshops in November

The AAUP will be holding a Shared Governance Conference and Workshops, November 12-14, 2010. The event will take place at the Liaison Capitol Hill Hotel in Washington, DC

The conference will feature three days of presentations exploring all aspects of college and university governance, an opportunity to network with governance leaders from across the country, plus expert-led training workshops for governance leaders and those aspiring to positions of leadership.

Expert-led workshops will focus on such issues as: making campus and system-wide faculty governance bodies effective; developing the faculty voice in budget and long-

range planning processes; countering the threat to academic freedom and shared governance posed by the Supreme Court's Garcetti decision; effective communication between faculty governance bodies and governing boards; evaluating faculty handbooks and incorporating AAUP principles into them; developing relationships between faculty senates and AAUP chapters; including contingent faculty in governance processes; providing meaningful input into the selection and evaluation of administrators, and recapturing and maintaining faculty control of the curriculum

For more information on the governance training workshops, please contact Larry Gerber, AAUP Committee on College and University Governance, at gerbelg@auburn.edu.

AAUP to Mount Higher Education is a Public Good Week - Oct. 1-7

The American Association of University Professors is mounting a week of action to demonstrate the importance of not-for-profit higher education. This will take place October 1-7, 2010

The first week of October is shaping up as an opportunity for AAUP chapters and state conferences to participate in a national discussion on the role of higher education in our economy and society, and to stimulate organizing at the campus level to communicate importance of academic freedom and an independent faculty voice.

The AAUP is encouraging its members and chapters to organize and participate in local activities from teach-ins to policy forums to film screenings, and to utilize these events to build membership in conjunction with the AAUP fall membership drive.

The major national event will be AAUP's participation on October 2 in the "One Nation March on Washington. The One Nation March will feature a coalition of human and civil rights, labor, environmental, peace, and faith groups, as well as celebrities and sports figures united by the ideal that all people – regardless of race, class, sex, sexual orientation, gender identity, heritage or ability – should have the opportunity to fulfill their potential.

AAUP: Changing The Establishment As The Establishment Changes

by Marcia Newfield, PSC/CUNY, VP for Part-time Personnel

In addition to perceiving that the AAUP has intensely improved its financial and structural efficiency, the most vivid memory that remains two months after the June AAUP Annual Meeting is of a late afternoon informal conversation with about 50 people and Executive Director Gary Rhoades.

It is a tradition of the annual conference for there to be an open question and answer session with the director. Rhoades brought an indefatigable energy and receptivity to it. It went on for a couple of hours

No hidden agenda here. Delegates expressed their personal experiences in the spaces of de-professionalization: gigantic classes, long-time contingents replaced with graduate students, proliferation of online classes, post-doc purgatory.

Together we explored, as had the overall meeting and concurrent conference on the state of higher education, what to do about it. One of the larger questions is how to avoid cheating another generation of academics and students.

Many of the adjunct population are children of the working class. Despite their advanced degrees, they are trapped in economic situations that are very far from the American immigrant dream of economic success contingent upon education. I call it living the "immigrant anti-dream."

Gary communicated a "can-do" spirit. The suggestions,

The main themes of the march are: "Putting America Back to Work"; "Quality and Affordable Public Education"; and "Equality for All."

On October 7, the AAUP will be part of the National Day of Action to Defend Public Education, Privatization in higher education has shifted the cost burden to students and their families, while at the same time diverting spending from instruction to administrative overhead. The most dramatic shift has been in the increasing use of poorly-paid and insufficiently supported part-time and non-tenure-track faculty members. Events will be taking place across the country.

The week of October 1-7 is Ethnic Studies Week. In the wake of a ban on the teaching of ethnic studies in Arizona public schools, ongoing national debates on religious tolerance and immigration, and the disappearance of foreign language instruction as colleges and universities cut "unproductive" academic programs, a group of scholars and activists have responded by organizing a week of events celebrating cultural and intellectual diversity.

Events are continually being added.

For more information, check the AAUP website: <http://www.aaup.org/AAUP/GR/onenation.htm?PF=1>

including his, included a national movement to address higher education issues at the core of public good and responsibility, demanding more investment in public services, thus challenging the premises of corporatization that view higher education as a private versus a public good.

If we focus on faculty versus facilities and fight a culture of compliance by creating spaces for decision-making and governance that all participants in academia participate in, who knows what might happen? One seemingly far-out suggestion was to consider adjuncts who teach in multiple institutions in their city or state as full-time employees.

An immediate goal is to make it safe for junior faculty and contingents to join and become active in a union and to motivate the tenured and most established academics to realize that they too are affected by the changes.

Even as struggles proceed nationally and regionally, there are positive advances: the strong challenge that AAUP is making to the Garcetti v. Ceballos decision, the potential that the NLRB will reverse the Brown decision, the formation of chapters in hitherto inert places like Boston College, thanks to the advocacy of the state conference, and the Tenure and Teaching Intensive Appointments Report approved by the AAUP Committee on Contingency and the Profession which will have its formal debut this month.