

From the President's Desk Urge NYU to Reassess

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In a decision that is now known as the "Pacific-Lutheran Decision," the NLRB determined that some of the restrictions on collective bargaining eligibility that resulted from the infamous 1980 Supreme Court Yeshiva Decision were not applicable at Pacific-Lutheran.

The key question was whether or not the group seeking union recognition had sufficient power and authority to warrant being considered supervisors or managers and, therefore, exempt from inclusion in a bargaining unit. The NLRB concluded that the Yeshiva Decision's provisions were not present in this case.

The reason that the Pacific-Lutheran finding is so significant is that it allows all faculty, both full and part time, to examine their particular situations through the new lens. If, in fact, a group contends that its actual authority and decision making power in matters concerning hiring, promotion, curriculum design, etc. is merely cosmetic or advisory, then it may be entitled to petition the NLRB for union recognition.

It is not yet clear how far reaching the impact will extend, but across the country it looks like there will be a flood of collective bargaining drives conducted by a number of unions.

Furthermore, the NLRB also rejected the Pacific-Lutheran University claim that its status as a religious affiliated institution entitled it to exemption from the rules of the National Labor Relations Act which governs private employment entities. The Board found that the members of the faculty group did not perform any significant religious function.

At both the state and national level the AAUP is exploring the ramifications of the decision. Faculty members at any private institution interested in the feasibility of engaging in a collective bargaining drive on their campus are invited to contact both state and national AAUP representatives.

It's time for The Precariat to be heard.

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academic freedom that American higher education universally accepts, and

Whereas, Andrew Ross, a distinguished scholar and teacher at New York University, has been denied entry to the UAE solely because his research is offensive to the regime, and

Whereas, the University has taken the position that it cannot intercede on his behalf since they have no control over visas,

Now, therefore be it resolved that the New York Conference of the AAUP calls on President John Sexton, and his successor, Andrew Hamilton, to condemn the action of the UAE, and reassess the University's presence in nations where academic freedom is restricted; and

Be it further resolved, that the State Conference calls on the National AAUP leadership to take appropriate action in this matter.

The National AAUP issued a statement in which it stated "The administration of NYU has maintained that its Abu Dhabi campus will observe the AAUP's principles on academic freedom and that all faculty and students will be free to enter and leave the country without undue restriction. Professor Ross's experience raises considerable doubt about these claims. Like Ross, we fear that this action "could well generate a speech chill at NYU Abu Dhabi. Faculty and students may think twice about expressing their thoughts and opinions on a whole range of topics, but especially on the conditions of the migrant" work force."

The national AAUP also "urges the administration of NYU to make every effort to get the ban on Professor Ross lifted and, should such efforts fail, to work with its faculty to reconsider its role in the emirate."

Ross' recent *Academe* article, "Human Rights, Academic Freedom, and Offshore Academics," can be accessed at <http://www.aaup.org/article/human-rights-academic-freedom-and-offshore-academics#.VTffhGRViko>.

From the President's Desk: THE RISE OF THE PRECARIAT



By David Linton

At the recent New York State AAUP meeting held at Teachers College of Columbia University I learned a new word to describe the plight of adjunct and contingent employees as well as the thousands of graduates who bear massive amounts of education loan debt. Both belong to **THE PRECARIAT**.

The term strikes me as both vivid and tragically apt as it applies to those professors who dash from campus to campus each semester earning meager salaries as they struggle to pay their bills and their own loans, and to those graduates who are carrying loans with mounting interest that stifle their ability to explore risky career opportunities, let alone buy a new car or home.

It's hard to decide which situation is more disgraceful. Because it affects a much broader swatch of the population, student loan debt has received more attention:

- Nationally, the total indebtedness of students and their co-signing parents now exceeds one trillion dollars, an amount greater than the total of credit card debt;
- Education loans are exempt from bankruptcy protection and even Social Security allocations can be garnished for payment;
- The negative impact on parent credit ratings deters some from co-signing loan contracts;
- Fear of long term debt discourages attendance at private colleges which are commonly more expensive than public ones.

Meanwhile, as colleges increasingly rely on part-time teachers whose wages are paltry at best, campus climate is fragmented and many of the professors in contingent or adjunct positions are unable to pay the education loans they took out in order to become college teachers.

However, there is one new development that might auger well for both part-time and full-time faculty. In December 2014 the National Labor Relations Board (NLRB) issued a finding that could have far reaching consequences.

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Female Academics, Stress, and Health

By Sally Dear-Healey, Vice President NYS AAUP Conference and District XIII Representative AAUP National

Before I begin, let me assure you that I am well aware that male academics also experience stress. However, as the Chair of the NYS AAUPC Committee on the Status of Women in the Academic Profession – and a female academic – I have a particular interest in female academics and stress.

In particular, I am concerned about the impact academic stress has on their emotional and physical health.

Teacher stress is defined by Kyriacou as "the experience by a teacher of unpleasant emotions, such as tension, frustration, anxiety, anger, and depression, resulting from aspects of work as a teacher" (Brown & Uehara, 1999). Academic stress also has a distinct gender component.

March was Women's History Month. As Coordinator of

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United Arab Emirates Bars Professor Andrew Ross State and National AAUP Urge NYU to Reassess Global Plans

The New York State Conference and the National AAUP have been critical of NYU for its inaction following the United Arab Emirates decision to bar NYU Professor Andrew Ross from the country.

Andrew Ross, a professor of social and cultural analysis at NYU, learned he would not be allowed to board his plane to Abu Dhabi at JFK Airport in New York City when his passport was flagged by a computer during check-in. "They called the U.A.E. authorities, and the authorities there said that I was not allowed to enter the country," Ross told *The New York Times*.

Ross, who was on his way to the UAE to continue his research on labor conditions for migrant workers, was denied entry to the country where NYU operates a campus that was built and paid for by the autocratic regime that rules the Gulf state. Ross has been critical of the conditions under which migrant workers who built the NYU campus and other western

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The Benefits of AAUP Membership

By Gwendolyn Bradley

Director of External Relations, AAUP

You know that by being a dues-paying member of the AAUP, you are helping to protect academic freedom, promote shared governance, and support important research and legal work.

But did you know the tangible benefits to which you're entitled as a member.

Learn more about all of these benefits at <http://www.aaup.org/membership/benefits>.

These benefits include:
EXPERT KNOWLEDGE

- Webinars on strengthening faculty handbooks, bargaining, working with the media, and other topics of interest to faculty and academic professionals.

- Toolkits that give you the guidelines, sample documents, and other resources you need to advance the faculty voice on your campus.

- One Faculty Campaign materials, which equip chapters to advocate for faculty in contingent appointments. We recently added a new section about negotiating retirement benefits.

- Guidebooks that provide in-depth advice on Navigating Faculty Appointments, the Family and Medical Leave Act, and using Faculty Handbooks as

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AAUP Releases Annual Faculty Compensation Report

Colleges and universities are facing unprecedented challenges. State appropriations for higher education are declining dramatically. Private endowments have eroded.

Tuition is rising and student access to quality higher education is threatened. Traditional institutions fear they will be overtaken by online and for-profit education providers.

In Busting the Myths: The Annual Report on the Economic Status of the Profession, 2014–15, released April 13, 2015 the American Association of University Professors debunks some myths about the challenges facing higher education and highlights how faculty are a key part of the solution.

For decades, the AAUP's faculty salary surveys and compensation reports have been authoritative sources of information about the economic status of the profession. This year marks the

first consequential improvement (1.4 percent) in inflation-adjusted year-over-year salary for full-time faculty since the Great Recession.

This year's report also explores four common myths about higher education:

- **Myth: Faculty are to blame for rising tuition.**

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AAUP to Celebrate Centennial at Annual Meeting

Academic freedom" was still a new idea when John Dewey, Arthur O. Lovejoy, and other prominent scholars organized the American Association of University Professors in 1915. Thanks to the AAUP, academic freedom is now recognized as the fundamental principle of our profession. Despite this acceptance, academic freedom remains vulnerable.

This year's annual conference, which will take place at Washington's Mayflower Hotel from June 10 to June 14, celebrates AAUP's accomplishments while planning to protect the core values of academic freedom and shared governance.

The AAUP's Annual Conference on the State of Higher Education includes panel presentations, plenary speakers, lobbying, centennial celebrations, and the annual business meetings of the AAUP.

Featured events include the opening plenary session: "Shared Governance: The Key to Quality Higher Education." The speaker will be Larry Gerber, who joined the faculty of Auburn University in 1983. He is the author of three books: *The Limits of Liberalism*; *The Irony of State Intervention*; and *The Rise and Decline of Faculty Governance: Professionalization and the Rise of the Modern University*.

Friday's plenary luncheon speaker is Hans-Joerg Tiede, chair of AAUP's Committee on the History of the Association. He will give an engaging presentation on the early formative years of AAUP's history.

Juan González, award winning staff columnist for the *New York Daily News* and co-host of *Democracy Now!*, an international daily morning news show, will address members and guests at our Centennial Banquet.

Additional information, including registration and hotel information, can be found at <http://www.aaup.org/event/2015-aaup-annual-conference>.

Urge NYU to Reassess Global Plans

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facilities, have worked.

NYU's response was issued by the University's Vice President for Public Affairs, who wrote in an e-mail that "it is the [UAE] government that controls visa and immigration policy, and not the university."

In response, the New York State Conference of the AAUP

Female Academics, Stress, and Health

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and reports on matters of interest to women faculty and the academic community, addressing such issues as equity in pay, work and family balance, sexual harassment and discrimination, affirmative action and the status of female faculty in rank and tenure. Sponsors data reports on gender equity, prepared by the

issued the following resolution:

Whereas, New York University has embarked on a "global strategy" of establishing campuses throughout the world, and Whereas, despite concerns raised by the faculty about the dangers to academic freedom, the University has established campuses in nations that are not committed to the same principles of

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AAUP Annual Faculty Compensation Report

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Reality: The decline of state appropriations and the erosion of endowments have caused tuition to rise—not faculty salaries.

Over the past five years, average net price tuition has risen by about 6.5 percent while total state appropriations have declined by 16 percent. Including this year's data with the prior five years, we find that full-time faculty salaries have declined 0.12 percent, continuing the long trend of salary stagnation.

- **Myth: Faculty are "ridiculously overpaid" compared to professionals working in "the real world."**

Reality: Even for the highest-ranking professors, salaries have failed to keep up with those of similar professions outside of academia.

In many fields, even the highest-ranking tenured professors earn less than peers in comparable professions. And the vast majority of faculty earn far less.

Approximately half of all US faculty are hired on a per-course basis with very low pay and few benefits.

The Benefits of AAUP Membership

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Enforceable Contracts.

- *Academe*, the bimonthly magazine of the AAUP, which analyzes higher education issues from faculty members' perspectives. The March–April issue of *Academe* contains the AAUP's annual faculty compensation survey.

- Discounts on the *Chronicle of Higher Education* and the AAUP's Policy Documents and Reports (widely known as the "Redbook").

LOWER INSURANCE RATES

- Professional Liability Insurance provides protection in the event of costly litigation related to your professional duties.

AAUP Office of Research.

At the state level I am working toward making working conditions better for all academics, with a special emphasis on the special needs and circumstances of women academics.

I am interested in hearing what you have to say. Please contact me at mail to: sallydearhealey@gmail.com.

- **Myth: Responding to "disruptive innovations" such as online and for-profit education requires replacing tenure-track faculty with part-time adjuncts.**

Reality: Strategic hiring and support for full-time faculty can improve quality and enhance an institution's distinctiveness and competitiveness.

Whether one views education as a public good or as a commodity, data clearly indicate that reducing the number of full-time faculty is more likely to hasten a traditional institution's demise than to provide a sustainable model for the future.

- **Myth: Faculty benefit costs are out of control.**

Reality: Costs for faculty benefits are not significantly increasing. Less than 31 percent of the average two- and four-year public institution budget goes to faculty salaries. And the cost of benefits as a percentage of compensation has increased by just over 1 percent a year for the past five years.

The full report is at <http://www.aaup.org/reports-publications/2014-15salarysurvey>.

AAUP Summer Institute, July 23-26

Registration for the 2015 AAUP/AAUP-CBC Summer Institute is open. This year's institute will be held at the University of Denver from July 23-26.

The AAUP/AAUP-CBC Summer Institute is the premier resource for organizing in higher education, whether you are in a unionized or nonunion setting.

If you are a tenure-track or non-tenure-track faculty member, a part-time faculty member, a graduate student, or an academic professional, the Summer

Institute offers you the skills you need to protect higher education's mission.

The AAUP and the AAUP-CBC are bringing the very best training on AAUP policies, organizing, collective bargaining skills, and academic issues to Denver, CO.

The full program can be accessed at <http://www.aaup.org/sites/default/files/files/2015%20SI%20Program%20042115.pdf>. **Information on registration is available at <http://www.aaup.org/event/2015-summer-institute>.**

Female Academics, Stress, and Health

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Women's Studies at SUNY Cortland I coordinated a 'book chat' on the book "Nice Girls (Still) Don't Get the Corner Office," by Lois P. Frankel (2014).

Frankel frames her discussion in terms of "mistakes" that women make, such as working hard, doing the work of others, working without a break, letting people waste your time, and sitting out the social network game.

While some of her advice deserves serious consideration, nowhere in the book does Frankel address issues related to the stress of correcting all of the "mistakes" she argues that women in academia often make.

In fact quite the opposite. For example, under "Mistake 23" – Being Too Thin-Skinned - Frankel has three words for you: "Get over it." But how does one 'get over it' when 'it' involves the pervasiveness and posturing of a dog-eat-dog workplace culture that is imbued with a disproportionate amount of stress, especially for women.

Previous research has examined whether or not women and men experience different sources of stress at work, whether they manifest different symptoms of stress, and what helps them cope – or simply survive.

While some of the symptoms of workplace stress are universal, the differences between how men and women experience stress are not. For example, while men are more likely to suffer serious chronic illnesses, such as heart disease and hypertension, women report more overall stress and psychophysiological symptoms such as headaches, insomnia, muscle tension, anxiety, hostility, dizziness, nausea, pounding heart, lack of motivation, and various acute and chronic illnesses.

Stressors are also interactive and cumulative, and the more stressors one experiences, the greater the likelihood they will experience stress-related problems.

Stress can have detrimental effects on both the individual and the organization and exposure to chronic stress can cause teachers to experience symptoms of burnout. In this way teacher stress can also negatively affect relationships with colleagues, the learning environment, students, as well as one's home life and intimate relationships.

Much of the stress associated with academia, and the symptoms that go along with it, begin in graduate school. While it is almost impossible to estimate how many hours a graduate student puts in, the typical college professor puts in 50 to 70 hours a week.

These hours are spent on and off campus; weekdays and weekends, and as such do not comprise the typical '9- 5' workweek where people have more time on weeknights and weekends to engage in non-work activities which could help reduce stress, such as socializing with friends, doing volunteer work in the community, gardening, exercise, or simply relaxing.

The majority of professors spend the bulk of their time teaching, and in the case of many contingent employees, teach-

ing multiple classes at multiple locations. The rest of the time, depending on the terms of employment (tenure-track/non-tenure track) and the institutions emphasis (research/teaching), faculty are also engaged in research, service, and administrative work.

John Curtis, former Director of Research and Public Policy for the AAUP, said there is "a lot of pressure on faculty members to increase the time they spend on all three aspects of their work." But when is enough, enough? What may be surprising to those outside the academy, even though the workplace may be filled with colleagues and students, the vast majority of academic work time is spent in isolation – another risk factor for stress-related illnesses.

While several surveys into occupational wellbeing name academics as one of the most stressed professional groups, we are left to ask – is it even possible for academics to decrease work-related stressors and find work-life balance?

While this is a much bigger issue, and one which requires individual, social, and institutional revisioning and change, some suggestions for reducing work-related stress are:

- Identify what stresses you and learn to deal effectively with stressors as they come up. Suggestions include walking, yoga, meditation, and talking with someone you trust. Don't wait until you are in crisis to seek help.

- Keep things in perspective. Change what you can and learn to work realistically with what you can't.

- Set realistic and achievable goals. Celebrate your successes.

- "Learn to say 'no' by default" (thank you Kerry Rockquomore, President and CEO of the National Center for Faculty Development & Diversity for this very valuable advice!).

- Get adequate and restful sleep (7-9 hours a night).

- Drink enough water, eat regular meals, and focus on healthy foods ('eat to live' instead of 'living to eat').

- Beware of falling back on the use of stimulants and depressants (caffeine/drugs/alcohol).

- Stay true to your values (truth → right action → peace).

One aspect of stress reduction, and perhaps the key to reducing stress overall for female academics, that has not been adequately addressed is the role of mentor/sponsors and organizational support, such as that which is available through the AAUP. While I will go into this in greater detail in the next issue of *Academe*, let me leave you with this.

Previous research on mentors has primarily focused on career progression and socialization into the work environment. What if, instead of focusing on learning how to deal with an existing environment, mentorship/sponsorship instead focused on changing the work environment so as to lesson everyone's stress levels?

At the national level Committee W (Women in the Academic Profession) formulates policy statements, provides resources,

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The New York State AAUP Conference Continues to Grow

In the last year, five new chapters of AAUP have been organized in New York State.

The new chapters, all advocacy chapters, are located at Nassau Community College, Hartwick College, Siena College, the University at Buffalo, and LeMoyne College.

The Nassau Community College Chapter held its kick-off event on November 24, 2014. Among those

attending were Julie Schmid, AAUP's National Executive Director. Schmid's presentation was on "the professoriate of the future: the next 100 years."

Kimberly Reiser is the Chapter President.

At Hartwick, a chapter that had originally been established in 1959, was revitalized. The chapter president is Katherine Kreisher.

At Siena College, the organization of

the advocacy chapter comes at a time when adjuncts and visiting faculty members have filed with the National Labor Relations Board to join the Service Employees International Union Local 200 United. The Chapter President is Karl Barbir.

The chapter at the University of Buffalo is headed by Alex Anas. At LeMoyne College, Kathleen Costello-Sullivan is the Chapter President.



NYS AAUP Spring Conference: (l) Panel Discussion - Risa Lieberwitz, AAUP General Counsel - Daniel Esakoff, NYSUT Labor Relation's Specialist - Jeffrey Baker, NYSC At-Large Member - Joe Berry, New Faculty Majority & COCAL UPDATES editor - David Linton, NYSC President & Panel Moderator, (r) Panel Discussion - Marie Monaco, NYU AAUP - Risa Lieberwitz, AAUP General Counsel - Alan Sack, The Drake Group - Hans-Joerg Teide, AAUP ASC Chair & Red Book Editor - Sally Dear-Healey, NYSC Vice President & Panel Moderator. *More information in Executive Director's Report.*

Election Results: NYS AAUP and National AAUP

New York State Conference, AAUP 2015 Executive Council Elections

NYSC Secretary 2015-2018

John Polimeni 292

NYSC Treasurer 2015-2018

Pat Cihon 295

Total Write-ins 1

NYSC At-Large Member 2015-2018 and AAUP ASC Delegate 2015

Jeffrey Baker 272

Write Ins

Kimberly Reiser 48

Patricia Navara 10

Others 9

2015 AAUP Council District 8

Anne Friedman 348

National AAUP Elections

At-Large Council (two elected)

Diana I. Rios 2,056

Cynthia Klekar 1,337

Jeffrey Halpern 1,265

Elias Taylor 659

Council District 1 (one elected)

Jonathan Rees 134

Angela Brommel 85

Council District 2 (one elected)

Philip Cole 105

Lynn Tatum 100

Carolyn Fridley 73

Council District 4 (one elected)

Nancy McKenney 142

Craig Vasey 112

Eugenia Badger 51

Council District 5 (one elected)

Kevin Cope 200

Council District 7 (one elected)

Zoran Gajic 398

Council District 8 (one elected)

Anne Friedman 348

Council District 10 (one elected)

Maria Bacigalupo 225

ASC Chair (one elected)

Joerg Tiede 1,564

Angela Adkins 1,013

New York State AAUP Executive Director's Report

By Tom Policano

I will be reporting on our NYS AAUP Conference Spring 2015 at Columbia Teachers College held April 24-26th, 2015.

This report will also cover our NYSC 2015 Executive Committee elections and the National Center for Study of Collective Bargaining Conference at the Hunter Graduate Center, NYC.

NYSC Celebrates the 100th Year Since the Founding of AAUP

This year is the 100th year of the founding of AAUP at Columbia University by John E. Dewey and other prominent professors. In honor of the event the NYS AAUP Conference Spring 2015 went back to Columbia where AAUP was born.

Our centennial celebration was titled, Academic Freedom and Shared Governance: The AAUP Centennial NYS AAUP Reaffirms the Right to Tenure for All Faculty

Thanks to our many presenters and discussion panel members that included:

■ **Joe Berry** author of Reclaiming the Ivory Tower and editor of the periodic news aggregator, COCAL Updates, available at http://precaritydispatches.tumblr.com/tagged/COCAL_Updates/

Joe updated faculty on current events and helped us pull together an action agenda.

■ **Joerg Tiede**, Chair of the AAUP Assembly of State Conferences and editor of the AAUP Red Book 11th Edition that was just released by John's Hopkins's Press. Joerg presented a fascinating and informative early history of the creation of AAUP and a modern history of Academic Freedom.

■ **Aaron Calafato** performed his one man play For Profit <http://www.aaron-calafato.com/#!/forprofit/c42f>. Aaron's presentation For Profit was a vibrant

solo-portrayal of "the exploitation of the American college student," and is told through his eyes.

In a desperate attempt to pay back his own student loans, Aaron takes a job as an admission adviser at a for-profit institution. What he learned in this job shocked him and now shocks his audiences. The play explores themes of the one trillion dollar student debt crisis, ethics, oppression of the working class, racism, poverty, and capitalism.

■ **Daniel Esakoff**, NYSUT Labor relation's specialist.

■ **Risa Lieberwitz**, Cornell University, AAUP General Counsel and Committee A member spoke on expanding unionization in private universities since the NLRB Pacific Lutheran University decision.

Note: We have several Institutions in NYS ready to take advantage of this NLRB decision. Andor Skotnes of Sage Colleges attended specifically for advice on helping the Sage College faculty organize. If you would like more information or help understanding how the Pacific Lutheran University decision may help you get back to us.

■ **Nastaran Mohit**, lead organizer for the first union contract in the for profit private sector at the Kaplan English Language Schools. The 2-year contract is a first, not the best, but we're at the table. "There is a movement out there. When we fight, we're winning."

■ **Alan Sack**, Past President of the Drake Group, gave a history of the NCAA and the rise of professionalism in college athletics from 1906 to the present. He made an impassioned appeal for support of the creation of a Presidents' Commission on College Sport that would address NCAA Amateurism rule infractions that prohibit incentives, scholarships, or special support for college athletes.

■ **Jeffrey Baker**, Monroe Community College and NYSC Executive Council. Academia is changing but not for the better. Colleges and universities have been increasingly adopting the corporate model where the bottom line rather than quality is what counts. Faculty and professional staff have become interchangeable commodities in the eyes of institutional administrations.

Non-tenure track adjunct faculty, graduate assistants, or full time lecturers teach the majority of classes. For the remaining tenured or tenure track faculty, survival depends not upon teaching and scholarship, but upon the ability to bring in external funding.

Faculty members no longer govern. An increasingly large corps of professional administrators is setting academic policy and faculty working conditions. Pay is stagnant. Institutions are asking for givebacks on benefits, and the few new hires are being given take-it-or-leave-it offers that force them to teach overloads in order to make ends meet.

At the same time that institutions are claiming financial exigency, tuition continues to rise and student debt continues to increase. Needless to say, this is not a happy state of affairs. But it can change, and at least at the state and local levels, AAUP is working to make that change happen.

■ **Marie Monaco**, NYU AAUP Chapter. Brought us up-to-date on the faculty struggle for shared governance that continues to be ignored by President Sexton as New York University expands in New York City and grows its international campuses. In a March incident, NYU AAUP President, Andrew Ross, was denied a visa to the New York University Campus in Abu Dhabi ostensibly for his public criticism of U. A. E. treatment of migrant workers.

Over seventy faculty members from all over the state attended this NYSC

Centennial Celebration. We were extremely pleased to have representatives from many faculty organizations in attendance.

We were especially pleased that United University Professions (UUP), the collective bargaining unit for SUNY faculty and academic professionals, sent a representative.

One of the overriding sentiments of those in attendance was support for the AAUP One Faculty agenda.

However most, including the UUP representative, felt this agenda did not go far enough because it leaves out the academic professionals, graduate students, and post-doctoral fellows that are an essential to a healthy educational institution.

A motion was passed at our NYSC Steering Committee meeting on Sunday that the campaign be re-titled, to One Academy. The NYSC unanimously agreed that this would be an important and appropriate upgrade to the One Faculty agenda movement particularly in light of the updated AAUP mission statement:

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good.

Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities.

National Center for Study of Collective Bargaining Conference

I attended the National Center for the Study of Collective Bargaining in Higher Education and the Professions, The City

University of New York, 42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining and Labor Relations in Higher Education. The conference was terrific. It brings together Faculty, Students, Administrators, Union Representatives and Lawyers in Higher Education.

The agenda was jam-packed. I share two highlights below.

Legal Update April, 2015 by Aaron Nisenson, Senior Counsel American Association of University Professors was very informative and summarizes the following legal decisions:

■ Allow faculty members in both the private and public sectors to use of employer's email systems for union organizing.

■ In the Pacific Lutheran NLRB case faculty at private sector higher education institutions are allowed to unionize under the National Labor Relations Act and clarifies the faculty as managers criteria so broadly defined in the 1980 Yeshiva decision. The reinterpretation entitles graduate assistants, players, and some faculty the right of collective bargaining.

■ Supreme Court determined that the Obama NLRB recess appointments were invalid cancelling all NLRB cases made by the resulting board.

■ Supreme Court held unanimously that public employee's speech that may concern their job, but is not ordinarily within the scope of their duties, is subject to First Amendment protection.

■ US Court of Appeals, 7th Circuit unanimously expanded the scope of academic freedom and expression for adjuncts and par-time faculty as well as full-time senior professors,

These decisions and many others are covered in the Nisenson report that you can download at http://nysaaup.org/library/Aaron_Nisenson_Legal%20Update_Hunter_1504.pdf

Key Provisions of the Part Time Lecturers Collective Bargaining Agreement between Tufts University's School of Arts and Sciences and SEIU, Local 509. Yes a national movement to organize part-time faculty has begun. Organizing is being done by

area by the Service Employees International Union.

Below are a few of the agreements in the Tufts University first contract for the Boston area unionizing effort:

■ PT NTT faculty in the first three years may not get a reappointment, at the end of the fourth and sixth consecutive years after a successful comprehensive evaluation will get two year appointments, at the end of the eight year after a successful comprehensive evaluation will get three year appointments,

■ PT NTT faculty with three year appointments will get guaranteed course loads based on average number of courses taught in recent years.

■ Contracts include specific reasons for non-reappointment with non-renewal grievance rights.

■ PT NTT faculty is able to apply for and will receive a good faith consideration if qualified for the open position.

■ Salary minimum rates for 1-4 years = \$6063/course for Languages, \$6433/course for others with a 10% bump in the fifth year and a 20% bump in the ninth year.

The complete contract can be downloaded at http://nysaaup.org/library/Tufts_University_SEIU_Collective_Agreement.pdf

National AAUP lists 3,829 NYSC AAUP members as of February 2015 up 115 or 3.1% from October 2014. We have had increased numbers to report the last two conferences. Congratulations to our new chapters at:

- Hartwick College
- Siena College
- University of Buffalo
- LeMoyne College

The preferred dates for our NYS AAUP Conference Fall 2015 have been set for October 23-24th, 2015.

We are making plans to meet in the Albany/Troy area. Look for details on our NYSAAUP.org website. Please do not hesitate to contact us for assistance with faculty issues you may be facing on your campus.