

From the President's Desk: Challenges and Strategies

continued from page 1

President has, without required faculty participation in the review process, summarily eliminated more than a dozen academic programs and fired 23 tenured or tenure-track faculty.

5. Across the nation, states are challenging agency fee (dues equivalent) contract stipulations, tenure policies, and a variety of collective bargaining achievements.

6. The members of the Professional Staff Congress, the union representing the professional employees in the City University of New York (CUNY) have been stone walled by the state government leadership for several years in their effort to gain a new contract resulting in frozen wages for the full duration of the stalemate.

7. The highhanded interference of the Board at the University of Illinois led to the disgraceful treatment of Steven Salaita and the ensuing censure of the administration by the AAUP.

Sadly, this list is only scratches the surface and does not adequately capture the wide spread violations of trust and demoralizing impact of the growing corporatization and defunding of American higher education. But I would be remiss if I did not, at the very least, offer a few suggestions as to what we might do to better our circumstances today as well as laying the groundwork to protect the future of our enterprise.

Some of my proposals are aimed at our individual engagement and others concern the structure, policies and actions of our professional organization.

Here are several:

1. Join the campaign to address the student loan debt crisis. We cannot expect graduates to be supportive of their alma maters and of higher education in general if they graduate severely in debt.

2. Support the growing effort to unionize contingent em-

ployees. The erosion of tenure can be effectively countered by crafting collective bargaining agreements that extend to part-time and full-time contract workers the kinds of due process employment protections that are built into tenured positions.

3. Become more active in political campaigns. Public school employees have achieved political influence through the efforts of their state and national organizations, notably the AFT and NEA. The AAUP lacks comparable clout and recognition. To do so the AAUP must seek to play a much more active role in the political life of the country. It is ironic that the public reputation of the professoriate is one of liberal political activism when in fact both the organization and membership appear to have little political influence.

4. The structure of the AAUP is in need of radical make over. In order to provide greater continuity and higher visibility we need to: 1) eliminate term limits; 2) make terms of office longer; 3) pay the chief elected officers rather than requiring them to serve as volunteers.

5. In order to make the AAUP a more potent operation we should explore merger possibilities with other unions.

6. We should police the “dishonor role” of censured colleges and universities to bring more public awareness of their bad standing.

7. We need to reach out to graduate students to better inform them of the importance of the principles upon which the AAUP was founded.

8. The overall objective must be to create a culture of militancy to counter the aggressive negative forces with which we must contend.

Though I am stepping out of the role I have proudly held for the last six years, I intend to continue to play an active role in the defense and advancement of faculty rights. I hope there are many readers of this column who will join me.

From the President's Desk: CHALLENGES AND STRATEGIES



By David Linton

This is the last column I will have the privilege of writing as President of the New York State Conference of the AAUP as I will be stepping down from that role at the end of my current term.

Cing the office for six years, a period of great challenge for all who are concerned about the health and future of higher education not only in New York but across the nation as well.

I wish I could say that there has been significant progress in the ongoing campaign to advance the status of professional employees in higher education during my tenure.

Unfortunately, the best we can claim at both the state and national level is having done our utmost to resist the onslaught of anti-union, anti-intellectual, anti-faculty, anti-tenure attacks that have beset us.

Consider this partial list of affronts:

1. The number of tenure and tenure-track positions has steadily diminished so that at this point as many as 70% of college classes are taught by individuals in contingent positions with no hope of ever achieving the status of tenured employment.

2. The Texas legislature has recently decreed that anyone attending one of the public colleges and universities in the state is entitled to carry concealed hand guns to class resulting in recommendations that faculty avoid discussing topics that might be deemed controversial or offensive.

3. The President of Mount St. Mary's University of Maryland resigned after having fired or demoted several faculty members for disputing his plans to purge the university of students who might imperil the school's retention rates and telling staff that they must be hard hearted in the effort, willing to “drown the bunnies” and “put a Glock to their heads.”

4. At the College of Saint Rose in Albany, New York the

continued on page 8

Resistance at The College of Saint Rose

By Kathleen Crowley, AAUP Chapter President

At The College of Saint Rose we are experiencing what seems to be a familiar scenario on campuses everywhere: enrollments decline, new “management” moves in, claims there is an emergency (but doesn't declare exigency), and seizes control to address it “nimply,” thereby threatening tenure and academic freedom by cutting academic programs and tenured faculty members. What should a strong and vocal faculty do in this face of this? Our AAUP Chapter's answer at is to resist, with all of our might!

President Caroline Stefanco arrived from her position as Provost at Agnes Scott College in July 2014. Prior to her presidency, the College had been led collegially and happily for 16 years by R. Mark Sullivan until his retirement in 2012, which was followed by two years of transitional leadership.

During Sullivan's presidency the College's enrollments grew and many enhancements were made to the campus. We were told we were “trending well” even through the great recession.

continued on page X

NYS AAUP Conference Spring Meeting to be held April 15-16

The New York State AAUP Conference Spring 2016 will be held April 15-16th, 2016 at Marymount Manhattan College in New York City.

Our guest speaker is Aaron Nisensin, AAUP General Council who will speak on Implications of US Supreme Court - Friedrichs v. California Teachers Association for New York State faculty. Our keynote speaker is Beth Margolis of Gladstein, Reif & Meginnis, LLP., who will speak on Are Faculty Handbooks Enforceable as Contracts.

The meeting will take place at Marymount Manhattan College, 221 East 71st Street in New York City, in the Pellegrini Room, which is located on the 2nd floor of the Main Building.

For more information, see the Conference website:
<http://nysaaup.org/news/3/nys-aaup-conference-spring-2016>

The Committee to Save Academic Integrity Now (SAIN) **FACULTY RIGHTS UNDER ATTACK IN NEW YORK**

By Katy Hansen

As many of us have learned the hard way, faculty rights in New York State, and all around the country, are under attack. All too often, we find ourselves having to fight to defend our most basic job guarantees, including our right to academic freedom, economic security, due process, and meaningful shared governance.

While the erosion of faculty rights has many well-known causes, including the corporatization of higher education and the overreliance on contingent faculty, the law in New York is a big part of the problem.

The law is surprisingly hostile to faculty and is frequently used by colleges and universities to prevent us from enforcing our rights. As you know, unenforceable rights are not rights at all. The Committee to Save Academic Integrity Now (SAIN) was formed to educate faculty about this problem and to bring us together to protect the integrity of our profession.

Here is the problem we face. When a college or university violates its own policies, as generally set forth in a faculty handbook, what can we do? (Think of anything from failing to give a required salary adjustment, unilaterally cutting salaries of tenured faculty, failing to give adequate notice of non-reappointment, terminating faculty without due process, conducting an unfair tenure review, etc.)

Faculty can raise their concerns with the administration, usually through an in-

ternal grievance procedure or otherwise, but what happens when the administration refuses to remedy the violation? Faculty can go to court to enforce their rights – right? The answer may surprise you.

When faculty sue to enforce their rights, colleges and universities frequently claim that their policies, including faculty handbooks, are not enforceable contracts. In other words, they claim they are not contractually obligated to comply with their own policies.

While it is bad enough that our institutions of higher learning make such arguments, what's worse is that courts often agree. This has led to some very bad law that puts our most fundamental rights in jeopardy, including our rights to salary, tenure, academic freedom, and due process.

One case in particular illustrates what we are up against. In 2014, two tenured research scientists in NYU's School of Medicine ("SOM") sued after NYU's administration reduced their salaries solely because they did not secure a certain amount of grant money for NYU.

This despite the fact that NYU's Faculty Handbook states that tenure guarantees both academic freedom and economic security. These tenure guarantees clearly prohibit NYU from reducing faculty salaries only because they chose to pursue research that does not generate enough money for the university. Faculty have no freedom of research or economic

security if they are required to chase funding sources or, literally, pay the price.

In response to this lawsuit, NYU's lawyers argued that the case should be thrown out of court because the handbook is not an enforceable contract.

According to NYU's lawyers, even if NYU had violated the handbook, the faculty members had no right to sue because NYU is not contractually obligated to comply with its own policies. Unfortunately, the court agreed with NYU and dismissed the case. This is a very bad decision, one in a long line of bad decisions for faculty in New York. The appeal is underway.

This case presents a critical opportunity to correct and strengthen the law in New York State and has wide implications for all of us. At stake is our right to hold colleges and universities accountable for their unjust employment practices and our ability to protect the integrity of our profession. However, the appeal will be expensive and we need your support.

The Committee to Save Academic Integrity Now (SAIN) is planning its first event to raise funds for this litigation as well as to support organizing and educational outreach. Stay tuned for details. The stakes are great and we hope you will join us.

For more information, or to make an anonymous donation, please contact SAIN at saveacademicintegritynow@yahoo.com.

toaaup@election-america.com OR call Election-America at (888) 914-5654 with your home address. In order to be counted, ballots must be received by April 15.

Information about the election - including candidate biographies and campaign statements - is posted on the AAUP's website at <http://www.aaup.org/2016-election-information>.

Ballots for this year's national Officer, national Council and New York State Conference elections were mailed March 7 to the home addresses of eligible voting members (for eligible members with no known home address, postcards are sent to the work addresses with instructions for obtaining a ballot).

If you did not receive a ballot by Wednesday, March 18, e-mail your name and home address

2016 Election Ballots Mailed

NYS AAUP Executive Director's Report

employment law issues. He is a member of the Bars of the District of Columbia, Virginia, and Maryland, and is admitted to practice before the United States Supreme Court and numerous federal district and appellate courts. Aaron's presentation will be followed by a panel discussion where state leaders will share situations at their Institutions.

We have also invited Beth Margolis a labor lawyer with Gladstein, Reif & Meginniss, LLP to be on hand and speak about some of the legal issues she has been litigating on behalf of faculty.

There will also be a panel discussion following our speakers consisting of our speakers and several chapter representatives sharing issues from their campuses.

Two NYSC resolutions for the National AAUP 2016 meeting will be discussed at the conference. If passed these resolutions will be submitted to the National AAUP by the May 1st deadline for presentation at the annual meeting.

DUES STRUCTURE

WHEREAS, faculty and other professionals in collective bargaining chapters other than the AAUP commonly pay dues to those unions; and

WHEREAS, on many of these same campuses there is a desire to have a functioning AAUP advocacy chapter, as well; and

WHEREAS, the current AAUP dues structures membership in such a way that would require individuals to pay full dues to both organizations; therefore be it

RESOLVED, that the officers and staff of the AAUP be directed to construct a reduced dues proposal that would accommodate and encourage membership by employees at institutions where collective bargaining is conducted by organizations other

than the AAUP; and be it further RESOLVED, that such a proposal be presented to the 2017 annual meeting for discussion and action.

LEADERSHIP AND ORGANIZATIONAL STRUCTURE

WHEREAS, the ability to establish effective relationships with legislative and media entities often requires years of personal contact dealing with a wide variety of issues; and

WHEREAS, the elected leadership of the AAUP should rightfully be the most highly visible and present representatives of the organization, and

WHEREAS, it is impossible to establish high visibility for elected leaders on a part-time volunteer basis, and

WHEREAS, virtually all other unions and similar organizations have fewer restrictions on their elected leadership than does the AAUP, therefore

BE IT RESOLVED, that the staff and leadership are charged with proposing a set of constitutional and organizational amendments to the AAUP governing documents and practices that would have the following effects:

1. The elimination of term limits for elected officers;
2. Creating longer terms of office than the current two-year time frame;
3. Create a pay scale for elected officers that would do away with the present constitutional statement that "officers shall receive no salary."

AND BE IT FURTHER RESOLVED, that proposals for accomplishing these goals be presented in time for consideration at the 2017 annual meeting.

As always we extend this invitation to all NYS AAUP members – do please join us!

What Does "All One Faculty" Really Mean

sonal and professional situation, or concern for their more often than not substandard working conditions including a lack of office space, (working) computers, phone support, funding support, research support, collegial atmosphere and support, etc. Here I return to the point of "all one faculty."

Every single faculty member should be working to promote conditions by which every other faculty member – tenure track/tenured and contingent - is provided equal opportunity to enhance their teaching and scholarship, serve their students, and advance their professional careers. If we don't we are – even as highly educated individuals and scholars - no better than those who fought against civil rights and women's rights. I'd like to believe we are all better than that.

As I am a firm proponent of the 'one for all and all for one' collegial approach, I am convinced - beyond a shadow of a

doubt - that if we don't all stand together, we shall surely fall together, one by one and as a profession. Given what is happening locally, statewide, and across the nation around budget cuts, pay cuts, and job cuts at both private and public colleges and universities – in addition to the substandard pay, unsupported working conditions, lack of medical benefits, lack of job security, etc. that the vast majority of contingents deal with - we can no longer wait to come together in solidarity as all one faculty.

Now is the time to get involved with the AAUP on your campus and at the state and national level so that you can be part of the solution by protecting not only your rights, but the rights of all other faculty members. If you need information about starting a chapter, please see our new website (<http://nysaaup.org>) and give one of us a call. We look forward to hearing from you soon.

NYS AAUP Executive Director's Report

NYSAAUP.org update

I have reported previously on the features of our new nysaaup.org website. It is now up and running though we are still making improvements. I review below how to register and discuss our forum capabilities. We are hopeful that the features included will help our members respectfully discuss issues both publicly and privately.

How It Works

■ NYSAAUP.org is set up to automatically approve AAUP Members in NYS (some 3900 of us) upon a one time registration on the site using their AAUP ID number and their first name as given on the join/renew AAUP form allowing immediate forum commenting privileges.

■ Non-members can also register but have to be approved manually before their registration is accepted allowing them to comment in the forum. This lets us to have friends of the faculty (eg lawyers and any other outside person you want to invite) to have access and participate in secure topics.

■ If you have any problems registering such as not remembering your AAUP ID contact me at (tpolicano@nysaaup.org).

■ When you Login you have the option to be remembered which will keep you logged in for future visits from the same computer.

■ NYSAAUP.org is dynamically built so that it is accessible from your Smartphone device.

■ Any registered user can be blocked (unregistered) from access if it becomes necessary.

■ Every secure topic will have its own password. This protocol protects the forums from spam and off topic comments which was a huge issue with our previous website forums.

■ Forum topics are publicly viewable UNLESS they are a Forum SECURE topic. Forum SECURE topics will be listed upon login and will have a PROTECTED label to click to enter the

unique topic password.

■ Forum secure topics WILL NOT BE LISTED or seen publicly in the forum and will only be accessible to registered members who ALSO have the secure topic password allowing groups of users to discuss issues privately and securely.

■ All passwords will be encrypted.

■ The group can exclude anyone including other AAUP NYS Members (who may happen to be administrative AAUP members for example) from accessing a forum SECURE topic by not sharing the password or by changing the password.

■ Should the password be stolen or inadvertently shared outside the acceptable group then we can change the password and redistribute it to trusted participants. As a precaution Passwords could be changed frequently to increase security.

■ Links to pages, documents, and photos available online are allowed and well as some basic formatting of the posts.

■ IMPORTANT - We recommend that the password for forum secure topics only be shared in person or by phone call, not by email or texting, to increase security.

■ Privacy in this Internet world is hard to come by but should be available to people. Achieving this is not easy, but I believe you can trust our Forum Secure Topic option if it is used as suggested above. Please let me know if this feature of our new website is of any use to you and your colleagues and friends.

■ Please give the new site a try and do get back to me with any suggestions or content corrections that you find.

Best Practices in Higher Education: Grounding Priorities in the Common Good

Sally Dear-Healey and I attended, in the spirit of support and cooperation between the NYS AAUP Conference and the Northeastern Pennsylvania AAUP Al-

liance, the conference on Best Practices in Higher Education: Grounding Priorities in the Common Good.

This conference was held February, 27th, 2016 at Misericordia University in Dallas, PA. It was sponsored by the Northeastern Pennsylvania AAUP Alliance, a caucus of the Pennsylvania Division of the American Association of University Professors. Keynote speakers included:

■ Dr. John Hinshaw, What is the Business of Higher Education?

■ Donna Young J.D., B.Sc., LL.M., The Impact of Pacific Lutheran on Academic Freedom, Tenure, and Governance in Religious Educational Environment

■ Dr. Gerald J. Beyer, Participation in the Good of Higher Education)

■ Dr. Irene Mulvey, Ensuring that Best Practices are Followed Requires an Organized and Activist Faculty.

New York State AAUP Conference Spring 2016

The NYS AAUP Conference Spring 2016 will be held at Marymount Manhattan College in New York City, April 15-16th, 2016. The agenda and registration information is posted on the nysaaup.org website. We are very excited that Aaron Nisenson will be our keynote speaker on Friday April 15th. His topic will be Implications of US Supreme Court - Friedrichs v. California Teachers Association for NYS Faculty.

Aaron Nisenson is AAUP Senior Counsel and has over two decades of experience in non-profit and labor and employment representation. He has extensive experience representing unions and individuals before the National Labor Relations Board, Equal Employment Opportunity Commission (EEOC), state and local labor relation authorities, and in collective bargaining negotiations and arbitrations. Aaron has litigated employment and First Amendment cases in Federal and state courts, and has authored amicus briefs submitted in Federal and State appellate courts on constitutional, labor and

State Conference Opposes A9036

The New York State Conference has sent a letter to the State Legislature opposing A9036/S6378-A.

The bill, introduced in the Assembly by Helene Weinstein (D-Brooklyn), and in the Senate by Jack Martins (R-Nassau County), would prohibit state contracting with, and state investment in, persons and businesses that promote or engage in activities to boycott American allied nations.

The motivation of the legislators supporting this legislation is to act against the BDS (Boycott, Divest and Sanctions), movement. According to the memorandum in support of the legislation, BDS boycott "not only hurts the state, its interests and its citizens, but seeks to advance anti-semitic, anti-freedom and anti-capitalism principles."

The Conference, along with a coalition of organizations, has mobilized against the legislation. In a letter written by State Conference President David Linton, he writes that, "As currently drafted, it would place elected officials in the position of evaluating the merits of academic discussions and affiliations, in ef-

continued on page X

2016 AAUP Annual Conference Set for June 15-19

The AAUP's Annual Conference on the State of Higher Education will be held June 15 to June 19, 2016, at the Mayflower Hotel in Washington, DC. The event includes panel presentations, plenary speakers, lobbying, and the annual business meetings of the AAUP. This year's conference will focus on racial, social, and labor justice in higher education.

The preliminary conference schedule features a the annual Capitol Hill Day (June 16) where members lobby Congress on issues related to higher education. Capitol Hill Day concludes with a reception on the Hill for AAUP members.

The conference sessions are held on June 17, and the 102nd Annual Meeting takes place on June 18. The Friday Plenary Lunch Speaker is Shaun Harper, professor in the Graduate School of Education, Africana Studies, and Gender Studies at the University of Pennsylvania and founder and executive director of the Center for the Study of Race and Equity in Education. He is the author of over 100 peer-reviewed journal articles and other academic publications. Johns Hopkins University Press is publishing Race Matters in College, his 13th book.

The Saturday Plenary Banquet Speaker is William P. Jones, professor of history at University of Wisconsin-Madison and author of The March on Washington: Jobs, Freedom and the Forgotten History of Civil Rights and The Tribe of Black Ulysses: African American Lumber Workers in the Jim Crow South.

For information on the conference, go to the website: <http://www.aaup.org/event/2016-aaup-annual-conference>

The NYS AAUP Executive Director's Report

By Tom Policano

I will be reporting on the spring election for our New York State AAUP Conference Steering Committee open positions, our new NYSAAUP.org website and its features, the conference titled Best Practices in Higher Education: Grounding Priorities in the Common Good, and our upcoming NYS AAUP Conference Spring 2016 to be held at Marymount Manhattan College in New York City, April 15-16th, 2016. The NYSC would also like to thank the AAUP Assembly of State Conferences (ASC) for approving our 2016 conference grant submission.

New York State AAUP Elections 2016

The NYSC Election Committee has obtained the following nominations for the offices listed below for our 2016 election. These positions are for the Executive Council of the NYSC Steering Committee and for the NYSC delegates to the AAUP Assembly of State Conferences 2016 and 2017 meetings. Duties and responsibilities of persons holding these positions are enumerated in the NYS Conference Constitution (nysaaup.org/library/1/nys-aaup-constitution). All active members of the AAUP in New York State were invited to stand for election to a position on the Executive Council. The open positions are listed below. Biographies of those listed are available at (nysaaup.org/news/5/nys-aaup-conference-elections-2016)

■ NYSC President 2016-2020: **Sally Dear Healey**, SUNY Cortland

■ NYSC Vice-President 2016-2020: **Jeffrey Baker**, Monroe Community College

■ NYSC At Large Member 2016-2020 and AAUP ASC Delegate 2016 & 2017: **Steven Goldberg**, Adelphi University

■ NYSC At Large Member 2016-2020 and AAUP ASC Delegate 2016 & 2017: **open**

The NYSC Election Committee is:

■ **Pat Cihon** [pcihon@syr.edu] - Chair

■ **Mary Rose Kubal** [MKUBAL@sbu.edu]

■ **Anne Friedman** [afriedman@bmcc.cuny.edu]

Our Election Process is as follows:

■ Nominations for the open position and for all positions will include a write-in option. The nominees receiving the most votes will win the election.

■ The Election has been piggybacked onto the AAUP National elections. Ballots to all NYSC AAUP Members were sent out on March 15th and must be returned by April 15th, 2016.

continued on page 6

What Does “All One Faculty” Really Mean and What Does it (Really) Look Like in When its Put Into Action?

By Sally Dear-Healey, Ph.D.

The phrase “All One Faculty” has been a recent rallying cry of the AAUP for good reason. While most of us are aware of the diminishing rights of faculty across the country – at both public and private colleges and universities – divisions amongst faculty members themselves have exacerbated the problem. According to the AAUP (national) website, “The One Faculty campaign grew out of the AAUP’s long history as an organization seeking to improve working conditions, shared governance, economic security, and academic freedom for those who teach and do research in our universities and colleges.” While this all sounds great, and the message is laudable, there is no mention whatsoever in the entire description as to what and who constitutes “all one faculty.”

It is clear that there are different interpretations of “all one faculty,” depending on who you are talking to and the circumstances one finds themselves in. For example, many tenure-track folks have settled in comfortably to their privilege of tenure. Like others who come from a privileged perspective, they don’t seem to notice the absence of contingent faculty in department meetings, office spaces, university committees, conversations with colleagues, social events, etc. This comfortable and convenient oversight exists at all levels of the university all the way up and throughout the administration. Another issue is that many tenure-track faculty embody an ‘out-of-sight, out-of-mind’ mentality. Since they either do not or rarely see or engage with the ‘other half,’ it is easier to ignore or forget their plight. They also may not have suffered the ‘commonality of contingency’ themselves or they conveniently forgot.

For some it’s a matter of terminology. For example, in an otherwise well-written and informative article entitled One Faculty, Organizing for a Stronger Voice, which can be found on the AAUP (national) website, Jamie Owen Daniel states “It has become increasingly difficult for the faculty voice to be heard,” Daniel also uses the terms “tenure track,” “non-tenure track full-timers” and “adjuncts” in her article to clarify just who she is – and isn’t - talking about. However, this array of labels - intentional or not - continues to divide us, not unite us. In reality

there are only two true divisions amongst faculty members - tenure track/tenured and contingent – yet we are still all one faculty.

Finally, and perhaps more insidiously, some tenure-track faculty actually openly disrespect non-tenure-track faculty. This disrespect comes in many forms, ranging from the failure to acknowledge colleagues even when sharing common work space, speaking to them disparagingly by demeaning their position, e.g. “Only real faculty can do X,” to overtly discriminating against them in job searches.

One of the main ingredients of an “all one faculty” perspective is the realization that the working conditions of every employee has an effect on the working conditions of every other employee. While some conditions and issues effect all faculty equally, others are frighteningly disparate. An Issue Brief entitled One Faculty Serving All Students, released in 2010 by The Coalition on the Academic Workforce, highlights specific areas where – if we truly believe in “all one faculty” – we need to come together. Points relevant to this argument include their mission to:

- Collect and disseminate information on the treatment of faculty members serving full-and part-time off the tenure track....
- Evaluate both short and long-term consequences of changes in the academic workforce for society and the public good
- Identify and promote strategies for solving the problems created by inappropriate use and exploitation of part-time, adjunct, and similar faculty appointments (Authors note: hereto we see the use of multiple terms to describe contingent faculty).
- Promote conditions by which all faculty members, including full- and part-time faculty members serving off the tenure track, can strengthen their teaching and scholarship, better serve their students, and advance their professional careers (http://www.academicworkforce.org/CAW_Issue_Brief_Feb_2010.pdf).

This question is, how do we – as all one faculty - accomplish

these goals widely and effectively? To start, we can each begin to collect accurate information on the treatment of all faculty members at our own colleges and universities, public and private, and disseminate the findings. We can also organize our talents and efforts by creating either an AAUP Collective Bargaining or AAUP Advocacy Chapter at our institutions. “In addition to providing a vehicle through which faculty can collectively organize (if not formally engage in collective bargaining), among other efforts AAUP advocacy chapters promote shared governance, academic freedom, and due process, and can engage in local Committee A work as well as government-relations campaigns. Active, well-organized advocacy chapters can also have influence on matters like salaries and benefits”

(<http://www.aaup.org/>).

We also have to lift our heads out of the sand and acknowledge that none of us are safe anymore and that we must be fully aware of how changes in the academic workforce affect not only those who teach, but our students, their families, communities, companies and organizations, as well as the general public. The ‘problem of contingents’ is the problem of every faculty member and should be the problem of the administration. Not being paid fairly and/or what your colleagues are being paid to teach the same classes is demoralizing at best, destructive at worst. But it’s not just about contingent pay. It’s also about how colleges and universities use and abuse contingent faculty, having little if any real knowledge of their skills, needs, or per-

Resistance at The College of Saint Rose

In fall 2014, however, Stefanco announced that the College had a huge “structural deficit” caused by declining enrollments. So we went from “trending well” according to our 2013-2014 Interim Office of the President to “massive deficits” in 2014-2015. Consequently 40 staff positions were eliminated in May and “Strategic Academic Program Prioritization” (SAPP) was begun in September 2015, with the stated goal of developing a plan to eliminate programs and tenured/tenure-track faculty members by November 2, 2015.

After much contention regarding the rushed nature of the process and the unwillingness of the administration to bring program elimination proposals to our academic committees, SAPP became a reality after Stefanco and Board Chair Judy Calogero announced their decision to eliminate 28 academic programs and 23 faculty positions (14 tenured) on December 11, 2015.

The response of our AAUP Chapter to these and other related events has been rapid and vigorous. When SAPP was first announced on August 26, we formed our advocacy chapter with about 50 dues-paying members within a week.

We met with AAUP NYS’s leadership and worked closely with the National Office. In the fall, NYS AAUP President David Linton issued two open letters to Stefanco urging her to work with faculty in a true shared governance model and to respect tenure.

Thereafter we organized a number of well-attended protests including a rally (with more than 200 protestors) on November 2, held as the President and Board met to finalize their SAPP plans behind locked doors.

That was when we found our voice alongside students and alumni—“WE are Saint Rose!” This protest was followed on December 15 by another—a mock funeral mourning the loss of

our programs and colleagues. It was covered extensively by the media. Along the way we also held a half dozen smaller protests, created social media platforms for communication and planning, sent letters to editors of local and national publications, and gave multiple media interviews.

We joined forces with mobilized alumni and students who created petitions and wrote letters of protest to the Board and President as well as to local media outlets.

We connected with labor leaders, politicians, and faculty at other universities, and on February 10, 2016 faculty passed a motion of no-confidence in the President by a large majority (76%).

Predictably, the Board responded by expressing unanimous confidence in the President. But we haven’t given up. We await a release of a report from a national AAUP Inquiry that was conducted in January and look forward to sharing those findings publicly. We continue active protests against the terminations and lack of shared governance, with our most recent being held on February 26 outside the venue where our President accepted an Albany Business Review award for being one of the area’s outstanding “Disrupters.”

We created a Faculty Legal Defense Fund to help offset the costs of legal counsel for faculty threatened with termination as many of them use the College’s formal grievance processes to get their terminations reversed. Several departments are creating proposals for reassigning faculty threatened with lay-offs. And the majority of our faculty members have signed cards demanding that the administration voluntarily recognize us as a union—a demand we will continue to make publicly to pressure the College’s administration to restore respect for tenure, academic freedom, and shared governance.

The fight for reinstating respect for AAUP principles at Saint Rose is ongoing—with no end in sight. We will not stop until we win, because WE are Saint Rose!

State Conference Opposes A9036

fect turning the state governing bodies into censors. Using the funding authority of the legislature as a means of extracting compliance with specific political views would, in effect, stifle the free exchange of opinions and have the exact opposite effect that the academic environment is meant to foster.”

Linton concludes that, “While we respect the strong views that individuals have on issues of public concern, we urge you not to deny their full exploration by imposing a gag order on

those whose views you might take issue with. Democracy it at its best when all voices can be heard.”

In the Assembly, the Bill was referred to the Government Operations Committee (chaired by Crystal D. Peoples-Stokes) on January 19, 2016. In the Senate, The Senate version of the bill passed on January 20, 2016. The Conference urges you to contact your state assemblymember to voice your opposition to the bill.