



Job Announcement Executive Director

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Primary duties include:

- maintain NYSC AAUP administrative services, records, and data bases/website;
- monitor information relevant to the work of the AAUP, the NYSC AAUP, and its members;
- engage in contact with politicians /staff members and notify State Conference officers, councils, committee chairs, chapters and members as needed;
- represent the NYSC AAUP, along with the President and/or other officers, at events and build ties with other organizations and unions;
- maintain regular and on-going

communications with AAUP National, the Collective Bargaining Congress (CBC), the Assembly of State Conferences (ASC), and chapters in NYS;

- assist the Vice President and the Chair of the Committee on Chapters, Members & Dues with chapter and membership development;
- work closely with officers and the Executive Council;
- provide support for standing committees and councils as well as special committees and task forces; organize and oversee the NYSC AAUP spring and fall meetings.

Applicants are asked to submit the following with their application:

- 1) cover letter indicating the appli-

cants experience with and/or interest in serving in an executive director capacity; experience with website management and maintaining records and data bases; familiarity and involvement with the AAUP, shared governance, and union work; experience working on political issues and/or with government officials/aides; and experience organizing large-scale meetings,

- 2) a resume/CV and
- 3) a list of three (3) professional references.

Applications must be received by October 1, 2017, for full consideration.

Please send applications to Jeffrey Baker, Acting President: jbaker@nysaaup.org and write “ED Job Application” in the subject line.

AAUP Issues Statement on Charlottesville

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After equivocating, the President has finally denounced the KKK, the Nazis, and other white supremacist groups. But he and his administration must do more. We call on the Trump administration to use all of the forces at its disposal to bring to justice those involved in fomenting violence and terror.

Further, we call on the President and

his administration to denounce all attempts to equate nonviolent protests like Black Lives Matter with violent hate groups.

We decry the violence, the discrimination, and the attempts to intimidate, silence, and harm our students, educators, and community members.

We reject racism and white supremacy. We stand with students,

educators, their families, and communities across the country working for equitable and welcoming environments where it is safe to exist, learn, and peacefully disagree and debate.

We will work with faculty members, students, and college leaders, uniting and organizing with allies and in our communities to resist hate and fight for a just society.



President's Letter Changes and Opportunities at the New York State Conference

by Jeffrey Baker

There have been many leadership changes in the New York State Conference and there will be some new opportunities.

Sally Dear-Healey has stepped down as president of the conference to take the position of temporary executive director. Sally was recommended for the temporary job by a search committee appointed for the purpose of filling both the short and long term positions. The Executive Council then made an offer.

Sally succeeds Tom Policano who has decided to retire after many years of service to the state conference as well as the RIT chapter. He will be very much missed. Tom has been travelling and pursuing his art of photography, adding to his large body of work in that field.

The search committee is engaged currently in seeking a long term executive director. Information about that position appears elsewhere in this issue and on the NYS Conference website nysaaup.org. It is also posted at the AAUP national website and on Chronicle Vitae. The application deadline is October 1st.

As the state constitution provides, I, as vice president, have moved into the president position and John Polimeni has moved into the vice president job until the next scheduled election in the spring. We are currently looking for someone to serve temporarily as secretary. Depending upon decisions by current office holders and the result of the executive director search, it is possible that all officer positions and three of the four at-large seats will be up for election.

As members have retired or assumed other commitments, many committee positions have become vacant.

We need at least one additional member for the Elections committee which will seek to find candidates, collect and

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NYS AAUP Conference Job Announcement Executive Director

The NYS Conference of the American Association of University Professors seeks an Executive Director. This is a part-time consultant/contract position which could supplement other sources of income.

The NYS Conference is run by volunteer faculty leaders and there is no centralized office, thus the Executive Director is not provided an office by the Conference, nor are office expenses reimbursed. Approved travel expenses are reimbursable.

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Adjunct Who Helped Form Union Fights Termination by Barnard College

Georgette Fleischer, who has taught in the Barnard College English Department for 17 years, continues to fight the administration's decision to terminate her employment.

Fleischer, who helped form Barnard's adjunct faculty union, asserts that the Barnard administration terminated her and others who were part of the organization drive as a retaliatory move.

Fleischer was terminated within weeks of the signing of the Barnard Contingent Faculty's (BCF) Local 2110 UAW first contract. The College's President, Sian Beilock, has, thus far, refused to respond directly to the Union's letters on her behalf. A grievance hearing was held August 14.

In 2014, Fleischer was not reassigned to the first-year seminar program in which she'd long taught over some negative comments in students' evaluations of her teaching.

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NYS AAUP Fall Meeting
October 28 and 29 · Albany, NY

AAUP Offers Guidance on Border Searches

On August 1, the AAUP released a new document with responses to frequently asked questions about inspections of electronic devices by U.S. Border Patrol officers.

Faculty members who travel internationally should be aware of their rights and obligations, whether they are citizens or noncitizens.

Due to the "border search exception" to the Fourth Amendment to the US Constitution, your rights with respect to searches and seizures by the government are different at borders than they are elsewhere. You can find the FAQs at <https://www.aaup.org/faqs/border-searches>.

The AAUP is concerned about an uptick in searches and seizures of electronic devices at US borders during the past year, and is seeking information about such incidents in conjunction with the Knight First Amendment Institute.

The ability of border patrol officers to search and seize devices without any reason to suspect their owners have done

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Climate Researchers Supported in Records Case

On July 12, the AAUP submitted an amicus brief in support of faculty members who have been subjected to intrusive public records requests for e-mails related to their climate-science research.

The AAUP brief, filed with the Arizona Court of Appeals in the case, Energy & Environment Legal Institute v. Arizona Board of Regents, argues that the academic freedom to conduct research is essential to a vital university system and to the common good, and that this warrants protecting certain research records from disclosure.

The case arose from an extensive public records request that was made by the Energy & Environment Legal Institute, which uses public records requests in a campaign against climate science.

In this case, E & E submitted public records requests that targeted two University of Arizona faculty members, climate researchers Malcolm Hughes and Jonathan Overpeck. E & E counsel

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AAUP Issues Statement on Charlottesville Attack

The National AAUP office issued the following statement in response to the domestic terrorism attack in Charlottesville, Virginia:

Our hearts broke this weekend as we watched expressions of racism, anti-Semitism, and hatred on the University of Virginia campus result in violence. We are especially saddened by the death of one activist and the wounding of others.

Expressions of racism and hatred paired with violent actions are not new in our country. Our history shows that marchers armed with guns and sticks, carrying shields and torches, and chanting Nazi slogans have but one purpose: to strike fear and terror in the hearts of people of color, immigrants, Jews, Muslims, and all who believe in a more inclusive America.

To remain silent in the face of hatred is to be complicit in that hatred. Therefore, we will not remain silent while white supremacists, emboldened by the rhetoric of the Trump administration, perpetrate violence and incite bigotry.

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Nominations Invited for the 2018 AAUP National Elections

The Association's Nominating Committee seeks nominations for candidates for election as officers of the AAUP, and as members of the AAUP's governing Council, in spring 2018. Nominations are due by Thursday, December 14, 2017.

All members of the Association in good standing, with the exception of associate members, are eligible to be elected to officer and Council positions and to nominate other eligible members. The committee seeks a diverse group of candidates with experience in the AAUP at the local, state, or national level.

Four officer positions are open for election to two-year terms: president, first vice president, second vice president, and secretary-treasurer.

Fourteen Council positions are open for election to two-year terms: one Council position in each geographical district, and four at-large Council positions.

If you wish to nominate yourself to an officer or Council position OR to nominate another eligible member, you must submit the following information to the Nominating Committee by December 14:

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President's Letter

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validate nominations, and propose those qualified to the membership.

We are also looking for chairs and members of the following committees: SUNY Council, Committee on Chapters, Members and Dues, Committee on the Economic Status of the Profession, Committee on Faculty Holding Contingent Appointment, and Committee on Retirement. Other committees can also use new members.

Please see the New York State AAUP Leadership entry under the Contact tab on our website nysaaup.org for a complete committee list.

Committee chairs are also members of the Steering Committee which is part of

the governance structure of the NYS Conference. They attend two meetings per year and are reimbursed for travel expenses. Serving on committees has traditionally been a pathway to leadership in the conference and contributes to professional development. It is also an opportunity to interact with faculty from a wide range of disciplines and institutions. For more information about committee work or to seek a committee position, please contact me at: jbaker@nysaaup.org

A current project of the NYS Conference is the establishment of regional councils in various parts of the state that will allow faculty in an area to collaborate and support each other on issues affecting their respective institutions. The Conference has received a grant from the Association of State Conferences to facilitate this effort. Leadership

of local chapters will be contacted about this project as each area is developed.

At our fall meeting, the Steering Committee and the Executive Council as appropriate, will be considering several other new initiatives including implementing a strategic plan, changes to the AAUP NYS Conference constitution to simply our structure and issues submitted by members. Members are always welcomed to submit items for consideration by the conference leadership. Information on the meeting appears elsewhere in this issue.

I am happy to correspond with members at any time. You can reach me by e-mail at jbaker@nysaaup.org. I hope to see you at a state meeting or other event and welcome your participation in governance and committee work of our organization.

Researchers Supported in Records Case

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said the suit was intended to "put false science on trial" and E & E vowed to "keep peppering universities around the country with similar requests under state open records laws."

The current brief urges courts to

"consider the best interests of the state to maintain a free and vital university system, which depends on the protection of academic freedom to engage in the free and open scientific debate necessary to create high quality academic research. Where the requests

seek prepublication communications and other unpublished academic research materials, as in the case at bar, compelled disclosure would have a severe chilling effect on intellectual debate among researchers and scientists."

NYSC AAUP Fall Meeting

October 28 and 29, 2017

10/28: Noon-5:30pm · 10/29: 8am-1pm

Woodward Meeting Room · Fairfield Inn and Suites

74 State St., Albany, NY

Saturday Evening Dinner 6 to 9pm
Cafe Capriccio

49 Grand St., Albany, NY

Register at: nysaaup.org

Questions: sdearhealeyaaup@gmail.com

New Yorkers Holding AAUP National Office

The following members of the New York Conference hold national AAUP office:

Risa L. Lieberwitz, Cornell University Law School

General Counsel Governing Board, AAUP Legal Defense Fund; Executive Committee of the Council; Committee on the Organization of the Association; Chair, Litigation Committee

Anne Friedman, Borough of Manhattan Community College

Council, District VIII; Executive Committee of the Council; member, Committee on Community Colleges

Sally Dear-Healey, SUNY College at Cortland

Council, District VIII; Committee on Women in the Academic Profession

Deborah Cooperstein, Adelphi University

Secretary, AAUP-CBC

Dennis Mazzocco, Hofstra University

Treasurer, AAUP-CBC; AAUP-CBC Audit Committee Member; Chair, Panel on Chapter and Conference Sanctions

Nivedita Majumdar, John Jay College of Criminal Justice

AAUP-CBC Executive Committee Member

Patricia Navarra, Hofstra University

AAUP-CBC Executive Committee Member

Ellen Schrecker, Yeshiva University

Director, AAUP Foundation

Paulette M. Caldwell, New York University

Governing Board, AAUP Legal Defense Fund

Marjorie Heins

Committee A on Academic Freedom and Tenure

Donna Young, Albany Law School

Committee A on Academic Freedom and Tenure

Joan E. Bertin, Columbia University

Committee A on Academic Freedom and Tenure (consultant); Litigation Committee

Iris Delutro, Queens College

Chair, Committee on Academic Professionals

Kimberley Reiser, Nassau Community College

Chair, Committee on Community Colleges

Margaret Stein, Hofstra University

Committee on Contingency and the Profession

Matthew Canfield, New York University

Committee on Graduate and Professional Students

Shane Lancer, Cornell University

Committee on Graduate and Professional Students

Jeanne Laurel, Niagara University

Committee on Sexual Diversity and Gender Identity

Aaron Barlow, New York City College of Technology

Editor, *Academe*; Advisory Board for the *Bulletin of the AAUP*

Laura Secor

Advisory Board for *Academe*

Martha T. McCluskey, SUNY College at Buffalo

Litigation Committee

The New York State AAUP's Interim Executive Directors Report

by Sally Dear-Healey, Ph.D.

Greetings! Let me take this opportunity to introduce myself as the newly hired Interim Executive Director (ED) of the NYS Conference.

As many of you know, I have gladly and proudly served the Conference over the last year as the President, however I resigned from that elected role effective August 1st to accept this position.

It is my hope and goal to continue to serve the Conference and its members in this capacity for many years to come. I will also continue to serve the AAUP as a District VIII Delegate and as a member of Committee W at AAUP National.

Over this last year I was also invited to serve on both the Assembly of State Conferences (ASC) Nominating Committee and the Outstanding Achievement and Awards Committee at AAUP National.

Each of these roles have provided me with additional insight and appreciation for the AAUP, the important work it does, and the dedication of its leaders and membership.

As you may remember, the NYS Conference has been without an Executive Director since January 1, 2017.

This has proven to be a challenging yet enlightening time for the leadership of the Conference that has resulted in a revisioning of our individual and collective roles so that we can function more efficiently and serve our members more effectively.

Toward that end the focus of the spring (2017) meeting was 'strategic planning, leadership development, and organizing.' Two of our other main goals are increasing political and social activism.

Speaking of activism, it has truly been a busy AAUP summer for me!

In June I attended the AAUP National meeting in Washington DC as well as the AAUP Annual Conference on the State of Higher Education where, along with a panel of other Committee W women, I participated in the "Women Union Leaders' Roundtable: Challenges, Successes, & Practical Visions".

I also attended "The First Amendment on Campus: Freedom of Speech and the Press in Higher Education" presentation at the Newseum, which I found incredibly enlightening.

In August I had the privilege of attending Summer Institute where, among other activities, I attended the sessions "Civil rights and social justice: How to attract 'diverse' faculty to unions", "UnKoch my campus; Using research and messaging to win a campaign on donor influence", and "Tracking and responding to state legislation".

Each of these sessions provided me with updates, new insights, as well as skills and tools to better serve the NYSC AAUP and its members.

Although there are many, some of the more pressing issues facing academia today that were brought up are contingent pay and working conditions, the closing of departments and schools, fiscal uncertainty, dismissal of tenure-track faculty, loss of pay and benefits, a lack of diversity, underrepresented and undocumented students, sanctuary campuses, academic crime (the people at UnKoch My Campus argue that donations and grant sources should not be confidential information), and the current "climate of fear" related to academic freedom.

I also brought back some great ideas for chapter organizing and management and tracking and responding to state legislation.

I remain committed and look forward to serving the NYSC AAUP Conference, the Steering Committee, and AAUP members in this new capacity and welcome your comments and suggestions as we move forward together and in solidarity to engage in this meaningful work, albeit in increasingly uncertain times.

Please feel free to email me at sdearhealeyaaup@gmail.com or give me a call at (607) 757-9407.

2018 AAUP National Elections Nominations

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1. The position for which the individual is being nominated.

2. The name, institution, and e-mail address of the individual being nominated.

3. The name, institution, and e-mail address of the individual making the nomination (if not self-nominating).

In addition, endorsements by letter and/or e-mail message from at least six AAUP members (one of whom may be the nominee) must also be presented to the Nominating Committee by December 14.

Endorsements must cite the specific position for which the individual is being endorsed and the name, institutional affiliation, and e-mail address of the endorser. [NOTE: Nominees to a District Council position must be en-

dorsed by at least six eligible members employed in that district.] To ensure that all six required endorsements arrive by the December 14 deadline, we encourage potential candidates (or those acting on their behalf) to collect and submit them together in one letter or e-mail message.

The nominations process is set forth in the AAUP Constitution (<https://www.aaup.org/about/organization/aaup-constitution>) and in the AAUP Election Rules (<https://www.aaup.org/about/elected-leaders/elections/aaup-election-rules>).

The Nominating Committee will submit its final report to the Council by December 21. All proposed nominees who meet the eligibility requirements will have their names included on the ballot for the spring 2018 elections.

Please send nominations by e-mail message to nominations@aaup.org or by surface mail to AAUP Nominating Committee, 1133 19th St. NW, Suite 200, Washington, DC 20036.

New York State constitutes Council District VIII.

AAUP: Border Searches

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something wrong has a chilling effect on academic freedom and on the freedom to travel and participate in international scholarly activities.

For more information about the joint initiative and about how you can share information about inspections of your electronic devices at US borders, go to <https://www.aaup.org/news/border-patrol-searches-electronic->

The NYS AAUP Fall Meeting Albany, NY October 28-29

The New York State Conference of the American Association of University Professors will hold its fall meeting October 28-29 in Albany. The meeting will be held at the Fairfield Inn and Suites.

The meeting will be scheduled from 12:00 noon to 5:30 p.m. on Saturday, October 28, and will continue on Sunday, October 29, from 8:00 a.m. until 1:00 p.m. On Saturday evening there will be a dinner at Café Capriccio, from 6:00 p.m. to 9:00 p.m.

The Fairfield Inn and Suites is located at 74 State Street, Albany. For additional information and to register for the meeting, go to the State Conference website: nysaaup.org.

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 guidelines and our own experience. (*See AAUP Policy Documents and Reports, 11th Edition, 2015, "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.

How to Maximize Help from AAUP Concerning Academic Freedom and Tenure Issues

If you have an issue that concerns academic freedom and tenure, AAUP is available to consult with you. The following protocol explains how to maximize the help we can provide you.

1. If there is an AAUP chapter, you should first approach it. The leaders of the chapter know the situation on campus, and they may be able to mediate the situation.

They also can provide valuable advice. If there is a collective bargaining agreement in place, the grievance procedure may cover the issue. This will provide an important source of support.

2. If there is no AAUP chapter, or should the chapter be unable to help, you may approach New York Committee A on Academic Freedom and Tenure.

We will be available to discuss the issues fully, and to offer advice. NY Committee A also may recommend to National Committee A of AAUP that it consider your issue.

3. Finally, at any time, you may approach National Committee A on Academic Freedom and Tenure. However, once you do, NY Committee A will step aside. It is the policy of NY Committee A not to become involved in any matter that has been reviewed, or is under review, by National Committee A.

4. Thus AAUP offers a variety of means for a faculty member to get valuable advice, and perhaps ultimately to have AAUP intervene in a case. If you follow the steps outlined above, you will best take advantage of the resources offered by AAUP in this critical area.

If you have reason to consult with NY Committee A, contact the Chair of the Committee:

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

Why Overloads are a Bad Deal for All Faculty

by Jeffrey Baker

The word overload can have more than one meaning to higher education faculty. It can mean increasing class size or adding additional course sections above the faculty member's required minimum teaching load. While many full-time faculty welcome overloads as an opportunity to increase income, they are usually a bad deal.

Adjunct faculty are often frustrated by college and union policies on overloads. At most institutions, full-time faculty have the right to choose additional sections as overloads before adjunct faculty receive assignments.

In some schools, full-timers who want to teach overloads can even bump adjuncts who have already been assigned to classes. This limits the teaching opportunities for adjuncts and often results in last minute surprises that include an unexpected reduction in what is already a meager income. It also leads to animosity between groups of faculty. But are overloads a good deal for full-timers?

In most schools, teaching classes larger than the usual size limit is voluntary. While sometimes no additional compensation is offered, the incentive for doing so is often a small pay increment or the allocation of professional development funds.

This compensation is often at a disproportionately low fraction of regular pay. In some cases, such as large lectures where TAs are doing much of the grading, it may not matter to the faculty member, but in a small writing intensive class, it may mean much more work for very little reward.

Teaching of additional sections is often paid at the adjunct rate which is typically one half or less of the full-time faculty member's usual compensation on a per-class basis.

Yes, faculty have many other responsibilities and their

primary compensation reflects that, but still, this is a lower rate. Faculty unions accept this, even though unions in other fields demand time and half or more for additional effort. For example, nurses working a weekend 12 hour shift at a local hospital are paid for 20 hours.

Beyond compensation, there is another issue that is often overlooked. If the institution's administration finds that a large number of faculty are teaching overloads, it may decide that the required base teaching load is too low and pressure faculty and their unions into increasing it in return for a relatively small or even no increase in pay.

At some community colleges, base loads are 12 - 3-credit courses per year. At some for-profit institutions, they are as high as 16 per year along with administrative duties such as adjunct supervision. A look at schedules on the websites of several community colleges shows that some faculty members routinely teach 16 to 18 classes per year. An administrator may think, "If those faculty can do it, why can't all of them?"

Overloads are part of an unfair system that seeks to exploit both full time and adjunct faculty by staffing classes at lower cost. As part of that system, many adjunct faculty need to make a living by teaching at multiple institutions – in some cases with equally onerous course loads.

At the same time, it puts downward pressure on salaries for full-time faculty who have in some cases reported that when negotiating pay, a low offer was justified by the institution because faculty have the opportunity for extra money for teaching overloads. It is a recipe for faculty burnout and a system that short changes students when overworked faculty are unable to respond to their needs.

[This article was originally published in the Academe Blog]

Adjunct Termination by Barnard College

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She sought a grievance hearing, which was denied by the college administration on the grounds that contingent faculty did not have the right to such a hearing under Barnard's Code of Academic Freedom and Tenure. Fleischer prevailed in court, and this led her to get involved in efforts to organize a union for contingent faculty at Barnard.

In October 2015, over 91 percent of the contingent faculty voted in favor of unionization. In February 2017, Barnard and the Union reached a contract agreement, averting a strike. In May, Fleischer was informed that she would not be returning to the College in the fall.

Fleischer believes that letters to the College's President will aid her case. Sian Beilock, and Chair of the Board of Trustees, Jolyne Caruso-Fitzgerald, urging them to re-appoint her.

Their e-mail addresses are: presidents.office@barnard.edu, or sbeilock@barnard.edu, and jolyne@alberleen.com.

On September 12, Barnard will be holding its Convocation at 4:30 p.m. at Riverside Church, which is located at 490 Riverside Drive. The Union is planning a protest.

For more details, consult the Union's Facebook page: Barnard Contingent Faculty-UAW Local 2110.