

## Attendance:

David Linton (DL), Tom Policano (TP), Sally Dear-Healey (SD), Kate Eskew (KE), John Polimeni (JP), Jeffrey Baker (JB), Stephen Goldberg (SG), Patrick Cihon (PC), Mary Rose Kubal (MK), Jeff Krause (JK), Cecilia McCall (CM), Anne Friedman (AF), Irwin Yellowitz (IY), Kimberly Rieser (KR)

## Sunday April 26, 2015

Meeting convened at 8:42 AM by DL

1. Approval of NYSC Fall 2014 Meeting Minutes
  - Motion SG, Second PC. Unanimously approved
2. DL presented the President's Report
  - Working on developing chapters; Siena College (SEIU), The Sage Colleges (SEIU), Mount St. Mary College, Hunter College
  - SEIU at Pacific Lutheran in Portland, Oregon through NLRB. Two claims, faculty management and can't organize and colleges with religious affiliations are exempt. NLRB said these don't apply in this case because this was done by adjunct faculty and religious exemption does not apply.
  - Communication with national level. UUP and national talks without letting state conference know. Committee meeting with UUP to see about interacting again. Negotiations are ongoing; AAUP presented a detailed contract and UUP responded with principles that need to be addressed. Place of non-faculty professional staff and how to identify who are AAUP representatives to national conference are two key issues. There would be the equivalent to 1000 members but they only had approximately 850 as representatives; this is an issue to be resolved to fit legal standards. National office did not fully engage with UUP, so DL and TP are trying to find a mediating role to move negotiations forward.
    - i. PC has mixed emotions with arrangements with UUP; good financially but problems with NLRB potentially
    - ii. TP stated that there is still issues from previous relationship. UUP put forward a good proposal but national office has been somewhat dismissive. SUNY is still on sanction and AAUP upset that this has not been resolved. UUP largely contains professional staff and this is not what AAUP is used to.
    - iii. IY said this is similar to the CUNY arrangement which has worked very well. National office is self-destructing with this lack of engagement with UUP.
    - iv. AF not sure why this is so complicated. PSC buys 1000 memberships that are chosen by PSC leadership – in some leadership role themselves. Only elections they have that are AAUP related are 15 delegates to the collective bargaining congress. AAUP does have a committee on university professionals, if their issues are not being addressed they could go through this committee.
    - v. CM said argument was that they paid for 1000 but only had 750, so they only wanted to pay for 750. The 850 will be members of AAUP but not delegates to AAUP, they must be elected and there must be a separate election.
    - vi. SG said issue is that CUNY wants to be part of organization while UUP is lukewarm. SUNY Censure issue is minor and can be corrected.

- vii. JK said it is the will to want to get this relationship back but they are finding reasons not to be involved.
  - viii. DL said censure list is not a factor. Read communications between UUP and the national office. An opportunity by national to reengage was missed. Call the initiative One Academy not One Faculty. Wants to get a committee to make a suggestion on how to intervene with the national office and UUP. Suggested IY and SG.
  - ix. JK said we are making assumption that national is committed to bringing UUP back in the fold as state conference is. Suggested that UUP does not want UUP back
  - x. DL said national office is completely different from those when origins started. National leadership is concerned with financial viability of the organization, stated that the problem is likely competence not caring
  - xi. SG stated UUP not really interested in being part of AAUP
  - xii. SD said UUP leadership has also changed and they are interested. Suggested we respond to each bullet point and sending it to the national office and be the mediators.
  - xiii. DL asked for approval of TP, IY, SG, and SD to work on a mediation.
  - At meeting at CUNY met with Beth Margolis, an attorney for educational issues. Working on a problem stripping faculty protections at Dowling College. Fired tenured faculty and there are peculiar dealings with Board of Trustees and College. Filed against the local union that they failed to represent the faculty appropriately. Margolis asked if AAUP has interests.
    - i. SG said new union president is someone who is opposed to the union.
    - ii. AF said NYSUT does not understand what an advocacy chapter is
    - iii. IY said issues related to AAUP are the financial problems and firing faculty. These are covered in the Red Book standards on financial exigency.
    - iv. TP said we should check with NYSUT first
3. SD presented the Vice President's Report
- Stated this spring's conference was excellent, a big difference in offerings we provide
    - i. DL asked if we should have 2 conferences per year or just 1 big one with more outreach.
    - ii. SG said there is a Constitutional problem that would have to be addressed. Stated we are better off with 2 conferences.
    - iii. PC very important to have 2 meetings. Meetings in NYC area are not any more expensive than those upstate
    - iv. SD said we should have 2 meetings. Perhaps one big meeting a year and one smaller business meeting done in 1 day.
    - v. MK agrees. Seems the spring meeting this year is late. Maybe we can move the meeting to early April
    - vi. SG said this conference is really the only big meeting the state conference has ever had. Having a big meeting out of NY may never succeed.
    - vii. TP said we need to get back to agenda
4. PC presented the Treasurer's Report

- Report unanimously approved
5. Committee Reports
- Committee A Report (IY): Case at Bard College in court. President of Bard College oversaw a Title IX dispute. In the decision, the president found that collective bargaining and college governance were no longer in effect. The president did an investigation ad hoc and the report was secret to the president. The faculty member was ultimately disciplined and the appeal to the president was denied.
    - i. SG asked how this is an academic freedom case
    - ii. IY said that the discipline of the faculty member prevented the faculty member from going to discipline meeting for three years
  - Academic Professionals: no chair
  - Committee on Membership (KE): Add Nassau CC to the list and take out Marymount College of Fordham University. KE is looking at how do we sell AAUP better, how do we fit-in with union organizing, and that we must show relevance and successes. There is a real defeatism among faculty.
    - i. SG would like the committee to get phone numbers for each chapter leader and give everyone on the executive council five to contact and find out why they are not engaging with us
    - ii. TP will send names to contact. Will send out a survey for the steering committee to use as talking points. KE, MK, and TP will work on this.
  - Committee on Economic Status: KR handed out a report
  - Committee on Faculty Holding Contingent Appointment (JB): MLA recommends \$7000/course; COCAL says \$7000 should be the minimum, others are pushing for \$15,000 for a 3 credit course with benefits. How do we get National AAUP to be more interested in this topic?
    - i. KR stated that we can request adjuncts to be included in the economic status of the profession report
    - ii. Motion: The NY State Conference of the AAUP urges the National AAUP research team on the Economic Status of the Profession to include adjunct/contingency faculty in the report
      - 1. DL moved, JB seconded; passed unanimously
  - Committee on Government Relations: no chair but Fred Floss will take this position
  - Committee on Retirement (FH): No report, FH will stop chairing this committee
  - Committee on the Status of Minorities in the Profession: Chair needed
  - Committee on the Status of Women in the Profession (SD): Report handed out.
6. Reports on Councils
- The National Council (AF): Report passed out
  - The Independent Council (MK): Just appointed to position. Will work with KE on chapters.
  - CUNY Council (CM): CUNY Council having elections; uncontested. Energy has been devoted to getting contract for PSC; they feel they are owed \$240 million in retroactive pay
  - SUNY Council: No chair
  - Collective Bargaining Council: No report

7. TP presented Executive Director's Report:
  - Congratulations to those who won the recent election. We need to appoint a treasurer due to error by National AAUP in the election form
    - i. Motion: To appoint Pat Cihon as Treasurer for a 3 year term.
      1. JK moved, AF seconded; unanimously approved
  - 4 new chapters: Hartwick, Siena, LeMoyne, and University at Buffalo
    - i. Should recognize them in NYS Academe; JK will ask them to write something for the fall issue
  - Membership for the NYS Conference has increased 115
  - Dates and Place for fall 2015 conference:
    - i. Sage Colleges, St. Rose, Siena, Univ. at Buffalo; Friday and Saturday October 23-24; second option October 16-17
  - TP would like to rebuild the website
    - i. Motion: Approve TP to spend up to \$2500 to update the website
      1. KE moved, PC seconded; unanimously approved
    - ii. Motion: Attach to the conference registration a fee of up to \$50 to registrants for food
      1. KE moved, JP seconded
        - a. Amendment to Motion: Attach to the conference registration a fee of up to \$50 to registrants for food with the exception of steering committee members
          - i. DL moved, CM seconded; 6 in favor, 8 opposed; amendment fails
        - b. Vote on original motion: 8 in favor, 5 opposed; motion passes
  - We need an election committee of 3 members and 1 alternate. Nominations are needed for November 15 for president, vice-president, and 2 at large positions
    - i. PC, MK, and AF will serve; JB as alternate
  - Need to fill empty steering committee positions
8. KE presented NYSC Election Committee Report
9. JK presented on New York Academe:
10. Old business:
11. New business:
12. Meeting adjourned PM