



# THE NYS CONFERENCE OF THE AAUP



**Information**

**Support**

**Advocacy**

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# THE ECOLOGY OF ACADEMIA

- **TWO KINDS OF FACULTY :**

- **TENURED/TENURE-TRACK (WHO ARE TECHNICALLY CONTINGENT UNTIL THEY ARE TENURED):**

- **ASSISTANT PROFESSOR**
    - **ASSOCIATE PROFESSOR**
    - **FULL PROFESSOR**

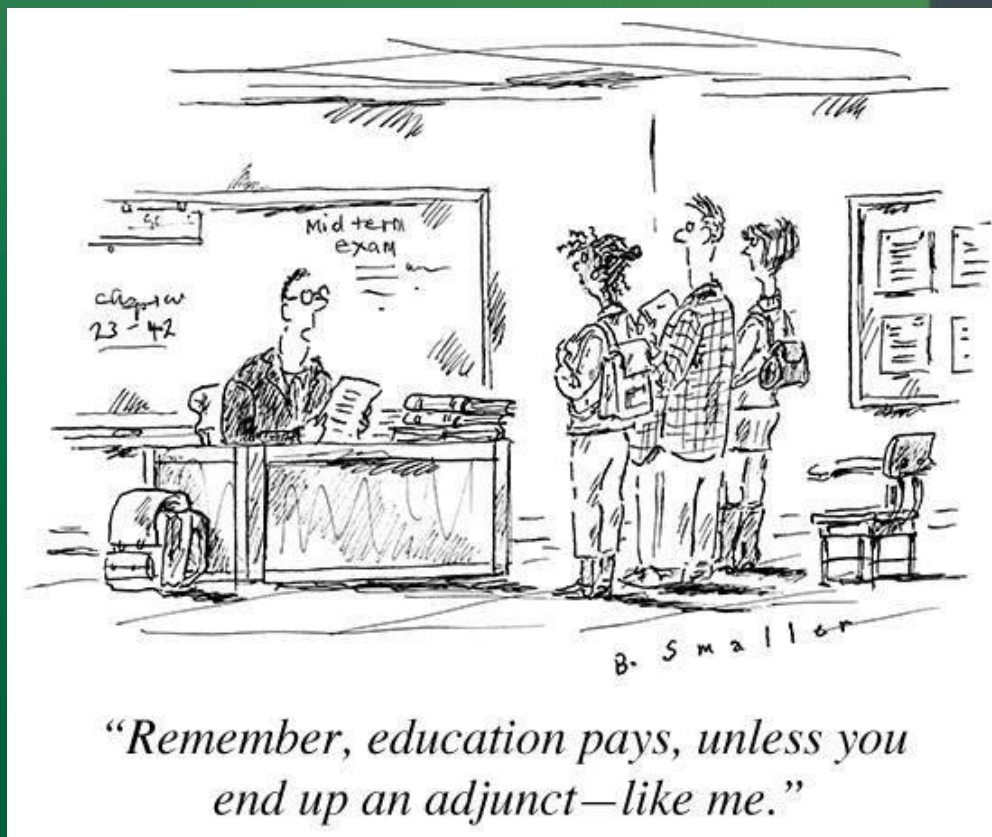
- **NON-TENURE TRACK (ALL OF WHICH ARE CONTINGENT):\***

- **LECTURERS**
    - **ADJUNCT PROFESSOR**
    - **RESEARCH PROFESSOR**
    - **VISITING PROFESSOR**

\* **WE RECOGNIZE THAT THERE ARE MULTIPLE ADDITIONAL 'LABELS' FOR NTT FACULTY**





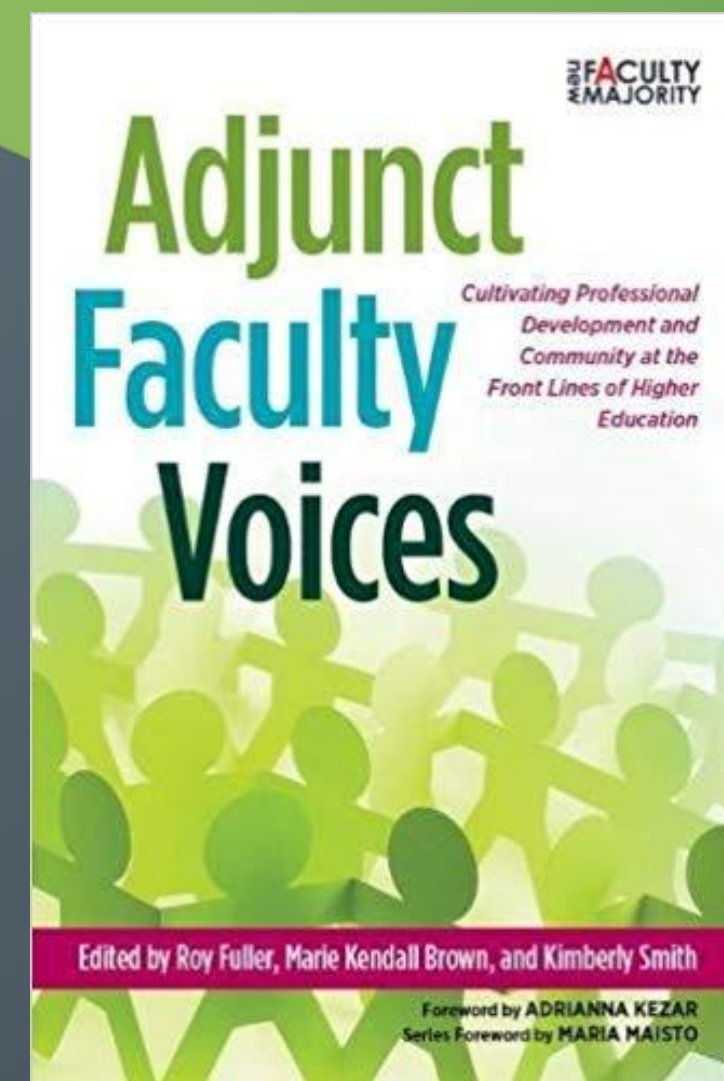


**“Retiring professors will no longer be replaced by full-timers.”**  
 Chronicle of Higher Education (7/3/2011)



**“Today some institution somewhere has, unaware, hired its last tenured professor.”**

Chronicle of Higher Education (7/3/2011)



# AAUP'S "ALL ONE FACULTY" CAMPAIGN

- THE "NATIONAL ADJUNCT WALKOUT DAY" (DAY WITHOUT ADJUNCTS) HELD ON FEBRUARY 25<sup>TH</sup>, 2015, DREW ATTENTION TO ADJUNCT FACULTY LABOR ISSUES AND FOCUSED ON PROVIDING FAIR WAGES AND BETTER WORKING CONDITIONS FOR ADJUNCTS.
  - THESE INCLUDE ISSUES OF SHARED GOVERNANCE, WORKING CONDITIONS, ECONOMIC SECURITY, AND ACADEMIC FREEDOM FOR ALL THOSE WHO TEACH AND DO RESEARCH IN COLLEGES AND UNIVERSITIES.
- AT LEAST 30 AAUP CHAPTERS PARTICIPATED AND MORE THAN A THOUSAND FACULTY MEMBERS ACROSS THE COUNTRY USED THE DAY TO RAISE AWARENESS ABOUT INEQUALITIES IN THE ACADEMIC LABOR SYSTEM.
- AAUP MEMBERS CONTINUE TO SUPPORT THE MOVEMENT THROUGH THE AAUP'S ONE FACULTY CAMPAIGN ([HTTP://WWW.AAUP.ORG/GET-INVOLVED/ISSUE-CAMPAIGNS/ONE-FACULTY](http://www.aaup.org/get-involved/issue-campaigns/one-faculty)).

The NYSC AAUP held a Webinar/Town Hall on 2/25/21 @ 6:30pm - "A Day Without Adjuncts" - (Still) Higher Education's Invisible Class"



# THE AAUP IS A...

- **100+ YEAR OLD ORGANIZATION DEDICATED TO ACADEMIC INTEGRITY, ACADEMIC FREEDOM, AND SHARED GOVERNANCE....WHO**
- **DEFINES FUNDAMENTAL PROFESSIONAL VALUES AND STANDARDS FOR HIGHER EDUCATION....AND HAS**
- **DEVELOPED STANDARDS AND PROCEDURES....IN ORDER TO**
- **ADVANCE THE RIGHTS OF ACADEMICS....AND**
- **PROMOTE THE INTERESTS OF HIGHER EDUCATION TEACHING AND RESEARCH.**

**“The AAUP’s mission 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. We are one profession regardless of institution type, tenure status, rank, job title, or collective bargaining status. We believe that the best way to achieve this mission is to shape our organization to reflect this reality.”**

## **AAUP MISSION STATEMENT**

# BY BEING A MEMBER OF THE AAUP YOU...

- JOIN WITH OTHER LIKE-MINDED FACULTY IN THE FIGHT FOR ACADEMIC FREEDOM AND INTEGRITY.
- BECOME A STRONG EFFECTIVE VOICE FOR FACULTY RIGHTS.
- CAN PARTICIPATE IN ORGANIZED AND COLLECTIVE EFFORTS TO IMPROVE THE STATE OF HIGHER EDUCATION.
- HAVE ACCESS TO EXPERT KNOWLEDGE ON STRENGTHENING FACULTY HANDBOOKS, GOOD-FAITH BARGAINING, WORKING WITH THE MEDIA, AND TOOLKITS FOR ACTION, E.G., GUIDELINES, SAMPLE DOCUMENTS, AND OTHER RESOURCES TO HELP YOU BUILD A STRONGER CHAPTER, RUN ISSUE-BASED CAMPAIGNS, BUILD A BETTER WEBSITE, WIN IMPROVEMENTS FOR FACULTY COLLECTIVE BARGAINING AGREEMENTS, AND MORE.
- GET ONE FACULTY CAMPAIGN MATERIALS WHICH EQUIP CHAPTERS TO ADVOCATE FOR FACULTY IN ADJUNCT/CONTINGENT APPOINTMENTS.
- HAVE ACCESS TO GUIDEBOOKS AND OTHER PUBLICATIONS THAT PROVIDE IN-DEPT ADVICE ABOUT THE FAMILY AND MEDICAL LEAVE ACT, PREGNANCY IN ACADEMIA, FACULTY HANDBOOKS AS ENFORCEABLE CONTRACTS, RACISM AND SEXISM IN HIGHER EDUCATION,
- RECEIVE A SUBSCRIPTION TO AAUP'S QUARTERLY MAGAZINE *ACADEME* AND THE NYSC AAUP *ACADEME*.
  - THE SUMMER BULLETIN ISSUE OF *ACADEME* CONTAINS THE AAUP'S ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION.
- GET A 30% DISCOUNT ON THE AAUP'S POLICY DOCUMENTS AND REPORTS (WIDELY KNOWN AS THE REDBOOK), SPECIAL DISCOUNTS WITH JOHNS HOPKINS PRESS, AND 30% OFF SUBSCRIPTIONS TO THE CHRONICLE OF HIGHER EDUCATION.
- ARE ENTITLED TO VARIOUS INSURANCE PROGRAM OFFERINGS (AVAILABLE IN SELECTED STATES).

**You embody and support the belief that “Life is too short not to fight a few good fights!”**



# ADVOCACY CHAPTERS

- **ADVOCACY CHAPTERS PROVIDE A VEHICLE THROUGH WHICH FACULTY MEMBERS CAN COLLECTIVELY RESPOND TO ATTACKS ON ACADEMIC FREEDOM, SHARED GOVERNANCE, AND HIGHER EDUCATION AS A COMMON GOOD.**
  - **CONCERNS INCLUDE CORPORATIZATION, LEGISLATIVE OVERREACH, LACK OF REPRESENTATION, AND THE ADJUNCTIFICATION OF THE PROFESSION.**
- **CHAPTER ACTIVITIES ARE DETERMINED BY CAMPUS-LEVEL ISSUES AND NEEDS AS WELL AS THE ABILITY TO ENGAGE IN COLLECTIVE BARGAINING.**
- **IN THE PAST FEW YEARS, THE AAUP HAS WELCOMED MORE THAN FORTY NEW OR REVITALIZED ADVOCACY CHAPTERS.**
  - **IN THE LAST YEAR ALONE IN NEW YORK STATE FIVE NEW CHAPTERS HAVE FORMED OR ARE IN THE PROCESS OF FORMING/REVITALIZING ADVOCACY CHAPTERS (UNION COLLEGE, KEUKA COLLEGE, UNIVERSITY OF ROCHESTER, THE NEW SCHOOL, AND SARAH LAWRENCE COLLEGE).**



# COLLECTIVE BARGAINING (CBC) CHAPTERS

- **ACADEMIC COLLECTIVE BARGAINING INCLUDES THE UNIONIZATION OF ALL SECTORS OF THE HIGHER EDUCATION WORKFORCE – FROM TENURE-LINE FACULTY TO GRADUATE STUDENT EMPLOYEES, AND FROM ACADEMIC PROFESSIONALS TO SUPPORT STAFF.**
- **UNIONIZATION IN THE PUBLIC SECTOR IS BASED ON STATE LAW, MUCH OF WHICH EXPRESSLY ALLOWS FACULTY TO UNIONIZE. HOWEVER, THAT ALSO DEPENDS ON WHO IS CONSIDERED FACULTY/AN EMPLOYEE. FOR EXAMPLE,**
  - **SINCE 2016, GRADUATE TEACHING AND RESEARCH AT PRIVATE INSTITUTIONS WERE CONSIDERED EMPLOYEES AND SUBSEQUENTLY HAD THE RIGHT TO FORM UNIONS (NLRB RULING); HOWEVER, IN 9/2019, THE NLRB ISSUED A [RULE](#) THAT RETREATED FROM THE 2016 DECISION.**

**National Labor Relations Board: <https://www.nlrb.gov>**

- **FACULTY UNIONIZATION HAS OCCURRED PRIMARILY AT STATE INSTITUTIONS RATHER THAN PRIVATE COLLEGES AND UNIVERSITIES. FORMAL UNIONIZATION IN THE PRIVATE SECTOR IS GOVERNED BY FEDERAL LAW AND THE US CONSTITUTION, WHERE THE ABILITY TO UNIONIZE IS MUCH MORE UNCERTAIN.**
- **IN 1980 THE US SUPREME COURT, IN *NATIONAL LABOR RELATIONS BOARD (NLRB) V. YESHIVA UNIVERSITY*, HELD THAT FACULTY AT THAT INSTITUTION WERE “MANAGERIAL EMPLOYEES” AND THUS EXCLUDED FROM THE COVERAGE OF THE NATIONAL LABOR RELATIONS ACT**  
**([HTTPS://SUPREME.JUSTIA.COM/CASES/FEDERAL/US/444/672](https://supreme.justia.com/cases/federal/us/444/672)).**
- **THIS HAS PRECLUDED THE UNIONIZATION OF MANY PRIVATE SECTOR TENURE-TRACK FACULTY, THOUGH MANY NON-TENURE-TRACK FACULTY HAVE BEEN SUCCESSFUL AT UNIONIZING.**
- **FACULTY AT RELIGIOUSLY AFFILIATED INSTITUTIONS MAY ALSO BE PRECLUDED FROM FORMAL UNIONIZATION DUE TO THE 1979 *US SUPREME COURT DECISION IN NLRB V. CATHOLIC BISHOP OF CHICAGO*. DESPITE THE CHILLING EFFECT OF THESE DECISIONS, A GOOD NUMBER OF PRIVATE-SECTOR AAUP CHAPTERS CONTINUE TO MAINTAIN THE BENEFITS AND PROTECTIONS OF COLLECTIVE BARGAINING**  
**([HTTPS://SUPREME.JUSTICE.COM/CASES/FEDERALUS/440/490](https://supreme.justice.com/cases/federalus/440/490)).**

- **IN 1973, THE AAUP ADOPTED THE STATEMENT ON COLLECTIVE BARGAINING, RECOGNIZING THAT COLLECTIVE BARGAINING IS CONSISTENT WITH THE AAUP'S DEFENSE OF SUCH IMPORTANT STANDARDS AS ACADEMIC FREEDOM, SHARED GOVERNANCE, AND DUE PROCESS.**
- **THE AAUP'S APPROACH TO COLLECTIVE BARGAINING IS UNIQUE IN ITS FOCUS ON FACULTY AND OTHER ACADEMIC PROFESSIONALS; ITS COMMITMENT TO PROTECTING ACADEMIC FREEDOM AND SHARED GOVERNANCE; AND ITS EMPHASIS ON GRASSROOTS ORGANIZING AND LOCAL AUTONOMY. CURRENTLY, EIGHTY LOCAL AAUP CHAPTERS HAVE BEEN RECOGNIZED AS COLLECTIVE BARGAINING AGENTS REPRESENTING FACULTY, GRADUATE EMPLOYEES, ACADEMIC PROFESSIONALS, AND CONTINGENT FACULTY FROM ALL SECTORS OF HIGHER EDUCATION.**

**Collective Bargaining:** <https://www.aaup.org/issues/collective-bargaining//resources-collective-bargaining>



# HOW ARE AAUP UNION CHAPTERS DIFFERENT?

- **AAUP UNION CHAPTERS ARE GRASSROOTS, DEMOCRATIC ORGANIZATIONS—MEMBER-RUN, MEMBER-DRIVEN.**
  - **ON THE NATIONAL LEVEL, THE AAUP MAKES THAT SUPPORT EXPLICIT IN POLICY STATEMENTS AND IN ACTION.**
- **UNLIKE MANY UNIONS, THE AAUP ENCOURAGES A DUES STRUCTURE THAT ALLOWS ITS CHAPTERS TO KEEP A SIGNIFICANT PERCENTAGE OF DUES AT THE CHAPTER LEVEL. MANY OF OUR CHAPTERS HAVE MADE DECISIONS TO DEVOTE RESOURCES TO RELEASE TIME FOR OFFICERS SO THAT IT IS MEMBERS RUNNING THE UNION ON A DAY- TO-DAY BASIS. MANY ADDITIONALLY USE THEIR RESOURCES TO HIRE LOCAL STAFF.**
- **IT'S IMPORTANT THAT OUR UNION MEMBERS UNDERSTAND OUR DIFFERENCE. RESOURCES AND POWER ARE KEPT WITH THE CHAPTER. IN THIS WAY, THE AAUP AFFIRMS OUR UNION MEMBERS' CAPACITY FOR LEADERSHIP, PROFESSIONALISM, AND SELF-GOVERNANCE.**

# NYS AT-LARGE CHAPTER

- **AT THE JUNE 2019 AAUP ANNUAL MEETING, THE MEMBERSHIP VOTED TO APPROVE A SET OF ORGANIZATIONAL CHANGES AS PART OF THE ASSOCIATION'S RESTRUCTURING PROPOSAL.**
- **ONE OF THOSE CHANGES WAS THE CREATION OF A NEW AT-LARGE CHAPTER, EFFECTIVE JANUARY 1, 2020. THE AT-LARGE CHAPTER IS MADE UP OF INDIVIDUAL AAUP MEMBERS WHO ARE NOT ELIGIBLE FOR MEMBERSHIP IN A CAMPUS CHAPTER OF THE AAUP.**
- **THE PRIMARY PURPOSE OF THE NEW AT-LARGE CHAPTER IS TWOFOLD, E.G., TO PROVIDE ITS MEMBERS WITH THE OPPORTUNITY TO NOMINATE AND ELECT DELEGATES TO THE AAUP BIENNIAL MEETING, WHERE THE DELEGATES WILL CAST THE VOTES OF THE CHAPTER IN THE ELECTION OF AAUP OFFICERS AND ON OTHER MATTERS **AND** TO ASSIST INSTITUTIONS WITH 7+ AAUP MEMBERS TO FORM A CHAPTER IF THEY ARE INTERESTED IN ADDRESSING SPECIFIC ISSUES OR SITUATIONS ON THEIR CAMPUS.**
- **AS A NATIONAL CHAPTER, THE AT-LARGE CHAPTER DOES NOT REPRESENT INDIVIDUAL MEMBERS IN DISPUTES, NOR DOES IT INTERVENE ON BEHALF OF ITS MEMBERS AT THEIR INSTITUTIONS.**



# WHAT IS THE ROLE OF AN AAUP CHAPTER?

## REPRESENTATION

**Engage departmental representatives which include tenured faculty AND adjunct/contingent faculty.**

## RECRUITMENT

**Sponsor recruitment initiatives, information sessions, and provide useable resources.  
Engage in innovative and targeted membership campaigns.**

## LISTEN AND LEARN

**Host one-on-one conversations, small group meetings, and "listening sessions."**



# WHAT ELSE CAN AAUP CHAPTERS DO?

- **INSTITUTIONALIZE AAUP POLICIES.**
- **SPEAK TRUTH TO POWER.**
- **ORGANIZE THE FACULTY.**
- **PROMOTE SOUND GOVERNANCE.**
- **ISSUE ITS OWN POSITION PAPERS.**
- **PURSUE GRIEVANCES.**
- **COLLECT DUES TO FINANCE SOME OF ITS ACTIVITIES.**
- **OBTAIN AND DISTRIBUTE INFORMATION ABOUT CAMPUS FINANCES.**
- **EDUCATE THE ENTIRE COMMUNITY.**
- **BUILD RELATIONSHIPS WITH THE NATIONAL PROFESSORiate.**
- **BECOME ACTIVE IN A STATE CONFERENCE.**
- **COLLABORATE WITH AN EXPERIENCED NATIONAL STAFF PERSON TO SOLVE LOCAL PROBLEMS.**
- **BENEFIT FROM NATIONAL AND STATE CONFERENCE REPRESENTATION.**

# YOU CAN SUPPORT YOUR LOCAL UNION BY...

- MEETING WITH YOUR ELECTED OFFICERS.
- **PARTICIPATING IN THE CANDIDATE NOMINATION AND ELECTION PROCESS.**
- TALKING REGULARLY WITH YOUR DEPARTMENT'S UNION REPRESENTATIVE OR—IF THERE IS NO ONE—VOLUNTEER TO BECOME THAT "REP."
- **ATTENDING AND GIVING ACTIVE FEEDBACK IN CHAPTER MEETINGS.**
- PARTICIPATING IN CHAPTER EVENTS AND ACTIONS AND BRING OTHERS WITH YOU.
- **MAKING UNION EVENTS FUN—FIND WAYS TO INCORPORATE MUSIC, DANCE, ART, FOOD, ETC.**
- JOINING AND BRINGING NEW ENERGY TO A UNION COMMITTEE.
- **ATTENDING TRAININGS OFFERED THROUGH YOUR CHAPTER; AT REGIONAL EVENTS; AT THE SUMMER INSTITUTE.**
- VOLUNTEERING TO FACILITATE A TRAINING FOR YOUR CHAPTER MEMBERSHIP.
- **VOLUNTEERING TO GET OUT THE WORD AROUND CONTRACT NEGOTIATIONS.**
- FIGURING OUT WHAT THE PROCESS IS FOR BECOMING INVOLVED IN THE BARGAINING PROCESS—DOES YOUR CHAPTER HAVE A BARGAINING CAUCUS? IS THERE A CONTRACT ACTION TEAM?
- **PARTICIPATING IN BRINGING NEW SOCIAL MEDIA TO YOUR CHAPTER.**
- REVIEWING YOUR CHAPTER WEBSITE AND CONSIDERING HOW TO ADD NEW CONTENT.

# WHAT IS A STATE CONFERENCE (SC)?

- **AN AAUP STATE CONFERENCE IS FORMED WHEN SEVERAL CHAPTERS IN A STATE DECIDE TO WORK TOGETHER TO ADVANCE AAUP POLICIES AND GOALS.**
- **THROUGH A STATE CONFERENCE, EXISTING CHAPTERS ARE ABLE TO HAVE MORE INFLUENCE STATEWIDE AND NEW CHAPTERS CAN FIND THE SUPPORT AND GUIDANCE THEY NEED CLOSER TO HOME.**
- **NOT ALL STATES HAVE CONFERENCES (CURRENTLY ONLY 30 DO), 5 OF WHICH HAVE EXECUTIVE DIRECTORS (SOME ARE FULL TIME, SOME PART TIME – THE NYS ED IS PT).**
  - **AS OF JULY 2021, THERE ARE 4,207 AAUP MEMBERS IN NYS (THIS IN AN INCREASE OF ALMOST 400 MEMBERS SINCE JANUARY)**



# **NYSC LEADERSHIP**

## **ADMINISTRATIVE COMMITTEE (AC)**

**PRESIDENT**

**VICE PRESIDENT**

**TREASURER**

**SECRETARY**

## **EXECUTIVE COUNCIL (EC)**

**(CHAired BY THE PRESIDENT)**

**MEMBERS OF THE AC**

**FOUR (4) AT-LARGE MEMBERS**

**NATIONAL COUNCIL MEMBERS ELECTED  
FROM THE DISTRICT THAT INCLUDES NYS  
ELECTED NATIONAL AAUP OFFICERS WHO  
ARE MEMBERS OF THE NYS CONFERENCE**

## **STEERING COMMITTEE (SC)**

**(CHAired BY THE PRESIDENT)**

**EC MEMBERS**

**CHAIRS OF STANDING COMMITTEES**

**CHAIRS OF STANDING COUNCILS**

**NYSC AAUP Website: <https://nyscaaup.org>**

# COMMITTEES AND COUNCILS

## STANDING COMMITTEES

- **COMMITTEE A**
- **COMMITTEE ON ACADEMIC PROFESSIONALS**
- **COMMITTEE ON COLLEGE AND UNIVERSITY GOVERNANCE**
- **COMMITTEE ON CHAPTERS, MEMBERS, AND DUES**
- **COMMITTEE ON ECONOMIC STATUS OF THE PROFESSION**
- **COMMITTEE ON FACULTY HOLDING CONTINGENT APPOINTMENT**
- **COMMITTEE ON GOVERNMENT RELATIONS**
- **COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION**
- **COMMITTEE ON RETIREMENT**
- **COMMITTEE ON GENDER AND SEXUALITY IN THE ACADEMIC PROFESSION**

## STANDING COUNCILS

- **INDEPENDENT COUNCIL**
- **CUNY COUNCIL**
- **COLLECTIVE BARGAINING COUNCIL**

## REGIONAL COUNCILS

- **NYC-Westchester**
- **Lower Central**
- **Capital Area-Mid-Hudson**
- **Western-Midwestern**

# ADDITIONAL SC POSITIONS

- **EXECUTIVE DIRECTOR:**

- **SALLY DEAR-HEALEY**

- SEND EMAILS TO [SDEARHEALEYAAUP@GMAIL.COM](mailto:SDEARHEALEYAAUP@GMAIL.COM)

- CALL (607) 656-9477

- **ACADEME NEWSLETTER EDITOR:**

- **JEFF KRAUS**

- SEND ARTICLES TO [JKRAUS1@AOL.COM](mailto:JKRAUS1@AOL.COM) WITH “ACADEME ARTICLE” IN THE SUBJECT LINE

- **COMMUNICATION DIRECTOR:**

- **PAULINE HOFFMANN**

- SEND PRESS AND NEWS RELEASES TO [HOFFMANN@SBU.EDU](mailto:HOFFMANN@SBU.EDU) WITH “AAUP PRESS RELEASE” OR “AAUP NEWS ARTICLE” IN THE SUBJECT LINE



# **NYSC AAUP PROGRAMS AND SERVICES**

**Leadership  
Training for  
Members**

**Legislative Advocacy  
Training and Support**

**Spring and Fall  
Conferences**

**Funding Support,  
e.g., Chapter  
Development Grants**

**Chapter Development  
and Membership  
Recruitment Support**

**Special Topic  
Webinars/Town  
Halls**



# WHAT THE STATE CONFERENCE AND NATIONAL CAN AND CANNOT DO

**The State Conference cannot give legal advice or provide legal services.**

**The State Conference can provide letters of support.**

**The State Conference can provide individualized research, trainings and offer other resources.**

**AAUP National's Committee A can take on legal cases and write amicus briefs.**

**The State Conference offers opportunities for getting more involved by serving on Committees and Councils and running for an elected office.**

**The State Conference can provide legislative advocacy training and help you develop working relationships with your legislators.**

**AAUP National can help an individual or chapter try to arrange a settlement, investigate the matter, and recommend National's Committee A investigate/take action.**

**The State Conference can provide media training, support, and coverage of your issues and events.**

**Membership in the AAUP gives you exclusive access to the expertise of AAUP staff, members, and leaders as well as resources such as guidebooks, toolkits, AAUP Shirts and gear, and webinars.**

**AAUP National can censure a college/university for not adhering to the 1940'S Statement of Principles on Academic Freedom and Tenure.**

**The State Conference can help you organize members and chapters.**

**The NYS Conference offers Chapter Development Grants and other financial support as deemed necessary and as available to support members and chapters.**



# **SOME OF THE ISSUES AND CONCERNS SEEN AND HEARD FROM ACROSS THE STATE**

**Lack of shared  
governance and  
transparency**

**Health and safety  
concerns associated  
with Covid**

**Dismissal of faculty  
(some tenured) and  
closing of departments  
and schools**

**Violations of academic  
freedom and  
tenure**

**Discrimination based  
on age, gender, sex,  
“race” & ethnicity**

**Failure to honor the  
Faculty Handbook**

**Unsubstantiated  
claims of financial  
exigency**

**Adjunct/Contingent  
employment working  
conditions**

**Limitations on number  
of classes taught and  
last-minute  
cancellations**

**Food, housing, and  
healthcare insecurity**



# HOW ARE COMPLAINTS & GRIEVANCES HANDLED?

## **“It Depends”**

**Complaints, grievances, and cases/issues can be brought to both the State Conference and AAUP National.**

### **The standing “policy” is:**

**If it is brought to National, National usually handles it unless they deem it is more appropriate to send it back to the state.**

**If it is brought to the State Conference, they usually handle it unless they deem it necessary to send it on to/involve National.**

**In most cases, the State Conference and National work together.**



# RECENT AND UPCOMING EVENTS/ACTIONS

- **NYSC AAUP CONFERENCES**
  - FALL 2020 CONFERENCE - "AAUP ORGANIZING AND ELIMINATING RACISM – IT'S TIME FOR ACTION"
  - SPRING 2021 CONFERENCE - "SHARED GOVERNANCE AND ACADEMIC FREEDOM – WHAT CAN YOU DO?"
  - FALL 2021 CONFERENCE – "CAMPUS SAFETY – DURING COVID AND BEYOND" (SATURDAY, NOVEMBER 6<sup>TH</sup>)
- **WEBINARS**
  - 4/29/20 - "LET'S TALK – COVID-19 AND CONTINGENTS"
  - 5/18/2020 - "STOP BY, VENT, AND BREATHE" (A 4-WEEK WEEKLY FACULTY SUPPORT GROUP)
  - 2/9/21 - "LEGISLATIVE ADVOCACY" TRAINING
  - 2/18/21 - "HOW TO TALK TO THE MEDIA" TRAINING
  - 2/25/21 – "A DAY WITHOUT ADJUNCTS" - (STILL) HIGHER EDUCATION'S INVISIBLE CLASS"
- **SURVEYS (2020-PRESENT)**
  - "TELL US ABOUT HOW COVID IS BEING ADDRESSED ON YOUR CAMPUS" (PT. 1)
  - "TELL US ABOUT HOW COVID IS (CURRENTLY) BEING ADDRESSED ON YOUR CAMPUS" (PT. 2)
  - "STATUS OF ADJUNCT/CONTINGENT FACULTY IN NYS"
  - "NYSC AAUP POLITICAL ACTION"
  - "NYSC AAUP SHARED GOVERNANCE" (PT. 1)
  - "NYSC AAUP SHARED GOVERNANCE" (PT. 2)





# **The Road Ahead**

## **United we stand...Divided we fall**

**The Choice is Ultimately Ours**



Stormy  
Days?

Sunny  
Days?

**QUESTIONS?**

**COMMENTS?**

**THANK YOU!**



# SELECTED RESOURCES

- **AAUP National:** <https://www.aaup.org>
- **NYSC AAUP Website:** <https://nyscaaup.org>
  - **Conference Leadership:** <https://nyscaaup.org/contact/nys-conference-leadership>
  - **Committees and Councils:** <https://nyscaaup.org/committees>
  - **Grants and Funding:** <https://nyscaaup.org/grants-and-funding-2>
  - **COVID Resources:** <https://nyscaaup.org/covid-resources>
- **Facebook:** <https://www.facebook.com/NYSAAUPC1>
- **Twitter:** @AaupNysc
- **“Institutional Effectiveness Handbook (v. 1{1):**  
<https://uncw.edu/irp/ie/documents/institutional-effectiveness-handbook-volume-1-edition-11.pdf>
- **“Efficiency and Effectiveness in Higher Education” Kenny, J., (2008) [EJ802278.PDF](#)**  
[\[ED.GOV\]](#)