



AAUP at NYIT, Inc.

Old Westbury/Central Islip Chapter

Upcoming Events

General Meeting

Thursday,
September 1, 2011
9:00 AM
Salten Hall

The AAUP at NYIT Old Westbury/Central Islip Chapter Launches its new Newsletter

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The Old Westbury/Central Islip Chapter of the AAUP at NYIT, Inc. launches its new newsletter.

The purpose of this newsletter is to keep our membership informed of the valuable work being conducted on the membership's behalf by the Executive Committee of the OW/CI Chapter.

The Union Office is located in Harry Schure Hall, Room 205 and is staffed by Ms. Deborah Tibrewala, Executive Director. Telephone: 516-686-1120

We welcome all comments and suggestions. If you would like to send us a comment or suggestion, please email us at:

aaupatnyit@optonline.net

General Meeting Scheduled for September 1, 2011

The AAUP at NYIT General Meeting will be held on September 1, 2011 (Convocation Day) in Salten Hall, starting at 9:00 AM. NYIT will be providing transportation for Manhattan based members, leaving the Manhattan Campus at 8:00 AM. Please check the NYIT "Weekly Update" to register for Convocation and reserve the bus.

NYIT Faculty Member Elected to the National AAUP

In April, Christopher Moylan (English, OW) was elected to the National Council of the AAUP, representing New York State. His term began in July. Among other things, this will involve participation in the National Council of the AAUP which meets in November and July, usually in Washington, to set policy. From July 21-23, he took part in the Summer Institute in Boston, attending intensive training workshops on various aspects of academic finances and union organizing.

The national AAUP is an advocacy organization supporting union drives in academia, labor-friendly legislation and good labor practices. It is not a national union, like the AFL-CIO, but the work it does in the halls of Congress,

in various conferences and institutes, and on campuses across the country helps make local union activities in colleges and universities possible. Dr. Moylan has also attended and made a presentation to the New York State conference of the AAUP and will continue to do so. If you have suggestions or questions concerning all this, please contact Chris at cmoylanc@gmail.com

Extraordinary Number of Grievances Filed by AAUP

The 2010-2011 academic year saw a large number of grievances involving personnel issues and possible contract violations filed by the Manhattan and Old Westbury chapters of the AAUP at NYIT. The sheer number of grievances has placed demands on the time and resources of the two chapters and, just as important, raised concerns about issues of academic procedure, collegiality and fairness.

A grievance is a formal complaint by the union concerning labor practices at the college. Once a grievance is filed, the president of the local union chapter, the grievant and a representative of the college have the opportunity to meet and work out a resolution of the problem. If a meeting fails to produce a mutually satisfactory solution the matter is presented to lawyers for further review and negotiation. Finally, it goes to arbitration. The whole process is time consuming and potentially expensive. Beyond such considerations, one grievance can establish an unwelcome precedent, more than one disturbing pattern of institutional practice. (Details of the grievance process, including the involvement of the Executive Committee of respective campuses, can be found in the Collective Bargaining Agreement.)

A number of grievances in the past academic year involved matters of academic standing—promotion, tenure, or continued employment—of individual faculty. The details, naturally, are confidential. In general terms, it can be said that in these cases the union finds inconsistency in the process and criteria of personnel review. While some disagreement in these matters is to be expected given the complexity of the variables that go into evaluating job performance in academia, and the subjective nature of judging such basic categories as teaching and service. It is this likelihood of disagreement at some stage of the personnel review that makes union representation important. The grievances are ongoing.

Other grievances involve questions as to the status of entire programs. In particular, the absence of tenure positions and union representation in the School of Osteopathic Medicine (NYCOM) opens an area of discussion between the administration and the union concerning recent Administration initiatives, the net result of which appears to be a process of shifting

programs from the School of Health Professions (an entity covered by our C.B.A.) to NYCOM (whose employees are not covered by the C.B.A.). Such a shift may offer possible cost advantages to the administration and, conversely, possible loss of job security, income and autonomy for those NYIT faculty shifted to NYCOM. At the institutional level, such shifting and realignment of programs suggests market driven instability with the college making structural changes in pursuit of short term economic gains as opposed to long-term development of programs and long-term support for talented, committed faculty.

Yet other complaints and grievances are associated with simple but serious violations of basic C.B.A. stipulations relating to benefits and academic processes. Some give and take between competing approaches is to be expected, but the sheer number of grievances tells us that this process has gone askew.

Closure of Middle East Campuses

In June, NYIT announced, on the respective campuses, that the programs in Amman, Jordan and Bahrain will close by 2014. The two programs will continue classes for students currently enrolled but will accept no new admissions. NYIT will retain faculty until closure, depending on need. The campus in Abu Dhabi will remain open into the indefinite future, and may expand to accommodate possible shifts in enrollment from Bahrain.

In statements made to faculty on the respective campuses, the institute attributed the closures to conflicting requirements by local and regional accrediting agencies and the prohibitive costs of meeting accreditation requirements for increased full time hires, purchase of additional texts for libraries and so on.

No announcement at the time was made to the general faculty in New York (apparently notice was circulated in the School of Management) and as of this writing none has been forthcoming. When word of the prospective closures did reach a few members of the New York faculty, the leadership of the CBU contacted Dr. Guiliano for comment. A meeting with Dr. Richard Pizer was arranged instead; Dr. Pizer has traveled extensively to the Middle East campuses during his tenure as Vice President for Academic Affairs. Little emerged in the meeting beyond what had already been established through administration statements originating overseas. The tenor of the meeting, from the administration side, was one of confidence in the overall health of the college and assurance of the continued bright prospects for the NYIT global program.

It should be said that the employment status of faculty on the global

campuses is not in the purview of the AAUP at NYIT ("the union", for the sake of simplicity). All faculty in global programs are hired on a contingent basis, with contracts reviewed yearly. How and where these contracts originate will be a matter of some interest should the global program survive in the long-term.

The direct involvement of union members in the global program is limited to work on global campuses by union members. This includes teaching assignments, campus visits on college business and coordinating global programs. This participation by NY faculty abroad, though limited, is extremely important not only because it reinforces the American status of degree programs, but because students expected it. One could hardly dispute their reasoning that an American college should be staffed, at least in part, by American professors. New York faculty also has maintained contact via the internet with the global campuses, offering advice on the curriculum and other matters. In short, New York faculty has been, and no doubt will continue to be, extensively involved in the global program.

Faculty who have not gone overseas and have no plans to do so might wonder why the closure of the two Middle East campuses, and the status of the global program overall should concern them. Given these accreditation problems mentioned previously, and the uncertainties of conditions in the Middle East, one might conclude that we are better off leaving Jordan and Bahrain. The administration has not shared financial information about the global programs, but perhaps we were losing money in Jordan and Bahrain and closing operations was financially expedient. The few comments the administration has made on this matter would suggest that possibility. Be that as it may, important concerns about institutional identity, financial stability and strategic planning emerge from this news of the Middle East program. The global program was an inspired vision. Where did we go wrong in the Middle East? How do we build an inspired program to support it? Who gets a say in doing this? These matters deserve open discussion.

Message from James Fauvell, President OW/CI Chapter of the AAUP

Welcome colleagues to the first monthly newsletter published by the AAUP Joint Council of the New York Institute of Technology. Last spring we promised to reach out to our community by creating better and more open communication. Now, with Dr. Christopher Moylan serving as editor, we have started. Thank you Chris!

Here are a few simple things to note as we start the new academic year:

- Faculty salary increases - Effective September 1, 2011, we have a 3.5% base salary increase and on March 1, 2012, another 1.25% base salary increase.

- Tenure and Promotion - a copy of the 'tenure, promotion, and reappointment' criteria from your respective schools/departments should be on file in the office of each School Personal Committee. Please ask for it at your school meetings on the day of commencement. If the SPC does not have a copy please contact us. We have a copy on file in the union office
- Union representation - If you are told to report to your Dean, Chairperson or Human Resources under questionable circumstances, please call the union office immediately to request advice and/or representation. You should not go alone without talking to us first.
- Contract Issues - We are entering a contract negotiation year. If there are issues specific to you, your department or your school that need to be addressed, please contact us at dtibrewa@nyit.edu. We really need your input and participation.
- Health coverage - If you had a son/daughter under 26 whom you believe was eligible to be covered under your insurance as of January 1, 2011, and for whom you have incurred out-of-pocket expenses, please let us know, along with the amount of expenses you have incurred. Please ensure that all expenses can be documented. We are requesting information from those of you who have been affected by NYIT's decision to implement a portion of the PPACA (Obama Care) legislation on September 1, 2011 instead of January 1, 2011. Please note that any person who has coverage (no matter what kind) available from his or her employer is not eligible to be covered under your insurance.

Finally - a reminder that our first General membership meeting is scheduled for September 1, at 9:00 AM in Old Westbury's Harry Schure Hall.

Enjoy the rest of the summer. We look forward to the new academic year.

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About Our Organization

We are established as a chapter of the American Association of University Professors (AAUP). Founded in 1915, the AAUP is the only national organization which exclusively serves the interests of college and university faculty members. AAUP supports and defends the principles of academic freedom and tenure and promotes policies to ensure academic due process. Membership in the national organization is open to all faculty, librarians, and academic professionals at two- and four-year accredited public and private colleges and universities. Current AAUP membership is about 45,000, with over 500 local campus chapters and 39 state organizations.

The AAUP at NYIT, Inc. is recognized as a "collective bargaining chapter" of the national AAUP. This means that we are the official collective bargaining agent for faculty and professional staff at NYIT. Information about collective bargaining appears in the [AAUP Collective Bargaining web site](#), and a list of all collective bargaining chapters (with hyperlinks to their web sites) may be found on the [AAUP CB Chapter List page](#).

The Old Westbury Chapter of the American Association of University Professors at New York Institute of Technology was formed on September 29, 1967 at which time the chapter held its organizational meeting. At that meeting, a chapter constitution was adopted and officers were elected. At about the same time, the Metropolitan Chapter was formed for faculty and professional staff members based at the Metropolitan Center (now called the Manhattan Campus).

Because many faculty and professional staff members wanted these two AAUP chapters to represent them for collective bargaining purposes, an election was held on October 13 and 14, 1970 pursuant to an agreement of the parties made on May 25, 1970.

On October 29, 1970, the New York State Labor Relations Board officially certified "The Council of Metropolitan & Old Westbury Chapters of the American Association of University Professors at the New York Institute of Technology" to represent faculty and professional staff members at NYIT for the purposes of collective bargaining.