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**COLLEGE-WIDE SENATE**

**GENERAL MEETING**

[Savoy Multipurpose Room](https://www.hostos.cuny.edu/About-Hostos/Our-Campus/Campus-Map)

120 East 149th Street (at Walton Ave)

Thursday, September 19, 2024

3:35 – 5:00 PM

**SENATE MEETING MINUTES**

**Present:**

* **Allied Health**: Professors Annie Chitlall and Jarek Stelmark
* **Behavioral and Social Sciences**: Professors Ernest Ialongo (Chair), Nancy Genova, and Felipe Pimentel
* **Business**: Professors Anders Stachelek and Eddy Garcia
  + **CLT: Vacant**
* **English**: Professors Christine Choi, Krystyna Michael, and Alexandra Milsom
  + **Education**: Professors Denise Cummings-Clay, Jacqueline DiSanto, and Elys Vasquez-Iscan
* **Gittleson**: Ms. Melanie Garcia
* **Humanities**: Professors Humberto Ballesteros, Thelma Ithier-Sterling, Catherine Lewis, Ana Ozuna, and Victor Torres Velez
* **Language and Cognition**: Professors Isabel Feliz and Thomas Mencher
* **Library**: Professor Jorge Matos
* **Mathematics**: Professors Junghang Lee, Edme Soho, and Lauren Wolf
* **Natural Sciences**: Professors John Gillen and Debasish Roy
  + **Higher Education Officers** **(HEOs):** Ms. Esquilin Cruz, Mr. Travaras Geter, Ms. Karina Guardiola, Ms. Jewel Jones, Mr. Michael Martinez, Dr. Marsha Milan-Bethal, Ms. Daliz Perez-Cabezas, Mr. Iber Poma, Dr. Silvia Reyes, Ms. Ursula Sanders, and Ms.Elizabeth Wilson
* **University Faculty Senate (UFS)**: Professors Gail August, Professor Eugena Griffin, and Julie Trachman
* **Professional Staff Congress**: Professor Craig Bernardini
* **Senate At-Large Faculty Representatives**: Professors Stacey Cooper, Christine Hutchins, Teresa Gray, Diana Macri, Tram Nguyen, Clara Nieto-Wire, Simona Prives, Hector Soto, and Marcelo Viana Neto
* **Adjunct Faculty Representatives**: Professors Ruben Worrell and Juan Soto Franco
* **Student Government Association Representatives (SGA):** Dainma Martínez (President), Emmanuel Cornelio, Dorian Johnson, Wilbert Morales, Jasmin Sanchez, Marquise Santiago, Minerva Ramirez Sencion, Alyssa Valentine, Charlie Valencia

**Absent:**

* + **Allied Health**: Professor Rodney Blair
  + **Higher Education Officers:** Dr. Sheryce Woolery-Balgobin

**Excused Absence:**

* + **Allied Health**: Professor Rodney Blair, Professor Diana Macri
  + **Education:** Professor Michael Gosset
  + **At Large:** ProfessorsAndrew Connolly
* **Student Government Association:** Michael Bun, Brian Carter
  + **Public Safety / Maintenance**: Officer Clara Albino

**Non-Voting Ex Officio Members:**

* President Daisy Cocco De Filippis, Interim VP Althea Sterling, Provost Shiang-Kwei Wang, VP Evelyn Fernandez-Ketcham, VP Colette Atkins, Dean Andrea Fabrizio, Interim Associate Dean Carlos Rivera (HEO Organization Chair), Mr. Eugene Sohn, and Parliamentarian Mr. Shmuel Gerber

**Non-Voting Ex Officio Absent**:

* None

**Guests**:

* VP Babette Audant, VP Dilawar Grewal, Dean Ana I. Garcia Reyes, Dean Johanna Gomez, Professor Nieves Angulo, Professor Joshua Avincola, Professor Joselyn Baez, Professor Marcella Bencivenni, Professor Madeline Ford, Professor Rhonda Johnson, Professor Kate Lyon, Professor Yoel Rodriguez, Professor Carmen Vakarcel, Professor Jember Woldemariam, Dr. Wilfredo Burgos-Matos, Mr. Neptali Chunguta, Mr. Jose Garcia, Dr. Yana He, Dr. Lissette Jourdain, Ms. Ashante Diggs, Ms. Marina Esquilin, Mr. Ricardo Garcia, Mr. Carlos Guevara, Mr. Bill Hall, Ms. Kelsey Hillebrand, Ms. Idelsa Mendez, Mr. Darian Rivera, Mr. Philip Oliveri, Dr. Sofia Oviedo, Dr. Eric Radezky, Ms. Joey Snavely

**1.Call to Order**

Quorum established at 3:35 p.m.   
Senate called to order at 3:35 p.m.

**2.Approval of the Agenda**

Elections of SGA members to CoC added to agenda.

Additions to New Business: Professor Bernardini, VP Atkins, Mr. Oliveri

Agenda accepted as amended.

**3.Approval of March 21, 2024 Senate Meeting Minutes**

Minutes accepted as pre-circulated.

**4**.**Chair’s Report**   
   
**Chairperson Ernest Ialongo** (Submitted remarks)

The Chair welcomed the Senators to the new semester, and shared the following updates:

The Senate email list was created, populated by Chair, and is now mostly functional.

The Chair now also has access to the Hostos and Student Distribution Lists, as before the cyberattack, to inform the college of Senate business.

The Elections Committee is working with Legal and IT to begin the college-wide elections we need to run for College-Wide P&B and the UFS.

The Chair argued for the re-creation of the email listservs for the List of Teaching Faculty and the PSC Bargaining Unit as soon as possible. The lack of the former will impact academic freedom and discussion, and the lack of the latter, during a time of contract negotiations, will impact said negotiations.

Many departments are reporting that faculty cannot upload their portfolios for reappointment, promotion, and tenure. And many departments note their personnel and budget committees cannot review said portfolios. It is hoped this is addressed in a timely manner.

In general, the Chair asked for greater and more open communication between the college community and IT, so as to facilitate the identification of issues and their resolution as quickly as possible. The IT update on the agenda for this meeting is part of this goal.

**5.President’s Comments**   
  
  **President Daisy Cocco De Filippis, Ph.D.** (Submitted Remarks)

I begin by saying, “thank you”. We’ve just experienced two very powerful “manos a la obra” moments for the Hostos family:

1. Despite the cyberattack, Honors Convocation and two commencements were held with the hope, joy and dignity our students deserve;
2. Despite failure of the new application process for FAFSA from the Federal Government, and the loss CUNY-wide of freshman enrollment, our FTE growth, fall to fall, grew by 3.2% because of the increase in the percentage of continuing students, thanks to the engagement of Chairs, advisors, faculty and administration.

Colleagues and students, in particular, SGA leadership, please work on promoting registration and voting for this very crucial election on November 5. Additionally, please be sure to promote information to access all academic and student support necessary for a successful semester completion. For those who could graduate in the spring, please be sure to work with your faculty and/or coach on your class schedules, and to communicate to OAA the courses you need to take to complete degree requirements.

Mil gracias.

The President also introduced Interim Vice President of SDEM Dr. Althea Sterling as a new Ex Officio member of Senate, along with Interim Associate Dean of SDEM Mr. Carlos Rivera.

Provost Wang congratulated Assistant Vice President of Institutional Effectiveness Dr. Babette Audant, OAA Dean Dr. Andrea Fabrizio, and Associate Director of OAA Dr. Yana He, as well on their promotions.

**6.SGA President’s Comments**

**President Dainma Martínez** (Submitted remarks)

Good afternoon everyone! I am so excited to be here once again as SGA president for the new semester. As I continue to be president, more and more events and student life will blossom, I will first like to start off by saying thank you. Thank you to all the professors, staff and faculty for all the amazing work that you all do around Hostos, it does not go unrecognized, certainly not on my watch. Every day is a new day to explore and shine each other with enlightenment.

I would like to also speak about a great opportunity that I was blessed with partaking in. Lisanette and Laura from Career Services along with HETS gave the opportunity of allowing us at Hostos and other students across the US and Colombia, present research surrounding technology, and the great adventure of visiting the Colleges around Puerto Rico, having this opportunity really open my horizon on college and where I am able to attend for my future. The most exciting thing is that I along with my vice president Jasmin, were able to represent Hostos and present our research on integrating VR/AI in science classrooms. As Hostos representative we also were able to table at the Puerto Rican Summit, where we presented information on Hostos! Gathering the future students that will attend our beautiful campus.

To also carry with that I will continue to advocate and encourage other students to advocate for our needs and rights. To ensure our future progress we must come to terms with that. We are the future. We must set the example for the generation that is here and more to come. I have been taking initiative for a new mission that is being collaborated with a few other student leaders who I am close with, on advocating for the Suicide Prevention Re-Purposed Act. Where we will bring prevention workshops, more resources towards campuses to provide towards student. We are in the month of Suicide Awareness, so we must continue to provide awareness. I also would like to announce my running on for Vice President of Community Colleges under USS. I have been asked to be on both slates as Vice President and cannot wait to be able to provide how I am at Hostos to other CUNY campuses.

Thank you so much again for everyone here and I cannot wait for the rest of our time together! I would like to finish with my motto: We are all trees and are meant to grow. Just because we have leaves does not mean we must shade each other but instead weave together and blossom.

**7.Curriculum Items**

-None

**8.Elections**

a.1 Faculty member of the Senate Executive Committee

Chairperson Ialongo nominated Prof. Edme Soho. Accepted. Nominations closed.

Action 1:

Y = 61

N = 0

A= 0

I= 0

Prof. Soho is elected to Senate Executive Committee.

b.1 Student member of the Senate Executive Committee

Chairperson Ialongo nominated SGA President Dainma Martinez. Accepted.

Ms. Dainma Martinez nominated SGA VP Jasmin Sanchez. Accepted.

Nominations closed.

Action 2:

Y = 60

N = 0

A= 0

I= 0

Ms. Martinez and Ms. Sanchez are elected to Senate Executive Committee.

c.2 Student members of the Committee on Committees

Ms. Dainma Martinez nominated Charlie Valencia. Accepted.

Prof. Trachman nominated Brian Carter.

Emmanuel Cornelio nominated himself.

Nominations closed.

Action 3:

1. Charlie Valencia = 53

2. Brian Carter = 27

3. Emmanuel Cornelio = 43

Mr. Charlie Valencia and Mr. Emmanuel Cornelio are elected to Committee on Committees.

**9.AAUP Statement, “In Defense of the Right to Free Speech and Peaceful Protest on University Campuses”** – Presented by Prof. Hector Soto

Good faith and open communication is at its core about good faith and open communication. At a time of crisis, it is necessary that we connect to the basic values of free speech and the first Amendment and that people can state their opinions without feeling the threat.

The AAUP statement speaks to the principles that Hostos should embrace and invest in. The Senate as the most democratic and collective voice of this institution and the historical memory of the history of this college.

Chairperson asks for a voice vote. No objections.

Result: Unanimous endorsement of the AAUP statement on Academic Freedom.

See Appendix for text.

**10.CUNY’s Proposed Revisions to the Bylaws and Manual of General Policy-Second Draft** (Report and Senate Input)

Extend time to 5:15. No objection.

Chair Ialongo reported that CUNY’s second draft of the proposed changes to the CUNY Bylaws and Manual of General Policy reflected many of the suggestions of the UFS/FGL Bylaws Committee, on which he serves. The committee drafted faculty responses to the first draft of the proposed changes, garnered feedback from the university faculty, and sent the document to CUNY in late spring. The committee is currently reviewing the second draft of the proposed changes from CUNY, and will send it’s draft response out to the university faculty for its feedback. The final document will be submitted to CUNY Central before the BOT Governance Committee meeting scheduled for October 9.

**11.Senior Vice President Esther Rodriguez Chardavoyne and Dr. Dilawar Grewal**

The SVP reported on the cyber attack which resulted in the shut down of the Hostos servers on May 9. The University contracted Paolo Alto to take over the forensics work to manage the cleaning, recovery, and rebuilding of the Hostos systems. Our President prioritized final exams for students and created a plan with the Provost to ensure that students could finish their courses; CUNY Central provided an internet bridge for students to take their exams. The forensics team demanded that over 3000 desktops be wiped clean. Some colleagues from other campuses came to help with the cleaning. All our servers had to be rebuilt because the old systems all had to be abandoned. The desktop that was ground zero was collected by public safety.

Hostos is one of the last schools to migrate to M365 because of concerns about its functionality, like distribution lists, which Central now needs to approve.

Q&A

Prof. Pimentel – Some students don’t have access to email. Why is this the case?

Dr. Grewal: If you have not been here for 8 months, you have to re-enroll. All students have to migrate to CUNY email. CUNY enabled the account and students have to claim it.

Prof. Vasquez Iscan: Spam emails continue to come through, even with the President’s name. What is the protocol for reporting it because the ITJobRequest email is not working.

Dr. Grewal: Right click and report as Junk. CUNY is implementing a new system for filtering spam emails. Also, CUNY is having a problem with relay emails on every college across CUNY. They are testing a new system to cut down on the number of these messages.

Prof. Matos: The Library has been on the front lines for supporting students during this migration and it has been a trial. Old “stu.hostos.cuny.edu” emails are still necessary for logging into library computers and printing.

SVP: Yes, it’s a puzzle. We fix it one day and then next day it isn’t working again. The electronic queue hopes to help ease the burden for IT.

Prof. Bernardini: Calls for Paper or Journal responses are also being filtered or marked as spam. Is the new technology better able to discriminate between spam and legitimate emails and allow us to receive research and work-related emails.

Dr. Grewal: Yes, I hope it will be better. It is all in Central’s hands now.

Prof. Lyons: HR timesheets require VPN. The Library sees a constant stream of students who need to reset their wifi passwords. Is there a password management system? Should we send students immediately to IT.

SVP: There is no more VPN access. We are honoring timesheets.

Dr. Grewal: There is no password management system because it is a CUNY issue. When you reset a password it is not a surface-level action. It hooks back all the way to their identity in the system.

Mr. Valencia: What can students do aside from using the “stu” email for the Hostos wifi? Also, is there are way to separate student and staff emails if one is a student and an employee at Hostos? They are combined into one inbox and it is confusing.

Dr. Grewal: Students can use CUNY ID to login to eduroam, which is available globally. The single inbox issue is a CUNY-wide problem with M365.

Marquise: When the cyber attack happened: it seemed as though we did not have enough people in IT. Are there more openings in IT, and how do I direct students to that opportunity.

SVP: The biggest problem is that we are subjected to civil service test and it cannot be temporary. We have three people who are in progress. We do hire students to work in labs and to carry carts around.

Ms. Martinez: When will SGA computers come back up?

SVP: We will get that fixed.

Prof. Nguyen: What is the plan for the next crisis?

SVP: We are thinking of protocols that we can learn from this crisis.

Ms. Sanders: I seem to be non-existent in the virtual world.

Dr. Grewal: CUNY controls your staff ID and we will have to go through HR to see why your staff ID doesn’t exist.

Dean Gomez: I’m handling Ms. Sander’s issue and we can resolve it.

Extend to 5:20

Prof. Bencivenni: Some members have brought up the concern for the mental health of the IT team and we understand that it has been an incredible undertaking. IT does not seem happy with the centralization of IT and where are the conversations and decisions made.

SVP: The strategy to consolidate services. The more input from the college CIOs, the more this centralization can work for us.

Chairperson thanks SVP and CIO for taking time to speak to the Senate community.

**11.Reports of the Senate Standing Committee**

-None

**12.UFS Update**

Report submitted by Prof. Trachman after the meeting adjourned.

**UFS Plenary September 17, 2024**

I)Introduction to Faculty Representatives for the Board of Trustees (BoT) Committees: Several faculty explained the committee purviews. One faculty member talked a little more about the Enrollment Management Committee’s ideas as to how to increase enrollment at CUNY. These included: 1)expand CUNY Now program 2)provide a “winter bridge” for DOE students who graduate in the fall 3)modify CUNY application to make easier to apply 4)build on CUNY Reconnect initiative to include more of the “justice impacted” population

II)A)Remarks by Chancellor Matos-Rodriguez:  1)Hoping contract negotiations will be finished this fall and then would go up to Albany for funding (trying to look for ways other than tuition hikes to fund increases) 2)Enrollment (as of 9/16) increased by 2.9% across the university as compared to fall 2023. That is still down approximately 15% compared to fall 2019 (pre-pandemic). He noted the community colleges were hardest hit during the pandemic.  He noted the NYS financial support for CUNY was OK but not as good from the NYC side.  He discussed briefly the impact of the FAFSA application on fall 2024 enrollment. He also said there were still some structural deficit\* issues at a few of the CUNY campuses. (\*defined as when financial obligations [expenses] exceed revenues) 3)CUNY needs to be more comprehensive about career engagement. This terminology has been narrowly interpreted by some to mean (very literally) workforce development and many have expressed concerns that our colleges will become more geared towards vocational training ex. electrician training and less focused on academic education.  He more broadly interprets the term to allow students the opportunity to explore different possible options with appropriate integration of advisement, internship opportunities, applied learning, etc. so students would have some background knowledge/ criteria (my words: to make more “informed decisions.”)  He gave as an example that this would include a student who might want to be a poet. 4)brief comment on transfer initiative: This is being done to help students “work through” limited financial resources. He feels, so far, that it is a great effort.

II)B)Q and A (cherry-picking here some): 1)With respect to program closings, there is a worry about lack of commitment to the Humanities. We were told that there is no predetermination. Decisions are made based on enrollment and fit with needs of the college. 2)He was asked directly for his support regarding the free MTA Metrocard/OMNY initiative for CUNY students.  The support for this initiative is essentially there and he said currently CUNY is working to get the MTA to expand coverage beyond ASAP such as for students in internship programs.

III)Report on proposed changes to the CUNY Bylaws and Manual of General Policy (Prof. V. Chevalier): 1)First, she went back through the timeline including mention of the Jan. “Hensel memo.” 2)July 18th meeting: There was vigorous discussion on role of chairs, etc.  There was a concern that initially PSC was not part of these discussions.  Eventually many of our suggestions were accepted such as the role of the chair.  The college president is recognized to have dual roles as Chief Executive Office and Chief Academic Officer. The roles of the Deans and Provost are still being discussed.  There are lingering concerns including the fact that the titles are used different across the various CUNY colleges.   The role of the chair vs. the roles of the Deans and the Provost with respect to scheduling of classes are still being discussed.

IV)Chair’s Report (Prof. J. Verzani): 1)More enrollment data: i)Increases at different types of colleges: senior college approx. 1%, comprehensive college approx. 4%, community college approx.5%. Enrollment of first time freshman is somewhat flat. Enrollment of transfer students is was up approx. 10% with it being somewhat better at community colleges rather than senior colleges. Work is being done on an enrollment report. 2)There is a structural deficit of $70 million at CUNY. He said there were still some reserves but the reserves are not evenly spread across campuses. 3)There soon will be another campus-climate survey.  4)Title IX changes: a)All faculty will now be considered to be mandatory reporting agents. b)If student tells you she is pregnant, we should now suggest student reach out to the campus Title IX coordinator so student can be advised of all of the support measures available to her.

V)Community College Committee:  Among the charges being considered for this year (with some being requested by the UFS Executive Committee) are: 1)Compare enrollment of senior colleges vs. community colleges over the years.  One concern is what kind of effect was there when CUNY made changes to the remedial course work.  With the changes in the remedial course work, did it have an impact on the criteria for college success. We need to look at outcomes. 2)Concern about push for workforce development, especially at the community colleges. There is a worry about a push for schools to be more for vocational training than for academic education.  This is tied to the push for more certificate programs and micro-credentialing.

**13.New Business**

Submitted remarks after the meeting:

**Colette Atkins, Vice President for Institutional Advancement**

* Join us on **Thursday, 9/26** for the Hostos Foundation’s Golf Outing cocktail reception and buffet dinner at which donors and two scholarship recipients will speak, along with a student who has transferred to City College. The cost is just $175 pp and presents a great networking opportunity.
* The Center for Arts and Culture event season starts with a Break Dancing/Street Dancing performance on **Saturday**, **9/28**, featuring Sophia Reye (sp), a vocalist and two-time grammy-award winner. The music will be folkloric with classical, and electronic music as well.
* Also, on **Friday, 10/11**, the Chamber Music Society of Lincoln Center will perform Beethoven.
* The Division of Institutional Advancement (DIA) is comprised of the Hostos Center for Arts and Culture (HCAC), Development, and Alumni Relations offices. We exceeded our FY24 fundraising goal of more than $1.9 million and we appreciate the good work of faculty, staff, and students helping us do that.
* FY25 is off to a great start. As the President indicated, we have just secured a private pledge of $1 million for endowed engineering scholarships to be fully paid within four years. As an endowment, the funds will be invested in perpetuity and the return on investment will help to provide scholarships for STEM students.
* Development (Primary contacts: Idelsa Mendez and Kelsey Hillebrand)
  + - Funds raised at our 9/26 Golf Outing and spring Scholarship Benefit also provide scholarships funds.
    - Last week, we received a $20,000 grant from Southpole Foundation for international students. It will be posted on the Scholarship Office Website shortly.
    - Another new scholarship provides four $500 awards for financially needy students in the LPN program who were raised in a single-parent female household and are familiar with the language, culture, and history of Puerto Rico
    - We are working to secure additional scholarships for students pursuing a wide range of majors. We are currently pursuing scholarships/grants for LPNs, liberal arts majors, mature students, students pursuing degrees in social work-related fields, and students for whom a CNA or other certifications would help them in getting a job in their desired field after graduation or while earning their bachelor’s degree.
    - We encourage faculty to remind students to visit the Scholarship Office/website [Scholarships and Grants - Hostos Community College (cuny.edu)](https://hostos.cuny.edu/Financial-Aid/Scholarships-and-Grants) and submit an application.
* HCAC (Primary contact: Felix Arocho)
  + - We welcome input from faculty, staff, and students in HCAC future programming. Stay tuned for a date for a community meeting.
    - All are invited to take advantage of HCAC exhibitions and performances. Complimentary and discounted student and employee tickets have been offered in the past and will continue. (HCAC also provides free tickets to high schools that SDEM wishes to target for recruitment. To raise awareness of all the College offers, Communications is working on a video to be shown before events or during intermissions.)
    - We will try to share the event schedules with you as early as possible so faculty may link them with curricula (and perhaps offer students extra credit for attending them or writing a review of them).
    - Many of you may be aware that Hostos Community College partnered with the Bronx Council on the Arts (BCA) throughout the past 23 years. What you may not know is that we did so - free of charge, and, under that agreement, our students were unable to display their artwork in the Gallery. As a college dedicated to student success, offering classes in visual arts and digital design, students will now have greater opportunities to exhibit their work and pursue revenue opportunities. To maximize the gallery’s potential and ensure its continued contribution to the arts community, the space will be made available for rent or limited collaboration to BCA and a wider range of arts organizations, independent artists, curators and various exhibitors. This decision will enable us to support diverse artistic voices while also providing our students with valuable exhibition opportunities.
    - HCAC has received a few applications from students interested in paid internships (Federal Work Study or Mentor-Mentee Jobs on Campus). Such internships may be of particular interest to students pursuing the 2+2+2 program in Arts Administration. Additional Students are encouraged to apply.
  + Alumni Relations (Primary contact: Felix Sanchez)
    - Alumni Relations is working to engage our alumni in the life of the College, offer value in staying connected (i.e. career and financial empowerment workshops), and inspire alumni to “give back” in a variety of ways.
    - Faculty, please consider inviting alumni from our Speakers Bureau to share their inspiring stories or share employment opportunities with students (in or outside of class hours).
    - Faculty and staf, we would like to partner with you in updating alumni contact information and in planning affinity group gatherings for alumni and alumni-student networking (i.e. sports, specific majors, etc.). For example, last year’s Student Leadership Academy reunion was very successful.
    - Mentorship - Felix can share information about a mentorship program that faculty and staff, as well as our alumni, can participate in, called iMentor [Volunteer mentorship program for students headed to college… - iMentor](https://imentor.org/)

**Submitted by:**   
   
*Tram Nguyen, Recording Secretary, and Chair Ernest Ialongo*

Appendix

AAUP Statement, “In Defense of the Right to Free Speech and Peaceful Protest on University Campuses”

Note: the copy below was sent to the college community, but at the link the most recent signatories have been added.

(<https://www.aaup.org/media-release/defense-right-free-speech-and-peaceful-protest-university-campuses?link_id=5&can_id=d583178cb06b1438a6b989463cc4c9ab&source=email-crisis-on-campus&email_referrer=email_2305200&email_subject=crisis-on-campus-read-to-the-end-for-the-ask> )



In Defense of the Right to Free Speech and Peaceful Protest on University Campuses

The AAUP and its chapters defend the right to free speech and peaceful protest on university campuses, condemn the militarized response by institutional leaders to these activities, and vehemently oppose the politically motivated assault on higher education.

Our colleges and universities are places of free and open expression, inquiry, and debate. Even in sharp disagreement, our goal is communication in service of learning and understanding. The critical evaluation of different points of view and the questioning of even the most deeply held beliefs are essential to learning. So too is our students’ right to protest and to express their political convictions.

In a democratic society based on the fundamental value of free speech, it is unacceptable to respond to demonstrations with violent repression. When the Speaker of the House of Representatives equates protesters at Columbia University with terrorists, he irresponsibly incites violence. When politicians demand the resignation of university presidents, they threaten the autonomy of private universities.

These actions continue an alarming and decades-long trend of undermining the shared governance, academic freedom and independence that have made American higher education globally preeminent. These recent interferences and threats are part of an ongoing partisan, political attack intended to dismantle higher education in service to the public interest, and make our institutions beholden only to corporate, political and private interests. They are an existential threat to democracy.

We condemn, in the strongest possible terms, the heavy-handed, militaristic response to student activism that we are seeing across the country. At this critical moment, too many cowardly university leaders are responding to largely peaceful, outdoor protests by inviting law enforcement in riot gear to campus and condoning violent arrests. These administrators are failing in their duty to their institutions, their faculty, their students, and their central obligation to our democratic society. When university administrators limit when, where, and how free speech may be exercised, and require advanced applications for permission of such expression, they effectively gut the right itself. To insist that harsh discipline and violent repression are necessary to combat hate on a college campus is a pretext to suppress protest and silence speech.

Harassment and hate have no place on college campuses or anywhere. Universities have carefully developed policies and disciplinary procedures based on due process to address these long-standing

problems and these must be used now and allowed to run their course. Policies enacted unilaterally after October 7 violate principles of shared governance, and institutions should enforce only mutually- approved policies which, on a college campus, should be focused on restorative justice and learning in service of understanding.

We are alarmed at the shameless exertion of pressure on university leaders by the nation’s politicians, by the universities’ most powerful donors, and by other interest groups. We are even more alarmed at how quickly our institutional leaders have capitulated to that pressure. In just a few months, too many university leaders have abandoned long-standing principles of academic freedom and shared governance that are meant to protect colleges from such outside influence. Policies guaranteeing academic freedom and free speech mean nothing if they are not upheld in times of stress. We call on institutional leaders to reinstate student organizations shut down in recent months for political activity, to drop charges against peaceful protesters, to observe due process in disciplinary actions, to keep armed law enforcement off campuses, and to uphold fundamental freedoms for students and faculty.

AAUP stands with our chapters and members nationwide who are defending free speech, the right of assembly, and associational rights for students. The way forward is through education and dialogue, not through zip-ties and fear-mongering. We invite all AAUP members, AAUP chapters, higher- education unions and any organizational ally to endorse these positions by signing this statement.

Signed:

* Allegheny College AAUP Chapter
* American Association of University Professors American University AAUP Chapter
* Ball State University AAUP Chapter Barnard College AAUP Chapter
* Bowling Green State University Faculty Association AAUP Chapter Bucknell University AAUP Chapter
* California Faculty Association
* The Coalition for an Ethical Psychology College of the Holy Cross AAUP Chapter Columbia AAUP Chapter
* Cornell University AAUP Chapter Eckerd College AAUP Chapter
* Franklin & Marshall College AAUP Chapter Gallaudet University AAUP Chapter
* George Mason University AAUP Chapter Georgia State Conference of the AAUP Guilford College AAUP Chapter
* Indiana University–Bloomington AAUP Chapter Indiana State Conference of the AAUP Kennesaw State University AAUP Chapter
* Lamar University AAUP Chapter La Salle University AAUP Chaper
* Lewis & Clark College AAUP Chapter Marquette University AAUP Chapter
* Maryland State Conference of the AAUP Misericordia University AAUP Chapter Morehouse College AAUP Chapter Nevada Faculty Alliance
* The New School AAUP Chapter
* New York State Conference of the AAUP New York University AAUP Chapter
* North Carolina State Conference of the AAUP
* North Carolina State University AAUP Chapter Purdue University–Fort Wayne AAUP Chapter Purdue University–West Lafayette AAUP Chapter Scholars for a New Deal for Higher Education Seton Hall University AAUP Chapter
* St. Bonaventure University AAUP Chapter
* Students for Justice and Peace at Elon University
* Syracuse University AAUP Chapter
* Texas A&M University–San Antonio AAUP Chapter Texas A&M–College Station AAUP Chapter
* Texas AAUP-AFT Conference Texas Faculty Association Towson University AAUP Chapter Trinity University AAUP Chapter
* UC-AFT Local 1474
* Union College AAUP Chapter
* United Academic of Alaska AAUP-AFT
* United Academics of the University of New Mexico United Academics of the University of Oregon United Academics of Vermont
* United Campus Workers of Georgia
* United Campus Workers of Arizona United Faculty of Florida
* University of Chicago AAUP Chapter
* University of Delaware AAUP Chapter (Executive Council) University of Texas at Austin AAUP Chapter
* University of Houston AAUP Chapter (executive committee) University of Maryland–College Park AAUP Chapter
* University of Miami AAUP Chapter
* University of Minnesota–Twin Cities AAUP Chapter
* University of Michigan–Ann Arbor Chapter University of Nebraska–Lincoln AAUP Chapter
* University of North Carolina at Chapel Hill AAUP Chapter University of North Carolina at Greensboro AAUP Chapter
* University of Pennsylvania AAUP Chapter University of Rhode Island AAUP Chapter
* University of South Carolina–Columbia AAUP Chapter University of Southern California AAUP Chapter University of Tulsa AAUP Chapter
* University of Virginia AAUP Chapter
* University of Wisconsin–Madison AAUP Chapter
* Vanderbilt University AAUP Chapter
* Washington and Lee University AAUP Chapter Washington State University AAUP Chapter Wayne State University AAUP Chapter Whitman College AAUP Chapter
* Whittier College AAUP Chapter

Faculty, student, or labor organizations interested in signing on to this statement, please contact Austin Rhea at [arhea@aaup.org](mailto:arhea@aaup.org)

**Media Contact:**

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