

# TENNESSEE CONFERENCE NEWSLETTER

August 1996

## Sexual Harassment on the Fall Agenda

The Fall Meeting of the Tennessee Conference of the American Association of University Professors will be held October 12 in Rooms 226–227 of the University Center on the UTK campus.

The morning session will be from 10:00 until noon, and the featured speaker will be Mr. Jonathan Alger, who is the newest member of the professional staff in the national AAUP offices in Washington, DC.

Mr. Alger’s topic will be “Sexual Harassment in Higher Education,” a subject which he has addressed in recent AAUP workshops around the country. His areas of expertise include discrimination law, affirmative action, and labor and employment law. From 1992 until early this year, Mr. Alger served as a Senior Attorney-Advisor at the U.S. Department of Education, Office for Civil Rights (the agency which enforces the discrimination statutes which apply to colleges and universities, particularly as they apply to students). Mr. Alger has also worked in the labor and employment section of a major international law firm. He is a graduate of Harvard Law School and Swarthmore College.

Members and non-members are invited to Mr. Alger’s presentation in the morning session, and to an informal coffee hour from 9:30 to 10:00, a luncheon from noon until 1:00, and the business session from 1:00 until 3:00. There will be a modest registration fee which will cover the cost of the luncheon.

You will find a registration form at p. 4 below; please return it as soon as possible. You can also register prior to the meeting. Parking will be available in the Parking Garage adjoining the University Center on the south side.

## Spring Meeting in Memphis a Success

*These notes on the April Regional Training Conference, held at Rhodes College in Memphis, were submitted by Past President David Lee, UTK.*

The Tennessee Conference played host to a regional workshop on chapter effectiveness in Memphis which drew 80 participants from eleven states. The April 19–21 meeting brought national AAUP president Jim Perley,



Assembly of State Conferences president John Hopper,



and other national and regional leaders to the Rhodes College campus. They led sessions on such topics as chapter and conference Committee A work and successful lobbying at the state level. The UTK chapter was represented by Bob Glenn and David Lee.

In his closing remarks, ASC President John Hopper (Missouri Conference) expressed his view that the future of the association lay in chapter and conference work. The national office can defend principle, but its resources are stretched thin. Defending people has to be done at the local and the state level.

The sessions on Committee A work stressed the need for quick, knowledgeable response to individual

complaints on academic freedom and tenure. The former approach of the national office that discouraged local effort for fear of misrepresentation in legal matters has been replaced by the realization that the AAUP must respond to the many complaints it receives at the local and state level. The key to solving difficult problems is experience and reliance on a network of informed colleagues.

This workshop was the pilot for a series of two per year that will be done to cover the nation's eight ASC districts. The fact that Tennessee served as first host is indicative of the strength and vitality of the Conference.

At the Tennessee State Conference meeting held in conjunction with the workshop, the election of Bob Glenn as president for 1996–98 was confirmed. Outgoing president Bob Hughes of Sewanee reported that Conference membership is approaching the 800 mark, which represents a nearly 75 percent increase in a four or five year span. The Tennessee Conference was especially active in fighting the evolution legislation in the state legislature this year. State lobbyist Mary Frances Lyle urged participants to express their thanks to the legislators who stood up against strong pressure from fundamentalist groups. She singled out Senator Andy Womack, the only member of the Education Committee to vote against the bill at the committee level.

## Conference Members Attend Meetings

Conference leadership will be enriched by the experience two AAUP members will gain from participation in national meetings

**Steve Gadbois** (Rhodes) will travel to Washington, DC, to participate in a workshop on Committee A on October 12. The meeting is sponsored by the Assembly of State Conferences, and will involve representatives from several conferences, as well as national leaders with expertise in academic freedom and due process issues.

**Ron Sommer** (UT-Memphis) will travel to Ann Arbor to participate in a conference on university governance to be held September 6–8. The conference is sponsored by national AAUP, and will examine one of the most troublesome ideas in higher education today: "Shared Governance vs. Corporate Management."

## 1997–98 Meetings Scheduled

Please mark your calendars for the following meetings of the Tennessee Conference, AAUP:

**Spring 1997:** April 5, Tennessee Technological Univ.  
**Fall 1997:** October 4, Nashville State Tech Institute  
**Spring 1998:** April 4, Univ. of Tenn., Chattanooga

## Visit the Conference Web Site

The Conference is beginning development of a WWW site at <http://funnelweb.utcc.utk.edu/~glenn/AAUP.html>. The site includes newsletters, documents, and links to other sites of interest to AAUP members. A recent addition is the full text of the lengthy manual for faculty committees involved in evaluations of UTK administrators. Please send your suggestions for additions to the site or for format changes to [glenn@utkux.utk.edu](mailto:glenn@utkux.utk.edu).

## Minutes of April Business Meeting

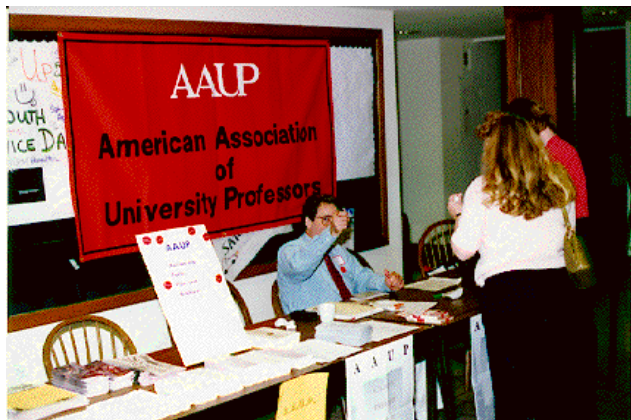
*These minutes of the April 20 Conference meeting at Rhodes College were prepared by Gil Fernández, Secretary. They will be reviewed at the fall meeting on October 12.*

Rhodes College, Memphis, was the site of the Spring 1996 bi-annual meeting of the Tennessee Conference. This meeting was held in conjunction with the AAUP Southeastern Regional Training Conference which also met at Rhodes College, April 19–21. The meeting was called to order at 5:00 PM by **President Bob Hughes** in Blount Auditorium, Buckman Hall.



Hughes thanked everyone for coming to the meeting and to the regional conference. The results of the recent election for conference officers were announced by President Hughes as follows: President, Bob Glenn, UTK; Vice-President for Public Institutions, Ken Scherzer, MTSU; Vice-President for Private Institutions, Marius Carriere, CBU; and Secretary-Treasurer, Gil Fernández, TTU. As outgoing president of the Conference, Hughes thanked all officers and committee chairs for their service and support during his tenure as president. Hughes added that he was proud and pleased to have served as president for the past two years. An addition to Part 5 of the Agenda included a "Proposed Amendment to the Constitution," which had been printed in the April 1996 Newsletter. Following approval of the agenda as modified, the minutes of the Fall 1995 meeting as published in the December 1995 issue of the Newsletter, were also approved. Secretary-Treasurer Gil Fernández reported that the Conference was solvent, having in its account a balance of \$4005.90, which included \$1731.50 from a special grant earmarked for the regional training meeting. President Hughes announced that membership in the Tennessee Conference approaches eight hundred and that our Conference

is one of the top twelve Conferences in the Association. Hughes thanked all who over the past four years have worked so hard to bring three hundred new members into the Association. He cited the special efforts of Linda and Doyle Hasty, Co-chairpersons for Committee F, for the past two years.



The following reports were presented by Conference officers and committee chairpersons:

**Vice-President for Public Institutions:** Lynn Dwyer, Chairperson, was unable to attend but had contacted President Hughes regarding a growing interest in AAUP at Austin Peay State University. Hughes suggested that a team sent to Austin Peay in the Fall would serve to revitalize AAUP on that campus.

**Vice-President for Private Institutions:** Ward Barclay, Chairperson, reported that he had contacted the two remaining AAUP member at Fisk University but had not received any response from them. Barclay also reported that the faculty handbook of Knoxville College had been reviewed by the National Office but no steps had been taken by the College toward publication.

**Committee A (Academic Freedom and Tenure):** Bob Glenn, Chairperson, commented on a letter he had received from a former faculty member of one of the regents schools where, after five years, the former faculty member finally obtained, through the courts, a favorable money settlement from the institution. The individual also expressed appreciation to AAUP for all it had done regarding this case.

**Committee F (Membership):** Linda and Doyle Hasty, Co-chairpersons, reported that they continue working on a membership data base and that they still inform every potential member of the special half-price membership offer. In addition, Linda Hasty stated that they had sent welcome letters to new and reinstated members throughout the state. She also remarked that on the Motlow State campus they had invited all administrators to join AAUP as associate members and had sent letters to all part-time faculty to consider membership in AAUP. Linda concluded by recommending that all chapters likewise contact administrator and part-time faculty.

**Committee R (Government Relations):** David Rowe, Chairperson, stated that there is a slight possibility that the across-the-board salary raise for state employees may be slightly higher than three percent. He commented that the concept of creating some type of endowment to fund pay equity as something that should be promoted at the next session of the state legislature. Rowe also reminded everyone to have someone from each chapter listed on his E-mail network to assist in lobbying efforts when critical issues arise. With regards to contacting state lawmakers, Rowe added that legislators, especially those who have a university or college in their

immediate jurisdiction, are anxious to have faculty members visit their offices. In conclusion, Rowe observed that the nature of things that Committee R faces are such that it requires long term investment and operation of time and energy in order to attain some modicum of success.

**AAUP lobbyist,** Mary Frances Lyle, gave an update of activities taking place in the legislature, citing that the issue of salary was uppermost in the minds of most people. It appears, Lyle said, that there is a “push” by some legislators to proposed more than a three percent across-the-board raise. Lyle also reported that the 401K continuation looked favorable and that the legislature is looking into subsidization of health insurance premiums for retirees at a phased-in amount of up to eighty percent to a minimum of fifty percent. Lyle stressed the significance of AAUP reaction to the proposed “Monkey Bill II” and the importance of always being on guard when serious issues arise. Such actions, she added, helped turn the tide against the controversial bill. Lyle specifically mentioned the courage of Senator Andy Womack, who from the start worked to thwart the bill in the face of intense super conservative lobbying for the bill.

**COMMITTEE T (University Governance):** Wali Kharif, Chairperson, stated that no items had come before Committee T. Kharif asked the individuals from Knoxville College to summarize the situation regarding the handbook and make a recommendation. Kharif will then take the matter before Committee T to determine what appropriate action should be taken regarding that situation at Knoxville College.

**COMMITTEE V (COMMUNITY COLLEGES):** Dick Gross, Chairperson, was unable to attend but submitted a written report which was summarized by Doyle Hasty in which Gross cited contacts with two community colleges in the Memphis area—Shelby State and State Technical Institute. At Shelby State Gross had several conversations with Sandra Murrell, followed by a meeting with the faculty. At State Technical Institute he contacted Michael Kelly; a follow-up meeting is planned in the near future. Gross stated that an initial contact is also planned at Dyersburg State in the near future. As more emphasis is placed on community colleges by National AAUP, Gross hopes that the Conference will be able to contact and visit more community colleges with a message that many of them need to hear and consider.

**COMMITTEE W (STATUS OF WOMEN IN ACADEMIA):** Nancy Goslee, Chairperson, did not have a report since she is on a sabbatical. On the UTK campus she has been instrumental in promulgating a new document concerning sexual harassment as it appears in the new *Redbook*.

**COMMITTEE Z (ECONOMIC WELFARE):** Ken Scherzer, Chairperson, commented on the comparative salary graphs which were passed out and were utilized in recent lobbying efforts; he further commented on the continued tracking of data relative to salaries in public institutions in the south as another tool for AAUP use in lobbying legislators.

**CLAXTON AWARD:** Milton Klein, Chairperson, was unable to attend but committee member, Ron Sommer, presented the committee’s report and recommended that the Claxton Award for 1996 be awarded to Professor George S. M. Cowan of the University of Tennessee College of Medicine. The report details the numerous efforts and accomplishments of Professor Cowan that exemplify the principles of AAUP through the years. The award was granted to Professor Cowan by unanimous vote.

**TN-AAUP FOUNDATION:** Bob Glenn, Chairperson, announced that since there was not a quorum, the foundation would not have a business meeting. Glenn also noted that two vacancies on the Board needed to be filled. (*Cont. on p. 5*)

### Amendment to the Tennessee Conference Constitution

I  approve  disapprove amending the Tennessee Conference Constitution by changing the expression “two candidates for each Conference office” in Article V, Para. 2, to read “one or two candidates for each Conference office,” as described in the August 1996 Conference newsletter and as approved by the Conference at its meeting on April 20.

Please return your ballot to:  
 Gilbert Fernández, Secretary, AAUP  
 Box 5064  
 Tennessee Technological University  
 Cookeville, TN 38505

Ballots must be received by **Monday, September 16, 1996**, in order to be counted.

### Amendment to Conference Constitution

The State Conference approved an amendment to the Constitution at its April 20 meeting which is intended to give future nominating committees more flexibility in developing slates of candidates.

The amendment will permit the nominating committee in unusual circumstances to nominate a single candidate for an office instead of nominating two candidates, as is required now. Members will still have the opportunity to vote for write-in candidates.

The amendment requires approval by two-thirds of the Conference membership voting in secret ballot to become effective. The current and proposed versions of Article V, Para. 2 of the Conference Constitution are printed at the right.

A ballot is provided above for you to vote your approval or disapproval of the proposed amendment. Please return your ballot as soon as possible.

#### Current

A Nominating Committee shall be appointed by the Executive Committee in the fall of each odd-numbered year. It shall place on a paper ballot the names of two candidates for each Conference office (except past president). Conference members shall be invited to recommend candidates for consideration by the Nominating Committee, and the Nominating Committee shall be encouraged to select a slate of candidates that is diverse with respect to geography, gender, race, and type of institution. Provision will be made on the ballot for write-in candidates.

#### Proposed

A Nominating Committee shall be appointed by the Executive Committee in the fall of each odd-numbered year. It shall place on a paper ballot the names of one or two candidates for each Conference office (except past president). Conference members shall be invited to recommend candidates for consideration by the Nominating Committee, and the Nominating Committee shall be encouraged to select a slate of candidates that is diverse with respect to geography, gender, race, and type of institution. Provision will be made on the ballot for write-in candidates.

### Registration for Fall Meeting

I will attend the fall meeting of the Tennessee Conference, AAUP, on Saturday, October 12, from 9:30 AM to 3:00 PM, in Rooms 226–27 of the University Center, University of Tennessee, Knoxville.

My registration fee of \$10.00 (payable to Tennessee Conference, AAUP) is enclosed.

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State, Zip: \_\_\_\_\_  
 Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

Please return your registration form to:  
 Gilbert Fernández, Secretary, AAUP  
 Box 5064  
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 Cookeville, TN 38505

*(Minutes, cont. from p. 3)*

Under the item of new business, a motion was made and seconded to provide up to \$600.00 to send a Conference delegate to the National Convention to Washington, DC, from June 5 to 7. The motion passed and a call was made for a delegate to represent the Conference since Bob Glenn is unable to attend this year. President Hughes reminded everyone that chapters can also send delegates to the National Convention.

A motion was made and seconded which expressed the Tennessee Conference's deepest gratitude to Rhodes College and to Professor Steve Gadbois for their hospitality and generosity of resources and of time and effort in hosting this Conference. The motion passed unanimously.

In recognition and appreciation for the extraordinary leadership and dedication of Robert Hughes as president for the past two years, Bob Glenn recommended the purchase of a book for the University of the South Library in the teaching and research field of Bob Hughes. The cover page should state that the book was given in honor of Professor Robert Hughes by the State Conference of AAUP. Glenn then moved for Conference's approval of the following resolution: "Resolved that the Tennessee Conference of AAUP authorize the contribution of \$30.00 to the Library of the University of the South for the purchase of a book in grateful acknowledgment of the energetic service of Professor Robert Hughes as AAUP Conference President from 1994 to 1996." The motion was seconded and unanimously approved.

Another motion was made and seconded that the secretary of the Conference send a letter in the name of the Conference to Senator Andy Womack for his courageous and determined efforts during the recent events in the state legislature regarding the controversial bill on the teaching of evolution in Tennessee schools. The motion passed overwhelmingly.

David Lee moved adoption of the proposed amendment to the state constitution, Article V, Para. 2., as published in the April 1996 Newsletter. The motion was seconded and an explanation for the reason to amend followed. The motion was approved by unanimous vote of those delegates present. Next it must be approved by two-thirds of the Conference membership by secret ballot.

Delegates from the various colleges and universities in attendance gave reports on matters of significance taking place in their respective institutions. The issue of tenure predominated. Steve Gadbois of Rhodes asked for information on the Academy for a Liberal Education, which in addition to SACS, is being imposed on Rhodes as a new accreditation agency.

The meeting adjourned at 6:55 PM.

## Officers and Committee Chairs

*Please feel free to share your concerns with the following Conference officers and committee chairs. And please let them know if you are interested in working on Conference projects.*

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