

TENNESSEE

CONFERENCE

September 2009

NEWSLETTER

Fall Meeting:

General Secretary

Gary Rhoades on Tenure Panel

October 30 – 31, 2009 are the dates for the fall meeting at Austin Peay State University in Clarksville. We are inviting faculty from Kentucky to join us for the meeting: *Tenets of Tenure*. Friday evening the conference will begin with a forum for faculty of community colleges. Immediately following the forum will be a social gathering with dinner and a ceremony recognizing the contributions of Kurt Eisen who has served for many years as the Chair of the Government Relations Committee.

Saturday will begin with registration and the Tennessee Conference Business Meeting. The General Secretary of the National AAUP, Gary Rhoades, along with other distinguished faculty members will serve on a panel to lead a discussion on tenure. After lunch we will have the extraordinary opportunity to have frank informal discussions among the participants and with the General Secretary. This is the time to brainstorm with others regarding issues faced on your campus and to reflect on national trends in higher education.

All of the events on both Friday and Saturday will be held in the Morgan University Center in rooms 310-312. This is homecoming weekend, so we are grateful that APSU has agreed to host our meeting on this very busy weekend.

A block of rooms have been reserved at the Wingate Inn on Interstate 24 for \$85. In order to obtain the discounted price, make your reservation by phone at (931)906-0606. The deadline for reservations is October 15. Most of the rooms in Clarksville will be booked that weekend, so reserve yours now.

Travel Grants to the Fall Meeting

The following policy has been established to provide travel assistance. "Any campus that sends 4 or more faculty (broadly defined) individuals (2 of whom have never attended a state conference meeting) can be reimbursed up to \$200 from the state conference for expenses." A simple request for reimbursement accompanied by receipts for expenses and names of meeting participants from the campus are all that is required. Submit your requests to Jim Williams.

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Fall Meeting Program

All Events will be held in Room 312 of the Morgan University Center, APSU

Please Register by E-mail

Friday, October 30

- 6:00 pm Community College Forum
- 7:30 pm Dinner, Paid Individually
Recognition of Kurt Eisen, Past Chair
Government Relations Committee

Saturday, October 31

- 8:00 am Coffee and Registration
- 8:30 am TN Conf. Business Meeting
- 10:00 am Panel Discussion on Tenure
- 12:00 Lunch, Paid Individually
- 1:00 pm Informal Discussion with the
General Secretary



Coley's Corner

Coley McGinnis
TN-AAUP Lobbyist

Things became very interesting in the spring when it became clear that there was interest among a number of legislators in reorganizing public higher education in Tennessee. The budget crunch and the pending changes in leadership in both the UT & TBR systems have created an environment in which at least some key legislators believe change is possible. Senator Jim Kyle, the Democratic leader, introduced a bill calling on the three boards to develop and present plans for possible reorganization in time for consideration next January, a form of which was passed. (Kyle may be running for governor, and this would probably be a major item in his platform.) Rep. Beth Harwell, with whom I have been working on a number of issues and who has expressed a keen interest in this topic, has met with us on several occasions to ask our help in at least forming criteria by which various proposals might be evaluated.

According to Harwell, Governor Bredesen has decided to make higher ed reorganization the major item on his agenda for his final legislative session. He has met with a number of legislators, including Kyle and Harwell, to discuss possible proposals, and he wants to bring in a leader from a state that seems to have figured out a way to achieve reductions in administrative costs and overlap. (He was particularly interested in California's statewide admissions system, for example, though few are

likely to think of California as a model for anything in its current fiscal state.) Harwell has raised questions about the value in a "system" if every campus had its own purchasing, HR and legal offices, for example. As a result of my discussions with John Nolt of UTK, the president of TUFS, about our work with Harwell, he provided her with copies of a comparative outline compiled by a UTK grad student of various models of higher ed in states that Tennessee might want to examine, as well as a study by a UTK Senate committee evaluating administrative waste in the UT system, which would parallel the kinds of information we had developed regarding TBR. Within the next month or so, we should have a clearer picture of where the Governor is going and how we might effectively participate in the discussions that will take place both prior to and during the next legislative session. There is only a small number of key legislators working together at this point; if they can come to some kind of agreement, it will likely result in action. All of this, however, increases the importance of campus chapters developing a relationship with their own representatives. One of the critical elements in all of this, of course, is to get legislators thinking in statewide terms. Some institutions have close ties to their representatives, but what might be in the interest of the administrators on those campuses may not be what is best for the faculty, the students or the state as a whole. Having representatives open to asking questions that focus reflect our perspectives will be very important.

If anybody has any questions about what is going on, please feel free to contact me at coleymac@comcast.net.

Coley McGinnis

Electronic Election of Officers

The election of officers for the 2010-2012 term is scheduled for the spring. This year we will take advantage of the opportunity to join our election with the national AAUP electronic election. The advantages of this approach will include major cost savings and a more comprehensive approach to widespread involvement of the conference membership in the process.

The AAUP voluntarily complies with Landrum-Griffin and conducts all elections by secret ballot. In the past this has meant mailing a paper newsletter with a ballot form and return envelope for the election. Participating in the electronic election will

save substantial funds that can be used to fund campus and conference initiatives instead.

The timeline for the process is as follows:

November 2009 – The TN Conference requests the national AAUP to e-mail all members in Tennessee requesting nominations.

January 2010 – The Conference nomination committee selects the nominees and submits the ballot to the national office. Each eligible member will receive an election notification by surface mail along with details for the election.

March 2010 – Ballots will be sent out electronically.

April 15, 2010 - The deadline to vote. Results will be given to the Conference soon thereafter.

Tennessee Conference Small Grants

A resolution was passed at the spring meeting to provide assistance to campuses with a chapter or interest in forming a chapter. The purpose of the assistance would be to help reimburse funds for events or activities designed to raise awareness of the AAUP and its principles, and/or attract new members. The application process would include a written description of the activity and a budget. Applications for the small grants should be submitted to Jim Williams, Chair of the Membership Committee, at jhwillia@mtsu.edu. Amounts up to \$250 are available.

Local Chapter and Tennessee Conference Honor Dr Robert Frankle for Forty Years of Service to AAUP

By Maurice Crouse, History Department
University of Memphis

At a ceremony held on 24 April 2009, the Tennessee Conference of the American Association of University Professors recognized Dr Robert Frankle, emeritus associate professor, for his forty years of service to the organization. Those attending the ceremony included chapter members from The University of Memphis and LeMoyne-Owen College, among them Dr Frankle's wife Barbara, who is Dean of Academic Affairs at LeMoyne-Owen, and his daughter Margrethe, who is an instructor in the Division of Education at LeMoyne-Owen.

Dr Pinaki Bose, associate professor of economics and president of the local chapter, presided over the meeting. In making the award, Dr Delphia Harris, professor of chemistry at LeMoyne-Owen College and president of the Tennessee Conference, spoke of Dr Frankle's service on both the local campus and the state-wide level and presented him with a certificate testifying to his service. She also presented him with a copy of the



Delphia Harris presents award to Robert Frankle. "red book" (the collection of policy documents and reports of the AAUP), which he was requested to pass on to someone who would carry on his tradition of leadership.

Dr Frankle remarked how when he began teaching at the university there were no published guidelines for tenure and promotion and how the "red book" was very valuable to him in working for changes. He then presented the book to Dr Jeffrey Berman, professor of psychology and president-elect of the Faculty Senate, whom he described as being



committed to enhancing the faculty's role in university governance.

Jeffrey Berman receives the red book and a legacy.

Dr Berman said that Dr Frankle had been his mentor from the time of his own arrival on campus and attributed some of the recent actions of the Faculty Senate to Dr Frankle's leadership and support. These included the newly-created Faculty Grievance Committee, which has no administrative members and reports directly to President Raines, and improvements in the appeals process for tenure and promotion which will appear in the next edition of the Faculty Handbook. Dr Berman said that he had been elected to his office on the pledge that he would work for change and attributed that spirit to Dr Frankle's encouragement.

Dr Berman spoke about the Tennessee Faculty Senate, in which representatives from the senates of various schools in the state come together, noting that it had found that The University of Memphis had the least input on faculty issues of all schools in both the Tennessee Board of Regents system and the University of Tennessee system.

In further remarks, Dr Harris called attention to recent activities by the Tennessee Conference, including its response to Chancellor Manning's proposals and a panel discussion at the Spring meeting which included Dr Richard Rhoda from the Tennessee Higher Education Commission. She noted that faculty input varies widely within the

state. She sees the faculty senates and AAUP as complementary to each other and not rivals at all. Dr Berman said that The University of Memphis ranked very low in interaction between AAUP and the Faculty Senate, adding that in the future the AAUP president or his designee will be an invited guest at all Senate sessions and on the distribution list for all documents generated by the Senate. A new Senate committee will be the Budget and Finance Committee. He reported that a similar committee at the University of Tennessee found disproportionate spending for administrative purposes and suspects that it may be true here. Another concern of the Faculty Senate will be to make the athletic program completely free of dependence on university funds, a goal which was announced by President Raines when she came to the university and which is, he said, still far from being accomplished.

Reorganization of Public Higher Education in Tennessee

The Tennessee University Faculty Senates (TUFS) met August 14-16 and developed a draft of a position paper regarding reorganization of public higher education. Phillip Kemmerly, Chair of the Government Relations Committee, was a guest at the meeting and spoke to TUFS. A working group of the Conference met on August 22 at MTSU and reviewed the paper and the information available from the TUFS meeting.

A Statement on Reorganization of Public Higher Education was developed and is available on the website. The statement emphasized the importance of substantive faculty involvement in deliberations on reorganization and that shared governance must be a critical part of any structure that may be proposed. TUFS was endorsed as the representatives of public university faculty senates. The Conference also committed to offering to facilitate a process whereby community college faculty leaders could deliberate on issues of reorganization.

Preliminary discussion by e-mail followed by a conference call meeting of community college faculty leaders has been facilitated by the Conference. They have now developed a statement on reorganization and are in the process of review on each campus. A final document is expected by the end of September.

AAUP Values: Just Back in the Day Or Back in Play?

The welcome address to the Tenn. Tech Chapter
By Andy Smith, President

Good morning. The ironweed and goldenrod flourishing across the hillsides of Tennessee remind us that it's late summer, time to return to Tech. Like those wildflowers from which we originally drew our school colors, we professors bloom brightly by instructing new students, inquiring through research, inspiring through service. To perform these duties, professors must profess: to affirm or avow, to make an open declaration. In 1915, our predecessors founded the American Association of University Professors to protect our right to profess by fighting for and finally implementing as national standards the interconnected principles and practices of tenure, academic freedom, & shared governance. This "three legged stool" of professional integrity is policy at Tech and in TBR because AAUP has been a voice at the table on this campus and in this state for a long time.

As your campus AAUP president, it's my job to uphold these principles on our campus, in our state, and across the country. Economic trends and political reality threaten the longevity of tenure, academic freedom, and shared governance. Whether it's responding to the recession or the possible restructuring of higher education in Tennessee, AAUP will represent the interests of these principles and of all faculty.

Early this year, as Tech decided how to address the fiscal crisis facing Tennessee, AAUP organized a campus wide meeting in this very room. With the cooperation of the Faculty Senate, the public affairs staff, and the administration, this well-attended gathering kept you informed about how potential changes would affect all of us.

This year, AAUP has another exciting and important agenda. While we vigorously protect the academic freedom, shared governance, and tenure for members and non-members alike, this kind of freedom is not free, and we need your help to grow the strongest possible local and national faculty organization.

In March of this year, the state of Kentucky abolished tenure for all new hires in its community college system. This year, Tennessee AAUP will address the future of tenure—here at Tech in a panel discussion on October 1st and at the State Conference in Clarksville on October 31st. Many of us get spooked by the thought of losing tenure in

higher education, so having this meeting on Halloween may be appropriate.

In 1970, roughly two-thirds of all professors in the US were tenured or on the tenured track. Today, roughly two-thirds of all professors in the US are temporary, with no hope of ever earning tenure. How do we counsel new graduate students about a career in academia? Are we honest with them about the facts? Are they reassured with the likelihood of never earning the job security so many of us enjoy? Will the next generation of scholars say, "We remember back in the day when our mentors had tenure? We remember back in the day when our mentors had academic freedom? We remember back in the day when our mentors participated in shared governance?"

At AAUP, we want to make sure that that day never comes and instead work to guarantee a new day, where, like the Tennessee wildflowers of late summer, tenure, academic freedom, and shared governance will flourish. Thank you and welcome back.

History of MTSU Chapter in the Works

By David L. Rowe, History Department, MTSU

David Rowe, History Department professor at MTSU, is researching the history of that University's AAUP chapter, the largest in the Board of Regents system, as part of a departmental project to celebrate MTSU's centennial. Fortunately, the AAUP *Bulletin* has made it possible to uncover much of that early history. W. M. Mebane, Chemistry, joined in 1930, one of only two or three faculty to belong to AAUP until the mid-1940s. As often happens, AAUP grew and organized after a campus crisis, the 1940 firing of an English professor, Philip Mankin, ostensibly for reasons of economic exigency but in reality for more personal, though unspoken, reasons. The event resulted in AAUP's censuring the college, and it remained on censure until the fall of 1956.

But while the specific incident would occasion a rapid growth in AAUP membership locally, the real incentives were more fundamental. From 1911 when the state chartered the first three normal, or teacher preparatory, schools until 1925 when it became a four-year teachers college granting a BS degree, the institution operated essentially as a high school. The president was more than anything else a principal accountable to a board of education, in this case the State Board, who hired and fired pretty much at will and created a faculty from people he already knew. Four-year college designation began the process of elevating credentials among the

faculty and, thus, of strengthening a craft-identity. The firing of Philip Mankin and a strong reaction locally and among faculty and students was a rite of passage heralding a maturing campus.

Beginning in 1946, Middle Tennessee State College began more often to hire professors with terminal degrees, and with them came an intense interest in protecting the ethos of the academy—freedom in the classroom and faculty governance. They joined AAUP almost immediately upon coming to MTSC, increasing the membership to forty by the mid-50s, created a campus chapter in 1948, and led it until their gradual retirement or replacement by new leaders. The chapter assured its position by working with President Q. M. Smith to lobby AAUP to remove the campus from the censure list. Encouraging this faculty-administration cooperation was the Southern Association of Colleges and Secondary School's decision to begin a process of campus visitation. MTSC's appointment with them was set for 1953, and that undoubtedly explains why the President whose actions had resulted in censure in the first place was eager to have censure removed.

Since then, faculty-administrative relationships have been relatively harmonious. But last year, with state discussions of reorganizing higher education, a new set of players entered the equation. Using Facebook and other media, the students organized very effective protests that worked in tandem with AAUP and Faculty Senate efforts to respond to the challenge. It is likely that the combination of all three groups—faculty, students, and local administrations—recognizing and protecting their interests will reshape the life of the academy in meaningful ways.

Chapter News

These updates are based on reports from local chapters. Please send your chapter news to Delphia Harris by February 4th for inclusion in the spring 2010 newsletter.

Austin Peay State University

The Faculty Senate at APSU approved the TUFS position paper on reorganization. Our AAUP executive committee is planning the fall meeting of the Tennessee Conference on the APSU campus. A presentation about the AAUP was given to the new faculty as well as to the entire faculty at the fall convocation. Recruitment of new members is underway.

Christian Brothers University

Our university is talking about re-organizing: abolishing 4 Deans and collapsing departments to a total of 8 divisions! We are working on recruiting new members.

Jackson State Community College

Our chapter was pleased to have our own TN-AAUP President Delphia Harris as speaker at our first meeting of the year, held during in-service. We were moved by her account of the difference AAUP made to her campus in LeMoyne-Owens' time of crisis a few years back. Delphia also discussed the possible reorganization of TN higher education and fielded questions. Our next meeting will be a planning session.

The new academic year began with increased enrollment and a higher ratio of contingent-to-fulltime faculty. We are adjusting to the fact that many familiar faces no longer belong to our academic community in the wake of the buyouts.

It was announced that the current Vice President for Student Services will retire at the end of the fiscal year, after which that job description will be rolled into that of Vice President for Academic Affairs. Thus, the title of Vice President for Academic and Student Affairs will again return to JSCC.

LeMoyne-Owen College

A new committee of the LeMoyne-Owen College Faculty Organization, the AAUP chapter, has been constituted and has started meeting. The Professional and Employment Conditions Committee is charged with issues that relate to terms of employment, work environment, compensation and all concerns of general well being, sick pay, convalescence and benefits including health benefits.

Tennessee State University

At Tennessee State University, controversy over administrative actions to expand itself while cutting some programs without consulting the Faculty Senate has increased inquiries about joining the AAUP. Anthony Blasi was elected chapter president, but pressing issues have not left time for the election of other officers. *AJB*

Tennessee Tech University

With only a few weeks of a new semester passed, the Tennessee Tech (TTU) chapter of AAUP has been very busy.

Last year, the state AAUP Committee on Part-Time and Non Tenure Track Faculty, with many active members based at Tech, drafted a revision to the Tennessee Board of Regents (TBR) policy on academic freedom to explicitly include protections for contingent or non-tenurable faculty. Making these rights explicit will hopefully help faculty whose appointments are renewed on an annual, or semester-by-semester, basis. Recently, the national AAUP has been outspoken about academic freedom for contingent faculty, especially since some professors have not been reappointed based on academic freedom issues.

This proposal passed the TTU Faculty Senate in April and the Academic Council in September, both by consensus. We encourage other campuses to implement similar revisions to their academic freedom policies. In arguing on behalf of this item, we had to define for other faculty members what the idea of academic freedom might mean for a faculty member who lacks the protection of tenure. We also had to look deeply at our own definitions and practices regarding academic freedom inside and outside the classroom. In light of these conversations, a more refined and robust notion of academic freedom's necessity and fragility emerged.

Additionally, our campus has been involved in the state-wide discussion among faculty in public institutions regarding the possible reorganization of higher education in Tennessee. Both the TTU AAUP and Faculty Senate voted against the TUFSS position paper that was recently drafted by Faculty Senate representatives and circulated among the campuses. Long time AAUP member Patrick Reagan expressed a sentiment shared by many TTU AAUP colleagues but apparently not shared by our AAUP peers across the state, writing, "This [TUFSS] document flies in the face of decades of AAUP tradition and practices including faculty governance, academic freedom, tenure, and faculty control of programs and curriculum. While many of the ideas intended here are laudable goals, as drafted, this document needs lots more work before presenting it to the governor, the legislature, and the public as representative of faculty at Tennessee public institutions of higher education."

In early October, our campus will host an event on "Course Redesign," responding directly to the current financial crisis in public higher education and the failure of the new business model proposed by Chancellor Manning last year. TTU AAUP members are very concerned about the implications of this initiative and plan to attend the forum as a group so that AAUP values and our voices might be heard.

Finally, in December, our campus will present its annual fall forum, this year a creative event called Professors Are People, Too. We actively seek stories and anecdotes for this project. Please direct questions or inquiries about any of the above to TTU AAUP chapter president Andy Smith. Asmith@tntech.edu or professor.andy.smith@gmail.com

University of Tennessee, Knoxville

The UTK chapter honored Norma Cook, a long-time AAUP member who retired in summer 2008, at a membership meeting in November 2008. We noted her many contributions to AAUP causes throughout her career at UTK, and we look forward to her continuing presence as a chapter member. In spring 2009, our chapter held a round-table discussion on "UTK: Facing Difficult Times"; UTK Faculty Senate President, John Nolt, and AAUP and United Campus Workers member Jon Shefner both spoke and took questions from the audience. This fall we have an open meeting with our new Chancellor, Jimmy Cheek, scheduled for November 5th, and we plan an energetic membership drive for the year.

--submitted by Laura Howes, UTK Chapter President

Volunteer State Community College

AAUP-TN's newest chapter is Volunteer State Community College in Gallatin. The chapter began to form in late spring and is currently creating bylaws and readying for election of officers. The chapter already has 19 members, representing both full time and contingent faculty. One goal the group established at their first meeting was to have each member try and recruit one more person to AAUP. Other goals set by Vol State are to establish bylaws, work on faculty workload issues, address contingent compensation and to work with AAUP-TN on statewide issues.

The group plans to vote on bylaws and elect officers at their next meeting.

One reason AAUP has taken root at Vol State is low faculty morale due to the state budget crunch. The college lost several million dollars in recurring state revenue, which resulted in the failure to re-appoint several full time faculty members on term appointments. This has reduced faculty ranks in some key general education areas at a time of record-smashing enrollment. (Headcount is up over 1000 students from last fall.)

Some faculty members continue to perceive shared governance as an issue to keep an eye on as well. Faculty sit on all committees, are represented in both the President's Cabinet and Dean's Council (headed by the VPAA), but still sometimes feel their concerns are not given a fair hearing. Specific issues of concern to faculty are the growth and control of our dual enrollment program, role and compensation of department chairs, the role and authority of academic support services and an impending re-structuring of the developmental and remedial education program.

AAUP members at Volunteer State will continue to be proactive in these areas and work with the administration and Faculty Council to ensure our voices are heard and faculty play a key role in governance of the academic program.

Tennessee Conference Committees

The conference is seeking additional members who will actively participate on each of its committees. We seek broad representation from various institutions across the state in each committee. If you are interested in joining a committee or would like additional information, contact Delphia Harris. A list of the Conference committees follows:

- Committee A (Academic Freedom and Tenure)
- Committee on Membership and Dues
- Committee on Part-Time & Non-Tenure-Track Appointments
- Committee on Government Relations
- Committee on College and University Government
- Committee on Junior and Community Colleges
- Committee on Status of Women
- Claxton Award Committee

Conference Officers

PRESIDENT

Delphia Harris, LeMoyne-Owen College
df_harris@loc.edu

VICE PRESIDENT FOR PUBLIC UNIVERSITIES

Pete Stoddard, Austin Peay State University
StoddardP@APSU.edu

VICE PRESIDENT FOR PRIVATE INSTITUTIONS

Pat Papachristou, Christian Brothers University
ppapachr@cbu.edu

VICE PRESIDENT FOR COMMUNITY COLLEGES

David Palmer, Motlow State Community College
dpalmer@mscc.edu

SECRETARY

Nathan Garner, Cleveland State Community College
ngarner@clevelandstatecc.edu

TREASURER

Pippa Holloway, Middle Tennessee State Univ.
phollowa@MTSU.edu

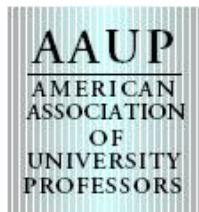
IMMEDIATE PAST PRESIDENT

Anthony Blasi, Tennessee State University
anthonyblasi@att.net

About the Chapter Service Program

The Tennessee Conference Chapter Service Program, with support from the Assembly of State Conferences, is designed to aid AAUP chapters in promoting a program on their campuses that will reflect the standards of professional development associated with the AAUP. The AAUP has developed the standards for academic practice long recognized by professors, governing bodies, and administrators in higher education. Each local chapter should have as one of its goals a commitment to see that these standards are adhered to on their campus. Please contact Conference officers for help and services in the following areas:

- Recruitment and retention of members
- Tenure and academic freedom
- Faculty governance
- Chapter leadership training
- Conference web site
- Attorney referral list
- Economic welfare of the professoriate
- Lobbying activities



Delphia Harris
TN-AAUP President
LeMoyne-Owen College
807 Walker Avenue
Memphis, TN 38126
(901)435-1380