



TENNESSEE

CONFERENCE

September 2010

NEWSLETTER

The Fall Meeting at a Glance

The Fall 2010 Meeting of the Conference will be held at Tennessee Tech University in Cookeville on Saturday, October 2. For those who arrive on Friday evening, we will be meeting at El Tapatio, 900 S. Jefferson Ave for dinner at 7 pm. This is just down the street from the Country Hearth Inn and Suites.

The organizer of the Fall Meeting is Josie McQuail, President of the Chapter at Tennessee Tech. She has arranged excellent hotel accommodations at the Country Hearth Inn and Suites. See the information on the hotel below.

Travel Grants to the Fall Meeting

The following resolution has been passed 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 including a list of expenses and names of meeting participants from the campus can be provided to the secretary and treasurer at the fall meeting.

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Hotel for Fall Meeting

Country Hearth Inn and Suites
 1100 S. Jefferson Ave.
 Cookeville TN 38506
 (931) 528-1040
 (931) 528-5227 FAX
 toll free 1-877-440-9287

countryhearthinnsuites@yahoo.com

Suites are \$49.99 for one person -- each suite has a king bed and a sitting area, a refrigerator and coffee pot. When making the reservation mention the name of Josie McQuail and state that you will be attending the AAUP conference Oct. 2.

**Fall Meeting Program
 Tennessee Tech University
 Cookeville, TN
 Registration on Site**

Friday, October 1
 7:00 pm Dinner, Paid Individually
 El Tapatio Restaurant

Saturday, October 2
 8:30— 9:00 Coffee and Registration
 9:00— 12:00 Program and Sessions

12:00—1:00pm Lunch

1:00—3:00
 TN Conference Business Meeting

Phone Access to the Program and Meeting
Teleconference Number (866)539-1119
Room Number: *9865579*
(the star keys must be entered)



Coley's Corner

Coley McGinnis
Government Relations

When I retired a few years ago, Tony Blasi, the conference president, asked me if I would be willing to lobby for the organization at the state level. I had been an AAUP member for most all my professional life (35+ years), but, except for some occasions when specific issues arose on the TSU campus, I was never really active in the organization as such. I did, however, both because of my field of expertise (political science) and my longtime role in the *Geier* desegregation case, have a lot of contacts on the Hill and in higher ed administration that could prove useful, and so I agreed. Then, much to my surprise, I was asked last spring if I would be willing to assume the Conference presidency for the next two years. On the condition that others with considerably more experience in the organizational aspects of AAUP than I would agree to serve on the executive committee, I consented. I can't say that the first three months haven't been interesting.

This has been, certainly, a challenging year for higher ed, in TN and across the nation. We have confronted looming budget deficits that have resulted in planned, if not actual, program cuts and diminishing fulltime, tenure-track faculty positions, decisions often made with little or no faculty input. Meanwhile, the proportion of higher ed monies spent on actual instruction continues to fall.

Last January we were hit with the Complete College Tennessee Act, a "reform" that was considerably different from what we had been led to believe was going to emerge from a year-long process of discussion at the highest levels of state government. Instead of a serious consideration of administrative restructuring, we were hit with a plan to change the funding formula from enrollment based to graduation numbers, the creation of a community college "system" within TBR and a mandatory gen ed curriculum that would require every campus to accept a specified series of courses from any state institution as fulfilling the first two years of degree requirements for a bachelor's.

In principle, AAUP is not opposed to either improving graduation rates or making it easier for students to transfer between campuses. Our concerns are with the means by which the

Governor's proposal seeks to achieve those aims, especially in a time of severe financial constraints.

With considerable lobbying (and the emergence of TUFS as another vital faculty voice), and thanks to the support of people like Senator Crowe and Representatives Harwell and Pitts, we were able to insert amendments requiring that faculty voices be included in the curriculum changes, but efforts to ensure our inclusion into the master planning process were shot down. Rich Rhoda, the executive director of THEC and longtime AAUP member, deserves credit for trying to incorporate faculty representation into the various committees developing the funding formula and curricula, within the confines of the substantive legislative requirements and deadlines. But concerns continue to arise as to exactly who has actually appointed those faculty who sit on these committees and to whom they are accountable. As best I can tell, rarely have faculty senates been involved in this process, and there is some doubt as to whether or how much they will be involved in the final decisions about the 41 gen ed hours or the 19-hour "pre-major" requirements. When curriculum changes of this magnitude are made without the approval of the appropriate faculty committees and bodies, that goes to the heart of shared governance principles.

On top of this, faculty (though not students) were explicitly omitted from the search committee for the new TBR chancellor. Though we had succeeded in blocking legislation eliminating a requirement that candidates for system or campus chief executives hold advanced terminal degrees, TBR took that step on its own. It's ensuing "search" produced six candidates, only one of whom was interviewed. It is clear in retrospect that the appointment of Deputy Governor John Morgan, who has spent virtually his entire career in state government, was politically inevitable. There is no question that this process violated numerous AAUP shared governance principles. The question now is, what do we do about it?

Several legislators, mostly Republicans, have raised questions about the process and the salary increase for the position (which Morgan in the meantime has agreed to forego). Given that Morgan is a longtime partisan Democrat and confidant of Governor Bredesen, and the importance of which party controls the next General Assembly, this is no surprise. I believe it would be a mistake to become part of that effort. Morgan is the new chancellor. In fact he does bring a great deal of knowledge about higher ed finances and considerable political clout. Both of those could be useful, and I think we should offer to work with him on achieving the goals outlined in the act. In fact, without the faculty's

cooperation, none of that is likely to occur unless the for-profit schools become the primary delivery mechanism. We need to convince him of that.

All this does not mean we should go quietly on the process question. UT is searching for its new president, and as best I can tell, some effort has been made to include faculty representatives from each campus in that process. But having a few faculty in the room doesn't mean that their voices will be heard. We need to keep a close watch on how that process plays out. Unfortunately the Morgan appointment, no matter if he turns out to be an excellent chancellor, has set an unfortunate precedent.

All of this will be the focus of our fall meeting on October 2 at TTU. Josie McQuail, the chapter president, is putting together a program around the theme of "Challenges to the Implementation of CCTA." Additional information on that meeting will be forthcoming.

With the support of the Conference, I attended my first national meeting in Washington in July. It was an eye-opener, to say the least. (The fact that the Conference won the 2010 Al Sumberg award for "tireless vigilance and leadership in government relations" was due in no small part to the efforts of the previous President, Delphia Harris, and Phil Kemmerly, chair of our Government Relations committee.) Most of my time was spent in the meetings of the Association of State Conferences, which wound up having to change the procedures for electing its chair that apparently had been held to violate Department of Labor regulations. But one thing soon became apparent: Lots of other states are in as bad or worse positions than TN. There is, of course, a huge difference between chapters in the collective bargaining states, which have a large, permanent presence at the Capitol, and states like TN where unions are thought of as nuisances at best. If they are swimming uphill against the current, we've got a much tougher road to hoe to sow the

seeds of faculty governance among state legislators and far too many administrators. We need all the allies we can get. I am pleased with the evolution of TUFs to bring together the leaders of faculty Senates of the four-year institutions. The more we all talk to each other, the better we can coordinate efforts to protect the interests of all higher ed faculty. I hope that the CCs can develop a similar group, especially as the plans for bringing all of them into a single "system" are implemented.

One thing that a challenging environment such as that we face brings is the opportunity to expand our membership. National has adopted a new dues structure, based on the same principle as many professional organizations to tie the dues to the member's salary. This should make us more attractive to younger faculty. But we need help. Jim Williams, who has served as our membership chair for many years, has resigned from that post to become Conference Secretary. We need someone to step into that position, and soon, because we would like to do a major recruiting push this fall. If anyone would consider this or knows somebody who would, please contact me.

I would also urge you to consider joining us in Louisville on October 30 for the New Leaders Workshop or, especially for Faculty Senate representatives, the first Workshop on Shared Governance in Washington Nov. 12-14. As you can see from reports in this newsletter, those who attended similar functions this year found them very productive.

In the meantime, we appreciate the contribution that all of our members make to academic freedom and shared governance on our campuses. If you've got any questions or suggestions, please do not hesitate to let me know.

Coley McGinnis

Conference President and Director of Government Relations

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The Importance of Shared Governance

Dr. Josie McQuail, TTU AAUP President

Having organized a panel at the AAUP national convention in Washington, D.C. in June on Empowering Women in Academia, I had the chance to listen to and attend many other panels during the convention, some also dealing with women in academia, but others dealing more generally with the failure of shared governance in higher education. I heard of a few cases where faculty members, busy with their own, often overwhelming duties of

teaching and research, suddenly were informed by university administrators that their institution was bankrupt or so close to bankruptcy that many faculty would lose their jobs. Two faculty members to whom I spoke after a presentation had been discouraged by other faculty at their institution from holding responsible their former university president and board members, who had essentially endangered their university through terrible financial decisions. Many in the audience commented on the legal remedies available, and I told the presenters I felt they had a duty to the founders of their university to

hold accountable those in power who had virtually destroyed the university. They seemed reluctant to do this. The problem in their university that led to the disaster was that no one realized the extent of the President's lack of judgment because the President was acting alone. It reminds me of the ACLU's slogan: The Price of Liberty is Eternal Vigilance.

Certainly the same is true in the case of Antioch College. The Committee on College and University Governance recommended at the Ninety-sixth Annual Meeting in Washington, D.C., to place Antioch University on the Association's list of institutions sanctioned for infringement of governance standards. The Committee found that the Antioch administration "violated a basic principle of [shared] governance by not providing agencies for faculty participation in governance at the university level. The removal of administrative and budgetary control from Antioch College to the university administration deprived the faculty at Antioch College (and other Antioch campuses) of the opportunity to participate significantly in budgetary decisions. . . . In the absence of a board or university administration with a strong commitment to the centrality of Antioch College among the other university units, to the unique mission of this small residential liberal arts college, and to an enduring system of shared governance, these factors inevitably led to the eventual closing of the college." <http://www.aaup.org/AAUP/protect/academicfreedom/investrep/2009/antioch/>

Hearing other examples of university administrations and administrators brazenly making erratic and irregular financial and governance decisions near at home in Tennessee, farther afield in the south, and, with Antioch College, in Ohio, was chilling. It seems to me that the meltdowns that so recently decimated the economic infrastructure of the U.S. and eventually the world could bring down our entire university system if we are not careful. The problem in our universities is ultimately the same as was the problem in our financial institutions: lack of oversight by responsible parties and the lack of ethics in the principle actors. The rise in for-profit universities and the adoption of the so-called business model of education by our public universities both threaten to undermine a system of higher education that is presently the envy of the world. Higher education without academic freedom, without tenure, and without shared governance would be unrecognizable to those who value all that is good about our present system. We can only hope that our system of higher education which, being buffeted simultaneously by financial crises from individual states, by politicians whose ranting against tenure provides them with political

advantage, and by administrators who seem to have little understanding of the workings of higher education, is experiencing near death, may come out of it like Antioch College. Antioch, so close to being closed forever, is tentatively set to reopen in 2011.

The AAUP reports: "Antioch College, it seems, will rise again phoenix-like and survive to continue its tradition of progressive education. But its near demise provides clear and eloquent testimony to the havoc wrought by a board and administration that abandoned their commitment to liberal arts education and to the fundamental principles of shared governance." Will the same thing one day be said of our system of higher education as a whole, that it was brought down by administrators and politicians who had "abandoned their commitment to liberal arts education and to the fundamental principles of shared governance"? And, if it is, could higher education as we knew it ever be revived? How can adjunct faculty, hired on a contingency basis and fired on a whim, participate meaningfully in shared governance? How many years would it take to revive a system of higher education that had let go all its full time faculty? Could a society function with a populace educated solely at for profit "colleges" and "universities" via the internet? What would universities, strapped for money, funded largely by corporations, be like? Such are the questions that disturb me after the 96th AAUP convention in Washington, D.C.

AAUP Summer Institute at San Diego State

July 28 – August 1, 2010

Richard J. Strange, UTK

I was fortunate to attend this meeting with support for travel from the conference and chapter. I selected four half day workshops: Organizing 101, Campus Communications, Bridging the Gap between Tenure and Non-tenure Track Faculty, Committee A Procedures – A Primer for Chapters and Conferences. Below I have summarized the highlights of these sessions.

Organizing 101 and Campus Communication

These were two excellent sessions given by two faculty members from University of Akron. This chapter had recently been successful in becoming a collective bargaining unit and had a tremendous amount of practical information about how to build a chapter. A few of their highlights from both sessions are presented below.

- Let faculty know of chapter involvement.
- "Act like a union and you will be treated like a union" (even if you are not).

- Establish reciprocal liaisons with faculty senate and student government (involvement in faculty governance is not zero sum, the more organizations involved, the more success).
- Put an “ask us anything” link on chapter website. Respond quickly to inquiries and make it a group involvement by copying appropriate ex-com or committee chairs on response.
- Inquiries lead to obligation.
- Answer the question, “What will you do for me?” with “What would you like to see?”
- Set recruitment goals.
- Network with other chapters.
- Establish an email tree with an AAUP member in each department responsible for forwarding emails from ex-com to departmental faculty (with comment, if they wish). This is a good “baby step” to larger chapter involvement, turning passive to active members.
- Office visits to non-members can work as a recruitment tool, if two people go with the question “What are your concerns?”
- Distribute “Congratulations” cards to parents at commencement signed AAUP. Similar visibility can also be established various ways at orientation with the message “Welcome”.
- Stand up to administrators to force a reasonable response to inquiries.
- Use consistent email format (perhaps with graphic) from an off campus server.
- Tenured faculty must demonstrate solidarity with contingent faculty.

Bridging the Gap between Tenure and Non-tenure Track Faculty

Frankly, this was the weakest of the workshops, in my opinion, because some statements of what “ought to be” were presented without any path to accomplishing those goals. They were 1) all faculty (part time, teaching and research) with continuing employment should be tenure track and 2) non-continuing faculty for “surge” teaching should not exceed 25%. Some dismal statistics were presented showing that the national average of contingent faculty was closer to 50%. Also, the growth of contingency has been a steady rate of about 1% a year.

Committee A Procedures – A Primer for Chapters and Conferences

This workshop had an excellent hand out packet on Committee A procedures including a checklist and some case histories. All the material is found on the AAUP website (hint: don’t use internal search engine use Google to find material on AAUP site). A few points are below.

- AAUP was founded in 1915 to protect academic freedom through tenure.
- Use AAUP checklist referenced above.
- Maintain a lawyer referral file (though counsel is rarely useful for anything short of dismissal).
- Be careful about putting things in writing.

National AAUP Meeting, 2010

Pam Xanthopoulos, Jackson State Com. Col.

My sincere thanks to the Conference for its support so I could attend the June 9-12 AAUP Conference on the State of Higher Education plus participate in a Diversity, Equality and Discrimination panel, along with TTU colleagues Josie McQuail, Paula Hinton, and Christine Miller. On the topic of “Nickel and Dimed in America: Empowering Women Economically and Psychologically in the University Hierarchy,” we four discussed personally varying approaches for improving women’s professional status by means not necessarily within a campus’s pre-existing structures.

Although I attended several sessions, two presentations stood out as particularly instructive.

About Tenure: In one session, a faculty member described being denied tenure when the surgery for which she had had prior approval to miss one week of classes went wrong and she nearly died, causing her to miss eight weeks. While in the hospital, she had attempted to receive Family and Medical Leave Act approval, but somehow higher ed has a loophole whereby FMLA is not necessary granted. Subsequently, she received a negative evaluation from her dean and was denied tenure, despite having had a long positive record and no complaints against her but for this one medical incident.

The dean, who had never observed her teaching, used vulgar language during the follow-up oral evaluation meeting. Immediately, she verbally requested of him a memo of apology. He complied, and included his verbatim vulgarity in the memo. After protracted entanglements, she won her case.

But the settlement did not cover all that she had lost, financially or otherwise.

These days, she has a “wonderful” job at a different campus, and is well on track toward tenure—which she had also earned at another university before her last one denied her. Her lesson, she said, is that personal strength and perseverance, buoyed by a sense of humor and a strong file of documentation, were what saw her through and are what she would recommend for anyone going through a comparable situation.

About Shared Governance: In another session, a panel revealed that faculty at a public university in northern New Jersey recently voted no confidence in their president. He had increased their institution’s debt load from under \$50 M to over seven times that. Their Social Work (NJ’s best-rated, and in service to a region in gravest need: Newark, Orange, etc.), Philosophy/Religion, and Media/Film departments were deleted because students and faculty connected to each had criticized the absorption of the SGA’s funds (\$3M) into the general fund in trade for the SGA’s executive being directly hired by the university for a newly formed “Department of Students.”

Employees have filed seventy-five grievances during the administration’s eight years, twice as many as by all other NJ public higher-ed institutions, combined. Faculty now must fill in daily time sheets as evidence that they “work” 35 hours a week. The 38 departments were converted into 18 “schools” with appointed “executive directors.” Elected department chairs were replaced by unpaid “program coordinators” who do the advising, scheduling, and so on, that chairs used to do. Balanced reporting about the institution disappeared as its advertising in NJ’s one major newspaper grew to \$2M.

The university has its fifth provost and fourth dean within eight years. A reorganization plan was released during finals week, giving no time for serious input. The “faculty senate” was redefined so that its membership is now of “university employees” (and only one third faculty). “Retribution, intimidation, fear, cronyism, and chaos, especially through reorganizations” characterize the campus. Fulltime faculty numbers have declined while enrollments, and campus beautification and construction projects, have increased. Accreditation concerns are growing. The AAUP is now involved and first steps toward a censuring by AAUP have been taken.

The panelists indicated that “corporatization” of their university, in tandem with loss of shared governance, has put their institution in jeopardy.

This has occurred in the wake of a previous NJ governor’s deregulation of its public higher education. A lack of shared governance and a lack of state-wide oversight and accountability have caused this situation. There is a cautionary tale regarding some of the threats to our profession.

New Leaders Workshop October 30

The Assembly of State Conferences has an outstanding program of six workshops scheduled in Louisville, Kentucky, Saturday, October 30. Faculty members who are not AAUP members are also invited to attend. This is an amazing opportunity for multiple faculty members from each campus to travel together and benefit from this major effort to enhance leadership at institutions in our region. For Western and Middle Tennessee, LeMoyne-Owen College is offering to organize bus transportation to the workshop. The bus would leave at 12:00 noon from Memphis and make stops in Jackson and Nashville. To reserve your place on the bus, contact Delphia Harris at df_harris@loc.edu. A separate reservation for the workshop is required. See the schedule and contact information below:

ASC New Leaders Workshop Saturday, October 30, 2010

Louisville, KY: Courtyard by Marriott, 100 South Second Street

8:30 a.m. Gather for coffee and conversation about your concerns. Receive workshop materials.

9:30 a.m. 1. “Academic Freedom Work by State Conferences & Chapters” Jeff Kraus
Chapters, state conferences, and the national office coordinate efforts to put in practice the AAUP Statement of Principles on Academic Freedom and Tenure.

10:30 a.m. 2. “Government Relations: Lobbying & Statewide Coalitions” Brian Turner
This workshop will give AAUP leaders great ideas for getting faculty voices heard in your state legislature! We will discuss how to organize a lobby day, cultivate relationships with government officials, track legislation, and use government relations work to strengthen your state conference.

11:30 a.m. 3. "Faculty Handbooks and Shared Governance" Purificacion Martinez

How do faculty senates and AAUP chapters interact? How can the AAUP Statement on the Governance of Colleges and Universities and the new AAUP Guide on Faculty Handbooks help chapter leaders answer faculty questions? Learn about model policy language for revising faculty handbooks to protect the faculty voice.

12:30 LUNCH Speaker: Gary Rhoades on AAUP's Role in Higher Education

2:00 p.m. 4. "Nurturing as well as Recruiting AAUP Members" Dave Witt

This workshop focuses on membership. What resources are there on the www.aaup.org website for recruiting members, creating chapters, and forming a state conference? How can leaders use newsletters, electronic communication, and websites effectively? What can AAUP chapter and conference leaders do to build community and to retain members?

3:00 p.m. 5. "Where's the Money Being Spent?" Howard Bunsis

This workshop will show participants how to analyze the financial reports and relevant tax reports of their own institutions. Knowledge about the institution's actual spending practices gives AAUP leaders the power to argue in support of instructional budgets, including faculty salaries.

4:00 p.m. 6. "Building and Maintaining a Strong State Conference" Donna Potts

What are the responsibilities of the state conference, and how might it more effectively serve the needs of members and chapters?

These six workshops are designed to train the next generation of AAUP leaders.

Registration deadline: September 30, 2010.

Contact the ASC Chair at organizing@aaup.org

Spring Meeting in Review

We want to thank Len Assante and the Vol State Community College Chapter for hosting the Spring 2010 meeting in Gallatin. The theme of the meeting was Faculty Image. The Government Relations Committee provided an update on the new role that THEC will play.

Dr. Brian Turner, Professor of Political Science at Randolph-Macon College joined us. His focus was on the importance of faculty at the various campuses developing and maintaining ongoing contact with their legislators and providing them the

tools they need in order to begin that process. Dr. Turner's travel was funded by an Assembly of State Conferences Grant.

Tennessee Conference Committees

The conference is seeking additional members who will actively participate on each of its committees. The fall meeting will be a great opportunity for you to learn about the various committees and request to become a member of one. We seek broad representation from various institutions across the state in each committee. 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

Chapter News

These updates are based on reports from local chapters.

Jackson State Community College

This past year, sixteen JSCC colleagues were eligible for tenure. Five received denials, some by close supervisors who had not evaluated those faculty or observed them teach. The disciplines of business, education, English (2), and math were included, making the Arts sub-division the area most affected by refusals to tenure.

More recently, composition of JSCC's Faculty Council (FC) has been deeply altered in the wake of Fall 2009's reorganization of academic divisions, which included the abolishing of departments. Overturning JSCC's general faculty's vote of approval of all faculty-vetted changes to its Council's *Constitution and Bylaws*, the administration now requires 1) that an administration-appointed assistant dean be a full, voting member of the Council, rather than all representatives be directly elected by a specified faculty constituency; 2) that terms be for two years on with no re-election then a minimum of four years off, rather than up to two consecutive two-year terms on then a minimum of two years off; and 3) that there be one member elected for every ten faculty within an area, rather than for every seven;

plus, effective 2011-2012, 4) that the FC chair must also be the representative to the TBR Faculty Sub-Council rather than that the FC directly elect a representative from the faculty body at large for a two-year term: a separate position in order to make more manageable the work of the chair and make more consistent the representation to Nashville.

This semester, candidates will be interviewed for a newly created administrative position. The former titles of Vice President for Academic Affairs and Vice President for Student are being combined into the title of Vice President for Student and Learning Success/ Provost. Our colleagues look toward engagement in this process.

LeMoyne-Owen College

Work continues on a major revision of the Faculty Handbook. The process has been led by faculty with leadership and support from the Senate President. The final process of review is proceeding with the Vice President of Academic Affairs and the Academic Affairs Committee of the Board of Trustees working together with faculty. Input from the national AAUP has been received and incorporated. The process has actually built greater trust and understanding between faculty, administration and trustees. The new Faculty Handbook is expected to be delivered to Trustee members in September and deliberated in the October Board Meeting.

Professor Dariush Zarshenas, our Treasurer, attended the Summer Institute in San Diego and came back with an enthusiastic report.

Motlow State Community College

The Motlow State Community College's AAUP chapter elected new officers during the Fall Assembly meeting. Hal Werlin who has done an excellent job stepped down as President.

The new officers elected were:

President: David Palmer

Vice President: Scott Cook

Secretary: Lisa Mayo

Tennessee State University

The Tennessee State University chapter has been busy countering the University administration's attempt to cut academic programs without consulting the Faculty Senate. The chapter sponsored open forums for the whole faculty that led to a proposal to the Senate to establish a committee for drafting a formal policy on shared governance. Oddly enough, the Senate President sought to keep the matter off the Senate agenda and instead distributed a discussion paper declaring any "unauthorized" faculty meetings illegitimate.

The Senate, over much official opposition, took up the matter and referred it to the departments. The latter unanimously approved the proposal, and a drafting committee was elected, with additional delegates representing the administration and the AAUP chapter. The committee, chaired by AAUP member Mary Ann Asson-Batres, presented the policy at a full meeting of the faculty in January, 2010, at which it was adopted by a lop-sided ballot vote.

In March the Vice President of Academic Affairs, after receiving inquiries about the policy on shared governance, said that, upon receiving advice from the Senate President, a quorum had not been present in January and that deans were not allowed to vote at the meeting, and thus the policy could not be considered as have been agreed to by the faculty. Citations from *Robert's Rules* to the effect that a point of order is necessary during a meeting for a quorum to be declared lacking, and from the Faculty Constitution to the effect that deans are not members of the faculty for purposes of faculty votes, did not dissuade her.

At the March meeting of the Faculty Senate, Anthony Blasi proposed a vote of no confidence in the University President, the Vice President for Academic Affairs, and the Senate President for discussion in the faculty for the following month and a vote at the April Senate meeting. At the April meeting, Senate President Jane Asamani placed a special assistant to the University President on the agenda before faculty business, and the gentleman filibustered so that no vote could be taken at the meeting. Four members of the faculty wrote a letter to Governor Bredesen with copies to the press protesting the administration's interference with the faculty organization.

The local NBC affiliate in Nashville contacted one of the four (Asson-Batres), who arranged a joint interview with all four; excerpts appeared in the evening and night news broadcasts. The local newspaper, the Nashville *Tennessean*, was preparing two articles on the University's problems based on public documents, and its investigative reporter interviewed the four who had appeared in the television news. The newspaper articles, with a photograph of Asson-Batres, Blasi, Raymond Richardson, and Jacqueline Mitchell, whom the newspaper dubbed the "Gang of Four," appeared in early July, along with the news story that the University President had suddenly "retired from the presidency for personal and family reasons."

As of this writing, chapter members are seeking to restore a functioning faculty senate by drafting a new constitution for discussion, possible revision, and referendum vote.

Conference Officers

PRESIDENT

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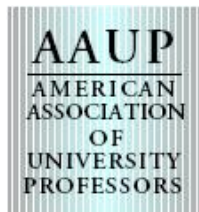
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About the Chapter Service Program

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



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