

Faculty Rights To Be Discussed in April

The Spring Meeting of the Tennessee Conference of the American Association of University Professors will be held Saturday, April 5, in the Conference Room of Derryberry Hall on the Tennessee Technological University campus in Cookeville.

The morning session will be from 10:00 (Central) until noon, and will consist of a panel discussion on the topic, "Academic Freedom: Rights and Duties of College Faculty in Tennessee." The three panelists will be:

Al Cocke, Deputy Attorney General, State of Tennessee

Kristine Modisher, Associate General Counsel, Board of Regents

Lewis Laska, Professor of Business Law, Tennessee State University

Among the questions the panelists may be asked to address are these:

- Can an administrator change a student's grade without the permission of the instructor?
- Can a state court order the reinstatement of a faculty member who is wrongfully dismissed?
- Must graduate students be paid the federal minimum wage?
- Can a Hindu professor be required to listen to a "spontaneous" prayer at a public university?
- What are the responsibilities of faculty for reporting allegations of sexual harassment?

Members of the audience will be able to ask questions about issues on their campuses.

Members and non-members are invited to the panel discussion 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 meeting from 1:00 until 3:00. There will be a modest registration fee to cover meeting costs, and an additional fee for those coming to the luncheon. We will contract for 30 luncheon guests, so to be assured of a seat please pre-register for the conference meeting.

You will find a registration form at p. 5 below; please return it as soon as possible. You can also register prior to the meeting, but in that case we cannot guarantee admission to the conference luncheon.

Conference Response to Budget Crisis

The Governor's budget will reduce funding for public higher education in Tennessee by \$40 million next year. The impact of the cuts on instruction, research, and employment will be so severe that many schools will be forced to redefine their missions. What can faculty do?

First, we can insist that faculty have a prominent and meaningful share in all decisions about allocating scarce resources and about restructuring to accommodate losses. AAUP's *Policy Documents and Reports* (1995, p. 193) includes these statements: "There should be early, careful, and meaningful faculty involvement in decisions relating to the reduction of instructional and research programs." And "Given a decision to reduce the overall academic program, it should then become the primary responsibility of the faculty to determine where within the program reductions should be made."

Second, we should seek opportunities to remind political leaders that adequate funding of higher education is vital to the state's economy, to the creation of a competent citizenry, and to the futures of our children. We can do that by attending meetings of the Board of Regents, the UT Board of Trustees, and the Tennessee Higher Education Commission, and by visiting with legislators, especially members of the Senate and House Education Committees.

Information about meeting times for the boards and contact information for the legislators is given below.

We cannot generate funding where a tax structure has failed to do so. But faculty can do what we are trained to do: make a reasoned case for changes that are in the best interests of students and taxpayers. AAUP is committed to this purpose.

1997-98 Meetings Scheduled

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

Fall 1997: October 4, Nashville State Technical Inst.

Spring 1998: April 4, Univ. of Tenn., Chattanooga

Fall 1998: October 3, Middle Tennessee State Univ.

Tennessee Legislative Agenda

At our fall meeting in Knoxville on October 12, the Tennessee Conference adopted the following legislative agenda, which we urge you to support in your communications with state officials:

1. We encourage increased support for undergraduate scholarships and graduate fellowships.
2. To improve teaching and learning, we urge full funding of the formula produced by the Tennessee Higher Education Commission.
3. We oppose new legislation that seeks to dictate the content or selection of courses.
4. We oppose legislation that would weaken the State's commitment to tenure and academic freedom.
5. We propose creating a state-funded endowment to provide equity funding for faculty salaries for those institutions that have completed and approved equity pay studies.
6. We encourage continued across-the-board pay raises to achieve parity of faculty salaries in Board of Regents and UT institutions with regional and national salaries.
7. We oppose unfunded mandates, such as a legislative requirement that public colleges and universities increase salaries without new appropriations to pay for the increases.
8. We urge measures to ensure equal access of all faculty to 401(k) and other financial incentive programs.
9. We urge the State to make the UT retirement incentive package available on an equal basis to faculty in the Board of Regents system.
10. We urge creating a seat on the State Insurance Commission for an active member of the faculty.

Meetings of Governing Bodies

If you are able to attend the following meetings, please do so—wear an AAUP lapel pin, introduce yourself to the board or commission members as an AAUP member, and then send information about the meeting to bglen@utk.edu for inclusion in the next newsletter.

Tennessee Board of Regents

March 6–7, Walters State Community College
 June 19–20, Pellissippi State Technical Comm College
 Sept. 25–26, Dyersburg State Community College

UT Board of Trustees

June 19, UT-Knoxville
 Oct. 10, UT-Knoxville

Tennessee Higher Education Commission

April 18, Nashville (Parkway Towers)
 July 25, site to be announced
 Nov. 14, Nashville (Parkway Towers)

Also, please look for announcements of the meetings of the special "Council for Excellence in Higher Education" appointed by Governor Sundquist on January 24.

Tennessee Education Committees

Changes are inevitable and ominous for public higher education in Tennessee. As the General Assembly considers the proposal of Governor Sundquist to cut \$40 million from the budgets of the TBR and UT systems, and when other bills concerning higher education are before the General Assembly, your letter or phone call to an influential member of the Senate and House will make a difference. Please share your thoughts with your own representatives, and with the following members of the two Education committees (all office addresses are Nashville, TN 37243):

Senate Education Committee

9A Legislative Plaza
 615-741-3038

Andy Womack, Chairman
 D-Murfreesboro
 9-A Legislative Plaza
sen.andy.womack@legislature.state.tn.us

Rusty Crowe, Vice-Chairman
 R-Johnson City
 6-A Legislative Plaza

Tommy Burks, Secretary
 D-Monterey
 9 Legislative Plaza
 (615) 741-3978
sen.tommy.burks@legislature.state.tn.us

Ben Atchley
 R-Knoxville
 303 War Memorial Building
 (615) 741-3791
sen.ben.atchley@legislature.state.tn.us

Robert E. Carter
 R-Jackson
 (615) 741-2676
sen.robert.carter@legislature.state.tn.us

Roscoe Dixon
 D-Memphis
 11-A Legislative Plaza
 Nashville, TN 37243

Gene Elsea
 R-Spring City
 318 War Memorial Building
 (615) 741-2525
sen.gene.elsea@legislature.state.tn.us

JoAnn Graves
 D-Gallatin
 (615) 741-1654
 (615) 741-0605
sen.joann.graves@legislature.state.tn.us

Kenneth N. Springer
 D-Centerville
 (615) 741-4987
sen.kenneth.springer@legislature.state.tn.us

House Education Committee

36 Legislative Plaza
615-741-4811

Eugene E. Davidson, Chairman

D-Adams
36 Legislative Plaza
(615) 741-3979
rep.gene.davidson@legislature.state.tn.us

Les Wunningham, Vice-Chairman

D-Huntsville
36 Legislative Plaza
(615) 741-6852
rep.les.wunningham@legislature.state.tn.us

Joe Townes, Jr., Secretary

D-Memphis
108 War Memorial Building

Jim Boyer

R-Knoxville
Nashville, TN 37243-0119
(615) 741-5046

Gene Caldwell

D-Clinton
113 War Memorial Building
(615) 741-4400
caldwell@tennesseeweb.com

Barbara Cooper

D-Memphis
113 War Memorial Building
(615) 741-4295

Ronnie E. Davis

R-Newport
117 War Memorial Building
(615) 741-6934
rep.ronnie.davis@legislature.state.tn.us

John Hood

D-Murfreesboro

Ulysses Jones, Jr.

D-Memphis
35 Legislative Plaza
(615) 741-4575

Mark Maddox (D)

Michael Ray McDonald

D-Portland
17 Legislative Plaza
(615) 741-1980
rep.mike.mcdonald@legislature.state.tn.us

Kim A. McMillan

D-Clarksville
110 War Memorial Building

Robert D. Patton

R-Johnson City, Jonesborough, Telford
209 War Memorial Building
(615) 741-2511
rep.bob.patton@legislature.state.tn.us

Phillip Pinion

D-Union City
109 War Memorial Building
(615) 741-0718
rep.phillip.pinion@legislature.state.tn.us

W. C. Pleasant

R-Arlington
106 War Memorial Building
(615) 741-7084
rep.w.c.pleasant@legislature.state.tn.us

Arnold A. Stulce

D-Soddy-Daisy
108 War Memorial Building
(615) 741-4381
rep.arnold.stulce@legislature.state.tn.us

Zane C. Whitson, Jr.

R-Unicoi
204 War Memorial Building

Additional and updated contact information for members of the General Assembly is available at the legislature's WWW site: <http://www.legislature.state.tn.us>.

Visit the Conference Web Site

The Conference maintains 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. You will find contact information for Conference committees and for Chapter officers, documents concerning faculty evaluation of administrators and speech codes, and announcements about meeting dates and places. Please send your suggestions for additions to the site or for format changes to tblenn@utk.edu.

Minutes—October Conference Meeting

These minutes of the October 12, 1996, Conference meeting at UTK were prepared by Gil Fernández, Secretary. They will be reviewed at the spring meeting on April 5.

The Fall 1997 meeting of the Tennessee Conference of AAUP was convened by President **Bob Glenn** at 10:05 AM, at the Student Union Building on the campus of the University of Tennessee, Knoxville. President Glenn welcomed all of those in attendance. Prior to the business portion of the meeting, President Glenn recognized thirty-nine individuals who had uninterrupted years of service to AAUP, ranging from 20, 25, 30, 35, 40, and 45 years. They received an appropriate certificate of acknowledgment and appreciation for their years of sustained association with AAUP. Six members who were recognized at the meeting, **Laddie Lollar** (Bethel College), **David Lee** (UTK), **Joseph B. Trahern** (UTK), **B. V. Rama Sastry** (Vanderbilt), **Earl Wehry** (UTK), and **Alvin W. Trivelpiece** (Oak Ridge National Laboratories), reminisced about their experiences and commented concerning their affiliation with AAUP.

Jon Alger, a lawyer with National AAUP and formerly with the Office of Civil Rights in the Department of Education,

discussed, answered questions, and presented scenarios relative to sexual harassment issues and laws facing higher education. The session proved to be most informative and professionally done.



After lunch, the business portion of the meeting was convened at 1:05 PM by President Bob Glenn. Twenty-seven delegates representing ten universities and colleges were in attendance. Under announcements, President Glenn reported that **Steve Gadbois** (Rhodes) and **Bob Hughes** (Sewanee) had been named candidates for the National Council, guaranteeing Tennessee a seat on the National Council. This seat was last held by **Norman Ferris** (MTSU) who served on the Council in 1985. President Glenn requested that members of the Board of Directors of the AAUP Foundation remain after the conclusion of the meeting. President Glenn cited the need for an editor of the Newsletter and requested that chapters submit news about each chapter for the next Newsletter, to be published in mid-March. Glenn also announced that the Spring Conference Meeting would be held on April 5, 1997, at 10:00 AM (CST), at Tennessee Tech. The program for the meeting will center on the issue of academic freedom. The three members of the panel are Al Cocke of the State of Tennessee Attorney General's Office, Kristine Modisher with the General Council's Office of the Board of Regents, and Lewis Laska, a professor from Tennessee State University.

After the minutes of the Spring 1996 Meeting of the Conference as printed in the August Newsletter were approved, Secretary-Treasurer, Gil Fernández, reported a balance of \$2563.40 in the Conference account.

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

Vice-President for Private Institutions, Marius Carriere, announced that he had not received any communications or inquiries from any of the private institutions since the publication of the last Newsletter. Vice-President Carriere then discussed the complex problem of administrative takeover of the Chemistry Department at Christian Brothers University which took place in May of 1996. Carriere explained how the problem was finally resolved, citing the significant role played by the local AAUP chapter and by Bob Glenn from the State AAUP Conference. Faculty members at CBU have expressed their

gratitude for the efforts and involvement of AAUP in this matter. President Glenn suggested that it would be appropriate to have a fourth name added to the panel for the Spring 1997 Meeting for the purpose of addressing issues affecting private institutions. He solicited nominations.

Vice-President for Public Institution, Ken Scherzer, commented that from the experience he had gained from attending the Weber Institute, he had studied the data from audit reports from the Office of the State Comptroller and had created a comparative financial analysis of four-year institutions. The study covered the fiscal years 1990-91 to 1994-95 and compared the Tennessee Board of Regents universities and the UT Board of Regents institutions regarding the percentage of each total budget devoted to line item such as administrative costs versus operations costs, versus academic support costs, etc. The study also breaks down each individual institution. Ken Scherzer was of the opinion that the areas of greatest interest in the study are those dealing with research, scholarship costs, and administrative costs since they show the greatest fluctuation in the comparison of institutions. Ken Scherzer also stated that since line items are subject to be shifted, it is best to look at audited budgets to get a better picture of what each institution actually spends. In conclusion, he pointed out that the study is more useful to the TBR institutions and suggested that UT ought to compare itself with its peer institutions.

Committee A (Academic Freedom and Tenure), Chairperson Bob Hughes was unable to attend. At present, President Glenn stated, there are no active Committee A cases in the Conference. In lieu of a report, Jon Alger talked about the events taking place at the University of Minnesota involving the issue of tenure. Jon Alger observed that the situation at Minnesota changes from day to day, that negotiations are ongoing, that AAUP has a national staff member on the scene, and that the Minnesota Board may delay making a decision because of the national attention brought on by their decision. Of importance, Jon Alger added, are the implications which the Minnesota case may have on a national level. President Glenn announced that the Tennessee Conference had sent a resolution to various Minnesota parties, drafted by Bob Hughes, which in essence decried what the Minnesota Board of Trustees was proposing relative to tenure. Glenn also noted that it would be appropriate for local chapters to send letters, not only to denouncing the Board's actions but as a means of putting national pressure on the Board as well as showing support to our Minnesota colleagues.



The issue of tenure, especially discussions taking place in the TBR on post-tenure review, generated a great deal of concern. Norman Ferris commented that this issue falls as much under the purview of Committee T as it does under Committee A. That being the case, Will Schrader agreed to look into the matter.

Committee F (Membership), Co-chairpersons, **Linda and Doyle Hasty**, reported on the various steps they have taken to promote membership such as: forwarding material to referrals, sending letters to delinquent members, and promoting the half-price dues special offer to new members through December 31, but more than likely extended into the spring. A discussion of the availability, composition, and distribution of National AAUP membership lists followed.

Committee R (Government Relations), Chairperson **David Rowe**, stated that he had been informed that Blue Cross Blue Shield continue to raise the cost of premiums without explanations. He also talked about the status of the 401(k) program; at UTK 401(k)s continues to be funded while at the TBR institutions, they have not been funded, even though they are authorized. If funds were available, David Rowe added, then it is up to each campus president to decide to fund or not fund 401(k)s.



David Rowe then moved, and it was seconded, that the eleven-item Legislative Agenda be approved by the Conference. David Rowe initiated debate by first explaining the intent of the Agenda. After considerable discussion on the specifics of several of the items, amendments, deletions, and words changes were made, resulting in the approval of the ten-item Agenda. [Note: The Agenda is printed on p. 2 of this Newsletter.] David Rowe

announced that a copy of the Agenda would be sent to all state legislators after the November 5, 1996, election.

Committee T (University Governance), Chairperson **William Schrader** had nothing to report on this occasion.

Committee V (Community Colleges), Chairperson **Dick Gross** reported that he continues to contact all community colleges without an AAUP chapter, providing them with information on the Association. Dick Gross also mentioned that he is in the process of collecting data relative to part-time faculty at the community college level.

Committee W (Status of Women in Academia), Chairperson **Norma Cook** reported on the new Family Care Policy instituted at UTK which addresses the needs of all faculty involved with the newborn, adoptions, and elderly care. The policy provides for unpaid leave.

Norma Cook also stated that the local AAUP chapter had been responsible for the version of the UT sexual harassment policy.

Ron Sommer reported on the Michigan Conference which he attended. At the budget session which he attended, the participants were told to look for "hidden monies" in the budgets of institutions.

The Conference's lobbyist, **Mary Frances Lyle**, stated that she looked forward to working with AAUP again. She reported that in the spring she and David Rowe visited and talked with many legislators who were very receptive to their visits. Mary Frances Lyle stressed the importance of not only making contact with legislators and committee chairs but of maintaining communications with them.

The last item of business were reports from Chapters. Those Chapters with delegates in attendance reported on important matters taking place on their respective campus. Economic issues tended to be the principal item of discussion and of concern.

Prior to adjournment, President Bob Glenn reminded everyone of the spring meeting scheduled for April 5, 1997, at Tennessee Tech, beginning at 10:00 AM (CST).

The meeting was adjourned at 3:10 PM (EST).

Respectfully submitted, Gil Fernández, Secretary-Treasurer

Registration for Spring Meeting

I will attend the spring meeting of the Tennessee Conference, AAUP, on Saturday, April 5, from 9:30 AM to 3:00 PM, in the Conference Room of Derryberry Hall, Tennessee Technological University, Cookeville.

My registration *and* luncheon reservation fee of \$15.00 (payable to Tennessee Conference, AAUP) is enclosed.

My registration fee of \$10.00 (payable to Tennessee Conference, AAUP) is enclosed. (Does not include luncheon.)

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____ E-mail: _____

Please return your registration form by
April 1 to:

Gilbert Fernández, Secretary, AAUP
Box 5064
Tennessee Technological University
Cookeville, TN 38505

Officers and Committee Chairs

PRESIDENT

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bglenn@utk.edu

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kscherzer@acad1.mtsu.edu

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mcarrier@odin.cbu.edu

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ggf9195@tntech.edu

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(Academic Freedom and Tenure)
IMMEDIATE PAST PRESIDENT
Robert Hughes, Univ. of the South
rhughes@sewanee.edu

CO-CHAIRS, COMMITTEE F

(Membership and Dues)
Linda Hester Hasty, Motlow State
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CHAIR, COMMITTEE R

(Government Relations)
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(Junior and Comm. Colleges)
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CHAIR, COMMITTEE W

(Status of Women)
Norma Cook, UTK
ncook@utk.edu

CHAIR, CLAXTON AWARD COMMITTEE

David Lee, UTK
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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 or committee chairs for help and services in the following areas:

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



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