

## **Corporatization of Higher Education To Be Addressed at April Meeting**

The Spring Meeting of the Tennessee Conference of the American Association of University Professors will be held on Saturday, April 6, 2002, at Tennessee State University in Nashville. The meeting site is the auditorium in the Farrell Westbrook Complex.

The schedule begins with an informal coffee hour from 9:30 to 10:00 a.m. The morning session from 10:00 until noon features a guest speaker from the AAUP National Office. The theme of this program focuses on issues raised by the trends of corporatization of higher education. A luncheon from noon until 1:00 will be followed by the business session from 1:00 until 3:00 p.m.

Please plan to attend and invite others, including interested non-members, to join you. Advance registration is needed for luncheon reservations so that there can be an accurate count for the catering service. Please return the registration form to Gil Fernández by Friday, March 29 or send an e-mail message to him at [gfernandez@tnitech.edu](mailto:gfernandez@tnitech.edu) with a promise to pay the fee at the meeting.

Members attending their first State Conference meeting are eligible for a travel grant of up to \$50 to help defray some costs of travel and accommodations. Each local chapter is limited to two recipients. Contact Gil Fernández about the grants.

Driving directions appear in a separate section of this Newsletter. Area and campus maps can be accessed on the Tennessee State University web site at <http://www.tnstate.edu/campus/campus.html>.

## **State Conference Archives**

In 1992 the Tennessee Conference established an official Archives for its documents. The repository is the Special Collections Department on the University of Tennessee, Knoxville campus. Past officers and other members who have documents that they think should be added to this collection are encouraged to contact Norma Cook at [ncook@utk.edu](mailto:ncook@utk.edu).

## **Travel Grants and Awards Nominations**

The National AAUP and the Assembly of State Conferences make a number of travel grants and awards available each year. This year's submission deadline is April 15. Of particular interest to chapters are the

Konheim Travel Grants and the Hopper Travel Fund which provide financial support for attendance at the annual meeting. Details are posted at <http://www.aaup.org/aboutaaup/AWARDS.HTM>.

## **New Chapter at Bethel College**

The Tennessee Conference welcomes the new AAUP Chapter at Bethel College in McKenzie. Their Chapter President is Laddie H. Lollar, Professor of Education and Psychology. William Hetrick, Associate Professor of Business Administration, is Member-At-Large (Vice-President), and Joseph A. Sam, Professor of Chemistry, is Secretary-Treasurer. Contact information for these officers is included on the Conference web site.

## **News from AAUP Chapters**

**Austin Peay State University:** The APSU chapter held a membership "reception" (P. Stoddard) to which faculty were invited. AAUP principles and methods were discussed, along with chapter business. Chapter membership holds steady at about 55 out of a faculty of approximately 300. Peter Stoddard and Phil Kemmerly, chair of the Academic Freedom and Tenure Committee, carried out a major investigation of the process of evaluation of Deans, based on a formal complaint from one of them. The chapter is pushing to implement AAUP standards on hiring, evaluation, and retention of academic administrators. They have also dealt internally with at least two tenure disputes in a fairly informal way. They regularly send AAUP Policy Statements to members of their Faculty Senate.

**Middle Tennessee State University:** The MTSU chapter had a busy fall semester. For Campus Equity Week, they ran a modest petition drive, and they used the 200+ signatures as a way to attract media information. The petition drive and the condition of adjunct faculty were picked up not only in the campus and local paper (the *Daily News Journal*) but also became part of an AP story that appeared in Nashville and Memphis papers. On campus, their call that adjunct and temporary faculty receive equality in "perks"—faculty discounts on athletic tickets and free membership at the campus recreation center—led MTSU President Sidney McPhee to begin the process to grant these faculty members equal athletic ticket discounts and half-price membership at the rec center. They consider this a step in the right direction. One

of their faculty senators submitted a resolution in support of the principles of equity among adjunct and temporary faculty, but it did not pass. They also used their voice to attract notice to problems in the drafts of the TBR report, "Defining Our Future," that resulted in closer Faculty Senate review of the document and the recent calling of a meeting of AAUP representatives and the Tennessee Board of Regents.

**Tennessee State University:** Six TSU faculty attended the Governance Conference hosted by the Howard University Law School. The fall chapter newsletter editorialized about the poor quality of the TBR online degree programs, observing that the lack of faculty input shows. The spring term newsletter will contain a "Common Sense Approach to the TSU Budget," in which Biological Sciences Professor Phil Ganter straightens out the accounting categories and finds that TSU spends more on administration than instruction.

**University of the South:** Following up on last year's effort to understand the position of part-time and term appointees, a subcommittee of the chapter has been working with the administration to devise documents to clarify the personnel procedures and benefits for such appointees.

## Nominations Sought for Claxton Award

The Claxton Committee is soliciting nominations for the Claxton Award. They would like to receive the names of individuals who have made an outstanding contribution to higher education in Tennessee and who have strengthened the principles for which AAUP stands. Nominations should be sent to Professor David Lee at [dlee@utk.edu](mailto:dlee@utk.edu) or Department of Modern Foreign Languages and Literature, 713 McClung Tower, University of Tennessee, Knoxville, TN 37996-0470.

## Tennessee Conference Elections

The Conference Constitution calls for an election of officers to be held in March in even-numbered years. This year's Nominating Committee consisted of three past Conference Presidents: Marius Carriere (Chair), Bob Glenn, and Bob Hughes. At the fall Conference meeting, the following slate was presented:

For President: Ken Scherzer, History Professor, Middle Tennessee State University

For Vice President for Public Institutions: Richard Gildrie, History Professor, Austin Peay State University

For Vice President for Private Institutions: Laurie Anne Ramsey, French Professor, University of the South

For Secretary-Treasurer: Gil Fernández, History Professor, Tennessee Technological University

The Constitution also includes a provision for write-in candidates.

The ballot is enclosed with this Newsletter. Please return your ballot to Marius Carriere. It must be **received by Friday, March 29.**

## Conference Web Site

The address of the Tennessee Conference web site is <http://web.utk.edu/~glenn/AAUP.html>. The site provides contact information for conference and chapter officers and committees, AAUP documents, and links to other organizations and publications. Information for the web site can be sent to Bob Glenn at [glenn@utk.edu](mailto:glenn@utk.edu) or Norma Cook at [ncook@utk.edu](mailto:ncook@utk.edu).

## 2001 Conference Service Awards

At the fall meeting, the Tennessee Conference honored thirty-three members for their many years of support of academic freedom, shared governance, and due process. Awards are based on continuous AAUP membership, and they begin at twenty years followed by five-year intervals.

Those recognized in 2001 were as follows:

- 50 years** Basil Ratiu (University of Memphis)
- 40 years** John J. Compton (Vanderbilt), Thomas F. Dernburg (Nashville), Henry Frandsen (UTK), Harry R. Mahood (University of Memphis), Louis C. Stagg (University of Memphis)
- 35 years** S.K. Ballal (Tennessee Tech), Roy W. Clark (MTSU), Maurice A. Crouse (University of Memphis), Bjarni Jonsson (Vanderbilt), Roy D. Joseph (UT Space Institute), David E. Lee (UTK), Laddie H. Lollar (Bethel College), B.V. Rama Sastry (Vanderbilt), Joseph B. Trahern (UTK)
- 30 years** Michael R. Bradley (Motlow State), Richard A. Kribs (Motlow State), George S. Jordan (UTK), Nancy A. Lauckner (UTK), Chauncey J. Mellor (UTK), Charles W. Quimby (Vanderbilt), David Rosenberg (UTK), Dieter H. Sevin (Vanderbilt), George Vernardakis (MTSU), Earl L. Wehry (UTK)
- 25 years** Cynthia S. Burnley (ETSU), Richard D. Chesteen (UT Martin), Gloria C. Echols (Memphis), Lewis L. Laska (Tennessee State), Theodore J. Meyers (University of Memphis), Alvin W. Trivelpiece (Oak Ridge)
- 20 years** Coleman McGinnis (Tennessee State), Linda C. Rollins (Motlow State)

## Family Responsibilities and Academic Work

The new *Statement of Principles on Family Responsibilities and Academic Work* was adopted in November 2001 as Association policy. The full text is available at <http://www.aaup.org/statements/re01fam.htm>.

## National Elections

The 2001 Nominating Committee has announced the 2002 nominees for the Association's national officers and Council. Tennessee is in District V where the Council nominees are Hugh Hindman (Appalachian State University) and Norma Cook (UTK). Ballots are to be mailed on or about March 1 and will require a return postmark no later than March 31. The full report is available on the web at [www.aaup.org](http://www.aaup.org).

## Spring Training Workshop

The ASC/CBC Spring Training Workshop will be held on Saturday, March 23, 2002, at Antioch University-Seattle from 8:00 a.m. until 5:00 p.m. Workshops will include protection of academic freedom and tenure in faculty handbooks, effective faculty governance, and faculty participation in government relations. Details are posted on the National web site at [www.aaup.org](http://www.aaup.org). Two ASC scholarships of \$250 each are available, and the Conference will provide supplemental support for travel costs. Interested AAUP members should contact Norma Cook at [ncook@utk.edu](mailto:ncook@utk.edu).

*Introduce a graduate student to the academic profession by buying a \$10 graduate student membership in AAUP as a gift.*

## National AAUP Meeting in June

The 88<sup>th</sup> Annual Meeting of the American Association of University Professors will take place from June 6-9, 2002, at the Hyatt Regency on Capitol Hill in Washington, D.C. The theme of "Distancing Education" will "explore how technology, commercialization, and hiring trends are changing higher education." The annual Capitol Hill Day is scheduled for June 6. See the AAUP web site at [www.aaup.org](http://www.aaup.org) for details.

## Directions to Tennessee State University

**From points west**, take I-40 eastward, then exit 207. Turn left onto Jefferson Street, which becomes John A. Merritt Blvd. at a light.

**From points east**, take I-40 westward into Nashville; take exit 207. Turn right on 28<sup>th</sup> Ave., then left at the first light onto John A. Merritt Blvd.

**From points north**, take I-65 southward, then I-40 west. Turn right on 28<sup>th</sup> Ave., then left at the first light onto John A. Merritt Blvd.

**From points south**, take I-65 northward or I-24 going west. Then I-440 going westward, exiting into I-40 going eastward; stay to the right. Exit 207, then turn left onto Jefferson Street, which becomes John A. Merritt Blvd. at a light.

**From John A. Merritt Blvd.**, turn right at the driveway where an old rock wall begins, at a sign that reads, "Lawson Hall, Carp Hall, Ag. Research & Extension." There is a small circle to park in, as well as a small parking lot. If these are full, turn back toward John A. Merritt Blvd.; there is another parking lot across that street.

## Conference Legal Services Plan

The brochure for the Legal Services Plan of the Tennessee Conference of AAUP is posted at <http://web.utk.edu/~glenn/AAUPLegalServices.html>.

## The Fall Meeting of the Tennessee Conference of AAUP

The Fall 2001 Meeting of the Tennessee Conference of AAUP took place on Saturday, October 6, on the campus of Motlow State Community College, Tullahoma, Tennessee. President Norma Cook opened the meeting at 10:10 a.m. Richard Gross, former President of the Tennessee Conference of AAUP, welcomed the Conference to the Motlow State campus in the name of President A. Frank Glass.

President Cook obtained unanimous approval of the agenda as printed. AAUP delegates and members from the various Tennessee AAUP chapters in attendance introduced themselves. President Cook recognized AAUP members from throughout Tennessee who had been members from 20 to 50 years with the Conference Service Award for 2001. She cited the following number of AAUP members and the years they have been affiliated with National AAUP: 50 years, one member; 40 years, five members; 35 years, nine members; 30 years, ten members; 25 years, six members; and 20 years, two members. The fifty-year member was Professor Basil Ratiu (French) of the University of Memphis. President Cook also acknowledged Bob Hughes and Jeff Roberts for receiving National AAUP awards.

President Cook introduced the speaker for the morning portion of the meeting, Keetje J. Ramo, who, besides

her many years as an active member of AAUP at many levels, has also worked on the National Committee on Government of Colleges and Universities for over eight years in various roles. Professor Ramo addressed the Conference on the topic: "Why Play Hardball with Governance?" In her talk, Ramo spent most of her time explaining, discussing, and administering the instrument she developed,



Professor Keetje Ramo

“Indicators of Sound Governance,” designed to gather information about the state of shared governance at any institution. Keetje Ramo’s address was followed by comments, questions and responses, and discussion. She also furnished her e-mail address: ramok@home.com.

Following the buffet-luncheon, President Cook convened the business portion of the meeting at 1:15 p.m. It was moved, seconded, and approved by the membership that the minutes of the Spring 2001 Conference Meeting held at Tennessee Technological University on April 7 be accepted as published in the May 2001 Conference Newsletter. Gil Fernández, Secretary-Treasurer, reported a balance of \$12,222.44 in the Conference’s checking account.

**Reports of Officers and the Executive Committee:**

President Cook reported that at the June 16 Executive Committee meeting at Tennessee Tech, the Executive Committee approved a resolution, to be sent to members of the UT Board of Trustees, calling for the full participation of the faculty in their presidential search. Cook announced that the Spring 2002 meeting would take place on April 6 at Tennessee State University and that the theme of the meeting would center on the corporatization of higher education. Richard Gildrie, Vice-President for Public Institutions, commented on his attempts to reestablish an AAUP chapter at the University of Tennessee at Martin. He concluded by stating that he may go to UT-Martin for a visit. Laurie Anne Ramsey, Vice-President for Private Institutions, resumed her office after a year’s leave from Sewanee. She stated that she had gleaned from all the e-mails and from the Newsletters that the crisis at Christian Brothers University is a major issue of governance, affecting the quality of the academic programs and the morale of the faculty. Ramsey also reported on the successful resolution of a merit pay issue at the University of the South.

**Reports of Standing Committees: Committee on Academic Freedom and Tenure,** Lewis Laska, Chair: Laska reported that nothing had come to him under the purview of this committee

**Committee on Membership and Dues,** Norma Cook for Ross Land, Chair: President Cook informed the Conference that she had received a written report from Ross Land in which he stated that there are 711 current National AAUP members. He also cited the full-time members’ dues rates for 2001 (\$140), and for 2002 (\$146), and the special one-time dues offer for faculty joining AAUP for the first time as \$70.

**Committee on Part-Time and Non-Tenure-Track Appointments,** Ken Scherzer, Chair: Scherzer discussed how more teaching in higher education in the state is increasingly being carried out by part-time, adjunct or temporary faculty. He added that this is a serious issue, becoming a crisis in some disciplines. Administrators are exploiting these individuals, thereby affecting the quality of teaching. If the trend continues, Scherzer said, some institutions could possibly lose accreditation. Scherzer concluded by emphasizing that this issue is very significant for the future of AAUP.

**Committee on Government Relations,** Jeff Roberts, Chair: Roberts said that he would continue his lobbying efforts and that there would be, as in the past, one or more lobbying days. In addition, Roberts stated that he would attempt to attend fund-raising events for all candidates. He also informed the Conference that he would attempt to sponsor a piece of legislation on grade appeals. Roberts asked the Conference to endorse the following resolution: “The Tennessee Conference of AAUP endorses adoption of a personal and progressive state income tax.” Kurt Eisen seconded the motion. After much discussion, the motion passed and becomes part of the AAUP Legislative Agenda.

**Committee on College and University Government,** Richard Gildrie, Chair: Gildrie acknowledged with gratitude Will Schrader for all his work, contributions, and dedication as prior Chair of this committee. Gildrie also cited the on-going issue at Christian Brothers University as a serious issue affecting the institution’s governance and the morale of the faculty.

**Committee on Junior and Community Colleges,** Norma Cook for Jerry Atwood, Chair: President Cook stated that she had received an e-mail report from Jerry Atwood in which he reported that he continues to be in contact with faculty leaders of community colleges. Atwood added that since the creation of Southwest Tennessee Community College as a result of a merger, several former Shelby State faculty members have joined AAUP.

**Committee on the Status of Women,** Linda Sammataro and Cheryn Picquet, Co-Chairs: No report was forthcoming from this committee. President Cook encouraged everyone to read the report of the National Committee on the Status of Women published in the latest issue of *Academe*.

**Reports from Special Committees:** Tony Blasi reported for the Ad Hoc Committee on Legal Services, noting that it is essential to make this plan better known in the state. Lewis Laska informed the Conference that he receives periodic calls from faculty on all sorts of issues. He even has received inquiries from administrators. Blasi moved that the Conference continue supporting the Legal Service Plan. The motion was unanimously approved. The Nominating Committee, consisting of Bob Glenn, Marius Carriere, and Bob Hughes, cited the following slate of officers for the upcoming election of the State Conference: President, Ken Scherzer; Vice-President for Public Institutions, Richard Gildrie; Vice-President for Private Institutions, Laurie Anne Ramsey; and Secretary-Treasurer, Gil Fernández. Ballots will be included in the February Newsletter.

**Reports from Chapters:** Representatives from the eight institutions in attendance summarized the salient activities, developments, and issues taking place on their respective campuses.

**Old Business:** None

**New Business:** President Cook thanked Dick Gross and the Motlow State chapter for hosting the Conference and for the excellent arrangements that were provided. Andrew McQueen informed the Conference that there

will be a meeting, with lunch provided, of Faculty Senate Presidents on November 2, at 12:30 p.m., in Room 302 of the Student Center of Tennessee State University. Will Schrader moved for adjournment at 3:08 p.m. Motion passed.

Respectfully submitted, Gil Fernández, Secretary-Treasurer.

## Government Relations

With the start of the new year has come the start of yet another legislative session. What used to be called Committee R, and is now the Committee on Government Relations, will once again organize group meetings with select legislators on appointed "lobbying days." All AAUP members are welcome to attend.

As chair of the committee, I will monitor and record legislative activity for perusal by the conference and the general public. Such can be viewed at:

[http://gemini.tntech.edu/~jjroberts/leg\\_aaup.html](http://gemini.tntech.edu/~jjroberts/leg_aaup.html)

To date, there are few surprises amidst the proposed legislation. There are tax proposals galore, ranging from the sophisticated and far-sighted to the idiotic and loathsome. Many of these (and indeed, much legislation altogether) will never see the light of day, and in some cases seem pure grandstanding.

The Committee remains committed to the idea of a progressive state income tax as the best solution for higher education funding. We will continue to work with other similarly-minded groups who are attempting to convey the advantages of an income tax. At this point, however, I would not hazard to guess as to what the legislature will do relative to tax reform. The possible conclusions match the varied proposals.

The bills pertaining exclusively to higher education similarly run the gamut. Most are rather innocuous, though some could impact individual campuses to varying degrees. A few could be seen as offensive (particularly some 911-driven proposals relative to monitoring foreign students), but none seem direct threats to academic freedom, tenure, or other values which AAUP holds dear.

I regret that our "home-grown" proposal dealing with grade appeals has not become a bill. My own relative inexperience with the process bears some of the blame. I am hopeful, however, that I can secure Senate sponsorship in the future. I also regret that family commitments have limited my upkeep of the website. I am hopeful that clearer skies ahead will allow for more regular revisions.

I do have one important proposal, which I intend to broach with the membership at the Spring Conference meeting. I propose that we award \$100 each to the election campaign of ten legislators (or possibly would-be legislators). Such spending, I believe, will help open doors, will increase our organization's visibility, and will not constitute a heavy burden (Remember, we used to pay our lobbyist \$5000/year).

In the meantime, I encourage all of you to write to the legislators and share your views and values with them. Let those who support tax reform know of your appreciation for their courage and determination, and encourage the wafflers to make a stand for our state's future. The bottom line remains that without real tax reform, higher education in Tennessee will continue to languish.

As always, I thank you for your support of the committee's activities.

Jeff Roberts

## New Edition of *Paychecks*

A new edition of *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty* has been published. It "will help readers detect gender and race bias in current rank, select a salary-equity consultant, understand different perspectives on how bias occurs and ways to remedy it, and accomplish many other tasks related to ensuring equity in faculty salaries." It is available to AAUP members at the reduced price of \$18 plus shipping and handling and for bulk orders of ten or more at \$14 each plus shipping and handling. Orders can be placed through the AAUP web site at [www.aaup.org](http://www.aaup.org) or by returning the order form available there and on page 9 of the January–February 2002 issue of *Academe*.

## 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

## Registration for Spring Meeting: Saturday, April 6, in Nashville

I will attend the spring meeting of the Tennessee Conference, AAUP, on Saturday, April 6, from 9:30 a.m. to 3:00 p.m., at Tennessee State University in Nashville.

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

I prefer a vegetarian meal.

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

Name: \_\_\_\_\_

Please return your registration form for receipt by **Friday, March 29** to:

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

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

## Officers and Committee Chairs

### PRESIDENT

Norma Cook, UTK  
ncook@utk.edu

### VICE PRESIDENT FOR PUBLIC INSTITUTIONS

Richard Gildrie, APSU  
gildrier@apsu.edu

### VICE PRESIDENT FOR PRIVATE INSTITUTIONS

Laurie Anne Ramsey, Univ. of the South  
lramsey@sewanee.edu

### SECRETARY-TREASURER

Gilbert Fernández, Tennessee Tech  
gfernandez@tntech.edu

### IMMEDIATE PAST PRESIDENT

Marius Carriere, Christian Brothers University  
mcarrier@cbu.edu

### CHAIR, COMMITTEE A

(Academic Freedom and Tenure)  
Lewis Laska, Tennessee State Univ.  
llaska@verdictslaska.com

### CHAIR, COMMITTEE ON MEMBERSHIP AND DUES

Ross Land, Southwest Tenn. Comm. College  
rland@stcc.cc.tn.us

### CHAIR, COMMITTEE ON PART-TIME & NON-TENURE-TRACK APPOINTMENTS

Ken Scherzer, MTSU  
scherzer@mtsu.edu

### CHAIR, COMMITTEE ON GOVERNMENT RELATIONS

Jeff Roberts, Tennessee Tech  
jroberts@tntech.edu

### CHAIR, COMMITTEE ON COLLEGE AND UNIV. GOVERNMENT

Richard Gildrie, Austin Peay State University  
gildrier@apsu.edu

### CHAIR, COMMITTEE ON JUNIOR AND COMMUNITY COLLEGES

Jerry Atwood, Southwest Tennessee Comm. College  
jatwood@stcc.cc.tn.us

### CO-CHAIRS, COMMITTEE ON STATUS OF WOMEN

Linda Sammataro, UTK  
sammataro@utk.edu  
Cheryn Picquet, UTK  
dpicquet@utk.edu

### CHAIR, CLAXTON AWARD COMMITTEE

David Lee, UTK  
dlee@utk.edu



293 Communications Bldg  
University of Tennessee  
Knoxville, TN 37996-0324