

**Congratulations to the 2002–04
Tennessee Conference Officers**



Left to right: Vice President for Public Institutions, Professor Richard Gildrie of Austin Peay State University; Secretary-Treasurer, Professor Gilbert Fernández of Tennessee Technological University; Vice President for Private Institutions, Professor Laurie Anne Ramsey of the University of the South; President, Professor Ken Scherzer of Middle Tennessee State University

They will assume office on June 30 and serve for a two-year term.

National Officers and Council Members

The results of the 2002 election were announced on May 24. The national officers of AAUP were elected for two-year terms beginning in June. Jane L. Buck, professor emerita of psychology at Delaware State University, was re-elected president. Larry G. Gerber, professor of history at Auburn University, was elected first vice president, and Cary Nelson, professor of English at the University of Illinois, Urbana-Champaign, was re-elected second vice president. Jeffrey A. Butts, professor of biology at Appalachian State University, was elected secretary-treasurer.

New members of the national Council were elected from ten geographical districts to serve three-year terms. **District V elected Norma C. Cook of the University of Tennessee, Knoxville as their representative.** District V includes Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virgin Islands, and West Virginia.

Fall 2002 Conference Meeting

Watch for information on the fall 2002 meeting of the Tennessee Conference of AAUP in the August issue of the Newsletter.

Conference Delegates to Annual Meeting

The Tennessee Conference will be represented again this year by delegates to the AAUP Annual Meeting and the Assembly of State Conferences business sessions in Washington, D.C. on June 6–9. Delegates confirmed thus far are Norma Cook, University of Tennessee, Knoxville for the Annual Meeting and ASC, and Margaret Bonds and Angela Jordan of the University of the South for ASC.

This year's theme is "Distancing Education," and the schedule includes Capitol Hill Day, four concurrent sessions of programs, plenary sessions, featured speakers, committee breakouts, and various other meetings.

Committee on Government Relations

As my four years of service as chair of what was Committee R, and is now simply the Committee on Government Relations draws to a close, I'd like to offer some summary thoughts and perhaps some advice for the future.

In the course of four years, I have met with virtually every State Senator, and a healthy portion of our State Representatives. During those meetings various colleagues have supported my attempts to convey the concerns, interests, and desires of our profession. Nearly all of the meetings have been pleasant. Most legislators acknowledge the value in the service we perform, verbally praise our efforts, and express satisfaction with the graduates we produce. Many concede the relative lack of support and reward we receive. Few could legitimately claim ignorance of the plight of higher education in Tennessee. Whether they actually act on such knowledge, is, of course, another question. I would like to think that we have, at the very least, kept certain things from getting worse. Hopefully we have planted some seeds for a better future.

This year, however, has been quite frustrating. My early visits to the legislature were negative to the point of wholly discouraging. The general attitude remained unchanged throughout the early months of the year. Hand-wringing and the shrugging of shoulders seemed as common as courtesy handshakes. Amidst this climate, I saw little point in maintaining the bill list, a rather time-consuming endeavor in years past. Potentially positive bills were few and far between, and had no chance of passing given the fiscal confusion. Negative bills were likewise few, and equally unlikely to pass. Most seem more grand-standing than actual policy making. For those of you interested, the TBR staff maintains a similar bill list at their website.

I am at this point far more worried about Board mandates (such as those in the TBR's "Defining Our Future" report) than legislative activity. The only genuine fear of the legislature that I have concerns the potential for a DOGS budget. DOGS still seems a long shot, but so too does genuine tax reform. Speaker Naifeh's recent attempt to break the deadlock has offered the first real ray of hope. I would like to believe we have just traversed the "darkest before the dawn" time. Then again, calls for horn-honking may well herald a return to an altogether different Dark Ages. I have learned, if nothing else, to make no predictions relative to the legislature.

I am hopeful that, in time, our lobbying efforts will bear tangible fruit. One has to note, however, that we face several disadvantages. We cannot compete with the professionals with their lavish parties and promises of even more lavish campaign contributions. We have no money, few votes, and very little clout. Our words, truthful and well intentioned, are too readily dismissed amidst the prevailing attitude of fiscal conservatism. Efforts to make common cause with like-minded organizations are essential for long-term success. Educating the public must also remain a high priority. Future lobbying efforts must also take into greater account our relationship with THEC and the UT and TBR boards. That these entities have in

recent times seemed more adversaries than friends is a most disturbing trend.

Were there enough of us spreading the truth, perhaps things would change more quickly. Yet participation has and remains another deficiency. Recently, I received a memo from some colleagues at MTSU calling for a thousand professors to rally at the capital. Their proposed rally, and our lobbying day were both annulled by a recess. Still, as someone who has scheduled numerous legislative events and never attracted more than eight (8) professors to any of them, the thought of a thousand professors coming together remains a blissful vision. (There have been days when I would have settled for two and a pillar of salt). Greater participation, to include students, parents, administrators, and staff as well as faculty, has been and remains a precursor to greater success. The committee itself might well benefit from an increase in actual, active members (rather than just a chair).

In conclusion, I take some comfort in knowing that, at the very least, we have saved no less than \$20,000.00 that would otherwise have been paid to a "professional" lobbyist. Much of that money remains in our treasury. The rest has been put to a variety of good uses, most notably in sending colleagues to AAUP training seminars and conferences. To those who might consider a return to a professional lobbyist, I would argue strongly against that proposal, as such would seem to offer little improvement over our informal efforts, at a staggering cost.

For what it is worth, I do not intend to abandon lobbying. I am stepping down as head of the committee, but stand ready to support my successor, whomever that may be. I have largely enjoyed my service to this committee, consider it valuable, and do not believe it finished. I feel it is time, however, to take a step back and let some others take the lead. Lobbying can wear on a person – and yes, my batteries need recharging, but they are neither broken nor completely dead.

In closing, I would like to thank each and every one of you who contributed to our effort, be it by attending lobbying day, writing to members of the legislature, or simply offering encouragement. Your efforts are most appreciated.

Sincerely,
Jeff Roberts

Conference Legal Services Plan

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

Conference Web Site

The address of the Tennessee Conference web site is 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 or Norma Cook at ncook@utk.edu.

THE SPRING MEETING OF THE TENNESSEE CONFERENCE OF AAUP APRIL 6, 2002, TENNESSEE STATE UNIVERSITY

The Spring 2002 Meeting of the Tennessee Conference of AAUP took place on Saturday, April 6, on the campus of Tennessee State University. President Norma Cook convened the meeting at 10:05 a.m. Tony Blasi introduced Mr. Hollis Price, Executive Assistant to the President of TSU, who welcomed the Conference to the Tennessee State University campus.

Following announcements, approval of the agenda, and introductions of delegates present, David Lee, Chairperson of the Claxton Committee, announced that Robert Glenn was the recipient of the Claxton Award. David Lee read the citation honoring Bob Glenn, who was unable to be present. President Cook introduced the speaker for the morning portion of the meeting, Barbara Gottfried, a Field Representative of AAUP and a professor



Professor Barbara Gottfried

at Boston University, who gave the Conference a summary of her background and her role in AAUP. Professor Gottfried addressed the Conference on the topic: "Corporatization of Higher Education." In her talk, Professor Gottfried provided a historical overview of the role and impact of government and corporations in higher education. Much of her talk centered on the effects which corporatization has had on the increase of "contingent faculty" or part-time and adjunct faculty at colleges and universities throughout the country. Gottfried's talk was followed by comments, questions, reactions, and further discussion.

At 11:55 a.m., President Cook opened the business portion of the Conference.

Reports of Officers and the Executive Committee:

Dick Gildrie moved and Marius Carriere seconded acceptance of the minutes of the Fall 2001 Meeting of the State Conference at Motlow State Community College, as published in the February 2002 issue of the Newsletter. Motion passed. President Cook discussed the upcoming aspects of the National Meeting of AAUP, scheduled for 6-9 June, highlighting the opportunity for members to participate at the National level as well as the fact that the TN Conference will financially assist delegates in attending the meeting in Washington, D.C. Cook also encouraged the Conference to recommend Tennessee AAUP members to run for offices in the Assembly of State Conferences and to nominate AAUP members for the various awards conferred by National AAUP. Cook reminded the Conference that April 15 was the deadline for

submitting supporting material for the National Electronic Communications Award and for the Newsletter Award. This year's summer institute will be held in July in San Diego and two ASC scholarships are available. These will cover room and board and the Conference will supplement other expenses. Kate Lapczynski from Motlow State will be one of the attendees. President Cook recommended that anyone interested in attending the October 2002 Governance Conference consult the National AAUP website for information. Because of errors in the original ballot for National AAUP officers, Cook reported that a new ballot would be mailed by April 17, to be returned by May 17. Vice-President for Public Institutions, Richard Gildrie, stated that he had not heard from any chapter and therefore had nothing to report. Vice-President for Private Institutions, Laurie Anne Ramsey, reported on the new chapter of AAUP at Bethel College. Secretary-Treasurer, Gil Fernández, reported a balance of \$15,724.73 in the Conference's checking account, prior to paying for printing and postage expenses for the Newsletter and for travel and lodging expenses incurred by the speaker for the meeting. The meeting temporarily adjourned for lunch and reconvened at 1:10 p. m.

Reports of Standing Committees: Committee A:

(Academic Freedom and Tenure), Lewis Laska, Chair: Laska stated that issues under the purview of Committee A which have come before him dovetail with his pro bono Legal Service Plan. Laska gave several examples of some of the issues. Dr. Barry Vann, formerly Vice President for Academic Affairs at Cleveland State Community College, made an oral presentation of his case regarding his dismissal by the president of Cleveland State. Dick Gildrie opined that his case is a governance issue and requested of Dr. Vann additional information and materials. Both Laska and Gildrie agreed to assist Dr. Vann.

Committee on Membership and Dues: There was no report from Ross Land, Chair. Instead, President Cook reported that there are currently 738 National AAUP members in Tennessee listed on the latest roster. Norma Cook also provided the membership with copies of several new AAUP brochures, especially new AAUP recruiting and lobbying brochures.

Committee on Part-Time and Non-Tenure-Track Appointments: Ken Scherzer, Chair: Ken Scherzer informed the Conference that he was in the process of gathering information on part-time teaching positions.

Committee on Government Relations: Jeff Roberts, Chair: Jeff Roberts was unable to attend but President Cook read a memorandum from Roberts in which he resigned from Committee R due to new professional and personal obligations and duties. He recommended Katherine Osburn, who had done some lobbying and advocacy for other groups, as his replacement. However, Roberts stated that he would continue to assist Committee R and he planned to have a lobbying day on May 14. It was moved and seconded that the Conference express its gratitude for Jeff Roberts's outstanding service and commitment to Committee R. The motion unanimously passed.

Committee on College and University Government: Richard Gildrie, Chair: Gildrie stated that he had not heard from any chapter concerning issues under the purview of Committee T. However, Gildrie stated that he had a matter to bring under New Business.

Committee on Junior and Community Colleges: Jerry Atwood, Chair: President Cook informed the Conference that she had received a written report from Jerry Atwood in which he stated that he had nothing to report from any two-year institution, other than the anxiety and apprehension due to the state's budget quandary.

Committee on the Status of Women: Linda Sammataro and Cheryl Picquet, Co-Chairs: There was no report from the committee.

Report of Special Committees: The Nominating Committee, chaired by Marius Carriere, reported that the following individuals were elected as officers of the Conference for a two-year term: President, Ken Scherzer; Vice-President for Public Institutions, Richard Gildrie; Vice-President for Private Institutions, Laurie Anne Ramsey; and Secretary-Treasurer, Gil Fernández. Diana Mozen, a scholarship recipient, reported on the ASC/CBS Spring Training Workshop at Seattle in March. Diana Mozen also received monetary assistance from the Conference.

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

New Business: The Conference discussed the TBR Defining Our Future proposed document. Since the document is in such a state of flux, it therefore would be difficult to reasonably respond to the document at this time. Bob Hughes moved for the adoption of a resolution to establish an ad hoc committee, to be appointed by Ken Scherzer, to draft a response to the document. Motion passed. Marius Carriere brought before the Conference that many faculty positions that are advertised by individual departments or institutions are in violation of AAUP standards. Carriere recommended that individuals responsible for advertising be informed of AAUP standards by consulting the AAUP Redbook. Katherine Osburn brought up the issue of the right of the faculty to engage in debate on public policy and discussed the repercussions she personally encountered. Marius Carriere informed the Conference of several violations of the faculty handbook by administrators at Christian Brothers University. Dick Gildrie, as Chair of the Committee on College and University Government, said he would look into the matter and write the appropriate authorities at CBU, emphasizing that their actions threatened the academic integrity of the university.

Bob Hughes moved the adoption of a resolution in recognition and in appreciation of Norma Cook's tenure as President of the Conference and as the first woman to serve in that position. The Secretary-Treasurer is to handle the expenses for the book to be placed in Norma Cook's honor in the UTK Library. The motion unanimously passed. Norma Cook in turn thanked Tony Blasi and Tennessee State University for hosting and for mak-

ing all the arrangements for the Conference. The Spring 2002 meeting of the Tennessee Conference adjourned at 3:12 p. m.

Respectfully submitted, Gil Fernández, Secretary-Treasurer.

Citation for the Claxton Award to Robert W. Glenn

The Tennessee Conference of the American Association of University Professors is pleased to initiate its second decade of Claxton Awards for "exemplary service in the cause of higher education in Tennessee" by bestowing the honor on Professor Robert W. Glenn. He is the tenth recipient of the award.

Professor Glenn has served AAUP in many different capacities through his local Knoxville chapter, the Tennessee Conference, and the national AAUP. He has been recognized nationally for his work, and now in his thirtieth year as an AAUP member he remains a strong, vocal, and persuasive representative of shared governance and academic freedom. His careful analysis, scrupulous attention to detail, and reasoned presentation of issues have served as guideposts on major academic issues for hundreds of his colleagues.



Professor Robert Glenn

He received his B.A. from Wichita State in 1966 and his M.A. and Ph.D. from Northwestern University in 1968 and 1971 respectively. He spent two years as an instructor at Dartmouth College (1969-71) before coming to the University of Tennessee campus in Knoxville. Except for a stay at the University of South Carolina in 1982, he has been in Knoxville ever since. He is currently an Associate Professor of Speech Communication.

Professor Glenn was President of the Knoxville chapter of AAUP from 1989 to 1990. He has twice served as President of the Tennessee Conference, first from 1990 to 1992 and then again from 1996 to 1998. He was the chair of the state Committee A on academic freedom and tenure from 1992 to 1996. He is currently a member of the national Committee T on college and university governance. Within his own institution he has represented AAUP principles in the Faculty Senate, serving in many capacities, including that of president from 2000 to 2001.

Besides applying his gifts for organization and clear thinking to the benefit of his colleagues, Professor Glenn has been a leader in disseminating information to the academic community. He is the creator and manager of the Tennessee Conference web site, and it was this effort that earned Tennessee the award for the outstanding confer-

ence web site from national AAUP in 2000. In addition, he manages his Faculty Senate's web site. In operating both sites he has taken the initiative to gather and put on line not only current documents but materials of archival value as well. Finally, he conceived of and founded the Tennessee AAUP Foundation, an institution intended to provide legal help to faculty and to educate the professional and general public on the issue of academic freedom.

We appreciate his extraordinary efforts and look forward to receiving his wise counsel for many years to come.

April 6, 2002

Upcoming AAUP Events: 2002–03

As you plan your activities for the next academic year, we encourage you to consider the opportunities for participation and training offered through the National Office and the Assembly of State Conferences. Information is posted on the National web site at www.aaup.org under Events and is updated on a regular basis.

The first opportunity next year for training of AAUP leaders is the ASC/CBC Fall Training Leadership Workshop scheduled for Saturday, October 26, 2002, in Minneapolis. Watch for announcements about availability of ASC scholarships, and contact Ken Scherzer at scherzer@mtsu.edu to indicate your interest in attending.

Two conferences currently posted on the schedule are the 2002 Governance Conference to be held on October 17–20 in Atlanta and the Conference on Academic Freedom at Religiously Affiliated Colleges and Universities to be held at the University of San Diego on March 10–14, 2003.

Next year's AAUP Annual Meeting is scheduled for June 12–15, 2003, at the Washington Court Hotel in Washington, D.C.

Members To Attend Summer Institute

On July 18–21, Kate Lapczynski, Assistant Professor of biology at Modlow State Community College, and Jim Williams, Associate Professor of history at Middle Tennessee State University, will be attending the 2002 Summer Institute at San Diego State University. Both are recipients of scholarships from the Assembly of State Conferences.

The Summer Institute offers a variety of workshop topics, such as The Effective Faculty Handbook, Higher Education Data and Research, Chapter and Conference Leadership, and Strategic Communications. There will also be seven seminars addressing topics such as What They're Saying About Us: The Higher Education Organizations Take on the Faculty; Membership Recruitment; Teaching Legislators: An Introduction to Lobbying; and Sexual Harassment on Campus: Reviewing Your Campus Policy.

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

"State Legislative and Public Affairs" New Page on the National Web Site

The new web page "State Legislative and Public Affairs" is a valuable source of information about actions of AAUP and other faculty groups at the state legislative level. Academic freedom, contingent faculty appointments, state budgets, tenure, and whistleblower protection are some of the issues currently posted. The web address is www.aaup.org/govrel/statindx.htm.

Faculty Handbooks as Enforceable Contracts

The legal office of AAUP has developed *Faculty Handbooks as Enforceable Contracts* in response to the hundreds of calls which they receive each year about these issues. It is a state-by-state guide. The 2002 guide is \$6 for members and \$10 for non-members plus \$2 for postage and handling. To order a copy, send a check or money order to AAUP, Attn: Faculty Handbook Publication, 1012 14th Street, N.W., Suite 500, Washington, DC 20005.

Officers and Committee Chairs

PRESIDENT

Norma Cook, UTK
ncook@utk.edu

VICE PRESIDENT FOR PUBLIC INSTITUTIONS

Richard Gildrie, APSU
gildrie@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
gildrie@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

AAUP Bookmarks

The Spring 2002 issue of *ASC Statelines* announced that AAUP now has two bookmarks, one describing “AAUP’s work on behalf of faculty” and one offering “suggestions for faculty on campuses facing accreditation reviews.” They can be helpful in recruiting new members. The bookmarks, which are free, can be requested by sending an e-mail message to aaup@aaup.org.

Family and Medical Leave Guidebook

AAUP has announced publication of *The Family and Medical Leave Act: Questions and Answers for Faculty* by Donna Euben, AAUP counsel, and Saranna Thornton, economics professor. A special price of \$8 plus shipping and handling is available to AAUP members. For additional information and to order a copy, go to the AAUP web site at www.aaup.org/catalogue/02FLMA.htm.



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