



TENNESSEE

CONFERENCE

UPDATE

March 1991

Robert W. Glenn, Conference President

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Spring Conference Meeting

The Tennessee Conference of AAUP will hold its Spring meeting at the College Union on the campus of Lambuth College, Jackson, Tennessee, on April 6, 1991. A map and a registration form appear on p. 3 below. There will be a chance for coffee and conversation at 9:30 AM, and the meeting will begin at 10:00 and end at 3:00. The cost of the luncheon is included in your registration fee.

The guest speaker will be B. Robert Kreiser, Associate Secretary of AAUP, who will talk about the work of Committee A. For nearly a decade, Bob has served as a member of the professional staff for the Association's national Committee A; his service has included mediating cases and complaints concerning academic freedom, tenure, and due process, monitoring compliance with AAUP-supported standards and principles, and preparing briefing materials for *ad hoc* investigating committees. Bob's degrees are from Rutgers (B.A., 1964) and Chicago (M.A., 1965; Ph.D., 1971), and before coming to the AAUP staff he taught history at the University of Chicago and the University of Rochester.

The agenda for the Conference meeting will include discussion of:

- TBR rules on collegiality as a criterion for tenure and on post-tenure performance reviews;
- Progress toward transferability of CREF annuity accumulations;
- Faculty records and the Tennessee public records act.

Please contact me about items you would like to add to the agenda for report or discussion.

Regional ASC Meeting

The Assembly of State Conferences will sponsor a regional meeting on March 16 of conference officers from Alabama, Florida, Georgia, Kentucky, North Carolina, South Carolina, Tennessee, and Virginia. The meeting will be held at the Airport Hilton on Alcoa Highway between Knoxville and Maryville from 10 AM to 3 PM.

In his announcement of the meeting, ASC Chair Henry C. Ferrell writes, "The purpose of this meeting is to discuss a number of important issues that currently confront faculty in your states. In addition, we will share experiences in strengthening AAUP leadership and membership at the state and campus levels and provide information about the operations of the national Association that assist the conferences in carrying out their activities."

If you are interested in the meeting (attendance is not limited to conference officers), please contact me about hotel and meal reservations and about travel assistance.

New Chapter at Nashville State Tech?

Norman Ferris and Bob Glenn spoke to the Faculty Assembly of Nashville State Technical Institute on February 6, where there is interest in forming an AAUP chapter. Professor Henry Patthey reports that two faculty have joined since our visit, and that there are commitments to join from three others.

Collective Bargaining Programs

Steve Finner, who is Associate Director of Membership Development (and of Collective Bargaining) will make speak on three East Tennessee campuses the last week of March. He will be on the University of Tennessee, Knoxville, campus on Monday, March 25; on the University of Tennessee, Chattanooga, campus on Tuesday, March 26; and on the Tennessee Technological University campus on Wednesday, March 27.

While collective bargaining may be a remote prospect in Tennessee, there are

"The study also confirmed another trend identified in previous surveys: Faculty members who had collective-bargaining contracts at public institutions again earned more than their counterparts who did not have such contracts. Faculty members who bargained with their institutions earned an average of 16 per cent more than their colleagues who did not."

• **Chronicle of Higher Education,**
25 April 1990, p. A20

“quasi-

bargaining” situations a campus can seek. Steve will discuss those situations and organizing (that is, membership development) generally, as well as issues of concern to the faculty on each campus.

Faculty at neighboring schools are invited to these sessions. Contact local AAUP officers for more information about Steve Finner’s appearances:

UTK, March 25

Bob Glenn (Speech Communication), 615-974-1923

UTC, March 26

David Wiley (Theatre and Speech), 615-755-4295

TTU, March 27

David Kohut (University Library), 615-372-6106

Collegiality Test

At its meeting on December 7, 1990, the TBR adopted the following addition to Section III.8.j of TBR policy, “Criteria to be Considered in Tenure Recommendations”:
“The inclusion of a criterion on collegiality which focuses on the faculty members [sic] willingness and ability to participate in institutional and unit activities which promote the goals of instruction through the development of positive working relationships with colleagues.”

Professor Tony Spiva (Economics, UTK), Chair of our Conference Committee A, says of the new rule:

“What are the standards of collegiality? Who sets them? How do we measure potential colleagues to see if they meet the standard(s)? I’m confident that the Board of Regents will not answer these questions and I have to add that I’m thankful they won’t. No need to make a bad situation worse. However, in the absence of anything but the new rule as it modifies Section III.8 of TBR policy it is leaving the subject of promotion and tenure open to abuses I am very unwilling to accept. These abuses come under the general heading, ‘If people don’t like you, goodbye.’ As a group I would bet that academics have the biggest egos in the world. Most of these egos are easily bruised and when they are bruised the victims have long memories. I worry that the new rule says, ‘If I don’t like you and I can persuade a couple of my colleagues not to like you, you are gone.’ It is now going to be much too easy and much too legal for a department head or Dean to poison the faculty well from which a probationary faculty member one day drinks. The chilling effect on probationary faculty to stifle their protests and shelve their differences of opinion with tenured faculty lest they offend someone cannot be good. The burdens on probationary faculty are already onerous and adding ‘collegiality’ to this seems to me to be a mistake.”

The full Committee A report will be presented at the Conference meeting in Jackson on April 6.

[Map inserted here.]

REGISTRATION FORM

Please return this form to Professor Gene Davenport, Religion,
Lambuth College, Jackson, TN 38301, **by March 20, 1991** .

I plan to attend the Spring meeting of the Tennessee Conference
on April 6, 1991.

Name _____

Institution _____

_____ I enclose the \$10.00 registration fee. (Make checks payable
to Tennessee Conference, AAUP.)

_____ I will pay the registration fee when I arrive.

Miscellaneous

- The new edition of the **Redbook** is available for \$12.00 from the national office. Orders must be prepaid. Ask your library to order a copy also. Buy a complimentary copy for your favorite dean.
- The national office also has available for borrowing an excellent videotape (“Keeping in Mind”) on the notorious academic freedom cases at the University of Michigan involving Chandler Davis and others. The tape is interesting and moving; it was one of the highlights of the 1989 Annual Meeting. Contact Iris Molotsky at 1-800-424-2973 for more information.
- Conference membership dropped slightly from September to December. Active membership is unchanged at 502, and total membership declined from 567 to 564. Congratulations to the Pellissippi State chapter, whose membership increased 71%, from 7 members to 12, in the last quarter of 1990.
- Remember to send names of **Claxton Award nominees** as soon as possible to one of the members of the Claxton committee:
Milton Klein, Chair, Room 3, Hoskins Library, UTK, Knoxville 37996;
Ron Sommer, Library, UT-Memphis, 877 Madison Avenue, Memphis 38163; or
James Nixon, Dean of Arts and Sciences, Austin Peay, Clarksville 37044.
The Claxton Award will honor outstanding contributions to higher education in Tennessee, or embodiment of the ideals of AAUP.
- Mark your calendars for future Conference meetings:
Fall 1991, Tennessee Technological University, Cookeville, October 5;
Spring 1992, University of Tennessee, Chattanooga, April 4; and
Fall 1992, Motlow State Community College, October 3.

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