



# TENNESSEE CONFERENCE

February 1991

## NEWSLETTER

### Conference Meetings Scheduled

The next four meetings of the Tennessee Conference have been scheduled. Please mark your calendars as follows:

**Spring 1991:** Lambuth College (Jackson), April 6

**Fall 1991:** Tennessee Technological University (Cookeville), October 5

**Spring 1992:** University of Tennessee at Chattanooga, April 4

**Fall 1992:** Motlow State Community College (Tullahoma), October 3

purpose of guaranteeing loans for the startup and expansion of child care facilities.

Ms. Lyle has been in the private practice of law since her graduation from Vanderbilt Law School in 1979. Among her many community activities, she serves on the board of the League of Women Voters of Nashville, and she will also represent the League as a lobbyist this year.

The AAUP interview committee consisted of Professors Norman Ferris, Bob Glenn, David Lee, and Lynn Dwyer.

### New Conference Lobbyist

Interviews with two candidates have led to the selection of Mary Frances Lyle as the Tennessee Conference lobbyist. Ms. Lyle is a practicing attorney in Nashville and a principal in the law firm of Bruce, Weathers, Dughman & Lyle. She brings eight years of experience as lobbyist for the Tennessee Women's Political Caucus to the job.

In her work with the WPC, a non-partisan political group devoted to women's issues, Ms. Lyle has been involved in drafting and lobbying such legislation as the Tennessee Maternity Leave law and the 1989 law to establish the Tennessee Child Care Facilities Loan Guaranty Corporation. The corporation was funded with one million dollars for the

#### Claxton Award Nominations

The Conference has established the Philander P. Claxton Award, to be given to the person who has distinguished himself or herself by signal contributions to the cause of higher education in Tennessee or who best exemplifies the ideals of AAUP. The nominee may be a professor, administrator, legislator, trustee or member of a governing board, or private citizen. The award, consisting of a plaque, will be made biennially.

Nominations should be in the form of a letter with sufficient detail to permit the award committee to evaluate the nominee's eligibility for the award. Letters of nomination should be sent to any one of the following members of the Claxton Award Committee no later than March 1, 1991:

Milton M. Klein, University Historian, Room 3, Hoskins Library, Univ. of Tennessee, Knoxville, TN 37996  
Ronald R. Sommer, Library, UT-Memphis, 877 Madison Avenue, Room 234 B, Memphis, TN 38163  
James D. Nixon, Dean, College of Arts and Sciences, Austin Peay State University, Clarksville, TN 37044

### State Lobbying Network

The Tennessee Conference hopes to supplement the work of our director of government relations, Norman Ferris, and our lobbyist, Mary Frances Lyle, by enlisting a corps of faculty volunteers to form a legislative network. Those of you who attended the Conference meeting in Gallatin on October 6 know that

Professor Emil Sattler, President of the Ohio Conference of AAUP, talked about the usefulness of faculty in lobbying in his state, and we have the model also of the Congressional Network organized by Al Sumberg and L. Nichole Gantshar of the national AAUP office. A similar effort in Tennessee would involve a number of AAUP members—especially faculty who live in the districts of members of the

education committees—who will maintain regular contact with their representatives through personal visits and written and telephone communications, speaking for the interests of faculty and sharing with the Conference any pertinent information or documents. AAUP members who have Bitnet addresses are especially needed. *Please consider volunteering a small portion of your time for this effort.* If you are interested in assisting, or would like more information, please contact Bob Glenn, Conference President, at 615-974-1923 (w), 615-525-8805 (h), or by Bitnet at glenn@utkvx.

## Fall Conference Highlights

We reported above on the presentation made at the October 6 fall Conference meeting by Emil Sattler, President of the Ohio Conference, on the methods which their highly successful group uses in legislative matters. Below are two of the other issues on which there was discussion and/or action taken.

### *A new constitution:*

Delegates approved the adoption of a new constitution. The major change is to shift the basis of Conference voting from chapters to individual members. Under the old constitution, regular members from institutions with no chapters had no vote at Conference meetings. Under the new constitution, each member has one vote. Members representing a chapter will be able to cast votes for their entire chapter.

In actual voting practice, little is expected to change, since most matters at Conference meetings are decided with the support of a substantial majority of the delegates present and voting. The will of the Conference is clear in such cases. Only when controversial issues arise where voting is likely to be close will the tally of proportional votes be necessary.

A copy of the new constitution was distributed in the last newsletter. Further copies are available upon request.

### *Two resolutions on dues:*

Delegates passed two resolutions calling for changes in the dues structure. The first resolution urged the national Committee F (Membership) to extend the Entrant membership rate to all new members, whether tenured or not. The second resolution was directed at the same group and asked that the organization return to a multi-tiered dues structure dependent on the base salary of the faculty member.

## Ferris on Annual Meeting, 6/90

It is not too early to be thinking of the 76th Annual Meeting of the AAUP in June 1991. The Conference is entitled to four delegates. Consider being one of them. You can find reports of the business transacted at the plenary sessions of the AAUP's 75th Annual Meeting in the September–October issue of *Academe*. Norman Ferris (MTSU) was one of two Tennessee Conference delegates to the 75th annual meeting. He has provided us with a summary of his activities and some illuminating commentary on various topics, from which we bring the following excerpts:

“The meeting was held at Georgetown University in Washington, D.C., in June 1990. For the first time in several years comfortable dormitory rooms were available to delegates at half the cost of Washington hotel rooms. This represented a welcome response to longstanding efforts by myself and others to persuade the Council, executive committee, and the general secretary of the injustice of keeping costs of attending the Annual Meetings so high that few delegates could attend who were not from Collective Bargaining chapters or not heavily subsidized by their colleagues. It remains to be seen whether provisions will be made for the 1991 Annual Meeting in Washington (celebrating the 200th anniversary of the Bill of Rights) that will hold down delegate costs.

“Capitol Hill Day on June 13, 1990, began with a breakfast honoring Congressman William Natcher (Ky) of the House Education and Labor Committee, included visits by AAUPers to representatives and senators to promote such legislation as a parental leave bill, an attempt to override the

Supreme Court's Yeshiva decision blocking faculty efforts to bargain collectively against hostile administrations, continuation funding for the National Science Foundation and the Arts and Humanities Endowments, and increased federal support for student loans, grants and work-study scholarships....

"At 4 p.m. the National Assembly of State Conferences held the first of two sessions in the Rayburn House Office Building. A panel discussion with audience participation tackled issues of academic governance policies and structures. Among the points made by panelists and conference delegates were these: Faculty governance grows out of issues; hence

each chapter should undertake periodic systematic reviews of campus issues. The greatest danger to effective governance is 'normality'—subsiding into unengaged routine. The accreditation process is a good vehicle for identifying deficiencies in faculty governance. Institutional budgets and spending priorities can also be investigated by perusal of the IRS 990 form, which is open to any member of the public and lists categories of expenditures. 'An uninformed faculty cannot govern.' The national office can recommend people to help with financial analyses of campus expenditures. Campuses on which professors do not now try to create 'a good place to work' will fail to attract capable new faculty during the coming shortage; 490,000 new faculty members will be needed during the next 20 years in the U.S., where there are only 460,000 full time faculty members employed today. (My contribution was to advocate efforts on each campus to demonstrate the scholarly professional nature of the AAUP Annual Meetings including panels and workshops and the importance to institutions of our visits to legislators regarding student aid and other forms of federal support as a justification for using institutional travel funds to support local chapter members' travel to those Annual Meetings.) As the New Jersey president observed, as well, released time should be provided to state conference presidents,

executive secretaries, and national officers (unless, of course, engaged in collective bargaining).

"During the ASC dinner for conference presidents at the National Democratic Club on Capitol Hill, I made the report for the Tennessee Conference.... After prolonged debate [at the final business session of the ASC for the year on June 14], the ASC passed 29–12 a resolution calling for removal from the AAUP's policy on faculty retirement plans of language limiting a member's ability to elect distributions of accumulated funds other than or in addition to annuitization. A model resolution on intercollegiate athletics reform also passed, as did an Ohio resolution (unanimously) calling on the national Council to establish a separate standing committee on part-time faculty.

## Conference Membership

According to the most recent (9/30) roster provided by the national office, total Conference membership remains at 567, unchanged from the count in July. Both Lambuth College and the University of the South have two new active AAUP members, and several other schools show a gain or loss of one member.

## New Conference Committee

Since the last newsletter was printed, a new Committee T on College and University Government has been formed. The co-chairs of the committee are Bill Davis, Natural Resources, University of the South, and Sam Wallace, Sociology, University of Tennessee, Knoxville. Professors Davis and Wallace will be studying the growth in recent years of administrative and staff positions at private and public schools in Tennessee. They will be happy to hear from anyone who has information concerning the project, or who would be interested in working with them.

## TIAA-CREF at State Schools

A hearing was held on October 29 in Nashville by the Council on Pensions and Retirement to consider extending the new retirement options of transferability and cashability to faculty at public schools in Tennessee. The hearing was scheduled when the Council received a copy of the resolution passed by the Conference at

passed a motion instructing the board of trustees of TCRS to establish a mechanism for selecting a small number of investment companies in addition to TIAA-CREF. Changes would need to be approved by TCRS, the Council on Pensions and Retirement, the Board of Regents, and the UT Board of Trustees, and a slight change in the Tennessee Code might need to be made by the General Assembly. Informed speculation after the hearing was that the process would take at least one year to complete, and might take as long as two years.

## Schedule of Meetings

It is important to the work of the Conference that AAUP faculty attend meetings of State agencies and governing boards, meet members of those bodies, collect documents, and share information with the Conference. A list appears below of the meetings scheduled for the coming weeks of the Board of Regents, the UT Board of Trustees, and THEC. Some of you who live near the meeting locations will be asked to attend the meetings for the Conference; if you would like to volunteer to attend, please call Bob Glenn, Conference President, at 615-974-1923 (w), 615-525-8805 (h), or send an E-mail message by Bitnet to glenn@utkvx.

TENNESSEE BOARD OF REGENTS

Sewanee in April, calling for maximum flexibility in retirement options; Bob Glenn, Conference President, was the scheduled speaker, and Professor Bill Fisher (ETSU) also made a presentation. The Council was not at all interested in the cashability option, but thought transferability would add a competitive element which would improve retirement benefits for current faculty and would make the package of benefits more attractive as Tennessee competes for new faculty in the 1990s. The Council therefore

March 14–15, 1991—Cleveland State

June 27–28, 1991—Columbia State

September 19–20, 1991—Austin Peay

December 12–13, 1991—Shelby State

TENNESSEE HIGHER EDUCATION  
COMMISSION

April 26, 1991—Roane State CC,  
Harriman

Aug. 2, 1991—UT-West Tenn Experiment  
Station, Jackson

Oct. 25, 1991—THEC office, Nashville

## TBR Threat to Tenure

A memorandum dated October 11, 1990, from the Tennessee Board of Regents to the Academic Affairs Sub-Council includes a proposal for a five-year evaluation of tenured faculty in addition to the standard annual

evaluations. The text of the proposal is as follows:

“Each institutional policy must include a process section which provides, for purposes of faculty development, procedures for a post-tenure review that occurs with no less frequency than every five (5) years. This process should supplement institutional procedures for annual evaluation in assessing performance over a longer time period in light of established criteria for tenured professors—should provide a basis for professional development and improved instructional quality.”

The Faculty Sub-Council of the Board of Regents has voted its unanimous disapproval

of the proposal, but the proposal apparently still enjoys the support of the Board staff. It will probably be on the TBR agenda for its March 14–15 meeting at Cleveland State.

Letters and phone calls from individual faculty and resolutions from AAUP chapters prior to the March meeting will be helpful. Among the arguments to stress in communicating with the Board are these:

1. The new evaluation procedure is unnecessary, since faculty are constantly being evaluated—in formal annual evaluations, by our peers, by our students, and so forth.
2. The probationary period is an effective mechanism for identifying weak faculty.
3. Tenure is no protection against incompetence. Tenure merely shifts the burden of proof from the faculty member to the institution.
4. An additional layer of institutional review exposes faculty to political, personal, or ideological attack, eroding academic freedom.
5. As we approach a period of faculty shortage, administrative assaults on tenure make employment in the TBR system less attractive. The current proposal follows the recent elimination of the seven-year tenure track rule for most TBR faculty and the judgment that tenure is vested in a department or a division, not in an institution.

Ask your chapter officers to bring the policy proposal before the membership for debate, and prepare a resolution concerning the proposal for consideration at your chapter

meeting. The resolutions, and letters and phone calls from individual faculty, will reach TBR at the following address:

Tennessee Board of Regents  
1415 Murfreesboro Road, Suite 350  
Nashville, TN 37217

(615) 366-4400

(615) 366-4464 (Fax)

Please take a few minutes to guard against further erosion of tenure and academic freedom on TBR campuses.

## **Send Us Some News**

Let us know what issues are being debated on your campus. They are probably of interest to other members as well. You can send written copy to David Lee, German, 701 McClung Tower, Univ. of Tennessee, Knoxville 37996-0470; or, if you are working with Bitnet, you can send the file to

dlee@utkvx. An ASCII file on a disk—either Mac or IBM compatible—would be another option.

### **Miscellaneous Matters**

- As Lamar Alexander is heading to Washington, the AAUP chapters at UTK and UTC are considering steps intended to guarantee a meaningful faculty voice in selecting a new UT system president.
- The TBR adopted at its December 1990 meeting a rule stipulating consideration of “collegiality” in tenure decisions. Discussion of the rule will be one of the agenda items at our April 6 Conference meeting in Jackson.
- The Government Relations Office at national has a Bitnet address: aaupas@gwuvvm. Please consider contacting Al Sumberg or L. Nichole Gantshar at national for information about lobbying efforts.

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**Tennessee Conference  
AAUP**