

**Fall Meeting Talk:
“The Higher Education Budget Crisis—
A National Overview”**

The Tennessee Conference of the American Association of University Professors will hold its Fall Meeting on Saturday, October 12 in Dining Room C in the James Union Building on the campus of Middle Tennessee State University in Murfreesboro.

The schedule includes an informal coffee hour from 9:30 to 10:00 a.m., the morning session featuring the guest speaker from 10:00 until noon, the luncheon from noon until 1:00, and the business session from 1:00 until 3:00. Thomas E. Guild will address the meeting on the topic “The Higher Education Budget Crisis—A National Overview.” He will discuss the current crisis in funding public institutions of higher education throughout the United States and how AAUP state conferences might best work to improve government support in lean financial times. Dr. Guild has taught at the University of Central Oklahoma since 1979. An expert on issues surrounding sexual harassment, he has served AAUP on the local level as chapter president of the University of Central Oklahoma, three times as Oklahoma State Conference President for four terms and, on the national level, as vice chair of the Assembly of State Conferences, as a member of the national Council and Executive Committee, on the National AAUP Panel on Revocation and Suspension of Chapter Charters, and the National Nominating Committee, both as a member and currently as its chair. Currently he serves on the National AAUP Committee R on Government Relations and has served on the committee continuously since 1996.

We sincerely hope that you will attend the meeting and that you will invite others, including interested non-members, to join you. To assist in making luncheon reservations, please return the registration form to Gil Fernández by Friday, October 4 or send him an e-mail message at gfernandez@tntech.edu indicating that you will attend and pay the fee at the meeting.

Travel grants will again be available to members attending their first State Conference meeting. The Conference will pay up to \$50 to help defray some costs of travel and accommodations, with each local chapter being limited to two recipients. Contact Gil Fernández about these grants.

Retiring Members Receive Recognition



William C. Schrader

At a banquet on June 16 honoring him upon his retirement from teaching at Tennessee Technological University, William C. Schrader III received a certificate honoring him for his past service as Tennessee Conference President and his many years of service as Chairman of the Committee on College and University Government. Also receiving a certificate recognizing his 36 years of service and service as Tennessee Conference President was Richard H. Gross of Motlow State Community College.

We Need Your E-Mail Address.

The Tennessee State Conference of the AAUP will be establishing a listserv to facilitate rapid communications between our members. If you are a member at an institution with a chapter president or contact listed later in this newsletter please forward your e-mail address to that person for inclusion.

If your campus does not have a chapter or if you do not know your contact person, please forward your e-mail address to either Gil Fernández at gfernandez@tntech.edu or Kenneth Scherzer at kscherzer@mtsu.edu. You will be notified once our listserv is up and running or you may check the Tennessee conference website: web.utk.edu/~glenn/AAUP.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 Kenneth Scherzer at scherzer@mtsu.edu.

Check Your Mailing Address

Please check your mailing label on this Newsletter to see if your address is complete and accurate. If changes are needed, the information needs to be sent to the National Office. You can do this on the web by going to www.aaup.org and clicking on "Have a change in your membership information?" under "Membership." That will take you to a secure site accessed by your membership ID that appears on your membership card.

Third Annual Governance Conference Atlanta, GA, October 17-20

On October 17-20, teams of faculty and administrators will gather in Atlanta, GA., for a governance conference entitled: "The Art of Collaboration." It will explore ideas about the shared governance of their colleges and universities. This AAUP sponsored conference will be held at the Georgia Terrace Hotel.

The highlights of the conference include addresses by Fred Carter, President of Francis Marion University; Professor Gary Rhoades, Director of the Center for the Study of Higher Education at the University of Arizona; and Professor Michael Olivas, Director of the Institute of Higher Education Law at the University of Houston.. The conference will also contain small interactive workshops devoted to such topics as: the reorganization and financing of higher education, the faculty role in collegiate athletics, faculty handbooks and grievance procedures, indicators of sound governance, defining institutional missions, the control of campus computer networks, diversifying the faculty, issues of system-wide governance, and the faculty role in selecting presidents and administrators.

Application materials can be obtained from the AAUP by calling 202-737-5900. ASC has two grants available to the Conference.

Fall Conference Meeting: Directions and Accommodations

Directions: Maps and detailed directions to the Middle Tennessee State University are available at www.mtsu.edu/maps/index.html. The James Union Building (JUB) is located on Old Main Circle in the cen-

ter of the campus but can be most easily bound from North Tennessee Boulevard. Turn east into the parking lot at the traffic light south of Faulkinberry Drive (if approaching from the North) or north of East Main (if approaching from the South). The back of the JUB will be visible straight ahead and slightly to the left.

Parking: Visitors will be able to park in any spots not designated disabled or fire lane in the parking lot behind the JUB or on Old Main Circle in front.

Hotels and Motels: Murfreesboro has a variety of hotels and motels, and listings complete with prices and facilities are available on the web at www.cityofmurfreesboro.com/Accommodations.htm

Members Attend Summer Institute

Jim Williams, Vice President of the AAUP Chapter at Middle Tennessee State University, Kate Lapczynski, Assistant Professor of biology at Motlow State Community College, and Sharon Whitney, President of the Chapter at Tennessee Technological University, attended the AAUP Summer Institute at San Diego State University, on July 18-21. Both Williams and Lapczynski were recipients of scholarships for the Assembly of State Conferences while Whitney was funded by the Tennessee Conference. Williams and Whitney report the following:

Jim Williams:

When I volunteered to attend the AAUP Summer Institute at San Diego State University, held in July, I wasn't sure what I was getting myself into. The institute was described as a series of workshops on various topics that would help AAUP campus leaders build their chapters and accomplish their goals. Since I expected last spring to be the vice president of the MTSU chapter this academic year, I decided the AAUP Summer Institute would be a valuable experience to move me from the sidelines of AAUP into a player on the field.

The institute began on Thursday afternoon and ended Sunday morning. The bookends, so to speak, surrounding the two full days were dedicated to brief seminars that one could choose to attend based on the topic most useful. On Thursday I attended the membership recruitment seminar held by my former colleague and current AAUP staff member Rich Moser. This seminar, I wrote on my evaluation form for the institute, should be required for all institute members, for it demonstrates in practical ways, complete with role-playing activities, how to recruit members, primarily through office visits. It seems clear to those who have had successful membership drives that one-on-one office visits are the key to success. I hope to have some time this year, and in the years to come, to begin visiting my 1000 or so colleagues at MTSU (including contingent faculty) and to recruit other AAUP members to do so, too. My chapter has not had a vigorous, sustained membership recruitment program of late, primarily because it is a time-consuming task to visit so many faculty.

On Friday I participated in the day-long workshop on Chapter and Conference Leadership, which in some ways repeated the membership recruitment seminar but also expanded into other topics such as newsletters and relationships with the media, governing bodies, and the public.

On Saturday I attended the day-long workshop on Strategic Communications. The AAUP staff and others who led the workshop invariably had great presentations loaded with useful information from successful efforts across the country. It is clear to me, that the most successful chapters have vigorous membership recruitment programs, regular newsletters, informative web pages (not on university servers!), and healthy relationships with local media.

The institute ended on Sunday after I attended a workshop on lobbying, which seemed appropriate given the current state of affairs in Tennessee.

I was grateful for the opportunity to attend the AAUP Summer Institute and thank the state conference for paying my travel expenses. I learned a lot and have a thick stack of materials to share on many topics of interest to my chapter.

Sharon Whitney:

I just want to say that I very much appreciated the opportunity to attend the Summer Institute. It was an enjoyable way to bring myself up to speed on AAUP, from its origins to its present national staff members and our current issues across the country. It was well organized without being rigid. I felt I was with comrades, although I really knew nobody else there (at first). I came away reinvigorated to keep up all of our efforts to maintain high-quality professionalism.

The Use of Adjuncts in Three TBR Institutions: A Preliminary Comparison By Kenneth A. Scherzer, MTSU

Over the last two decades, the employment of adjuncts and full time temporary faculty has grown to such an extent as to endanger the future of the professoriate, its standards, quality, and academic freedom. Hired at administrative whim, exempt from civil rights guidelines, and often stretched too thin to keep up with their field, the peripatetic “road scholar” too often lacks the opportunity for evaluation, innovation, and career development. While 43 percent of all faculty members fall into this category, the proportion of new hires is considerably higher with only a minority of positions offering the possibility of tenure. Between 1993 and 1995, the last period for which education department data are available, only 45 percent of hires had any prospect of tenure. In 2001, the AAUP, through its Coalition of Contingent Academic Labor recognized this as a crisis for the next generation of scholars and teachers and has embarked upon an active campaign to fight the corrosive effects of the excessive use of contingent faculty upon salaries. Since 1993, the AAUP

has recommended a whole range of measures designed to treat these faculty members equitably, including offering compensations fractionally proportionate of those of full-time faculty, including fringe benefits for health and pension. Yet the prospect of much improvement seems grim given state budgets crunches throughout the nation that have squeezed spending on public higher education. Nor were private colleges and universities immune to this phenomenon even before plunges in stock depressed endowments.

How does Tennessee fit into this national trend? Answering such a question has been difficult due to the lack of consistent reporting. Nevertheless analysis of data from the University of Memphis, Tennessee State University, and Middle Tennessee State University confirm what members of the Tennessee state conference of AAUP are already aware: that our state is no stranger to the forces that has driven adjuncts at institutions like New York University in collective bargaining states to seek union recognition. Tennessee data suggest that many undergraduate courses increasingly are becoming the domain of adjuncts. If bringing in part-time faculty employed in government and the private sector allows universities to enrich their programs—the traditional justification for contingent faculty—the distribution of hires where breakdowns by department are available suggest another set of reasons: financial flexibility for administrators and cheaper salaries.

Comparisons between the three institutions for which data are available is difficult because each measures its use of adjuncts differently—Memphis uses FTE’s as a measure, TSU uses the total number of courses taught, while MTSU compares the numbers of adjuncts to full-time faculty. Although MTSU appears to be using fewer adjuncts in many of its departments than TSU or Memphis, whether this difference is due to hiring a higher proportion of tenured or tenure-tack faculty or whether MTSU simply is shifting more of its teaching to full-time temporary faculty is unclear from the data. For MTSU, an average of 13 percent of faculty were adjuncts with disproportionate numbers to be found in Nursing, Criminal Justice Administration, Elementary and & Education, Music, and Art (over 17 percent) and especially high concentrations in Health/Physical Education, Geosciences, and Speech/Theater (over 25 percent).

Table 1: Adjuncts Employed as Percent of Total Faculty, by College, MTSU, Fall, 2001

College	Adjuncts as Percent of Total
Basic & Applied Science	8
Business	8
Education	18.4
Liberal Arts	15.1
Mass Communication	11.3
Developmental Studies	16.4
Total	13

Looking at the proportion of courses taught by adjuncts for TSU (as opposed to the numbers of adjuncts themselves) shows a total of 23.3 percent of courses taught by adjuncts. Like MTSU, a number of these courses would appear to be distributed among departments, which sought specialized expertise. This may account for disproportionate numbers of courses being taught by adjuncts in Hospitality and Tourism (33.3 percent), Dental Hygiene (68.3 percent), Health Care Administration (36.5 percent), Health Info Management (44.4 percent), Criminal Justice (30.4 percent), Educational Administration (33.3 percent), and Civil Engineering (28.6 percent). Nonetheless, many introductory courses in basic fields are being taught to a surprising extent by adjuncts including: Chemistry (30.4 percent), Music (31.8 percent), Language, Literature & Philosophy (34.3 percent), and, most glaringly, Biology (54.8 percent).

Table 2: Courses Taught by Adjuncts as Percent of Total, by College, TSU, Fall 2000

College	Percent of Total Courses Taught by Adjuncts
Agriculture	17.2
Allied Health	23.8
Arts & Sciences	29.7
Education	27.3
Engineering	12.7
Business	9.1
Institute of Government	6.3
Nursing	1.6
Academic Enrichment	9.8

The data for the University of Memphis, while lacking departmental breakdown, are in many ways more interesting not only because they show the extent to which adjuncts are used in undergraduate instruction, but also because they clearly demonstrate the growing trend to replace full time faculty with part-time hires between 1995 and 2001. While 8.4 percent of graduate courses student credit hours are handled by adjuncts, 15.1 percent of upper level credit hours and fully 24.0 percent of lower division credit hours are now taught by adjuncts. Since many courses are also taught by non-faculty staff or faculty for whom the rank is not known—few of who would be tenure or tenure-track faculty—the numbers of credit hours taught by contingent faculty is likely to be still higher.

Table 3: Percent of Student Hours Taught by Instructor Type and Course Level, Univ. of Memphis, Fall 2001

Instructor Type	Course Section Level				Total
	Graduate	Lower	Other	Upper	
Full Time	81.9	45.8	80.3	71.8	59.5
Pt/Adjunct	8.4	24.0	9.0	15.1	18.7
GTA	1.1	17.8	0.2	4.2	11.0
Other	2.4	7.9	4.3	5.4	6.3
Unknown	6.2	4.6	6.2	3.5	4.6
Total	100.0	100.0	100.0	100.0	100.0
N	31751	129736	11968	66712	

The use of adjuncts has risen sharply over time. Where student credit hours taught by full time faculty have fallen for all but upper level undergraduate courses, the use of adjuncts has sharply increased in all categories. This includes substantial increases for both upper and lower level courses comprising the bulk of instructional offerings (61.7 and 51.1 percent respectively).

Table 4: Change in Percent Student Hours Taught by Instructor Type and Course Level, University of Memphis, Fall 1995 versus Fall 2001.

Instructor Type	Course Section Type			
	Graduate	Lower	Other	Upper
FT	-4.6	-9.6	-16.6	+6.3
Ft/Adj	+13.0	+51.1	+497.2	+61.7
GTA	+506.7	-8.3	-58.3	-46.3
Other	-24.2	+12.3	-36.2	-23.8
Unknown	+224.4	+86.2	-18.9	+44.7

Taken together data from the three TBR institutions suggest that Tennessee is experiencing many of the same trends as other states. To be sure, data from flagship institutions like the University of Tennessee at Knoxville might offer an interesting contrast, as would information from public four-year institutions outside metropolitan areas. Community colleges, long known for their heavy use of adjunct faculty, would undoubtedly present a far grimmer picture. Nor does this report shed much light on the use of adjunct faculty at private institutions within the state. Nevertheless, these limited data offer little grounds for optimism. Even where figures suggest the use of adjuncts might not be out of hand, it understates the threat to tenure and the academic freedom posed by another form of contingent faculty: the full time non-tenure track members. Grouped together with tenure and tenure-track professors under the classification of “full time,” these term appointments may well over time complete the slow eradication of tenure. Moving from job to job, always starting over at the bottom rung at entry level pay, and rarely getting retirement benefits, these faculty are only marginally better off than adjuncts, many of whom may prefer part-time employment. With the financial crisis now facing public institutions of higher learning and the hits to endowments taken by private colleges and universities combining to depress the supply of new tenure-track positions over the next year, such full-time temporary faculty may well come to consider themselves lucky.

Acknowledgment: Thanks to Anthony J. Blasi for TSU, Robert J. Frankle for University of Memphis, and Rebecca W. Cole for MTSU for providing data used in this study.

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

Chapter Presidents and/or Contacts 2002-2003

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Registration for Fall Meeting: Saturday, October 12 in Murfreesboro

I will attend the fall meeting of the Tennessee Conference, AAUP, on Saturday, October 12, from 9:30 a.m. to 3:00 p.m., at Middle Tennessee State University, Murfreesboro.

- 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: _____
 Address: _____

 City, State, Zip: _____
 Phone: _____ E-mail: _____

Please return your registration form for receipt by **Friday, October 4** to:

Gilbert Fernández, Secretary, AAUP
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