

TENNESSEE

CONFERENCE

March 2010

NEWSLETTER

The Spring Meeting at a Glance

The Spring 2010 Meeting of the Conference will be held on Friday and Saturday, March 19-20. The meeting will begin on Friday evening with dinner at **Larriviere's on the Square** in historic downtown Gallatin. Join us for great food and stimulating discussion as we celebrate the new chapter at Vol State. On Saturday the program will be held at Volunteer State Community College. The schedule of the meeting is provided in the next column. A link to the registration form is on the documents page of the Conference website.

The theme of the meeting is "Faculty Image." Saturday morning will begin with an update from the Government Relations Committee based on conversations with Dr. Rich Rhoda and the new role that THEC will play based on the recent legislation. This will be followed by two concurrent sessions in the morning, one for private institutions and one for public institutions.

Session A for public institutions, will be "Changing the Image of Higher Ed Faculty: The Importance of Legislative Relationships at the Local Level." This interactive workshop will be led by officials from the Assembly of State Conferences and the National AAUP, and designed to help faculty at each institution develop and maintain critical legislative relationships.

Session B, is titled, "Informed Faculty: Use of IRS-990 and Financial Statements." It will provide a demonstration of how to access IRS 990 forms to obtain the financial records of private institutions. The image of faculty members is strengthened when they are able to engage administrators and boards in meaningful discussion of the relationship between financial statements and the mission of the institution.

Lunch will include recognition of long-term members. See the article on page 3 listing the members to be celebrated.

After lunch, we will hold the Conference business meeting. Please be prepared to discuss plans for the enhancement of Conference responses to Committee A inquiries. The election of officers and committee reports will also be on the agenda.

Please print and share the flyer for the spring meeting with colleagues on your campus. This is an excellent opportunity to offer a vital resource to faculty members whether or not they are members of the AAUP.

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Spring Meeting Program Registration on Site

Friday, March 19

7:00 pm Dinner, Paid Individually at
Larriviere's on the Square

Saturday, March 20

8:30— 9:00 Coffee and Registration

9:00— 10:00 Government Relations Update:
The New Role of THEC

10:00—12:00 Concurrent Sessions

A. Changing the Image of Higher Ed Faculty:
The Importance of Legislative
Relationships at the Local Level

B. Informed Faculty: Use of IRS-990 and
Financial Statements

12:00—1:30pm Lunch

Recognition of Long-term Members

1:30—3:00

TN Conference Business Meeting



Coley's Corner

Coley McGinnis
TN-AAUP Lobbyist

This January turned out to be a real adventure for higher ed in Tennessee. Going back to last spring, we had engaged some legislators in discussions about how much administrative waste exists as a result of the existence of three governing boards. We were informed that the Governor was going to focus on higher ed in his last legislative session, and early on it became clear that he had no interest in wading into this political minefield. Instead he chose to focus primarily on the community colleges, changing the funding formula, and enhancing the role of UTK as the state's flagship research institution. He then caught everyone by surprise when he sent his higher ed package to the special session that was supposed to focus on K-12.

We chose to focus our energies on two provisions in the bill in the very short time available. The goal was to ensure faculty input into areas where it was obviously appropriate in keeping with the concept of shared governance. First, the bill empowers THEC to develop a new funding formula with a variety of "performance" criteria, which would be based on the mission statements of each institution. Second, it requires THEC to develop a 60-hour general education core that would be fully transferrable for anyone completing an associate's degree from a state community college or from one state institution to another. Amendments were introduced to require faculty input into both of these areas, but the final bill omits faculty entirely from the mission statement development. We did succeed in adding language that THEC "consult with" chief academic officers and faculty senates on the curriculum.

The problem is that, unlike the system boards, THEC has no mechanism whatever for faculty input. We are working, along with TUFSS, to engage THEC Executive Director Rich Rhoda in discussions about just how this process will play out. Rhoda, an AAUP member, has generally been willing to listen to our concerns, but this can become a real problem in a number of ways. As anybody who has served on a curriculum committee can attest, the real issue isn't the distribution requirement itself (X hours of natural science, Y hours humanities, Z hours social sciences, etc.) but what specific courses will satisfy each requirement. For example, would a CC be able to offer a course that was not available at any 4-year institution and have that accepted? How would new courses be added? I'm sure others will come to mind.

As for the missions, the faculty senates on each campus are going to have to make every effort to be involved at that level. THEC is going to be guided by whatever comes from the administration to the governing boards.

Thanks to Phil Kemmerly's skill at legislative drafting, we did (with Beth Harwell's help) get a provision in the bill empowering the controller's office to conduct an audit of the higher ed system with respect to the implementation of this legislation. We had originally sought an audit by an outside entity, but apparently that would have required a fiscal note which would have killed the provision. Harwell does have close ties with the controller, and we are hopeful that we can help her assure that this will be as wide ranging effort as possible. (Rep. Harwell remains committed to doing something about the structure, but at the moment sees no hope of achieving it without gubernatorial support.)

One thing clearly emerged during this process. The image of higher ed in general among legislators in this state is not good, and the image of faculty is even lower. This fact is further demonstrated by the introduction of a bill in this session stipulating that anybody who has served for 10 years in one or more of the positions of secretary of state, controller, treasurer, member of the governor's cabinet or cabinet-level staff would be eligible to serve as a campus or system president/chancellor provided that he/she had a bachelor's degree from an accredited university. We're not sure (yet) whether this is a serious proposal, but it speaks clearly to the lack of respect for higher ed.

There is only one cure for this problem. Individual faculty and existing AAUP chapters (as well as faculty senates) must make every effort to establish relationships with their legislators. Legislators are attuned to the interests of "their schools" in terms of wanting them to get their "fair share." But, with a few exceptions, they have little idea of how higher ed really works and see faculty as largely concerned about their pay and tenure. Unfortunately, as we all know well, when they do hear from their constituents (students and their parents) about specific faculty experiences, it's never the good side. The only way this image can be changed is if the legislators come to know some faculty members as real people. Phil and the APSU people have that kind of relationship with Joe Pitts. This is a model that needs to be replicated as much as possible. Otherwise the conference is wasting its money on a lobbyist, me or anybody else. The spring meeting is going to devote a session to a strategy for reaching out. In the meantime, we are going to see what we can do to minimize the damage that could emerge from the most recent legislation.

The Fall Meeting in Review at Austin Peay State University

We want to thank Dr. Phil Kemmerly and the APSU chapter for hosting the fall meeting. The facilities and other provisions were excellent. It was a pleasure to be welcomed to the campus by President Timothy Hall, an advocate of Shared Governance who recognizes the value of faculty.

The tenure panel featured an incredible group of faculty members with a wide range of experience: Gary Rhoades, General Secretary of the National AAUP; Jeffrey Berman, University of Memphis; Michael Bradley, Motlow State Community College; Norman Ferris, Middle Tennessee State University; Kenneth Scherzer, Middle Tennessee State University; Roy Silver, Southeast Kentucky Community and Technical College; and Pam Xanthopoulos, Jackson State Community College. Each brought valuable insight and stimulated lively discussion.

Gary Rhoades offered the opportunity for the membership to discuss a wide range of topics and receive feedback from a national perspective during the afternoon session.

Dr. Mary Burgan Challenges and Delights Faculty in Memphis

Faculty from institutions in Memphis and the Midsouth convened for the University of Memphis, 2009-2010 Marcus W. Orr Faculty Senate Lecture by Dr. Mary Burgan. She is the author of *What Ever Happened to the Faculty? Drift and Decision in Higher Education*. Dr. Burgan, who is professor emerita at Indiana University and a former General Secretary of the American Association of University Professors, discussed issues of shared governance and faculty involvement in university decisions in a talk entitled "A Perfect Union: Shared Governance in Higher Education." She opened and closed her remarks with quotes from Charles Dickens.

Dr. Burgan considers faculty governance to be a major issue in higher education in 2010, especially in times of economic downturn. She suggested in her lecture that "decisions can be cooperative without being inefficient and that debate can be vigorous without leading to impasse or unworkable compromise."

The event was held on Thursday, February 4th, followed by a reception and book signing. Mary Burgan is pictured below (center) between Jeffrey Berman, President of the Faculty Senate at the

University of Memphis and Delphia Harris, President of the Tennessee Conference, AAUP.



Jeffrey Berman, Mary Burgan, Delphia Harris

Recognition of Long-term Members

During the spring meeting, we will take time to recognize our long-term members during lunch on Saturday. Please look at the list of honorees below and encourage them to come to the Spring Meeting so that we can celebrate their years of service. Chapters with members in the list are also encouraged to show your support of these members by sending a delegation to the spring meeting and holding a recognition event on your campus after your return.

Forty-Five Years

Eric H. Ellis, Univ. of the South

Forty Years

Otis H. Stephens, UT, Knoxville

Joel L. Cunningham, Univ. of the South

Marshall E. McMahon, Rhodes College

Twenty-Five Years

Peter C. Hodgson, Vanderbilt

Marshall C. Eakin, Vanderbilt

Nancy M. Goslee, UT, Knoxville

Thomas C. Hood, UT, Knoxville

Gloria L. Bonner, MTSU

David L. Rowe, MTSU

Marius M. Carriere, Christian Brothers University

Frederic M. Crawford, MTSU

John P. Zomchick, UT, Knoxville

Let's take time to celebrate our history and the perseverance of these faculty members as we prepare to take on the current challenges that we face.

Building Membership Takes Hard Work, Time, and Personal Contacts

Jim Williams, Middle Tennessee State University

For most of this century, I have served the Tennessee Conference of the AAUP as the chair of the Committee on Membership and Dues. Rightly so, many members may wonder what the committee does, or what I have learned in this post the past seven years.

First, the committee mostly has been just me because we have not had members until the past year or so. I hope the new chair will change this. Ideally, every chapter would have a member on the committee! Without a functioning committee, it has been up to me to prepare reports for conference meetings in which I tabulate membership ebbs and flows, note the seemingly ever-increasing dues, and suggest ways in which the generally downward trends might be reversed. In that vein, I am pleased that our membership has leveled off above the 500 mark, and has even risen a bit in the past few months. Another bit of good news is that dues increased only slightly in 2010, from \$1 to \$4 per year, depending on your membership category.

For the benefit of my successors on the committee and for my colleagues across Tennessee, let me offer a few words of wisdom that I have picked up at AAUP workshops and in several years of experience as a member of the AAUP:

- There are relatively few faculty colleagues out there who will join the AAUP simply because it is the right thing to do, or without being asked.
- For the rest, a good reason must be obvious for them to part with a hundred or two hundred bucks a year, or to renew their membership after the entrant period.
- That good reason could be a **vibrant chapter** that makes the AAUP immediately relevant, a **campus crisis** in which the AAUP may be of some help, or a **personal invitation from a respected friend or colleague**.
- The mission of all of us should be to help build vibrant chapters and to extend personal invitations to our colleagues to join the association. Have you discussed the AAUP with your new colleagues? Is the association visible and perceived as relevant on your campus?
- Building strong chapters, gaining new members as our older colleagues retire, and holding back the threats to academic

freedom and tenure is **hard work**. It wears you down while lifting you up. In that sense, it is a lot like teaching. Some will get it; some won't.

We have instituted a chapter building program to help chapters pay for membership activities. Some of us have traveled to other campuses to meet with fledgling chapters. No matter what part you play, we all have a role in protecting what we cherish about the academic life. So in 2010, I challenge each of us to persuade one colleague to join the AAUP, whether a graduate student or colleague with a part-time or fulltime appointment. Amid all the gloom and doom in Tennessee higher education now, wouldn't it be grand to see our AAUP membership grow to its highest level ever? It can be done, with your help.

Visit www.aaup.org for free membership promotional materials. Contact me at jhwillia@mtsu.edu for help or advice.

Tennessee Conference Committees

The conference is seeking additional members who will actively participate on each of its committees. The spring meeting will be a great opportunity for you to learn about the various committees and request to become a member of one. We seek broad representation from various institutions across the state in each committee. A list of the Conference committees follows:

Committee A (Academic Freedom and Tenure)
 Committee on Membership and Dues
 Committee on Part-Time & Non-Tenure-Track
 Appointments
 Committee on Government Relations
 Committee on College and University
 Government
 Committee on Junior and Community Colleges
 Committee on Status of Women
 Claxton Award Committee

Election

The election of conference officers for the 2010–2012 term, will be held electronically and will be concluded at the spring meeting. All persons who were nominated are included on the ballot. The use of electronic ballots insures that all members have the opportunity to vote and reduces costs so that conference funds can be used efficiently. This decision was made by the Executive Committee and announced in the September 2009 Conference Newsletter and at the Fall Meeting.

Chapter News

Constitutional Amendment

In order to facilitate electronic election, an amendment to the constitution is proposed to Article V: Section 2. The proposed text of the section reads as follows:

A Nominating Committee shall be appointed by the Executive Committee in the fall of each odd-numbered year. It shall identify one or two candidates for each Conference office (except past president). Conference members shall be invited to recommend candidates for consideration by the Nominating Committee, and the Nominating Committee shall be encouraged to select a slate of candidates that is diverse with respect to geography, gender, race, and type of institution. The nominating committee shall identify a person to develop the electronic version of the ballot. Provision will be made on the ballot for write-in candidates. The chair of the Nominating Committee, with the assistance of the current officers, will be responsible for e-mailing the link for the electronic ballot to all active AAUP members in Tennessee by March 1 of each even-numbered year, with a closing deadline for completion of the ballots not later than March 31. The electronic ballot count shall be e-mailed to the chair of the Nominating Committee and two other AAUP members designated by the Executive Committee. The candidates will be informed of the results of the election not later than April 30, with the new officers assuming their functions on June 30.

Travel Grants to the Spring Meeting

The following resolution was passed at the fall meeting to provide travel assistance. "Any campus that sends 4 or more faculty (broadly defined) individuals (2 of whom have never attended a state conference meeting) can be reimbursed up to \$200 from the state conference for expenses." A simple form expenses and names of meeting participants from the campus will be available at the spring meeting.

These updates are based on reports from local chapters.

Jackson State Community College

In fall, our chapter sent the JSCC administration a memo of "Six Critical Areas Needful of Administrative Attention." Three shared governance issues were included: development of our mission statement, the urgent revision of the faculty handbook (not updated since 2005), and adherence to the agreed-upon faculty evaluation plan. The necessity for clear, consistent, published policies for the tenure process (localizing TBR's 2004 policies); adherence to SACS-mandated faculty credentials for contingent faculty; and issues arising from combining the vice presidency for academic affairs with that of student services were also addressed. Some of these items have since been resolved; some linger.

Now this spring, sixteen faculty are up for tenure—almost twenty percent of our fulltime colleagues. Many have far exceeded the required five years of teaching service at JSCC. They are seeking tenure while the number of fulltime faculty is at a longtime low due to buyouts and reassignments, while the ratio of contingent-to-fulltime faculty is at an at-time high, while the ratio of teaching faculty-to-non-faculty fulltime employees is declining, while demand for classes is high, and while enrollment is up significantly. Thus, we hope the next edition of this newsletter will have our report that these colleagues have been awarded the tenure they have for years worked toward.

University of Tennessee, Knoxville

The UTK Chapter of the AAUP hosted an open meeting with our new Chancellor, Jimmy Cheek, in fall semester 2009, and has been active in reconstituting Committee A in response to cases brought to us. Our concern over the "Complete College Tennessee Act of 2010" has led the Executive Committee to set up a meeting with one of our state senators, Jamie Woodson, who sits on the Joint Education Committee. We remain committed to growing our membership, and to serving as a resource for faculty who are going through the Faculty Senate appeals process, normally following negative tenure decisions or dismissal after cumulative performance reviews.

Conference Officers

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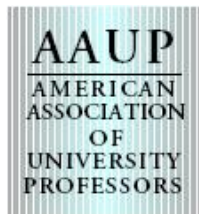
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About the Chapter Service Program

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 for help and services in the following areas:

- Recruitment and retention of members
- Tenure and academic freedom
- Faculty governance
- Chapter leadership training
- Conference web site
- Attorney referral list
- Economic welfare of the professoriate
- Lobbying activities



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