

**Joint Meeting of the Tennessee and Kentucky Conferences of the
AAUP
Saturday, April 20, 2013
Avon Williams Campus of Tennessee State University in Downtown
Nashville**

As previously announced, the spring conference of the Tennessee Conference is this Saturday in Nashville. All AAUP members and guests are invited to attend and participate.

Location: The Avon Williams Campus is located at 330 Tenth Avenue North in downtown Nashville, a few blocks from the state capitol and just off Interstate 40. For more information and directions, please visit the TSU web site here: <http://www.tnstate.edu/campusmaps.aspx>. Parking is available at the Avon Williams building or across Charlotte Avenue in the state employee lots (which are open on weekends for anyone). Once at Avon Williams, proceed to Training Room 2. *Please do **not** go to the TSU main campus for this meeting!*

Time: The meeting will begin at 12:30 p.m.

Program:

12:30--Greetings from new TSU president Dr. Glenda Glover (if available) and Dr. Evelyn Nettles, Associate Vice President of TSU for the Avon Williams campus.

12:45--Discussion of issues in higher education in Tennessee and Kentucky with Dr. Rich Rhoda, Executive Director of the Tennessee Higher Education Commission, and Mr. Bob King, President of the Kentucky Council on Postsecondary Education.

Followed by presentations and roundtable discussion by Tennessee and Kentucky faculty about the present and future state of online education.

At approximately 3 p.m., the conferences will break for separate business meetings.

Registration: There is no need to register. There is no fee to attend the meeting.

Professor Norman Ferris from MTSU has been duly elected by a vote of 27 to 0 to represent the Tennessee Conference at the Assembly of State Conferences meeting in Washington in June. Professor Ferris will be honored at the annual meeting for his fifty years of membership in the AAUP!

The Tennessee Conference of the AAUP seeks nominations for a delegate to attend the annual meeting of the association in Washington, DC, from June 12-16, 2013.

The highlight of the **Annual Conference on the State of Higher Education** will be **four days of presentations by faculty members and administrators** from around the country. The presentations begin Wednesday, June 13, and continue through Saturday, June 15. **Issues** to be addressed include: the role of faculty in institutional decision making; collective bargaining in higher education; faculty working off the tenure track; assessment and accountability; the corporatization of teaching and research; academic freedom; the twenty-first century curriculum; MOOCS and online education.

Complete information about the conference and annual business meeting may be found at <http://www.aaup.org/event/annual-conference13>.

The Tennessee Conference will pay the expenses for the duly-elected delegate to attend the conference and business meetings. *This is a wonderful opportunity for a member to become more acquainted with the work of the AAUP and to prepare for leadership of the state conference.*

Nominations are now being accepted. Please read the following paragraph carefully:

The election process is governed by federal law [29 C.F.R. § 452.99]. Nominations may come from any member of the AAUP in Tennessee. Nominations should be sent via email to the conference secretary, Dr. Jim Williams, at jim.williams@mtsu.edu. You may nominate yourself. Please verify the willingness of anyone you nominate to attend the meeting for its full length and to fulfill the functions of the delegate. **Deadline to receive nominations is Friday, March 29, 2013, at 11:59 Central Time.**

Notice of election: Federal labor regulations require that a notice of election be provided to each member at least fifteen calendar days before the delegate election. Therefore, **notice is hereby given to the members of the AAUP in Tennessee that the election for the conference's delegate to the Assembly of State Conferences will take place by electronic balloting system from April 8 to April 15, 2013. All members will receive ballot instructions via email on April 8.**

Please direct all inquiries about the nominating process and election to Jim Williams.

Sincerely yours,

Dr. Jim Williams
Secretary, Tennessee Conference of the AAUP
jim.williams@mtsu.edu
(615) 898-2633

**URGENT LEGISLATIVE ALERT----YOUR ACTION NEEDED
TODAY!**

**Senate Education Committee to Consider "Higher Education Equality Act"
Wednesday, February 13, at 3 p.m. (details below)**

Bill would end efforts to achieve equality of opportunity at state higher education institutions

The Tennessee Board of Regents has supplied the following information for AAUP members in Tennessee:

Tennessee State Senator Jim Summerville (Dickson) has filed several bills that affect the state's ability to have diversity or affirmative action programs. The bills are summarized as follows:

SB0007 – Prohibits state government entities from compiling and keeping statistics data by race, gender, or ethnicity unless specifically required by federal law or court order; requires state government entities to identify all laws that contravene this prohibition and to propose legislation to eliminate such laws

SB0008 – Enacts the “Higher Education Equality Act” to prevent institutions of higher education from granting preferences based on race, gender or ethnicity to students, employees or contractors.

SB0011 – Prohibits directors of schools from giving candidates for employment preference based on race, gender or ethnicity.

SB0014 – Prohibits granting a preference based on race, gender or ethnicity when hiring to fill a position in state government.

SB0042 –Enacts the “Tennessee Civil Rights Initiative Act”

SB0043– Prohibits state funded scholarships, grants, loans, or other financial aid from being awarded to students at public institutions of higher educations based on race, ethnicity or gender.

SB0046 – Prohibits public institutions of higher education from employing or assigning the duties of a diversity officer.

SB0450 – Removes preferences from present law that are based on demographics

SB1177 – Prohibits schools from discriminating or demonstrating a preference in hiring of any candidate based on race, gender or ethnicity

SJR0034 – Constitutional Amendment prohibiting discrimination and preferences in state government.

As of this writing only SB0008 (highlighted above) has a House sponsor and **this bill will be up for vote in the Senate Education Committee on Wednesday, February 13 at 3:00 p.m. CST – Legislative Plaza Room 12.** At this time our efforts are focused on being able to fully articulate the detrimental consequences to the state – both intended and unintended - of passing this bill. We understand from some that Ward Connerly is expected to attend and to perhaps give testimony.

WHAT CAN YOU DO?

- **Attend the hearing and let your voice and presence be heard**
- **Call your state senator NOW. Members of the Education Committee are listed below, but ALL senators need to know your thoughts on these bills. To find contact information for your legislators, visit <http://www.legislature.state.tn.us/senate/members/>.**
- **Write an op-ed or letter to the editor or blog post to your local newspaper. The TBR offers a draft op-ed, below.**
- **Educate your colleagues and students about these efforts.**

Senate Education Committee Officers

Delores Gresham (Somerville), Chair
Reginald Tate (Memphis), 1st Vice-Chair
Steven Dickerson (Nashville), 2nd Vice-Chair

Members

Charlotte Burks (Monterey)
Stacey Campfield (Knoxville)
Rusty Crowe (Johnson City)
Todd Gardenhire (Chattanooga)
Joey Hensley (Hohenwald)
Brian Kelsey (Germantown)

**Op/Ed Draft
Opposition to legislation that could impact diversity efforts
Feb. 8, 2013**

Legislation currently being considered by Tennessee's General Assembly could negatively impact public higher education institutions and keep them from providing programs and support related to diversity on our campuses.

Unfortunately, the result of the legislation would have the opposite effect it appears to imply. Rather than increasing equality for all, the legislation could curtail our efforts to increase the number of Tennesseans with post-secondary degrees and certificates – a priority clearly articulated by our state's leaders – and slow economic growth in our state.

For the past few years, we have been keenly focused on the goals of the Complete College Tennessee Act and now the "Drive to 55" degree attainment initiative supported by Governor Bill Haslam to increase the education attainment level of Tennessee's population. In order to attract more business and industry to our state, we must provide a more educated population and a more highly trained workforce.

To achieve those goals, we must be more successful with the students we currently enroll, and we must be more effective with the students that will come. We must do all we can to encourage success among the students who face the greatest challenges and who have historically been the least successful – underrepresented minority students, first-generation students, and low-income students. Simply put, we cannot reach our goals without also reaching out to serve a more diverse population. To do so, we need to be able to continue to track statistics on various demographic segments such as race, gender, ethnicity, income, family education levels, and more.

If schools, colleges and universities cannot offer programming and support to provide the additional encouragement, advisement and aid these students may need, the numbers won't change. Tennessee's educated workforce won't continue to grow, and our state's economic development efforts will suffer.

We don't establish our education programs in a vacuum. The result of these bills would affect our ability to take into consideration the efforts that would strategically result in a more diverse student body, and therefore a more diverse and global-minded workforce.

We developed many of our programs based on needs arising out of industry – we need more Hispanic teachers because demographics show there will be more Hispanic students. We need more male nurses because some patients feel more comfortable with a male nurse and as the healthcare industry continues to expand, we need more nurses in general. We need more women and minorities in STEM fields because we need more people in STEM fields, and women and minorities provide the greatest opportunity for growth to meet that demand. We are competing in a global marketplace. With a more diverse workforce, new products, scientific discoveries,

professional services and innovative solutions will be guided by a broader range of experiences.

But we shouldn't overlook the unintended consequences of these types of bills as well. They could eliminate gender preferences in athletic programs. Or remove institutions' ability to support student organizations that identify by gender or ethnicity like fraternities, sororities and religious groups. And they could impact scholarships, even those funded through private gifts, like the scholarship for a female who has experienced traumatic domestic abuse or one designated for an Eagle Scout.

Diversity enhances our democracy through experiences in education when students learn from others whose cultures, experiences and perspectives are different. It makes Tennessee's workforce stronger and America's workforce more competitive as a nation when students are better prepared – not only for the jobs of tomorrow – but for the global environment that represents the marketplace in which we now all compete.

Maintaining diversity and providing support to individuals or groups based on a variety of characteristics benefits our entire state. Our focus is not to raise one group up above another, but to educate all Tennesseans and to give all groups an equal opportunity to rise to success. That is our basic responsibility.