

### **Meharry Medical College Votes No Confidence for President**

The Tennessee State Conference of the AAUP, together with the National Office, has worked with faculty members at Meharry Medical College over growing concerns over academic freedom faculty governance at that institution. On June 4<sup>th</sup>, the Faculty Senate voted no confidence in President John Maupin by a margin of 45 to 5 with 15 abstentions. The vote came after 13 professors were terminated and a number of others found their contracts restructured with substantial reductions in salaries. Tony Blasi, Lewis Laska, and Kenneth Scherzer held an initial meeting with some faculty members followed by a second meeting the day prior to the non-contest vote with Tony Blasi, Laurie Ann Ramsey, and Kenneth Scherzer.

As Vice President for Private Institutions for the Conference, Laurie Ann Ramsey gathered information from faculty members and from the Faculty Handbook which suggest broad violations of Redbook policy. These allegations include: Series I-Tenure appointments where members are "tenured" for a ten year period at the end of post-tenure review after nine-years; the use of ten-year contracts; faculty members who have been employed twenty even thirty years without being tenured; and linkage of up to half of salaries to outside funding. On the basis of these allegations, Prof. Ramsey sent a letter to Bob Kreiser, Associate Secretary of the Committee of Academic Freedom, Tenure, and Governance, requesting that the national staff initiate an investigation of Meharry Medical College. Under AAUP policy, national staff investigation can lead to the appointment of an outside committee to investigate allegations and a report calling for censure by the AAUP annual meeting. On July 2, thirteen members of the faculty whose contracts were not renewed were put on administrative leave and told to vacate the campus by 5 p. m., July 3. This included the faculty member who had invited AAUP to campus. Five of the professors responded with a threat of a lawsuit and hired an attorney. In response, the administration backed down partially, saying that all the professors could go at their leisure. According to a report in the *Nashville Tennessean*, the university attorney denied the threat of legal action or public pressure had anything to the change.

### **National AAUP and State Conference Support Lemoyne-Owen Faculty in Unionization Effort**

The Tennessee State Conference, at its April 12 meeting, pledged its support and voted to give \$1,000 to support legal expenses of faculty at Lemoyne-Owen College in Memphis to win union recognition from an abusive administration. The state conferences and the Association of State Conferences are both have awarded grants to Prof. Harold M. Curnutte to cover costs for the 2003 Summer Institute in New Mexico.

The faculty successfully formed a union under the National Labor Relations Act but the administration has persisted in fighting the NLRB ruling. Marcus Harvey of the national AAUP has assisted in their efforts and the faculty organization has chosen to affiliate itself with the collective bargaining organization of the AAUP. Other collective bargaining chapters of the AAUP contributed as much as \$5,000 from their coffers in support. The webpage of the national AAUP contains the following statement by Cheryl Goldin, the President of the Lemoyne-Owen:

"As President of the Faculty Organization (AAUP) at LeMoyne-Owen College, a historically black college in Memphis, Tennessee, I seek your support. Although a commitment to the principles of social justice and democracy should lie at the heart of what our College does, we-the faculty at LeMoyne-Owen-find ourselves engaged in a campaign to bring our administration into conformity with these very principles.

"On September 4th, 2002, LeMoyne-Owen faculty members voted overwhelmingly (43 for; 4 against; 2 challenged ballots) in a secret ballot election conducted by the National Labor Relations Board to elect the Faculty Organization as their collective bargaining representative. Since that time, however, the administration has steadfastly refused to recognize the right of its employees to designate their own representative and has chosen instead to squander tens of thousands of dollars on legal challenges to our right to bargain.

"To date, the Faculty Organization has fended off these challenges, but the toll of this course of action-both on faculty morale and the economic health of the school-has been high. We think it is a profound mistake for an institution that holds out the promise of socio-economic advancement to our students to manifest precisely those same behaviors that have worked against equity and justice in this country for so long."

At the National Meeting of the AAUP in Washington, D.C., Ariel Anderson read the following letter that AAUP President Jane Buck had received from Dr. Golden:

“On behalf of the Faculty Organization of Lemoyne-Owen College, please accept my thanks for the tremendous contributions you and AAUP have made to advance our efforts for union recognition. As you know, we have survived numerous appeals; yet, our College continues to fail to recognize us as the collective bargaining agent for the faculty. We have found our circumstances to be incredible—after six legal challenges we just knew that we would be at the bargaining table. Yet, for whatever their reasons, our Board and our president persist. By this time, the morale of the faculty would have been at an all-time low had we not received collegial and financial support from AAUP. Several of us were already members, yet we had no idea what resources would be made available to us once we became members of the Collective Bargaining Congress. Since AAUP field representative Marcus Harvey made the initial contact about nine months ago, our motivation and focus for the political campaign came to fruition. Who would have imagined the results? Funds for our political campaign, innovative strategies, regular and frequent consultation, and more recently, an incredible presence on AAUP’s website—these outcomes have exceeded our imagination. Recently, in an all-college meeting, our president admitted that he had already received contact from four college presidents, raising questions about the administration’s relationship with the faculty. Certainly, this would not have happened had our issues remained locally known. But, when 40 became 40,000—well, the impact of that number had immediate results. Our president insists that the current legal challenge will continue to fruition. Whether it does or not, we believe that the point has been made.

“Thank you for all that you have done to further our efforts, and to advance the principles of shared governance and social justice for colleges and universities everywhere.”

The AAUP webpage has an electronic petition of support at: [www.aaup.org/Issues/HBCU/pet.htm](http://www.aaup.org/Issues/HBCU/pet.htm).

### **TENNAAUP Listserv**

The lively, sometimes contentious, listserv is an unmoderated mode of communicating with other AAUP members and colleagues across Tennessee. You can subscribe at: [listserv.utk.edu/archives/tennaaup.html](http://listserv.utk.edu/archives/tennaaup.html).

Subscribers wishing change settings on their mailings will also find instructions which allow them to receive mailings in digest form, turn off mailings while they are out of town, or find archive of previous postings.

### **Members to Attend Summer Institute**

On July 24-27, Harold Curnette, Assistant Professor of Business Administration at Lemoyne-Owen College and Philip F. Ganter, Associate Professor of Biology, Tennessee State University will be attending the 2003 Summer Institute at the University of New Mexico. Both are recipients of scholarships from the Assembly of State Conferences and will also be supported by the Tennessee State Conference of the AAUP. The Tennessee State Conference will also support Pat Papachristou from Christian Brothers University and a representative from Lemoyne-Owen College to attend.

The Summer Institute offers a variety of workshop topics, such as The Effective Faculty Handbook, Higher Education Data and Research, Chapter and Conference Leadership, and Strategic Communications. For members of unionized chapters like Lemoyne-Owen, there will be sessions on Contract Negotiations and Developing Shared Governance. There will also be seven seminars addressing topics such as: What They’re Saying About Us: The Higher Education Organizations Take on the Faculty; Sexual Harassment on Campus; and Academic Work and Family Responsibility.

### **AAUP Fall Governance Conference: Making Teamwork Work**

The AAUP will hold its annual governance conference at the University Place Conference Center and Hotel in Indianapolis, Indiana on October 9-11. The conference brings together faculty members and administrators to explore the special challenges they encounter working collaboratively. This year’s conference will extend over three days. The first day, convened at NCAA headquarters, will be devoted to the issues of collegiate athletics; the following two days will continue the athletics theme and expand to include more general issues of the faculty role in shared decision making. Some of the proposed topics include: the appropriate shape of college sports, the Title IX controversy, and the faculty status of coaches. Among the featured speakers at the conference will be Myles Brand, President and Chief Executive of the NCAA and former President of Indiana University, and William G. Tierney, Wilbur-Kieffer Professor of Higher Education and Director of the Center for Higher Education Policy Analysis, Rossier School of Education, University of Southern California. For further information, check the AAUP website: [www.aaup.org/events/03gov.htm](http://www.aaup.org/events/03gov.htm).

## Conference Web Site

The address of the Tennessee Conference web site is [web.utk.edu/~glenn/AAUP.html](http://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](mailto:glenn@utk.edu) or Kenneth Scherzer at [scherzer@mtsu.edu](mailto: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](http://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.

## 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

Austin Peay State University  
Christian Brothers University  
East Tennessee State University  
Lemoyne-Owen College

Meharry Medical College  
Middle Tennessee State University  
Motlow State Community College  
Nashville State Technical Institute  
Southwest Tenn. Community College  
Tennessee State University  
Tennessee Technological University  
University of Memphis  
University of Tennessee, Knoxville  
University of Tennessee, Memphis  
University of the South  
Vanderbilt University

Peter Stoddard  
Pat Papachristou  
Diana Mozen  
Cheryl Golden

Charlotte Walker  
Jeremy Stahl  
Kate Lapczynski  
Art Ward  
Jerry Atwood  
Anthony Blasi  
Sharon Whitney  
Robert Frankle  
Misty Anderson  
Ronald Sommer  
Scott Wilson  
Larry Soderquist

StoddardP@apsu.edu  
ppapachr@cbu.edu  
mozend@access.etsu.edu  
cheryl\_golden@  
nile.lemoyne-owen.edu  
Juneday@earthlink.net  
jstahl@mtsu.edu  
klapczynski@mscc.edu  
ward\_a@nsti.tec.tn.us  
jatwood@stcc.cc.tn.us  
blasi3610@cs.com  
swhitney@tntech.edu  
rfrankle@memphis.edu  
misty@utk.edu  
rsommer@utm1.utm.edu  
swilson@sewanee.edu  
lsoderqu@law.vanderbilt.edu

## Officers and Committee Chairs

### PRESIDENT

Kenneth A. Scherzer, MTSU  
Scherzer@mtsu.edu

### VICE PRESIDENT FOR PUBLIC INSTITUTIONS

Richard Gildrie, APSU  
gildrier@apsu.edu

### VICE PRESIDENT FOR PRIVATE INSTITUTIONS

Laurie Anne Ramsey, Univ. of the South  
lramsey@sewanee.edu

### SECRETARY-TREASURER

Gilbert Fernández, Tennessee Tech  
gfernandez@tntech.edu

### IMMEDIATE PAST PRESIDENT

Norma Cook, UTK  
ncook@utk.edu

### CHAIR, COMMITTEE A

(Academic Freedom and Tenure)  
Lewis Laska, Tennessee State Univ.  
llaska@verdictslaska.com

### CHAIR, COMMITTEE ON MEMBERSHIP AND DUES

James H. Williams, MTSU  
jhwillia@mtsu.edu

### CHAIR, COMMITTEE ON PART-TIME & NON-TENURE-TRACK APPOINTMENTS

Robert Frankle  
rfrankle@memphis.edu

### CO-CHAIRS, COMMITTEE ON GOVERNMENT RELATIONS

Katherine Osburn, Tennessee Tech  
KOsburn@tntech.edu  
Kurt Eisen, Tennessee Tech  
keisen@tntech.edu

### CHAIR, COMMITTEE ON COLLEGE AND UNIV. GOVERNMENT

Richard Gildrie, Austin Peay State University  
gildrier@apsu.edu

### CHAIR, COMMITTEE ON JUNIOR AND COMMUNITY COLLEGES

Jerry Atwood, Southwest Tennessee Comm. College  
jatwood@stcc.cc.tn.us

### CO-CHAIRS, COMMITTEE ON STATUS OF WOMEN

Linda Sammataro, UTK  
sammataro@utk.edu  
Cheryn Picquet, UTK  
dpicquet@utk.edu

### CHAIR, CLAXTON AWARD COMMITTEE

David Lee, UTK  
dlee@utk.edu



Ken Scherzer  
Department of History  
Middle Tennessee State University  
Murfreesboro, TN 37132