

# TENNESSEE

# CONFERENCE

July 2008

# NEWSLETTER

## The AAUP as a Valuable Resource During Tough Budget Times

Whether you are serving as a faculty member at a private institution or a public institution, this is a time of shrinking budgets. It is also a time when public interest groups are seeking legislation and other ways to impact the content and assessment of curricula in higher education.

What better organization to deal with these difficult issues than the AAUP who has been defining fundamental professional values and standards, establishing policies, and addressing issues in higher education since 1915. The AAUP is the vanguard of academic freedom, shared governance, and due process.

We are the face of the AAUP at our institutions and in the State of Tennessee. We must redouble our efforts as individuals, chapters, and as a conference to be vigilant and effective in maintaining AAUP principles and standards.

If you have concerns regarding specific actions or policies on your campus, then feel free to contact the President of the Tennessee Conference, AAUP. Her contact information is on the last page. She can provide an initial response and direct you to appropriate contact persons, if needed. The Tennessee Conference and the National Office have a wealth of experience in dealing with campus actions that have occurred.

Perhaps our greatest impact can be realized through a strong, visible presence on each campus and within the state. Our position must continue to be proactive. We must articulate effectively to campus administrators, boards, and legislators the tremendous resource that we bring to higher education. Our purpose is to

provide the structure and standards necessary to ensure higher education's contribution to the common good.

We must make it clear that the AAUP is not only a force to be reckoned with, but that it is also a powerful resource in facing the challenges faced by faculty and institutions in higher education.

In order to fulfill our purpose, we must all work together. We have veteran champions who serve in a variety of capacities within the Tennessee Conference. To them we say thank you. Thank you for your energy, your commitment, and the wisdom and expertise that you have used and continue to use on our behalf.

Yet, these few cannot carry the load for all faculty members in the State of Tennessee. For those of you who have not been active or have wondered how you might contribute to the effectiveness of the AAUP, you are now officially encouraged to examine your gifts and your passion for higher education. Consider how you can best contribute your talents and energy whether it be active support of your local chapter, establishing a chapter on your campus, or serving through the State Conference.

Throughout this newsletter, you will discover a range of possibilities for your involvement.

### Conference Web Site

The URL of the Tennessee Conference web site is <http://www.aaup-tnconf.org/index.html> . The site provides contact information for conference and chapter officers and committees, AAUP documents, and links to the National AAUP website. Information for the web site can be sent to Jim Thompson at [brekkejt@charter.net](mailto:brekkejt@charter.net) or Delphia Harris at [df\\_harris@loc.edu](mailto:df_harris@loc.edu) .

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## Spring Meeting On Shared Governance Hosted by LeMoyne-Owen College

By Markell Alexander, Student  
LeMoyne-Owen College



Faculty and administrators across the region participated in a two-day conference that addressed shared governance March 28 and 29. The conference, themed “The Road to Shared Governance,” was hosted by the LeMoyne-Owen College Faculty Organization and The Tennessee Conference of AAUP (American Association of University Professors).

Dr. Delphia Harris, professor of Chemistry, was elected president of the Tennessee Conference of the AAUP at the meeting held in conjunction with the conference.

The event highlight was a panel discussion on the campus featuring faculty, administrators and board members. Most panelists agreed that an institution’s best interest is always principal.

Shared governance is a vehicle for campus-wide participation in decision-making, said Dr. James L. Armstrong, secretary of the LOC board of trustees. “This is a forum for active involvement by college employees and students that will be recognized and supported by the college administration,” he said.

Shared governance is not a process to supersede the authority of the president or the board of trustees, said President Johnnie B. Watson. “The main principle is when an institution as a whole is committed to a vision of the college mission, because participants in the shared governance process will be motivated to take on the responsibility to make decisions that affect the college/university as a whole,” he said.

“Shared governance utilizes the knowledge of the college and universities in planning and decision making and involves all efforts in the development of college policy.” said Dr. Glenn Howze, AAUP National Council representative. “This will foster a confidence that is extended to all other areas of responsibility within an institution’s departments and programs,”

Panelist Nathan L. Essex, president of Southwest Tennessee Community College, said that

this process is based on open communication, involving people with responsibility and accountability to the campus as a whole, and a structure for collaborative decision making.

Other panelists included moderator Katherine Buckman Gibson, chairman of the board, Buckman Laboratories, Dr. Jane Buck, professor at Delaware State University, and Robert E. Simpson, senior vice chair of the LOC board of trustees.

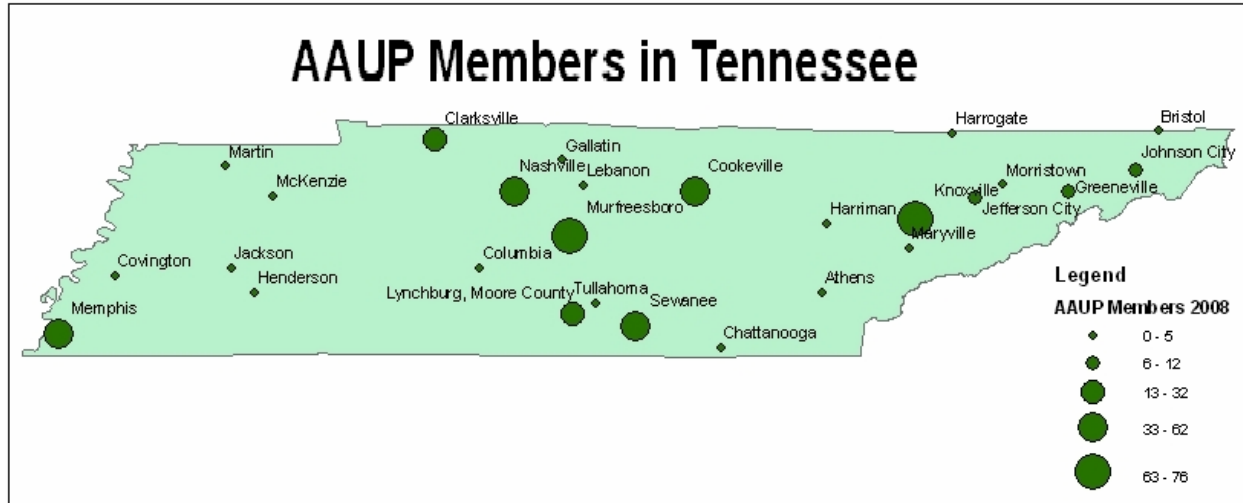
Conference participants attended an opening reception at the National Civil Rights Museum and a luncheon following the panel discussion hosted by President Watson. Dr. Cheryl Golden is the president of the Faculty Organization at LOC and Dr. Delphia Harris was the event coordinator.



### Proposed Change in Conference Constitution

The Executive Committee recommends that the conference office of Secretary/Treasurer be separated into two separate positions, Secretary and Treasurer. Our current Secretary/Treasurer, Dr. Pippa Holloway, prefers to serve as the Treasurer should this separation of offices be approved.

This is an official notice that a proposed revision of the Conference Constitution will be made available on the web site prior to the fall meeting. A vote of the membership present at the fall meeting will determine whether this recommended separation into two offices and the corresponding revision of the Constitution will be approved. Pending approval of the recommendation, a Secretary for the Conference will be appointed by the Executive Committee to serve the remainder of the two-year term of the current elected officers. We request nominations or self-nominations of persons who may be interested and effective in the position of Conference Secretary.



### Small Chapter Initiative

The report submitted by the Chair of the Committee on Membership and Dues, Dr. James H. Williams of Middle Tennessee State University, provided the current number of members by institution. Due to the number of institutions with small numbers of AAUP members, a recommendation was made that an informal sub-regional network of small chapters be implemented. Such a network could establish area meetings, collaboration, and joint chapter-building initiatives.

The data provided in the Membership Report was collated in terms of cities and towns. The resultant map, shown above, may provide guidance to those interested in forming sub-regional networks. If you or your chapter is interested in networking with other AAUP members in your area, please contact James Williams at [jhwillia@mtsu.edu](mailto:jhwillia@mtsu.edu) for assistance in contacting AAUP members near you.

### Locations of Upcoming Conference Meetings

The Fall 2008 meeting will be hosted by Motlow State Community College on Saturday, October 4. The meeting will be held on the campus near Lynchburg in Moore County.

The Spring 2009 meeting will be hosted by East Tennessee State University in Johnson city during March.

We thank both of these chapters for graciously agreeing to host meetings. The goal is to have specific locations and dates for all four conference meetings during the next two years published in the September newsletter and on the conference web site.

### Free Chapter Websites

The conference website is on an independent server and is not tied to a particular institution. There is room on the server to house chapter websites if you so desire. If your chapter is interested in having a free website on the conference server, please contact Jim Thompson at [brekkejt@charter.net](mailto:brekkejt@charter.net)

### New Member Initiative

This fall, the national office plans to continue its outreach efforts to faculty across the country who are not members of the AAUP. This outreach will include e-mails addressing current issues in higher education, statements of the purpose and principles of the AAUP and an invitation to join with reduced membership dues for the first year.

An announcement should be sent to all chapter presidents by the national office early in the fall semester. The most effective means of communicating the benefits of AAUP membership to the individual and their campus is to coordinate communications from the local chapter and the conference with the e-mails sent by the national office. As you plan chapter building activities on your campus, please contact Delphia Harris at [df\\_harris@loc.edu](mailto:df_harris@loc.edu) and let her know how the conference can assist you in those efforts.

### New IRS Requirements for Chapters

Until this year, only chapters and conferences whose annual gross receipts normally exceeded \$25,000 were required to file the IRS Form 990. For

tax years beginning January 1, 2007, and all subsequent tax years, *all* AAUP chapters and conferences must file a version of the Form 990.

For those chapters and conferences with annual gross incomes of \$25,000 or less, an electronic “postcard” known as the 990-N must be filed. The filing website is at <http://epostcard.form990.org/>. Before the 990-N can be filed the chapter must have an employee identification number (EIN). If your chapter has never requested an EIN before, go to <https://sa1.www4.irs.gov/modiein/individual/index.jsp> or call (800)829-4933.

If you receive an error when trying to submit the 990-N it is likely that you need to call the IRS to set up a masterfile. If so, call (877)829-5500. Most chapters will likely be a 501(c)(6) (professional association).

Please note that if they realize that your chapter is a subsidiary of the National AAUP they may ask about a group exemption or state that you are required to have a letter from the national AAUP. There is no group exemption. No letter is required. Each chapter and conference must file independently.

Seven pieces of information must be on hand to file the 990-N: the official name of the chapter, EIN number, name and address of an official of the chapter, the type of nonprofit [ie. 501(c)(6)], the fiscal year of the chapter, and the gross income for the previous fiscal year of the chapter.

The filing deadline for the 990-N is four months and 15 days after the end of the fiscal year.

## National Meeting Update

The Ninety-fourth Annual Meeting was held in Washington, DC June 12-15. Delphia Harris was the Tennessee delegate to the Assembly of State Conferences and the National Meeting. She also served as the Faculty Organization, LeMoyne-Owen College Chapter delegate to the Collective Bargaining Congress.

### Reorganization

The recommendation to separate the AAUP into three organizations was approved. The AAUP will be the umbrella organization and will hold a 501(c)(6) status as a professional association. All dues will be received by the AAUP. The AAUP-CBC will hold a 501(c)(5) status as a union. The AAUP Foundation will hold a 501(c)(3) status as a charitable association. The Foundation will receive donations and gifts in support of the initiatives of the AAUP and AAUP-CBC.

The revised constitution of the AAUP-CBC was approved by the Collective Bargaining Congress. The revised constitution of the AAUP was approved in the National Meeting. These approvals make it possible to approach the IRS with the reorganization plan and seek approval.

The implementation of the reorganized structure will not take place until the IRS has approved the plan and the infrastructure of the AAUP is ready to handle the transition. Approval to implement the reorganization will require an additional vote by both the CBC and the National Meeting. It is estimated that the process will take approximately two years.

### Censure Actions

The University of New Haven has been placed on the Association’s list of censured administrations. This action is a result of the termination of the services of a faculty member who was in her eighth year as a full-time non-tenure-track lecturer. “AAUP-supported standards limit full-time nontenured faculty membership to appointments that are probationary for tenure and special appointments of brief duration.” Having served on a full-time basis in excess of seven years, the faculty member was entitled to the safeguards associated with a dismissal for cause.

Philander Smith College in Arkansas and Southern University at New Orleans were removed from the Association’s list of censured administrators.

## Resolutions from the Annual Meeting

[The two resolutions below were among those passed.]

### Campus Safety

The horrific shootings at Virginia Tech in April 2007 and at Northern Illinois University this past February, and the murders of students in separate incidents near the campuses of Auburn University, the University of Arkansas at Fayetteville, and the University of North Carolina at Chapel Hill in March, have prompted renewed efforts to keep our colleges and universities both safe and open. Among initiatives under consideration is legislation in several states that would allow any licensed gun owner to carry concealed weapons on campus. A 2004 Utah statute—strongly opposed by the University of Utah but eventually upheld by the state’s supreme court—bars the state’s universities from restricting the possession of firearms on their property. Colleges and universities closely control firearms and prohibit concealed guns on their campuses because they

regard the presence of weapons as incompatible with their educational missions. The Ninety-fourth Annual Meeting of the American Association of University Professors endorses the reliance of colleges and universities on trained and equipped professional law-enforcement personnel to respond to emergency incidents. We call upon state legislative bodies to refrain from interfering with decisions that are properly the responsibility of the academic community.

### **Academic Freedom and Teaching Evolution**

At its Ninety-first Annual Meeting in 2005, the American Association of University Professors adopted a resolution calling on “local communities and state officials to reject proposals that seek to suppress discussion of evolution in our public schools as inimical to principles of academic freedom.” Efforts to pass legislation specifically requiring the teaching of “intelligent-design” have generally been thwarted. However, several state legislatures, including those in Alabama, Florida, Louisiana, and Missouri, have recently taken up new proposals that purport to guarantee academic freedom and critical thinking in the teaching of science by ostensibly protecting—according to the Alabama bill—the right of teachers to critique “prevailing scientific theories” and the right of students to hold a “particular position on any views.” But the underlying purpose of these proposals is to make it possible to have “intelligent design” offered as an alternative to evolution. Such efforts run counter to the overwhelming scientific consensus regarding evolution and are inconsistent with a proper understanding of the meaning of academic freedom. It is for scientists and not legislatures to say what is science. The Ninety-fourth Annual Meeting of the American Association of University Professors therefore opposes, as have previous annual meetings, efforts by state legislatures to determine what scientific ideas should be taught in colleges and universities.

### **Chapter News**

These updates are based on reports from local chapters. Please send your chapter news to Delphia Harris by September 5<sup>th</sup> for inclusion in the fall newsletter.

#### **Austin Peay State University**

We have a new president and provost of the university. The executive committee sponsored a luncheon with them to get better acquainted and to

clarify our role on campus. We explained the distinct roles of the AAUP Chapter and the Faculty Senate. Both the Senate and AAUP understand that we are the “gate keepers” on Red Book Principles agreed to by the University. We were also able to demonstrate to the administration that we were open, reasonable professionals that could work with them in the future regarding AAUP issues. Mutual respect was established and subsequent contacts with them have been very positive.

The chapter, primarily through the president, has worked closely with the Faculty Senate in clarifying our role on campus. The senate president and the AAUP chapter president have discussed several issues this past spring.

#### **East Tennessee Chapter**

We have a new chapter president in Ken Silver from the Department of Environmental Health. Diana Mozen, from the Department of Kinesiology, Leisure & Sport Sciences, is stepping down to become secretary/treasurer. She will be attending the Summer Institute at the University of Rhode Island in July. We recently received the sad news that our beloved university president, Paul Stanton, will unexpectedly be retiring in March, 2009 due to health issues. He has been a wonderful proponent of shared governance since taking the position 11 years ago. He started here as a professor of vascular surgery in 1985 and has never forgotten the importance of academic freedom and shared governance. We have nominated him for the Claxton Award. We are looking forward to hosting the State Conference Meeting in the Spring.

#### **Faculty Organization, LeMoyne-Owen College**

The faculty now have two representatives on each board committee and two representatives to the Board of Trustees, all of which are elected by the faculty. This representation has been written into the Board bylaws. Interim President Johnnie B. Watson is a great proponent of shared governance. He has established two faculty positions on his cabinet. He also served as a panelist in the spring meeting on shared governance. We currently are conducting a search for a president. Faculty representatives are serving a critical role in that process.

Although we have not reached our expressed goal of negotiating a collective bargaining agreement, the Faculty Organization is recognized as the voice of the faculty. There is a sense among board members and administrators that the College has been strengthened by the leadership of the faculty.

## UT-Knoxville Chapter

The UTK chapter elected officers in fall 2007 and began regular meetings in spring 2008. Concern about shared governance and faculty participation in curricular decisions at UTK reached a crisis when the Interim Chancellor, Jan Simek, announced potential program closures in June, due to a shrinking university budget for 2008-09. Evaluation of these programs did not involve faculty input, and so the announcement demonstrated a neglect of AAUP policy as well as of UTK procedure, as outlined in the Faculty Handbook. On June 23, the Executive Committee sent an open letter to campus administration and faculty, with copies to the local media, stating our specific concerns and identifying the sections of the AAUP Redbook and the UTK Faculty Handbook that were ignored. Due to public outcry, particularly over the proposed elimination of the Audiology and Speech Pathology Department, the Board of Trustees decided to discuss the proposed program closures in October. The UTK chapter remains concerned that even this delay will not provide time for adequate review by the appropriate faculty committees, and we will continue to monitor the situation.

## Conference Officers

### PRESIDENT

Delphia Harris, LeMoyne-Owen College  
[df\\_harris@loc.edu](mailto:df_harris@loc.edu)

### VICE PRESIDENT FOR PUBLIC INSTITUTIONS

Pete Stoddard, Austin Peay State University  
[StoddardP@APSU.edu](mailto:StoddardP@APSU.edu)

### VICE PRESIDENT FOR PRIVATE INSTITUTIONS

Pat Papachristou, Christian Brothers University  
[ppapachr@cbu.edu](mailto:ppapachr@cbu.edu)

### SECRETARY/TREASURER

Pippa Holloway, Middle Tennessee State Univ.  
[phollowa@MTSU.edu](mailto:phollowa@MTSU.edu)

### IMMEDIATE PAST PRESIDENT

Anthony Blasi, Tennessee State University  
[blasi3610@cs.com](mailto:blasi3610@cs.com)

## Tennessee Conference Committees

The conference is seeking additional members who will actively participate on each of its committees. If you are interested in serving on one of the committees, please send an e-mail to Delphia Harris at [df\\_harris@loc.edu](mailto:df_harris@loc.edu) stating your interest. Include in the email the name of the committee and a brief statement of why you would like to become a member.

The Executive Committee will review the requests and appoint members to each committee in consultation with the respective chair. The list of 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

### 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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