

# VIRGINIA CONFERENCE

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Winter 2005

<http://www.aup-va.org>

## Building your AAUP Chapter

*"First they ignore you.  
Then they laugh at you.  
Then they fight you.  
Then you win." —Gandhi*

**By Thomas Guild**

In 1991, the University of Central Oklahoma AAUP chapter was small and weak. It had the bare minimum of seven members required to form a chapter and had an adversarial relationship with the university president, a recently appointed politician with no academic credentials. The institution had no authentic and meaningful shared governance, the campus faculty senate was timid and co-opted, and faculty salaries were neglected. In addition, the university's administration was on the AAUP's list of censured administrations — and had been for twenty-three years.

By 2004, UCO had a relatively large and effective AAUP chapter with seventy members. The chapter



*Dr. Guild will be the featured speaker at the annual meeting of the Virginia Conference of the AAUP on April 23 at Radford University.*

had just completed ten consecutive years of administering an evaluation of administrators; held regular meetings twice a year with the UCO president and provost; did an annual poll of its chapter membership to select goals for each academic year; had a regular monthly newsletter that was selected as the outstanding chapter newsletter in the nation; had convinced the university to adopt an extremely pro-faculty version of post-ten-

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*Spring Meeting of the*

### **Virginia Conference of the AAUP**

- 9:30 Executive Board Meeting (Closed Session)  
*Radford Room, Heth Hall, Radford University*
- 11:00 General Meeting (Open to the Public)  
*Radford Room, Heth Hall, Radford University*
- 12:00 Lunch, (RSVP) Sandwich Buffet  
*RU Faculty Club, Heth Hall, Radford University*
- 1:00 Featured Speaker: Tom Guild, President,  
AAUP Association of State Colleges  
*RU Faculty Club, Heth Hall, Radford University*
- 2:15 General Meeting (Open to the Public)  
*Radford Room, Heth Hall, Radford University*

## Building your AAUP Chapter by Thomas Guild (continued from p. 1)

ure review (the chapter initially opposed adoption of a PTR policy); had prevailed upon the university to adopt a faculty-friendly tenure and promotion policy, which included due process rights that would have been unimaginable a few years earlier; and had caused the university to reverse course and adopt a pro-faculty intellectual property policy.

During its thirteen-year journey starting in 1991, the chapter received the AAUP's Konheim Award as the outstanding chapter in the nation, and has become the largest chapter in the state and the backbone of the Oklahoma AAUP conference. The chapter leadership

put relentless pressure on the UCO administration and helped negotiate an end to the AAUP censure of the UCO administration that lasted a total of twenty-six years.

Those who say that you can't make a difference on your campus would have to ignore our experiences at UCO. All of these accomplishments were achieved without the benefit of collective bargaining, but through strong collective action. It takes a lot of hard work, creativity, continual membership recruitment, principle-centered leadership, and constant vigilance to succeed. Then, as Gandhi said, you win.

## Academic Freedom, National Security: themes for national meeting

AAUP National Meeting  
June 9-12, 2005  
Washington Court Hotel  
525 New Jersey Avenue, NW  
Washington, DC

The theme of the meeting will be concerns regarding threats and challenges to academic freedom during a time of heightened national security. Lisa Anderson, Dean of the School of International and Public Affairs, Columbia University will lend her perspective as a specialist in the Middle East. Allen E. Goodman, President of International Education, will address the meeting. Tariq Ramadan, formerly professor of philosophy at the College of Geneva and currently professor of Islamic Studies at the University of Fribourg will participate long distance from Switzerland. Professor Ramadan's visa was revoked by the U.S. State Department, preventing him from assuming his appointment

as Henry R. Luce Professor of Religion, Conflict and Peacebuilding at the Kroc Institute of Notre Dame.

For information and registration go to: <http://www.aaup.org>

If you wish to serve as a representative of the state conference contact Kay K. Jordan ([kjordan@radford.edu](mailto:kjordan@radford.edu)). If you are serving as a chapter representative, be sure that your chapter president sends in papers designating you as such.

### Capitol Hill Day

Every year, the AAUP National Meeting begins with a day dedicated to visiting senators and representatives to share the concerns of AAUP members regarding current legislation. If you are interested in joining the Virginia Conference delegation to this important event, please contact Brian Turner ([bturner@rmc.edu](mailto:bturner@rmc.edu)), Department of Political Science, Randolph-Macon College, P.O. Box 5005, Ashland, VA 23005.

## Stern-Greet Fund Contributions to Honor Mike Harris

The Conference is still accepting contributions to the Stern-Greet Fund for Justice in memory of Mike Harris, a long time AAUP activist who passed away last fall. Mike was a big supporter of the Fund, which provides money to help pay the legal bills of Virginia faculty who need assistance in defending their academic freedom or due process rights. Please consider adding

your contribution to others in honor of Mike.

Make your check out to Virginia Conference AAUP and write "Stern Greet Fund in honor of Mike" in the notes section, and send it to

Dr. Robert P. Webber, AAUP Treasurer  
Box 856  
Hampden-Sydney, VA 23943

## Why Latin Americanists should join the AAUP

By Brian Turner

Department of Political Science  
Randolf Macon College

The American Association of University Professors (AAUP) is the foremost faculty organization defending academic freedom and shared governance, fundamental professional values and standards for higher education, and higher education's contribution to the common good. Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities.

Currently, the AAUP is working in Washington and in our state capitals to promote faculty values and to resist those political forces that seek to limit academic freedom. Key issues and activities include:

**International Advisory Board.** Legislation introduced in Congress as part of the reauthorization of the Higher Education Act would create within Title VI an International Advisory Board that would have the power "make recommendations (to the U.S. Department of Education and to Congress) that will promote the excellence of (Title VI) international education programs and ... the development of such programs that will reflect diverse perspectives and the full range of views on world regions, foreign language, and international affairs." This legislation is inspired by those who would seek to direct academic investigation towards the support of United States foreign policy goals. As Latin Americanists, we should be deeply concerned with the defense of the high quality and independence of Title VI programs!

**International exchange** with foreign scholars and students. We all were concerned when the entire Cuban delegation was denied visas to attend the 2004 LASA conference. Many of our institutions have struggled with difficulties in attracting foreign students, including those from Latin America, given cumbersome and discriminatory requirements for obtaining visas. The AAUP Government Relations Committee recently adopted as one of its legislative priorities to work for fair and timely procedures for students and scholars



who seek visas to study, teach, or collaborate with researchers in the United States and resist administrative restrictions on publication and dissemination of scholarship.

**The National Meeting of the AAUP**, June 9-12 in Washington, will focus on Academic Freedom and National Security, with plenary speakers Lisa Anderson, Dean of the School of International and Public Affairs at Columbia University; Allan Goodman, President of the Institute of International Education; and Tariq Ramadan, Professor of Islamic Studies of the University of Fribourg. Dr. Ramadan was famously denied a visa at the last minute after he had accepted a position at Notre Dame University for this academic year.

### HOW YOU CAN JOIN THE AAUP

1. Visit the National website at:  
<http://www.aaup.org>
2. Contact your local Chapter President

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NOTE: *Brian Turner's article was originally written as a flyer to promote the AAUP to his colleagues in a professional organization. Please consider preparing a similar flyer for one of your professional organizations.*

## VRS retirees will need support from General Assembly

By **Ray Jirran**

Chair, Committee on Retirement Issues

I attended almost all of the Virginia Retirement System Board meetings as well as the summer retreat and reported on the same to President Kay Jordan.

The discussion at the March 23 Board meeting summarized the concerns my reports continually express. The Board discussion concerned the ability to pay future promised benefits. Members listed political entities

simply abandoning retirees.

The discussion was forced by UVA Professor Edwin T. Burton, III. The new Board Chairman, Paul W. Timmreck promised to take the Board concerns to leading Virginia State legislators. At this stage, as bills for retirees become due, the probability of the VRS remaining solvent is reasonable, but not without a strong partnership with the General Assembly.

## AAUP needs your updated home and email addresses

**Janet Gerety**

AAUP Director of Membership

In 2005, AAUP will be implementing a new database and web site. The new database and web site will enhance our communications with members.

At the same time, we are moving as swiftly as we can to bring AAUP's election procedures into conformity with relevant regulations. Thus, we are requesting all members provide their home mailing address and email address.

There are three easy ways to send this information.

1. Go to <http://www.aaup.org/asp/chgaccess.htm> and enter your membership number which will enable you to add your home addresses and email.
2. Send an email to [ajames@aaup.org](mailto:ajames@aaup.org) with your name, membership id number, home mailing address and email address.
3. Call 1-800-424-2973 and ask for the membership department. Our membership services representatives are happy to assist you.

## Make Plans for the AAUP Summer Institute

AAUP Summer Institute

July 21-24, 2005

University of New Hampshire

This year's Summer Institute will be held at the University of New Hampshire. The Institute is a wonderful opportunity to meet the officers of the AAUP, the Association of State Colleges, and the Collective Bargaining Congress as well as the staff. Meeting on a college campus provides special opportunities for bonding and sharing experiences and insights with AAUP members from around the country. The program will include:

- Situation specific strategic planning skills
- Data analysis and statistical information
- Tried and true nuts-and-bolts expertise
- A diverse array of collaborative contacts
- Engaging workshops and seminars

Sign up now at: <http://www.aaup.org>

A limited number of scholarships are available:

Contact: Kay K. Jordan

Radford University

Radford, VA 24142-6943

[kjordan@radford.edu](mailto:kjordan@radford.edu)

*Legislative Report:***Higher Education Advocacy Day**

January 13, 2005 was Higher Education Advocacy Day at the General Assembly, and we had a total of 26 to 28 faculty lobbyists going to see their own delegates and senators as well as those on key budget or education committees. Mark Smith of AAUP national headquarters once again did an outstanding job of preparing faculty for the day's event. The event was coordinated jointly by the Virginia Conference of AAUP, the Faculty Senate of Virginia, and the VCU Faculty Senate. AAUP co-chairs were Brian Turner (Randolph Macon) and Pat Cummins (VCU).

Thanks go out once again to our conference president Kay K. Jordan, who both submitted a per capita grant and successfully solicited the AAUP Association of State Colleges for additional funding for the event. This was an onerous task, and it showed the level of commitment that we as a state organization have for this activity.

Thanks also go to AAUP chapter officer and VCU Faculty Senate President Judy Lewis, whose campus provided both a morning coffee and muffin service and a substantial box lunch, and Faculty Senate of Virginia President Robert Andrews, who made numerous visits to the Capitol over several days and who secured FSV funding for apples and other budget items. VCU AAUP chapter president Christina Turner, who also serves as an AAUP national officer, helped get out the word to local VCU faculty participants. Given the fact that this date fell during the first week of class for several institutions, it was particularly rewarding to see so many faculty engaged in lobbying activities on the 13th. Other faculty who could not attend wrote letters, sent e-mail messages, and made phone calls concerning position papers summarized below.

**Promotional materials**

Promotional materials were distributed by faculty lobbyists. We gave out an attractive blue canvas bag reading HIGHER EDUCATION written above a red map of the State of Virginia and INVEST AND GROW written below the state outline – letters were also in red so that we had incorporated both Democratic blue against Republican red. Other promotional items included a ballpoint pen with the words HIGHER ED-

UCATION INVEST AND GROW and an outline of the State of Virginia. There was also a red delicious apple, delivered by the teacher, not to the teacher this time.

**Position papers**

Red folders inside the bags included two position papers. The first addressed base adequacy funding and faculty salaries. We thanked legislators for the work they did last year and put it in the context of continuing progress as we encouraged them to make additional progress this year. The second position paper addressed the need for student support at both the undergraduate and graduate levels, and at both public and private institutions. It was put in the context of student retention and the importance of financial support to allow students to graduate on time.

**Activities prior to and after January 13**

Multiple e-mail invitations were sent to faculty of all 3 participating organizations to join in the efforts. Information on legislative initiatives and their current status were also sent to those groups. Visits by faculty to legislators in their home districts took place in December and January. E-mail invitations also were directed to legislators asking them to meet with faculty representatives on January 13. Co-chair Brian Turner sent thank you notes to legislators and to Mark Smith, and made special efforts to update members on progress of specific bills. Monitoring of bills was handled through a variety of methods: AAUP National Headquarters sent us updates, Faculty Senate of Virginia president Bob Andrews and other individual faculty lobbyists sometimes followed specific legislation and reported to the co-chairs the status of various bills, Brian Turner distributed collated reports.

**Future plans**

The advocacy effort succeeded in building on our continuing relationships between higher education faculty and state legislators. Most of the 26-28 participants who came to Richmond for the January 13 events saw an average of 4 to 5 legislators, with some seeing as many as 8. In some cases 2 or 3 faculty lobbyists visited offices together. The AAUP committee co-chairs and the FSV president visited several other legislators

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## Higher Education (Continued from p. 5)

or their aides on subsequent days. Over 90% of the legislators or their legislative aides have talked with someone about our position papers and have received one of our promotional bags and materials. Virtually all agreed that it is an event we will want to continue in the future.

Submitted by: Patricia W. Cummins. [pcummins@vcu.edu](mailto:pcummins@vcu.edu) Dr. Cummins is Co-chair, Committee on Government Relations for the Virginia Conference of AAUP and a member of the Faculty Senate of Virginia (Web site: <http://www.fsva.info/>)

She is also Co-chair of the VCU Faculty Senate Committee on Legislative and Statewide Relations and a Professor of World Studies at VCU.

### Virginia Conference Newsletter

The Virginia Conference of the AAUP newsletter is produced quarterly, printed electronically and distributed via email to members of the AAUP and others. It is a production of the Virginia Conference which is solely responsible for its content.

Inquiries, suggestions and ideas should be sent to Bill Kovarik, [wkovarik@radford.edu](mailto:wkovarik@radford.edu), Box 6929, Radford University, Radford VA 24142.

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will be named soon.

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## Adrift on a semantic fog, the AAUP voice is clear

By Bill Kovarik

Prof. of Media Studies, Radford University  
wkovarik@radford.edu

I realized I had to join AAUP one Thursday afternoon in 2003 in a spartan university conference room. A thick semantic fog was rolling in over yet another interminable Faculty Senate debate. This time it was shared governance. Yawn. I had brought along some grading to stave off the boredom.

Faculty at my school had been complaining for many years that procedures and committees had been shuffled to exclude them. Right. What else was new?

But soon I realized that we wouldn't be sleeping through this debate. A local news crew arrived, and then another one. They had been invited by the administration. TV cameras started rolling. Voices across the room belonging to mid level administrators and their flacks raised up on cue.

Shared governance? Absurd. Why not just

hand the university over to these wild-eyed rebels, these outlaws of the professoriate?

Shared governance? This was nothing less than a referendum on the university president.

It was an astonishing slight of hand. We had started off talking about a complex collaborative problem. We were actually willing to take on more work. Then suddenly the debate had become a simple referendum on loyalty –

ties on one side, whigs on the other. The bovine gaze of the TV cameras would record the division. We knew exactly how it would play on the evening news: Faculty rebelled today (or did not rebel today) against their university president. Nice choice.

Outmaneuvered and adrift in the semantic fog, I had to wonder what desert island this faculty senate would

wind up on.

But there was one voice that could not be ignored. It cut through the fog like a clean brass bell on harbor buoy.

"I'd like to point out that shared governance is part of a centuries old tradition," an AAUP representative said in a tone that carried a surprising amount of clarity and weight. "Shared governance has long been accepted in American universities. Even the Association of Governing Boards of Universities and Colleges, an organization to which our university administrators belong, agree with the AAUP that there should be full opportunity for appropriate joint planning and effort."

There was more, of course, but the thought that struck me at that moment was that I had been a fool. I should never have been caught off guard by simplistic maneuvering.

If you've spent your life becoming an expert in a narrow academic field, like most professors, it's not

always easy to take your bearings in these larger educational debates. What's right? What's usual? Where do you look for standards? We never took a course in that.

Peter Marshall, the Chaplain of the US Senate, once prayed for "clear vision, that we may know where to stand and what to stand for—because unless we stand for something, we shall fall for anything."

I realized in that moment that, in a university, AAUP is where we go to stay in touch with time tested traditions. It is the standard. You don't have to fall for fake appeals to "loyalty" or for "collegiality" or for a more "business-like" structure. You don't have to be a doormat for administrators who insist on unquestioned obedience.

But you do have to know where to stand, and what to stand for.

*"I'd like to point out that shared governance is part of a centuries old tradition," an AAUP representative said in a tone that carried a surprising amount of clarity and weight.*