

American Association of University Professors
UTK Chapter, Executive Committee Meeting
April 16, 2008
University Center, room 218

Richard Strange (president) called the meeting order at 2:35 p.m. Members present: Norma Cook (vice president), Tom Hood (treasurer), Laura Howes (acting secretary), Suzanne Kurth, Loretta Price.

The minutes for March 26, 2008 were approved with minor amendments.

Old Business:

Norma Cook announced that she will step down as vice president. Members discussed possible replacement candidates for the Executive Committee, and, according to current bylaws, agreed that a replacement member could be appointed, rather than elected. As noted previously, the current Executive Committee will stay on into 2008-09 because of the late election in 2007-08. Laura Howes will follow up with the possible candidates.

Richard Strange reported on his e-mail correspondence with Susan Martin, Senior Vice Provost, regarding the availability of past faculty evaluation manuals online. The current manual is available online. Her response (included here as Appendix A) acknowledges two earlier versions (1999, 2005) and states that changes made to the 2005 version are included as Appendix D in the 2006 version. She also states that it is confusing for all versions to be present simultaneously on the web site, and that print copies are kept on file. Linda Silvers should be sending AAUP copies of the older manuals. Members decided that these should be donated to the Hodges Library to assure safe-keeping and ready access for all faculty members.

One member noted that a thorough review of all three manuals might reveal more changes than expected. Another member queried whether new evaluation rules should apply to all faculty, regardless of when they were hired, as is implied by Provost Martin's response, or whether a faculty member should be evaluated according to the manual in effect at the time of his or her hiring.

Members discussed the fact that faculty work without contracts at UT, only appointment and tenure letters. Contingent faculty also receive appointment letters, not contracts, and members felt that a fall program on contingent faculty issues might be in order. The Association of Women Faculty held such a program in 2006-07, during which several instances of unfair practices were shared by participants.

Gender bias in salary and support services would also be a timely topic, as members noted a salary gap between men and women at UT that is not closing. Possible co-sponsors for the program would include the Commission on Women, the Faculty Senate, and the Association for Women Faculty. Bringing in outside legal experts to discuss the nature of institutional gender bias and the successful lawsuit filed against MIT could

make for a dynamic discussion with UT faculty (Lou Gross and Cheryl Travis were mentioned as possible UT speakers).

Laura Howes reported on the co-sponsored event with the Association of Women Faculty, at which Dr. Rita Geier spoke. At that event, several current members approached her with questions about what the chapter is doing currently, and she felt that better communication with our members is essential. She volunteered to get an updated member list from the national office over the summer, and to work on an e-mail distribution list of all members.

Laura Howes also reported that she had received membership materials from the national office, which will be ready for use in a fall membership campaign.

New Business

Members agreed that a summer retreat meeting would benefit the AAUP as it seeks to move forward at UT. No date was set.

The meeting was adjourned at 3:35 p.m.

Respectfully submitted by Laura Howes, acting secretary.

Appendix A

----- Original Message -----

> From: Martin, Susan D

> To: Richard Strange

> Cc: Silvers, Linda Ann ; Holub, Robert Charles (Bob)

> Sent: Friday, April 04, 2008 11:29 AM

> Subject: RE:

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> Richard,

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> The Provost did ask me to respond and I am sorry not to have done so. There are two earlier versions, the 1999 version, the 2005 version which first incorporated the changes necessary to conform to the newly issued Faculty Handbook, and then a 2006 version.

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> I am copying this message to Linda Silvers to see if she has copies of the earlier versions. I know we maintain copies in our files for archival and reference purposes. For your information, the changes to the 2005 version are included in Appendix D of the 2006 version and are also probably in the minutes of the Faculty Senate.

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> While I believe we have a duty to maintain copies of the earlier Handbooks and Manuals, and I believe the Faculty Senate and AAUP should also do this, I am reluctant to keep the older versions on the web site or at least to keep them in the same location as the current versions of the documents. We have already had instances of confusion as between versions and frankly, it does become confusing to have multiple versions on the web site. I would be happy to discuss further, however.