

The IOWA ACADEME

NEWSLETTER OF THE IOWA CONFERENCE OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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Greg Scholtz, Editor

Author and AAUP leader Mary Burgan to keynote fall Iowa Conference meeting

The Wartburg College chapter of the AAUP will host the fall meeting of the Iowa Conference on Saturday, September 29, beginning at 9:00 a.m. The meeting will feature as its keynote speaker former AAUP general secretary Mary Burgan, whose remarks are entitled "Higher Education and Politics: From the NEH to the U.S. Office of Education."



Burgan

Burgan served as the AAUP's top staff person from 1994 until she retired in 2004. Before her appointment as general secretary, Burgan

was professor of English at Indiana University, where she taught from 1964 to 2004. She also held several administrative posts at the university including associate dean of the College of Arts and Sciences and chair of the English Department. She was active in faculty governance and was elected leader of the Bloomington and University Faculty Councils.

Her scholarly publications include many articles, reviews, and lectures. Her writing encompasses broad areas, including nineteenth-century English and American literature, children's literature, women in literature, and nineteenth-century social history. She also has written extensively on professional issues arising from her experience as

department chair, her work with disciplinary organizations, and her ten years as general secretary.

In 2006 Johns Hopkins published her provocative book on the marginalization of the faculty in American higher education: *Whatever Happened to the Faculty? Drift and Decision in Higher Education*.

The Iowa Conference meeting will take place in the McCaskey Lyceum of the Saemann Student Center. For directions to the campus, see <http://www.wartburg.edu/visitors/directions.html>. For parking and campus maps, see <http://www.wartburg.edu/tour/map.pdf>. For additional information, please contact chapter vice president Josef Breutzmann at josef.breutzmann@wartburg.edu.

Join Wartburg AAUP for dinner

On the evening before the Iowa Conference meeting (Friday, September 28), at 6:00 p.m., Wartburg AAUP will be holding a faculty dinner in the Castle Room of the Saemann Student Center at Wartburg College. *All Iowa AAUP members—and friends—are welcome.*

After dinner, Mary Burgan will talk about "Service in the Academy."

The cost for the three-course dinner (with a main of crusted chicken breast), including beverages, tax, and tip, is \$16. To reserve your place(s) at the table, please e-mail chapter treasurer Paul Hedeem at paul.hedeem@wartburg.edu by **Friday, September 21**. Money will be collected at the door.

PROGRAM

Fall Meeting of the Iowa Conference of the AAUP

Saturday, September 29, 2007

McCaskey Lyceum, Saemann Student Center
Wartburg College, Waverly

- 9:00 Registration and Refreshments
- 9:30 Keynote Address: "Higher Education and Politics: From the NEH to the U.S. Office of Education"
Dr. Mary Burgan, General Secretary (retired), AAUP
- 10:15 Break
- 10:30 Discussion/Response to Keynote Address
Panelists to be announced.
- 11:30 Adjournment/Wartburg Chapter Business Meeting

—both the keynote address and the panel discussion are free and open to the public—

Of battles, courtship, and community: building AAUP membership

by Marian Wilson Kimber

I became a member of the AAUP in the midst of a war. A series of new policies deliberately weakening faculty rights climaxed when two tenured full professors were locked out of their offices and fired. Under such direct attack, the AAUP chapter at the University of Southern Mississippi didn't need to organize a membership drive. There was too much work to be done—speech-making, letter-writing, and fund-raising for our colleagues' legal fees. When faced with a crisis, plenty of brave, generous, and angry faculty members stepped forward to do whatever the AAUP needed to be done. My job became selling protest T-shirts to raise money for the defense fund. Every night in my kitchen I ironed a quotation from a USM history professor on stack after stack of Fruit-of-the-Looms: "No great university wages war on its faculty. No world-class institution uses fear as an instrument of leadership."

I began my new position in Iowa with a strange mixture of relief and post-traumatic stress disorder. In comparison to the war zone from which I had come, here it seemed, well, *quiet*. Nobody needed protest T-shirts. Yet many of the problems in higher education that helped incubate the disastrous events at Southern Mississippi are just as present in the Midwest as in the South: decreased funding, fewer tenure-track faculty, and lip-service to a supposed "business model" in order to weaken shared governance. But when your colleagues are getting raises and not being locked out of their offices, how do you increase awareness of the importance of AAUP membership?

It was this question that I took to the informative workshops at the AAUP's 2007 Summer Institute in Reno, Nevada. There I met Dave Witt from the University of Akron's chapter, which recently ran a successful collective bargaining campaign. Dave teaches family life classes, so it isn't surprising that he described recruiting new members as a courtship. This means you can't just hand someone an application and expect him or her to join, just as you're unlikely to propose marriage successfully on a first date. Or as Dave said, you have to start with

something like "Gee, I like your sweater."

The national staff members of AAUP who specialize in organizing say that it can take as many as seven contacts before a potential member will join. This means that one faculty reception or one office visit probably won't do it. Recruiting can't be something we do every now and then; it has to be a continuous and strategic effort. Our chapters must be regularly visible through websites, e-mails, newsletters, workshops, and social events, creating many different opportunities for interaction with our target audience. We need to remember that we're not just giving a sales pitch, but building a relationship with our future members. This involves getting to know them and listening to their concerns, as well as communicating what the AAUP is all about. Dave might call this the "dating" stage. At some point, the relationship will get serious, when our colleagues realize how much we (all) have in common. But if we don't keep calling, they won't be joining.

Our goal is not just to recruit new members, but also to build a community that can be a voice for the faculty. Looking back, I see that the AAUP at Southern Mississippi operated this way. If any good came of the upheavals there, it was that people from across the campus who had never even spoken to one another before came to know that they shared a belief in the best practices of higher education and worked together to support them.

I've already started applying the tactics I learned at the AAUP Summer Institute, and I'm looking forward to meeting more of my colleagues in Iowa as we work to broaden our AAUP community. It has also occurred to me that perhaps we should have some sort of public, outward symbol of our newfound commitment and camaraderie. Luckily, I haven't forgotten how to make T-shirts.

Professor Marian Wilson Kimber, a musicologist at the University of Iowa, is vice president of the Iowa Conference and a member of the executive committee of the University of Iowa chapter. Her attendance at the 2007 Summer Institute was funded in part by the Iowa Conference.

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Need Help?

The colleagues whose names, addresses, and phone numbers appear in the box above are prepared to assist you. Don't hesitate to contact one of them if you encounter problems related to your academic freedom or rights to due process.

Send letters/submissions to
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From the President: Telling the truth in difficult times

[A] sound system of institutional governance is a necessary condition for the protection of faculty rights and thereby for the most productive exercise of essential faculty freedoms. Correspondingly, the protection of the academic freedom of faculty members in addressing issues of institutional governance is a prerequisite for the practice of governance unhampered by fear of retribution.

—On the Relationship of Faculty Governance to Academic Freedom, AAUP, Policy Documents and Reports, 9th ed., 2001, p. 224.



A. Frank Thompson

The Ninety-Third Annual Meeting of the AAUP, held in Washington, D.C., in June, featured speakers and sessions dealing with the topic "Telling the Truth in Difficult Times."

In addition to hearing speakers and exchanging ideas about faculty governance and academic freedom, attendees learned of ways the AAUP is expanding and improving services for members. One initiative has been to add more content to AAUP websites in an effort to disseminate helpful and timely information on topics, position papers, and meetings. Along these lines, a synopsis of this year's meeting may be accessed at <http://www.aaup.org/AAUP/pubsres/academe/2007/JA/AM/>.

Another longer term goal is for AAUP conferences and chapters to develop websites to connect individual members to state and national networks. (You can, by the way, access information about the Iowa Conference at <http://www.aaupiowa.org/>. Our website also provides links to other AAUP websites, past issues of *Iowa Academe*, and contact information for Iowa Conference officers and members of Iowa Committee A.)

Speaking of websites, at this year's national meeting, Wartburg AAUP received the Outstanding Chapter Website award "for ease of use, content, and overall design." (See <http://home.mchsi.com/~wartburgaaup/>.)

Cary Nelson, current AAUP president, has developed a hybrid chapter/national website at his home institution, the University of Illinois. This website includes a number of AAUP resources related to membership, including videos, at <http://www.aaup-ui.org/resources.html>. I encourage you to

access information at these websites as a supplement to the materials received through *Iowa Academe* and *Academe* magazine.

This year's annual meeting also served to highlight the central role played by faculty in the pursuit and dissemination of knowledge, along with the difficulties faced in presenting truth.

Faculty teaching and research have contributed to public policy in such diverse areas as economics, equality, health care, law, and the environment. Faculty accomplishments have added to our understanding of medicine, engineering, literature, music, and the biological sciences. Faculty, as trained seekers of truth, are able to pursue independent, objective, and unbiased research within their disciplines. Academic freedom allows faculty to pursue truth even when the topic being analyzed is controversial or unpopular. A sound system of shared governance protects this freedom by requiring that faculty participate in decisions affecting the educational mission.

The question today is whether the fundamental nature of the academy is changing in such a way as to reduce the independence of faculty research and teaching.

Current challenges are coming from a variety of areas external to our campuses. Within the last year, U.S. Department of Education Secretary Margaret Spellings created a commission which issued a 76-page report entitled "A Test of Leadership: Charting the Future of U.S. Higher Education" (available at <http://www.ed.gov/about/bdscomm/list/hiedfuture/reports/final-report.pdf>). In many ways the Spellings Commission report is

the higher-education version of the No Child Left Behind act (of which Spellings was a principal author) whereby the D.O.E. would like to mandate universal standards for all colleges and universities. Using a one-size-fits-all philosophy, the D.O.E. posits that the costs of higher education can be reduced and the quality improved by changing accreditation standards and requiring all schools to have essentially the same educational curriculum and programs. So much for promoting academic diversity and open inquiry!

Fortunately, the AAUP has taken an active role in offering more enlightened perspectives on how to improve quality and cost by engaging faculty within their own academic institutions (see <http://www.aaup.org/AAUP/pubsres/academe/2007/MA/Col/FF.htm> and <http://www.aaup.org/AAUP/GR/federal/FutureofHigherEd/>).

Challenges of another kind arose in the aftermath of Hurricane Katrina. As Committee A on Academic Freedom and Tenure reported at the Annual Meeting, the administrations of five New Orleans institutions decided unilaterally to bypass long-established policies and procedures relating to tenure and academic freedom in order to terminate or furlough faculty without the protection of due process or peer review.

In the absence of a clearly defined or declared financial exigency, Loyola University in New Orleans, for example, decided to terminate tenured faculty on the basis of "educational considerations" without consulting the appropriate faculty bodies, as required by its own policies (see <http://www.aaup.org/AAUP/pubsres/academe/2006/JA/AW/Kurl.htm>).

In response to these actions the AAUP appointed a Committee A task force to investigate, beginning in April 2006. After a year-long investigation, the committee issued its report prior to the annual meeting in June (for the report, see <http://www.aaup.org/AAUP/protect/academicfreedom/investrep/2007/katrina.htm>).

Overall conclusions in the

continued on page 4

U of Dubuque settles with Paul Jeffries

The University of Dubuque has settled a wrongful termination suit filed against it by former UD professor Paul Jeffries by agreeing to pay Jeffries \$50,000.

Jeffries told *Iowa Academe* that the resolution "was not an out-of-court settlement in the traditional sense. I accepted the university's 'offer to confess judgement,' so the court actually rendered a judgment against the university."

Jeffries added that he was especially pleased with this mode of resolution because it allows him to speak publicly about his case and because it saved his former colleagues from the risks entailed in

testifying against UD had the lawsuit continued to trial.

Jeffries had originally filed suit in 2005 after UD revoked his tenure almost immediately after awarding it, apparently because Jeffries questioned a standard contract provision prohibiting public criticism of the university. (For more details, see <http://whatwendtwrong.blogspot.com/>.)

The UD administration had already been censured by the AAUP in 2002 three years after President Bullock summarily dismissed 14 full-time faculty members (10 with tenure) as part of the university's so-called "Plan for Transformation."

From the president: telling the truth

continued from page 3

report reinforced the need to adhere to established policies of shared governance when universities make decisions on tenure, academic freedom, and overall institutional welfare. The report notes that even though each school may have had varying degrees of commitment to academic freedom and due process prior to Hurricane Katrina, there was a system in place that, if scrupulously followed, could have averted harmful results to the institution from unilaterally firing faculty.

The task force also found that better disaster preparedness, communication with faculty, adherence to existing policies, and faculty consultation would have benefited these universities and colleges. Also noted was the lack of notification and timing of personnel actions according to AAUP standards, few alternative placement options for faculty, and an absence of peer review with due process in the treatment of faculty.

Based on the report's findings and discussions at the annual meeting, delegates voted to place the following institutions on the AAUP's censure list: Loyola University of New Orleans, the University of New Orleans, Tulane University, and Southern University at New Orleans.

Delegates to the annual meeting decided to await one more year's information before making a decision about the Louisiana State University Health Sciences Center. Hopefully, the administrators in these New Orleans schools will seek to reaffirm past commitments to academic freedom and tenure and seek to correct the injustices done to tenured faculty who served their

institutions for many years. As the Reverend Martin Luther King once said, "Injustice anywhere is a threat to justice everywhere."

Here in Iowa, the role of faculty within the governance structures of colleges and universities is also a concern. Recently, administrators and governing boards have pursued policies of making long-term decisions with little or no faculty input. In one case, a presidential search was conducted with very limited faculty involvement and under the cloak of secrecy. Eventually, through the efforts of the AAUP chapter and faculty senate at that university, the presidential search process was reconfigured more in keeping with AAUP principles.

At another college, a massive \$31 million health and wellness center project was approved and bonded without faculty input, even though the cost of the project has increased the school's debt load to over 60% and reduced its bond rating to below investment grade.

This summer, public safety officers along with the vice presidents of finance at the Iowa Regents universities decided to issue a report advocating the arming of security officers. Even though the report claims a goal of improving campus safety for faculty and students, it is curious that faculty were not involved in the preparation of the document or proposal. Now the Iowa Board of Regents would like to make this long-term decision in the opening month of the fall semester.

Despite the fact that universities and colleges have a wealth of talent in areas such as health administration, public safety, risk management, and finance—not to mention the selection of outstanding university

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presidents—the standard operating procedure appears to be to ignore expertise in your own backyard. Hopefully that view will change through the efforts of AAUP and members like you.

I hope to see you at the fall conference meeting on September 29 at Wartburg. In the meantime, have a rewarding and productive semester!

Spring Meeting of the Iowa Conference University of Iowa

7 April 2007



Comrades in arms: Peter Hansen (Chemistry), president of UI AAUP and Cary Nelson, national AAUP president. Joseph Molleur (Religion, Cornell) looks on.



Iowa AAUP delegates welcome President Nelson to the University of Iowa.



Scholtz alerts photographer to cookies and bars.



Two English professors: Cary Nelson (Illinois) and Teresa Mangu (UI)



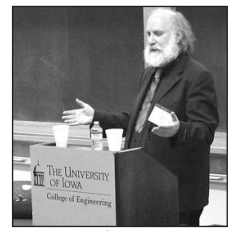
Panelists Scholtz and Nelson look on as fellow panelist and University of Iowa Faculty Senate president Sheldon Kurtz (Law) makes his point.



Panelists Nelson, Hansen, and Lois Cox (Law, UI)



Left to right: Ed Kottick (Music), Frank Durham (Journalism), Dave Baldus (Law), and Gigi Durham (Journalism), all of UI.



Nelson at the podium

—photos by David Hagan (Wartburg)

AAUP president calls faculty to renewed sense of community responsibility

On April 7, Iowa Conference delegates from chapters around the state gathered at the University of Iowa to hear AAUP president Cary Nelson speak on "The End of Education."

Nelson argued that the corporatization of higher learning has diminished faculty autonomy in teaching and research, reduced the faculty's traditional role in institutional decision-making, created a permanent underclass of contingent academic labor, depleted the vitality of core liberal arts disciplines, and,

consequently, seriously threatened the overall quality of university education.

But Nelson did not lay the blame for these developments solely at the feet of administrators. He also indicated that some share of the responsibility belongs to faculty, who must do more, through solidarity and collective action, to resist these trends.

"The truth is," Nelson said, "that faculty have the power to save higher education's key roles if they choose to exercise it. In the end, a renewed and conscious commitment

to the task of educating students to be critical participants in a democracy is the linchpin of every other issue."

"The challenges we face could not be more fundamental, entailing the very heart and soul of higher education," Nelson said in closing. Yet, "despite decades of careerism in the academy, there remains a vital core of idealism in the academy, an idealism that must be tapped to make higher education stronger, more responsible, and more influential."



Yes! I want to join the AAUP

Name: _____
Last First Middle

Institution: _____

Academic Field: _____

Rank: _____

Preferred Mailing Address: _____

Tenured? Yes No

Daytime Telephone: () _____

E-Mail: _____

Please choose appropriate membership category:

Tenured Faculty (\$167)

Administrator or Associate Member (\$126)

Non-Tenured Full-time Faculty (\$84)

Public Member (\$126)

Part-time Faculty (\$42)

Joint Member (\$84)

Graduate Student (\$42)

(i.e. spouse already belongs)

Dues include National and Iowa Conference AAUP membership.

Note: National dues are tax deductible as a charitable contribution except for the \$30.00 attributable to *Academe*.

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