

The IOWA ACADEMIE

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

Volume 9, Number 4

Summer 2004

Greg Scholtz, Editor

President Jane Buck to speak on “use and abuse” of contingent faculty at fall meeting

Jane Buck, president of the American Association of University Professors, will be the keynote speaker at the fall meeting of the Iowa Conference, scheduled to take place on Saturday, October 9, on the campus of the University of Iowa.

In her address, Buck will discuss implications of the fact that colleges and universities are depending more and more heavily on contingent faculty. In 1998, the most recent year for which we have data, more than 65% of all college and university faculty held contingent appointments. Twenty-eight percent of those appointments were full-time non-tenure-track; forty percent were part-time non-tenure-track.

Buck's remarks will be followed by a discussion led by panelists representing various University of Iowa constituencies, including contingent faculty, administrators, and graduate students. Registration, which is free of charge, begins at 9:00 a.m. in the Iowa Room of the Iowa Memorial Union. (See box at right for schedule.)

Buck, who retired in 1998 as Professor of Psychology at Delaware State University, has a long and distinguished record of service to the AAUP. Highlights include her recent re-election to an unprecedented third term as national president, two terms on the Committee on

Historically Black Institutions and Scholars of Color, and two terms on the AAUP's National Council. In 1994, she received the Sternberg Award from the AAUP's Collective Bargaining Conference, which is given annually to the "AAUP member who best demonstrates collective bargaining skills and a concern for human rights as well as courage,

persistence, political foresight, and imagination." On the state level, Buck was both secretary and president of the Delaware Conference. On the chapter level, she served twice as president and also as chief negotiator and treasurer.

For further information about the meeting, contact Peter Hansen at <peter-j-hansen@uiowa.edu>.



Buck

PROGRAM

Fall Meeting of the Iowa Conference of the AAUP

Saturday, October 9, 2004

The Iowa Room, Iowa Memorial Union

The University of Iowa

Iowa City, Iowa

- 9:00** Registration and Refreshments (free coffee and pastries)
- 9:30** Keynote Address: *"The Use and Abuse of Contingent Faculty"*
Jane Buck, President, AAUP
- 10:00** Break
- 10:15** Panel Discussion/Response to Keynote Address
Moderator: Peter J. Hansen, Visiting Assistant Professor of Chemistry
Participants: Susan R. Johnson, M.D., Director, Collegiate Productivity Consulting Service, Office of the Dean, Carver College of Medicine; Lon D. Moeller, Associate Professor (Clinical), Management & Organizations, University of Iowa Ombudsperson; Patrick B. Oray, President, UE Local 896-COGS (Campaign to Organize Graduate Students), Graduate Assistant, American Studies
- 11:15** Iowa Conference Business Meeting, including Elections
- Noon** Adjournment

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Need Help?

The colleagues whose names, addresses, and phone numbers are listed 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.

Report: The AAUP's Ninetieth Annual Meeting

by Paula Survilla

Since the early days of my career in the academy, the American Association of University Professors has been part of my professional sphere. Most obvious during times of low morale, dissatisfaction, and especially crisis, the Association is often considered to be a one-dimensional body, a collection of underground dissenters. What an ironic and unfortunate misconception!

In June of this year I attended the 90th annual meeting of the AAUP that focused attention on the theme "Academic Freedom for a Free Society." The organized panels highlighted a breadth of issues that reflect many of the current concerns of the profession as a whole, including minority issues and concerns, censorship and artistic expression, national security as a campus concern, athletic reform, funding, and work/family issues.

Faculty members as well as representatives from various national bodies, such as the National Coalition Against Censorship, provided compelling examples and responses to the sometimes bizarre and even incredible experiences of fellow faculty across the United States and Canada.

Overall, the level of discourse and the consistency of the presentations were striking.

Having attended at least fifty conferences in diverse disciplines since my graduate school days, I know that conference content is at best uneven. Speakers can range from the brilliant to the mundane, and applicability to one's own milieu is not always guaranteed. My impressions of the AAUP meeting clearly contrasted with my established notions of the academic conference. The sessions offered evidence of a highly organized and active national body whose procedures in internal governance as well as in acts of mediation were guided by tremendous institutional memory, legal expertise, and democratic

method. Such expertise extends beyond the national and reflects the commitment of regional and state bodies, including our own AAUP at Wartburg College.

While I was a new delegate to the AAUP, I have extensive experience as a lobbyist. I can therefore appreciate the importance of such a national body and of its regional presence. The right to representation in times of crisis is certainly impetus enough to increase membership in any association.

And yet, this is not the only function of this organization. It seems that academe is sometimes weakened by our necessary fragmentation into disciplines and areas. I, for example, seldom thought of myself as a professor first and an ethnomusicologist second. We do, however, share membership and responsibility in the commonalities of our professions as we contribute to human discourse and shape the potential of our students.

The AAUP offers a unifying presence as a group of concerned, motivated, experienced, and articulate individuals who are also faculty, and who explore the state of the profession as a whole. It is therefore difficult to understand why a colleague might hesitate to participate in the one organization that has served our collective profession for ninety years.

The nature of our local experiences as members of a campus will continue to determine our willingness to become involved in issue-driven organizations. Having caught a glimpse of the national scope and quality of the AAUP I am more aware that my voice empowers not only my immediate colleagues but members of my profession on other campuses as well.

Paula Survilla is an associate professor of music at Wartburg College and the secretary of the Wartburg chapter. She attended this year's annual meeting as an Iowa Conference delegate.

From the President: Perspectives from the AAUP's 90th Annual Meeting

This year's Annual Meeting in Washington, D.C., highlighted the work of our organization in protecting shared governance, tenure, and academic freedom at institutions of higher education across the U.S. The program included sessions on "The Vital Role of Faculty in Athletics Reform: An Action Plan," "Funding Higher Education: The State Budget Crisis," "Work/Family Issues in the Academy," "Censoring Artistic Expression," "The AAUP and Collective Bargaining," and "National Security Becomes a Campus Concern."

A keynote luncheon speech by Debra Castillo, Stephen H. Weiss Presidential Fellow and Professor of Romance Studies and Comparative Literature at Cornell University, presented information on the status of women and concerns about tenure in the American academy. She noted that a recent study, "The Status of Women in Higher Education" by the Modern Language Association, found that only about 30% of positions now being created are tenure track and that the number of women as a percentage of tenured faculty is declining.

At the close of our meeting, we recognized the work of Mary Burgan upon her retirement from the post of general secretary of the AAUP, a post she had filled admirably for the past 10 years. (Some of you may recall that Mary was one of our featured speakers at the Spring 2004 Iowa Conference meeting.) During the last decade, Mary, formerly a professor of English at Indiana University, led the AAUP in defending tenure at the University of Minnesota, in overcoming the attack on affirmative action at the University of California, and in protecting academic freedom during the national crisis brought on by the events of 9/11.

Mary's record of accomplishment serves to remind us that, as universities and colleges continue to struggle with reduced budgets, a



A. Frank Thompson

decline in tenure/tenure track positions, the diminishment of the role of faculty in campus decision-making, and attacks on academic freedom, we must refocus our efforts on the challenges that lie ahead.

First among those challenges is the continuing emergence of the administrative view of higher education as a corporate business, which is reducing the quality and affordability of university and college degrees. At the session on the state budget crises, presenters from New York to California offered evidence to show how rapidly state legislatures are shifting the cost of higher education onto tuition-paying students. For example, this past year tuition in the California State University system increased 53%. In Iowa, we have witnessed increased tuition and room and board of around 20%. However, at the same time tuition was increasing, many institutions were reducing the number of tenure-track positions while advertising more and more part-time openings. During the last few years, state funding of the cost of higher education has diminished to the point that in most instances 70% of the total cost is being borne by student tuition.

Discussion following Debra Castillo's keynote address related to potential solutions to the loss of quality to academic programs.

Two potential solutions were offered: (1) to begin a dialogue with accrediting agencies to look at the percentage of full-time, tenure-track faculty who are teaching within degree programs as a factor in measuring educational quality and (2) to educate parents and elicit the support of those who desire a quality college education for their children. For instance, the benefits of a tenure-track faculty for students—in terms of letters of recommendation, college advising, out-of-class availability, assistance to college organizations, etc.—are often overlooked by administrators when hiring part-time teachers.

As a further indication of how a corporate mentality can impede a university's ability to offer quality degree programs, UNI recently approved a master's degree in funding development that will be run through the department of continuing education using part-time faculty. A significant administrative factor related to the approval of this program was a purported marketing study showing great demand for a master's degree in the area. When pressed as to why the degree had to be at the graduate level, the administrative response was that most survey participants indicated they already had a bachelor's degree, so it "was only appropriate to give them a graduate degree to recognize their work."

The session on college athletics provided yet another glimpse into how much misguided corporate policymaking in higher education is lowering the educational quality and credibility of colleges and universities. Material was presented from the Drake Group <www.thedrakegroup.org>, a faculty organization working to restore academic integrity and honesty in college athletics, which are being compromised by the use of watered-down courses, transfer of community college classes that appear to be of limited educational

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From the president

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value, and the increasing demands of coaches who require students to attend practices and games over regularly scheduled classes. Underlying these methods is the corporate view that athletic departments, their policies, procedures, and budgets are separate from the rest of the academic institution—and sacrosanct.

In many ways, college athletics have come to be viewed as a form of entertainment and have been given special treatment, perks, and privileges by administrators and governing boards. Program participants provided case studies of types of courses, number of class days missed, and weekly practice times for students who were participating in college athletics. It is not uncommon for students participating in college athletics to spend 30 hours or more in practice per week.

Also noted was the infringement of college athletics upon classroom activities, with the scheduling of Thursday night football games, spring baseball tours requiring players to be away from campus weeks at a time, and the use of general funds to support college athletics at the expense of academic programs. When a "student-athlete" playing basketball under scholarship for a university takes courses like "Basketball Fundamentals," "Basketball for Men," "Basketball Weight Training," "Basketball Skills and Analysis," "Advanced Basketball for Men," and "Advanced Basketball Weight Training," one has to wonder whether the NCAA's "student-athlete" label hasn't become a euphemism for "minor league player."

On the way home from this year's meeting, I picked up a copy of the June 15th *USA Today* and read through the article on the college athletic scandals over the past year ("One Year Later: A Look at College Scandals, the People Involved and Where They Stand," p. 3C). The litany of scandals ranging from Jim Herrick Jr.'s use of phony exams to grant course credit to University of Georgia basketball players to the tragic death of Patrick Dennehy at

Baylor University followed by basketball coach David Bliss's attempt to falsely portray him as a drug dealer, serves to highlight how much college athletics has been corrupted by the introduction of "corporate values." Equally remarkable are the lengths college administrators go to pay off coaches who fail to uphold ethical standards (e.g., Larry Eustachy's \$960,000 settlement at ISU) or, in some cases, to retain coaches despite ethical lapses (e.g., Gary Barnett, University of Colorado) because of the high cost associated with buying out the offending coach's contract.

An article in the February 19, 2004, issue of *USA Today* entitled "NCAA Shaken by Charges That Sex, Booze Are Used in Recruiting," serves to demonstrate the difficulties faced by academic faculty in dealing with the lack of honesty, integrity, and an educational perspective in college athletics. At a time when faculty positions and salaries are being eliminated because of university budget cuts, athletic directors, coaches, and university presidents continue to be hired at astronomical salaries.

Within the last year, several Division I college football coaching positions have been filled at the \$1-million-plus annual salary range. Iowa is no different than the rest of the nation, with some coaches receiving salaries plus benefits in excess of \$1 million. It is not uncommon for athletic directors and college presidents to receive large salaries and bonuses for "managing" their universities in a vein similar to their counterparts in the corporation. In fact, most of these administrators are hired under the same search processes used in business, whereby outside search firms are employed to screen and then work with the university board of regents, governors, or trustees to select the "most qualified" candidate. For college coaches, "most qualified" means those who can deliver a winning team to fill stadiums and obtain bowl money. "Most qualified" for college presidents and athletic directors seems to entail keeping the university image positive and, from a public-relations standpoint, at least as clean as its

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From the president

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university rivals. So, when faced with a situation in athletics that may turn out to be scandalous, the first rule of public relations is to indicate the problem is widespread, no worse on your own campus than anywhere else, and the result of declining morality in society in general. Here, for example, is University of Colorado president Betsy Hoffman responding to allegations that three women were raped at football recruiting parties: "I think what it tells us is something about the broader college experience all across this country . . . Binge drinking and the resulting dangerous and irresponsible behaviors that go with binge drinking are not a University of Colorado problem alone. This is a problem that is endemic to the college culture throughout this country."

Unlike the idyllic years of Knute Rockne when there was a close working relationship between college coaches and university professors, few faculty today have much input into college athletics. The NCAA requires that every college campus have faculty representation on athletic committees; however, the participation is only token. These committees are dominated by other college coaches and administrators. Yet the faculty pays a heavy price for "big time" athletics on their campuses.

One persistent myth about college athletics is that it is self supporting. Recent studies, such as the one highlighted in Derek Bok's book, *Universities in the Marketplace: The Commercialization of Higher Education*, help dispel the misconception that a visible athletics program is the road to increased riches and academic funding at colleges and universities. On the contrary, most athletic programs are a huge drain on university budgets, and each year money to meet athletic deficits is siphoned off from general fund monies that could go to pay for academic instruction. So, indirectly, the faculty supports college athletics, since money that normally could be used for academic support goes to stadium boxes and highly paid coaches and athletic directors. As E. F. Schumacher wrote

in his book *Small is Beautiful*, our business leaders tend to value only those things that are measurable. Similarly, administrators, athletic directors, and college coaches are valued when fielding a winning athletic team; however, philosophy and English faculty are not that important to university life because they can't get a box score for students who can read, write, think, and serve as productive American citizens.

Another persistent funding myth about college athletics is that somehow wealthy alumni give more to those institutions with winning athletic traditions and that a portion of these riches trickle down to academic departments. Unfortunately, there has been no study to verify this cause and effect relationship. However, what is an equally plausible possibility is that alumni who might otherwise have given to an academic program give to athletic programs due to the active courting of contributors by college foundations. Today, almost all of the fund raising at public universities and colleges is performed through the efforts of foundations that are separate from the campus. These foundations, as separately incorporated nonprofit entities, are not required in many cases to publicly account for receipt and expenditures of monies. Faculty, like the employees at these large corporations, are rarely given the opportunity to hold administrators or foundations accountable for their actions. The financial information is withheld from public view.

What can we expect from college athletics in the future? A recent bumper sticker gives some indication: "If you think education is expensive, try ignorance!" We have been trying ignorance when it comes to college athletics for quite some time. The tab is still running and it appears to be very expensive, not only financially, but also in terms of the deterioration of ethical leadership in higher education.

Faculty across the United States desire to have a fair system of shared governance that allows administrators and faculty to work together to provide a quality educational experience for students. The American Association of University Professors

has established, in collaboration with past university administrators, guidelines for accomplishing the benefits of shared academic governance. These guidelines can be found in several foundational Redbook documents, most notably the 1966 *Statement on Government of Colleges and Universities* and the 1989 report on *The Role of the Faculty in the Governance of College Athletics*.

Recent difficulties with respect to college athletics show that we have a long way to go in implementing the AAUP principles contained in these documents. One start towards a solution would be for faculty senates to work with administrators to make sure that mechanisms exist for effective faculty participation in the oversight of athletic programs. Appropriate structures would give faculty an effective voice in athletic policy-making, especially when it pertains to issues of curriculum, class attendance, eligibility, scheduling, admissions, and budget. It is time that the financial accounting of college athletics be open to faculty scrutiny, and faculty should be active participants in reviewing the academic qualifications of athletes who wish to participate in college athletics. By allowing the present system to continue, we rob students, parents, athletes and American taxpayers of a higher education based on our highest ideals and principles.

Thank you for your continuing support to goals of academic freedom, tenure, and faculty governance through AAUP.

Register now for ASC-CBC Leadership Training Institute

This year's Leadership Training Institute will take place at the Holiday Inn East in Columbus, Ohio, on October 23, 2004.

For the program and to register, go to <http://www.aaup.org/events/04-2ASCCBC.htm>.

Registration is only \$25, and each state conference is entitled to two \$275 ASC scholarships. If you would like to go on an ASC scholarship, contact Frank Thompson.

For more information, e-mail Pat Shaw at the Washington office pshaw@aaup.org.

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