

The AAUP Executive Committee meeting in S206 MU, July 17, 2010. Those present included Stephen Montgomery-Smith, Victoria Johnson, Eddie Edelstein, David Robinson, Greg Engel, Herb Tillman, Rainer Glaser, Jason Aubrey, and Galen Suppes.

Victoria Johnson, who serves on the Oversight committee of the Grievance Committee called for more members. Victoria will be Chair next year, and indicated that just having knowledge of a case is not a reason to recuse oneself. The only concern is that you have a stake in the outcome of the case, but if you are not getting something concrete, then you would be eligible to serve.

Greg Engel brought his greatest concern before the Committee, which is his faculty irresponsibility charge. Administration indicated it could only be issued against a faculty member, and after research it was found that no other campus has irresponsibility charge availability. It was reported that filing against an administrator was beyond the scope of the CCR text, but three years ago, Galen Suppes did file against Mike Nichols. Their response was to file against Galen, and everything was decided behind closed doors so that it was not effective to fight the charge. The Chancellor “may” commit to the process, but the Chancellor picks the committee, and one cannot sit in on the hearings, so one cannot respond. The question was raised: what is the difference between grievance and FI charge? Anyone can file FI, even students. The Collected Rules were reviewed and discussion ensued. Manring has successfully filed against Greg Engel. Do we want to follow up on this and pursue a similar process against administrators? Discussion ensued re: when FI could be charged.

The grievance process was discussed as it relates to Greg’s case, and it was suggested that he file. Victoria suggested he go thru the Ethics Committee. Their misinformation is so flagrant in some instances, it appears that fraud has been committed, and it appears that the research will be reconsidered if federal rules are violated.

It was noted that the University has fallen in rank to 106 out of 130 universities, and senators are aware of this. Yet, taking on administrators could result in losing your composure and “appearing unreasonable” and faculty needs to be aware that this is part of the culture at MU! It was also noted that the only person from this campus to receive a Nobel Prize left when she were not promoted. Her name was Barbara McClintock, and the date was about 1940. URL references below.
http://en.wikipedia.org/wiki/Barbara_McClintock#University_of_Missouri

As we had discussed, Bettina Drew was removed w/out receiving tenure. Now new faculty is hired with a clause that states that they “serve at the discretion of the Curators,” and thus they can be fired at will prior to tenure, and there is no recourse. This could be contrary to AAUP principles and the issue will be researched. On that note, it was inquired if Greg Engel has his letter re: promotion. He was denied on the basis of “non-collegiality”. Request was made for the letter, and inquiry was made re: the internal process. Discussion ensued. This might be grounds for a grievance, because Engel was attested having matched or exceeded expectations in all three academic areas of evaluation. In addition, the review process was not performed by the P&T committee, but by an ad hoc group instead.

The next issue concerned bylaws and shared governance as it regards the budgets. The faculty often are not informed of details. If administrators want something to happen, they ask for a vote, and everyone votes without having been able to obtain real information. A recommendation was made to form a FC committee on faculty governance. It should be put forth every year. How do you define faculty governance? Discussion ensued: it was stated that degrees are bestowed by the faculty, and the faculty are to vote on those degrees, but most departments don't do that because they don't have a concept of what faculty governance is about. The ethos of administrative directives is so ingrained here that the

faculty often have become unaware of what shared governance is. Faculty aren't aggressive enough. Even when there are reports of horrible events, faculty often does not make these events public and instead allows for them to be covered up. Faculty have the right to shared governance and advisory rights in regard to budgets, and we must encourage and educate that we have that right and that we should use it. If a Dean appoints a Chair the dean must go to faculty for input. But there are many departments where this is not the process, and faculty do not realize they have that right to advise on who they want for chair. Departments have the right to make a recommendation, but do not have final authority. The Collected Rules and Regulations (CRR), should be our point of reference. Discussion ensued. We need to pursue inefficiencies in the CRR and get on the agenda that an educational committee for faculty governance is needed. Another option is a campus wide ethics committee.

In conversation with Rep. Chris Kelly, Victoria Johnson mentioned the debate of two years ago which was sponsored by the AAUP. Kelly is open to another debate before the election on Nov.4. Rainer will work on the same agenda as in 2008. Mary Still will be up for re-election, and could be invited, along with Weber. Rainer was concerned about the location last time, and would like to find a better venue this year. An early attempt to contact them would provide the most flexibility. The discussion was tabled for next month. Chris Kelly is desperate for feedback from faculty. A "forum" might be preferable to a "debate".

Jason reported that they had found three faculty members to work with NTF to advocate rights. The non-tenured faculty are an untapped majority at the University. Some are temporary and don't have as much a stake, but the long term people should be moved into positions that reflect their status. And the Deans may or may not contribute to their status. 55-60% of the faculty are now designated NTF. We should remember that it does not take a lot of people to effect change. It's difficult to identify NTF, as they are non-tenured track people, so check your lists to ensure everyone is on there.

National AAUP meeting report: Victoria said that a great deal of what goes on here is going on in other places as well. One report was of proposed time sheets for faculty. Proportionate dues scheduling is planned to begin on January 1, 2011. The current dues would only be paid by those making \$75-\$80,000 and those with lower incomes would pay lower dues. This would increase income overall. The national AAUP is doing a lot w/legal issues, and the national office seeks input on degradation of faculty governance, etc. David Brunnsma also attended the National Convention in Washington DC and spoke of the national office's support for contingent faculty at meetings. The New Leadership Conference would be a great venue for Jason; to be held in Louisville for two days in October. Censure and sanction was the topic of importance; sanction was a big one for the mid-west.

There being no further business, the meeting was adjourned at noon. Executive Committee members met in closed session.

Respectfully submitted,
Phebe