



# MISSOURI ACADEME

Missouri Conference of the American Association of University Professors

"Academic Freedom Isn't Free"

February 2009

Join us February 28

## Faculty Grievance Procedures, Fiscal Crisis to be Focus of Spring Meeting

The Missouri Conference of AAUP will be held on Saturday, February 28, in Room S304 in Memorial Union on the University of Missouri Campus in Columbia (see map on page 2; be sure to go in the south entrance). Dr. B. Robert (Bob) Kreiser of the Washington, D.C. AAUP office will address the audience on grievance and appeals procedures.

Dr. Kreiser will handle the morning session. He will discuss the importance of a college or university having a sound and effective grievance/appeal procedure to which aggrieved faculty members have unobstructed access. "This process may be the only recourse available to a faculty member who wishes to challenge an adverse, perhaps career-threatening, decision," said Dr. Kreiser.

In his presentation, he will describe the elements of a sound grievance procedure according to the AAUP's recommended standards. He will specifically address standards applicable to a grievance or an appeal of an adverse personnel decision (such as a denial of reappointment or tenure or the withholding of a salary increase) in which the burden of proof is on the complainant.

He will also discuss the adjudicative hearing that the AAUP calls for when an administration seeks to impose a severe sanction (up to and including dismissal), in which the burden of proof is on the administration to demonstrate adequacy of cause.

Dr. Kreiser recommends that those in attendance familiarize themselves with two key AAUP policy documents: *Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments* and the *Recommended Institutional Regulations on Academic Freedom and Tenure* (see especially Regulations 2e-g, 5, 6, 10, 13, and 16). (See <http://www.aaup.org/AAUP/pubsres/policydocs/contents/nonreapp-stmt...htm> and <http://www.aaup.org/AAUP/pubsres/policydocs/contents/RIR.htm>.)

The afternoon session will feature a panel on the fiscal crisis and its impact on the University of Missouri. MU Chapter co-vice presidents Dr. Victoria Johnson and Dr. Stephen Montgomery-Smith will lead a discussion on the fiscal crisis, its impact on MU, and AAUP activism.



Memorial Union

## Conference Speaker Profile

Dr. B. Robert Kreiser (Ph.D. History, University of Chicago) has served as Associate Secretary for the AAUP since 1982. Among his many qualifications, he has advised faculty and administration concerning issues of academic freedom, tenure, and academic due process; assisted institutions in implementing principles of shared authority in governance; analyzed and critiqued faculty handbooks; served as editor of successive editions (1984, 1990, 1995, 2001, 2006) of *AAUP Policy Documents and Reports* (the "Redbook"); and consulted with faculty members and others on questions of professional ethics, discrimination, sexual harassment, and rights of part-time and adjunct faculty.

Dr. Kreiser is also the financial officer for the Society for French Historical Studies and has taught history at George Mason University and the University of Rochester. In addition to many professional articles, papers, and presentations in his academic discipline, he has authored numerous AAUP publications on faculty rights issues. He resides in Chevy Chase, Maryland.

## Conference Registration

### Registration Costs

Full-time faculty \$20 (Includes Lunch)  
Adjunct Faculty \$5 (also Includes Lunch)

You will have an opportunity to order from Jimmy John's menu when you arrive. Lunch will be delivered to the conference site.

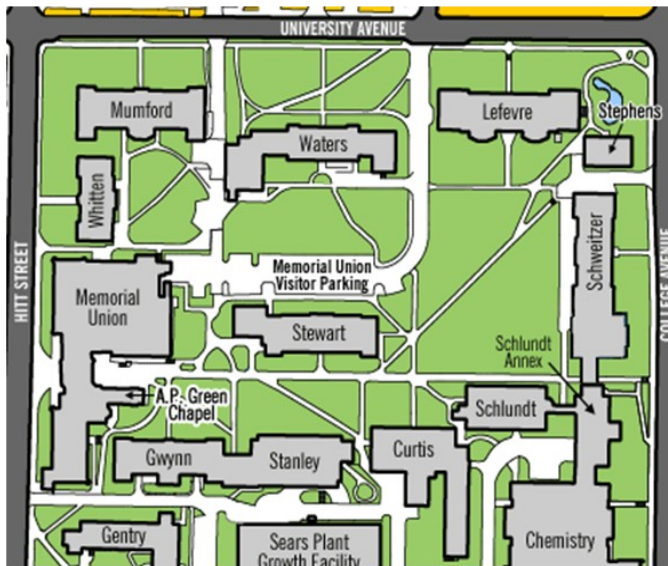
Conference pre-registration is not necessary this year. Please join us at any time between 9:00-10:00 a.m. in room S304 in Memorial Union for coffee and bagels. Please pay at the door; **checks can be made out to Missouri Conference, AAUP**, or please have the exact amount if paying by cash. If you have questions about the location, parking, or other matters, please contact:

Dr. Victoria Johnson  
Phone: (573) 884-9765  
Email: [johnsonvi@missouri.edu](mailto:johnsonvi@missouri.edu)

### Parking

- Memorial Union visitor lot: Located directly east of Memorial Union. Enter from University Avenue. (\$)
- University Avenue garage (*top level*): Located east of Memorial Union on University Avenue. (Free)
- Hitt Street garage: Enter from Hitt Street north of University Avenue. (Free)

## University of Missouri Campus Map



## AAUP and the University of Missouri

by David Robinson, Truman State University  
Vice President of Missouri Conference

In these turbulent times, when we find our own departments or even our own positions in peril, I want to remind our members statewide of the special complexity of issues facing the public Research-I universities. Our AAUP colleagues there are valiantly engaged, and we need to keep them in mind as we wage our local battles.

When I became active in Missouri Conference in 2005, the faculty of UM Kansas City, led by their AAUP chapter, had just voted no-confidence in Chancellor Gilliland, who promptly resigned. That effort was not only an impressive show of faculty power but, as it turned out, was also very helpful to the university, as the activists knew it would be.

Today, as I write this, the whole UM system is reeling. The budgetary emergency, which the whole world is now facing, is being used by UM System President Gary Forsee and the Board of Curators to undertake "emergency" measures, after minimal consultation with the faculty, sometimes without even warning them.

The latest, on February 6, was the decision for these "temporary" measures: an assessment of 2% of university salaries (1% for those earning less than \$50,000) to the pension fund; and empowering Forsee to employ "furloughs" wherever and whenever he finds them necessary. In the press conference after the Board meeting, Forsee and Board Chair Bo Fraser kept praising their "business model." This recently invented ideology has surely already had dire, long-term consequences on our institutions of higher education.

When the UM Board of Curators began searching for a new president in 2007, ignoring candidates with experience in academia and trotting out faltering politicians and businessmen with connections to then-Governor Blunt, the UM chapter in Columbia suddenly began to grow and increase its activity.

I am prouder than ever to be part of AAUP because such marvelous people, tops in their profession, find our organization valuable. Their task is nothing less than to help save a great public university from certain deterioration unless the faculty wakes up and employs the time-honored principles of academic freedom and shared governance more effectively and forcefully.

The activities of the Mizzou chapter have been strongly reactive when necessary, creative and engaged in thoughtful planning when they have the luxury of a little time to think. They have hosted and participated in political debates and forums; they have worked in and with their Faculty Council; they have represented AAUP values when those values were threatened by changes in the campus grievance procedure; they have recently recommended that the governor not reappoint Curator Don Walsworth; they have defended faculty prerogatives when administrators dictated changes that erode the working conditions, productivity, indeed the mission of the university.

I ask all members of the Missouri Conference, wherever you are, to visit the Mizzou chapter website: [aaup.missouri.edu](http://aaup.missouri.edu). Get familiar with the names of the officers and active members, and support their work when you can. Support your own chapter of AAUP, and work with Missouri Conference for the betterment of higher education everywhere.

## AAUP Business Meeting Includes Elections

In addition to reports and other business items at the February 28 meeting, the Missouri Conference of AAUP will hold an election of officers and Executive Council members. In November, a conference nominating committee made the following recommendations for 2009-2011:

### Nominations for State Conference Officers

- President, Keith Hardeman (Westminster College)
- Vice-President, David Robinson (Truman State)
- Secretary/Treasurer, Nancy F. Browning (Lincoln University)

### Nominations for State Conference Executive Council

- David Brunnsma, University of Missouri-Columbia
- Ben Greenspan (Washington University)
- John Harms, Immediate Past President
- Stuart McAninch (University of Missouri/Kansas City)
- David Naugler (Southeast Missouri State University)
- Barrie Talbott (Ozarks Technical Community College)
- Replacement for Earl Henry's position

Additional nominations may be made from the floor.

### UMKC Academic Freedom Statement

by *Stuart McAninch, University of Missouri-Kansas City*

On February 19, 2008, the Faculty Senate of the University of Missouri-Kansas City adopted an academic freedom statement drafted by UMKC AAUP chapter members serving on an ad hoc committee appointed by the Senate.

The statement, which may be found on the UMKC Helpline (<http://www.umkc.edu/helpline/>), describes the indispensable role played by academic freedom in scholarship and teaching, the professional preparation of faculty for the exercise of academic freedom, and the structures within universities and the academic disciplines and professional fields which regulate faculty scholarship and teaching.

The statement acknowledges the responsibilities of administration and faculty for preservation of academic freedom. The statement affirms students' right to free inquiry and expression, but also their responsibility (shared with faculty) to base such inquiry and expression on the application of reason and on sound academic work.

The immediate context for the statement was efforts by the Missouri state legislature to establish "intellectual diversity" legislation (most recently the submission in 2008 of HB 1315, the "Emily Brooker Higher Education Sunshine Act") and the inclusion on the UMKC students' helpline of a form for "intellectual diversity" complaints (originally called an "Intellectual Diversity Grievance Form").

The Senate document provides a positive statement on the nature of academic freedom within the university which is based on AAUP principles and which stands in stark contrast to vague and partisan characterizations of "intellectual diversity" in proposed bills like HB 1315.

### Missouri Conference Officers

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