2014 Annual Meeting at Fontbonne Establishes State Committee A
Read Minutes on p. 2

Marc Rice’s Report from 2104 Summer Institute on p. 3

New Phase in Long History of UMKC Chapter: Show Us the Money!
by Roger Pick

A renewal of the University of Missouri Kansas City AAUP Chapter is beginning.

The health of an AAUP chapter is often an inverse measure of the health of the campus. About a dozen years ago, the AAUP at UMKC was the largest in Missouri, so the chapter was very healthy. And the campus was very sick. Along with more than 70 of my colleagues, I joined the AAUP. I cannot speak for others’ reasons for signing up, but I became a member because I had lost trust in UMKC’s campus leadership. In fact, it seemed as if much of the leadership was insane. I’ll refer you to http://cas.umkc.edu/aaup/brainwash.htm to see an article describing just how crazy things were. The situation came to head at the end of 2004. There was a series of no-confidence votes in Chancellor Martha Gilliland and, under heavy faculty pressure, the

Continued, page 4

Plans for 2015 Annual Meeting at Lincoln University, February 28

Lincoln University in Jefferson City (our capital city) will host the 2015 MOAAUP annual meeting on Saturday, February 28. Details will follow in the next newsletter; please make plans to come. We usually meet 9-3, with a welcome coffee and a catered lunch. This year we plan a panel devoted to the problems of state support for education, drawing on expertise available in the capital.

For the purposes of electing delegates to the national meeting in Washington DC, 11-14 June, we need “chapter delegates” (up to 2 from each chapter). For all other issues, all attending members in good standing (paid-up dues) may vote. In fact, all faculty of higher education are welcome to attend the annual meeting, so feel free to bring colleagues who are not yet members of AAUP.

2015 is election year for MOAAUP officers. The president will become past-president, because of our constitutional term-limit, and there are likely to be other changes, too. The general view is that the changes will be good, with veteran officers remaining as supportive as ever, as new people bring new ideas. Contact any officer to nominate someone for any office.

If you have questions about any of the plans, contact:
David K. Robinson, MOAAUP president
Phone: (573) 881-1229
Email: davidrobinson19732@gmail.com

http://aaup.org/our-programs/education-training/summer-institute
Minutes, Annual Meeting, March 1, 2014
Missouri Conference of AAUP
Anheuser-Busch Building, Fontbonne University
St. Louis, Missouri

Square brackets denote later additions

Members attending: Stephanie Afful, Scott Baker, Jim Borgwald, Marc Becker, Mike Cobb, Greg Comer, Bob Cropf, Janine Duncan, Michael Friedlander, Seth Graebner, John Harms, Stacey Harris, Cheryl Houston, Kathryn E. Kuhn, Sharon McCaslin, Stan McCaslin, Elizabeth Newton, David Naugler, Deborah Phelps, Elizabeth Rayhel, Marc Rice, David K. Robinson (president), Michael Sullivan, Barrie Talbott (secretary-treasurer), and Bonnie Wilson.

10:00 AM: The meeting began with David Robinson’s welcome and overview of the agenda, followed by introductions.

Minutes and Reports:
Minutes from 2013 annual meeting (in fall 2013 newsletter) were approved unanimously.
Treasurer’s Report was circulated; balance at the end of 2013 was $6422.18.

We funded four people to the national AAUP meeting in 2012 and three in 2013. 2013 was an exceptional year because Missouri provided the banquet speaker (Stacey Harris, SLU), a journalist from Columbia (Janese Silvey) won the Iris Molotsky Award, and Linda Hand from Missouri Southern won the Hopper Travel Award. In future years, we may have no money to send more than two members to the national meeting in DC, because of a tighter budget.

Several questions were answered relating to the treasurer’s report. A question was asked about the $500 that we donated in 2013 toward publishing *Recommended Principles to Guide Academy-Industry Relationships* (AAUP, 2014). David explained that, at the same time, Assembly of State Conferences (ASC) of AAUP gave scholarships to two of our members to attend the 2013 Summer Institute.

A question was asked about chapter dues and why they aren’t being paid to Missouri chapters. David explained that AAUP national isn’t collecting chapter dues anymore, since the restructuring of AAUP. Jim Borgwald noted that Lincoln Chapter has long collected $10 per year from its members as dues to fund their activities.

A question was asked about predictions for next year’s budget. David said that our income isn’t certain; he predicts that our Conference Support Grant won’t be less than last year’s but that we will probably get about half the amount we received this year for our State Conference Dues. [In fact we ended up with more.] How money goes back to state conferences is the main issue before the AAUP Membership Committee, on which David currently serves, and which will propose a plan for regular (maybe generous enough) state-conference funding at the 2014 annual meeting. [The proposal did pass, so we think that our funding from DC might be better in future years, at least more predictable.]

Stacey (Steven) Harris of SLU receives the 2014 David F. Gruber Leadership Award from President David Robinson

A question was asked about expenditures being mostly related to sending members to the national meeting, and a discussion followed about the benefits of sending members to the AAUP annual meeting compared to sending members to the Summer Institute. Members spoke about the advantages of both events: the annual meeting in DC allows members to see what is happening at other institutions around the country (the big picture) whereas the Summer Institute is an intensive educational experience to help members learn invaluable leadership skills for their home chapters, including how to organize membership and how to understand institutional budgets.

President’s Report—David Robinson:
David discussed upcoming MOAAUP officer elections at our 2015 annual meeting and asked members to think about nominating people for these positions. All positions will be open, and we must elect a new president; the president must be selected from the current officers, according to our constitution. Also, our constitution stipulates that no more than two officers of MOAAUP can come from any one school.

David reported that he visited SLU and Drury University during 2013 and also attended the 2013 annual meeting in Washington DC with Linda Hand (MSSU) and Stacey Harris (SLU).

A question was asked about the current campaign for elections to national AAUP offices. David noted the Unity Slate’s challenge against the current leadership. He gave an explanation for both parties’ stance and said that he was personally unable to endorse one of the slates in the upcoming election. Various members expressed their support for the one slate or the other.

A question was also asked about collective bargaining chapters: who and where they are and how they relate to

Continued, p. 5
Truman Chapter President Marc Rice at 2014 AAUP Summer Institute

[Note: This is a re-publication, with permission, of an article that appeared in the November 2014 issue of Monitor, a student publication at Truman State University: https://trumanmonitor.wordpress.com/about/]

My name is Marc Rice. I am a Professor of Music at Truman State University. Like almost all of my colleagues I’m very concerned about the diminishing support for faculty resources at TSU, including salaries that rank among the lowest in the nation. A few years ago, feeling that I had to do something to help my career and my family, I joined the TSU chapter of the American Association of University Professors. Now I serve as Chapter President, and this past July I attended a workshop for training chapter members to engage proactively with administration and politicians towards the empowerment of their faculty colleagues.

The 2014 AAUP Summer Institute was held at Hofstra University on Long Island. There were, by my estimate, about 800 people in attendance from all across the U.S. There were dozens of workshops, 90-minute sessions that included lecture, group discussion, and breakout work. The workshops that I attended enabled me to develop my skills at dialogue and negotiation with administration and politicians.

The first session that I attended, “Introduction to Negotiations,” was led by faculty from California State University, who were very experienced at negotiating with administration during times of budget cutbacks. We listened to an overview of their process, and then proceeded to practice our own negotiating skills.

The next day I attended two sessions. In the morning I went to “Building an Effective State Conference,” where we learned how to communicate with other chapters in our state, towards forming a unified voice to address state government. There are several AAUP chapters in Missouri, and all of us have been negatively impacted by the diminishing appropriations to higher education. The afternoon session that I attended, “Using Communications to Motivate Action,” gave me ideas for building up the membership in our own TSU chapter, and mobilizing my faculty colleagues to work for our common goals.

The next morning I attended “Press Relations and Messaging.” We worked on communicating with the media, including formulating a message and presenting it in print, in social media, and on television and radio in a manner that will garner support. We also practiced the technique of giving a radio or television interview, so I am ready for our local media outlets.

The final session that I attended was personally important for the development of my own teaching skills. In “Embracing the 21st Century Classroom,” we looked at the challenges faced by professors as our students become increasingly diversified, and we need to prepare them for a complex, globalized world. I’m a white scholar of jazz history, and this workshop happened weeks before the events at Ferguson, Missouri, so the ideas that I received in this workshop have been invaluable to the teaching that I’m doing this semester.

This academic year I am striving to put into action at TSU many of the skills that I learned at the workshop. AAUP work is vitally important at this time, because the past several years have been difficult ones for faculty who have committed themselves to Truman State University, its mission, and our community, both on and off of campus. Like many workers in the U.S. we have seen our wages stagnate during the last 10 years, while the cost of living, in particular health care, continues to rise. We have seen a decline in the faculty resources that many years ago had made our university special, including a decrease in faculty numbers that has led to an increase in class size, and a decrease in support for faculty research and travel funding. Things are generally worse for American workers and the middle class than they were 10 or 12 years ago, but because of a variety of factors, including diminishing state support for higher education, and TSU’s commitment to low tuition, TSU professors are among the worst paid in a state that ranks near the bottom for faculty salaries and resources.

This is my 16th year at Truman State. Like many of my colleagues I’ve had the opportunity to leave. I’ve stayed because of my belief in an affordable liberal arts education, the wonderful, creative, and intellectual students that I’ve had the privilege of teaching, the friendships that I have with my faculty colleagues, and the passion that I have for the cause a united voice is a stronger voice. There was a famous songwriter named Joe Hill, who belonged to a union called Industrial Workers of the World. He was framed for murder, and as he was about to be executed his last words were “Don’t mourn, organize!” The faculty of TSU are not mourning, but many of us remember better times, for ourselves and our beloved institution. We know that things have been better, and we have hope that the future holds great promise for Truman State. And this is why having an active chapter of AAUP on our campus is so important. Our cause is the university’s cause.

For more about Missouri Conference: www.moaaup.org

December 2014
chancellor resigned. The leadership of the AAUP chapter, in particular Pat and David Brodky, were instrumental parts in this triumph of faculty governance.

Soon after, Pat retired and the Brodskys left town. I was asked to become president of the UMKC AAUP Chapter. I agreed to do this because the chapter needed to fill the void, but I agreed with the understanding that my role would be that of a caretaker. I would keep the organization alive in case it was needed again. Under my benign and underactive leadership, chapter membership shrank to under 20. As I began to think about retirement, I wondered what I would do in order to preserve the continuity of the UMKC chapter.

And now things are changing, and the campus is sick again. Last fall, UMKC campus leadership announced a “budget challenge.” The current chancellor, Leo Morton, gave a series of presentations about why UMKC was facing a budget challenge, resulting in a campus-wide belt-tightening, hiring freeze, and no raises. But parts of his presentations did not ring true to me and a colleague. While academics faced a pay freeze, it seemed as if the administration was bloated. New vice-chancellors and vice-provosts were being hired what seemed like monthly. Academics generally get two title changes in a career, but administrative staff and administrative executives were getting title changes every couple of years. And generally each title change was accompanied by a pay raise. In this time of so-called budget constraints, two new colleges, each with a dean in charge and an administrative staff, have just been created: an Honors College and a University College.

We examined the numbers from the chancellor’s presentations in a way different from how he presented them – with particular attention to ratios and growth rates. Our analysis, available online at http://cas.umkc.edu/aaup/facadv27.xlsx, found that the percent change in administrative payroll per administrative employee had gone up 9.8 percent while academic payroll per academic employee went up 2.2 percent. We circulated this analysis via email to friends of the AAUP as well as via the AAUP chapter website.

The chancellor called me into his office. During a very cordial meeting, he explained that the numbers in his presentations were wrong. I took him at his word, and repeated the analysis with the new numbers. This new analysis, available online at http://cas.umkc.edu/aaup/facadv28.xlsx, softened our earlier conclusion, but did not erase it. Even the new numbers showed that administrative salaries had gone up 50 percent more than academic salaries.

In response to the second analysis, the provost sent out a rebuttal via an e-newsletter that goes to all or nearly all employees. She asserted that the administrative category in the chancellor’s presentation included low-paid custodial, grounds, and clerical employees and that our percentage calculations were misleading because these underpaid people were included. AAUP had captured the administration’s attention.

We also captured some allies. A group of faculty started meeting to further analyze the UMKC budget situation. I joined this group. Our first report is available online at http://cas.umkc.edu/aaup/AdHocCommitteeSlidesV2.pptx. This report was presented to the Faculty Senate, and the provost tried to rebut the presentation at the next meeting. Our conflict with the provost and chancellor is now ongoing. We are no longer relying on UMKC-provided data, but instead are using data from UMKC’s public government filings, accessible on the web at http://nces.ed.gov/ipeds/datacenter/ and http://highereddata.aft.org/. This data has the advantage that it separates executive administrative salaries from other administrative salaries. It allows us to specifically examine the bloating of high-level administrators at UMKC using data from an authoritative source. The disadvantage is that the data takes some effort to understand.

Others are joining the group, and a variety of projects are under way. Not every project will bear fruit, but in general we are examining data looking for bloat, inappropriate allocations of funds, inefficiencies, and shifts in staffing away from tenured or tenure-track faculty towards contingent low-paid instructors. Data is coming by reviewing past and present staffing lists for departments, UMKC Foundation public filings, athletic department reports, and the previously-mentioned IPEDS data. We are no longer relying on data from the administration, but are using interviews with people with direct knowledge or else publicly-filed data.

More reports examining UMKC’s administrative practices are in the pipeline. We are gaining the attention of our colleagues, and we are hopeful that the transparency we are creating may affect UMKC’s budgetary decisions in the future. Some members of the ad-hoc group have joined the AAUP.

As we address UMKC’s budgetary issues, this group of engaged faculty is also allying with the AAUP and membership is growing. With this increasingly healthy AAUP chapter, I believe that when my term as chapter president expires next year, the next more-active generation will take my place.
advocacy conferences like Missouri. David discussed Ohio, Michigan, New York, New Jersey, Massachusetts, Oregon, and Illinois in comparison to advocacy conferences, like Missouri. He noted that one big chapter at an Ohio university, where all faculty pay dues, can outnumber the AAUP members in the entire Missouri Conference. Although Missouri isn’t a “right to work” state that prohibits unionization of public employees, our state has no enabling legislation that requires administrations to honor agreements negotiated with public-employee unions. He gave the example of Central Missouri University, whose president negotiated a collective-bargaining agreement with MNEA, only to have the president replaced by their governing board and the agreement nullified by the new president. [In 2014 Harris-Stowe State University negotiated and signed a collective-bargaining agreement with MNEA. We will follow this with interest.]

**Vice President’s Report—Greg Comer:**

Greg visited Fontbonne University in the fall to discuss shared governance and also met with Drury faculty (along with David) to discuss the impact of budget issues on faculty and programs. Greg’s goal is to visit all of Missouri’s hot spots.

Greg mentioned SLU Chapter’s success with their newly formed Chapter Committee A and introduced the idea of starting a State Committee A; SLU will introduce a motion in the New Business portion of the meeting.

**Report from annual meeting in DC—Stacey Harris**

Many of the sessions/meetings related to issues with collective bargaining states and internal organizational politics. For Stacey, the main value of the meeting came from talking to people in the halls. Many institutions are experiencing situations similar to or worse than SLU. One overriding issue was dwindling state funding for public colleges and universities. Stacey finds that one of the major problems with many of these situations is that the campuses lacked unity and purpose.

**Additional Officer Reports:**

David works with David Naugler, fellow state officer, to keep the Missouri Conference website current:

[www.moaau.org](http://www.moaau.org)

John Harms, Chapter Service Director, was contacted by Drury University about their budget situation, initiating several interactions (already mentioned).

**Old Business:**

The meeting voted delegates to **Annual AAUP Meeting in DC** in June 2014 (only qualified chapter delegates voted, secret ballot). Unanimously we elected this slate of delegates to the national meeting:

- Greg Comer (SLU) [attended, won Hopper Travel Award]
- Stephanie Chamberlain (SEMO, current president of MAFS) [declined due to schedule]
- David Robinson (Truman, alternate) [did not attend]
- Stacey Harris (SLU, alternate) [attended]
- Jim Borgwald (Lincoln, alternate) [attended]

MOAAUP voted to support these members to attend the **2014 Summer Institute:**

[all three received ASC scholarships, so our offer of support cost us nothing]

- Marc Rice (Truman)
- Katheryn Kuhn (SLU)
- Odesa Weatherford (Harris-Stowe), added later

Continued, p. 6

**David Robinson makes a surprise presentation to MOAAUP Sec.-Treas. Barrie Talbott, who teaches at Ozark Technical College.**
Minutes, cont. from p. 5

Awards and Honors:
Greg Comer was recognized for a fine first year as vice-president; David presented him with his own 9th edition of the AAUP Red Book, complete with David’s annotations (see photo).
Stacey Harris was awarded the David F. Gruber Leadership Award for guiding SLU Chapter through the recent stormy years (see photo).

New Business:
Proposal to establish State Committee A:
Greg Comer introduced a proposal to develop a Committee A for Missouri. Chapter Committee A at SLU was established during their tumultuous past year as a watchdog organization to investigate, record, and report any retaliation against faculty. Currently 8 states out of the 31 with a state conference have their own Committee A, including Kansas. The remaining 19 states have no active state conference.

Advantages of having a standing state Committee A:
MOAAUP officers can focus their energies on organizing/planning and maintaining shared governance, as the State Committee A focuses solely on investigating infractions of the grievance process or of promotion and tenure. Also, having a State Committee A could make better use of the skills and talents of members not currently serving as MOAAUP officers. Committee A is a good fit for issues that affect faculty at departmental and other levels. Many sorts of collective or systemic problems aren’t covered by a faculty handbook, which usually focuses on clear, technical infractions. Another advantage of having a state-level Committee A is that larger, cross-institutional issues, such as adjunct faculty load, could be investigated as grievances come forward.

State Committee A can write a “conscientious and considered report” that can carry weight. A chapter and state-level Committee A can also add weight to any national-level Committee A reports. The national Committee A receives a lot of complaints, so a state Committee A might be able to field some of those complaints that cannot register national attention. A state Committee A would also be a way to publicize the support that MOAAUP can offer to faculty. Like the Kansas Conference, Missouri could have a web-link and contact clearly designated for Committee A issues. This contact point might encourage faculty to seek guidance or advice in earlier stages of problems, not waiting for them to become so egregious that they must be taken to the national level. This contact could allow faculty to discuss issues, even on a confidential level, before deciding whether to seek a full investigation. In this way, a state Committee A could either be a stepping stone to the national Committee A or just serve an advisory role to faculty if that turns out to be sufficient.

A question was asked about whether a state Committee A might encourage national Committee A to defer problems to the state level; David said that this already happens; national officers and staff ask MOAAUP officers to do investigations and write letters now. State Committee A should simply increase the expertise. Greg put questions to the members about whether the Missouri Committee A should be ad hoc or standing, and members agreed that we already were functioning on the ad hoc level with the current MOAAUP board, so a standing committee would make more sense now. One member wished aloud that MOAAUP as a whole could be more proactive; Committee A seems reactive. He expressed the need for a system to rate faculty senates and to conduct annual surveys. David and Greg expressed the hope that a standing state Committee A would give regular MOAAUP officers more time to do such things.

Motion: MOAAUP officers are authorized to establish an ad hoc Missouri State Committee A and to report back a constitutional amendment or bylaws, as needed, to next year’s annual meeting, for formal establishment of Missouri State Committee A. Motion by Stacey Harris; seconded by Greg Comer; approved unanimously.

Panel Discussion: SLU and MSSU
David introduced the panel and explained that AAUP (at state and national levels) played a prominent role in supporting these chapters during past few years.

Missouri Southern State University: John Knapp was unable to attend the meeting, due to a bad cold, so he sent extensive notes and reflections for the panel, and David read them to the meeting. In summary, John warned that votes of no-confidence, though sometimes necessary, should be carefully considered by faculty: the governing board is likely to dig in their heels and things can get ugly. Southern went four years after the vote before President Speck finally resigned, 2009-13. Any organized faculty revolt needs a website or blog; it catches lots of crude comments, but also keeps information out there. It is important to get AAUP members into leadership of the faculty senate. Another piece of advice: when the president finally self-destructs, just stand back and let him; show the governing board that the faculty will be responsible and will carry on. Be prepared for AAUP activity to die down, once the crisis has passed. We need to figure out a non-crisis role for AAUP chapters.
Minutes, cont. from p. 6

Saint Louis University: Stacey Harris (with Greg and other SLU people chiming in). The events of 2012-14, leading to the resignation of President Biondi, were the subject of Stacey’s banquet speech at the annual DC meeting in 2013. Giving a shortened version here, Stacey noted that the whole timeline is available on the chapter website: https://sites.google.com/a/slu.edu/aaup-slu-interim. Stacey ended the presentation with emphasis on two themes—unity and diligence—which were essential in SLU’s success.

Chapter/institutional Reports: A representative of each institution present gave a brief report on major issues affecting the faculty, including any AAUP activity.

Adjournment: At 2:50 p.m. President David Robinson adjourned the meeting, as icy weather threatened. [All arrived home safely, we were glad to hear later.]
## Missouri Conference Officers, 2013-15

<table>
<thead>
<tr>
<th><strong>President</strong></th>
<th><strong>Past-President</strong></th>
</tr>
</thead>
</table>
| David K. Robinson  
Truman State University  
davidrobinson19732@gmail.com | Keith Hardeman  
Westminster College  
keith.hardeman@westminster-mo.edu |

<table>
<thead>
<tr>
<th><strong>Vice-President</strong></th>
<th><strong>Members-at-Large:</strong></th>
</tr>
</thead>
</table>
| Gregory Comer  
St. Louis University  
greglee.comer@gmail.com | Jim Borgwald  
Lincoln University  
borgwaj@lincoln.edu |

| **Chapter Service Director** | John B. Harms  
Missouri State University  
johnharms@missouristate.edu |
|-----------------------------|-----------------------------|
| John B. Harms  
Missouri State University  
johnharms@missouristate.edu | John Knapp  
Missouri Southern State University  
Knapp-J@mssu.edu |

| **Secretary/Treasurer** | David Naugler  
Southeast Missouri State University  
augler@ldd.net |
|-------------------------|-----------------------------|
| Barrie Talbott  
Ozark Technical College  
BarrieTalbott@gmail.com | Roger Alan Pick  
University of Missouri--Kansas City  
PickR@umkc.edu |

### Chapter Service Program:
The Missouri Conference stands ready to aid AAUP chapters and members in any way that it can. If you work in Missouri and do not have a local chapter, feel free to contact any conference officer directly, especially the Chapter Service Director, John Harms.  
[JohnHarms@missouristate.edu](mailto:JohnHarms@missouristate.edu) (tel. 417-836-5676).