



the newsletter
of the furman chapter
of the AAUP

october 2005

Officers, Furman AAUP

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The American Association of University Professors is one of the most important forces safe-guarding the academic freedom of college and university faculty in the U.S. The guarantees protecting the academic freedom of Furman faculty rest on AAUP principles. Joining the AAUP is one of the most effective ways for individual faculty members to support academic freedom at Furman and elsewhere. To join the AAUP and/or to set up a program of payroll deduction of dues, contact Dennis Haney (Biology Department).

AMPERSAND is published by the Furman University chapter of the American Association of University Professors and distributed to faculty, academic administrators, and trustees. AMPERSAND aims to link Furman to the national AAUP by (1) informing the Furman community about issues of concern to the national organization and to the local chapter, and (2) interpreting Furman's policies and practices in the light of AAUP principles. Editor: Bill Rogers. Associate Editor: Dan Slougher. Editorial Board: Robin Visel, Tim Fehler, Denise Crockett, Dennis Haney. The editorial board welcomes response, commentary, and suggestions for topics to be explored in future issues. Direct correspondence to Bill Rogers, English Department, Furman University, Greenville, SC 29613. E-mail: bill.rogers@furman.edu.

CONTINGENT FACULTY INCREASES IN 2004-05

Furman's reliance on contingent faculty, already excessive by the standards of the national AAUP, increased in 2004-05.

The AAUP defines contingent faculty as "both part- and full-time faculty who are appointed off the tenure track."¹ Furman employs three categories of contingent faculty: full-time faculty not on the tenure track, part-time faculty ("lecturers") who teach at least half time, and adjuncts, who teach less than half time.

From 2003-04 to 2004-05, the number of contingent faculty at Furman increased from 69 to 77.

The AAUP recommends that "no more than 15 percent of the total instruction within an institution, and no more than 25 percent of the total instruction within any department, should be provided by faculty with non-tenure-track appointments."

From 2003-04 to 2004-05, the percentage of all Furman classes taught by contingent faculty increased from 18.4 percent to 22.4 percent. The number of departments in which more than a quarter of total instruction was provided by contingent faculty increased from 4 to 7.

In the same period, the percentage of General Education Requirements (GERs) taught by contingent faculty increased from 22.8 percent to 26.6 percent. More than

one-quarter of total GERs were provided by contingent faculty in 8 departments.

The AAUP position on compensation for contingent faculty is that "compensation for part-time appointments . . . should be the applicable fraction of the compensation (including benefits) for a comparable full-time position."

Per-course compensation of part-time faculty at Furman is a little more than one-half that of the average assistant professor, and per-course compensation of adjuncts is less than one-third that of the average assistant professor (see accompanying table "Compensation for Tenure-Line and Contingent Faculty, 2003-05").

As for full-time contingent faculty, Vice-President for Academic Affairs and Dean Tom Kazee reports that "We pay our full-time contingent faculty well"—an annual salary in the range from the "low 40s" to the "mid-40s" for a new Ph.D., in most departments.

Another concern of the AAUP is that "Women are more strongly represented among part-time faculty than among full-time faculty." This general trend is reflected at Furman, where women are still disproportionately represented among part-time faculty as compared with full-time faculty (see accompanying table "Gender: Tenure-Line and Contingent Faculty, 2003-05").

TENURE-LINE AND CONTINGENT FACULTY, 2003-2005

	2003-04	2004-05	% CHANGE
TOTAL FACULTY (contingent + tenure-line)	279	283	+1.4
FULL-TIME (tenured or tenure-track) ¹	210	206	-1.9
Full-time contingent faculty ²	12	16	+33.3
Part-time faculty	17	18	+5.8
Adjunct faculty ³	40	43	+7.5
TOTAL CONTINGENT FACULTY	69	77	+11.6
% CONTINGENT FACULTY	24.7	27.2	

¹Excludes Military Science faculty and 7 administrators who do not always teach

²Excludes post-doctoral positions in the sciences

³Excludes applied music faculty

Contingent faculty at Furman, however, continue to benefit from the support of the institutional infrastructure.

In 2004-05, as in 2003-04, every full-time and part-time contingent faculty member had an assigned office, secretarial support, a computer, and a telephone. Some adjuncts also had this support. One contingent faculty member received support from the Faculty Development Committee in 2004-05, and 17 received travel support—up from 6 in 2003-04.

In an interview with AMPERSAND, Dean Kazee defended Furman's current practices with respect to employment of contingent faculty. He said

COURSES TAUGHT BY CONTINGENT FACULTY, 2003-2005		
	2003-04	2004-05
% of all Furman classes taught by contingent faculty	18.4	22.4
% of GERs taught by contingent faculty	22.8	26.6
# of departments in which more than 25% of total instruction was provided by contingent faculty	4	7
# of departments in which more than 25% of GERs were provided by contingent faculty	8	8

[The May 2004 issue of AMPERSAND deals in more detail with the national AAUP's position on contingent faculty. This issue is available online at the website of the Furman chapter of the AAUP: <http://math.furman.edu/~dcs/aaup/>. The national AAUP's website provides a discussion of the problems associated with overuse of contingent faculty, in the statement "Background Facts on Contingent Faculty": <http://www.aaup.org/issues/part-time/Ptfacts.htm>.]

NOTES

[Information concerning the national AAUP's position on contingent faculty is available online at <http://www.aaup.org>. Furman statistics were provided by the office of Dean Tom Kazee. The Furman chapter of the AAUP thanks Dr. Kazee and Ms. Maggie Milat for their cooperation in providing this information.]

¹All references to AAUP positions are from "Policy Statement: Contingent Appointments and the Academic Profession. Addendum: Previous Reports on Contingent Faculty." <http://www.aaup.org/statements/SpchState/Statements/contingent.htm>.

GENDER: TENURE-LINE AND CONTINGENT FACULTY, 2003-05		
	2003-04	2004-05
Female tenure-line faculty	28%	28%
Female contingent faculty	50%	51%

line faculty to make the CRC proposal work has already been a matter of discussion among administrators and trustees, Kazee said.

Kazee expressed the hope that should the CRC proposal be accepted by faculty and trustees, hiring of additional tenure-line faculty would lessen Furman's dependence on contingent faculty.

A statement by Dean Kazee on the issue of contingent faculty appears in this newsletter (see accompanying article "The Dean on Contingent Faculty").

that there is no evidence that Furman is using contingent faculty just to save money.

Dean Kazee did, however, express concern in two areas: (1) the number of full-time contingent appointments that continue from year to year, while a decision is being postponed about whether to create a tenure-line position; and (2) the percentage of GERs being taught by contingent faculty.

Kazee said that he would be open to discussions about adding tenure-line positions in larger departments at Furman where the number of faculty taking sabbatical leave in a given year normally justifies the annual hiring of full-time replacements.

In 2003-04, there were 6 part-time faculty members who had taught at Furman for 7 years or more. In 2004-05, there were 7 such part-timers. Kazee said that he might be open to discussions about changing Furman policy so as to allow for the tenuring of part-time faculty members as part-timers.

Kazee emphasized that the reform proposed by the Curriculum Review Committee (CRC) would require additional tenure-line faculty. Without additional tenure-line faculty, Kazee said, "it is not a feasible proposal." The necessity of additional tenure-

line faculty to make the CRC proposal work has already been a matter of discussion among administrators and trustees, Kazee said.

COMPENSATION FOR TENURE-LINE AND CONTINGENT FACULTY, 2003-05			
	2003-04	2004-05	% CHANGE
Average total compensation per course, assistant professor*	13,060	12,880	-1.4
Average compensation per course, part-time	6,226	6,900	+10.8
Average compensation per course, adjunct	3,907	4,028	+3.1

*Data concerning compensation for assistant professors are taken from American Association of University Professors, "The Annual Report on the Economic Status of the Profession: 2003-04," *Academe*, March-April 2004, p. 84; and "The Annual Report on the Economic Status of the Profession: 2004-05," *Academe*, March-April 2005, p. 82. The figures here were arrived at by dividing total compensation, as reported in *Academe*, by 5, to arrive at compensation per course.



THE DEAN ON CONTINGENT FACULTY

by Dr. Tom Kazee

Dr. Tom Kazee is Furman's Vice President for Academic Affairs and Dean. In this guest column, Dr. Kazee explains Furman's rationale for the use of contingent faculty.

We have used and will continue to use full-time contingent faculty and part-time faculty to meet a number of important staffing needs, including replacing faculty on sabbaticals, filling unexpected vacancies or positions for which tenure-track searches were unsuccessful, addressing particular departmental needs for which tenure-track positions seem unsuitable, or offering sufficient sections of courses as student demand fluctuates from year to year.

In most of these situations, the alternatives to using contingent and adjunct faculty – i.e., to leave these positions unfilled or to shift the student demand to regular faculty – would mean these needs would be unmet and/or would create onerous burdens for tenured or tenure-track faculty.

Moreover, the proportion of contingent faculty and adjuncts at Furman is reflective of these needs and how they vary from

one year to the next. We should not reduce our hiring of contingent faculty if it means weakening our commitment to supporting professional development opportunities for faculty, lowering faculty recruitment standards, or reducing flexibility in a curriculum that changes as departmental goals change and student demand ebbs and flows.

We need to be mindful, of course, of the decisions we make about how contingent faculty will meet these needs. We must be careful, for example, that, even as we recognize the quality and contributions of contingent and part-time faculty, we don't rely too heavily on them to teach GER sections – courses which all students must take and which therefore are foundational to the curriculum as a whole.

In sum, department chairs and I should work together to meet staffing needs in ways that maintain the high quality of our curriculum and academic experience.

NOTES FROM SC CONFERENCE

by Dr. Scott Henderson

Greetings AAUP members! I am pleased and honored to be the new president of the South Carolina Conference of AAUP. I feel especially privileged to assume this responsibility in light of the fact that Furman continues to have the largest and most influential AAUP chapter in the state.

I believe that AAUP can function in a variety of ways. It can focus on preventing threats to academic freedom; it can intervene in the midst of such threats; or it can take action after violations to academic freedom have occurred. Historically, AAUP has been most effective when it has operated in a preventative or interventionist mode. This requires a healthy vigilance in defense of academic freedom.

Here in South Carolina we should keep a close eye on certain developments. Some of our colleagues at public institutions have had to agree to "at-will" employment provisions. In short, being an "at-will" employee means that a person can be fired at the will of his or her employer. This would seriously undermine the tenure system, as well as the principle upon which it is based (academic freedom).

Over the past few years, lawmakers have attempted to amend the state's science standards in order to accommodate the instruction of "intelligent design" in K-12 curricula. Though unsuccessful in these efforts, lawmakers could still turn their attention to "revising" curricular requirements at the state's public universities. This could have disturbing consequences.

Finally, conservative ideologue David Horowitz has spearheaded a national campaign to impose academic "bills of rights" on post-secondary institutions. While such "bills" supposedly protect academic freedom, they actually do nothing of the sort. South Carolina seems like a logical and regrettably sympathetic target for Horowitz and his supporters.

I appreciate the opportunity to serve the members of Furman's AAUP chapter. I welcome suggestions and input on how we can collectively shape and support policies that will protect and enhance our roles as teachers, instructors, and professors in South Carolina.



Scott Henderson
President, SC Conference

SOUTH CAROLINA CONFERENCE MEETS AT FURMAN: HENDERSON ELECTED PRESIDENT; CHEW ON PANEL

Scott Henderson, a faculty member in the Department of Education at Furman and a former officer of the Furman chapter of the AAUP, was elected president of the South Carolina Conference of the AAUP at the fall meeting on October 8.

At the meeting, held on the Furman campus, Jane Chew of the Department of Modern Languages and Literatures at Furman participated in a panel discussion of episodes and issues during the history of the state conference from the 1950s to the present.

In her presentation, Dr. Chew recounted the controversy at Furman over the attempted showing of Martin Scorsese's film *The Last Temptation of Christ*.

Other panelists recalled involvement of the AAUP in the civil-rights movement and AAUP interventions, successful and unsuccessful, in various cases in the state. of violations of academic freedom and/or due process.

Other state officers elected at the meeting included James Henderson of Coastal Carolina University, Vice President; and Travis Gordon of Midlands Technical College, Secretary-Treasurer.

Joining Chew on the panel were Tom Hobbs of USC-Aiken and Michael Morris of Clemson, both past presidents of the state conference.

Institutions represented at the meeting included Anderson College, Clemson, Furman, Midlands Technical College, Piedmont Technical College, and USC-Aiken.

During the business meeting, reports were heard from the chapters represented, and Henderson briefly discussed some of the goals that he would be pursuing during his tenure as president of the conference.

Chapter representatives also discussed potential uses for the conference website. Bob Fries of Anderson College, webmaster, requested that members of AAUP e-mail items of interest to him at rfries@ac.edu.

CHAPTER ACTIVITIES

- ◆ Chapter website, maintained by Dan Slougher [<http://math.furman.edu/~dcs/aaup/>]
- ◆ Payroll deduction of AAUP dues, managed by Dennis Haney
- ◆ Informal gatherings at 2:45 before each monthly faculty meeting, hosted by Robin Visel
- ◆ Forums on issues of concern to faculty (most recent forum addressed family-career policies and childcare benefits)
- ◆ AAUP childcare initiatives, in cooperation with other faculty and staff, that have helped to bring about on-site childcare at faculty meetings and a reduction in Furman Child Development Center fees for faculty dependents
- ◆ Ongoing monitoring of academic policies to safeguard rights of faculty governance and academic freedom
- ◆ State AAUP Fall Meeting, held at Furman on October 8, where Scott Henderson, former Furman chapter officer, was elected SC-AAUP President
- ◆ Membership incentive for tenure-track faculty (Furman chapter will reimburse new members for first quarter of AAUP dues)

WATCH FOR THE UPCOMING AAUP FORUM ON CHANGES RESULTING FROM THE CRC PROPOSAL.

Our next forum will be scheduled after the faculty vote on the CRC's proposal on curriculum and calendar, plus the proposed amendments.

The forum will address hiring of new faculty, possible reallocation of resources to meet the new needs in the academic program, possible changes in expectations for research and teaching, questions about the implementation of a new academic program, and any other issues of concern to the faculty that might arise from the proposed changes. We will invite administrators to address questions from the faculty.

PRESIDENT'S COLUMN

By Robin Visel, President, Furman Chapter of AAUP

In academic year 2003-04, our local chapter of the AAUP became concerned with the number of non-tenure-line faculty teaching at Furman. The May 2004 issue of AMPERSAND explored this matter.

As this current issue of AMPERSAND reports, the number of contingent faculty at Furman and the percentage of courses taught by such instructors increased in 2004-05.

While increasing dependence on contingent faculty is, unfortunately, a nationwide trend, it is a particularly lamentable trend for a national liberal-arts college that aspires to provide high-quality collaboration among faculty and students.

Costs of Contingency

Arguably, students suffer when their instructors are not fully involved and invested in the educational mission of the institution. Professors suffer when their colleagues do not fully participate in faculty governance, research and professional development projects, or co-curricular responsibilities.

The proposal currently before the Furman faculty for revision of the calendar and the curriculum is a historic opportunity to redirect the teaching of all or most first-year and core general-education courses back to the tenure-line faculty.

Whatever specific curricular or calendar changes the faculty decides upon, it is imperative that the institution invest substantially in permanent full-time faculty. Such faculty are the *sine qua non* of the undergraduate liberal-arts enterprise.

The Dean's Position

The good news in this picture is that Tom Kazez, Furman's Vice President for Academic Affairs and Dean, has publicly taken positions that suggest that he understands the importance of tenure and the danger of relying too much on contingent faculty.

In this issue of AMPERSAND, Dean Kazez defends Furman's current practices of employing contingent faculty. But he has also said in a public forum on the proposed curricular and calendar reform that the feasibility of that project depends upon the addition of tenure-line faculty.

In an interview with AMPERSAND, Dean Kazez expressed concern in two important areas: the repeated renewal of full-time non-tenure-track appointments, and the percentage of GERs being taught by contingent faculty. He is paying attention to the right things.

In the same interview, Dean Kazez also said he is working to include in the contracts or appointment letters of part-time and adjunct faculty language that refers to the *Faculty Handbook* and that guarantees these faculty rights of academic freedom and due process.

Although Dean Kazez apparently dissents from the standards of the national AAUP concerning the appropriate percentages of contingent faculty, nevertheless his heart seems to be in the right place on certain crucial issues.

We urge Dean Kazez to continue to monitor closely the use of contingent faculty at Furman. And should the faculty pass the proposed curricular reform, we strongly support Dean Kazez's efforts to persuade the Furman trustees to add enough tenure-line faculty to make that reform work as envisioned.

New Member Initiative: Join Now

The national AAUP is an effective advocate for academic freedom and for the welfare of the professoriate. Such advocacy has financial costs, apart from the personal costs to many faculty all over the country who selflessly volunteer their time and their competencies in the service of the profession. One of the best things a faculty member can do to support the principles that undergird our commitments is to join the national organization.

If you are a tenure-track faculty member who has not yet joined the AAUP, the Furman chapter will reimburse you for the first quarter of dues. The current entrant rate is \$81 per year (now being offered for 16 months' membership), minus a \$20 rebate from the local chapter. Please contact me or our chapter Treasurer, Dennis Haney.

Robin Visel

WEBSITES OF INTEREST

Furman Chapter of the AAUP: <http://math.furman.edu/~dcs/aaup/>
South Carolina Conference of the AAUP: <http://www.sc-aaup.org/>
The American Association of University Professors: <http://www.aaup.org/>