Texas AAUP: Meeting of Chapter Presidents and Conveners

Brian L. Evans, PhD, Interim President, Texas AAUP Conference
Oct. 27, 2023

Action Items

- Synergy with the Faculty Senate
  - Ask Faculty Senate if AAUP chapter could give an update at Senate meetings
  - Encourage AAUP members to run for Faculty Senate
  - Reach out to Faculty Senators to join AAUP
- Arrange a follow-up meeting to discuss campus policies for the anti-DEI law, SB 17
- Participate in developing/refining campus policies on DEI and tenure (see next)

Statewide Updates

- SB 17: Faculty concerns about overcompliance and overreach by campus and system administrators because of the severe institutional penalties in SB 17 for non-compliance and the desire to avoid lawsuits. Faculty are also concerned about plans by administrators to enact policies according to the “spirit” of SB 17.
  - Texas A&M System [SB 17 policy](#) and [guidance for institutional policies](#)
  - UT System [FAQs for institutions policies](#) (no UT System policies yet)
  - [Texas AAUP Conference Analysis of SB 17](#)
- SB 18: All public universities have adopted tenure policies to implement SB 18 before it took effect on Sept. 1, 2023, except for UT institutions. UT institutions didn’t have enough time to make the Sept. 1, 2023, deadline because the UT Board of Regents (BoR) didn’t approve UT System policy updates until Aug. 24, 2023.
  - [UT Austin AAUP Chapter comments on UT BoR draft policies](#)
  - [Texas Tech model policy](#) - AAUP member Lewis Held negotiated for Senate
  - Texas AAUP [Slides Analyzing SB 18 and Making Policy Recommendations](#)
- UT Tyler issued a 15-day notice of dismissal on Oct. 16, 2023, of tenured Assoc. Prof.
  - [AAUP letter](#) and [Texas AAUP letter](#) on Oct. 25 to UT Tyler Pres. condemning UT Tyler for violating Dr. Mickie Mwanzia Koster’s due process rights
  - President [sent an email](#) to all UT Tyler faculty, AAUP and Texas AAUP on Oct. 28 to say UT Tyler failed to afford “full due process ... in a termination case.”
  - Dr. Koster has not yet received details as to how the university will rectify the harm she has experienced as a result of its violation of her due process rights

How Our AAUP Chapters Gather on Campus

- One or two formal meetings of the entire chapter each semester is common
  - One campus has one meeting for the chapter and one for contingent faculty
  - Zoom meetings have good turnouts; not so much for in-person meetings
Some chapters have in-person social gatherings once a month or once a semester

Additional Discussions About Campus Concerns

- Department faculty are not getting the primary authority on hiring decisions
  - In some cases, Dept. Chair or Dean is sole decision maker, and dept. Faculty aren’t allowed to be involved in any meaningful way – clear violation of [2]
  - In other cases, an Assoc. Dean is on a Dept. Faculty Recruiting Committee – inappropriate because administration gets a separate say – violation of [2]
  - Concerned about disparate hiring practices

- Dual enrollment
  - High school principals pushing back on what colleges and universities are teaching, e.g. teaching the 1619 project – violation of [1-2]
  - AAUP Statement on Dual Enrollment (June 2019)
  - ESC Region 2 Curriculum Director Meeting Slides (January 3, 2022) Slides 53-61 are most relevant. Slides shared with regional school admins last year.

- At religiously-affiliated campuses, concerns about administrative interference in hiring and retaining faculty – violations of [1-2] – reach out to the Texas AAUP Academic Freedom Committee of Lynn Tatum and Ann McGlashan at Baylor

- Helpful AAUP documents
  - AAUP Faculty Handbooks
  - AAUP Faculty Handbooks as Enforceable Contracts: A State Guide

- SB 17 DEI policies, procedures, and impact
  - See Statewide Updates on the first page
  - Concerns about canceling voluntary training such as ally training
  - SB 17 exempts research, teaching, student org – what about campus policies?
  - How to empower students?
  - Uptick in racist incidents (including those targeting faculty) and desire to strengthen anti-racist protections for everyone on campus
  - Supreme court decision on college and university admissions was about race, and UT Austin lawyers extended this to gender
  - Ask legal advice from, and report compliance issues to, NAACP LDF attorneys Antonio Ingram (aingram@naacpldf.org) or Allen Liu (aliu@naacpldf.org)

- NAACP LDF handouts: SB 17 one-pager and SB 18 one-pager

References


administrations, and Association of Governing Boards of Universities & Colleges representing 1500+ Boards of Regents, Boards of Trustees, other governing boards, and higher ed institutions.