

t u f t i m e s

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ATTACK ON FREE SPEECH STEP #2: UH/CL GUILD DENIED USE OF CAMPUS MAILS.

On March 26, 1984, Charles S. Hardwick, Provost and Vice Chancellor, sent us the following memorandum, on "Use of University Mail Room for Distribution of Material":

The university provides a variety of services for those organizations which are officially recognized as campus organizations or groups. This university, on the advice of legal counsel, has consistently withheld this official recognition from the UH-CLC [sic] Guild, Texas United Faculty. Consistent with that position, the resources of the university mail room are not available to your group to distribute literature. I am, therefore, returning to you the enclosed material.

Dr. Hardwick's memorandum raises important first amendment questions. The material he returned to us, our Open Letter to the Chancellor, took a position critical of university policy; meanwhile, invitations to parties, fun runs, and Miller Lite tugs of war pass unimpeded through the mail room. Dr. Hardwick seems to imply that only official organizations can use the mail room; such an implication could not survive a survey of one week's actual mail.

So far as we know, we are the only group ever to be denied use of mailroom facilities. We wish to put the faculty on warning that it is quite possible that further policies, procedures, and restraints will be placed on our mailroom privileges.

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A CORRECTION.

TUF's open letter to Chancellor Stauffer on alleged misuse of faculty salaries funds (March 23, 1984) contained a statement that UH/CL faculty salaries were reported in The Chronicle of Higher Education as being below national averages. In fact, the salaries of full Professors are below national averages; the salaries of Associate and Assistant Professors at Clear Lake are above the national averages for those ranks. Here are the figures as reported in the February 8, 1984, Chronicle of Higher Education: (figures in the thousands)

	Professor		Associate		Assistant	
	men	women	men	women	men	women
UH/CL	\$35.1	\$31.9	\$29.2	\$27.3	\$25.5	\$22.6
national average	36.0	32.2	27.3	25.7	22.6	21.1
national ratio, m to w	90%		94%		94%	

We thank Associate Vice Chancellor James Coomer for pointing out our error in his communication with the Guild.

The important points that we were making in our Open Letter, however--that UH/CL's Faculty Salaries Funds are inadequate and ought not to be misused--still stand. For example, while the Chronicle's figures show only UH/CL's full Professors below national averages, they also show considerable discrepancy between women's and men's salaries at this university. At the Assistant Professor level, the ratio of women's to men's salaries appears to be only 88.6%, well below the national average of 94%. Faculty salaries funds should not be used to pay administrators: they should be used to rectify discrepancies such as these. We cannot afford to have these funds siphoned to non-academic positions.

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UH/CL "HAPPY HOUR" FOR SECRETARIES? Administration Extends Suite Hours From Five to Six.

University policy 4-1 has appeared not only on but out of the blue. It stipulates (item.E)

that "every effort must be made to provide support staff in faculty suites for the following minimum coverage: 9a.m.--6p.m., Monday-Thursday; 9a.m.--5p.m., Friday during each long semester; and 8a.m.--5p.m. during the summer term."

The Faculty Senate explicitly defeated this provision during its March meeting. The Senate passed, by a decisive margin, the following motion: "That all secretaries presently employed be allowed to work 8:00 a.m. to 5:00 p.m. if desired by the secretaries." Faculty advice went unheeded and secretaries advice was not even formally solicited. So administrators made the decision to extend suite secretaries' office hours from 5 to 6. Faculty and suite secretaries did not, though they are the groups most affected by this decision.

Moreover, the policy raises a number of disturbing questions. What of the secretaries who were told when they were hired that the hours were 8 to 5? What evidence is there that the 5 to 6 hour will provide a needed service to faculty or students? Neither faculty nor students in 7 p.m. classes are likely to be present during that hour. And what about the matter of overtime pay?

Policy 4-1 seems to be one more unfortunate example of the lack of democratic decision-making at UH/CL.

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AND NOW FOR SOMETHING REALLY DIFFERENT.....

Dismissal of Tenured Faculty.

The guidelines below were inspired by a recent Draft Document at a suburban metropolitan university in Coastal Texas currently seeking excellence through the adoption of corporate modes of control. Introductory language and the first seven points (the fourth in truncated form) are as they appear in the original.

XII. Procedural Guarantees Relating to the Termination and NonRenewal of Contracts.

The following procedures for due process must be applied not only to faculty members with tenure and probationary faculty members but to any faculty member terminated during an unexpired term of appointment.

- A. Good cause for the dismissal of a faculty member includes but is not limited to the following:
1. failure to work efficiently or effectively.
 2. conduct unbecoming a member of the profession.
 3. insubordination.
 4. serious professional or personal misconduct.
 5. neglect of professional duties.
 6. professional incompetence.
 7. Mental or physical disablement of a continuing nature adversely affecting to a material and substantial degree the performance of duties or the meeting of responsibilities of the instruction, or to students and associates.
 8. Outré breakfast etiquette.
 9. Surliness.
 10. Sarcasm.
 11. Taking issue.
 12. Acting out.
 13. STrident or inappropriate feminism.
 14. Disruptive or excessively sentimental ethnicity.
 15. Unsanctioned vagueness.
 16. Unsanctioned incomprehensibility.
 17. Unsanctioned incoherence.
 18. Confrontational grooming.
 19. Cynicism.
 20. Signifying.
 21. Living in the past:
 - a. the middle ages.
 - b. the renaissance.
 - c. the enlightenment.
 - d. the paris commune.
 - e. the sixties.
 - f. ancient greece.
 22. Unsanctioned mixing of apples and oranges.
 23. Failure to get ducks in row.

24. Failure to interface.
25. Failure to bottom line.
26. Infelicitous spousal choice.
27. Slovenly or odd attire.
28. Y'know, if you were going to found a magazine for homosexual torture killers, you might call it gay blade...
(To be able to think up that last one is grounds for instantaneous dismissal.)
(As is laughing at it once it's been devised.)
(A smile, being more ambiguous, is even worse.)
29. Feigned acquiescence.
30. Grotesque lapses in attention to physical fitness.
31. Affectations and infantile nostalgias masquerading as social or moral principles.
32. Sidelong glances and/or sardonic asides.
33. Sleeping in chapel.
34. Opening cans of worms.
35. Underbred carping about matters of personal finance unrelated to the academic mission of the institution.
36. Impractical political enthusiasms.
37. Unpalatability.
38. Computer illiteracy.
39. Mindless negativity.
40. Fiddling with oneself during the company song.

John Gorman