

# We've done plenty...

*In 1985, twenty-four faculty members gathered in Austin to create a new association. Their goal was to build a powerful advocacy organization for the Texas professorate. Today, the Texas Faculty Association has met that goal—and then some. When you examine TFA's accomplishments, you will find that we are light years ahead of the competition. Below are synopses of some of TFA's more important achievements.*

## On campus, TFA successfully:



Waged a campaign to win the reinstatement of Chris Downs, a tenured professor at UH-Clear Lake, who had been wrongfully terminated for sexual harassment by the

UH Board of Regents, prompting Newsweek (October 21, 1991, pg. 38) to refer to TFA as a “powerful teachers’ union”;

▶ Stopped a threat to tenure at Brazosport College and helped change the campus culture, making the college a better place to work;

▶ Secured substantial pay raises for the full-time faculty at Texas State University through a TFA budget analysis project;

▶ Secured substantial pay raises for the adjunct faculty at Austin Community College through a TFA budget analysis project;

▶ Saved tenure at El Paso Community College after the Board of Trustees threatened to do away with it;

▶ Saved the jobs of Texas Southmost College tenure-track faculty members after TSC was incorporated into UT-Brownsville;

▶ Stopped Texas Tech University from terminating Jahan Rasty, a foreign-born tenured professor, on spurious charges; and

▶ Used federal mediation to restore three non-renewed Texas State Technical College faculty members to their jobs and to reach an agreement with TSTC to work on the development of a new dispute resolution system.

## At the Capitol, TFA successfully:



▶ Initiated legislation tightening up timelines for the transfer of ORP funds from public institutions of higher education to annuity companies, saving ORP participants thousands of dollars;

▶ Convinced Governor Richards to lift the ban on the use of state funds for travel by professors conducting research in foreign countries;

▶ Initiated legislation guaranteeing that non-tenured faculty members whose employment is non-renewed have a right to grieve;

▶ Initiated legislation setting guidelines for the issuance of employment contracts to faculty members well before the start of the new academic year;

▶ Led the fight to ensure that post-tenure review legislation did not destroy academic freedom and tenure;

▶ Stopped the passage of a bill that would have made it against state law for a professor to cause “psychological harm” to a student;

▶ Stopped the passage of a bill that would have required uniform tests for all sections of the same course;

▶ Initiated legislation allowing part-time faculty members to receive benefits for the first time;

▶ Initiated legislation requiring all public institutions of higher education to report the salaries and benefits of their top administrators on an annual basis; and

▶ Stopped the passage of a bill that would have required faculty members teaching core curriculum courses to use the same textbook for a minimum of three years unless they could show “good cause” for changing it.

## In the courts, TFA successfully:

▶ Won a federal lawsuit against the University of Texas at Dallas when the administration terminated ten tenured



professors without due process pursuant to program eliminations; the decision by the Fifth Circuit Court of appeals compelled the UT System to change its policy on program abandonment;

► Won a lawsuit in federal court when the Texas Legislature and Texas A&M University attempted to prohibit professors from testifying as expert witnesses in lawsuits against the state of Texas or any of its subdivisions; as part of the lawsuit, TFA's attorneys also compelled other universities to remove similar provisions from their policies;

► Won a judgment of \$250,000 in a lawsuit on behalf of William Foster against administrators at Prairie View A&M University who had non-renewed him in violation of his constitutional rights;

► Won out-of-court settlements on behalf of Cynthia Brantley-Clark, a member of the professional staff, and Robert Jackson, a tenure-track faculty member, at Texas Southern University, after TFA filed lawsuits alleging that they had been wrongfully terminated;

► Won an out-of-court settlement on behalf of Janet Schmelzer, a history professor at Tarleton State University, after TFA filed a lawsuit alleging sex discrimination; and

► Won an out-of-court settlement on behalf of Kathleen Dahl, a professor at South Texas Community College, after TFA filed a lawsuit alleging that she had been non-renewed in violation of her constitutional rights.

Of course, the examples above represent just a small sample of our successes.

Each year TFA resolves problems on behalf of our members too numerous to list here. But if you are not a member, we can't help you. So, don't delay. Join TFA today and experience the power of colleagues working together for the good of the profession!

**P.S.** When you join TFA, you will receive at no extra charge our Educators Employment Liability policy. The policy includes coverage up to \$6 million in damages if a member is sued for liability arising out of his or her educational employment duties. Don't leave for campus without it.

# JOIN TFA TODAY

**Texas Faculty Association**

Affiliated with the Texas State Teachers Association  
316 West 12th Street, Austin, Texas 78701

**TO JOIN** call **800-364-8452**  
or visit our website: [www.tfaonline.net](http://www.tfaonline.net)

This is to acknowledge the truly outstanding efforts by TFA in connection with post-tenure review during the past session of the Texas Legislature. I know that without your constant vigilance, we would have wound up with legislation that would have done some real harm.

**Karl Galinsky, Chair  
Counsel on Academic Freedom and  
Responsibility, UT-Austin**

TFA taught us how to combat injustice in an effective manner. A consultant was available at any time to help us address our problems. When needed, a TFA representative would come to our campus to help directly with grievances or give behind the scenes assistance. We knew we had legal counsel when needed. TFA empowered our faculty. Some administrators resent this but they've learned to respect our local. Our annual salaries are now thousands of dollars more than they would have been without TFA. I consider the money I've spent on TFA dues as being one of the wisest investments I have ever made.

**Harvey Yarborough  
Mathematics, Brazosport College**

The freedom to choose the textbooks that I adopt in my classes is an essential part of a faculty member's academic freedom. When a state legislator introduced a bill designed to deny me this important freedom, I asked TFA to do all it could to defeat this legislation. Fortunately, it was able to do just that. This wasn't the first time my TFA dues paid off. I'm sure it won't be the last.

**Barry Price  
Political Science, Tarleton State University**

I am happy to inform you that my promotion to the rank of Associate Professor was approved by the President. With the help of my TFA representative, we were able to lay out a clear plan of action and carry the process through to the end. Having someone with the sincere intention to understand all facets of my situation was a priceless asset. Thank you.

**Rubik Atamian  
Accounting, The University of Texas-Pan American**

# What has TFA done for faculty?



# TFA

Texas Faculty Association