

# AAUP December 2023 NEWSLETTER



## Comments on AAUP Survey of Faculty

Truman's AAUP chapter regularly surveys faculty about their morale and other relevant topics. This year's survey also focused on the upcoming reorganization and new chair selection policy. On October 16, the AAUP Executive released the full, unaltered version of the [AAUP 2023 Survey](#) to the campus community. Some offensive or unprofessional survey comments spurred discussions in the weeks that followed and the AAUP Executive has addressed these comments in public and private ways.

While we did not initially believe it would be helpful to address the specific nature of one particularly

problematic comment, we would like to openly speak to it now. The comment "Heil Admin?" was written in the section that elicited comments regarding the new Chair Selection Process. Careless and offensive comments like this can be hurtful; They undermine our community values of inclusivity and equality. Notwithstanding our serious concerns and in-depth discussions about potentially censoring this comment and other comments, AAUP released the results and comments in full because of our commitment to free speech and transparency, and because we are ethically obligated to avoid manipulating the portrayal of Truman's administration or its faculty.

Relatedly, some faculty members have requested that these unedited survey results not be accessible on the Internet. Ultimately, AAUP Executive has favored transparency and precedent in deciding to keep the results publicly available. We will make clear when conducting subsequent surveys that the results, including comments, will be posted to our website and shared with faculty, administrators and the Board of Governors. That said, anonymity has never been and will never be compromised.

We hope that any individual problematic comments do not distract from the clear message that the survey results send. These comments represent a handful of remarks among a sea of other comments and data in the survey results. Roughly half of our colleagues completed the 2023 AAUP survey, and they collectively told us a story of troubling faculty demoralization and an opportunity for the Truman administration to champion faculty agency and shared governance.

We have extended multiple invitations to administrators to meet with the AAUP Executive to discuss their survey concerns. More importantly, we invite administrators to dialogue with rank-and-file faculty about campus climate and other important issues of faculty concern as demonstrated by the survey results. **We invite easy access to transparent information and faculty participation in decision-making at Truman State University. We invite a renewed commitment to academic freedom and shared governance on this campus. And, most importantly, we invite all faculty to join us in this effort.**

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## Initiatives and Priorities Moving forward

### Memos

AAUP will be working on a series of memos that you can expect to see distributed to your offices. They will focus on faculty salaries, compensation issues, and other topics.

### Call for Committee Members

AAUP Executive aims to form a diverse subcommittee composed primarily of non-executive members to begin researching and working toward a unionization effort at TSU. We are seeking interested faculty volunteers with diverse backgrounds, research interests, ranks, positions, and skill sets. Please reach out to [trumanstateaaup@gmail.com](mailto:trumanstateaaup@gmail.com) or a member of the exec committee for more information or to express your interest.



### Discord

Join the Truman faculty discord for advice on Brightspace, shared intel from around campus, camaraderie, and occasional moments of levity: <https://discord.gg/dbmCg98D>

### Issues and Concerns

AAUP's mission is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good. The AAUP Executive aims to serve its members and the faculty interests and is open to your suggestions, feedback and requests. While we do not always agree with one another, we do our best to serve this mission.

Wishing you a restful holiday break!

In solidarity,  
TSU AAUP