



Glick, Rappaport, Tristman Memorial Fund

I. Introduction and Primary Purpose:

A sound system of institutional governance is a necessary condition for the protection of faculty rights and thereby for the most productive exercise of essential faculty freedoms. Correspondingly, the protection of the academic freedom of faculty members in addressing issues of institutional governance is a prerequisite for the practice of governance unhampered by fear of retribution. *On the Relationship of Faculty Governance to Academic Freedom*, AAUP Policy Documents and Reports, Ninth Ed.

In 1994 seventeen faculty members at Bennington College were compelled by their devotion to the values of self-governance to contest that College's actions in unilaterally terminating numerous faculty contracts and eliminating tenure. These faculty members endured six years of legal battles fighting for principles of academic freedom and shared governance. Thanks to the determination of these individuals, a settlement in this case was reached, recognizing the validity of the faculty's cause and providing partial restitution for the harm done to them. As part of that settlement, and in appreciation of the assistance they received from the predecessor AAUP, the plaintiffs donated a significant portion of their proceeds from the settlement agreement to establish a fund dedicated to preserving academic freedom and shared governance. The Fund, entitled the Glick, Rappaport and Tristman Memorial Fund, is named for three plaintiffs who died before the case was resolved.

The purpose of the Memorial Fund is to further the cause of academic freedom, especially as advanced through shared governance. To advance that cause, the AAUP Foundation shall use the Fund to help defray the costs of the annual Conference on Academic Freedom and Shared Governance. One of the activities of that Conference shall be the Neil Rappaport Lecture on Academic Freedom, so named to honor his contributions to that cause. The Memorial Fund is designed to ensure that the lessons of the Bennington firings remain part of history, and that they open, rather than close, a chapter on academic freedom.

II. Guidelines for Glick, Rappaport Tristman Memorial Fund Support:

- A. Funds must be used to support the cause of academic freedom.
- B. The Memorial Fund shall support the AAUP's Conference on Shared Governance;
- C. The Conference shall include the Neil Rappaport Lecture on Academic Freedom and Shared Governance, which will be underwritten by the Memorial Fund; and
- D. To the extent the Memorial Fund is used to support events other than the Shared Governance Conference and Rappaport Lecture, this support shall be used further the cause of academic freedom.

III. Governance of Fund:

- A. The Board of Directors for the AAUP Foundation (the "Board") determines the policies that shall govern the fund, and provides for the administration of the fund by the Executive Director or his or her designee.
- B. AAUP's Executive Director is empowered to use the income generated from the fund in each calendar year for that year's annual Conference on Shared Governance and for the Neil Rappaport Lecture on Academic Freedom and Governance. Any additional fund expenditures for the Conference and the Lecture shall be approved by a majority vote of the Board.
- C. Requests for funding for items other than those in III.C. shall be submitted to the Executive Director or his or her designee and approved by a majority vote of the Board.
- D. In accordance with AAUP Foundation Conflicts-of-Interest Policy, members of the Board will recuse themselves from debate or decision on any case in which the Board member or member of his or her family has a financial interest in the outcome.
- E. If at any time a Board member is unsure as to whether a conflict (as defined in III. E. above, and in accordance with AAUP Foundation Conflicts-of-Interest Policy) might exist, that Board member shall raise the issue with the rest of the Board and the Board shall determine by majority vote whether the member in question is required to recuse him or herself from debate and decision on the case.
- F. The Memorial Fund is a restricted fund. All contributions are considered as independent of other financial operations of AAUP Foundation and are controlled through separate accounting from AAUP Foundation's general operating budget.

G. The Memorial Fund is subject to an annual audit.