

Delphia Harris
Candidate Statement
Chair, Assembly of State Conferences

Layoffs, pay cuts, disregard of faculty input, withholding of critical information, and attacks on tenure. Many campuses currently feel more like a war zone than an institution of higher learning. And yet, I am privileged and blessed to work on a campus where: mutual respect reigns, shared governance flourishes, information is shared, and the finances are sound.

What relevance can such a campus have for those in the trenches? We, too, have been in the trenches. We, too, have suffered and fought. We have overcome many obstacles. We are the faculty of LeMoyne-Owen College. Perhaps our story, a story of hope, is just what is needed at such a time as this. Perhaps that is why I have been nominated for Chair of the Assembly of State Conferences.

I have been fortunate enough to serve on the Faculty of LeMoyne-Owen College for 6 years in the eighties and twelve more years since my return in 1999. It is the strength and courage of the LeMoyne-Owen Faculty Organization that have formed and supported my professional career.

In 2000 our faculty came to a crossroads. In May of that year, there was a major layoff of college employees on a single day. In October, it was announced that the remaining employees would have a substantial pay cut. The College was in crisis: a crisis of which we had no prior knowledge; a crisis in which the faculty would be excluded from deliberations about solutions. We hired an attorney.

There were long anguished discussions. We did not want to hurt the College in the eyes of the community. We wanted to solve our problems internally. We needed to be heard. The College was in desperate need of our participation in the deliberations. In a final, impassioned plea to the Board of Trustees, we asked for a role in the decision making with the statement: "Do not underestimate the depth of our commitment to LeMoyne-Owen College." In 2001 we filed a petition to the National Labor Relations Board. Thus began years of legal battles, emotional battles, and daily battles in the workplace. A small faculty of 55, in solidarity, clung to each other and a fervent desire for shared governance. It felt like we were alone in the world, locked in an uphill struggle.

Then unions started contacting us. Slowly it dawned on us that the nation had been watching. We talked with representatives of various unions wondering what we could possibly have in common with them, yet longing for the strength in numbers that they offered. Among those that contacted us was the AAUP. They came alongside us and walked with us. Not only did they refresh our strength and renew our hope, they knew faculty. They had set the very standards and policies for shared governance, due process, and professional conduct. We were not alone.

In 2003 our entire Faculty Organization affiliated as a Chapter of the AAUP. Since that time we have asked for help and guidance from the AAUP in many and varied ways. The national office has always been there for us. And as we continued our path within the AAUP, there was also a shift in the dynamics on our campus.

The Board of Trustees approved faculty representation on Board Committees and the Board itself. The increased interaction between faculty and board members fostered a mutual respect and appreciation of what each had to offer and recognition of our joint commitment to the College. President Watson included two faculty members on his cabinet. In 2008, we hosted a Shared

Governance Conference, for the Tennessee Conference on our campus. The panelists included two college presidents, Dr. Nathan Essex and our own President Johnnie B. Watson, two of our Board members, Rev. James Armstrong and Robert Simpson, and two faculty members from the national AAUP, Dr. Jane Buck and Dr. Glen Howze. We had received much from the AAUP and felt that it was time to give back.

In 2008, I accepted the nomination and was elected President of the Tennessee Conference, on behalf of the Faculty Organization. During my two years as president, the state of Tennessee and many of its public institutions found themselves in crisis. We sought the aid of the national office and the response was overwhelming and continuous. The ASC and the staff provided resources and personnel to assist us every step of the way. We have received much from the ASC and the national office and it is time to give back.

That is why I have accepted the nomination for Chair of the Assembly of State Conferences. Shared Governance is not just insisting on being heard when a decision is made. It also requires stepping to the plate, doing the work, and making ourselves available when there is a need.

I stand before you as someone who:

- has been a part of a faculty that felt alone, fighting an impossible battle
- felt the relief and invigoration when we joined the AAUP
- has experienced the difference in a campus that a strong, courageous faculty can make
- sees the need and is working to institutionalize the strides that we have made
- has seen and worked on the challenges and opportunities faced by a state conference
- shares a message of solidarity and hope with those in the trenches
- is offering to serve the Assembly of State Conferences

I offer you my skills, experience, and a desire to serve. I believe that the lessons learned at LeMoyne-Owen College and the Tennessee Conference, have direct relevance to the challenges faced by higher education nationwide. Donna Potts brings a wealth of experience, as well. Choose the candidate who best meets the needs of the ASC at this time.

Delphia Harris is a Physical Chemist who has mentored thirty undergraduate students in community-based environmental research projects. She has served as a tenured faculty member at University of the Incarnate Word in San Antonio, University of St. Thomas in Houston, and LeMoyne-Owen, the Historically Black College in Memphis, TN. She currently serves as the Chair of the Division of Natural & Mathematical Sciences.

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Delphia F. Harris

Chemistry
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EDUCATION

Ph.D. (Physical Chemistry) 1982
Texas Tech University, Lubbock, TX

M.A. (Chemistry) 1977
Rice University, Houston, TX

B.S. (Mathematics & Chemistry) 1975
Lubbock Christian College, Lubbock, TX

EXPERIENCE

LeMoyné-Owen College, 1999-present

Chair, Division of Natural & Mathematical Sciences, July 1, 2009 - present
Professor of Chemistry (tenured)

Tennessee Conference, American Association of University Professors

President, July 1, 2008 – June 30, 2010

University of St. Thomas, 1997-1999

Cullen/Welder Chair of Chemistry (tenured)
Chair, Department of Chemistry & Physics

University of the Incarnate Word, 1989-1997

Coordinator of Chemistry, Associate Professor (tenured)
Health Professions Advisor
Minority Biomedical Research Support Program Director, 1990-1992

University of Texas Health Science Center at San Antonio, 1988-1989

Visiting Assistant Professor/Welch Postdoctoral Fellow
Systems Administrator for a Sun computer which has a UNIX operating system
Investigated the kinetics of the protein folding of wild type cytochrome c in comparison with various mutants using stopped flow kinetics as monitored by UV-Vis transmittance and fluorescence.

LeMoyné-Owen College, 1982-1988

Associate Professor of Chemistry
Program Director for Summer Youth Program, 1987-1988
Chairperson of the Department of Chemistry, 1985-1986
Software Coordinator for the Division of Natural Sciences, Mathematics and Computer Science;
Performed a campus-wide student retention study

The University of Tennessee, Memphis, 1986-1988

Adjunct Assistant Professor of Biochemistry
Coordinated a cooperative curriculum agreement between LeMoyné-Owen College and the Department of Biochemistry
Collaborative Research Associate, 1986-1988

INSTRUMENTATION USED

Infrared Spectrophotometers
Fourier-Transform Nuclear Magnetic Resonance Spectrometer
Ultraviolet-Visible Spectrophotometer
Atomic Absorption Spectrophotometer
Gas Chromatograph with Mass Spectral Detector
Circular Dichroic Spectrophotometer
Stopped Flow Kinetics and Quenched Flow Preparative Instrumentation
VAX and Sun computers
Extensive experience with personal computers including computer-laboratory equipment interfacing and computer-aided instruction

PROFESSIONAL DEVELOPMENT

“Women’s Leadership in Time of Crisis: Leveraging Responses for Institutional Renewal”
HERS Institute for Women in Higher Education Administration at the University of Denver
Higher Education Resource Services (HERS)
August 2 – 7, September 10 – 12, October 22 – 24, 2009

Getting Oriented: Rhodes/LeMoyne-Owen GIS Workshop
Funded by Department of Education
Minority Science and Engineering Improvement Program (MSEIP)
LeMoyne-Owen College
Memphis, TN, April 9, 2005

AAUP Summer Institute
Scranton, PA, July 29 – August 1, 2004

AAUP Summer Institute
Albuquerque, NM, July 24-27, 2003

Integrating GIS into the Liberal Arts Curriculum
Funded by the Associated Colleges of the South
Rhodes College
Memphis, TN, September 14, 2002

New Traditions Workshop
Participant, Strategies for Promoting Active Learning
Sponsored by the National Science Foundation
Memphis, TN, March 3-4, 2000

National Environmental Laboratory Accreditation Conference (NELAC)
Sponsored by the U.S. Environmental Protection Agency
Contributor to the Second Annual Meeting
Washington, D.C., July 22-24, 1996

40-hour Water and Wastewater Laboratory Course
Offered by the Texas Natural Resource Conservation Commission
University of Southwest Louisiana, Lafayette
May 20 - 24, 1996

13th International Conference on Chemical Education

Participant, Chemistry: The Key to the Future
San Juan Puerto Rico, August 8-12, 1994

National Institutes of Health Office of Minority Programs
Respondent in Western Regional Meeting for Community Input
San Diego, CA, August 21-23, 1991

American Chemical Society, Southwest Regional Meeting
Chair of Physical Chemistry Division and General Session
San Antonio, TX, October 2-4, 1991

Maryland Center for Thinking Studies
Participant in the 2nd National Conference on Assessing
Thinking: Shared Perspectives
Baltimore, MD, December 4-5, 1990

American Academy for the Advancement of Science
Director of the Protein Folding Poster Session
National Conference, New Orleans, February 18, 1990

Memphis Light, Gas and Water Division and Memphis State University
Mid-South Groundwater Quality Management Symposium
March 17, 1987

PROFESSIONAL MEMBERSHIP AND ACTIVITIES

The American Chemical Society (ACS), Member

Tennessee Academy of Sciences

Program Chair of Collegiate Division: Western Regional Meetings,
Spring 2002, Spring 2007

American Association of University Professors, Member

LeMoyne-Owen College Campus Leader in NLRB Petition,
Chair, Professional & Employment Conditions Committee, 2000 – 2005
LeMoyne-Owen Faculty Organization Becomes an AAUP Chapter, 2003
Participant, AAUP Summer Institute
Albuquerque, NM, July 24-27, 2003
Participant, AAUP Summer Institute
Scranton, PA, July 29 – August 1, 2004
Participant, ASC New Leaders Workshop, Washington, DC
LeMoyne-Owen AAUP Chapter, Liaison to the TN Conference, 2007 - present
Program Coordinator for Tennessee Conference “Shared Governance Conference,”
LeMoyne-Owen College, Memphis, TN March 2008
President of the Tennessee Conference, 2008 – 2010
Member, ASC Nomination Committee, 2010 election
Member Executive Committee of Tennessee Conference, 2010 - 2012

FUNDED GRANTS AND CONTRACTS

Division of Public Works, Storm Water Program, City of Memphis
“Characterization of Water Quality in Non-Storm Discharges Along Storm-Sewer Channels in Memphis, Tennessee”
Black Bayou, 2006; Cane Creek, 2007; and Cypress Creek, 2008. Total Funding: \$7,275.

United Negro College Fund (UNCF) Henry C. McBay Research Fellowship
“The Protection of Nonconnah Creek: One of Tennessee’s Impaired Waterways” a grant to fund a pilot study to provide data and establish collaborative efforts in understanding Nonconnah Creek.
Funded for September 2004 to September 2005. Funding: \$10,000.

Assisi Foundation of Memphis, Inc.
Direct Support of Innovators at LeMoyne-Owen College
This grant provides support for four innovators on campus and the programs that they serve. The funding for the chemistry program includes equipment, supplies, salaries and student travel.
Funded for April 2000 to March 2002. Funding for chemistry: \$37,400.

The Welch Foundation, Chemistry Departmental Grant
This grant provides for salaries, equipment and other expenses involved in the continued development of undergraduate research opportunities in chemistry at UIW.
Funded for June 1, 1997 to May 31, 2000. Total funding: \$75,000.

Incarnate Word College
Academic Program Development Grant
This project funds necessary development of the Analytical Laboratory toward becoming a fee based Laboratory for the analysis of trace metals in water.
Funded January 1996, \$2,500.

National Institutes of Health
Minority Biomedical Research Support Program Director, 1990-1992
The program included two projects, salary for the two principle investigators and stipends for six students; funded for three years.
Funded: April 1, 1991, NIH Grant #S06 GM08170-11A2, \$571,000 (including indirect costs)

Private Industry Council
Summer Youth Program Director
A proposal was submitted to fund a campus-wide JTPA Summer Youth Program to hire 120 students between the ages of 16 and 21 to work in various projects designed to give work experience and the opportunity to explore career opportunities.
Funded June 1988, \$97,500.

Private Industry Council
A proposal to fund a JTPA Summer Youth Program to hire 20 high school and college students between the ages of 16 and 21 to learn analytical chemical techniques and measure the lead content in household water supplies in Memphis by the use of atomic absorption spectroscopy.
Funded June 1987, \$19,500.

PUBLICATIONS

Student Co-authors are designated with an *

“Characterization of Storm and Non-Storm Discharge in a Storm-Sewer Channel in Memphis, Tennessee: In Search of Water and Contaminant Sources,” Daniel Larsen, Delphia Harris, Kerry Clark*, Alex Gamble*, Chris Garner, Jason Morat, and Angela Owen, Proceedings of The Sixteenth Tennessee Water Resources Symposium, Tennessee Section of the American Water Resources Association: Burns, TN, April 2006; pp. 3B-5 to 3B-12.

“Minimizing the Black Box Effect: Using Normal Mode Analysis to Integrate Computational Methods into the Physical Chemistry Course,” Delphia F. Harris and Julio F. Caballero, Journal of Chemical Education, 76, 1298 (1999).

“Significant Lessons,” Delphia F. Harris, The Science Teacher, 65, 14 (1999).

“There Seems to be Uncertainty About the Use of Significant Figures in Reporting Uncertainties of Results,” Julio F. Caballero and Delphia F. Harris, Journal of Chemical Education, 75, 996 (1998).

“Chemistry Laboratory Courses Designed with the Workplace in Mind,” Delphia F. Harris, The Chemist, 75 (1), 15, (1998).

“Handling Nonlinear Calibration Plots,” Delphia F. Harris, Nicole Klueh*, and Rose Noyes*, Proceedings of the Waste Testing and Quality Assurance Symposium, American Chemical Society and the Environmental Protection Agency: Washington, D.C., 1996; pp. 172-179.

“Tectonic Puzzles: Classroom exercises which connect earth science, physics, and math,” Julio F. Caballero and Delphia F. Harris, The Science Teacher, 63, 22 (1996).

Richard L. Redington and Delphia F. Hamill (Harris), “Infrared Matrix Isolation Spectra of the H₂F₂ Dimer,” The Journal of Chemical Physics, 80, 2446 (1984).

Kenneth R. Kunze, Robert H. Hauge, Delphia Hamill (Harris), and John L. Margrave, “Co-condensation Reactions of Uranium Tetrafluoride and Uranium Hexafluoride with Alkali Metals and Alkali-metal Fluorides in Low-Temperature Argon Matrices,” Journal of the Chemical Society; Dalton Transactions, 433 (1978).

K.R. Kunze, R. H. Hauge, D. Hamill (Harris), and J. L. Margrave, “Studies of Matrix-Isolated UF₄ and its Interactions with Frozen Gases,” Journal of Physical Chemistry, 81, 1664 (1977).

K.R. Kunze, R. H. Hauge, D. Hamill (Harris), and J. L. Margrave, “Infrared Matrix Study of Reactions of Uranium Tetrafluoride with Fluorine,” The Journal of Chemical Physics, 65, 2026 (1976).

ORAL PAPERS

Student Co-authors are designated with an *

“Water Quality Snapshots in Three Urban Storm Sewers, Memphis, TN: The Good, The Bad, and the Ugly,” Daniel Larsen, Delphia Harris, and Rhonda Kuykindoll, Tennessee Section of the American Water Resources Association: Burns, TN, April 15-17, 2009.

“Organic Analysis of Cane Creek,” LeAnedra Crowell* and Delphia F. Harris, Tennessee Academy of Sciences: Collegiate Division, Western Regional Meeting, Memphis, Tennessee, March 24, 2007.

“Inorganic Ion Analysis of Nonconnah and Cane Creeks,” Ymecia Y. Golden* and Delphia F. Harris, 57th Southeast/61st Southwest Joint Regional Meeting of the American Chemical Society, Memphis, Tennessee, November 1-4, 2005.

“Metal analysis of Nonconnah and Cane Creeks,” Vanessa Taylor* and Delphia F. Harris, 57th Southeast/61st Southwest Joint Regional Meeting of the American Chemical Society, Memphis, Tennessee, November 1-4, 2005.

“Organic Analysis of Nonconnah and Cane Creeks,” LeAnedra Crowell* and Delphia F. Harris, 57th Southeast/61st Southwest Joint Regional Meeting of the American Chemical Society, Memphis, Tennessee, November 1-4, 2005.

“Electrons in Motion: Use of an Electronic Journal for the Organic Chemistry Course,” Delphia F. Harris, 219th American Chemical Society National Meeting, San Francisco, California, March 26-30, 2000.

“Designing a Searchable Database to Facilitate Reagent Selection for Organic Chemistry Projects,” a poster, Millicent Wanjohi* and Delphia Harris, 219th American Chemical Society National Meeting, San Francisco, California, March 26-30, 2000.

“Detecting Pharmaceuticals in Wastewater,” Kahalia Harris*, Patrice Jackson* and Delphia Harris, Tennessee Academy of Science Collegiate Division, Western Regional Meeting, Memphis, Tennessee, March 25, 2000.

“Christology and the Nature of Light,” Delphia Harris, Robinson Research Lecture Series, LeMoyne-Owen College, Memphis, Tennessee, January 20, 2000

“Science and Religion or Science as Religion?” Delphia Harris, President’s Seminar Series, University of St. Thomas, Houston, Texas, April 22, 1999.

“A Preliminary Study of Arsenic Levels in Garden Soil Near Pressure-Treated Wood,” Rony Kampal* and Delphia Harris, Texas Academy of Science, March 4-6, 1999, Seguin, Texas.

“Pyrolysis Studies of Polyaromatic Hydrocarbons, Omotoso Omonike* and Delphia Harris, Texas Academy of Science, March 4-6, 1999, Seguin, Texas.

“Preliminary Water Quality Tests of Buffalo Bayou,” Tramanh Pham* and Delphia Harris, Texas Academy of Science, March 4-6, 1999, Seguin, Texas.

“*Ab Initio* Molecular Orbital Calculations on Molecules of Atmospheric Interest,” a poster, Delphia F. Harris and Julio F. Caballero, American Chemical Society Southwest Regional Meeting, Baton Rouge, Louisiana, November 1-3, 1998.

“Minimizing the Black Box Effect: Normal Mode Analysis as an Introduction to Computational Chemistry,” Delphia F. Harris and Julio F. Caballero, Invited Presentation in the Symposium Integrating Computational Chemistry and Molecular Modeling into the Chemistry Curriculum, at the 215th ACS National Meeting, March 1998, Dallas, Texas.

“Air Sampling and Analysis to Determine Indoor Air Quality with Respect to Organics,” Ronald Vilela* and Delphia F. Harris, Texas Academy of Science, March 5-7, 1998, Tyler, Texas.

“*Ab Initio* Molecular Orbital Calculations on Acetaldehyde and Vinyl Alcohol,” Anthony Vo* and Delphia F. Harris, Texas Academy of Science, March 5-7, 1998, Tyler, Texas.

“Integrated Environmental/Analytical Laboratories Using Real Samples from South Texas,” Invited Presentation in the Symposium Integrated Laboratories, Delphia F. Harris, Fifth Chemical Congress of North America, November 11-15, 1997, Cancun, Mexico.

“The Interrelationship Between Molecular Structure, Vibrations and Reactions of Compounds in the Stratosphere: An Ongoing Project in Physical Chemistry Lab,” a poster, Julio F. Caballero and Delphia F. Harris, Fifth Chemical Congress of North America, November 11-15, 1997, Cancun, Mexico.

“The Effect of Water Softeners on Water Quality in the Home,” Heidi Breitenstein* and Delphia Harris, Texas Academy of Science Centennial Meeting, Huntsville, Texas,

March 6-8, 1997.

"A Survey of Arsenic Concentrations in Soil Near Pressure Treated Wood," Ryan Vignon*, Delphia Harris, and Gary Steinmetz, Texas Academy of Science Centennial Meeting, Huntsville, Texas, March 6-8, 1997.

"A Preliminary Survey of Metal Content in the San Antonio River Basin," Nicole Klueh* and Delphia Harris, Texas Academy of Science Centennial Meeting, Huntsville, Texas, March 6-8, 1997.

"Chlorine Oxides: Vibrational Analyses and Their Implications," Julio F. Caballero and Delphia F. Harris, Texas Academy of Science Centennial Meeting, Huntsville, Texas, March 6-8, 1997.

"Implementing a Biochemical Oxygen Demand Experiment in a Laboratory Course Setting," Rosalie F. Noyes*, Delphia Harris, and Aracely Reyes, Texas Academy of Science Centennial Meeting, Huntsville, Texas, March 6-8, 1997.

"Silver Recovery from Laboratory Waste," Andriana A. Aguilar* and Delphia Harris, Texas Academy of Science Centennial Meeting, Huntsville, Texas, March 6-8, 1997.

"Method Detection Limits and the Use of Real Samples: Quality Assurance/Quality Control as a Framework for the Critical Analysis of Results," Delphia F. Harris, Julio F. Caballero, and Steve D. San Miguel, American Chemical Society National Meeting, Orlando, Florida, August 25-29, 1996.

"Control Charts: Quality Assurance/Quality Control as a Framework for the Critical Analysis of Results," Steve D. San Miguel and Delphia F. Harris, American Chemical Society National Meeting, Orlando, Florida, August 25-29, 1996.

"Setting Up a Water Quality Laboratory for Metal Analysis," Sara C. Stimson* and Delphia F. Harris, Texas Academy of Science, Galveston, Texas, February 29 - March 2, 1996.

"Sampling and Analysis: Monitoring Air Quality in the Workplace," Delphia F. Harris and Ruksana Parveen*, Texas Academy of Science, Galveston, Texas, February 29 - March 2, 1996.

"A Conceptual/Contextual Approach to the Presentation of Significant Figures in High School and College," Julio F. Caballero and Delphia F. Harris, Texas Academy of Science, Galveston, Texas, February 29 - March 2, 1996.

"Computational Vibrational Analysis of Halogen Oxides," Julio F. Caballero and Delphia F. Harris, Texas Academy of Science, Galveston, Texas, February 29 - March 2, 1996.

"Statistical Data Analysis: Method Detection Limits," Delphia F. Harris, a workshop presented at the San Antonio River Authority. Participants included analysts from the San Antonio River Authority, San Antonio Water System and San Antonio Testing Laboratory. December 12, 1995.

"Method Detection Limits in Instrumental Analysis," Delphia F. Harris and Carol K. Dorman*, American Chemical Society Joint Southeast-Southwest Regional Meeting, Memphis, Tennessee, November 29-December 1, 1995.

AWARDS

Service and Instructional Leadership Award
Industrial Chemistry Program, East High School
November, 2005

T. R. McLemore Trustee Award for Faculty Excellence
LeMoyné-Owen College Commencement, May 11, 2002

Master Learner for Spring 2000, A Rotating Chair of Excellence
LeMoyne-Owen College