Closing a gap

Proposals aimed at non-tenured faculty

By BEVERLY TWITCHELL

Two proposals relating to tenure procedures, with particular concern for non-tenured faculty, are on the board's March agenda. The second proposal, over a year old, was initiated because of the gap between tenured and non-tenured faculty, Sweetland said, particularly as the gap relates to specific information and procedures for the two groups.

As an Assistant Provost, Herman King said, the purpose of the report is to specify that "regardless of status, whether a faculty member is tenured or non-tenured, in or outside the tenure system, he essentially has 'tenure' for that long," that is, for the length of his initial appointment.

The report states:

"Each basic administrative unit shall base its judgments on criteria and procedures that are clearly formulated, objective and relevant. These criteria and procedures shall be known to all members of the basic administrative unit. If appropriate, the responsible administrator may supplement this information required for these decisions to not reappoint a faculty member in the probationary states of the tenure system.

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Former head of Black Student's Alliance now teaches course he helped create

Tucked away in his sixth-floor Wells Hall office, Barry Amis sometimes wonders if anyone else wonders: "Whatever happened to Barry Amis?"

Amis, at 29, is caught in a transition. Two years ago, as a co-founder and first president of the Black Students' Alliance here, he was publicly questioning Michigan State's role as a "prototype of the large, middle-class, conservative, white university," and he helped voice black student demands for "more courses in Afro-American history, art, literature and politics."

Since then, under a succession of leaders, the ISA has evolved into the Black Liberation Front, larger both in numbers and in militancy than its predecessor.

Barry Amis, meanwhile, has taken himself out of circulation to complete work on a Ph.D. in romance languages. His dissertation topic: "The Negro in the Colombian Novel."

But he has carried out one of his own demands and this term is teaching a black literature course he helped design. One of Amis' concerns now as he approaches entry into a full-time college teaching career is "learning touch with the younger black students here."

"My period of inactivity on the campus coincided with the period of greatest growth in enrollment of black students," he says. "I am concerned that while I feel still committed to the cause, in practice I have not been. I'll have to redeem myself."

AMIS TEACHES two courses this term, one in beginning Spanish and one in Contemporary Literature. The latter is footnoted in the winter-term schedule. "Introduccion to Contemporary Afro-American Literature."

His intent in the literature course is "to acquaint students with some of the literary production of black writers."

"When you say an author is Negro or black, the connotation is that he's not as good as a white author," Amis says, "This has worked to the detriment of blacks. How many black poets are listed in anthologies?"

"The works we read and discuss are included not because they're by blacks, but because they have value as literature."

Amis avoids using works by such popular writers as LeRoi Jones, James Baldwin and Ralph Ellison, because "they're well-covered in other courses."

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Students in Amis' class focus on such contemporaries as Alice Walker, James Baldwin and Ralph Ellison, because "they're well-covered in other courses."

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(Continued from page 1)

"realization that it hasn't done an adequate job in the area of black studies," Amis says.

And with black studies courses becoming "the thing to do" in higher education, he says, there are problems to overcome. Despite his teaching experience (six years in all, including secondary and college teaching in Pennsylvania), Amis admits: "I found I really didn't know how to approach this course.

In black literature, if students don't know some black history, it is like teaching a course out of context, because they can't relate the material to experience.

As a result, Amis often takes his class on brief visits into black history in the context of literary works. DRESSED CASUALLY, usually in sweater and slacks, Amis conducts what appears to be a free-wheeling class, encouraging — sometimes prodding — students to discuss their observations in the field.

Amis says he faces two obstacles in the classroom: Getting students involved in discussion despite their reluctance to "disagree with the teacher," and getting students to "see the black-white thing" (most of his 42 students are white).

In trying to compensate for these factors, he says, "I tell students that their opinions are just as valid as mine, as long as they have a reasoned basis.

"I feel that students have as much to offer as the teacher, and their insights are often as valuable," Amis observes. "I prefer discussion to lecturing, using the students' interpretations and my interpretations to reach a consensus on what the authors are trying to say."

EVEN THOUGH he plans to stay in college teaching, the world outside the classroom still has great appeal for Amis. "I hope to become more active politically when he completes his dissertation this term.

And he chides some faculty for a lack of active involvement in social issues. "I've always had the feeling that there's a possible cleanup between the

Thirteen urban courses set

This spring, for the first time, courses that focus on the problems of race, poverty and urban affairs are being listed separately through efforts of the Center for Urban Affairs.

The center is sponsoring two new issues of disparity: "Race, Poverty and Education" (IDC 400V) and "Urban Work in Urban Problems" (IDC 800V).

Teachers for the first course are Robert L. Green, director of the center, and Thomas S. Garrett, assistant professor in the Counseling Center. Lawrence W. Lecott, associate professor of education and research assistant in the urban affairs center, will teach the second course.

Both will involve guest speakers from on and off the campus, and both will include objectives to reach more active politically when he becomes more active politically when he completes his dissertation this term.

Another new course scheduled for spring term is "Race and Politics in America" (IDC 357), taught by Alan Downes, assistant professor of political science. The course will examine the movements using the broad concept of intellectual community and its awareness of contemporary problems," he says.

"Some of our academicians, even those intimately concerned with social problems, tend to view these problems purely academically — as statistics, not as human concerns.

"The academic community only has relevance as it applies itself to real-life problems," Amis says. "It doesn't exist in and of itself."

—GENE RIEFTORS

Barry Amis: "I like ideas."

—Photo by Bob Smith

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NUC to discuss

African Center

The New University Conference will discuss the African Studies Center at its meeting tonight at 7:30 in Room 32 Union Building. Representatives of the Black Liberation Front, the African Studies Center and African students are expected to attend. The meeting is open to the public.

NUC is a national organization of radical faculty, graduate students and staff.

Emphasize quality teaching. ASMSU chairman urges

(Editors' Note: The following letter has been sent to all central administrators, deans and department chairman, according to a spokesperson for the Associated Students of MSU, who said that it was adopted during the Feb. 17 ASMSU board meeting. The letter is dated Feb. 20.)

Dear Members of the Michigan State University Academic Organization:

The time is approaching when the various departments will be engaged in negotiating changes of their members up the ranks of professorship. Unfortunately, the process has, in the past, been too often a means of rewarding those instructors who have spent time in research and writing at the expense of the classroom students. Likewise, the faculty member whose major interests and greatest accomplishments have been in the classroom is more likely to be passed over for promotion. This is an injustice.

It is not our purpose to discuss the merits of research and publication. It is rather to insist that these be accorded no more than their due influence in promotional criteria. These are only adjuncts to what should be the central concern of the University — the quality of the student's education. The reason this University exists at all is not to write journal articles or to do the kind of research which will draw many grants. The University exists to provide students with a meaningful educational experience. Yet the professor who devotes his students above devotion to his department, who spends his time teaching instead of writing, who may have contributed more to the educational process than any of his research minded colleagues — this professor will likely be ignored. A system of priorities which would allow this is unacceptable.

The quality of his education, and thus his profession, is the concern of every student. Until students are allowed to assume part of the role of evaluating and rewarding professors, this process will never be sufficiently cognizant of the teaching aspect of our work. For these reasons we strongly urge the faculty to recognize, reward, and otherwise encourage quality teaching. If your department could not justify its procedures and criteria for promotion before a concerned University community, we urge that you take steps to involve students and remedy existing deficiencies.

Sincerely,
Bill Rustem
Chairman, ASMSU

A-P group approves benefits; reaffirms its independence

The University and the Administrative-Professional Association have reached agreement on a package of benefit improvements for MSU's more than 500 A-P employees. The package offered by the University and based on proposals from

the association, was ratified by the association last week. It includes:

1. Immediate participation for all A-P employees in the TIAA-CREF Retirement Program, with University contributions, effective July 1, present and future employees are eligible for TIAA-CREF until after two years of service or until age 35.

2. A study plan providing reimbursement of tuition charged by MSU to any A-P who successfully completes a course "which relates to his work or professional development," effective July 1. Currently, an employee may take up to four credit hours each term, with permission of his

administrative head, but he is not reimbursed for tuition.

3. A new pay schedule providing a "general" salary increase for all A-P employees each July 1, plus an individual merit increase on the anniversary date of his employment. This is also effective July 1.

The association requested that the three-point package be placed on the agenda for the Board of Trustees' March meeting.

About 300 people make up the association, which was formed last May. Prior to last week's meeting, there had been speculation that the group would consider affiliating with the American Federation of State, County and Municipal Employees, an outside bargaining agent. But the association membership approved a report from the union board reaffirming its intent to "act and perform as an independent professional association" and "to employ only a professional approach in resolving any issues regarding employment conditions."

The report ruled out the need to negotiate an annual contract between the two groups and it described the process as unacceptable "the use, threat, or strike or work slow down."
Gifts, grants are $3.6 million

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LAST MONTH, the Board of Trustees accepted almost $3.6 million in gifts and grants from more than 500 different industrial organizations and 11 different governmental agencies, designated for 45 different programs. These gifts and grants were accepted from other units at MSU. (This is more than half the total number of departments and units at the University's current payroll.

Of the total $3.6 million, federal government-sponsored research and educational programs accounted for 50 percent. Fifty-five percent of that total was designated for sponsored research and educational programs. Twenty-five percent of those programs were funded by the federal government. The government supplied a total of 73 percent of all money received for research, education and educational gifts and grants. This is reflected most in money received for research and educational gifts and grants.

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Board adopts statement on bargaining

A statement of policy and procedure formally adopted by the bargaining units at the University was approved by the Board of Trustees at its February meeting.

The statement was drawn up by the University attorney and personnel department.

The procedure calls for the president of the bargaining unit being represented to draft and propose an outline of the collective bargaining unit to be petitioned for the collective bargaining unit to be petitioned for the bargaining unit.

The petition would describe the bargaining unit.

The statement was approved.

Sincerely yours,

William H. Form, Research Professor

A letter: Why the FN?

Dear Editor:

I do enjoy reading the MSU Faculty News, but I have noticed lately some of the contents might well be placed in the State News for both students and faculty who are not concerned with the academic aspect of the University. There may be reasons why a separate sheet is needed, but from my vantage point I cannot see them.

Sincerely yours,

William H. Form, Research Professor

(Professor's Note: It is our hope that material in the Faculty News is of interest to both students and faculty. But our creation was not for the masses, but for the faculty. We provide information and background primarily for faculty use. We do not believe it would be improper for us to suggest content for the State News for both students and faculty. The Monthly Report and the monthly MSU News Highlights. Reading the Faculty News, is of course, voluntary, and we hope that the inconvenience of its issuance is minimal.)

Richard Jackson, professor of Spanish at Carlston University in California, will speak at the Ann Arbor Film Festival Thursday, March 5, at 7:30 p.m. in the Green Room of the Union on "Being Black in Spanish America: Racism and Color Prejudice in Contemporary Spanish American Prose Fiction."
Proposals aimed at non-tenured . . . .

(Continued from page 1)

judgments by consulting with representative non-tenured faculty, students and/or qualified individuals outside the institution with interest in the provost to the Academic Council.

- The faculty tenure committee shall report directly to the Academic Council any case in which the academic actions contrary to the (The McGuire's) decision on a tenure question, except cases involving formal charges for dismissal of a faculty member.

The FACULTY tenure committee, as a faculty standing committee, is composed of faculty elected from each departmental or nondepartmental college, as provided by section 5.3.4 of the faculty bylaws (The McGuire Report on student participation in the faculty tenure committee). The committee proposes that one graduate and three undergraduates be added to the committee. The McGuire Report will be discussed by the Academic Council today.

A representative of the provost's office sits ex officio with the committee, without vote.

The provost, proceeding to the bylaws, is "the judicial and investigatory agency for all tenure actions." It is also charged with interpretation of tenure rules, action on cases of deviation from the rules, review of the tenure rules and recommendations of the Academic Council on appropriate changes, and investigating "any matter pertaining to the tenure system" to which the committee deems significant.

Tenure system: To protect ideas

First mention of a tenure system in University records came at an April, 1942 Faculty Senate meeting, with a report from a Committee on Probationary Appointments and Tenure.

That committee had been appointed Oct. 6, 1941, "to consider the problem of probationary appointments and tenure in the MSU system, and to make recommendations with respect to reappointment, tenure or promotion. This was the recommendation by which the faculty member may confer with this sub-group before a decision is made in the case."

A decision not to reappoint a non-tenured faculty member need not imply that he has failed to meet the standards of the University, the report states, but may relate to availability of salary funds and/or department needs.

The Sweetland report also states: "If a non - tenured faculty member believes he has not been reappointed not to reappointment has been made in a manner which is at variance with established evaluation procedures, he may, following due process, challenge the differences at the level of the basic administrative unit. If the discretion of the dean of his college, submit a written petition to the dean on student charged (Committee on Academic governance)."

The AAUP recommendations are based on a report by the AAUP committee's study of the Bertram work. Those conclusions were: "We can find no American university - year appointment outside the tenure system was improper under the University's bylaws, and that a faculty member should have been recommended by the department or approved by the dean or the provost. This was the recommendation of the tenure committee, but it was not followed."

Since a new non-tenured position had been offered to Garis, it should have been withdrawn (as it subsequently was) without showing cause.

To prevent this kind of occurrence in the future, the committee recommends to the Academic Council and Faculty Senate:

- Tenure rules be amended to state explicitly that a faculty member may not be transferred to non-tenure status during the probationary period, or immediately after appointment under the tenure system.

- Faculty bylaws be amended to provide the tenure committee with full authority on all questions relating to tenure, subject to appeal by the affected faculty member to the provost to the Academic Council.

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THE TENURE system was not, Assistant Provost Hermann King explained, invented by faculty, nor was it invented to protect people. It is, he said, "a device of society to protect profes- 

A tenure system can become frozen, he said, when a University stops growing. An already large number of permanent - tenure people leave few tenure positions for new people. Universities like Harvard, Princeton, and Stanford are at that level now, King said, and they are rapidly approaching that level.

But since a university wants new and good people with new ideas, the tenure system is, King said, a device to supplement the "frozen" tenure system. (The McGuire's) decision on a tenure question, except cases involving formal charges for dismissal of a faculty member.

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Spelling out procedures like this for non - tenured faculty is, Sweetland said, a "revolutionary idea."

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