Revamping a methods course: Freedom without frustration

By GENE RIETFORS
Editor, Faculty News

Ray Harper overhauled his undergraduate course for elementary education majors because, he says, "I got tired of being told to practice what I preach."

"I had been playing the professor's role to the hilt," he recalls. "I preached freedom and democracy in the classroom, but I taught in a fashion that was generally authoritarian and sometimes oppressive."

"That's what some of my students had told me."

So Harper, an associate professor of elementary and special education, designed a classroom structure that he hoped would emphasize freedom without frustration, structure without suppression.

He set out to promote student participation into a myriad of the plan, each member will accumulate an equity which is refundable when that member leaves the club (provided he finds a new member to replace him). At the present dues rate, a member would require $277.71 in equity after one year, $160.94 after five years, $392.02 after 10 years and $1,200 after 20 years.

A person joining the club after this June 1 will be required to pay the standard membership deposit of $225, plus the amount of equity he would have accumulated if he had joined on or before June 1. The plan is designed to enable founding members to build an equity and to assure a share of the debt retirement to future members.

Michael J. Harrison, professor of physics, Beatrice Minor representation report, page 2

Paulucci, professor of family and child sciences; and Chitra M. Smith, assistant professor in Janet Madison College.

Committee on Nomination committee is composed of 13 class members who met each Monday (April 13) at the same location.

The steering committee established the criteria for final grades in the course. It also heard appeals from fellow students who disagreed with any answers provided to weekly quizzes that were given during the Kim sessions.

Early in the term, steering committee members voiced concern over their relationships with fellow students, so they decided to make clear that service presentations by visiting educators, plus slide, tape and film programs.

Agendas for each "lecture" session were drawn up largely by the students themselves through a steering committee of 13 class members who met each Monday with Harper and his two teaching assistants. Any other students were welcome to the meetings, and a number of them attended each week, offering suggested topics or speakers for future sessions and providing feedback to past sessions.

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Committee proposes 30 seats for minority representatives

The following report from the Ad Hoc Committee on Minority Student Participation in Academic Governance was presented to the Faculty Senate at Tuesday's Academic Council meeting. The committee was formed to provide substance and recommend procedures for minority student representation proposals contained in the newly established Committee on Minority Participation in Academic Governance.

H. Geoffrey L. Davis, professor of communications at the International Communication Institute, chaired the committee. Other members included: Erin Enghaus, professor and assistant dean of communications; Winston R. Oberg, professor of management at the Graduate School of Business; and Charles E. McMillan, a member of the McKee Committee.

In making these recommendations, the ad hoc committee stressed the importance of having adequate representation of minority students at all levels of the academic governing process. The committee felt that this was a reasonable representation of minority students and that it was critical to minority students in the student body.

The committee felt that the addition of minority students to the Academic Council or to standing committees would be significant in terms of the number of minority students present on campus. Minority students would be new challenges, new opportunities, new problems to a community relatively homogeneous in outlook and constituency.

Eventually, we hope that minority representation in the Academic Council will be established. Minority students would have a voice in the selection of the members of the Academic Council and the number of minority students would be the subject of discussion. The procedures for selection in our view should be such that minority students working through the Office of Black Affairs. Any question of the numbers of different minority groups or of the overall representation can be directed to this office. In making this selection, the committee feels that the fact that minority students and minority group can itself of the services of the minority students in the Academic Counsel. The plan of allocation numbers would be for the department.

RECOMMENDATION 1. Shall there be additional seats for minority student representation on the Academic Council and the standing committees?

RECOMMENDATION 2. The means of minority student participation in the Academic Council or to standing committees will be determined by procedures set up through the Office of Black Affairs. Such determination will be reported to the Committee on Academic Governance before the start of the academic year.

RECOMMENDATION 3. There shall be at least 30 seats for minority representatives.

RECOMMENDATION 4. The Office of Black Affairs will report the arrangements for minority student representation to the Committee on Academic Governance by Dec. 1, 1970.

RECOMMENDATION 5. While there may be no national model for inclusion of minority students in the committee on Academic Governance, the number of minority representation is the Academic Council. The members of the Academic Council. The plan of allocation numbers will be reported to the Committee on Academic Governance before the start of the academic year.

RECOMMENDATION 6. The Committee on Academic Governance will review the process of minority student representation in the Academic Council and report its assessment to the Academic Council.

Insurance available

Faculty and staff under 53 years of age who did not enroll in the University's life insurance program at the time of their employment may now enroll at any time without penalty for uninsurability, according to the Staff Benefits Office. And persons now participating in the plan at any time may increase their coverage (from schedule A to schedule B), with evidence of insurability.

A medical examination is normally not required by the University Life Insurance company, underwriters of the plan. Additional information is available from the Staff Benefits Office at 353-4434.
Letters

Is rating form appropriate?

To The Editor:
The Student Instructional Rating System Form, which has recently been inflicted on instructors throughout the University (despite the fact that faculty majorities in certain colleges, such as Arts and Letters, decisively rejected the sheet, as it stands) tends to perpetuate the viewpoint prevalent on the University campus that any action, no matter how morally stupefying, can be brought to remedy a situation which may need improving.

This is still many of us who believe that what a student learns in a course may be more important than how much he enjoys himself; that the degree of interest and attentiveness displayed by a student and the amount of discussion generated by the instructor might reflect something about the attitude of the student as well as the efficiency of the teaching; and that an instructor who goes into the classroom well-prepared, with aconception of the knowledge he wishes his subject, should rate at least equal standing with his colleague who is content to learn only by enthusiastically selling himself rather than presenting material which the student has the maturity to analyze and question for itself.

The low degree of correlation between items on our evaluation form and the top education is a major expenditure out of the tax dollar. The parenthetical phrase is an addition to the AAUP's original recommendation. The faculty bylaws shall be amended to provide that decisions of the University fast, Thompson, former assistant professor of physics, said.

* * *

Council slate two sessions

(Continued from page 1)

The faculty member may not be transferred to non-tenure status during or immediately preceding an appointment under the tenure system (except as approved by the tenure committee upon written petition of both the faculty member and his department. Such an appointment may not exceed one year. The parenthetical phrase is an addition to the AAUP's original recommendation. The faculty bylaws shall be amended to provide that decisions of the University Faculty Tenure Committee, on matters involving interpretation of tenure rules and in cases involving deviation from tenure rules, shall be binding on the administration and the faculty member concerned. AAUP's suggestion that this be subject to appeal by the faculty member, since the Academic Council was not accepted by the tenure committees.

The tenure committee shall report to the Academic Council promptly any case in which the administration acts contrary to the wishes written upon a question involving tenure. AAUP recommendations were made to the tenure committee on the basis of its study of the case of Bertram Garusk, former assistant professor of psychology (Faculty News, March 3).

Stieber, director of labor and industrial relations, also noted that some librarians are not eligible for TIAA-CREF participation until after a two-year period, during which time they are not permitted to hold any appointment, except as an advisor to the faculty members. TIAA-CREF participation, he said, would be limited to those who have held appointments at the University for at least five years.

Stieber said later that it is an "odd situation" that faculty members don't have the same privileges as the. In the cases of some of the categories referred to by Stieber, he said.

* * *

CURRENT TIAA-CREF eligibility is also extended to temporary faculty or employees with an appointment of more than five months or longer "upon approval of the dean if their rank is above an associate or classified rank above AP IV, or if they have participated in the TIAA-CREF retirement program of the University.

The rules for eligibility also state that if a faculty or staff member is granted the recommendation of the Department of Industrial Relations, he must satisfy the requirements for participation in the TIAA-CREF program, which include: participation in the TIAA-CREF program, any "uninterrupted full-time employment immediately prior to such eligible type of appointment will be applied toward fulfilling a required "waiting period."
CMU faculty ratifies one-year contract

By BEVERLY TWINCHELL
Associate Editor, Faculty News

The faculty and administration of Central Michigan University have agreed on a 1970-71 contract, believed to be the first of its kind negotiated at an American four-year public or private university.

Agreement from the negotiating teams came March 18. The contract was ratified by the CMU faculty on March 23, and by the Board of Trustees on March 25.

CMU is the only four-year institution of higher education in Michigan whose faculty are represented by a collective bargaining agent, and possibly the only institution of its kind in the country to be so represented. (Four-year institutions in New York and New Jersey are unionized but are part of state systems of education, while CMU is autonomous.)

The contract, one of the most significant in history, was the result of both local and national forces. The original impetus came in favor of representation by a local district of the Michigan Association for Higher Education (MAHE) for purposes of collective bargaining. Ratification of the contract agreement by the faculty was approved 269 to 82, with about 82 per cent of the 547 eligible voters casting ballots.

Lloyd M. Cofer, professor of higher education and director of the developmental program in the MSU Admissions Office, and a member of the CMU Board of Trustees, said he thought some things were gained in the contract which might not have been gained without collective bargaining.

"It gave both sides an opportunity to sit down and understand the other's problems and viewpoints," he said. "This is not done normally, when you give a flat percentage increase (in salary) across the board.

"Harper, I believe, is interested in some other things, but because of its bigness and structure, it would have taken longer. Things happen faster under collective bargaining."

THE CONTRACT covered almost exclusively economic areas, including:

- A 5 per cent salary increase of 7.1 per cent.
- Higher minimum bases for salaries at all academic ranks. (The salary increase is effective with the beginning of the 1970-71 academic year, but those faculty not now at the new base level of salary will have their salaries increased to the base level, effective on the date of faculty ratification of the contract.)
- A more complete hospitalization plan than is currently offered, with University paying the employee's full share.
- A new sick leave plan, with a "sick leave bank" and a long-term disability insurance policy.
- Individual faculty options to double the present amount of life insurance coverage at current rates.
- Higher per-faculty allowances to be used in budgeting for faculty travel.
- Increases in the amount paid per semester hour to teach off-campus classes, with a limitation of not more than one off-campus class to be taught per semester by any one faculty member.
- Establishment of endowed distinguished faculty awards, four at the professor and associate professor levels at $1,000 each, and four at the assistant professor and instructor levels at $500 each. A committee was established to study the guidelines for giving the awards; a second committee was formed to set criteria and procedures for establishing a University Distinguished Professorship. Both committees are to consist of one representative of those faculty represented by MAHE, one representative of those faculty represented by CMU, one full-time student appointed by the University Senate, two full-time students appointed by the student senate and one member appointed by the CMU president.
- A policy of fee remission for bargaining unit members with at least one year of service at CMU, for no more than two courses and no more than six credits of coursework during the fall and spring semesters.

Teaching Load was vaguely referred to in a section which read: "Faculty shall not be required to teach an excessive number of contact hours, assume an excessive commitment to the institution, be assigned an unreasonable load, or be assigned an unreasonable schedule. It is also recognized that faculty have such additional obligations as being available to students, assuming normal committee assignments, registration, engagement in research and community service."

The section was left this way, Cofer said, for flexibility and will probably be discussed in more depth next year.

Several committees were established through "letters of agreement" in the contract to study various issues, including office space and equipment availability, Sabbatical policy, teaching load policy, fringe benefit programs and salary matters such as internal consistency and relationships to comparable institutions.

All fringe benefit provisions of the contract are effective Aug. 24, 1970, except the disability income benefit, which is effective Sept. 1, 1970. The contract expires June 30, 1971.

CMU PRESIDENT William B. Boyd said he was "delighted" with the contract agreement.

"The provisions will help retain and recruit excellent faculty; the result will clearly be a stronger university," he said. "All of us can take pride in the fact that this pioneering endeavor was carried out so responsibly, quickly and successfully. We are in the debt of both our parties."

Johh W. Petras, a member of the bargaining team of the CMU Faculty Association, the bargaining agent of the faculty and a district of MAHE, said: "It is gratifying to report that the completed contract is a result of an earnest and responsible approach to negotiations by both parties."

Agreement on the contract came after six days of intensive bargaining sessions. Cofer said he understood that the seasons were carried out "at a very high level."

The bargaining team for the faculty consisted of eight CMU faculty members. The trustees' bargaining team included five academic deans, the budget director, personnel director for service staff, and David Kerr, a member of the Mt. Pleasant law firm of Lynch, Gallagher, Lynch and Kerr.

The bargaining unit includes all full-time, full-salaried faculty with the rank of lecturer or above who carry at least a one-half load of teaching or research, professional librarians, coaches, counselors, department chairmen and part-time faculty carrying at least one two-thirds teaching load.

Graduate assistants visiting faculty, directors, coordinators, deans, vice presidents and the president are not represented by the bargaining unit.

Toward freedom without frustration...