

Council to hear plans for new commission

At its regular meeting today at 3:15 p.m. in the Con Con Room of the International Center, the Academic Council will consider:

— A proposal for the appointment of a committee to evaluate the Distinguished Faculty Awards. The proposal will be submitted in the form of a resolution by David Snyder, a student member of the Council.

— A proposal to establish a

Presidential Commission on Admissions and Student Body Composition.

— Report from the New Committee on Student Participation in Academic Government (printed in the Feb. 24 Faculty News).

Also on the agenda is an announcement by President Wharton of the nominating committee for the Steering Committee election.

The commission on admissions

proposed by President Wharton has a three-fold mission: To identify current admissions policies and practices, to analyze those policies and practices "as determinants of the present student mix"; to recommend to the president "policies concerning admissions and affecting the student mix of the University during the 70's."

Wharton proposes that the commission have 30 members, including

12 faculty and representing the student body, the alumni and the public.

The commission would be chaired by Wharton, and its members would be named during spring term. It would meet summer and fall terms, holding hearings during the fall, and issue its final report next winter term to the Academic Council, Graduate Council, the president and Board of Trustees.

MSU Faculty News

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Closing a gap

Proposals aimed at non-tenured faculty

By BEVERLY TWITCHELL
Associate Editor, Faculty News

Two proposals relating to tenure procedures, with particular concern for non-tenured faculty, are in different stages of consideration here.

One is a set of recommendations from the MSU Chapter of the American Association of University Professors designed to clarify tenure rules and to give more power to the University Faculty Tenure Committee.

This proposal has been submitted to the Steering Committee of the faculty for placement on an Academic Council agenda. It grew out of the controversy surrounding the Bertram Garskof case last year, when the former assistant professor of psychology was offered reappointment outside the tenure system, though he had been hired originally within the system.

The second proposal, over a year old, is a report from the faculty tenure committee, under former chairman William E. Sweetland, professor of teacher education.

The Sweetland report, originally prepared in June, 1968, was approved by both the Academic Council and Faculty Senate in May, 1969, but was never presented to the Board of Trustees for approval. It is expected to be on the board's March agenda. The delay apparently was caused by confusion resulting from transition between provosts last year and resulting changes in procedure.

Sweetland said the report is an attempt "to determine the University's responsibility to non-tenured faculty," in terms of appointment, reappointment, promotion or dismissal at the basic administrative level. It grew out of a report also prepared by the tenure committee on dismissal procedures for tenured faculty. That report was accepted by the trustees in March, 1967.

This report, aimed at non-tenured faculty relationships with administrative

units, 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.

Or as 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 SWEETLAND report would require a department, school, institute, residential college or other comparable academic unit to provide clear criteria, annual review and consultation in any decision to not reappoint a faculty member in the probationary states of the tenure system.

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 information required for these

(Continued on page 4)

Observatory readied

The final and most important component for the new MSU Observatory was installed last week. A three-ton telescope capable of magnification up to 3,200 times will help astronomical research and training. The mounting being lowered through the dome supports the new telescope. Located south of the campus off Forest Road, the Observatory will be used for an astrophysics course this summer.

—Photo by
Bob Brown



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

Tucked away in his sixth-floor Wells Hall office, Barry D. 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 BSA 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 "losing touch with the younger black students here."

"My period of inactivity on the campus has 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-course schedule, "Introduction 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."

"I try to deal with others who I feel are just as talented and have just as much to offer, even though they aren't as well-known."

Students in Amis' class focus on such less-known authors as Jean Toomer, Ann Petry and Margaret Walker. Toomer, "if he weren't black, would be considered alongside contemporary authors of the twenties," Amis says.

* * *

CLASSES SUCH AS the one he teaches reflect Michigan State's

(Continued on page 2)

Milliken cancels

James C. Kellogg, executive assistant to Gov. Milliken, will fill in for the Governor as the speaker for today's noon meeting of the Faculty Club in the Union. Gov. Milliken has been called out of town.

Kellogg will discuss the Governor's recently announced program to improve the environment in Michigan.

Former BSA head . . .

(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 course of discussions of black authors.

* * *

DRESSED CASUALLY, usually in sweater and slacks, Amis conducts what appears to be a free-wheeling class, encouraging — sometimes prodding — students into discussion.

Amis says he faces two obstacles in the classroom: Getting students involved in discussion despite their reluctance to "disagree with the teacher," and getting around "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, and he says he hopes 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 cleavage between the



BARRY AMIS: "I like ideas."

—Photo by Bob Smith

intellectual community and its awareness of contemporary problems," he says.

"Some of our academicians, even those intimately concerned with social problems, tend to view those 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 RIETFORS

Emphasize quality teaching, ASMSU chairman urges

(Editor's Note: The following letter has been sent to all central administrators, deans and department chairman, according to a spokesman 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 promoting certain 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 their 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 discount 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 places devotion to 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 two 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 professors, 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 fully cognizant of teaching abilities. For these reasons we strongly urge not only the desirability, but the necessity, of basing promotions primarily on teaching performance. To do this properly, the process must involve students. Any other alternative must necessarily be faulty and incomplete.

We should also make very clear that when we refer to quality teaching, we are not thinking of that kind of dictatorial, paternalistic fact-feeding which often passes as competent instruction. We refer instead to the approach whereby the student and professor think, work, teach and learn together, each contributing his knowledge and expertise to the learning situation. The successful instructor is one who can relate to his students as intelligent individuals, desirous of learning, rather than inferior objects to be lectured from a distance.

We do not as yet feel it necessary to name specific departments as offenders. Some departments have shown a commendable desire to shift the emphasis from research and publishing to teaching. These are, however, still too few. We hope that more departments initiate needed reforms and assume their responsibilities 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

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 interdisciplinary courses: "Race, Poverty and Education" (IDC 400V) and "Research in Urban Problems" (IDC 800V).

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

Both will involve guest speakers from on and off the campus, and both will include observations in the field.

Another new course scheduled for spring term is "Race and Politics in America" (PLS 337), taught by Bryan Downes, assistant professor of political science. The course will examine the means used by blacks to influence public policy on race-related issues at both the national and local government levels.

Two other political science courses are included in the spring listing: "Urban Politics" (PLS 302) and "Selected Aspects of State and Local Government" (PLS 404).

"Crises in the Cities" is also spring term, and it will be offered for credit in either economics (EC 895) or management (MGT 890). It will be taught by Robert A. Solo, professor of economics and of management.

Other spring courses that focus on urban affairs include: Workshop in Black Literature (ENG 452), Problems in Urban Geography (GEO 411), Negro in the United States Since Emancipation (HST 310), Workshops in Black Music (MSU 320 and MSU 820), Urban Sociology (SOC 429) and Minority Peoples (SOC 433).

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.

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

Bargaining units, page 3

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 contribution, effective July 1. (Present benefits provide immediate participation only for those with rank of A-P-5 or higher. Those in A-P-1 through A-P-5 have not been 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 persons make up the association, which was formed last May.

Prior to last week's meeting, there had been speculation that the group would consider affiliation with an outside bargaining agent. But the association membership approved a report of the executive 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 MSU and the A-P staff, and it described as unacceptable "the use, or threat, of a strike or work slow-down."

Gifts, grants are \$3.6 million

Gifts and grants to the University are divided nearly equally between research and educational programs.

But only twice since 1962 has the total number of dollars for education exceeded that for research — 1963 - 64 and 1967 - 68.

But while research usually has the edge in total numbers of dollars, the number of research programs funded is usually about twice the number of educational programs funded.

In 1968 - 69, for example, 609 research programs received a total of \$13,865,920 and 375 educational programs received a total of \$8,302,679.

Total dollars for educational programs decreased by more than one-half between 1967 - 68 and 1968 - 69, because money from the federal government — the major source of both research and educational gifts and grants — decreased by more than one-half. This is reflected most in money received for international programs — since MSU's activity in Nigeria, one of its major international programs, was curtailed.

* * *

LAST MONTH, the Board of Trustees accepted about \$3.6 million in gifts and grants from 11 different industrial organizations and 11 different governmental agencies, designated for 45 different departments, colleges or other units at MSU. (This is more than half the total number of departments and units here.)

Of the total \$3.6 million, federal government - sponsored research and education accounted for 50 percent. Fifty - five percent of that total was designated for sponsored research and education programs, and 90 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 fellowships.

These percentages are slightly higher than those for all of last year.

None of the federal money received is used for classified research, according to Milton E. Muelder, vice president for research development and dean of advanced graduate studies.

The University does not accept classified research programs, Muelder said, because their secrecy would be inimical to the academic concept. The University, according to guidelines set by Muelder's office, "should retain for

its scholars the right of first publication."

Exceptions may be made in times of national emergency.

The guidelines for sponsored research projects are listed in the Policy Handbook for MSU Faculty.

While Muelder's office must grant final approval for proposals for grants, he credits individual faculty and departments with most of the work leading to receipt of the grants.

But all gifts and grants are not necessarily monetary. Last month the trustees accepted a gift of a litter of minks, for example. In the past, MSU has received such gifts as a pure - bred stallion, a pure - bred bull, collections of insects and plants, mounted rare birds, rare books, art works and types of plastic for use in the art department.

Grants were approved for: R. J. Evans, biochemistry, \$27,543, from the National Institutes of Health (NIH) to study lipid - protein finding in lipoproteins; E. J. Benne, biochemistry, \$14,250 from the National Science Foundation (NSF) for undergraduate research participation; W. A. Wood, biochemistry, \$21,754 from U.S. Atomic Energy Commission for isotopic and related studies of microbial enzymes; C. C. Sweeley, biochemistry, \$1,000 from LKB Instruments, Inc., an unrestricted grant in mass spectrometry; W. G. Bergen, animal husbandry, \$22,254 from NIH for research in ruminant gnotobiology; K. T. Payne, crop and soil science, \$1,000 from Golf Course Superintendents Association, to develop

improved bentgrass varieties; H. D. Hafs, dairy, \$1,000 from National Association of Animal Breeders, to determine sex ratios of calves born from cows inseminated with electrophoresed sperm; H. D. Hafs, dairy, \$29,160 from NIH to determine endocrine environment with optimal sperm capacitation in the uterus; L. R. Dugan, food science, \$25,638 from U.S. Army Natick Laboratories, to evaluate flavor contribution of products of Maillard reaction; D. H. Dewey, horticulture, \$1,000 from Michigan Apple Committee, to improve internal quality of apples.

Others awarded grants are: C. W. Nicklow, horticulture, \$2,500 from Pickle Packers International, Inc., research in mechanical pickle harvesting in Michigan; Ruth Useem, sociology, and John Useem, Institute for International Studies in Education, \$16,110 from the Hazen Foundation, comparative study of social roles of men of knowledge in Indonesia and Philippines; G. L. Park, engineering research, \$40,000 from Consumers Power Company, to study transient and steady-state effects of load changes in power systems; H. W. Cox, microbiology and public health, \$1,838 from National Institute of Allergy and Infectious Disease, to investigate relapse mechanisms in malaria; C. L. San Clemente, microbiology and public health, \$668 from NIH to study immunological activity of staphylococcal phosphatase in experimental animals; D. H. Bing, microbiology and public health, \$22,566 from NIH specificity of serum complement proteins; H. W. Cox, microbiology and public health, \$30,000 from U.S. Army Medical Research and Development Command, to study immunopathology of malaria and other hemsporidian infections; Robert Corwin, microbiology and public health, \$530 from American Cyanamid, determine incidence of dictyocaulus viviparus in cattle in Michigan; Leland Velicer, microbiology and public health, \$20,000 from Elsa U. Pardee Foundation, study proteins in cells infected with cancer related viruses.

These grants were approved: G. R. Carter, microbiology and public health, \$2,400 from Smith, Kline and French, pasteurized multocide infections in calves; T. M. Brody, pharmacology, \$20,676 from NIH, phenothiazine tranquilizers and brain NaKATP-ase; Joseph DiSalvo, physiology, \$2,692 from Michigan Heart Association, research in cardiovascular physiology; T. E. Emerson, physiology, \$17,796 from NIH to study effect of vasoactive agents on venous return; S. R. Heisey, physiology, \$22,383 from NIH, to study control of brain of anterior pituitary function; Barnett Rosenberg, biophysics, \$35,000 from Engelhard Minerals and Chemicals Corp., investigation of anti-tumor activity of platinum compounds, and \$35,097 from NIH, electronic charge transport in visual systems; E. C. Cantino, botany and plant pathology, \$19,813 from NIH, biochemistry of Morphogenesis in Blastocladiella; A. H. Ellingboe, botany and plant pathology, \$3,818 from NIH, genetics and physiology of plant parasitism.

Also receiving grants are: Harold Hart, chemistry, \$55,238 from NIH, studies in organic syntheses; G. E. Leroi, chemistry, \$19,100 from Department of the Navy, spectroscopic studies in the far infrared; G. D. Anderson, mathematics, \$9,500 from NSF, study properties of quasicrystal mappings; Jack Bass, physics, \$40,902 from U.S. Atomic Energy Commission, studies of electrical and defeat properties of thin metallic wires; Hironobu Ozaki, zoology, \$3,125 from American Cancer Society, Michigan Division, control of cellular differentiation in abnormal echinoderm development.

Other grants accepted are: J. A. King, zoology, \$20,859 from NIH, study development of visual activity in genetically different groups of mice; W. F. Riley and David J. Ellis, large animal surgery and medicine, \$17,195 from Parke, Davis and Co., determine efficacy of a drug to treat various equine lamenesses; W. F. Keller, small animal surgery and medicine, \$6,076 from Parke, Davis and Co., chloromycetin blood level study; Merle Esmay, International Programs, \$3,110 from MUCIA, research on Cooperative Approach to Technical Agricultural Improvements in Pakistan.

Lecture set

Richard Jackson, professor of Spanish at Carleton University in Ottawa, Canada, will speak Thursday 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."

WMSB

Tuesday, March 3

12:30 p.m. UNDERSTANDING OUR WORLD. Education in Israel.
7 p.m. KUKLA, FRAN AND OLLIE.

Wednesday, March 4

12:30 p.m. BLACK MAN IN THE AMERICAS. The NAACP and the UNIA.
1 p.m. LET'S TAKE PICTURES.
7 p.m. YOUNG MUSICAL ARTISTS. Pianist Edward Auer.

Thursday, March 5

1 p.m. THE FRENCH CHEF. A delicious and easy Quiche.
7 p.m. LA REVISTA.

Friday, March 6

12:30 p.m. INSIGHT. Efrem Zimbalist Jr. and Jane Wyman star.
1 p.m. LES FLEURS.
7 p.m. ASSIGNMENT 10.

Saturday, March 7

11 a.m. INNOVATIONS. Piezoelectrics.
11:30 a.m. GAMUT. "The Apple Pie and White Picket Fences Carnival Show."
1 p.m. THE SHOW. Author Joe McGinnis, guitarist - singer Dion and folk artist Donal Leace.

Sunday, March 8

12 noon ASSIGNMENT 10. Repeat.
1 p.m. NET FESTIVAL. Canadian pianist Glenn Gould discusses Bach's "Well - Tempered Clavier."
2 p.m. YOUR RIGHT TO SAY IT. Can orchestras survive in metropolitan areas?
2:30 p.m. SOUL! Curtis Mayfield, Tee Collins, the Impressions, B. B. King and Eddie Floyd.
3:30 p.m. THE FORSYTE SAGA.
4:30 p.m. BLACK JOURNAL. Black history at the ancient ruins of Meroe and a survey of Malcolm X's life.
10 p.m. THE ADVOCATES.
11 p.m. NET PLAYHOUSE. "Yesterday the Children Were Dancing," a French - Canadian lawyer, earmarked for a high federal post, discovers his son is a militant Quebec separatist. (90 minutes).

Monday, March 9

1 p.m. MONEY MATTERS.
7 p.m. SPARTAN SPORTLITE.

WKAR

Tuesday, March 3

6:30 a.m. (FM) MORNING SHOW. (Monday through Friday)
8 a.m. (AM-FM) MORNING NEWS REPORT. (Monday through Friday)
9 a.m. (AM-FM) DICK ESTELL READS. "Iron Coffin" by Herbert A. Werner. (Monday through Friday)
10 a.m. (FM) ON CAMPUS. (Monday through Friday)
11 a.m. (AM) TRANSATLANTIC PROFILE.
11:30 a.m. (AM-FM) NEWS. (Monday through Friday)
1 p.m. (FM) MUSIC THEATRE. "Bells are Ringing."
5 p.m. (AM-FM) NEWS 60. (Monday through Friday)
8:30 p.m. (FM) BOSTON SYMPHONY.

Wednesday, March 4

1 p.m. (FM) MUSIC THEATRE. "A Thurbur Carnival."
8 p.m. (FM) THE ART OF GLENN GOULD.
Thursday, March 5
10 a.m. (AM) THE ART OF GLENN GOULD.
1 p.m. (FM) MUSIC THEATRE. "Jimmy."
7 p.m. (FM) CINCINNATI SYMPHONY ORCHESTRA.
9 p.m. (FM) JAZZ HORIZONS.

Friday, March 6

10:30 a.m. (AM) THE GOON SHOW.
11 a.m. (AM) A FEDERAL CASE.
1 p.m. (FM) MUSIC THEATRE. "Goldilocks."
2 p.m. (FM) ALBUM JAZZ.
4:45 p.m. (AM-FM) EDUCATION IN THE NEWS.
8 p.m. (FM) OPERA. "Manon."
Saturday, March 7
9 a.m. (AM-FM) DICK ESTELL READS. "My Way Was North" by Frank Dufresne.
9:30 a.m. (AM) THE WORD AND MUSIC.
10:30 a.m. (AM) VARIEDAD S EN ESPANOL.
11:45 a.m. (FM) RECENT ACQUISITIONS.
1:30 p.m. (AM) THE DRUM.
2 p.m. (AM) ALBUM JAZZ.
7 p.m. (FM) LISTENERS' CHOICE

Sunday, March 8

2 p.m. (AM-FM) CLEVELAND ORCHESTRA.
4 p.m. (AM-FM) FROM THE MIDWAY.
7 p.m. (FM) COLLOQUY.
Monday, March 9
10:30 a.m. (AM) ASIA SOCIETY.
11 a.m. (AM) COLLOQUY.
1 p.m. (FM) MUSIC THEATRE. "Irma LaDouce."
8 p.m. (FM) OPERA FROM RADIO ITALIANA. "The Impresario in Trouble."
10:30 p.m. (FM) MUSIC OF TODAY.

Board adopts statement on bargaining

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

The statement was drawn up by Executive Vice President Jack Breslin after it was requested in October by Trustee Stephen S. Nisbet.

The procedure calls for the individual, group or labor organization wishing to be represented by a collective bargaining unit to petition Breslin, who is also secretary to the trustees.

The petition would describe the claimed bargaining unit and would give an approximate number of eligible employees in the unit. The petition would also include signatures or signed cards of the employees in the claimed unit who want to be represented by the petitioner.

Breslin would then consult the University attorney and personnel department for information to determine:

1-That the claimed bargaining unit is in fact an appropriate bargaining unit.
2-That the signatures of the employees on the petition are employees eligible to be represented in the claimed unit and are on the University's current payroll.

3-Which employees of the claimed unit should be excluded from the collective bargaining provision.

If signatures or signed cards represent 30 to 50 per cent of the eligible employees in an appropriate bargaining unit, Breslin would inform the petitioner to then petition the State of Michigan Labor Mediation Board for a certification election.

If more than 50 per cent of the signatures of eligible employees have been obtained, Breslin may recognize the group voluntarily or may inform it to petition the State Labor Mediation Board for a certification election.

A letter: Why the FN?

Dear Editor:

I do enjoy reading the MSU Faculty News. However, I believe that all of its contents might well be placed in the State News for both students and faculty to read. Many of my colleagues regard the issuance of a separate news sheet as an inconvenience and an unnecessary expenditure. Undoubtedly 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, sociology

(Editor's Note: It is our hope that material in the Faculty News is of interest to both students and faculty. But our creation was based on the notions that we would provide information and background primarily for faculty, and that it would be improper for us to suggest content for the State News. Publishing the Faculty News costs less than the two publications it "succeeded." The quarterly Format 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.)

Proposals aimed at non-tenured . . .

(Continued from page 1)

judgments by consulting with representative non-tenured faculty, students and/or qualified individuals outside the basic administrative unit.

"Review procedures shall be described in its bylaws and shall include a means by which the faculty member is evaluated and informed annually for his progress. These bylaws shall provide for a designated group to make recommendations with respect to reappointment, tenure or promotion.

"Procedures shall also exist by which the faculty member may confer with this sub-group before a decision is made in his 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 that the decision not to reappoint has been made in a manner which is at variance with established evaluation procedures, he may, following efforts to reconcile the differences at the level of the basic administrative unit and the dean of his college, submit a written petition to the University tenure committee for a review of his case. The University tenure committee shall establish appropriate procedures for review of each such case."

This is basically the same procedure now in existence. What is new in the Sweetland report, however, is the following paragraph:

"When reason arises to consider dismissal of a non-tenured faculty member before the expiration of his term of appointment, the procedures to be followed shall be identical with those established for the dismissal of a tenured faculty member." (See related story on this page.)

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

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THE AAUP recommendations are based on two conclusions from a special AAUP committee's study of the Bertram Garskof case. Those conclusions were:

— That the offer to Garskof of a two-year appointment outside the tenure system was improper under the University's tenure rules and should not 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.

— That once the irregular appointment had been offered to Garskof, it should not have been withdrawn (as it subsequently was) without showing cause.

To prevent this kind of occurrence in the future, the AAUP is proposing to the Academic Council and Faculty Senate that:

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

— Faculty bylaws be amended to

provide the tenure committee with final authority on all questions relating to tenure, subject to appeal by the affected faculty member of the provost to the Academic Council.

— The faculty tenure committee shall report promptly to the Academic Council any case in which the administration acts contrary to its (The Council'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 departmentally organized college, as provided by section 5.3.4 of the faculty bylaws. (The McKee Report on student participation in academic government proposes that one graduate and three undergraduate students be added to the committee. The McKee 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 committee, according 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 advising the provost and the Academic Council on appropriate changes, and investigating "any matter pertaining to tenure 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." The committee, according to the minutes of that meeting, "studied the local situation" and information from 17 other colleges and universities.

Eight recommendations were made at that time concerning written contracts for teaching, research and extension staff personnel above the rank of graduate assistant, and for a system of appointment and reappointment, similar in many ways to the current tenure regulations. On June 2, 1942, a slightly amended version of this report was unanimously approved by the senate.

* * *

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

A tenure system can become frozen, King said, when a University stops growing. An already large number of permanent — or tenured — people leave few tenured positions for new people. Universities like Harvard, Princeton and Stanford are at that level now, King said, and MSU is rapidly approaching it. But since a university wants new and good people with new ideas, the result is a fluid system of non-tenured faculty, coming and going every few years. They bring their ideas; the university cannot offer them permanent positions because there are no vacancies, so they leave with perhaps a good record to help them obtain positions elsewhere, King said.

Faculty hired without tenure, but within the tenure system, are actually hired for a specified period of time — "a temporary hiring," King called it. Thus if a faculty member is not reappointed, he is not being fired; he is simply not being re-hired. For that reason, a decision not to reappoint a non-tenured faculty member need not be approved by the Board of Trustees; if a faculty member is not to be re-hired, no action is being taken and thus need not be approved by the board.

* * *

TENURE RULES, as approved by the trustees in 1952 and amended in 1962, are listed in the Policy Handbook for MSU Faculty. They state that:

— A professor has tenure from the date of original appointment to that rank.

— An associate professor who has not served previously at MSU is appointed for a probation period of two years; if reappointed he will be granted tenure.

— An assistant professor not previously at MSU is appointed for a

three-year probationary period; he may be reappointed for another three-year probationary period; if reappointed a second time at that rank, tenure is granted. If he is promoted to associate professor during the two three-year probationary periods, tenure is granted.

— An instructor is appointed originally for a two-year probationary period; he may be reappointed for a second two years' probation and again for an additional probationary period of three years, after which the appointment is terminated if he is not promoted to assistant professor, unless a special one-year extension is made upon approval of the University Faculty Tenure Committee, the dean, provost and president.

— An instructor who has served one year at MSU and is appointed to assistant professor is appointed to a two-year probationary period; if he has served two years as an instructor, he serves one year's probation. If reappointed at the assistant professor rank, the appointment is for three years, after which, if reappointed again, he is granted tenure.

— An instructor who has served three years or more and is reappointed at the rank of assistant professor serves a three-year probationary term. If reappointed, tenure is granted.

* * *

OTHER NON-TENURED faculty include those visiting or temporary faculty appointed for a specific period of time outside the tenure system; reappointment or temporary extension of appointment is not implied.

There are also provisions for faculty members who are granted leaves of absence, who serve abroad, and for non-U.S. citizens.

A faculty member who is not to be recommended for reappointment by his dean or department chairman must be notified in writing by the department chairman by Dec. 15 preceding expiration of his appointment. This is done, King said, to give the faculty member ample time to seek other employment.

If a faculty member who is recommended for reappointment by his department chairman or dean is not reappointed, and/or if proper notification is not given, a one-year extension of appointment is automatically granted, but this also serves as notification that University employment is terminated at the end of the extension.

Questions on interpretation of tenure regulations or on solution of tenure problems arising from situations not covered in the regulations are referred to the University Faculty Tenure Committee, a standing committee of the faculty. Recommendations from that committee are submitted to the president or appropriate administrative officer or body; final decisions lie with the trustees.

According to the faculty handbook,

tenure action or promotion originate in the department and are reviewed by the dean, provost and president; the latter two make the final recommendation to the trustees for action.

The department chairman is bound by article 2.3.1 of the faculty bylaws to "seek the counsel of the voting faculty of the department or school in formulating major decisions affecting the personnel and the program of the department or school, especially matters pertaining to appointments, promotions (and) tenure . . ."

Since, as the handbook states, "extensive information is needed to make an adequate evaluation of the productivity of each faculty member to be recommended for reappointment, tenure or promotion," a comprehensive form has been developed by the provost's office, for reporting such activities as instruction, academic advising, research, public services, international program assignments, etc.

* * *

IN MARCH 1967, the trustees approved procedures for dismissal of tenured faculty members (for "gross violation of professional ethics" or incompetence). The procedures include:

— Preliminary conference with the appropriate administrative officer(s) and the faculty member, who may be accompanied by an adviser of his choice. If agreement on solution is not reached, and if the faculty member declines to resign, formal action is initiated, but only after the faculty member has been informed of the charges against him.

— The provost or administrative head files charges with the Officer of the Provost.

— The provost refers the case and relevant data to the faculty tenure committee, which serves as the hearing committee. The hearing committee serves written notice to the faculty member, listing the charges against him.

— A closed hearing is conducted, but is stenographically or tape recorded.

— Chairman of the hearing committee files the committee's decision and a complete record of the case with the provost's office; a minority report may also be submitted. The report is also sent to the president, the affected faculty member and the administrative head.

— If two-thirds of the hearing committee votes to retain the faculty member, the case is terminated.

— In any other case, the president, after consultation with the hearing committee, the faculty member and the administrative head, may decide to retain the faculty member, or if either the president or the hearing committee recommends dismissal, then the report of the hearing committee, the recommendations of the president and any comments from the faculty member shall be submitted to the trustees for action.

— BEVERLY TWITCHELL

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