

Michigan State University

Black Faculty List

Dr. Cyril A. Akpom  
Associate Professor  
Health Service Education  
A106 East Fee Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Pat Barnes-McConnell  
Associate Professor  
Urban and Metropolitan Studies  
135 West Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Cathey Benny  
Associate Professor  
Natural Science  
2900 Northwind Drive  
East Lansing, Michigan 48823

Mr. James E. Bibbs  
Assistant Professor  
Intercollegiate Athletics  
224 Jenison Fieldhouse  
Michigan State University  
East Lansing, Michigan 48824

Mrs. Mary L. Brady  
Assistant Professor  
Health Service  
Life Sciences Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Alex J. Cade  
Professor  
Educational Psychology  
203 Erickson Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Theodore R. Chavis  
Professor, School of Social Work  
206 Baker Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Lloyd M. Cofer  
Professor  
Administration and Higher  
Education  
450 Administration Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Don Coleman  
Director, Minority Support Program  
College of Osteopathic Medicine  
322 East Fee Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Albert W. Dade  
Associate Professor  
Veterinary Medicine  
106-P Veterinary Clinic  
Michigan State University  
East Lansing, Michigan 48824

Dr. Joe T. Darden  
Associate Professor  
Urban and Metropolitan Studies  
134 West Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Lonnie C. Eiland  
Assistant Professor  
Natural Science  
321 North Kedzie  
Michigan State University  
East Lansing, Michigan 48824

# Black Faculty List

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Dr. Gordon Fooks  
Assistant Professor  
College of Urban Development  
W26 Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Patricia Gardner  
Instructor  
Department of Pathology  
A522 Fee Hall  
Michigan State University  
East Lansing, Michigan 48824

Ms. Linda Gillum  
Instructor  
Audiology and Speech Sciences  
Audiology and Speech Sciences Building  
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Dr. Robert Lee Green  
Dean, College of Urban Development  
117 West Owen Hall  
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East Lansing, Michigan 48824

Dr. Thomas S. Gunnings  
Professor  
College of Human Medicine  
A102-B East Fee Hall  
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East Lansing, Michigan 48824

Dr. James B. Hamilton  
Assistant Provost  
443 Administration Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Ruth Hamilton  
Associate Professor  
Department of Sociology  
408 Berkey Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Robert A. Harris  
Associate Professor  
Department of Music  
211 Music Practice Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Homer C. Hawkins  
Associate Professor  
Racial and Ethnic Studies  
153W Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Albert C. Holloway  
Associate Professor - Social Work  
210 Baker Hall  
Michigan State University  
East Lansing, Michigan 48824

Ms. Lillian Holloman  
Instructor  
College of Human Ecology  
208 Human Ecology Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Herman Hughes  
Associate Professor, Computer Science  
400-1 Computer Center  
Michigan State University  
East Lansing, Michigan 48824

Professor James P. Howard  
Community Medicine  
A306-E East Fee Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Maxie C. Jackson  
Assistant Professor  
Center for Urban Affairs  
146 West Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

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Dr. Nell C. Jackson  
Professor  
Womens Health and Recreation  
222 Jenison Fieldhouse  
Michigan State University  
East Lansing, Michigan 48824

Dr. Georgia Johnson  
Assistant Professor  
Medicine  
B220 Life Sciences  
Michigan State University  
East Lansing, Michigan 48824

Mr. Leroy Johnson  
Instructor  
Racial and Ethnic Studies  
155 West Owen Hall  
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East Lansing, Michigan 48824

Dr. Lee N. June  
Assistant Professor  
Counseling Center  
207 Student Services Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. George Logan  
Assistant Professor  
College of Urban Development  
W-139 Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Mr. James Marshall  
Assistant Professor, Business Law  
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Michigan State University  
East Lansing, Michigan 48824

Dr. James McCray  
Assistant Professor  
Elementary and Special Education  
13726 Pembroke  
Detroit, Michigan 48235

Dr. David A. McIntosh  
Assistant Professor, Engineering  
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Dr. Lonnie McIntyre  
Assistant Professor  
Elementary and Special Education  
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Mr. James Nevels  
Assistant Professor  
American Thought and Language  
293 Bessey Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Donald Nickerson  
Professor  
Elementary and Special Education  
252 Erickson Hall  
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East Lansing, Michigan 48824

Dr. Simeon Okpechi  
Assistant Professor, Business  
335 Eppley Center  
Michigan State University  
East Lansing, Michigan 48824

Ms. Rebecca Parker  
Instructor, Labor and Industrial  
Relations  
413 Kedzie Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Eugene Perrell  
Associate Professor  
Elementary and Special Education  
337 Erickson  
Michigan State University  
East Lansing, Michigan 48824

Black Faculty List  
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Dr. Joseph Patterson  
Professor  
Community Medicine  
370 Olin Health Center  
Michigan State University  
East Lansing, Michigan 48824

Mr. Melvin Peters  
Instructor  
Department of English  
329 Morrill Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Eudora L. Pettigrew  
Professor  
Urban and Metropolitan Studies  
W123 Owen Hall  
Michigan State University  
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Dr. Lennox A. Pike  
Professor, Community Medicine  
405 West Fee Hall  
Michigan State University  
East Lansing, Michigan 48824

Mr. Jack Pitts  
Administrative Assistant  
College of Urban Development  
W147 Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Clifford J. Pollard  
Professor  
Botany and Plant Pathology  
324A Plant Biology Lab  
Michigan State University  
East Lansing, Michigan 48824

Dr. William Powers  
Counselor, Counseling Center  
207 Student Services Building  
Michigan State University  
East Lansing, Michigan 48824

Mr. Manley Pratt  
Instructor, Anatomy  
356 Giltner Hall  
Michigan State University  
East Lansing, Michigan 48824

Mr. Larry Redd  
Instructor, Tele-Communications  
320 Union Building  
Michigan State University  
East Lansing, Michigan 48824

Mr. Harry Reed  
Assistant Professor  
Department of History  
318 Morrill Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Leslie Rout  
Professor  
Department of History  
405 Morrill Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Charles Scarborough  
Associate Professor  
University College  
109 Brody Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Gloria Smith  
Associate Professor  
College of Education  
441 Erickson Hall  
Michigan State University  
East Lansing, Michigan 48824

Black Faculty List

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Dr. Dunstan S. Spencer  
Assistant Professor  
Agricultural Economics  
101 Cook Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Janice L. Stickney  
Assistant Professor  
Department of Pharmacology  
B308-B Life Sciences Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Richard Thomas  
Assistant Professor  
Racial and Ethnic Studies  
152 West Owen Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Dozier Thornton  
Associate Professor  
Department of Psychology  
105 Olds Hall  
Michigan State University  
East Lansing, Michigan 48824

Dr. Richard Walker  
Assistant Professor  
German and Russian  
A701 Wells Hall  
Michigan State University  
East Lansing, Michigan 48824

Mr. Robert Weil  
Associate Professor  
Department of Art  
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East Lansing, Michigan 48824

Dr. Clifton R. Wharton, Jr.  
President and Professor of Economics  
450 Administration Building  
Michigan State University  
East Lansing, Michigan 48824

Ms. Gatha Williams  
Instructor, Food Science  
1 Human Ecology Building  
Michigan State University  
East Lansing, Michigan 48824

Dr. Keith Williams  
Assistant Professor  
Department of Romance Languages  
A544 Wells Hall  
Michigan State University  
East Lansing, Michigan 48824

Ms. M. Williams  
Instructor, English Language Center  
1 Center for International Programs  
Michigan State University  
East Lansing, Michigan 48824

# MICHIGAN STATE UNIVERSITY

CLIFTON R. WHARTON, JR. • PRESIDENT

December 15, 1976

EAST LANSING • MICHIGAN • 48824

Dear Drs. Charles Scarborough, Don Coleman, Joseph Patterson, James Howard,  
et al:

Your two-part petition to the Board of Trustees has been received.

Prior to the beginning of the public action meeting of the Board on Friday, December 3, 1976, I reported verbally the views of the Trustees on certain of the issues raised. This letter will attempt to summarize the major points.

First, the Evaluation Committee was constituted utilizing existing governance groups (viz., Elected Student Council of the Academic Council) and those representative bodies specifically created by the Board responsible for affirmative action issues (viz., Minority Advisory Council, Women's Advisory Committees). The final composition of the Evaluation Committee does include Black and white students, Black female (faculty and staff), Black male (faculty and staff), as well as white female, white male, Native American (male), Asian American (female) and handicapper (male). The prescreening of 21 from the 107 applicants did not preclude any member of the committee from reviewing the full list and adding to those selected for consideration. Indeed, certain members of the evaluation committee reviewed the remaining candidates and expressed satisfaction with the prescreening choices. The committee has already interviewed a short list of 6 persons and expects to complete their work in a week. Given the above, the Board concurred that the Evaluation Committee should proceed as presently constituted and complete their work.

Second, the new administrative structure where the Department of Human Relations reports jointly to the President and the Vice President for Federal Relations had previously been concurred in by the Trustees. It was on this basis that the position of Assistant Vice President for Human Relations was advertised and that applicants have been interviewed. The Trustees reaffirmed their prior position as to the joint reporting administrative arrangement for the Assistant Vice President and the Department of Human Relations.

Lastly, the Trustees reaffirmed the statement which Chairman Martin and I had previously made to your leaders that the Black Faculty-Staff Association, like any other university affiliated group, is welcome to appear at the Thursday evening public briefing sessions of the Board under established guidelines by contacting Mr. Ballard, Secretary to the Board. As with all groups and individuals, the Board uses these briefing sessions to hear views on matters of concern. In the present instance, such an occasion would provide an opportunity to hear your views on affirmative action, your recommendations on how this process can be strengthened, and especially how you might assist in the goal which we all share. (In this connection, the proposal for minority faculty recruitment which has already been approved by the deans but to which you have not responded, has been shared with the Trustees.)

December 15, 1976  
Page 2

We share your concern at the need for continued, vigorous efforts in the affirmative action area, especially as it relates to those areas or units where progress has been unsatisfactory. Further, we believe that the focus of attention should be on correcting those situations and assisting them in solving any deficiencies where they exist.

Let me assure you that we remain strongly and totally committed to the goal of achieving affirmative action on this campus and always welcome constructive comments and contributory involvement by all segments of the university community. We are convinced that the most rapid and lasting progress will occur in a collegial, cooperative, and participatory effort.

If you have any further questions, please feel free to get in touch.

Sincerely,

A handwritten signature in dark ink, appearing to read "Clifton R. Wharton, Jr.", with a stylized, cursive script.

Clifton R. Wharton, Jr.  
President

cc Board of Trustees

DRAFT

MEMORANDUM (for discussion purpose only)

SUBJECT: Recruitment of Black Faculty

The Black Faculty Association has been much concerned in recent years about the number of Black faculty members at MSU. Some weeks ago, the Black Faculty Association met with President Wharton to discuss their concerns. A sub-committee was formed to further carry on the discussion. This sub-committee also met with President Wharton and after a long discussion, it was agreed that one method of trying to increase the number of Black faculty members would be a nation-wide recruitment plan utilizing some of our present Black faculty as recruiters. In order that this plan proceed as efficaciously as possible and with a maximum utilization of the funds that might be available, the following guidelines are suggested:

I. Memorandum to the Deans

Michigan State University is committed to an affirmative action program. To reinforce this commitment, not only upon the part of the University but also upon the part of the Administration, the President will send a memorandum to the Deans of all the Colleges. The memorandum will request the Deans to actively support our Affirmative Action Program and whenever possible fill vacancies occurring in their departments with minority persons, using, if necessary, the provisions for exemptions from the tenure freeze. The memorandum will also describe the special recruitment program being undertaken and will request their complete cooperation.

II. The Cluster Plan

MSU has 17 colleges. From information made available by the Black Faculty Association, Black faculty persons are found in all but 4 of these colleges. A roster should be drawn up assigning those faculty



members who agree to assist in the recruitment process to six discipline clusters. These clusters will be composed of the following disciplines:

1. Science and Agriculture (including Colleges of Natural Science, Lyman Briggs and Human Ecology)
2. Social Sciences (including Social Work, Criminal Justice, James Madison and Urban Development)
3. Arts and Letters and Communications (including Justin Morrill)
4. Business and Engineering (including Hotel, Restaurant and Institutional Management, and Packaging)
5. Education, Physical Education, Intercollegiate Athletics
6. Medicine and Health Sciences (Human, Osteopathic, Veterinary, Nursing and Medical Technology)

The individuals in each cluster would initially seek to identify those locations (viz., other colleges, universities) likely to offer strongest recruiting possibilities. Then, one or more persons from the cluster would be selected to make the recruiting visits. Whenever possible, the cluster should seek to ascertain in advance possible vacancies and any special qualifications being sought for the position. The main objectives of a recruiting visit would be to ascertain a person's future availability if a position becomes available, and to convince them to come to MSU/ Recruiters will not be authorized to offer positions or to guarantee employment. Upon return, the recruiter will report on his or her assessment of the person interviewed to the appropriate dean or department chairperson. In the event that a recruiting contact is subsequently invited to visit the MSU campus, the recruiting cluster will seek to facilitate the visit, including community contacts, tours, etc.

### III. Notification of Vacancies

It is imperative that in some way the Black Faculty Association know in advance of the public announcement of any departmental vacancies.

Academic vacancies generally fall into two categories: (1) retirements and non-reappointments; (2) resignations. The time lag varies with the two categories. In the case of retirements and non-reappointments, the information is generally available anywhere from six months to a year before the position is available. Resignations can vary from one month to six months. In all cases the procedure is the same, in that the department in which the vacancy will occur loses the position and must reapply to the Provost's office for a return of the position to the department. This "Notification of Vacancy" form must be approved by the Associate Provost. Here again, the lead time between the notification of intent and the posting of the position may vary from one month to a year. Since all of this information from all departments of the University must pass through the Provost's office, it might be possible for that office to periodically inform the Assistant Vice President for Human Relations' office of these prospective vacancies. The Human Relations Department could then turn this information over to the disciplinary cluster group that is conducting the recruiting.

### IV. Time Table

It is imperative that this plan be put into operation as early as possible in the 1976-77 school year. Many departments know by January 1 their possible vacancies and are in the process of filling them. A tentative timetable might be as follows:

1. September - Circulation of this memorandum to members of the Black Faculty to secure the list of volunteers.
2. October - Preparation of two lists:
  - 1) Possible faculty vacancies through cluster contacts with deans and department chairpersons.
  - 2) Pool of qualified Black personnel, especially locations where prospects are greatest.
3. November and December - Visits by our recruiters to key persons in or out of the pool.
4. January - May - Continuation of the recruitment process on a lesser degree.
5. June - Assess the entire recruitment process.

V. Proposed Budget

A sum of \$5,000 will be administered to the Department of Human Relations for this purpose. It is estimated that this amount would allow a minimum of 10-15 persons to make recruiting tours of about 4-5 days each. Thus, a minimum of two recruiters/visits per cluster is assured. If visits are shorter, or if the funds are used to supplement other travel, a larger number of recruiters/visits would be possible.

Potential Faculty Members in the Clusters

I. Science

1. Natural Science

Cathey Benny  
Lonnie Eiland  
James Hamilton (Chemistry)  
Clifford Pollard (Biology)

2. Agricultural and Natural Resources

Dunstan Spencer

II. Social Sciences

1. Urban Development

Cyril Akpom  
Patricia Barnes-McConnell  
Joseph Darden  
Gordon Fooks  
Robert Green  
Homer Hawkins  
Maxie Jackson  
Leroy Johnson  
George Logan  
Endora Pettigrew  
Jack Pitts  
Richard Thomas

2. University College

James Nevels (ATL)  
Charles Scarborough (Nat. Sci.)

3. Social Sciences

Theodore Chavis (Social Work)  
Ruth Hamilton (Sociology)  
Albert Holloway (Social Work)  
Rebecca Parker (Labor and Ind. Relations)  
Dozier Thornton (Psychology)

4. Human Ecology

Lillian Holloman  
Gatha Williams (Food Science)

5. Arts and Letters

Robert Harris (Music)  
Harry Reed (History)  
Leslie Routt (History)  
Richard Walker (German, Russian)  
Robert Weil (Art)  
Keith Williams (Romance Languages)

III. English Communications

Linda Gillum (speech)  
Larry Redd (Tele-Communication)  
Melvin Peters (Eng.)

IV. Business and Engineering

1. Engineering

Herman Hughes (Computer Science)  
David McIntosh (English)

2. Business

James Marshall (Bus. Law)  
Simeon Okpechi  
Clifton R. Wharton, Jr. (Economics)

V. Education, Physical Education and Intercollegiate Athletics

1. Education

Alex Cade (Ed. Psy.)  
James McCray (Elem & Sp. Educ.)  
Lonnie McIntyre (Elem and Sp. Educ)  
Don Nickerson (Elem and Sp. Educ.)  
Eugene Perrell (Elem. and Sp. Educ.)  
Gloria Smith (Urban Counselling)  
Lloyd M. Cofer (Adm. and Higher Educ.)

2. Athletics

James Bibbs (Int. Athletics)  
Nell Jackson (Int. Athletics)

3. Counselling

Lee June  
William Powers

VI. Medicine

1. Human

Mary Brady  
Thomas Gunnings  
Georgia Johnson  
Manley Pratt (Anatomy)  
Janice Stickney (Pharmacology)

2. Veterinary

Albert Dade

3. Osteopathic

Don Coleman  
James Howard  
Joseph Patterson  
Patricia Gardner  
Lennox Pike

Air Roundtrip \$250

Hotel and Meals per day 30)

x 5 = \$250

Miscellaneous 20)

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\$500

\$500 per trip x 10 persons = \$5,000

# MICHIGAN STATE UNIVERSITY

OFFICE OF THE DIRECTOR • CENTER FOR URBAN AFFAIRS

EAST LANSING • MICHIGAN • 48824

## MEMORANDUM

RECEIVED

DEC 31 1976

MICHIGAN STATE UNIVERSITY  
OFFICE OF THE PRESIDENT

TO: Dr. Clifton R. Wharton, Jr., President

FROM: Black Faculty and Administrators *[Signature]*  
(Sub-Committee: G. Logan, P. Lowry, J. Marshall)

DATE: December 28, 1976

SUBJECT: Recruitment of Black Faculty

The draft concerning recruitment of Black faculty has been reviewed by the Black Faculty and Administrators Association. It is the opinion of that body that the draft proposal is an acceptable first step and should be implemented immediately.

However, the membership has raised questions concerning the overall impact of this proposed recruitment plan. Consequently, the sub-committee that reviewed the draft proposal would like to meet with you to discuss these issues, and the implementation of the recruitment effort.

In the interest of time, Section IV (Time Table) of your memo should be revised to reflect the following dates:

1. January 10--review of proposal by Deans and by Black Faculty Association and other minority groups.
2. January 10--
  - a. Circulation of this memorandum to members of the Black and other minority faculty to secure the list of volunteers.
  - b. Preparation of two lists due January 24.
    - 1) Possible faculty vacancies through cluster contacts with deans and department chairpersons.
    - 2) Pool of qualified Black personnel, especially locations where prospects are greatest.
3. February through May--visits by our recruiters to key persons in or out of the pool.
4. Delete
5. June--Assess the entire recruitment process.

Your response to the proposed meeting should be directed to George Logan, Center for Urban Affairs (3-9035). Thank you in advance for your efforts in this undertaking.

cc: Charles Scarborough



# MICHIGAN STATE UNIVERSITY

COLLEGE OF ARTS AND LETTERS • OFFICE OF THE DEAN  
LINTON HALL

EAST LANSING • MICHIGAN • 48824

November 5, 1976

RECEIVED

NOV 8 1976

MICHIGAN STATE UNIVERSITY  
OFFICE OF THE PRESIDENT

Dr. Clifton R. Wharton, Jr.  
President  
Administration Building

Dear Clif:

I am writing in response to your invitation to comment on the memorandum circulated with the Administrative Group agenda concerning minority faculty recruitment. My comments represent my personal reaction to the proposal and not the views of others in the College.

1. I hope I need not reaffirm my commitment to the University's affirmative action program and my consequent support of any plan that might make it more effective. I continue to be dissatisfied with the results (but not the effort) of the minority affirmative action activities of my College. Any plan to assure more positive results will have my support.
2. I would suspect that our implementation of the proposed plan for minority faculty recruitment would create a demand that a comparable plan be developed for other target groups in our affirmative action program (e.g., women). This prompts me to ask whether the University can afford at this moment a recruiting effort that might become considerably larger by virtue of the fact that the University's affirmative action program extends beyond minority recruitment.
3. While I realize the realities that generated the idea of clustering disciplines, I would suggest that the recommended clustering plan needs some reevaluation. Within my own College there are such wide disciplinary diversities that I doubt whether any individual cast in a recruiting role would know how to proceed in representing other disciplines where positions might exist. My College itself probably needs at least three or four clusters of related disciplines. The problem becomes more complex when Arts and Letters is clustered with Communication Arts and Sciences, where the disciplinary range spreads from clinical competency in speech and audiology to advertising to television technology. Perhaps what would be more appropriate would be a plan which provided a roster of minority faculty members willing to assist in recruitment which would provide a pool from which colleges and even departments could draw recruiting consultants on the basis of the particular interests and talents. As the plan now stands, I think the cluster plan is unrealistic.
4. I have a real concern about the matter of identifying "those locations...likely to offer strongest recruiting possibilities." While I stand open to correction, I suspect that it is impossible to identify a limited number of such locations that has any meaning in terms of the variety of positions for which openings at MSU are apt to exist--unless those locations turn out to be colleges and universities with predominantly minority faculties. I have grave reservations about an institutionalized effort to meet our affirmative action goals by cannibalizing those

Dr. Clifton R. Wharton, Jr.  
November 5, 1976

institutions. I realize that such a position has implications that may run counter to MSU's affirmative action program and to providing opportunities for minority faculty to advance professionally, but I still feel strongly opposed to the idea of "raiding" such institutions.

5. I wonder if the plan might be more effective if it concentrated attention on the task of recruiting minority faculty that are already in faculty positions as contrasted with those just entering the profession. Perhaps that is the intention, but it is not clear from the program description as it now stands. I offer this suggestion because it is my perception that we do make our openings known to the first job seeker through announcement of positions and direct solicitation of applications from departments in other institutions where those entering the job market for the first time get their degrees. A problem that we do not handle as well is the identification of available minority academicians who already have positions. I believe a recruiting consultant might be most effective in concentrating on this target group.

6. I would suggest that the role of the consultant recruiters should be spelled out more clearly. This plan will arouse hackles because some will perceive that it threatens the autonomy of a department in making the final decision on hiring. I know that such is not the intention. But that potential criticism could be disarmed by a more nuanced statement on the consultants role.

7. While I realize the efficiency involved in having notification of vacancies routed from the Provost's office to the Human Relations Department to the proposed disciplinary cluster group, I would recommend that the plan contain a provision which made the channel of communication from department to dean to cluster group with a mechanism providing for a substantive exchange on the nature of the department's needs with respect to the position. This would, I think, assist the recruiting consultants in developing a feel for the position and would minimize chances of misunderstandings and confrontations about the total recruiting effort.

I trust these remarks might be helpful and I stand ready to amplify on them.

Sincerely,



Richard E. Sullivan  
Dean

RES:emcw

# MICHIGAN STATE UNIVERSITY

OFFICE OF THE DEAN • COLLEGE OF URBAN DEVELOPMENT  
OWEN GRADUATE CENTER

EAST LANSING • MICHIGAN • 48824

November 15, 1976

## MEMORANDUM

To: President Clifton R. Wharton

From: Robert L. Green  
*R. L. Green*

Subject: Proposed Minority Faculty Recruitment

I have carefully examined the draft memorandum of October 22, which expresses the concerns of the Black Faculty Association regarding recruitment of minority faculty and proposes certain guidelines for a nation-wide recruitment effort. I support the recommendations of the Black Faculty Association, and I believe central administration must become involved in the actual review of candidates.

I suggest, however, that recruitment of black and other minority personnel should extend to all levels, including non-academic employees. Several colleges have no black faculty on their staffs, and I have been informed that others have no blacks at any level on their payrolls. Although I have no desire to criticize any single area, because of its visibility Kellogg Center stands out. The impression of participants in the many special events held there would almost certainly be that the staff is all-white. But this is a university-wide problem, and many offices have no black or minority secretaries. A few years ago a program involving on-the-job training brought in several minority C-T workers who have proved to be efficient and productive employees, but the program has been inoperative the past three years.

The issue, as I see it, is not so much recruitment of black faculty but black personnel generally.

I would be more than happy to discuss this matter with you more fully, should you be so inclined.

RLG/rg

MICHIGAN STATE UNIVERSITY

COLLEGE OF SOCIAL SCIENCE • OFFICE OF THE DEAN  
BERKEY HALL

EAST LANSING • MICHIGAN • 48824

November 5, 1976

RECEIVED

NOV 5 1976

MICHIGAN STATE UNIVERSITY  
OFFICE OF THE PRESIDENT

Clifton R. Wharton, Jr.  
President  
Michigan State University

Dear President Wharton:

Following are some comments by Chairpersons and Directors in the College of Social Science with regard to the draft memorandum, "Proposed Minority Faculty Recruitment."

*Problems:*

Several believe that the proposal fails to adequately address all minorities and women.

The plan is based on the premise that there is an existing, general pool of persons to recruit and available data indicate that this is false. Rather we are simply trying to move minorities from one faculty to another which will require significantly higher salaries if we are to be successful.

The professional and disciplinary groups through their national organizations already have mechanisms for identifying minority candidates. These mechanisms are routinely used in faculty recruitment.

*Suggestions:*

We would be more effective if we concentrated on support for minority graduate students which would increase the pool of candidates.

A group such as envisioned in the proposal could be very helpful in talking with and helping to recruit candidates who are identified and brought to the campus. One of the greatest problems we have is in interesting minorities in coming to live in East Lansing.

If the Provost's office were to make available positions for minority candidates only, and units could add faculty if they find a minority recruit it is believed by some there would be a real increase in the number of minority faculty.

President Clifton R. Wharton, Jr.  
November 5, 1976

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I doubt that these observations are greatly different than those you will receive from other sources. I thank you for the opportunity to comment; perhaps our strongest recommendation is that minority faculty help in persuading those candidates we do identify that this is a community in which they can lead a good and meaningful life.

Sincerely,



Gwen Andrew  
Dean

CRW:

The Black faculty recruitment plan looks feasible to me. However, I do see a problem with other constituencies in its being restricted to Black faculty. Certainly, the Latinos may get upset, and probably even the women, although that may be easier to handle because of their relative numerical superiority. Also, there may be a problem under Title VII of the Civil Rights Act, if someone wanted to push it, if we restrict the program to one racial category.

This issue might be addressed by one of two alternative methods.

1. Rewrite the plan to refer to "minority" faculty, rather than solely Black, although keeping the emphasis that it was the Black faculty that raised the concern, etc., etc. As a practical matter, it probably would be the Black faculty that made most of the recruiting trips, anyway.

2. Refer to the plan as a "pilot" program, starting out with the Blacks. If it appears fruitful, it could be extended to Latinos, Amer. Indians and even women.

I know this complicates the situation, but I think we have to be concerned, especially if the plan is being formalized on paper and will be disseminated.

One other minor point: It might be stated that recruiters should seek to see as many prospects as possible on each trip to make maximum use of the available dollars.

RP

9/12/76

# MICHIGAN STATE UNIVERSITY

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COLLEGE OF OSTEOPATHIC MEDICINE  
MINORITY COMPREHENSIVE SUPPORT SERVICE PROGRAM  
EAST FEE HALL

EAST LANSING • MICHIGAN • 48824

December 3, 1976

Dr. Blanche Martin, D.D.S.  
201 1/2 East Grand River Avenue  
East Lansing, MI 48823

Dear Dr. Martin:

Enclosed please find the following documents which support efforts of Black Faculty and Administrators to meet with the MSU Board of Trustees.

- :Memorandum to MSU Board of Trustees
- :Position Paper and Affirmative Action Program For Increasing Black Faculty
- :Eight (8) State News articles relative to MSU's Affirmative Action Program
- :Petition of Black Faculty Administrators

We solicit your cooperation and support in forwarding these materials to the proper channel for consideration by the MSU Trustees.

Sincerely,



Don E. Coleman, Ph.D.  
Director

DEC/bjm

Black Faculty/Administrators Association  
Michigan State University  
P.O. Box 336  
East Lansing, Michigan

TO: Board of Trustees  
Michigan State University

FROM: Black Faculty and Administrators Association

RE: Request for Hearing

DATE: December 2, 1976

At a specially called meeting of the Black Faculty and Administrators Association Wednesday night, December 1, it was unanimously agreed to request a hearing with the Board of Trustees at its information session on Thursday night preceding the January Board meeting and to be placed on the agenda for the regular meeting. It is therefore respectfully requested that representatives of our organization be granted an audience with the Board. This request is to discuss certain deficiencies in the administration and implementation of the affirmative action program. We have data to support the erosion and lack of effective leadership of the current program.

We are enclosing some supporting evidence to substantiate our position on this matter. Because of the continual declining situation and our firm desire to see this university live up to its commitment and potential in the area of affirmative action, we are also enclosing a signed petition to further amplify our concerns with recommendations for beginning action in this area.

Your prompt attention to this matter and request is greatly appreciated.



Position Paper and Affirmative Action  
Program For Increasing Black Faculty  
Michigan State University

The MSU Black Faculty and Administrators are deeply concerned about the lack of University commitment to expand the number of black faculty positions. It is evident, that without an aggressive affirmative action program, it will be impossible to recruit, hire, and retain black faculty.

Historical Perspective:

On April 25, 1968, President Hannah<sup>1</sup> appointed the Committee of Sixteen. In it's final report, Dr. George M. Johnson's committee reported that extraordinary efforts should be made to effect fundamental changes of attitudes and behaviors of all Americans toward minority group members in American society. Outstanding among the Committee's recommendations were:

- :The University should aggressively search for minority faculty members to be employed in all colleges and departments of the University
- :A conscious and continuous effort should be made by the University to increase the number of minority group members in administrative positions throughout the University
- :A vigorous program should be carried forward to increase the number of minority group members in the administrative-professional, clerical-technical, and operational staffs of the University

Michigan State University has a glorious history in being recognized as one of the outstanding land-grant institutions in the nation. Great pride is taken in its efforts to exert leadership in all aspects of life; in assisting the citizenry of Michigan in coping with educational, social, economic, and political problems.

However, there exist a need to assess the internal concerns which affect the lives of Blacks in the University community; to assess the affirmative action commitment of the University and grapple with the unobtrusive techniques involving fictitious data relating to the affirmative action program.

Irrespective of the fact, that presidential executive orders, major civil rights legislation, hundreds of millions of dollars in federal enforcement expenditures, edicts from the Department of Labor, office of Civil Rights and the Equal Opportunity Commission, MSU is still unsuccessful in implementing an equitable affirmative action program for Blacks. Ironically, on all our official University correspondence we declare ourselves to be "An Equal Opportunity Affirmative Action Employer."

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<sup>1</sup>President John A. Hannah served on the U.S. Civil Rights Commission for over a decade. During his tenure of office, insignificant gains are noted in affirmative action programs at MSU.

MSU designates itself in this manner, but does not exemplify an eagerness or willingness to expend extra efforts to institute an aggressive program to hire Blacks. MSU can be described as playing a reluctant role in its commitment to affirmative action.

Why is MSU derelict in efforts to develop an equitable program for identifying and recruiting Blacks?

MSU's affirmative action program has pacified Blacks by recognizing procedurally but ignoring them in substance and spirit.

Unfortunately in our affirmative action to recruit black faculty, it has been a monumental exercise of frustration. The MSU community has not been apprised of any enthusiastic recruitment commitment, with special funds to support said program.

A barrier which needs to be resolved is the apathy of the University community in creating a positive attitude which strengthens affirmative action. In order to circumvent responsibility, one can declare they are "powerless" to do anything about the situation. The other alternative is to move aggressively to "right" the wrong evident in the academic community. Little empirical evidence has surfaced to suggest that MSU has displayed a positive commitment and the following evidence is reported from the 1974-75 MSU Affirmative Action Report to the Department of Health, Education, & Welfare.

#### Black Tenured Faculty

Table I - Rank of Black Faculty.

	<u>Total # MSU</u>	<u>Black</u>	<u>Percent</u>
Professors	1,062	14	1
Assoc. Prof.	631	12	2
Asst. Prof.	467	19	4
Instructors	2,239	50	2

Black tenured faculty comprise 2% of total tenured faculty

#### Academic Personnel

The following non-tenured academic personnel are listed:

Specialist in respective Colleges and Departments	15
Home Economists - College Human Ecology	5
Unclassified	4
Assistant Instructors	3
Librarians	3
Lecturers	3
4H Agents	3
Assistant Clinical Professors	2

Post Doctorate Fellows	2
Special Programs	2
Associate Clinical Professor	1
<b>TOTAL</b>	<b>43</b>

:Of the total number (3,753) Board Appointments, blacks (119) represent 4%

:Of the total number of AP positions (845), blacks (30) represent 4%

:Of the total Clerical-Technical staff (2,532), blacks (112) represent 4%

:In the total labor force (1,885), blacks (238) represent 13%

\*Ironically black representation at MSU remain basically in the 4% category in three (3) principal areas of employment - Faculty, Administrative Personnel, and Clerical-Technical. A much more representative factor is evident in the Labor Force which speaks to issues of equity.

Blacks who comprise 12-15% of the national population should have 12-15% of the faculty positions at MSU. There exist a need to re-direct our Affirmative Action Program and insist upon an equitable position for those who have been denied faculty opportunities in the past.

#### Black Faculty Representation in Respective Colleges

<u>College</u>	<u># of Faculty</u>	<u># of Black Faculty</u>	<u>Percent</u>
Ag. & Nat. Res.	285	0	0
Business	105	0	0
Comm. Arts & Sci.	49	0	0
Human Ecology	55	0	0
James Madison	11	0	0
Justin Morrill	18	0	0
Lyman Briggs	12	0	0
Continuing Ed.	26	0	0
Academic Services	8	0	0
Instr. Dev. & Telecomm.	15	0	0
Arts & Letters	259	7	3
Education	173	6	3
Social Science	203	6	3
Human Medicine	133	5	4
University College	204	4	2
Osteopathic Medicine	76	3	4
Engineering	86	2	2
Provost	24	2	8
VPSA	34	2	6
Nat. Science	325	1	0
Veterinary Med.	75	1	1
Exec. VP	20	1	5
All other academic units		2	
		<b>TOTAL 42</b>	<b>4%</b>

\*This data taken from Affirmative Action Report

## Philosophy:

There exists a need to develop a new approach to affirmative action at MSU. The Black Faculty Administrators approach should support a concept of "Equity". The concept that "equality between equal and unequal alike will not suffice to achieve justice." Justice for MSU Black Faculty Administrators must be seen as closing the hitherto unclosed gap between all opportunities for black and white Americans. Black Faculty Administrators do not need equal opportunity but equitable opportunity.

MSU Black Faculty Administrators must serve as the catalyst to engage in a struggle for equity and demonstrate Courage in our convictions. We must denounce our second class citizenship role in academe and struggle for the privileges thereof. We should not allow decisions to be made which prevent admission of blacks at the undergraduate and graduate levels under the guise of enrollment stability and austerity programs. We must not sanction articles and manuscripts which negate, denigrate, and belittle our culture and go unchallenged when documents contain half-truths. We can best serve the needs of black students if we are hired along educational lines. Without tenure, we serve at the pleasure of others, and the absence of security leads to dismissal.

Today, MSU is retrogressing--going back on a commitment made during the Civil Rights Movement. We are witnessing one of the most acute retrenchment programs in the history of MSU. Faculties are being cut back, travel is being disallowed, research grants are in short supply or non-extinct, enrollments have been stabilized, staff hiring has decreased, and salaries have been frozen. With all of these inflationary economic events happening, it becomes necessary for one faction of the academic community to compete against another--under the circumstances, and history will bear us out, the University will again render minority individuals to secondary expendable status. To the extent and degree that these enactments become cumbersome upon MSU faculty and administrators, will be the extent of solidarity of the secondary class position of minority colleagues.

Engendering the principle of "preferential treatment" as the primary criterion for selection, will be a step in the right direction for breaking the cycle which has enmeshed the black psyche in a deep woven web of inferiority caused by abandonment, neurosis, apression, and social injustices.

We must deal forthright with the myth of the scarcity and unavailability of black, qualified educators, who certainly must be placed in the faculty tenure track, with comparable pay and teaching/research responsibilities.

Questions may arise relating to the academic euphemism about wanting only Ph.D.'s. The use of certain terminal degrees to fill various positions often times is a "cop out" and the "qualification syndrome" is used to discourage our efforts to search for the existing pool of qualified black academicians. Equating academic qualifications with the Ph.D. degree must be reevaluated, diagnosed, and reacted to in a pervasively different manner.

As a response to the excuse that qualified blacks cannot be found, the Black Faculty Administrators appointed a committee last year to compile a list of black educators which we are prepared to share with MSU administrators in meeting realistic affirmative action goals.

We must work to dispell the myth there exist a scarcity of black educators. If we don't initiate an aggressive program of action for hiring more black faculty, our role at MSU will continue to be of "second class" status.

We must not allow decisions to be made by administrators which will disallow minorities into degree programs under the guise of enrollment stability and austerity programs.

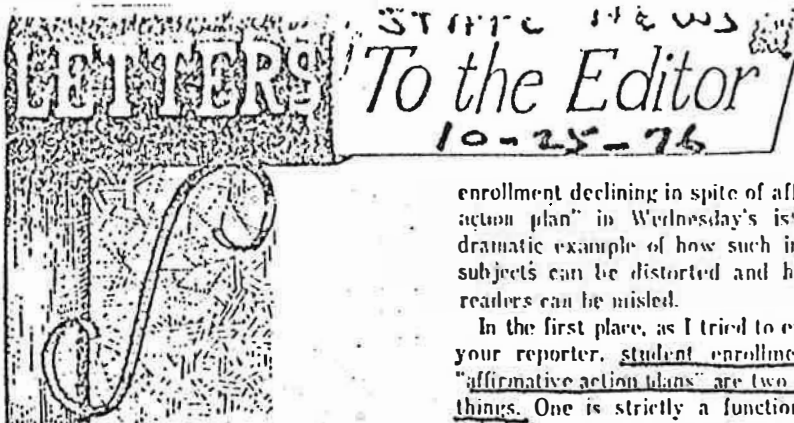
The MSU Affirmative Action Report indicates that no aggressive action was made to enlarge black faculty representation at MSU. In an effort to find solutions to this problem, MSU Black Faculty Administrators makes the following recommendations.

:We propose the establishment of a formal structured organizational program to deal with the recruitment of Black faculty devoted to resolving problems of recruiting and retaining minorities for the tenured faculty stream

:Financially supporting the recruitment and training of minorities for various Colleges and Departments at MSU for tenured faculty positions. An equitable program of this nature constitutes a minimal level of responsibility for MSU

#### Summary:

A positive affirmative action program must speak to an enlightened educational community devoid of tokenism; one that demonstrates good faith; one which engages in the search to discover new techniques for evaluating program objectives; one that demonstrates an institutional commitment to meet the needs of the University in this era.



STATE NEWS  
*To the Editor*  
10-25-76

enrollment declining in spite of affirmative action plan" in Wednesday's issue is a dramatic example of how such important subjects can be distorted and how your readers can be misled.

In the first place, as I tried to explain to your reporter, student enrollments and "affirmative action plans" are two separate things. One is strictly a function of the Admissions Office; the other deals with faculty and staff employment.

Secondly, the assertion about declining minority enrollments is simply wrong. Minority enrollment in 1975 was at an all-time University high of 3,304. Another glaring factual error, totally unjustified since your reporter had the figures, was the statement that "by 1975, MSU's Spanish enrollment had dropped to 110 students." The table furnished your reporter showed very clearly that the figure was 328, again the highest since we began taking a minority student census in 1970. This included 218 students who had identified themselves as Chicanos.

MSU takes very seriously its commitments to equality of opportunity, and the Admissions Office works hard to attract qualified minority students through its high school recruiting programs. Yet, your article failed to reflect the comments of officials of that office on steps that they take to recruit minority students, the types of problems encountered or national trends. These are major subjects, had the article intended to be an objective discussion. Instead, it relied almost entirely on misinformed statements by "critics."

Finally, on a personal note, I resent being singled out for derogatory remarks without being given an opportunity to respond. It is particularly unfair since student admissions is in no way part of my responsibilities. It is solely a function of the Admissions Office.

Robert Perrin  
Vice president for University  
and federal relations

## Minorities

If the State News intends to publish articles about such sensitive and complex issues as minority enrollment, it owes it to its readers to do a fair reporting job and to get its facts straight. The article "Minority

# Department needs help, 'U' backing is lax

When the Human Relations Dept. was organized in 1972 as an extension of the former Equal Opportunity Programs, we had hoped — rather foolishly that discrimination within the University would cease and that hiring of minorities would increase through the affirmative action program. Unfortunately, this has not occurred.

✓ The validity of this department must now be questioned, since MSU's goals for hiring and enrolling minorities, a primary function of the department, have never been met. And now, with the director's post in the Human Relations Dept. empty since Sept. 1, the department is falling apart.

Though the MSU Board of Trustees has continually expressed its support of affirmative action, President Wharton has not fulfilled the University's obligation to the program, let alone pushed it. He has only recently made it known that the post should be filled quickly. Because of his lax attitude up to this point, we can only conclude that pressure forced this response.

✓ But we cannot forget the man who is ultimately responsible for this shabby set of circumstances. The director of the Human Relations Dept. reports directly to Robert Perrin, vice president of University and Federal relations.

A former employee of the federal government, Perrin apparently did not profit from his experience, as he has shown little, if any, sensitivity to the problems inherent in the department.

Employees in the department have been forced to increase their work load because of the vacant directorship. With little to its credit, the department is in no position to have its work deteriorate further.

As if all this were not enough, the University added another thorn in the department's side last week. In adopting a new affirmative action plan aimed at equal

opportunity for armed services veterans, the human relations staff will be faced with more pressure. While the intent is admirable and the program is necessary, the timing is bad. Creating a policy that is under the responsibility of a director who does not exist simply does not make it.

Recently, the former director of the department criticized MSU's affirmative action implementation and specifically cited the lack of administrative action. It was the frustration over this matter which he said led to his resignation. Coming from this source, it cannot

be taken lightly. But it is abominable that such statements could only be made after the former director was no longer employed at MSU.

It is discouraging to note that officials at MSU must fear the loss of their positions if they level criticism against the plans and procedures of the University.

MSU's duty is clear. A new director who will prove the department worthwhile must be appointed immediately. But most importantly, the University must make this possible by giving the programs of the department the priority they deserve.

# Affirmative action plan under fire

By CHARLENE G. GRAY  
State News Staff Writer

"The affirmative action plan at MSU is designed to take away the opportunities blacks gained during the '60s . . . there is a steady erosion of opportunities for black students and faculty at MSU."

These were the words of Joseph McMillan, former director of the Human Relations Dept. and currently vice president of academic affairs at the University of Louisville.

McMillan, who resigned his position Sept. 1, said his resignation as director of the Human Relations Dept., a nonacademic unit

of the University, was primarily because of his steady frustration with officials regarding their lack of active implementation of the affirmative action plan of MSU.

McMillan said that his desire to pursue the academic area of a university, as previously reported in a State News article Wednesday, was a much less significant reason for his resignation than his frustration with officials.

"Affirmative action was on everybody's lips but as far as doing something about it, nothing happened," McMillan said.

McMillan pointed out that since all of President Wharton's cabinet appointees

(vice-presidents) have been white, there has been virtually no black input. He also said that the cabinet's view has been a conservative one rather than a liberal one that would be more active in the implementation of affirmative action.

Wharton was unavailable for comment.

"MSU is moving towards cutting back rather than moving forward on affirmative action," McMillan said.

McMillan said that even though the University of Louisville has a student population of nearly 16,500, it has nearly as many black students as MSU, which has a student population of nearly 44,000.

McMillan said, however, that even though he tried working with different administrators to make affirmative action work, little was accomplished.

McMillan said the trigger event for his leaving in September was the transfer of Equal Opportunity Fellowships (EOP) money from the Human Relations Dept., where he said it had been for nearly seven years, to the graduate department.

The fellowships are given to qualified minority graduate students to assist them in obtaining skills in various academic fields.

"President Wharton gave the feeble excuse that the money better belonged in the graduate department," McMillan said. "The only real affirmative action thing was the fellowship money for minority students."

McMillan said that since the money was transferred prior to his resignation, more stringent requirements have been placed on it where it is much more difficult for minority students to obtain the fellowships.

"That particular act was too much," McMillan said. "I was in a job concerning affirmative action but when trying to push it, nothing was done. There has been no sensitivity concerning it."

C. Patric "Lash" Larowe, faculty grievance official, said that affirmative action is much needed and long overdue but that there has been more talk than action given it.

Larowe attributes most of the stagnation of the affirmative action plan to the lack of pressure put on the individual departments of the University by the MSU Board of Trustees and the Administration.

"In the 20 years I have been here, I have only once heard a chairperson say that we were under pressure to hire a minority."

Larowe said that the board of trustees has been grossly derelict in the way affirmative action has been dealt with.

MSU trustee Aubrey Radcliffe, R-East Lansing, however, contends that MSU is doing a good job on affirmative action.

"We must continue to improve on affirmative action to the point where it is not even longer needed."

Radcliffe said that a more aggressive effort should be made to hire blacks. He said, however, that everything was slowing down nationwide.

Radcliffe stated emphatically that more black women professors should be recruited.

## MSU lacks plan implementation, former director says

Larowe agreed with Radcliffe in that more minorities should be hired but Larowe said that because of the limited number of blacks with doctorates, recruitments should be

implemented.

Larowe further stated that Robert Perrin, vice president of University and federal relations, should do what he hasn't done by offering economical incentives to different depart-

ments to increase minority staff.

Perrin was unavailable for comment.

"If you're trying to get people (in departments) to do some-

thing they haven't done traditionally (hire minorities) you have to make it that it costs them something (money loss) if they don't. Then they will do it," Larowe said.



## COUNCIL REPORTS FINDINGS

# Minority drop-outs high

By CHARLENE GRAY  
State News Staff Writer

The proportion of minority students to nonminorities at MSU rapidly decreases from freshman to senior year, according to a 1976 study by the minority advisory council.

Racial minority admissions were examined by the council as part of a study requested by President Wharton.

The rapid decrease found by the examination indicated that the drop-out rate for minority students is higher than the rate for nonminorities.

Following the freshman class of minority students in 1970, the report revealed that enrollment for the class that began at 755 decreased to 570 in 1971, 550 in 1972 and 48 in 1973.

Total undergraduate enrollment for the same class was 7,777 freshmen in 1970, 6,598

sophomores in 1971, 8,651 juniors in 1972 and 7,780 seniors in 1973.

The report made from the study stated that there must be a factor at MSU that works against retention of minority students at the undergraduate level.

During 1970, the percentage of on-campus minority students was nearly 6 per cent of the total student body. During the next two years minority enrollment increased to 7 per cent and 8 per cent respectively.

However, the percentage figures have been dropping since 1973, according to the report. The report also stated that MSU has experienced an overall increase in non-minority students that may account for some of the decline in minority enrollment.

Contrary to the pattern developed by undergraduates, graduate minority student enrollment has risen from 6 per cent in 1970 to 8.5 per cent in 1975.

The study attributed the difference in graduate and undergraduate minority enrollment to more aggressive recruitment of minority students at the graduate level.

After completing the study and the report

on its findings, the minority advisory council recommended that a "new and serious" look be taken at recruitment of minority students. The council stated that only

(continued on page 12)

October 26, 1976

## Minority drop-out rate high

(continued from page 1)  
through "a concerted effort" will the minority student population at MSU reach the level it should.

In conclusion, the council report defined minority admissions at MSU as a complex issue. As a focus for future energies the council suggested the University work on recruit-

ment, admissions, retention and career direction of minority students.

Some of the University programs implemented under the Affirmative Action Plan since 1971 have been successful, the council said. However, the report indicated that other programs have failed to bring MSU minority enrollment up significantly.

# faster than public can pay, report says

By SEAN HICKEY  
State News Staff Writer

Tuition at state schools is rising faster than the public's ability to pay for it. Rates at Michigan's 42 public colleges and universities have risen 14 per cent this year.

According to a report released Tuesday by the State Board of Education, tuition has gone up 150 per cent in the past 11 years while state per capita income has risen only 120 per cent.

"Over the past seven years the state has been in financial difficulty. The only way higher education can survive is to raise tuition," said John Porter, superintendent of the State Board of Education.

Porter said that 70 to 80 per cent of Michigan's public and university money is tied into salaries.

"Unless we can reduce staff, freeze salaries or cut back services, tuition will have to rise," Porter said.

This year's 14 per cent figure covers all public two-year and four-year schools. Tuition at the state's 48 private colleges went up nine per cent this year.

Students attending one of the 13 four-year public colleges will pay an average of \$2,131 for tuition, fees, room and board this academic year.

Tuition for in-state students for public colleges and universities averages \$753 while room and board charges averaged \$1,378.

This represents the 14 per cent increase over last year's average tuition of \$659 and a nine per cent increase over 1975-76 room and board costs of \$1,269.

Students at MSU have experienced the same increases, some more than others. Tuition increases for in-state undergraduates range from 5.4 per cent for lower division students to 3.5 per cent for upper division students.

For out-of-state students tuition has risen 10.4 per cent for lower division students and 14.6 per cent for upper division students.

Since the 1974-75 school year the greatest tuition increases at MSU have been for graduate students, up 52.9 per cent, and upper division in-state students, up 31.3 per cent.

Across the state, tuition and fees range from \$622 at Saginaw Valley College to an average of \$991 at the University of Michigan's main campus in Ann Arbor.

Wayne State University and U-M in Flint and Dearborn have the lowest room and board rates at \$1,100 per year, while the U-M Ann Arbor campus has the highest at \$1,650.

Undergraduates attending private colleges in Michigan pay an average of \$1,858 for tuition, \$1,105 more than public college students, but save \$183 on room and board.

Private college tuition ranges from \$800 at the Sacred Heart Seminary in Detroit to \$3,007 at Albion College.

The average tuition at the state's 29 community colleges is \$435 per year for in-district students.

# Committee advises changes for office

By LAURIE SCATTERDAY  
State News Staff Writer

Evidence is only beginning to surface concerning problems and inadequacies which have been churning for months in the Office of Special Programs. But until Laura W. Henderson, a faculty specialist in the office, brought grievance after she was fired, the office's shortcomings had remained concealed from public view.

In response to the Special Programs Annual Report of 1975, Henderson wrote a rebuttal report that documented many of the problems within the office.

A letter to then acting Provost Lawrence Boger on Jan. 28, from four staff members stated, "The major problems stem from the confusion which results from conflicting policy decisions and or inconsistent implementation of existing policies as they relate to all staff members."

The Committee to Review the Office of Special Programs (OSP) was officially convened by Boger on Jan. 16. It was composed of a selected group that was in charge of examining the office. The committee addressed the major problems by developing 19 recommendations and felt that the implementation of these recommendations would significantly improve the operation of OSP.

One of the recommendations was in regard to James Hamilton, asst. provost and director of OSP. The committee felt that having a director as an assistant provost may have impeded the actual administration because of his organizational separation from the program staff and his physical separation due to office location. The committee stated that this arrangement tends to weaken the leadership role of the director.

On July 26 the first meeting of the Search and Advisory Committee met to decide on

candidates for a new director for OSP as requested by the staff as well as by Hamilton.

On Sept. 24 the MSU Board of Trustees assigned Hamilton additional responsibilities as assistant dean of the graduate school.

The final meeting of the Search and Advisory Committee was also Sept. 24. A first choice candidate for the position of director of OSP was given to Boger for review.

"It has been a month now and we haven't received a decision from Boger, the staff is concerned and hopeful that concrete moves are being made," a faculty source said.

An administrative source said that he was confident that the situation in the OSP will work out for the best for everyone involved — students and faculty. "There has been a lot of progress, we're dealing with a highly complex set of problems," he said.

The decision on Henderson's reappointment by Boger will be delayed because faculty grievance officer, C. Patric "Lash" Larowe extended the deadline from next Thursday to Nov. 5 in order to give Boger 14 working days to review the report of the University Hearing Board.

The Office of Programs for Handicapper  
(continued on page 7)

## Committee advises change

(continued from page 1)

Students (OPHS), also included in OSP, did not support Henderson as other staff members in OSP did.

"If there wasn't a difference in approach between Hamilton and Henderson there wouldn't be controversy or problems," said Judy K. Taylor, asst. director of OPHS.

Sheldon Lowry, chairperon of the Search and Advisory Committee, said, "I am pleased that things have been moving quite rapidly in view of the complexity of the situation. I know Dr. Boger will meet with President Wharton very soon — the decision on the new director has high priority on his calendar."

A group of employees under the present administrator of OSP wrote a letter to President Wharton on June 28 which listed a series of programs initiated under Hamilton that they felt impeded staff working conditions.

Staff members complained of the lack of organizational unity, no open discussion regarding implementation of the Review Committee's recommendations, no real concern for the expectations and needs of employees and complaints that team effort was lacking.

As it stands, 19 recommendations have been made for improving the OSP, a Search and Advisory Committee have decided on a new candidate for director of OSP, a University Hearing Board has come out in support of Henderson and wheels are turning in the Administration toward implementing the recommendations.

By CHARLENE GRAY  
State News Staff Writer

Despite affirmative action programs that are supposed to boost MSU's lagging minority enrollment, minority consensus indicates that they just simply are not working.

Even with the University's extensive minority interest programs — which also include women — minority enrollment has declined for undergraduate black and Spanish-speaking students according to enrollment figures from 1970 through 1975.

Enrollment data for 1976 has not been compiled yet.

Enrollment figures include American Indians, blacks, Orientals and Spanish-speaking students of U.S. citizenship.

MSU's affirmative action plan was implemented in 1970. It is a plan through which the University has committed itself without specific requirements to improving equal opportunity in University employment and increasing minority enrollment.

There is a wealth of affirmative action machinery at MSU, but production of minority enrollment does not correspond.

Eric Humphrey, a coordinator for the Office of Black Affairs (OBA), attributes the decline to University's failure in fulfilling its affirmative action commitments to the enrollment of minority students.

"There has been quite a deal of white student reaction saying that blacks get preferential treatment," Humphrey said. "This is the cry. Now affirmative action programs are being phased out or made much smaller."

Humphrey added that faculty and administration is the largest area where the University has not met its commitment.

According to an OBA handbook on black survival at MSU, 33 per cent of all black freshmen will not graduate from the University. Twenty per cent will not even make it through their first year.

Critics say these figures belie the University's claim to success in its affirmative action programs.

Spanish-speaking students have experienced what they call a "razorlike" decline in their enrollment.

In 1970, peak Spanish enrollment was at a

# Minority enrollment declining in spite of affirmative action plan

figure of 299 students.

In each year subsequent to 1970, enrollment took a deep dive except for a slight increase in 1973 and 1975 over the previous years.

However, by 1975, MSU's Spanish enrollment had dropped to 110 students in spite of the affirmative action programs. Though enrollment figures tend to be inaccurate for Spanish students because of general group lumping on racial/ethnic registration cards,

that enrollment figure could actually be less.

Elva Ravilla, acting chairperson of the Chicano Students for Progressive Action (CHISPA), said that the decline in Spanish-speaking students is primarily due to a decrease in pressure applied on the University now as opposed to the late '60's and early '70's.

"When Chicano enrollment was at its

peak, it was a result of pressure from the people rather than the University's commitment," Ravilla said.

Ravilla explained that if affirmative action programs had been a genuine commitment of the University, enrollment would have increased over the years rather than decreased.

"The University has been contending that there hasn't been enough Chicano students to recruit," Ravilla said. "This is supposed to explain why its affirmative action programs haven't shown much effectiveness."

The CHISPA program is currently working with MSU's admissions office to work out a more effective program that will do what the University's program is not doing.

Arthur Webb, former director of the OBA and former member of the minority advisory council, agreed with Ravilla that the University's affirmative action program has not worked effectively and said that it is no secret.

"I look at particular personalities in the Administration as well as shortcomings in the University system," Webb said. "I

attribute a certain amount of decline to the University not having a strong vice-president of federal and University relations. Robert Perrin has taken a very nonchalant attitude towards his duties."

Webb said that a proposal has been developed to remedy present affirmative action ills that will focus on recruitment, admission and retention.

Most minorities agree that there is a major problem with the retention of minority students.

"There is still a revolving door kind of situation," said Debbie Galvin, member of the North American Indian Student Organization. "I don't think the main problem is getting Indian or other minority students here, but keeping them here is what needs to be addressed by the University."

Indian enrollment figures indicated that there were only 10 Indian students enrolled at MSU in 1970. By 1975 there were still less than 100 Indian students on campus.

Galvin said that the University still has a long way to go concerning affirmative action.

(continued on page 8)

## Minority enrollment drops

(continued from page 1)

The views between the different minority groups where affirmative action is targeted and University officials who do the targeting are as different as night and day.

Gumecindo Salas, director of minority programs, which is part of the Human Relations Dept. that monitors affirmative action programs, said that the University's commitment still exists.

"Our commitment is still here concerning affirmative action, but there are some things we cannot control," Salas said. "The condition of the economy is something we cannot control, and that might explain why there has been some decline in minority enrollment despite our affirmative action effort."

Salas said that he sees minority enrollment leveling off.

"Enrollment is not increasing as rapidly as we would like but there has been no decline in commitment."

Salas cited that the admissions council is 40 per cent minorities and that black graduate enrollment has doubled since 1970.

Salas said functions like women's programs and the minority advisory council — which work with executive administrators to see how better changes can be made — are examples that affirmative action has not declined.

# MSU's minority enrollment down; nationally figures up

By THE STATE NEWS  
and

UNITED PRESS INTERNATIONAL

While the rest of the nation's college minority enrollment went up, MSU's went down.

The percentage of minorities at MSU decreased by .4 per cent from 1972 to 1974, while nationally, college enrollment of blacks, American Indians, Asian Americans and Spanish-surnamed minorities increased by 11.7 per cent.

The national figure was released this

week by the Dept. of Health Education and Welfare (HEW).

The report also shows an overall enrollment increase of less than 2 per cent which compares to an increase of 5 per cent total enrollment increase at MSU.

During this same period, enrollment of minorities increased 9.9 per cent at the University of Michigan and 5.1 per cent at Wayne State University.

James A. Tate, coordinator of developmental programs for admissions, said the other two Michigan schools offer earmarked

scholarships for minority students while MSU does not.

"The University has never made any attempt to offer scholarships for talented minority students," he said.

While Tate said that MSU has made a "concentrated effort to recruit minorities," he said that many students feel lost in the large institution.

"The institution is political, consequently, you don't get all the things you hope to get to make life pleasurable for minority students as you would like," he said. "An example: In

1970 or '71, black culture rooms were established in the dormitories. I've had some recent reports that white students are trying to close the black culture rooms. This is causing frustration for minority students."

Nationally, the greatest minority enrollment increases were at private schools, where the number of Spanish-surnamed pupils rose 105.4 per cent; Asian Americans 33.7 per cent; blacks 27.9 per cent; and Indians 6.4 per cent, HEW said.

The MSU percentages are based on surveys taken at registration. Information from the Office of Institutional Research shows that out of 41,378 students in 1972, there were 3,254 minority students while in 1974, there were 3,241, a decrease of .4 per cent.

A survey of 32,212 U-M students in 1972 showed 3,355 minorities, while in 1974, 3,687 minority students were among 32,717 students. At Wayne State University, there were 7,236 minority students, over one-fifth of the total student population in 1972 and 7,604 in 1974.

These figures did not include students who were not United States Citizens.



# Department needs help, 'U' backing is lax

When the Human Relations Dept. was organized in 1972 as an extension of the former Equal Opportunity Programs, we had hoped — rather foolishly that discrimination within the University would cease and that hiring of minorities would increase through the affirmative action program. Unfortunately, this has not occurred.

✓ The validity of this department must now be questioned, since MSU's goals for hiring and enrolling minorities, a primary function of the department, have never been met. And now, with the director's post in the Human Relations Dept. empty since Sept. 1, the department is falling apart.

Though the MSU Board of Trustees has continually expressed its support of affirmative action, President Wharton has not fulfilled the University's obligation to the program, let alone pushed it. He has only recently made it known that the post should be filled quickly. Because of his lax attitude up to this point, we can only conclude that pressure forced this response.

✓ But we cannot forget the man who is ultimately responsible for this shabby set of circumstances. The director of the Human Relations Dept. reports directly to Robert Perrin, vice president of University and Federal relations.

A former employee of the federal government, Perrin apparently did not profit from his experience, as he has shown little, if any, sensitivity to the problems inherent in the department.

Employees in the department have been forced to increase their work load because of the vacant directorship. With little to its credit, the department is in no position to have its work deteriorate further.

As if all this were not enough, the University added another thorn in the department's side last week. In adopting a new affirmative action plan aimed at equal

opportunity for armed services veterans, the human relations staff will be faced with more pressure. While the intent is admirable and the program is necessary, the timing is bad. Creating a policy that is under the responsibility of a director who does not exist simply does not make it.

Recently, the former director of the department criticized MSU's affirmative action implementation and specifically cited the lack of administrative action. It was the frustration over this matter which he said led to his resignation. Coming from this source, it cannot

be taken lightly. But it is abominable that such statements could only be made after the former director was no longer employed at MSU.

It is discouraging to note that officials at MSU must fear the loss of their positions if they level criticism against the plans and procedures of the University.

MSU's duty is clear. A new director who will prove the department worthwhile must be appointed immediately. But most importantly, the University must make this possible by giving the programs of the department the priority they deserve.

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P E T I T I O N

To Be Presented to Michigan State University Board of Trustees

December 3, 1976

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RELATIVE TO

Affirmative Action at Michigan State University

The Black Faculty and Administrators Association has been concerned about the deterioration of Affirmative Action at Michigan State University as related to minorities. This chaotic situation has been called to the attention of the University Administration on several occasions through visitations, position papers, and other written documents. Although some progress has been made in equal employment opportunities, racial bias is still a major issue on the campus of Michigan State University. The meager progress which has been made is being rapidly phased out.

Our concern is given equally to minority men and women because our fight to gain equality is a common struggle. Black men and women cannot afford the luxury of redressing problems of racism through separate channels. The following issues are major concerns which the Black Faculty and Administrators Association is calling attention to the Board of Trustees for immediate action:

- 1) The organizational structure which was approved by the Board of Trustees to implement the Affirmative Action Program does not provide the type of design necessary to facilitate aggressive action in the area. The Vice-President, who has been given ultimate responsibility for implementation, has been and still is highly insensitive to the needs of racial minorities. This has been demonstrated by his behavior as well as recently published statements (See attached news items). He does not exemplify the type of leadership which this position demands. Since Affirmative Action is under Mr. Perrin's office, we call for the removal of Affirmative Action from under his jurisdiction or if it remains in that office, we call for the removal of Mr. Perrin and the placing of someone more sensitive to the Affirmative Action issues.
- 2) We question the procedures used to appoint members to the Evaluation Committee for the position of Assistant Vice-President and Director of Affirmative Action. It lacks representation from such legitimate Black Organizations as the Black Students and the Black Faculty Organizations. Also, we question the highly irregular procedure of having only the President and Vice-President for University Relations screen applicants and present only those which they have approved for consideration by the Evaluation Committee.

SIGNED:

DATE

<u>Lee N. Jones</u>	<u>Nov. 23, 1976</u>
<u>William H. Powers</u>	<u>11/23, 1976</u>
<u>Alton R. Kirk</u>	<u>11/24/76</u>
<u>Clare J. Jones</u>	<u>11/24/76</u>
<u>Wanda L. Edwards</u>	<u>11/24/76</u>
<u>Goni A. Rodgers</u>	<u>11/24/76</u>
<u>William J. James</u>	<u>11/24/76</u>
<u>Shirley E. Smith</u>	<u>11/24/76</u>
<u>Janet L. Patterson</u>	<u>11-30-76</u>



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SIGNED:

DATE

James P. Howard

11-22-76

Henry L. Coleman

11-22-76

W. Lee Brady

11-23-76

Harrell Gole

11-23-76

Joseph Patterson

11-23-76

James P. Howard

11-23-76

Neil C. Jackson

12-1-76

Brenda H. Sledge

12-1-76

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SIGNED:

DATE

Hermon M. Fooks

12-1-76

June Thomas

12-1-76

Herb Washington

12-1-76

Richard W. Hall

12-1-76

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SIGNED:

DATE

Mary Busby

11/24/76

Ann M. Pitts

11/24/76

William Sneed

11-24-76

Wanda Eyrva

11-24-76

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DATE

James A. Tate  
Delia W. Taylor  
James Bibb

11-24-76  
11-30-76  
11-30-76

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SIGNED:

DATE

Charles B. Scarborough  
James C. Garland  
Odessa M. W. W.

11-23-76  
11-23-76  
12-1-76

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SIGNED:

Eugene Perrell, Jr. R.D.  
Honnie D. McIntosh

DATE

Nov. 23, 1976  
11-23-76



## MICHIGAN STATE UNIVERSITY EAST LANSING • MICHIGAN 48823

OFFICE OF THE PRESIDENT

September 7, 1976

Honorable Morris Hood, Jr.  
State Capitol Building  
Lansing, Michigan 48909

Dear Morris:

I recently saw a copy of your letter of August 31 to Dr. Blanche Martin recommending Dr. Vivian Ross as a candidate for the position of Assistant Vice-President for Human Relations. Since the position has been posted/advertised, the Ross information will be sent to the committee that is reviewing other candidates and applicants for that position. Incidentally, it was my privilege a few weeks ago to have lunch with Dr. Ross and Dr. Christine Wilson, our Director of Women's Programs. This afforded me the opportunity to learn about Dr. Ross' background.

There are, however, two points in your letter that I believe should be corrected. I bring them to your attention since sometimes misinformation, unless corrected, continues.

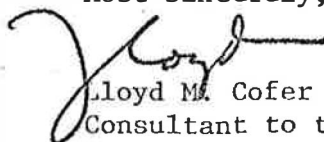
First, I have not yet retired! I merely moved from Professor of Administration and Higher Education to Professor Emeritus of Administration and Higher Education. I retained my administrative position with the President.

Second, the number of Black officials at MSU is considerably greater today than when President Wharton first came. In 1970 in addition to Dr. Wharton, there were only two senior black administrators at MSU: Dr. Robert L. Green, who was then Director of the Center of Urban Affairs, and myself as Director of the Developmental Program. Today, these are the following senior positions held by Blacks:

Dean of the College of Urban Development (Dr. Robert L. Green)  
Assistant Vice-President for Human Relations (Formerly held by  
Dr. Joseph McMillan)  
Assistant Provost for Special Programs (Dr. James Hamilton)  
Director of Women's Programs (Dr. Christine Wilson)  
Director of Women's Athletics (Dr. Nell Jackson)  
Assistant Director of Intercollegiate Athletics (Clarence Underwood)  
Assistant Dean of Human Medicine (Dr. Thomas Gunnings)  
Director, Center of Urban Affairs (Dr. Maxie Jackson)  
Consultant to the President (Dr. Lloyd M. Cofer)  
Acting Chairperson, Department of Urban and Metropolitan Studies  
(Dr. Eudora Pettigrew)

You will note, that three of these positions are held by Black women. Thus it is not correct to state that there are no Blacks in senior administrative positions at MSU. I thought you would want me to bring this to your attention.

Most sincerely,



Lloyd M. Cofer  
Consultant to the President

A Review of the Book: "Making Affirmative Action Work in Higher Education,  
An Analysis of Institutional and Federal Policies with Recommendations:  
A Report of the Carnegie Council on Policy Studies in Higher Education."

David G. Mc Connell

This pleasant little report should really be entitled: How to prevent affirmative action from working in higher education. For it is a study in how university officials set about the systematic nullification of affirmative action mandates. Three of the authors of the report are personal acquaintances - our own Clifton Wharton, his former aide Nolen Ellison, and Duke law professor William Van Alstyne. A fourth is well-known by reputation. None of the four has ever taken an aggressive posture towards affirmative action directed towards University faculty. All four have issued pious proclamations of their commitment to affirmative action. The report is perfectly consistent with their track record - it is replete with organizational insights, moralities and codicils for choosing affirmative action committees, but lacking any fundamental philosophic or procedural contributions towards significant increases in women and minorities. The truth of the matter is, that one has to grab Universities by the throat and shake them before they cough up positions and pay hard cash for recruiting or training minority or women faculty members. All the homilies, moral commitments and elaborate machinery for setting goals with which this report is adorned cannot offset that simple fact of life.

The report starts out with some prejudicial assumptions. The first of these is that affirmative action "does not mean entitlements to proportional representation." One must simply say, that if affirmative action does not mean proportional representation, it means nothing at all. The basis for the authors' argument, of course, is the gap which they say exists between population proportions of women (50%) and ethnic minorities (upwards of 12%) and the proportion of qualified professionals actually available. They claim that there is no appreciable gap between the number of professionals actually available, and the number of positions occupied by their representatives. That is, there are not significant numbers of unemployed or underemployed minorities and women ready to embark on full-fledged tenure track careers. They claim the problem is in supply. Although one may commend their apparent concern for increasing the supply of professionals among women and ethnic minorities, long experience in employment makes it certain that recruiting students for training in these professions will be very difficult unless openings are clearly available at the end of the line. And only the rarest of Universities has said "We have a position for a Latino anatomist, or a black female orthopedist, which we will keep open until it is filled with such a person." Mostly, they say "we will give equal consideration (affirmative action) and if no such candidate appears, or if none survives the present screening, we are going to fill it with a white male and our conscience will be clear." The report unequivocally endorses such nonsense.

A second assumption which is made initially and thereafter undercuts the balance of the arguments, is that headcounts, "quotas" are evil things. The authors grudgingly accept "goals," with the caveat that they are unenforceable and ought to be unenforceable. Practical integration of the building trades unions by minority workmen has required nothing less than federal court orders spelling out quotas of minorities to be inducted by certain dates into training. This experience followed most of a decade of moral platitudes, arguments that there was an inadequate "supply" of qualified applicants, etc. The report's semantic distinctions between "quotas" and goals are amusing, if pathetic. They dramatize how easily serious affirmative action can be diverted by administrative sophistries.



Much of the book is an attack on the federal government and its stumbling bureaucracy, which the authors claim has made a shambles of serious affirmative action. A psychologist would call such an attack projection, because the authors visit upon the federal bureaucracy allegations of the very behavior at which they themselves are masters. Though the federal bureaucracy has certainly confused things by changing guidelines, directives and agency responsibilities, most of the changes have come about as a result of complaints by Universities and their Washington representatives that the Universities are being muscled by Washington, and that this heavy-handed application of the law is not in keeping with academic freedom and integrity. The authors ruefully acknowledge that the federal government must continue issuing guidelines (one suspects a minority report was woven into the majority opinion here) but state that "compliance should rest on persuasion for the vast majority of cases, and on punishment that fits the crime for the small minority." They want the government to continue moralizing, but not flexing its financial muscle. Experience teaches us that the moralizing without the muscle accomplishes very little. It comes on much like the exasperated parent who pleads endlessly with the child to behave, but can never bring himself to unleash retribution.

Among the self-indulgent devices which the authors recommend to resolve affirmative action complaints within the University is mandatory grievance procedures followed, if necessary, by compulsory arbitration. Such a recommendation is natural for these University officials, who find court proceedings expensive and threats of revocation of federal funding too scary to deal with. Yet the truth is that the average plaintiff who gets passed over or selected out has no hope of a reversal of the University's decision as long as the complaint machinery remains inside the University. During the late 60's, such plaintiffs could write or wire Washington and hope for a modest amount of sabre-rattling from some federal official. It might not be much, but it was all they had going for them. The Nixon and Ford years have put a stop to all that nonsense. Now our authors regarded the few genuinely bold moves made by the feds to implement serious affirmative action is illustrated revealingly by what they write about the "confrontation" between HEW and the University of Michigan:

"Some of the early demands on universities were crude and inappropriate. For example, one of nine reported demands made of U of M in 1970 was that it must 'achieve a ratio of female employment in academic positions at least equivalent to availability as determined by the number of qualified female applicants.' Robben Fleming protested this requirement as 'unworkable: it ignores the quality of applicants and lends itself to artificially increasing the number of women who apply.' In 1971, HEW and U of M reached an accord."

What happened here is painfully obvious. HEW took a rare, tough stand with an explicit headcount. The University launched a counterattack based on the "unqualified applicant pool" thesis which is the principal bastion of academic inertia. HEW, never too eager for the fight in the first place, capitulated and the ground rules for all subsequent posturing by the feds and academia were etched in concrete thenceforth. What was crude and inappropriate, one may surmise, about the federal demands was that they were so unambiguous and backed up by threats of financial withdrawals. The feds are not supposed to threaten so menacingly, and in any case are to keep guidelines vague enough as to permit moralization and extemporizing behavior by University officials rather than action. Once having had its bluff called, HEW was never again able to establish its credibility.

An interesting theme which runs recurrently through the report is that affirmative action for women should be phased out very soon, on the theory that women are now so well-organized and so vocal (apparently as contrasted to ethnic

~~that affirmative action is no longer required.~~  
minorities). In evaluating this proposal, one should look carefully at recent history of black campus agitators. The sixties were time of loud and vigorous protests. At our own University, these protests were followed by the establishment of a "Center for Urban Affairs," which soon became a College, with a budget of over a million. In the meantime, a black president was appointed, who has subsequently been distinguished by anything except his militancy on behalf of racial equity. The budget of the new College has been whittled down, and in comparison with the 12% population representation of blacks in the state, came nowhere near parity in the first place. Yet the militancy of the sixties has disappeared. There is token representation of blacks in most levels of the University, but not equality. It seems entirely evident that the authors are hoping that the women's movement has reached its peak, and having been placated by a few token appointments, will recede in vigor and embarrassment just as the black problem went away.

The report is not without merit. It provides useful data confirming that vast inequities continue to exist for women and minorities in pay scale, rank and opportunities, despite noticeable improvements in the lower ranks. It points out that the available pool of both minorities and women is top-heavy in favor of black women, Cuban women, U.S.-born Chinese and Japanese, etc.; that collective bargaining agreements tend to solidify the entrenchment of the tenured elite rather than to open up selection and recruitment; that charges of reverse discrimination against white males will increase in the future and that white males will dominate academia till the year 2,000. It also relates that some leaders in the women's movement favor concentration of academic women in selected departments or schools as a way of consolidating power bases from which to organize the rest of the academic world.

As a serious effort to <sup>the</sup>prescribe methods for rapidly ending discrimination against women and minorities in <sup>the</sup>University, the report is at best a failure, and at worst a misrepresentation. As a testimonial to how easily well-intentioned men and women who themselves may have been the victims of discrimination, are inexorably fashioned by the system into the agents of discrimination, the report is an unqualified success.

## MINORITY PREFERENTIAL TREATMENT OK'D<sup>\*</sup>

Preferential treatment for racial minorities - so called "reverse discrimination" - is constitutional in certain circumstances, New York's highest court says.

But the Court of Appeals said Thursday it does not necessarily approve of the practice because it feels preferential policies can sometimes be more harmful than helpful to minority group members.

The Court, unanimously upholding a lower court decision, ruled against a graduate student from Brooklyn who charged that Downstate Medical Center had rejected his application for admission while accepting those of less qualified minority students.

In a similar situation two years ago, the U.S. Supreme Court by a 5 to 4 vote declined to rule whether the University of Washington Law School violated the Constitution when it turned down a white applicant, Marco De Funis Jr., while admitting less qualified and disadvantaged minority students.

The high court's majority said that there no longer was a live controversy because De Funis, who had subsequently been admitted to the law school under a lower court ruling, would have graduated shortly after its decision no matter what its ruling.

The plaintiff in the New York case, Martin C. Alevy, said rejection of his application amounted to a denial of his equal protection rights under the state and federal constitutions. The Court of Appeals disagreed.

The court, in a carefully worded 15-page opinion by Judge Domenick Gabrielli, said reverse discrimination is accepted only when the gains derived from the preferential policy outweigh its possible detrimental effects and when its goals cannot be achieved by a less "objectionable" approach such as giving special consideration to students from financially or educationally deprived backgrounds, rather than on the basis of race.

<sup>\*</sup> Albany, N.Y. (AP)      The State Journal - Friday, April 9, 1976

Even a cursory review of the documents, Affirmative Action at Michigan State University, 1975-76: Annual Report to the Department of Health, Education and Welfare, indicates the failure of affirmative action at MSU with regards to blacks. One need not question the philosophies, premises, or sincerity upon which the program, and hence, the Reports are based to conclude that affirmative action, which in the final analysis must be based on results, is non-existent on this campus.

#### Academic Employment

Table 2, Page 23, indicates that of 17 college units, 10 units (58%) set no goals on hiring minorities in the tenure stream. If an affirmative action program is to be successful, the responsibility to set and achieve goals must be assigned to Deans and department chairpersons. Such goals must be made a part of the list of job responsibilities upon which they are evaluated at the end of the year. Chairpersons should be made to feel that affirmative action is as important a criterion as the number of research articles of their staff, teaching, and public service.

After analyzing the percentage of minority faculty by academic unit as compared with the national availability of minority faculty, presented in table 3. We must disagree with the conclusion reached in the discussion of the table on page 26, which states "the overall percentage of minority faculty members also exceeds the national availability index." Table 3 appears to indicate that for the 1974-75 academic year the statement is true; actual minority faculty employment is 5.2% while the availability index shows 4.5%. However, the June, 1976 totals indicate MSU employs 5.5% minority faculty, while the national availability has increased to 6.4%. This indicates a relative increase of 5.7% for MSU; the national availability has increased by 42.2% in relative terms over the year.

Table 4, "Number and Percentage, of Faculty by Rank" dictates that minorities remain disproportionately in: (a) the lower ranks, and (b) the temporary staff. And the section on academic employment concludes with the phrase "the level of black and Oriental faculty fell slightly."

#### Non-Academic Employment

In examining non-academic employment, MSU relies on labor force statistics for the Lansing Standard Metropolitan Statistical Area (consisting of Ingham, Clinton, Ionia and Shiawassee counties) in setting goals.<sup>1</sup> The regional labor contains only 3.4% black workers. MSU maintains that it more than doubles its goal of matching the regional labor force proportion since it employs 7.2% blacks.

We first question the use of the SMSA percentage of black workers as the goal for MSU non academic employment. While the use of SMSA is not uncommon in designing affirmative action programs, where an insufficient number of blacks reside in the local labor market and where a substantial number exists within 90 miles who could reasonably be expected to migrate to substantial jobs

<sup>1</sup>An SMSA consists of a city and its contiguous counties meeting certain population criteria.

(as is the case with Detroit), a true commitment to affirmative action dictates the use of more creative goal setting.

Secondly, as might be expected, Table 7 indicates that blacks are disproportionately concentrated in the lowest job classifications. The number of blacks in administrative professional positions decreased in 1975-76. In particular, there are no blacks at levels 15-19 and level 50. In these upper levels, the use of local labor market statistics in determining availability is completely in error. While an employer like MSU may only be able to draw from its local labor market for positions like laborer, clerical, and food service positions at the top of our A-P ladder clearly draw from a much broader area. Jobs paying \$12,000 or more are sufficient initiative to draw applicants from outside the metropolitan area where substantial numbers of minorities reside.