

Registration verifications will be available Friday, on the second floor of Oregon Hall. Students should pick them up to make sure any errors in their class schedules can be corrected before the final grade lists are sent to instructors.

oregon daily emerald

An Independent Newspaper

Vol. 80, No. 9

Eugene, Oregon 97403

Thursday, July 20, 1978

Tenure Willard challenges limited appointment

By MELODY WARD
Of the Emerald

Ed. Note: The recently filed class-action affirmative action suit raises several questions about employment practices both at the University and throughout the state higher education system. This is the first of several articles to examine a particular aspect of those practices. As litigation proceeds, the Emerald will explore others.

University Affirmative Action Director Myra Willard was not fired from her position, says a member of her tenure evaluation committee.

Ronald Rousseve, developmental studies professor, says the committee recommendations were an exception to the standard "up or out" procedure followed in tenure cases.

Willard filed a \$4 million class-action employment suit against the state board, University and several state system officials including the Chancellor and University Pres. William Boyd two weeks ago with the U.S. District Court in Portland.

Among the charges detailed in the complaint are allegations that state system officials conspired against Willard to coerce her into not seeking administrative tenure and that they retaliated after she refused to withdraw her requests for tenure by denying it. Willard concludes in her complaint that she was thereby terminated as of June 1979.

"What it means is that she had been taken off the tenure track," explains Rousseve. "But she's really not out in the cold, because she was offered a fixed-term appointment."

Tenure is usually an "up or out" situation, and when it is refused the employee is generally terminated when the current contract expires.

"She didn't go up, but neither did the committee say she should be given a notice of termination," Rousseve explains. "The arrangements worked out for her constitute an exception to the up or out rule. The suit was quite an unexpected shock."

Prior to 1975, administrators were hired with the possibility of achieving indefinite tenure after a five-year period. But the chancellor recommended and the state board approved a general policy change for the entire state system, stipulating that tenure be limited to persons serving in academic divisions.

Because Willard had been hired before the policy change, she had the option to either continue on tenure track under a "grandmother" clause or switch to a fixed term, renewable contract, Rousseve says.

The policy changed principally because the original reason for tenure was to insure a professor's academic freedom, Rousseve notes.

Though Willard's committee re-

(Continued on Page 2)



Photo by Greg Gawlowski

If it's raining right now, don't blame us. It was summer once this summer, as you can clearly see by these people enjoying themselves on the cool river during one of the infrequent hot days of July. Things may change soon, however. Fall is just around the corner.

Accessibility

Lack of funding delays University in opening programs to handicapped

by MARY FORAN
Of the Emerald

A lack of funding to provide for the special needs of handicapped students has delayed University compliance with federal anti-discrimination regulations, according to Shirley Wilson, director of student services and coordinator of services to handicapped students.

Wilson has been part of the task force committee charged with evaluating the University's compliance with Section 504 of the federal Rehabilitation Act, which came into effect last June. The regulation prohibits discrimination in hiring, enrolling, or providing services to mentally and physically handicapped persons in federally assisted programs.

"We need more money and time to comply," Wilson said. The law was passed without funding provisions, she added, forcing the University to find the money in its already strained budget which cuts into other student services. "Money is far short of our needs on every level."

According to Myra Willard, affirmative action director, Section 504 compliance officer and chairer of the University's self-

evaluating 504 task force, many programs are accessible to the handicapped while others need major accommodation changes.

University Pres. William Boyd will receive the committee's report next week, which identifies deficiencies in University compliance and makes recommendations for affirmative action to ensure that the handicapped are no longer excluded from University programs by "architectural or attitudinal barriers."

In compiling the report, the task force looked at University housing, admissions, financial aid, departmental requirements and employment policies, and interviewed department representatives concerning their knowledge of Section 504 and their legal obligation to comply with the regulation, said Willard.

The task force consists of faculty, classified employees and students, some of whom are handicapped and belong to such organizations as the Eugene Human Rights Commission for the Handicapped, ALERT, and several wheelchair athletic associations.

Committee members were divided into two subgroups, one on

employment accessibility, headed by Ralph Rosa and later Carole Johansen, and one on program accessibility, headed by Karen Alvarado and later Shirley Wilson. The subgroups worked separately to identify and evaluate problems in their areas.

In addition, a University planning office group assessed the degree of University inaccessibility. The group was responsible for the "facilities transition plan" which Willard said is designed to remove architectural barriers that exclude the handicapped from participating in University programs. The group recommended the remodeling of facilities and the investigation of new ways of accommodating the handicapped.

Some special problems noted by the report are structural barriers posed by some campus facilities such as Villard Hall, with its specialized broadcasting equipment that is inaccessible to the handicapped.

Allen Hall, which houses the journalism school and Susan Campbell Hall, home of both the Career Planning and Placement Center and the Counseling Center

(Continued on Page 3)

Today

Twice in just as many weeks, Republican nominee for governor Victor Atiyeh refused to say how he feels about the tax revolt that looms over the state. He did, however, say how he felt about other campaign issues. See Page 4.

There's a group in California that is mourning the loss of their state to a new "feudal order" because of the victory of Proposition 13. Although there isn't much they can do about Oregon, they'd still like to help. See Page 8.

If you've ever wondered what it was like to run through the Garden of Eden, the Willamettans may just have something for you. What they have to offer goes far beyond the average summer camp experience. See Pages 6 and 7.

Nearly six years since he was imprisoned on a questionable charge by the government of Indira Gandhi, Anandamurti, leader of an Indian socio-religious organization, has been released. His followers worldwide are rejoicing at the news that he and his supporters are free. See Page 9.