

Black faculty verifies laxity in recruitment

By WILLIAM KOGUT
Of the Emerald

The University has only two tenured black professors in its ranks — and when it gets down to how they feel about affirmative action, each becomes a minority of one.

The employment practices suit pending against the University and the recently released study of the University's Affirmative Action program have raised many questions about the recruiting and hiring of blacks and the system by which they are granted or denied tenure.

English Prof. Ed Coleman says one of the problems with which a black professor must deal is time.

"A black professor often has to take time to look after those black students who reach out for help from a role model," he says. "As a result, you lose time you could be spending on scholarship. White professors can see one or two students and then lock themselves up in the library. But black professors, they generate students. Students come to us and we feel obligated to help."

Larry Carter, an untenured black sociology professor, says that black students sometimes come to him, mostly not to be counseled, but to talk about other professors.

That informal counseling, Coleman says, has nothing to do with the yardstick the University uses to measure an applicant for tenure.

"When that question (of tenure) comes up," he says, "they pull out your folder of publications and if the stack is high, you move up. If it isn't, you don't."

Coleman claims the tenure system doesn't take into account the special problems of the black professor.

Education Prof. Ron Rousseve, the other tenured black, disagrees with Coleman. Rousseve says the criteria for tenure should be the same for all.

"If you have a double standard of excellence," says Rousseve, "you'll get charges of reverse discrimination. And sooner or later one has to meet the tests of the outside world."

Taking time to advise students saps energy that could be spent on scholarship, he adds. Coleman

says he often receives telephone calls in the middle of the night from black students asking for advice or help — he once bailed a student out of jail.

"Overall student expectations of a black professor are different, and those expectations cause a tension that helps drain you," Coleman says.

Coleman says white students usually haven't had classes from a black professor and as a result they expect a black to be "super-duper" or he loses credibility.

Black students also have different expectations that Coleman says are exhausting. They expect to be treated as brothers, he explains. When professors can't meet those expectations, black students resent it.

"Then the white students are nervous about black students having an edge in studying black literature," he says. White students complain that since they're not black, they're disadvantaged in the class, he adds.

Another factor that adversely affects a black professor's publication record is a limited access to publications, according to Coleman.

That problem comes about because most black professors are in the social sciences or the humanities, and their research is traditionally involved with radical subject areas such as black literature.

"Among white scholars these areas of study don't have much legitimacy, so there's a limited number of journals opened to us and we're usually channeled into singular, 'non-scholarly' publications," Coleman says.

Rousseve again disagrees with Coleman.

"I don't think minority experiences are so unique that materials relating to them can't appeal to a wider audience," says Rousseve, who adds that if the appeal is narrow, the writer is probably to blame.

Rousseve says he has sat on the editorial board of a professional journal, and was treated no differently from any of the other board members.

Carter says he has not experienced the problem of limited access, but says he sees how Coleman, as a literature professor,

(Continued on Page 3)



Photo by Cathi Cornils

Two children climb around a cement structure in the newly expanded EMU Child Care Center while their parents are away at school or work.

New area means more play

Construction of the EMU Child Care Center's new playground, will allow approximately 70 children to spend more of their playtime outdoors.

The new playground, formerly a concrete-enclosed grass plot, now features both sand- and sawdust-covered play areas, a storage shed for tricycles and other toys and a partial covering for inclement weather. The project, which cost about \$4,500, was allocated for in this year's Child Care budget.

"It's wonderful," says director Rachelle Katz. "The new area gives the children more space to play in and gives them a chance to go outdoors even in bad weather."

"Nearly everyone helped out during the project," says Katz. "The staff put in several weekends helping out, and the children thought it was really neat to see their parents coming over

during the week and helping with the project."

Most of the construction has been done by Jim Robinson, a CETA employee who has worked on the project since its beginning in August. Robinson and others built several concrete walkways, but any potential danger to the children was minimized through using wooden edges around the concrete.

"The kids are used to concrete, and all the climbing is done over soft surfaces," says Katyz, who plans to suspend climbing ropes from the overhand.

And Katz has still more plans for the playground.

"Later, maybe in the spring, I'd like to add some plants to the playground and also get some more toys," she says. "Hopefully, everything will be complete by spring, but it all depends on our budget. Contributions would be helpful."

today

Bill Rogers, newly elected state representative, is working on a bill to require 1979 voters in Oregon to be state residents and register 30 days before elections. See Page 3.

Today the Emerald takes a look at the various methods of contraceptives offered for sexually active adults. For details on services and birth control, see Pages 6 and 7.

The University's Women's Resource and Referral Service provides Eugene women with a bit of "humanity in academia," according to its coordinator Virginia Ogozalek. Among its services is a free guide to women's resources in Eugene. Page 12.