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# Principles and perspectives on increasing the number of black faculty

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## Black Professors

Consistent with the general objectives already set forth, the Task Force asserts that the college should have an increased number of Black faculty members. Five seems a reasonable goal for the academic year 1970-71. President Smith and Dean Lichtenstein have decided that a position in Black Studies be created. Openings, either of a temporary one, or two years, or of a permanent variety now exist in five departments. Black candidates are being sought for these positions.

### Principles & Perspectives

1. Denison faculty members ought to be highly qualified in this area of competence. Judgment on these qualifications has traditionally been made by faculty within departments doing the hiring in consultation with the Dean of the College and the President.
2. Generally, advanced degrees have been a basic index of professional competence, of academic and social respect. In some discipline the PhD is not normally sought as the ultimate degree. Furthermore, it has been not uncommon practice for many departments to hire persons without advanced degrees on a part time or temporary basis. Advancement to a tenure position according to current college policy requires, except in certain generally accepted fields, the PhD degree. These policies have been set by the American Association of University Professors and represent an effort to enhance the probability of equality faculty. Admittedly these standards do not guarantee quality, but they have had an overall positive effect.
3. For temporary positions up to five years, for part time positions, for certain positions where the PhD is not normally expected and in the case of persons who are working on advanced degrees, it would be consistent with present policy to hire non-PhD faculty.
4. Significant departures from generally accepted salary ranges tends to create disrespect for those who are the recipient of salaries above the usual ranges. On the other hand, the whole matter of set salary ranges congruent with ranks is one on which a good deal of disagreement exists. In this situation of uncertainty regarding salary policy, some flexibility in salaries offered seems acceptable. Beyond this, there is no reason why special arrangements cannot be made with Black faculty to raise the salary offered to a level competitive with institutions in our general category. We ought not attempt to compete with institutions not comparable to ours in terms of size and financial resources.
5. Student participation in the process of selection of new faculty has been common practice in many departments. There is no question of the need for faculty who are able to work easily with students. Rewarding Student-faculty relations remain a strong, positive factor in this college.
6. There must not be an ideological test of any kind for the hiring of a faculty member. To be sure there are many attributes of a superior faculty member. Intellectual ability, knowledge of substantive material and ability to contribute to the total teaching and learning process are central attributes. It would be a disservice to the college to institute procedures which suggest that one's moral and political views are a chief component of a person's capability to teach at Denison.

Recommendations Re: Hiring of Black Professors

1. A chief criterion for selection of faculty must be level of competence. That competence is best judged by the faculty and the Dean of the College. Ability to relate positively to students in a very close second and certainly the potential ability of a prospective faculty person to contribute to that part of the learning process for which he or she is hired is the central concern. Hence, professional competence and teaching ability are closely related.
2. The possession of an advanced degree ought not be a prerequisite for hiring a person for the faculty. However, except in certain fields and specialties in which the doctorate is not professionally required, a person without the PhD ought not eligible for promotion to Associate Professor. (or where experience is deemed to be the equivalent of the degree)
3. Salaries somewhat in excess of the normal range may be offered to especially competent Black faculty candidates. An alternative financial arrangement would be to find responsibilities of an administrative variety and/or summer time responsibilities which could supplement a normal income.
4. Student participation in the process of hiring faculty members should be encouraged and facilitated. Final choice of new faculty members should be made by members of the faculty in consultation with the Dean of the College. However, such choice must not ignore student evaluation and normally appointments ought not to be in the face of strong negative evaluation by students. Detailed procedures for the involvement of students in the process of hiring should be set up at the departmental level with consultation with the Dean of the College.