

Tenure-System—continued from page 1

been very successful—despite little popular understanding of the natural relationship among tenure, academic freedom, and a healthy society—a relationship fundamental to AAUP.

AAUP was founded ninety years ago, when two professors objected to the dismissal of economist Edward Ross from Stanford University for having views on immigrant labor and railroad monopolies objectionable to Mrs. Leland Stanford. Arthur Lovejoy (Johns Hopkins) and John Dewey (Columbia, earlier of the University of Michigan) brought about a meeting in Baltimore which in 1915 led to the founding of AAUP and the association's *Declaration of Principles on Academic Freedom and Academic Tenure*.

This declaration, as revised in 1940, notes that "the free search for truth and its free expression" depend on academic freedom, which depends on tenure, "a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive... Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society." ∅

Copyright—continued from page 1

revision. There is now good reason to be hopeful that the matter will be resolved positively. The full proposal and rationale follow:

"In 2001, the MSU copyright policy was revised to include a new statement that all faculty research is initially owned by the University, which then 'assigns' copyright to the faculty creator. The relevant passage of the current policy reads: 'From a legal perspective, all copyrighted works made by any Michigan State University employee within the scope of his or her employment begin as "works made for hire" and are initially owned by the University. As has been the tradition at Michigan State University and most of its peer institutions, the University assigns the copyrights in such works to their creators, unless one or more "Special Circumstances" exist.'

On 30 November 2004, UCFA approved a motion that this passage be replaced by the following: 'MSU follows standard academic practice in disclaiming ownership of, and royalties proceeding from, traditional academic works (books, essays, works of art, musical compositions and recordings, and the like), unless one or more "Special Circumstances" exist.'

Why is this revision needed? The current policy's lack of distinction between 'work for hire' and the category of 'traditional academic works' recognized by our peer institutions compromises basic standards of academic freedom. What distinguishes work for hire from traditional academic work is its conditions of production. At other institutions, work for hire is either commissioned work or work that has been produced with the use of 'substantial resources' such as university laboratories. In the case of work for hire, questions of intellectual property and commercial gain are spelled out by written agreement. In the case of commissioned work, its content is or could be determined by the University (e.g. a promotional brochure). By claiming that all research and creative activity is 'work for hire,' MSU's current policy erases the distinction between commissioned work and scholarly or creative work, thus asserting the right—even if it chooses never to exercise that right—to dictate to faculty what the content of their research or creative work should be. As explained in AAUP 1999 'Statement on Copyright': 'In the typical work-for-hire situation, the content and purpose of the employee-prepared works are under the control and direction of the employer; the employee is accountable to the employer for the content and design of the work. In the case of traditional academic works, however, the faculty member rather than the institution determines the subject matter, the intellectual approach and direction, and the conclusions.'

Although the MSU Faculty Handbook states that 'Michigan State University adheres to the principles of academic freedom with correlative responsibilities as stated by the American Association of University Professors,' the AAUP (in memos dated March, October, and November 2004) finds MSU's current copyright policy to contravene AAUP guidelines because it does not distinguish between work for hire and traditional academic works.

The present policy has created significant anxiety and discontent among faculty. The proposed change protects basic principles of academic freedom and brings MSU policy into line both with AAUP policy and with the practices of its peer (Big Ten, CIC, and AAU) institutions." ∅

AAUP and Faculty Voice—continued from page 1

and codified to ensure regular consultation between faculty representatives and their constituencies. New ways should be explored to facilitate faculty's public discussion of matters of general concern to the MSU community (perhaps a weekly publication that would include announcements (from anyone in the MSU community), initiatives, opinion columns, and letters from faculty and staff). Better information, more public discussion, and regular consultation are ways to encourage faculty to take more seriously elections and appointments to university committees. ∅

Mark your calendar for two events...

MSU Academic Senate meeting
Tuesday 26 April 2005
Auditorium, 3 p.m.
 Bring your MSU I.D.

51st Annual Michigan AAUP meeting
Saturday 2 April 2005, 9–5
Ballroom, Radisson Hotel, Lansing

\$25 registration covers continental breakfast, coffee breaks, lunch, and closing reception—send check to "Michigan Conference" at 115 W. Allegan St., Ste. 320, Lansing, MI 48933-1712

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full-time faculty—\$143 + 35 (conference*) + 10 (chapter*) = \$188.00.	part-time faculty—\$36 + 35 (conference*) + 10 (chapter*) = \$81.00.
entrant (non-tenured and in first four years as member)—\$72 + 35 (conference*) + 10 (chapter*) = \$117.00.	joint (partner is full-time member, one <i>Academe</i> per couple)—\$72 + 35 (conference*) + 10 (chapter*) = \$117.00.
associate (non-voting; administrators and the general public)—\$108 + 35 (conference*) + 10 (chapter*) = \$153.00.	graduate (non-voting; enrolled at MSU, 5-year limit)—\$10.00 + 35 (conference*) + 10 (chapter*) = \$55.00.

*Michigan state conference dues and chapter dues are optional.

MSU-AAUP Membership Application 2005

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