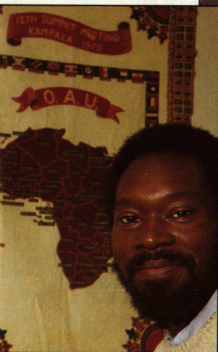


## Our new black teachers



Poet Prahlad Dennis Folly, above, researches African-American proverbs. Right, Tim Gallimore specializes in law and international communications. His wife, Dr. Rangira Bea Gallimore, is an expert on Francophone African literature.



BY JOAN M. MCKEE  
PHOTOS BY ROB HILL

The University's commitment to the hiring of black faculty members paid off this year as 10 new teachers brought their expertise to Mizzou this fall.

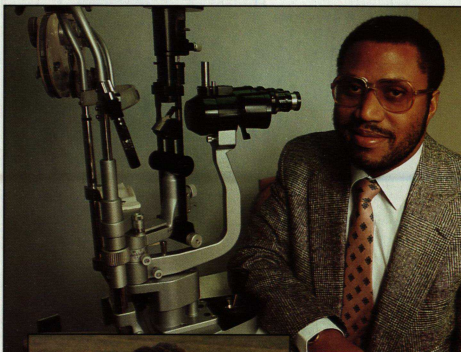
The College of Arts and Science, which has the highest enrollment of black students, hired five black faculty in the areas of history, English, Russian, French and Romance languages. Other divisions hiring black faculty are the colleges of Agriculture and Education and the schools of Natural Resources, Journalism, Medicine and Fine Arts. "It is significant that they are in a variety of disciplines," says Associate Dean Ted Tarkow. "Now minority faculty members will have an impact on a broader range of programs." Last year MU had 30 black faculty members, more than any other school in the Big Eight. Twenty-eight returned this year.

"We hope the larger number of minority faculty will increase minority enrollment," says Dr. KC Morrison, vice provost for minority affairs and faculty development. "The more of them there are, the more avenues minority students have for finding individuals with whom they can discuss their experiences at the University." Currently MU has 965 black students, up from 879 last year.

Two professors who are bound to have an impact at MU are Dr. Robert Weems, assistant professor of history and his wife, Dr. Clenora Hudson-Weems, associate professor of English. Although one of their major considerations in coming to MU was having jobs in the same town — Weems formerly taught at the University of Iowa and Hudson-Weems was at Benjamin Banneker Honors College at Prairie View University in Texas — they were impressed with MU. "We both wanted a research institution," says Hudson-Weems, who is the co-author of the book *Toni Morrison*. She is continuing in her research of the culture of African women and on Emmett Till, whose murder influenced the civil rights movement. Weems says he was impressed with his department's commitment to African-American history. His research includes the study of how corporate America profited from the civil rights movement.

The University's reputation as Missouri's major public research university also played an important role in Dr. David Ledoux's decision to become an assistant professor of animal sciences. Ledoux is working to improve mineral nutrition in poultry and swine. "Everything I need for research is right here on Campus," he says. His department has a whole-body counter that he will use to determine the portion of minerals in feed ingredients that are actually used by animals. "It is one of the few in the country," he says. The MU Research Reactor also will aid in his work.

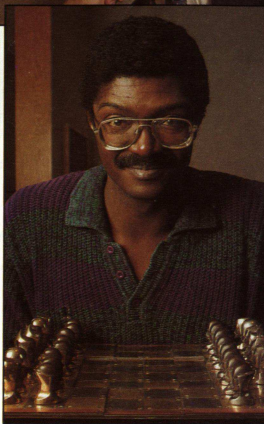
"Persistence plays a large part in recruitment," says Dr. Robert Burns. After two years of telephone calls and visits, he convinced Dr. Lenworth Johnson to become associate professor of ophthalmology and neurology in the School of Medicine. Burns, chairman of the department of ophthalmology, had to be persistent since Johnson's skills are



Dr. Lenworth Johnson, above, combines expertise in ophthalmology and neurology. Left, Dr. Diann Jordan, whose specialty is soil microbiology, is developing a course to help students become aware of the relationship between ecology and agriculture.



Daniel Maramba, above, brought his expertise in 19th century Russian literature to MU. Right, Daniel Frye is an artist who specializes in metal work.



in high demand. "I was struck by Dr. Burn's honesty, so I looked at the program," says Johnson, who is one of about 200 people nationwide who are experts in ophthalmology and neurology. "I like to be in programs that are getting ready to expand," says Johnson. The vitality of MU's program and the friendly faculty and staff convinced him to move from Penn State University where he was chief of the neuro-ophthalmology division.

Dr. Diann Jordan agrees that MU makes new faculty members welcome. On her birthday, three weeks after starting her position as assistant professor of natural resources, the graduate students, soil science faculty and secretary from her department presented her with a birthday balloon, cards and flowers. "I sense that my colleagues are sensitive and wanted me to come here," she says. "I chose MU because I thought it would be a positive environment."

Jordan just finished a postdoctoral study at the U.S. Department of Agriculture's Southern Piedmont Conservation Research Center in Georgia, where she worked with ecologists and soil scientists. "MU is becoming aware of environmental issues and the inherent relationship of ecology and agriculture." She plans to develop a course that combines ecology and microbiology. "I think this is a place I can grow. I think there are people here who want to see me grow. I'm willing to work hard to see that happen."

Assistant Professor Tim Gallimore carefully checked to see if the School of Journalism was sincerely interested in hiring minorities before he applied. "I've been a victim of the game," he says. "Schools often say they want minorities to apply, but aren't interested in hiring or interviewing."

**I**n response to perceived racial insensitivity several years ago, the School of Journalism's faculty passed a resolution to increase the representation of women and minorities on the faculty, says Byron Scott, chairman of the editorial department and a member of the search committee. "In both areas we need to build better representation," he says. Three women and Gallimore filled the school's four openings this year.

Gallimore, who specializes in law and international communications, teaches a seminar in mass media and a class on controls of information. Also at MU is his wife, Dr. Rangira Bea Gallimore, assistant professor of Romance languages. Happy to be teaching in the same town as her husband, Rangira Gallimore, a citizen of Zaire, brings her expertise of Francophone African literature to MU. Previously, she was teaching at the University of South Carolina and her husband was at Ohio University.

The opportunity to teach poetry, folklore and African-American literature was what sold Prahlad Dennis Folly, assistant professor of English, on MU. "Most universities wanted one or the other, I wanted to do all of them." Besides teaching creative writing and African-American literature this

semester, Folly continues writing poetry and researching African-American proverbs.

Daniel Frye's knowledge of black American painters and his skill in working with metals fit the niche the departments of art and curriculum and instruction had open, says Oliver Schuchard, chairman of the art department. Frye, an instructor, is teaching introduction to art and art education classes. He is finishing his doctorate at Syracuse University.

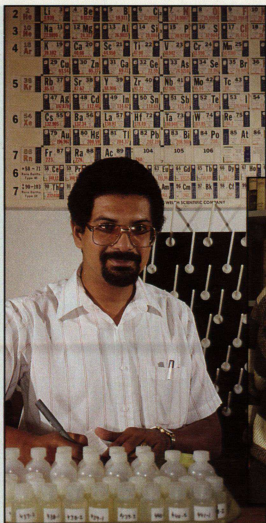
A chance to teach his specialty, 19th century Russian literature, along with the challenge of teaching students who are majoring in Russian, brought Daniel Maramba to MU. Previously he was an adjunct professor for Russian at Rose-Hulman Institute of Technology in Terre Haute, Ind.

To hire these outstanding faculty members, MU drew on a number of resources, Morrison says. The faculty affirmative action fund allows the provost's office to work with departments to help pay for an appointment of a minority faculty member by funding research start-up packages, salary and summer support programs. In addition, Morrison's office helps departments identify candidates for faculty positions through a "vita" bank of minority candidates that includes members from nearly 200 other institutions. As a member of a Big Eight consortium, MU shares names of minority graduate students who might be potential faculty members after graduation.

In spite of all the efforts, minority recruitment will continue to be difficult because of MU's tight budget, Morrison says. "The lack of resources affects all recruiting, especially minority recruiting," he says. "It is a highly competitive market, and there is more demand than supply."

"We took a cut in salary because we were impressed with the school," Hudson-Weems says. "But the University will have to put salaries higher to keep, not just black, but all faculty." Individual schools and colleges are doing their part to retain faculty members. The College of Arts and Science, for example, has set up a special fund for assistant professors to cover some travel expenses and has grants to help them get started on projects, says Dr. Michael O'Brien, associate dean. The college also works with faculty members to identify national grants for all faculty members.

To help new faculty make the transition to Mizzou, Morrison's office has instituted several programs. In August, Chancellor Haskell Monroe and the provost's office held a reception and academic tour for new faculty. A special reception for all black faculty members also was held. In addition, a training module in ethnic diversity and sensitivity has been developed for new faculty. A seminar was held to acquaint new faculty with what it takes to thrive at a major public research institution. "We care about the development of an academic career," Morrison says. "We want to acquaint people with what is special about being here." □



**Dr. David Ledoux, above, is researching ways to improve mineral nutrition in poultry and swine. Right, Dr. Robert Weems researches how corporate America profited from the civil rights movement. His wife, Dr. Cleonora Hudson-Weems, studies the culture of African women and is the co-author of *Toni Morrison*.**