

TENURE: Five Year Plans and New Deals

Sherri McIndoe

This is part II in a three-part series on tenure. Part II considers the additions and alternatives to the present tenure system which have been considered and rejected in the past.

(ed. note: In part I of "Tenure" all "faculty votes" mentioned in terms of retention and tenure are divisional ballots.)

Recently the institution of tenure has been attacked and studied and alternatives to tenure have been proposed and tried. According to a July, 1972 American Council on Education survey, the tenure system is "currently under review" at 54.1% of the four-year private colleges, which, according to the survey consists of 94.1% of four-year private colleges in the USA. The current Sub-Committee of the Faculty Status Committee on Tenure was created for the purpose of reviewing the tenure system at New College. At the November meeting of the Board of Trustees, the Sub-Committee will present alterations to the tenure system that it considers expedient. These changes include (1) Enabling stu-

dent Division Representatives to vote on tenure and retention. (2) Changing the probation period to five years after achieving the PhD or seven years, whichever comes first. (3) Initiating a periodic review of tenured faculty by the PAC or by adding tenured faculty names to the retention ballot. The Committee feels that these changes are necessary to the tenure system as it now exists. However, after studying tenure and its alternatives, the Sub-Committee plans to present the May meeting of the Board of Trustees with either a vote of confidence for the present tenure system or an alternative which it considers more suitable for the needs of the College.

The advantages of tenure are conducive to the goals of the College. By forcing a serious "yes-this-person-belongs-at-New-College" or "no-this-person-does-not-belong-at-New-College" decision, tenure provides for a continuous flow of faculty through the College, without completely losing everyone at once. By ensuring the faculty member of his job, tenure is conducive to academic freedom. The security offered by lifetime employment is attractive to quality faculty, and, especially, as mentioned last week, to teachers who wish to continue research in

their fields.

However, the disadvantages of a tenure system in a small school with as high ideals as New College, would seem to outweigh the advantages: (1) The extremely limited tenure positions available at New College tend to be filled to a crisis point more quickly than might occur at a larger school. An excellent example is the current situation of the Literature Department which has only one position available for new faculty. (2) The possibility that a tenured faculty member will lose his original vitality to become what is referred to as "deadwood" is especially threatening at a school where smallness requires the use of each teacher to his utmost ability. (3) Tenure forces the school to reject professors that the community wishes to retain if only for a few more years. (4) While the tenured faculty member can feel free to explore his academic freedom to its fullest extent, the five year probationary period is not conducive to freedom in that the professor must define "academic standards" that are acceptable to the people who will vote on his retention and tenure. (5) The current tenure system at New College has no systematic provision for student input.

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The Catalyst

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Betty Friedan To Speak at Jewish Community Center

Ms. Betty Friedan, leading spokeswoman and mother of the current feminist movement, will appear in Tampa on Sunday October 29, at 8 p.m., at the Jewish Community Center.

Ms. Friedan is the first speaker of this year's "CONFRONTATION" Lecture Series sponsored annually by the Jewish Community Center for its members and all of Tampa. Other events in the series include "The Voices Four", a musical journal of fact and opinion.

Ms. Friedan and the feminist movement moved into prominence when Ms. Friedan published a book, "The Feminine Mystique", in 1963. In a brilliant analysis of the post-World War II "back to the home movement", when young couples flocked to the suburbs and began raising large families, Ms. Friedan accused advertisers, educators, sociologists, and

psychologists of having conned American women into believing that they could only find fulfillment through child bearing and housewifery.

In 1966, Ms. Friedan carried her fights against the feminine mystique into activism by founding and becoming president of NOW, the National Organization for Women. A hierarchially structured organization of professional women and housewives closely modeled after the NAACP, NOW has primarily worked to end job discrimination.

The Confrontation '73 Series and Ms. Friedan's lecture are open to the public. Tickets are available for \$5 per person and \$2.50 per student with an I.D. card. Information about tickets can be obtained by calling or writing the Jewish Community Center, 2808 Horatio Street, phone 877-7644.

Swimming, Taxes Still Top S.E.C. Agenda

The SEC, in its latest meeting, discussed several controversial issues. Debate on the issue of nude swimming centered on the alternatives of enforcing a strict ban on skinnydipping or erecting a screen around the pool and allowing nudity on the basis of "private property" (Dean Helgeson explained that the school could possibly be held legally liable in any instances of rape occurring at the pool or even on the school grounds.) Ron Davidson, SEC Chairman, commented, "We can either continue these actions (i.e. skinnydipping) and protect the students, or we can stop it and protect the school." Since the SEC really has no jurisdiction over

whether or not the screen would be put up, the only result of the discussion was a recommendation to Dean Helgeson that he report the views of the council to the administration.

As for the refrigerator controversy, Ron Davidson moved that students be taxed \$5 a month for large refrigerators, and half that amount for smaller ones. After the objection that extra-flourescent lights, hot plates, and other appliances owned by students draw as much power as refrigerators was raised, the SEC voted to table the motion until it is determined how much electricity is needed for the different appliances.

Two Bread Board requests--\$11 for the cost of the various games kept in the snack bar, and \$20 for the next issue of El Douche--were approved.

Ron Davidson reported that presidential candidate John Hoy will be asked back to New College by the Presidential Search Committee having undergone preliminary discussions this weekend. Mr. Hoy is Vice Chancellor of Student Affairs and Senior Lecturer for the Graduate School of Administration at the University of California.

Davidson also announced that a Town Meeting will be held Monday night at 7:00pm in the dining room to discuss tenure and Dr. Shartar's lack of it.

Oktoberfest Finally Here

The Oktoberfest, long-planned brain child of Casey Green and Company and eagerly-awaited break in the humdrum NC weekend routine, will begin Saturday afternoon, October 14, at 3:00, at the barbecue pits near the art barracks, with food, drinks (of various natures), and fun guaranteed for all. There will be no lunch or dinner served in the cafeteria on Saturday, so adjust your meal schedules accordingly. Bring your mug!

HALLOWEEN PARTY PLANNED

A Halloween party for the underprivileged children of Sarasota will be held in Hamilton Center and the H classrooms on Saturday night, Oct. 28, beginning at 7:00 p.m. Karen Farnsworth, director of the project, stated that the entire college community was invited to attend and that student volunteers would be needed to provide both food and entertainment. It is not certain as yet just how the party, a New College tradition of the past several years, will be financed (It was formerly paid for by the now-defunct Office of Student Services), Karen added, so "donations are welcome too."

STUDENTS HEAD PANEL TALKS

"The Participation of Youth in Politics", a panel discussion by New College students, was heard by Plymouth Harbour residents at 7:30 last night. The panel, moderated by Robert Benedetti, assistant professor of political science, described their own active participation in politics. Benedetti hopes to make the panel available to other interested groups.

Among the panel members were second year students Steve Duprey, Ron Davidson, Sharon Boothe, and Jeff Sugar. Third year student Kem Goethe was also on the panel.



PLAY BEGINS in last Sunday's student-faculty football classic. The faculty squad, bolstered by the last-minute additions of several valuable undergraduate athletes, trounced a highly-spirited student team 3-0. Action in the continuing rivalry will resume this Sunday.

THE NEW COLLEGE

CATALYST

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One of the smaller pleasures in life is walking around barefoot. Insignificant, perhaps, but it is these small things which add up. However, even with something as innocent as this there are those around who would see it spoiled. Yes, these people score even above sandspurs when we rank evil.

You may think that this is a bit frivolous, and apparently this is the attitude of those people who think nothing of leaving their beer, wine and liquor bottles lying around the Palm Court. Even worse, there are those who seem to enjoy smashing bottles on the court walls. Great fun.

Yes, walking barefoot may be one of those "small things" but being taken to the emergency room with a gashed foot is not.

To: Editors and Staff of the
Catalyst

From: cris jochem

Re: ENIGMA! or "da terlet
don't work"

I am composing this letter to you when I could be drinking at NERN in order to clarify the misunderstanding which arose from your article on the object in the garden of 2nd court.

To begin with, it is not "a strange mutation" and it is not "growing". It is a toilet. We (the distressed bystanders) put it there. Seemingly dis-

carded by Buildings and Grounds on the north side of the Graphics studio, I assumed it was no longer functional and therefore took on the potential quality of pure aesthetic value. What you saw in the picture was art, not "the next stage in New College

evolution." The 2nd court statutory claimed so much fame to scientific absurdity.

Unfortunately, Buildings and Grounds absconded with the toilet early the following morning. Apparently they had other designs for its use and it will soon be back on display, this time in working order, in the sculpture studio, badly in need of a john for the last few years. However, Boar's Den East still exists. Its whereabouts can be disclosed by locating the neon Old Milwaukee sign peering lewdly from the window.

Dear Sirs:

To fellow feed and fodder masticators: I am complaining about the sluggish creeping meal line at lunch and dinner. The raging spasmodic hunger convulsions wracking my body with pain seem only to augment this problem. I faintly remember at the beginning of the term there being two regular food lines. However, this has been reduced to one to accommodate the Natural Foods line. Is there enough people on this plan to warrant this taking of Regular Foods space? I have rarely seen enough people to even form a line for this Natural Foods Plan, while often seeing the Regular Foods line stretching to the far off Fish Bowl. Its enough to make me almost wish that I was on the Natural Foods Plan, and definitely is enough to make me look forward to not being on any Food Plan. Disgruntled while postponing famishment,

Mike Hammett

If you wish to print in our Literary Supplement, please send your work to David Smith, Norman Stein, or John Horn. We encourage translations as well as original works. Boxes 203 or 436.

TENURE

(from page one)

In addition, many complaints about the current tenure system center on the plight of the faculty member as a person who must feed, clothe, and shelter himself and, perhaps, his family. One of the Sub-Committee of the FSC on Tenure's proposals to the Board considered the faculty members who begin teaching before earning their PhD's. It is reasonable to assume that these teachers will spend less time than they might prefer with students because of the time required to prepare a doctoral thesis. The additional two years in the probation period would give the teacher time to achieve the PhD as well as devote five full years to his duties as a New College professor. While considering the young faculty, one must consider the old. Without tenure, a professor could be retained and then dropped at an age that made it difficult for him to find another job. Without some security, the older or married teachers would see little reason in uprooting themselves and their families for a high-risk position that doesn't carry high-risk pay. Finally, the question of job security and denial of tenure is extremely serious to a working human being. While, according to Dr. Kirtley, "Bell Telephone doesn't offer security, the denial of tenure does have serious repercussions. In referring to the difficulty of finding a teaching position after being denied tenure, Dr. Kirtley stated, "the other place's first question is 'why didn't you get tenure?'" In an October, 1970 memo referring to five year non-renewable contracts, Dr. Barry outlined the experienced faculty's job-finding difficulties, even without the "denied-tenure" brand:

"Good school, by definition, already have a good faculty, and the expectation that 28 to 30 year old teachers from New College would be actively coveted by these schools is self-delusion. Further, since other institutions would view these terminated teachers as older candidates vis-a-vis the new Ph. D 's in the market, they would justly expect proof of academic achievement, i.e. publications. The ability of these terminated teachers to move into other positions would further be prejudiced since they would be earning higher salaries and be ready for promotion and tenure at other institutions more quickly. In other words, there is a grave danger in the Elmendorf proposal of temporary teachers reducing their contact time in the last few years of their terminal contracts in order to prepare themselves for the market."

To the Catalyst:

Dear Sirs,
As a disk jockey on the college-wide radio, WNCR, I am very concerned about the treatment we give our listeners. My complaint is with Noah Yanich. I find his sexist and generally perversion-oriented shows absolutely disgusting. Not only does he play a lot of offensive junk, but he often makes a mockery of the good music he plays. He abuses his audience.

My personal opinion is that Noah should be canned until he learns to treat his entire audience with decency and respect. We are trying to run a radio station to serve the community, not a big toy for a little boy with an overgrown ego.

Thank you.

Andrea Wilcox

The rest of this article will be concerned with additions and alternative to the present tenure system which have been previously considered and, for the most part, rejected. They will be presented according to the problems they have attempted to solve.

Static Faculty

Tenure: One popular addition to the tenure system is the creation of a quota system which requires that only a certain percentage of department positions may be tenured. The plan is feasible until all tenure positions are filled, at which point incoming professors are essentially denied tenure the minute they accept their position. The system, then, would essentially only hurry the conditions it attempted to solve.

Alternative Systems: Three retention plans were originally presented to the College during its initial years. The first was similar to the present system. The other two consisted of a five year non-renewable contract plan and an accrued salary payment plan. The accrued salary payment plan is a system in which faculty, according to the length of their stay, "earn" annual salaries against that time when they may be dismissed. Thus, if a faculty member taught at NC for five years, he might accrue two years of salary. If the Board of Trustees dismissed him after five years, the College would pay him the amount of two years of his highest annual salary. Arguments against the plan are largely financial: the grounds on which the Board of Trustees would expensively dismiss a faculty member would probably be the same as those on which they would dismiss tenured faculty for free.

Arguments against the five year non-renewable contract plan include (1) Lack of "old-timers" to consult about past experience. (2) Difficulties faculty may experience in feeling loyal or responsible to a "temporary" position. (3) Possible homogeneity of faculty in that the temporary nature of the position would attract mostly young bachelors. (4) Difficulty of faculty getting a job upon termination of their contracts.

Losing good but not
"ideal" faculty

Tenure: No additions to tenure have been considered in this light. An interesting solution might combine tenure quota and contract systems.

Alternative Systems: The five year annually renewable contract plan is a system in which entering faculty members are given an initial five year contract. Each year after the initial year, the faculty member is reviewed and denied or allowed another five year contract which overlaps that of the preceding year. If the faculty member is denied a new contract, he still has his remaining years at the College to be reviewed and receive another contract. The system enables the College to retain

a faculty member as long as he remains as useful part of the community. An age limit, after which no more contracts can be denied, protects the senior faculty member from being evicted after giving the better part of his lifetime to the school. Arguments against the system concern the nature of the decision to retain faculty. When the system was proposed, it was feared that the decision for such a short period of time would not be taken as seriously as that decision for lifetime tenure. Because five years is not a lifetime appointment, and because "contract termination" does not carry with it the stigma of "denied tenure", some people might

be kept longer than they should be and others, perhaps, cut off too soon because of ill-considered decisions. Finally, the ideal of academic freedom is seriously threatened by the annually renewable contract scheme in that the faculty member is never free of the pressures of possible dismissal. He does, however, have annual feedback on his progress.

"Deadwood"

Tenure: Various merit systems could be created to reward continuing achievement by tenured faculty. Most merit systems involve some sort of financial compensation: raises, research funding, etc. For example, a large sum of money could be allotted each year for which faculty could apply in order to fund research or buy books or equipment. Another plan would chose one faculty member each year that was deemed worth of a merit increase in salary. The major argument against such plans is financial. An alternative system of "pressuring" lazy tenured faculty is that which the FSC will propose to the Board of Trustees in November: periodic review of tenure faculty.

continued on page four.

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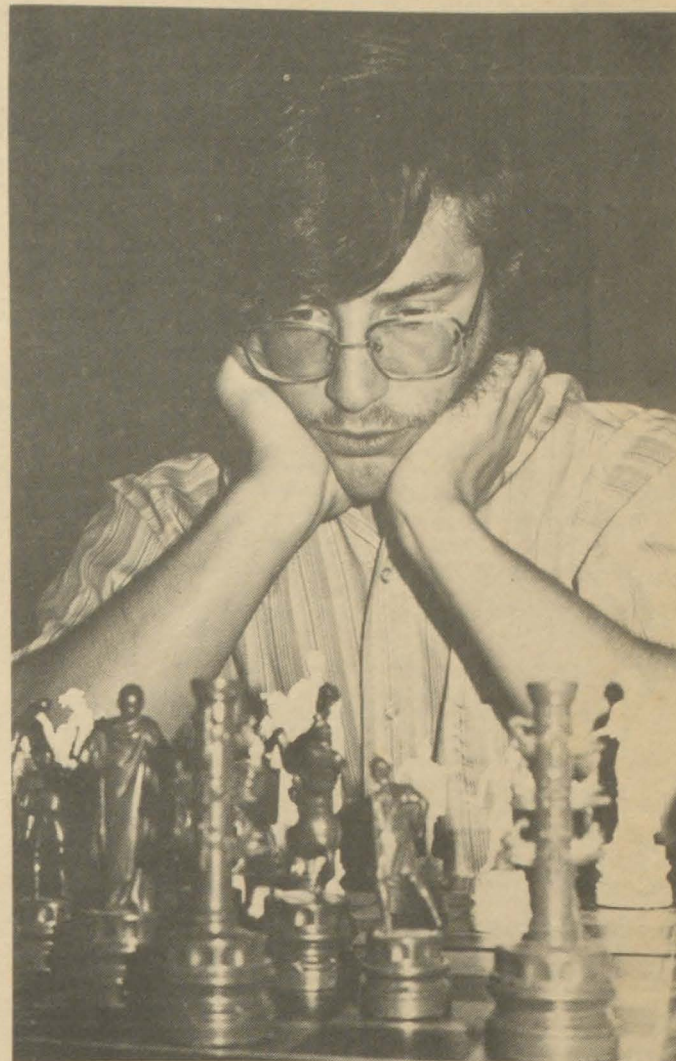
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Chess Tournament Finals



Last weekend a five round chess tournament was begun to determine the team that will represent New College at the Pan American Intercollegiate chess tournament to be held in Columbus, Ohio in late December. With three games yet to be played, the leaders are Pat McCollum and Josh Standig, each with 3 1/2 points, Andy McDaniel and Steve Schwartz, each with 3 points, and Jim Hunter and Bill Witherspoon, each with 2 points. (Players receive one point for a win and half a point for a draw.) The team will consist of from four to six players, out of a starting field of eighteen.

The final three games, which will probably be played this weekend, are McCollum versus Hunter, Standig versus McDaniel, and Schwartz versus Witherspoon.



LEWIS SILVERMAN, contemplating -- a la Bobby Fisher?

This Week...

Bus Schedule: every Sunday until further notice.
Leave Hamilton (back parking lot) 12:00, 2:30
Leave Lido Beach - 2:00, 4:00

The registration deadline for Dr. Marcello Truzzi's lecture series on the occult is today. The series of six lectures held Wednesdays beginning next week will present both the history and the current dimensions of occultism.

Special speakers, who are practicing occultists, will discuss such topics as astrology, witchcraft, parapsychology, flying saucers, Abominable Snowmen and Loch Ness monsters. Also included will be tarot, vampirism, spiritualism, the I Ching, and the occult as a business. Tuition for the course will be \$25, and the proceeds above expenses will go toward matching the \$1 million Ford Foundation Challenge Grant to New College.

The second annual State-wide Piano Competition, sponsored by the Florida West Coast Symphony Orchestra, will be held Saturday, October 14, in the Music Room at New College.

The contest is open to all pianists age 21 or younger. Contestants must submit an official entry listing the composition to be played, which is subject to the committee's approval. The winner will receive a \$100 Cash Award and will appear with the West Coast Symphony, conducted by Paul Wolfe, New College Professor of Music. An alternate winner will receive \$35.

Full details and entry forms are available by writing PIANO COMPETITION, Florida West Coast Symphony, P.O. Box 1107, Sarasota, Florida 33578

Calender

Fri 10/13 Ad lib for faculty and staff; 4:30 pm, South Hall.

Film Series: "The Wild Child," directed by Francois Truffaut, France 1970. French dialogue, English subtitles. Classic narrative about a child reared by wolves in the forest, captured to be tutored and civilized by humans. 7 and 9 P.M., Teaching Aud. Admission either 75¢ or \$1.

New College String Quartet Concert: Schubert D Minor Quartet, "Death and the Maiden," and Debussy's Quartet in G Minor Op. 10. 8:15 P.M., Hamilton Center. Informal, for the college community.

Sat. 10/14 Second annual Statewide Piano Competition, sponsored by the Florida West Coast Symphony. 10 A.M., Music Room.

OKTOBERFEST: for the entire college community. Afternoon picnic begins at 3 P.M. near swimming pool; evening party in Second Court with live band. Donations of food and money welcome.

Sun- 10/15 Religious Society of Friends (Quakers): adult discussion 10 A.M., worship 11 A.M., Music Room.

New College String Quartet concert: Friday's program will be heard. For the public, 8:15 P.M., Music Room.

Film Series: "Exterminating Angel" directed and written by Luis Bunuel, Spanish dialogue, English subtitles. 7 and 9:30 P.M., Teach. Aud.

Mon. 10/16 Sacred Music Festival with MJC Choir and Community Choir; 8:15 P.M. Manatee Junior College, Neel Auditorium, \$1.

Wed 10/18 Series of six lectures on the occult by Dr. Marcello Truzzi, associate professor of sociology, begins. 7:30 P.M., Music Room. For the public, \$25 fee, proceeds above expenses go to Ford Challenge Grant.

Wed 10/18 Asolo film: "Lola Montes," with Peter Ustinov. French dialogue, English subtitles. 2:30, 7 and 9 pm.

Thurs 10/19 SEC, 6 pm, Fishbowl

Fri 10/20 Ad lib for faculty and staff; 4:30 pm, South Hall.

Sat 10/21 "Women and the Law," second of series on Law and Society, with Univ. of Florida Law school graduates Carol Riley and Barbara Blue. 10 am, Hamilton Center. Public.

This Wednesday, October 18, Mr. Robert Henshaw Esq. will talk about "The Law in Sarasota" with interested New College students. There will be a brief presentation about laws of interest to the average student at the college followed by a rambling question and answer period -- on subjects ranging from cohabitation to hitchhiking to possession to shady legal deals in Sarasota. It's your chance to buttonhole a local lawyer, one you may not have in the future. So make a point to attend Oct. 18 at 7:00PM in the Fishbowl. It promises to be interesting.

An article in the September 1972 issue of Journal of Experimental Psychology, "Proactive effects in short-term recognition memory," included a report of Senior Thesis work by David E. Jacobson, former NC student who is currently an ensign in the U.S. Coast Guard in Texas. Other students who worked on this research were Craig Evinger and Lynne Tarakan.

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NC received one of three awards presented by Gov. Reubin Askew on behalf of the Governor's Committee on Employment of the Handicapped at ceremonies in Hollywood, Fla. Sept. 28.

The college received the committee's Citation for Meritorious Service in recognition of its adoption of an enlightened personnel policy and also for its attempt to remove architectural barriers to the handicapped on campus.

Charles C. Harra, business manager, was present at the Hollywood luncheon to receive the award.

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