

# Che News Ferru The Learning Town Press

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#### Staten Island Community College

Wednesday, February 27, 1974

# **BHE** Accruals Rate Jumps, **Threatens SICC Budget**

Surprise 2% Increase Would Slash Courses, Adjunct Staff

## **Birenbaum Calls Impact "Too Severe" Opts For Partial Compliance**

In the midst of conflicting reports and required to handle enrollments we then accomplish the "de facto" budget cuts. rumors, alleging course cancellations anticipated. We so notified the Board, and adjunct staff dismissals in the and after negotiation \$197,000 of the hundreds, SICC's administration, \$800,000 sum was restored to our faculty and students welcomed in the new term with a Board of Higher Education demand for an increase in target, we made it very clear to the the college's "accrual rate." Board that we were proceeding to

Anxiety over threatened cutbacks budget this unit for the rest of the fiscal that would result led to hurried strategy period on the assumption there would sessions between the college ad- be no further inroads on sums sessions between the college administration and Personnel and Budget allocated, pointing out that any further Committee members (department Chairman) on January 14th; a con-frontation between that committee and o frontation between tha a faculty-student group on January 31; programs, or some combination of an extended public explanation of the these, assuming our enrollment background and nature of the "budget projections were correct. crisis" by SICC President, William M. "We proceeded in Aug

crisis" by SICC President, William M. Birenbaum, at a February 6 meeting tember to budget the College ac-(announced in a front page editorial in cordingly, and had no other event inthe February 4 issue of Dolphin); a tervened, this College would complete special instructional Staff meeting to this fiscal year as it has all others consider creation of a committee to during the last five years, in balance "systematic instructional staff "On January 8th we received input in all budget decisions (held notification from the Board of the need February 13)"; and creation of a five to adjust our budget downward by still member Personnel & Budget Sub- another \$328,000-an additional accrual Committee charged with reviewing and evaluating the college budget. Virtually every aspect of the accruals wide P & B was appraised of the

issue is disputed in some form or Board's communication, which was another, with the one exception being discussed.

President Birenbaum's thumbnail There are, essentially, four major history of how the impact of dollar points of contention interlocked with amounts reductions evolved since the raise in accruals levels and consummer negotiations. That history (see sequent threat of budget cuts: special section for full text) is as

2. An outgrowth of reaction to threatened cuts catapulted the issue of input from faculty and students, in college budget processes, into the foreground of recent instructional staff and Personnel and Budget Committee actions, based on the argument that lack of consultation by the ad-ministration with those factions is what precipitated the tenor of "crisis" in the

issue 3. A major argument of the administration, in defense of their inability to anticipate the cuts and avoid "crisis" based actions, has avoid centered on the dates of notice involved from the BHE. This remains a disputed

point, however, in that BHE representatives maintain colleges were warned of increases last summer.

The BHE argument was supported in News Ferry's survey of department chairmen (see special section) by Professor Nathan Weiner. Chairman of the Electrical Technology Department and University Faculty Senate, as well as one of the Faculty Welfare Trustees, Weiner contends that the ad-ministration knew a significant accrual rate increase was in the offing in July; that a 7.5 per cent figure has been a constant rate for several years; and

that the January increase to 7.85 per cent could not be enough to precipitate a crisis he claims resulted from confusion on the part of new Business Manager, Frank Allen.

per cent in the 1968-69 fiscal year to this year's 7.85 per cent. In a separate in-terview with President Birenbaum and two chief advisors, Dean Martin Kuhn and Vice President Arthur Kaufman, Kaufman claimed the accrual rate began the year at 5.28 per cent and 6 jumped to 7.85 per cent in January (accrual percentages are related to the Gross Personal Service budget of the college . . . in other words salary line budgets).

Weiner's figures would indicate only a three-tenths percent rise in January, whereas the administration figures indicate an almost two-and-one-half indicate an almost two-and-one-half percent rise. From an approximate Gross Personal Service budget of \$1,500,970 this year, the percentage differences translated into dollar amounts are significant in terms of the degree of "curinic" involved degree of "crisis" involved.

4. The final and most far reaching conflict resulted from News Ferry investigation into how the accruals system works. In so doing, it became apparent that the tendency for an inquisition atmosphere to develop in the midst of crisis was not limited to the plethora of accusations and counteraccusations currently in vogue on campus

A representative of the City's Bureau of the Budget claims there never was a of the Budget claims were never was a crisis in accruals dealings between municipal government and the Board of Higher Education, and argues accruals are merely monies a City agency would not spend anyway, and in no way reflect "de facto" budget cuts.

A Board of Higher Education spokeswoman claims the City has taken what she characterizes as "a hard line" toward the BHE on the accruals issue and that the Beame administration's policies are "different from the past." She also maintained that all CUNY colleges were warned in summer and word was passed on what increases would "roughly" be in dollar figures.

On the other hand, SICC's President and all administrative spokesmen interviewed maintained there were no warnings, except a vague notice that conclusion of PSC contract negotiations

#### Continued on Page 4

**Tenure Strike Interest** Subsides, Negotiations Begin

by Sally Johnson

Cries for a March 1 faculty job action seem to have been stilled in the face of a promised re-evaluation of the tenure

#### **Future Shock**. **Toffler Talk:** 'Social Blinkers'

#### by John Signoriello

"I'm pessimistic. I see our cultural system breaking up into more and more screte pieces, saddled by systems not designed to cope with this disintegration. The breakdown of our existing systems ... transportation, education, welfare ... are not in-dividual cases. They are symptomatic.'

#### -Alvin Toffler

Alvin Toffler, author of Future Shock, appeared at SICC recently to engage in dialogue with President William M. Birenbaum. The event was the fourth in a series of six "Presidential Seminars" scheduled this year.

Birenbaum began the evening's activities by asking Toffler about his school days. Toffler, the audience learned, had once been a student at NYU, as involved in left-wing politics and causes as most of his classmates were at the time.

"We grew up and were formed in an industrial society," said Toffler, summing up. "I believe that this world characterize as industrial was in its heyday-its classical peak-when we grew up. It is now in decay. A new social system is about to grow up."

"Would you say you've changed from your NYU days?" Birenbaum asked. "I've changed," replied Toffler. "The world has changed. Anyone still where I was then, in this situation, is no longer relevant.'

Toffler's theory, briefly, is that we are entering a new age—a super-technological age—and that our existing systems, designed in and for the industrial age, are not able to cope solutions. with it. What will occur, and what is occurring, he claims, is a rapid fragmentation of people into special interest groups, and unless something happens to reverse this tide—or to push says. "A whole series of almost reflexive responses grow out of the



Alvin Toffler - "The breakdown of our existing systems are symptomatic.

us into this new age with our eyes fully needs of an industrial society. But the open—our systems will continue to fail, knee-jerk reflex to centralize isn't with multiplying effect, until chaos necessarily going to work anymore, eigns supreme. and the knee-jerk reflex to standardize

Not all the countries on earth, at isn't necessarily going to work either.' present. are in the same boat, ac-If you look at what happened to the ording to Toffler. family with the coming of in-

dustrialization, you can see what is "I make a distinction between technology and super technology," he going to happen with super-explains. "As long as a country deals industrialization, Toffler claims. only with traditional technology—steel, Families used to be large. They hau to rubber, etc.—you may still be able to be. Almost all work was performed at hold it together with traditional home, by members of the family. Then came the invention of the factory. Work

was taken out of the home and brought But the industrial powers-Russia, Japan, Germany, the U.S., etc.-are in to the factory. A function was taken away from the family. Children who big trouble, according to Toffler, used to witness work in the home, and primarily because their leaders still participate, suddenly no longer saw attempt to solve new problems with old work

"What they did then," claims Toffler, "Most people in our society solve, or "was set up a school system—a lear-ning factory—to train factory fodder, to attempt to solve problems in certain culturally indoctrinated ways," he teach them to move to the sound of a bell, to accept rote work. You take away the functions; add mobility, which is needed—workers follow work. Suddenly, you're down to the core-the nuclear family. And it has happened in all industrial societies, in Japan, too."

The question we have to ask now, according to Toffler, is why is divorce least to Toffler-because the nuclear

follows:

1. The sense of urgency surrounding reaction to the accrual rate increase "In July of 1973 the Board certified a was precipitated by the college's initial budget for this unit which was \$800,000 attempt to comply with the required less than what we regarded as adequate increase of over \$300,000, to be returned

according to formulae, and \$600,000 less from the college budget to the BHE, released by Allen, the accrual per-centages have steadily risen from 4.5 than what we felt was minimally and the various methods attempted to DSG, BSU, Vets Continue **C-Building Takeovers** 

Whereas-Dean Kreisman's Dec.

16, 1973 memorandum to Martin

Black and Jerry Hirsch stated

that college facilities will no

#### by John Signoriello

Espousing a student power shortly after the Kriesman memo was philosophy, and seeking to establish a issued and in the midst of the consense of its own autonomy and power, troversy surrounding Martin Black's the current SICC Day Session Senate AID Center reorganization. Responding during its term in office has made a to an initial decision by its Commission practice of seizing upon issues which on the Student Center, chaired by Ed Jagacki, the DSG unanimously passed they can use to pit students and-or themselves against the college ad- the following resolution:

ministration. Their push for more student representation on the Board of Directors of the SICC Association is a case in point, as is the furor they helped generate concerning physicist William Shockley's recent attempt to speak on campus.

Two events particularly angered the Day Session Student Senate—Director Martin Black's reorganization of his AID Center staff, and Dean Leonard Kriesman's denial of college space for future Kaleidoscope programs.

Black's action, announced as a surprise, centralized control of his student services staff in himself and Assistant Director Jerrold Hirsch. At the same time, it removed Charles Isaacs as faculty advisor to the Day Session Senate, and lessened student input into the policy-making processes of the AID Center staff.

Kriesman's move came after he received complaints from Anthony Orlando, superintendent of buildings and grounds, and Edgar Paradise, SICC security chief, about the recent Quicksilver concert, sponsored by Kaleidoscope, at which there reportedly occurred copious dope-smoking and drinking which left the area a mess.

The Day Session Senate interpreted both actions as threats to-or tests ofits autonomy and power, and recently reacted to both by evicting the AID Center from its C-building offices, thus precipitating a controversy over whostudent government or school administration-gets to allocate what space in C-building.

While all this was going on, the Black Student Union, tired of sharing cramped quarters with PRO (Puerto Rican Organization), took over the faculty lounge in C-building. Their action was independent of the Senate's. Although termed "illegal" by Leonard Kriesman, dean of administration, it has not been contested as of yet.

The Senate's move to evict the AID

powers that be;

Whereas—an

facilitated, a change not made in the student interest; Be it enacted-that all (nonstudents) AID CENTER personnel in rooms C-129 130 131 and cubicles 1,2,3,4 and 7 of room C-132 be advised that their present

offices will be reallocated to student organizations and programs prior to the resumption of classes on February 4, 1974.

has been drafted and is being

VOTE 11-0-0 Amended by the Senate, January 23, 1974. Above resolution adopted by Student Center Commission on Jan. 17, 1974 by a vote of 3-1-0. During that same interview,

olicy by the new Board of Highe His claim that percentage figures Education, but SICC faculty continued have been a constant at 7.5 per cent is to express their dissatisfaction with PSC leadership in a February 13 meet also at odds with figures released by the administration. According to figures with union president Belle Zeller and Vice President Erwin Polishook.

Charging, among other things, lack of responsiveness and initiative on the part of the union, faculty members remained after an Instructional Staff meeting to confront Zeller and Polishook on several critical issues. The focus of critical remarks was the lack of any definitive action by the PSC with regard to the tenure quota system, as well as questions concerning the union's seeming inability to muster support for any shows of strength.

Erwin Polishook from union central headed off the meeting, explaining that the PSC leadership has been "devoting time to getting a BHE we can live with—a BHE which will be both effective and communicative." If tenure quotas are not rescinded, he added, the union will ask for drastic action.

Remarking on the isolation of the SICC campus, Arthur Field of SICC posed a question as to the feelings and actions of other CUNY faculties. To this, PSC President Zeller responded with a claim that "easily threequarters of other CUNY faculties have voted against tenure quotas," although she feels that budget problems have top priority on the union's current list of problems.

In a more direct attack on PSC leadership, Vasilios Petratos asked whether or not "this is our ball-gamewill the union lead us?" If this is our ball-game, he continued, we'll play it without the help of the union. Zeller's answer to this question, as in the past, dealt with the union's on-going "political pressure campaign", the results of which have been "felt up in Albany. This is one of the most vigorous campaigns we have conducted on any issue.

Backing up her stand, Polishook then acknowledged that there has been "a breakdown between Union Central and local chapters. You are critical of us and this is good." In terms of the proposed strike, he added, "We decided at the beginning that we would take a job action if necessary. But would a strike of 100 people have change Kib-bee's mind? Kibbee was confident of winning with the old Board, so we decided that other means were called for. I ask that you judge us by what we accomplish.

Despite union assurances of active leadership, however, faculty feelings continued to run high-feelings which were annoyed at the manner in which the Biltmore Hotel rally was run, and feelings which are impatient with the waiting game of a political pressure campaign. One view that seemed to hold wide-spread support was that "if we had called for job action in the beginning, tenure quotas would have been rescinded by now." Replied Zeller, "You didn't have a

Continued on Page 8 percent for community colleges

## C C Funds hv 11

comprehensive and

de facto existence.'

Committee.

Wilson Aid Formula Cuts

systems.

According to testimony by CUNY Chancellor Robert J. Kibbee, the proposed State budget allocations ormula for higher education would cut 'full opportunity" funding. community colleges by an estimated \$11.1 million in the '74-'75 fiscal year. Kibbee asserts that State Universitythe State University Board of Trustees, attempted to equalize the distribution administered funding formula for against those in New York City, ef-fectively generating a gap that to SICC's President, William M. Birenof funds throughout the state. The 1973 Omnibus Higher Education Bil mandated the SUNY trustees to develop a new funding formula. baum would mean an approximate \$ million cut in this college's budget next that the City University is continuing its

As described by Kibbee, the current formula, which provides funds on a dollar per student per credit basis to ublic community colleges throughout he state, does not take into account:

• City University's massive rental requirements, which this year will cost community colleges \$8 million in operating funds, reducing money available for educational programs and activities.

• City University's high proportion of echnical and career programs. These rograms have a low student-faculty ratio and require extensive lab work in excess of credit hours. The formula, nowever, allocates funds only on the oasis of credits.

• The higher cost of operating in New York City, 17 percent higher than Buffalo and 31 percent higher than smaller northeastern metropolitan areas.

• Cost of living increases. Since the formula has been in effect the cost of living has risen 20 percent in New York City, while formula allocations have remained constant.

Calling for revisions in the formula to bring state funding of CUNY com-munity colleges to the full 40 percent level set by law, Chancellor Kibbee requested:

Separate funding of space rentals at the 40 percent level.

- An increase from \$90 to \$300 per tudent

- An increase from \$90 to \$300 per student in the supplement for disad-vantaged students, "to recognize fully he actual costs of these programs.' - Elimination of economic criteria in the formula for funding of disadvantaged students. "Students who are educationally disadvantaged require the same kind of counseling and tutoring regardless of their economic background."

- Provision of a geographic cost-of-living differential for New York City. The basis for funding public two-year colleges in New York State is the ducation law, which provides for a basic one-third-one-third-one-third split between the state, the local sponsoring authority (a city or county) and student tuition. The locality has the option of paying the tuition for its students.

In 1970 former Governor Rockefeller proposed and the legislature adopted an amendment raising the state share to 40

criteria. Under CUNY's open ad-missions policy, the eight community colleges in New York City qualify for "full opportunity" funding

that nobody has yet teased out the The funding formula, developed by fundamental differences between industrial and super-industrial societies," Toffler claims. "People moving toward the super-industrial society don't know what they're doing. They think they're trying to help the kids, or humanize work-they don't In closing, Chancellor Kibbee noted know they're moving toward a new

civilization. fforts to have its community colleges "We need to see things differently, he claims"—in a new and broader perplaced de jure under its jurisdiction, thereby acknowledging in law the

articulate spective. university system that has long had a "You can't make sense of what's going on if you just look at the U.S.," he The State Senate Finance Comsays. "You can't make any sense out of mittee, under the leadership of its chairman, Senator John J. Marchi of it unless you continually search for parallels in all high-level technology Staten Island, has already issued countries. That's the first supposition report calling for this reform. Bills I've found. The second is-the whole calling for de jure jurisdiction have picture of society takes on a whole new been introduced in the Senate by Senators Marchi and Jeremiah Bloom shape when you look at industrialization as a civilization. You (D.-Kings), ranking minority member then see a larger pattern than the one of the Senate Finance Committee; and n the Assembly by Assemblywoman you see when you're involved in it everyday. We can never escape our Constance Cook (R.-Tompkins), everyday. We can never escape our chairman of the education committee time and culture. We always carry its and Assemblyman Burton G. Hecht baggage with us. But the better you (D.-Bronx), ranking minority member understand the cultural blinkers you of the Assembly Ways and Means wear, the better you can transcend them.

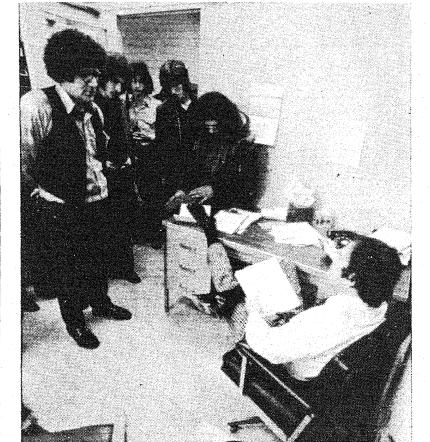
**DSG Elections Slated** 

Nominations for election to the Day Session Student Senate will be February 21, thru February 27. Students may nominate themselves. They must fill out the candidate form and submit it to Marianne Berkey before February 27th. The election will be from February 28th thru March 5th. The results of the election will be announced March 6th after the senate has accepted the report from the elections.

The ballot box will be at the information desk. The students will be able to vote from 10am until 4pm. Students who work at the polls will be granted a S.G. honorarium of \$3.00 per hour.

A public hearing on the subject of Student Activity Fee disbursement is scheduled for March 13, 1974. Club Hours in the Student Lounge.

Deadline for filing budgets is March 9, 1974. Pick up forms in Rm. C-132.



#### The Vietnam Vets take over Martin Black's AID Center office.

Birenbaum was asked about the longer be available to the possibility of the administration Kaleidoscope program until a list providing release-time payments for of precautions is drafted by the faculty advisors chosen by the Senate, Student Government, to be subits commissions and clubs. The matter mitted to Dean Kreisman, to of release-time payment for faculty which he will reply—a smack on advisors became an issue when the the wrist to the students by the Senate at its January 23rd meeting outlined what is to become their policy unsatisfactory reorganization of the AID Center Continued on Page &

### The News Ferry

Side

Prof. Judith Donlan

onset:

Lines

In order to formulate a sound educational philosophy of athletics it is

necessary to first establish the foun-

dations upon which to build this

philosophy. To begin, let me define athletics as used in the following

context "competitive sports involving

physical action between two or more

I believe there are four basic

premises which must be stated at the

contesting individuals or teams.'

## Wednesday, February 27, 1974

## **Yoga Class Discontinued, Santoro Protests Non-Payment**

#### by Gary Libow

An experimental yoga class coor-dinated voluntarily by Ms. Madylin Santoro, of the Physical Education Dept., was forced to dissolve this semester because of two factors: 1) yoga is not an accepted program in the Physical Ed. Dept.

2) Adjunct teachers (which is Ms. Santoro's classification) are not per-mitted to teach in excess of their contract hours and be paid.

Last semester, Ms. Santoro took it upon herself to start a voluntary yoga class for interested students and faculty. With the cooperation of the Physical Ed. Dept. the experimental class was allotted a room. Ms. Santoro, an adjunct teacher, had her teaching hours from last year cut from 12 to 4.

my time and effort to the class as an experiment, but I'm not going to be a slob over the whole thing." Ms. Santoro clearly states she wishes to be paid if The yoga class was an experiment by Ms. Santoro to find out how many members of the college community would be interacted would be interested.

The only people who could take ad-vantage of the program were those who had free time when the program operated. People were made aware of the class is to be run this semester. She adds, "An adjunct is not given any privileges to do anything. As an adjunct, I have the most seniority and that means nothing. If an adjunct is the class by advertising posters on the hired for 4 hours and is assigned 4 class hours, you don't have the leeway to do walls of the college. The experimental

class averaged 8-12 participants per anything. session, although many new people would walk in on any given day, according to Santoro. Ms. Santoro now finds it impossible to run the class this semester. There is a CUNY ruling that adjuncts cannot be paid in every of a house of contract

When questioned, Phys. Ed. Chairman Gary Rosenthal, stated that, when Ms. Santoro approached him with the idea of running the class, he made it very clear that she would not be paid and would not be given release hours. He also couldn't promise her that yoga paid in excess of 9 hours of contract time, or 2 classes, whichever is fewer. Ms. Santoro feels she should be paid for will become an approved curriculum in the department. her time and effort. "It was fine giving

Letters

Dean Leonard T Kreisman

Despite the fact that you lacked the courtesy to communicate directly with me or any other student in relation to the "penalty" imposed on the Kaleidoscope program, I felt that direct communication on my part, to you, may set a precedent of value.

As chairperson of the Student Center Commission, which consists of, in part, the Kaleidoscope program, I would like to respond to the situation. First, I'll address myself to Mr. Orlando's comments.

1. The cleaning man, who worked until 7:00 AM and still had not finished his work.

It seems to me that for an event such as this, more than one person should be paid for performing the huge task that remains. 2. At least 10 cases of beer were

brought in "for the guys in the band alone

I didn't buy it for them, nor did Student Government, Faculty Council, PSC or any other group that I know of. Nor did any of us tell them to bring it. The Student Center guidelings had specifically Center guidelines had specifically forbidden alcohol. It seems reasonable to assume that the band brought beer of its own volition.

The dressing rooms "looked like they were hit by a tornado". Posters and signs were ripped off the wall. "Toilet tissue dispensers were also ripped off the walls.

I don't feel that the Student Center Commission or the Senate is responsible for security from minor vandalisms, although I'm curious if you or Mr. Orlando think it may be appropriate to place security guards in bathroom stalls during events such as this. 4. "The stench of vomit and urine still think of nothing short of stationing security guards in bathrooms to rectify this unfortunate situation. Mr. Orlando states that this type of event, when "unsupervised and uncontrolled" ... "should be and recognition for her efforts.

discontinued." I wonder who might be an appropriate supervisor and controller, in Mr. Orlando's judgment.

So, it seems that someone's efforts in handling the situation are under question by you and Mr. Orlando. But, who is that someone? Is it AID staff members, security, ushers?

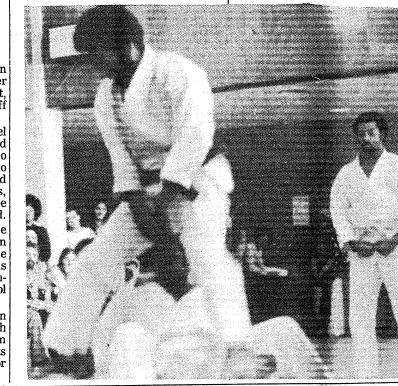
Most persons that were present feel that the theatre personnel, ushers and AID did their best. Furthermore, no violent incidents, no disruptions and no significant acts of vandalism occurred which is a fact, something that was, presumably, not included in the "feedback" that Mr. Orlando collected. It is regrettable that the audience ignored state law and school policy in regard to smoking and drinking at the concert, but then, I doubt that there was ever a rock concert without the con-sumption of intoxicants such as alcohol and marijuana by audiences.

I strongly feel that this is an inadequate reason for barring such cultural events as rock concerts from this college (they are cultural events whether you consider them as such or not).

But, for those who do not feel that such events should be held here because of the non compliance to rules by entertainers and or audiences, I would like to pose the following question. Should the president of the fuestion. Should the president of the college be barred from using college facilities, due to the fact that he frequently smokes cigarettes in the auditorium when meeting with students and-or instructional staff?

Every time I heard the phrase "due process" or "consideration" since acquiring your memo (in LATE January), I think about the arbitrary decision made by you to make independent study), though CD comunavailable to the students' central cultural activity (the Kaleidoscope program), the auditorium or any other college facilities. I also think of the fact that you saw fit to communicate this decision to Profs Black and Hirsch, CD without informing the parties most directly involved, namely, the SG Senate and the Student Center Commission, with so much as a carbon copy of the memo. The knowledge first reached the above-mentioned groups when an AID center staff member had the DECENCY to show me a copy of your memo (even though it was nearly 2 weeks after the fact.) I sincerely hope that after careful consideration of the entire situation, you examine your reaction (the 'penalty'' arbitrarily imposed by you after receiving Mr. Orlando's report). I would also appreciate a reply from you to this communication as soon as possible, as the Commission is

Rosenthal agrees that the CUNY adjunct ruling is unfair, but claims there is nothing he can do. He made it clear that the class was run voluntarily by Ms. Santoro, and she shouldn't have expected any payment, but she insisted that she would do it anyway. In his view, Ms. Santoro is annoyed because she hasn't received any praise



# Experiments

OTHER COMMITTEES: The 3. CD 4. PCA Experimental Curriculum Review Committee: This body, chaired by a Dean and composed as schematized above, seems to Total Enrollment (excluding J&X for 2 and 2)

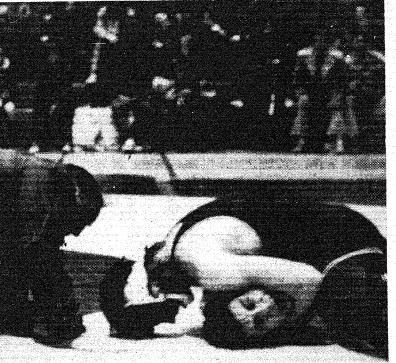
combine the function of a curriculum committee and a course and standing Continued from Page 5 SIZE-STUDENTS: Students in the Liberal Arts Comprehensive Curriculum itself number some 200

Situation Now: A step-two class grievance, alleging over two-dozen violations of proper procedures for establishing the program, has been stopped pending a third meeting of the Executive Committee with the Ad-ministration. The other two meetings were held last November and

#### 1. Athletic events should emerge from a sound program of physical education instruction provided for all students. Intramural, ex-tramural, interscholastic and intercollegiate athletics are various types of what may be called "athletic education". 2. All students are included in a physical education program

whose educational purposes are the same. These purposes differ only within the athletic program in the degree to which they may be achieved. The student has a freedom of choice concerning the level of athletic competition at which he wishes to participate. He may move up and down the scale within the limitations of the intramural, extramural, in-terscholastic, intercollegiate or

service program.



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14.6 18.1 8.7

Average Siz

As the new term progresses, the athletic programs offered at S.I.C.C. move into, full swing. Basketball, wrestling and martial arts are among the numerous sports S.I.C.C. students enjoy participating in.

ment of attitudes of healthful living should serve as a solid foundation for the establishment of a desirable program of athletics. 4. Physical education classes and intramural athletic activities are more important to the large majority of students than in-tercollegiate athletics. The majority should be served. The individual should be developed to

individual should be developed to the maximum of his potential but the individual's development should never be allowed to interfere with the development of the majority.

3. Instruction in fundamental

physical skills and the develop-

Stated in more simple terms, pragmatism as applied to general education is the philosophical theory that truth may only be known through of experiences embodying the theory to be tested. the logical and physical consequences

When applying pragmatism to general education it may be said that we learn truly only by involvement or doing.

Pragmatic or experimental learning is accomplished through doing purposeful, creative and beneficial things. These activities (physical) should be motivated by the interest and needs of the individual and he should select them from his own level of experience.

For the pragmatist or experimentalist, educational values of athletics are instrumental and subject to the individual purpose and circumstances. There are really no fixed values. They all arise from the athletic experiences.

To make the athletic educative process meaningful the necessity of certain aims is self-evident.

The most cogent educational values that are easily recognized resulting from a good athletic program and that may be chosen by the student to help him set his course may be summarized as follows:

Total fitness as exemplified through demonstration of the student's aquisition of physiological and psychological principles of personal and social health and subsequent translation of this knowledge into definite program of action: total physical and organic development and efficiency stemming from optimal physiological functioning and the development of neurmuscular skills which will help the individual perform satisfying activities now and in the

Development of the personality, first socially by establishing a concept of values through the understanding furst acceptance of oneself and other players, establishment of standards of conduct and demonstration of responsibility to the group and to the individual and secondly, as a guide for the individual secondly, as a guide for the individual seeking good emotional adjustment as he directs his behavior towards morally and socially accepted ends.

And finally both cultural and vocational aims may be fulfilled by providing the opportunity for creative self-expression and to serve as a laboratory for those interested in becoming physical education coaches,

professional athletes and youth leaders.

remains in the dressing rooms Having no control or jurisdiction over people's excretory or regurgitory practices, the only thing I can do is to demand that

people not leave the premises until they retrieve all "stench" that belongs to them and then take it home with them.

5. "Smoking and drinking was done openly in the auditorium uncontrolled. There are signs on the walls in the auditorium that say NO SMOKING. The current state laws dealing with possession of marijuana and other drugs are very well publicized outside of our school. Students are generally aware of the school's policy on consumption of alcohol on campus. Our functions do not include security enforcement. That is Mr. Paradise's function, and we cannot be held responsible for any shortcomings in this area.

6. "The auditorium was filled beyond legal capacity and there was no effort to limit attendance. I understand that a group from a motorcycle gang entered and nobody even challenged them. They entered free." The number of tickets sold at final

count was less than 750. In other words, ticket sales indicate that between 150 and 200 seats were empty. I was present at the concert and, while I don't claim that there were less than 750 people present, I did notice that the balcony had a significant number of empty seats.

As far as the attendance reaching 1100 persons, I call that a GROSS exaggeration. Mr. Orlando is perfectly correct in stating that a motorcycle group did not enter for free without being challenged (to the best of my knowledge.) If ever a decision to risk an incident of a violent nature is made in such a situation, I hope that Mr. Orlando will be available to do the challenging, because it certainly won't be me!

7. "Half of the bathroom toilets were stopped up. Some with beer cans." recognize this as a bad situation (possibly an exaggerated one), but as I stated in point No. 3, I can

TERM PAPER CLINIC for EVENING STUDENTS ---- Need help for your term paper? --- Come on in the Library (Room A-200) - - See Prof. Kim February 27, Wednesday Date: March 21, Thursday April 23, Tuesday Time: 7:00 to 9:00 p.m. Day students are also welcome

presently in a very stagnant situation. Yours in red tape,

> Ed Jagacki, Chairperson Student Center Commission



#### Continued from Page 8

would soon be residing in Black's offices. They would not actually take over the office until Wednesday, Black was told, and until then the AID staff could function unhindered. On the same day, or possibly earlier, another sign was put up in another C-building cubicle, by the Irish Freedom Club although they dispensed with the "symbolic" takeover.

The vets on Monday were predisposed to some sort of action since, according to some of them, they had originally intended to take over the C-building faculty lounge, more spacious and accomodating than Black's office, but were beat to the punch on that one when the BSU got wind of the idea and moved in first.

and cannot function effectively in a

cubicle.

The earlier BSU move occurred the week before. Two AID secretaries were sitting in the lounge at the time of the takeover. Both were ordered to leave. "The BSU took over the lounge to ensure the survival of our club," said Sharon Saunders, BSU president, shortly after the takeover. "We made several attempts to get a larger room through legal, administrative processes. We now have the room and will keep it-we're not negotiating." In answer to Jerrold Hirsch, assistant director of AID – who said 400 teachers were entitled to the room -Saunders said "We say 12 per cent of the students (blacks) should have it.' She added: "I think the DSG should have complete power over C-building. I am apologetic for having to take these measures, but we are the largest club

independent study), though CD comprises almost half that figure:

 $\begin{array}{r} 426 + 18\\ 262 + 10\\ 35 + 3\\ \hline 723 & 31\\ \hline 707 & 2\\ \hline 1430 & \overline{33} \end{array}$ Circle 73 (exc. J and X) Place (exc. J and X) PCA Experiment indpndt. study indpndt. study indpndt. study indpndt. study

GOVERNANCE: The Governance of the experimental program resembles that of the college only schematically. These are the counterparts (to the best . Circle 73 2. Place

of my knowledge): A. Learning Center:

. A Director: appointed by the President Personnel Committee: varving number of members of the instructional staff and students elected by their

respective constituencies will be recruiting b. Experimental Studies Program: Personnel Review Committee on campus in the Administration, Directors of the

Centers, one member of the in-structional staff and one student from each Center elected by their respective

constituencies

A. In keeping with the program's encouragement of self-determining diversity, not all the Personnel Committees of the Centers are the same, either in number or kind of constituent members. The result is that there are no fixed numbers except, apparently, that student representation is limited to 50 per cent of the membership of the committee, excluding the Director (see SICC Catalog, 1971-72, p.44). Place, for example, does not have input for students here. The other Centers do and operate in this fashion regarding appointment or non-reappointment, promotion, and tenure. Whatever the internal differences, recommendations in these matters are finally made to the Director of the Center, who in turn makes his or her recommendations to the Personnel Review Committee of the Entire Experimental Studies Program. The President's relationship to this committee is essentially twofold. As I have noted, he, first of all, appoints the Director, who chairs it. There may be a quasi-election in which the Center may express a preference to the President but he has the final word. Thus, practically speaking, the Director is as directly responsible to the President as he or she is to the Dean of the program, himself directly responsible to the President. The Director's length of office is apparently entirely in the hands of the President. Secondly, each Center is free to develop its own governance plan, but that plan, it appears, must be approved by the Dean of the program and by the President. B. The Personnel Review Committee, analogous to the college-wide P&B, is chaired by the Dean of the Experimenting and Special Programs and is composed as schematized above. Here students from each Center take a voting part in making recom-mendations to the Dean on all personnel decisions affecting members of the instructional staff. The Dean then makes his recommendations to the President. This committee also hears appeals of negative recommendations.

courses have run. The contention is that December. Both were essentially inlow enrollment should be viewed as formational. consistent with the nature of ex-perimenting and course building. The question remains, however, whether a selective principle of justification for Latest Word: I just got a copy of the following resolution of December 17, 1973, one of the last pieces of business of the old Board: "Resolved, That ef-

some courses, like developmental ones, can be tenably extended to cover all of these courses with low enrollment. I give some figures of average section size for the fall, 1973:

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fective February 1, 1974, Staten Island Community College be authorized to operate the Experimental Studies Program, approved by the Board of Sections Running

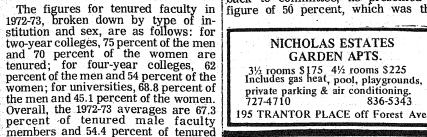
Higher Education at its meeting on June 18, 1973 as a School organized under Section 9.10 of the Bylaws of the Board of Higher Education."

female faculty members increased Carnegie percent, the percentage of minority

Continued from Page 6

faculty predicted by the Carnegie Commission was indeed underway; indeed, while the physicians of the Carnegie Commission debated and at a slow pace.' solemnly pronounced 50 percent to be the difference between sickness and health in the academic patient, the The ACE report on TEACHING FACULTY IN ACADEME is an elaborate nationwide survey of American faculty that also pairs and contrasts the data obtained for 1972-73 with data obtained for 1968-69 in a similar survey. The information in this report is too comprehensive to summarize here, but its figures for the percentages of tenured faculty, variously broken down, are of singular interest. In 1968-69 fewer than half (46.7 per-

cent) of the faculty were tenured; five years later, in 1972-73, almost twothirds of the faculty (64.7 percent) were tenured. The figures for tenured faculty in 1972-73, broken down by type of in-stitution, are as follows: for two-year colleges, 73.8 percent; for four-year colleges, 60.3 percent; for universities, 64.9 percent.



members and 54.4 percent of tenured female faculty members. However, TORTOISE and the HAIR CUTTERS Finding hair cutters who know their way around the world of longer hair is what it's all about. men women children 1437 HYLAN BLVD. S.I. N.Y.C.

Five minutes from S.I.C.C

In conclusion I believe the objectives these figures by no means signify that under Affirmative Action women are being hired in greater numbers and are, in consequence, untenured of physical education. These objectives Rather, over the five-year period are: covered by the ACE report, there was 1. Participation for all. the percent in 1968-69 to 20 percent in 1972-tion of the percent in 1968-69 to 20 percent in 1972-tion of the percent in t 3; moreover, the percentages actually 4. To emphasize athletic activities leclined in two and four-year colleges which allow each one to develop skills while increasing in universities. The suited to individual choice, interest and ACE report conclusively shows that ability ability. popular superstition concerning the effects of Affirmative Action is ungrounded: while the percentage of

5. To achieve better student selfevaluation through testing and matching oneself against an opponent. 6. To provide a release of normal physical and mental tension in order to faculty members increased .7 percent, physical and mental t from 2.2 percent in 1968-69 to 2.9 percent in 1972-73. As the ACE report observes,

'affirmative action programs designed figure approved by the BHE. o increase the proportions of

ninorities and women on college and The Chancellor, then, can argue that CUNY's tenure policy reflects the best advice of the Carnegie Commission, university faculties seem to be moving advice that emerged from long study of

But, to return to the Carnegie | the problem in its largest context by the most prestigious group of academic managers in this country. That he has Commission's report on Governance of heath in the academic patient, the higher Education and the governance managers in this country. That he has not done so yet—at least not in public— cording to the ACE report, the of CUNY, Chancellor Kibbee's 50 not done so yet—at least not in public— faculty is now 64.7 percent, some fourteen or fifteen percent above the Carnegie Commission's "peril point." The Chancellor insists that this "quota" is a chancellor saw to it that CUNY imprecisely what I should do! The Chancellor saw to it that CUNY im-'guideline''; he has not yet adopted the Carnegie Commission's terminology plemented the Carnegie Commission's and called it a "peril point" nor, as far as I know, has he fallen back on the CUNY was already being formulated authority of the Carnegie Commission to justify and defend it. It nevertheless "quota" or "guideline" or "peril point" seems likely that CUNY's 50 percent was influenced by the Carnegie Commission's 50 percent. The chronology as I understand it is as chronology as 1 understand it is as follows: the Carnegie Commission report appeared in April 1973, while a sub-committee of the Council of Presidents of CUNY was working to formulate a policy on tenure. They apparently adopted and then they and the entire Council of Presidents precedented period for which the Carnegie Commission mediate mean the charcellar the Carnegie Commission mediate mean Carnegie Commission of the council of presidents of CUNY was working to though patently more of a threat to the untenured), and who now must con-tinue our careers during an un-precedented period for which the the entire Council of Presidents are commission predicts growth recommended to the Chancellor the AAUP Keast Commission's sliding tenure quota of 50-66 percent. This is the figure the Chancellor presented to the Board early in the fall of 1973; after this first recommendation was reformed RESEARCH

first recommendation was referred back to committee, he presented a figure of 50 percent, which was the NICHOLAS ESTATES GARDEN APTS. 3½ rooms \$175 4½ rooms \$225 Includes gas heat, pool, playgrounds,

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### The News Ferry

# Yesterday, Today and Tomorrow at the Movies

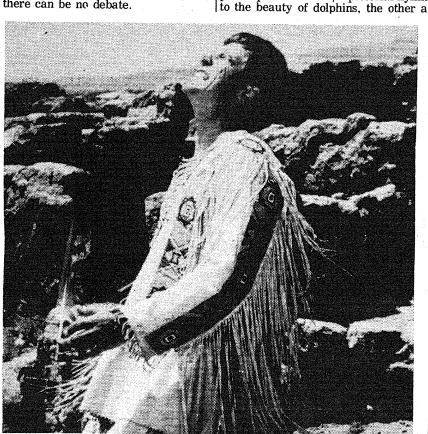
exhibitors have just reported the pop stars and gangsters, and of highest box office receipts for any holiday season in the last five years. In the wilds of Australia, both of which addition, the money is well distributed were critical successes, transformed among a number of films. A totally the mundane novella of Daphne du unprecedented number of features Maurier, Don't Look Now, into a seem likely to gross over ten million sophisticated Gothic thriller just as dollars, according to Variety the sensational as The Exorcist, but much leading trade newspaper, and long lines | more satisfying artistically. The main still surround cinemas all over the roles in Don't Look Now provide Julie country. There are cautious hopes that Christie and Donald Sutherland the the oil crisis and impending depression meatiest parts of their careers, and may spell the same kind of boom the each gives a superb performance. Depression of the Thirties caused in America's dream factory; if people however, is the use of stunning visuals can't go places and have things, they to create the eerie atmosphere so may find again that the corner movie | central to Gothic thrillers. Roeg offers house can salve the pangs of austerity a Venice which is real yet unearthly, with visions of wealth. America may once again take the gold road to the sinister. Roeg skillfully merges colors, land of Oz.

Page 2

The latest wicked witch is, of course, the demon which haunts the blockbuster flick of the year, The Exorcist. | segment of Don't Look Now becomes a Just waiting in line to see this opus can give fans their own season in hell. The murder. Roeg's visual style and sharp film was in large part a pre-sold eye for detail literally hypnotize as they feature, similar to last year's The weave their spell. Don't Look Now has Godfather, because of the success of its audience watching every minute, William Peter Blatty's novel. Its reliving an altogether different and success was further insured by the quite unsettling death in Venice.

sensational and somewhat ominous was the explosive French Connection interference on the set. Stories of death, whetted the curiosity of audiences for months before the delayed opening.

For those who want to be shocked into insensitivity, The Exorcist will be no disappointment. Friedkin has been demonically inspired by his material; his footage treating the horrors of possession is some of the most powerful sudden inexplicable jumps which cinema ever to play on American screens. The effect is overpowering, instantaneous, and quite visceral. The Exorcist will shock you; on that point, there can be no debate.



Hollywood is all smiles this month; | hypnotic portrait of the decadence of Walkabout, a lyric delineation of life in without passion.

> The real strength of Don't Look Now, beautiful yet threatening, enticing yet shapes, and contours to highlight erotic love scenes, bizarre accidents, and mysterious visions. Each small

Mike Nichols' The Day of the publicity which surrounded its Dolphin, another holiday film offering, production: William Friedkin, the is unsettling for another reason: The talented director whose earlier success Day of the Dolphin is a very uneven and uneasy mixture of fine documentary did little to discount tales of demonic footage and ludicrous melodrama. Mike Nichols seems unable to bring the destruction, and other calamities facts and the fiction together; even more surprisingly, however, the same Mike Nichols who gave us the superbly edited film, The Graduate, seems unable in The Day of the Dolphin to put individual scenes together to form coherent sequences. At several points in The Day of the Dolphin, there are highlight the disjointed nature of the project. There seem to be two different films going on at once: one a thoughtful

audiences have been so deluged with that might makes right into the more scenes of sadism and suffering in tropical prisons that the shocks really force is right. It's hard to conceive of a aren't there any more. Even Steve more fascistic film than last year's McQueen munching on insects seems Dirty Harry until you see this year's rather undramatic, and Dustin Hoff- Magnum Force. One can only wonder man's mannered performance makes what's in store for next year.

his insanity seem eccentric rather than This year will also see several key deplorable. Papillon does too little to scripts brought to the screen. The explain McQueen's desperate desire for Godfather, Part Two will be upon us freedom. His character is all machismo with Al Pacino, Robert Duvall, and without meaning; Papillon is all prison Robert DeNiro, but no Brando. The super production of the year will be a A similar lack of emotion hobbles the new adaptation of The Great Gatsby, latest Paul Newman and Robert with Robert Redford and Mia Farrow in

4th

Stockbaroquers

**Riverside** Quintet

8th Stockbaroquers

11th Loaves of Wine 13th Mandolin Brothers

15th Stockbaroquers 18th Loaves of Wine 20th Riverside Quintet

22nd Stochbaroquers 25th New Brass Quartet 27th Mandolin Brothers

Light on My Mind or What is Real?

An exhibit of the personal

photography of Abraham Rezny

photo editor of the News Ferry, wil

Painting

Exhibit

From The Inside Looking Out, an

exhibition of paintings by Linda Hirsh, is currently at "La Galerie" at Staten

The artist received her Bachelor of

Fine Arts degree from Syracuse

and Mexico. Her paintings have been

exhibited at Delgado Museum in New Orleans, Pennsylvania Academy of Fine Arts, Wadsworth Atheneum,

Slater Museum of Art, New Britain

Museum of Art in Connecticut. She is

currently teaching at Northwestern Connecticut Community College.

Ms. Hirsh's, paintings reflect the images encountered in her travels. Her paintings, she says, create en-vironments for these alien images.

Light does not come from the sun or

moon, but from inside the surface of

The paintings will be on exhibit

these environments.

through March 1st.

for new

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Redford opus, The Sting. All the fun of the key roles. Mel Brooks, the man who gave us The Producers, a bizarre vision of a musical with "Springtime for Hitler" as its theme song, will turn his satiric eye on the western in the much publicized Warner Brothers' feature Blazing Saddles. Two New York novels, Sheila Levine and The Taking of Pelham 123 will also be screened this

> Even Walter Matthau, who usually plays a somewhat clumsy but lovable character, decided this holiday to give us his commentary on law and order in California via the most chaotic police film of the year. The Laughing Policeman. The opening sequence of this film involves a gruesome mass murder on a bus, and is not for the faint- gave us Serpico, a study of police

> > UNCERIS

PART I

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on the

A PLEASANT RELAXING CRUISE TO EASE HEAVY WORLDLY CARES AND TO BRING PLEASURE TO COMMUTERS, TOURISTS AND ADVENTURERS.

march

WINTER SCHEDULE

hearted nor the regular commuter. | corruption, while Costa Gavras gave us Walter Matthau sets out to find the State of Siege, a searing look at our killer, who eliminated his detective Latin American policy. These six, Day partner as part of his eight victim tally, and so finds himself involved in the darker sides of California life. At one point in the movie, he says it's "all | I believe, as classics of film arts. garbarge;" it is. From topless bars to ough trade bars, Walter Matthau

tough trade bars, watter Matthau stalks his prey, only to almost lose in the end. Unfortunately, after one has followed detective Matthau all the way through his grueling investigation, one liscovers that it all doesn't make sense. The plot of The Laughing Policeman when finally totally unveiled is so full of noles as to be laughble; it is a gulte lissatisfying detective yarn.

All in all, this year's holiday offerings vere not only more popular than those of recent years, they were better. And

1973 will go down as a year of renaissance for the industry, a find at least six films which were ex-Francois Truffaut's Day for Night, pornography buffs, Fritz will be back in undoubtedly his best work, a valentine The Nine Lives of Fritz the Cat. to cinema which itself enriches the art,

Vicolas Roeg's thriller, Don't Look Now, which establishes him as a major director and offers real promise for his work to come. There was Robert Altman's The Long Goodbye, a very thoughtful genre piece, and Sam Peckinpah's Pat Garrett and Billy the Kid, a much underrated work from a great American talent. Sidney Lumet

for Night, Don't Look Now, The Long Goodbye, Pat Garrett and Billy the Kid, Serpico, and State of Siege will endure,

In a year once again featuring twoman teams, women won't be entirely absent from the scene. Goldie Hawn, a fine natural comedian will join Hal Holbrook in The Girl from Petrovka. Sally Kellerman, another real zany, will join the inventive Alan Arkin in of the New York Film Fest, second in Rafferty and the Goldust Twins. The appeal only to Day for Night. Badlands attractive Barbara Seagull will play will be big box-office this year and will opposite the talentless Timothy Botthe veteran Arthur Hiller.

Two of 1973's surprise hits will see sequels released this year. For those renaissance in the face of financial who haven't had enough of Tom death. Looking back over the year, I Laughlin and Delores Taylor yet, T.C. Frank will direct their return in The cellent productions. There was Trial of Billy Jack. For animation and

McMurty's other novels were the basis for Hud and The Last Picture Show. Leaving Cheyenne is his best Policemen will also continue to haunt novel, and Loving Molly, which is based on it, may be a better film than either our cinemas. Elliott Gould and Robert Hud or The Last Picture Show, and

> I hope this short overview suggests in small degree the many achievements of last year, the merits of the current film cene, and the promise of this year. And hope I'll see you at the movies.

### FREE ARTS, CRAFTS

The ARTS AND CRAFTS CENTER (located in Rm. C-138), sponsored by the S.I.C.C. Student Governments, the S.I.C.C. Association and with help of the AID Center Staff, is now open. This is the first center of its kind at S.I.C.C. and it is now in its fourth term of operation; it is a free program offered to all members of the S.I.C.C. Community.

The ARTS AND CRAFTS CENTER offers a wide variety of arts and crafts instruction and all within the S.I.C.C. community are warmly invited to join the instructor's fun-while-learning program; since participants arrive at varying times, stay for differing lengths of time and are encouraged while producing at their own individually chosen pace, the instruction is usually continuously given and geared to the individual.

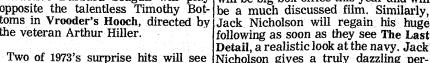
Several new features are in the planning stage by the ARTS AND CRAFTS CENTER'S Instructor and Consultant, S. E. Merrill. One such feature will be volunteer arts and crafts demonstrations which will be scheduled from time to time; anyone interested in demonstrating can make the necessary arrangements with S. E. Merrill in Rm C-138 during the ARTS and CRAFTS CENTER's regular hours (see posters or door of C-138 for schedule of hours) In addition to the foregoing, it is hoped that there will be scheduled special events which will be announced when confirmed.

Drop-offs and pick-ups of such sup-**HELP PLEASE:** plies, etc. can be arranged for during Since there continues to be an in- the regular hours of the ARTS and creasing flow of participants into this CRAFTS CENTER or messages left growing arts and crafts program, there is a need for supplementing budgeted with the AID Center staff.) PLEASE NOTE: Members of the supplies with usable clean waste or S.I.C.C. community wishing to join or natural materials and an appeal is observe the activities are welcome to again necessary for help in securing visit the ARTS and CRAFTS CENTER such materials; in particular, supplies located on the main floor of Building C from the direction of the quadrangle empty food jars (baby or jelly enter Building C through the doors on the left and continue straight through the hall and then beyond the double doors to Room C-138 on the right-hand side of the inner hall.

remnants (fabric, rug, leather, fur, etc.) scraps (wood, metal, plastic, ss.

etc. natural (driftwood, shells, fossils, marble, rocks, pebbles, clay, pine

cones, branches, etc. magazines and calendars (travel. nature, scenic, discarded surplus tools, books, magazines, etc. covering arts and crafts.



Nicholson gives a truly dazzling performance as a world weary, tatooed 'badass." My last choice of a sleeper is Loving Molly, which Sidney Lumet adapted from Larry McMurtry's novel. Leaving Cheyenne.

Black films will be another staple

commodity in 1974. Sidney Poitier will

write, direct and star in Uptown

Saturday Night with Harry Belafonte.

Richard Pryor, Hank Aaron, and Bill

Cosby. Jim Brown, Fred Williamson, and Jim Kelly will all team up in the

aptly titled Three the Hard Way. Isaac

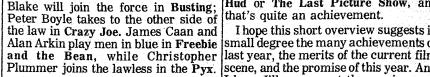
Hayes will return in the Truck Turner.

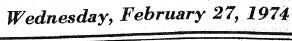
Finally, 1974 will see the release of

three films I have already seen in

special screenings and which are all

fine works, real sleepers. Terence Malick's Badlands was the surprise hit







these two toothy confidence men. The action in this film seems as orchestrated and pre-ordained as the races reported in the phony bookie joint at the center of the plot. Newman and Redford are, I think, putting the sting to heir audiences

Woody Allen's fans should have no fears of being cheated in his holiday offering, Sleeper. Sleeper is the best of the Allen comedies, so those who have been enchanted by Bananas, or Play It Again Sam or Take the Money and Run should brave the long lines around the theater to see the finest comedy film in many years. The basic plot of Sleeper finds Woody waking up in the year 2173, after a cryogenic nap of over two hundred years. As the sole living

authority on our generation, Woody

gives a hilarious new slant on things to

the historians of the future; at the same time, he gives his audience a madcap

view of clowning and other delights of the future. Like all the Allen films,

Sleeper is largely a loose structure with

thousands of stunning one-line jokes;

many of the references involve New

York personalities, so Sleeper is a special treat for Gotham City residents

Two other holiday films make a

special appeal to New York audiences.

The first, Serpico, a Sidnew Lumet

cop, provides Al Pacino a showcase for

Butch Cassidy and the Sundance Kid seems lacking in this confectionary tale of con-men operating in depression Chicago. The plot is ingenious yet mechanical; the jokes are broad but witless; the characterizations likable philosophical reverie, a pictorial hymn yet hollow. It's as though director George Roy Hill and his acting team, Redford and Newman, were a little tired of formula films. The Sting will make a lot of money, but I really wonder who is being victimized by

There has, however, been real debate on the merits of the film. It is, I believe, much less satisfying than the original novel, and that is quite a condemnation. The Exorcist was a flawed, poorly written novel; the film reduces all the material to the cheap sensational level usually associated with trashy carnivals and tawdry side show freak exhibitions. I find myself shocked at the anti-humanism of the film. Real miracles, or any religious experiences for that matter, should, I believe, in-volve a sense of faith, a sensitivity to personality, and a recognition of the totality of being.

In the film of The Exorcist, a few half-drawn characters chant about the power of Christ. Yet since the audience knows so little about the victim Regan. the troubled young priest Karras, and the weathered old exorcist Father Merrin, there is no real battle of wills a la the brilliant Man for All Seasons or even the glossy Becket, no real testing of faith a la Joan of Arc or Murder in the Cathedral, nor even the silly but human sentimentality of Going My Way or The Bells of Saint Mary's; instead it's cardboard characters against mechanical devils, holy water that burns against green slime, purple confessional shawls against levitating beds, ancient liturgy against nevtrating profanity. Seemingly, the good forces win, but only God knows why.

William Friedkin was not the only gifted director, however, to bring ghouls for the holidays. Nicolas Roeg, the stylish creator of Performance, a monotony of life in chains. American

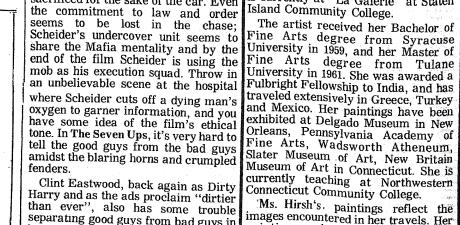
juvenile imitation of The Day of the Jackal, Executive Action, and Flipper, ineptly scripted and poorly adaptation of the memoirs of an honest photographed.

George C. Scott does yeoman work in The Day of the Dolphin as Dr. Jake Terrell. Without Scott, the film would his multifaceted talent. The film has proved so popular that it has done more to focus public attention on the probelm be laughed off the screen. Scott's power of police corruption than did the Knapp as an actor enables him to establish the Commission, which commission was authority of the professor and gives a largely the result of Serpico's labors. dignity to the unusual experiment in Serpico has more going for it than animal communication. The scenes of Scott swimming in the tank with his star pupil, the dolphin Alpha, and those scenes where he explains the answers

Serpico has more going for it than topicality, however, it is one of the most professionally executed police films ever made. To see Serpico, and to weigh its many excellences, is the beginning of an education in the techniques of film-making. When you see it, and you should, consider the role editing, scripting, music, acting, camera alignment, and directing all play. You might want to compare of Alpha and his dolphin love Bëta are high spots in The Day of the Dolphin. Similarly, the tank shots with their smooth panning and fine musical accompaniment help keep the film from play. You might want to compare Serpico to another New York based falling apart. These sequences are as visually exciting as the narrative is police film, The Seven Ups, which boring. Unfortunately, director Nichols many are declaring the sequel to The spends too much time on his leaden French Connection. The Seven Ups, a script, and not enough gliding in the portrait of a police squad assigned to tank with Alpha and Beta.

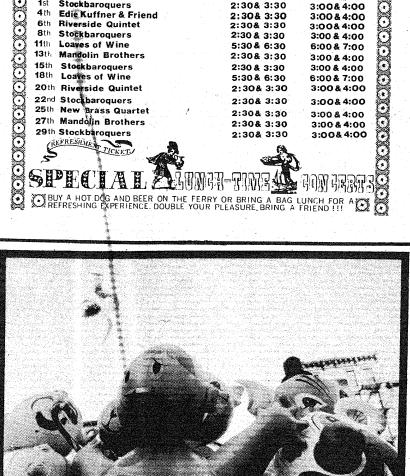
work undercover to combat crimes A number of other big budget holiday which carry a penalty of over seven releases suffer from the uneveness years imprisonment, is one of the real which plagues The Day of the Dolphin. disappointments of the holiday. Roy Papillon, the lavish adaptation of Henri Scheider, usually a fine actor, finds Charriere's lengthy account of his himself reduced to grimacing, as all human interest is sacrificed to the repeated attempts at escape from Devil's Island, seems much enlongest car chase scene ever to cumbered by the dreariness of a life dominate a film. Director Phil D'Anspent largely in solitary confinement.

toni, who produced both Bullitt and The Devil's Island was a mean and claustrophobic universe; even the fine French Connection, evidently feels that cinema's real function is to careen acting of Steve McQueen and Dustin endlessly through prolonged cross-town Hoffman does little to relieve the chases. Everything in The Seven Ups is sacrificed for the sake of the car. Even

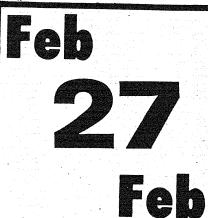


separating good guys from bad guys in his California-based police epic, Magnum Force. Clint is good, but all the rest are suspect. Luckily Clint carries a magnum, and is quite proficient at eliminating all the corrupt of his universe. In rather short order, Clint foils plane hijackers, hold-up men, and wayward policemen. As Dirty

Harry, he has altered the old dictum



The fault of our universities, of our intellectuals and academics, is that they have made themselves into Experts instead of Philosophers. John Holt

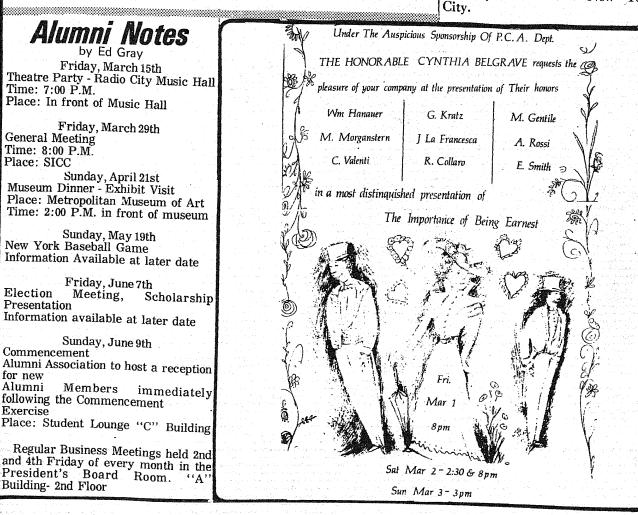


History's Omissions

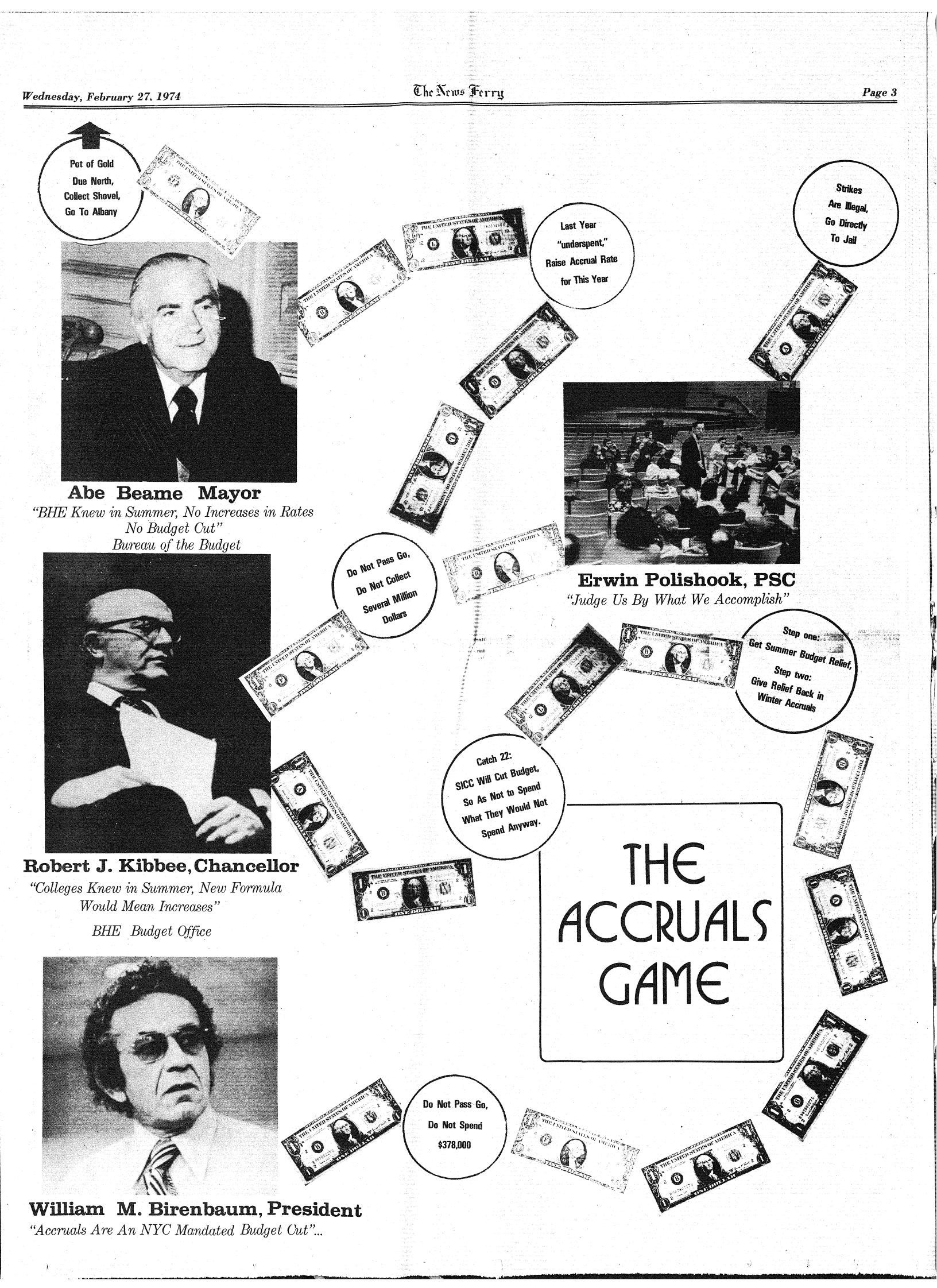
1968: Yakima Tribal Council passed a resolution assuming jurisdiction over off-reservation fishing by tribal members.

1973: The official style book of the U.S. Government Printing Office now includes "Ms." as an acceptable prefix, calling it "an optional feminine title without marital designation."

1973: The first Women Filmmakers Festival continues at the Whitney Museum in New York







## The News Ferry

factions in the accruals issue that presidential responsiveness and ac-

countability was a product of pressure groups, Birenbaum answered:

"There are two pressures I am responsive toward. One is- the flow of

the pattern of facts on enrollments and

the other is my reading of 80th Street's (BHE) budget difficulties. I don't govern in response to placards. If this

college was governed on the basis of pressure groups alone it would

probably be run into the ground. There

is at least one opposition movement to every pressure group on a subject." He added, in conclusion, "the union has been generous about advising me on how to run the collect."

"My view is we should share what we

are required to share," was the pointed response to queries on the ad-ministration's position regarding college budget disclosure. Claiming he

s pleased with the renewed interest in

budget matters, Birenbaum echoed an

earlier comment where he noted that

"every year we have a crisis and nothing in between," and held that he hopes "faculty and students plan a sustained exploration into the budget; we encourage the sub-committee and ano planning an extensive exploration."

we encourage the sub-committee and are planning an extensive exploration." Noting the current State budget crisis (see story on page one), Birenbaum claimed he "hopes they are interested in the formulae and all the rest that

goes into operations of the college."

COMMITTEE

departments.

PERSONNEL AND BUDGET

Birenbaum argued that the P&B Committee is saddled with a budget

that is 93 per cent pre-determined on

the one hand, and constant curriculum

about departmental increases in course

profligate on expansion of curriculum,"

to attract students to their individual

Birenbaum claims this is the basis for

an annual 5-10 per cent reduction in course offerings that have not achieved

also led to grumblings from students that they are being deceived by pretty sounding courses in the catalogue that

the first week of classes.

how to run the college."

BUDGET DISCLOSURE

RESPONSE TO PRESSURE Asked about claims from different

## WMB Interview In the Year of the Tiger

by Fred Armentrout "Let's not claw each other," he pleaded on Wednesday, February 6. That was the occasion he presented the That was the occasion he presented the That was the occasion he presented the presidential explanation for the "ac-cruals crisis" and what that office had, and had not, done about it. It was the crisis with which William M. Biren-baum welcomed in the Western World's New Year. At the meeting he was ac cused of condescension by "thanking faculty for being angry:" was informed faculty for being angry;" was informed that "the truth is, they (he and his staff) can't do the job because the job cannot be done;" was accused of asking at for accusation by unanking the president why he has repeatedly emphasized the importance of enrollments instead of "base budget" on the accruals subject: "There is a gross assumption about a

Education). That same day, February 6, News Ferry carried a special section on the urrent student turmeil over AD current student turmoil over AID rate.' reorganization and various plans for issue and C-Building takeovers as reported in this issue).

One week later, Birenbaum was attacked for asserting too much executive influence and alternately accused of being, along with his two top aides, a "bungler" for not asserting more coordination over the running of the college. He was told that he stood in an ambiguous position and must "join us (faculty) or join them (Board of Higher Education)"; that the only reason he had come before them the week before was due to "a crisis of conscience" over the threatened accrual cuts and that "our lack of power (faculty) is our defense . . . they (the President and his administrators) do so much because we're allowed to do so little . .

At that same meeting he was called, in effect, a hypocrite for allegedly withholding budgetary information withholding budgetary information illegally, while justifying his hesitance to refuse compliance with the accruals request of the BHE because he is not inclined to break the law. He was later commended for his apparent willingness to cooperate with the recently created Personnel & Budget Sub-Committee designed to review the Sub-Committee designed to review the college budget and its mechanisms.

It is not surprising then, that in this Chinese "Year of the Tiger", William M. Birenbaum granted News Ferry an interview on the accruals issue and took correctly reported in the Staten Island . ." he added. the opportunity to shoot some angry Advance," he answered, when asked if answers back at some of what he ter-med "fox hunting" critics ... percentage incline based on previous aristocrats dressed up in their weekend waistorate out for the sport of

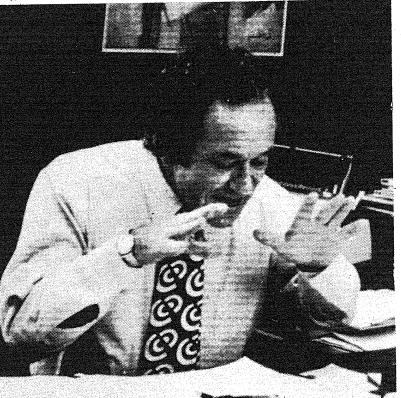
ACCRUALS Asked if the BHEF worked from a projection adjustment to shift funds from low enrollment estimate schools ritual June 30th closing of college action adjustment deschools ritual June 30th closing of college action adjustment deschools ritual June 30th closing of college action adjustment deschools ritual June 30th closing of college action adjustment deschools ritual June 30th closing of college action adjustment deschools ritual June 30th closing of the context fixed that the ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment deschools ritual June 30th closing of the college action adjustment de to over-estimated schools, Birenbaum counts (end of the current fiscal year) claimed that, as he understood it, it is may provide a surplus accounts RIGHTS the practice of the University, after transfer of monies to provide some of allocations are made to individual the accrual rate increase, but that BHE as abrogating the rights of faculty colleges, to call back surplus funds. He increased fuel and operational costs are (an accusation made at the inadded, however, "There is central likely to keep operating reserves at a structional staff meeting)? "No, I do allocation and re-allocation. Presidents minimum.

PLACE-EXPERIMENTAL COLLEGE

Following a tip that PLACE, one of the experimental college's programs in a separate interview with Business had been dissolved, we asked if the end

emphasized the importance of program to be washed out." Noting program to be washed out." Noting Toffler's description of the "adhoracy" of institutions, Birenbaum attributed the change as part of the not for cooperation, but collaboration by staff in dealing with present and possibly future budget crisis (collaboration with the Board of Higher Education)

"Our predicted accrual rate of 5.5 or 6 the regular budget, like PCA, CD and the SARG-in-Exile move reported last issue and C-Building takeovers as



Calling job enhancement and student

weekend waistcoats, out for the sport of Allen indicate that the previous regular programs, are a force for "pattern" indicated a roughly 1 per bringing jobs and expanding activities

# Schwartz Chairs Budget Sub Comm. Blames "Crisis" on P&B Limits by Fred Armentraut

#### by Fred Armentrout

Accusing the Birenbaum administration of "bungling at the highest levels," Professor Lawrence Schwartz, Chairman of the Economics, Political Science and Philosophy department, leveled a blistering assault on what he claims has been a non-disclosure policy and "concentration of executive power" at the recent instructional staff meeting called in reaction to threatened "accruals" cuts in the college budget. Though he later agreed that the accruals budget cut issue itself was outside the scope of anything SICC's administration could do about it, Schwartz held the "crisis" nature of the issue has been precipitated by the ongoing policy of the Birenbaum administration towards the Personnel & Budget Committee.

Playing on a statement President Birenbaum had made at his open address on the accruals situation ("I am not in the habit of breaking the law"), Schwartz bitterly claimed Birenbaum consistently violates Board of Higher Education By-Laws in his refusal to show SICC's Personnel and Budget Committee the college's annual budget proposal. He cited these reasons given by the president for non-disclosure: (1) that former SICC President Willig did not; (2) that his colleagues (other presidents in CUNY) do not submit their budgets and; (3) that P&B decisions on appointment, tenure and various other personnel matters con-stitutes a study of the budget.

In announcing creation of a new five offering increases on the other. He argues that P&B can do very little member Personnel and Budget Sub-Committee to study the college budget, Schwartz also minced no words on what about departmental increases in course offerings; that the pattern of enrollments is not really known until after the fact; and that, as department chairmen, members know they are competing for enrollments which makes it difficult for them "not to he views as an "abdication of responsibilities" on the part of the college's senior faculty in general (whom he accused of hiding in "obscure corners" of the college) and the department chairmen who make up the P&R Committee in particular. "Two-P&B Committee in particular. thirds of the members take their cues from the administration," he said. Those who present opposition are viewed as 'irresponsible ob-structionists' or 'destructive personalities.' " Schwartz chairs the new high enough student enrollment. It has sub-committee and will serve with

are either never offered or cancelled As an example, Birenbaum noted that the Physical Education Depart-ment had "20 courses in the name of sub-committee as cooperative. He added, "administrators claim the diversification," a year ago. As he discretionary budget is limited and explained it, when enrollments of the very complicated ... the committee wants to see for itself." department do not increase at the same rate as courses are offered, the ten-

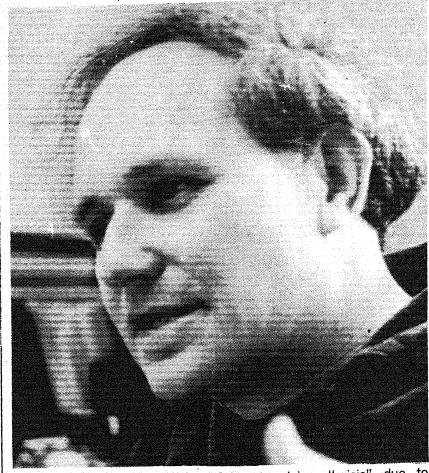
dency is for students to split themselves

# Wednesday, February 27, 1974

"demands" from members and what

taglia, Addickes and Shor agreed with "harassment" is a primary reason for what he characterizes as a "supine" taglia, Addickes and Shor agreed with "harassine" in the associated themselves he raised, but what he characterizes as a "supine" what disassociated themselves from what stance on the part of some members. Addickes described as the tendency to "It is easier to cooperate and, with a "characterize people" in the statement, Schwartz chose to summarize his statement as follows: marize his statement as follows:

largely a leaderless place, with the president concentrating on other review the budget was not created matters and delegating its operational previous to the accruals crisis, Sch-problems to subordinates without wartz maintained that challenges to coordination. In that light be argues administration, arguments, that set coordination. In that light, he argues administration arguments that pervarious deans are concentrated on sonnel review was tantamount to single areas of activity which "leads to budget review were labeled "ob-a disfunctional status," and considers structionist." He claims the alleged



Department chairman Lawrence Schwartz claims "crisis" due to 'executive arrogance" toward P&B Committee.

Ivatnan weiner, Grace Petrone, Ruben Benumof and Howard Stanton. In an interview following his public address, Schwartz described the ad-ministration position on sharing budgetary information with the new sub-committee as cooperative.

areas." 2. He maintains that concentration of executive power has been overt and BUDGET, EXCEPT IN THE CITY that "administrators don't necessarily COLLEGE AND THE UNIVERSITY have a monopoly on wisdom." In his GRADUATE DIVISION

wants to see for itself." Apparently sensitive to responses at his address, where Professors Bat-

or equivalent committee. The chair-According to Kreisman, students man of this committee shall be the According to Kreisman, students president. The members of the com-were never officially notified of ten-mittee shall be a dean designated by the

Continued from Page 1 might have an impact on budget, until the letter from former Vice Chancellor Schultz arrived at the campus on Continued from Page 1 (normal load is 12 contact class hours) on the promise they would be allowed to carry 9-hour loads next term. 6. It was Schultz arrived at the campus on Schultz arrived at the campus

Continued on Page 7 **Accruals Rate Jumps** 

## Departments Cut Range 40-80% |last fall to \$27,000 which would have necessitated cutting 50 courses overall (day and evening). "Our contingency Before College "Non-Compliance"

#### by Sally Johnson

claims that he is "still short a few courses"; and Dr. John D. Owens of Computer Technology had to cancel While a multitude of issues have two daytime courses which were

cropped up to cloud and confuse the "planned and registered." On the question of what would have basic problems created by the increase in accruals, the real impact of the happened had the college decided to budget crunch can only be ascertained comply with CUNY requests, however, answers were immediately forin terms of those who are most effected - the academic departments at SICC. the academic departments at SICC. the ming and very much to the point. With this in mind, a series of Many pointed to the fact that the time

questions was put to department elapsed between the original anchairmen in order to determine the nouncement and the decision on nonimmediate and possibly long-term compliance was so short that they never really had a chance to take acresults of a budget which does not cover rising departmental costs. Was the tion. Gary Rosenthal of Phys. Ed. recent uproar over the collection of mentioned that "the thing happened so quickly, I didn't really have time to accruals from SICC genuine or a case of over-reaction? How many faculty and think about it." Norma Chernok of courses, if any, were dropped due to final considerations? What will "the initial position of the college

President Birenbaum's decision to nonwasn't non-compliance in the first place comply mean now and later? there was no reason to create a Administrative officials have already panic.

A couple of chairmen released very conceded that the decision to noncomply was, at best, "postponing the detailed accounts of their budget crisis - not a resolution to the problem,' problems, although most did not offer according to President Birenbaum. He such specific information. Harris of CD further admitted that there is no way to announced that his financial needs for tell how the BHE will respond to the this semester total \$21,300 - during the SICC stance, but there are known cases cuts, he was authorized to spend \$6,308. "We would have had to cut eight courses," he claims, "dismiss seven of CUNY schools which have suffered penalties for financial dis-obedience.

adjuncts, and severely reduce planning If this is the case, how are the various departments faring and what are their for next year's academic programs." prospects for the future? The hardest-The decision to comply would have also The decision to comply would have also into two sections. Lack of faculty meant that he would have cut back on necessitated leaving the sections in one hit departments are those which rely most heavily on an adjunct teaching the hours of his secretaries and student staff rather than full-time faculty. para-professionals.

Lawrence Schwartz of Economics, Frank Allen, the Business Manager, has said that "there are as many Political Science and Philosophy classes this semester as there were last released similar figures on his spring and there are as many or more departmental "discretionary monies" adjuncts. Yet it is also true that the which are used to pay adjunct salaries. Evening Session has had a de jure in-For the day session, Schwartz had been crease of 20 per cent student allocated \$1405 to go to adjuncts - of enrollment, while the Day Session has that, he was expected to return \$731. In had a de facto increase. the evening budget, out of \$23,411, the

Thus, while a great majority of the accruals amounted to \$12,183 which is chairmen interviewed claimed that over 50 per cent of the total. Even with their operation have returned to normal the non-compliance decision, he claims in the sense that they have not actually that he is "not spending now what we spent last year. lost any staff or courses, neither have

they gained anything in terms of ex-Since the bulk of the accruals were to pansion plans. Most admitted to having be absorbed into the adjunct budget, had some pre-budget crisis plans for the part-timers would have been the some felt that the system of im-the institution of new courses and the only faculty to go, and departments plementing the planned cuts was not at the institution of new courses and the only faculty to go, and departments hiring of additional adjunct lines this such as PCA and English, which are all equitable. Some claimed that there semester. Of those interviewed, only heavily staffed by adjuncts, would have three chairmen claimed to have cuts been in the worst position. Martin believed that their departments would three chairmen chained to have cuts been in the worst position. And the still in effect which were for reasons other than "normal attrition." Dean Joseph Harris of CD says that he has lost five adjuncts from his program; of his staff lines in jeopardy. His money acting PCA chairman Martin Blank for adjuncts was to be cut from \$58,000

4

plans," he remarked, "were to mor-tally wound everyone by a drastic cutback in hours, but not to actually kill anvone.

Other assessments of the necessary adjunct cutbacks ranged from 40 per cent to 75 per cent, with the higher estimates coming from Dr. Owens and Dr. Nankivell of the Mechanical Technology Department. However,

those figures are based on a relatively small adjunct staff in the first place; Owens employs 8 adjuncts, while Nankivell has only seven. Steve Zwerling of Circle '73 noted a potential adjunct cut of 55 per cent which would have meant to him a loss of 4 social science courses and a great deal of trouble for 60-70 students in his program.

The 50 per cent estimates came from Professors Chernok, Mazella (Chemistry) and Rosenthal, while Professors Holt (Modern Languages) and Schain (Biology) mentioned a figure in the neighborhood of 40 per cent losses. As Zwerling put it when asked how he proposed to deal with the cuts, We would have cried for awhile and then we would have made the

necessary cuts." Dr. Benumoff of the Physics, Geology and Astronomy Department put it another way: "The impact would have been terrible, the school would be in shambles.

Class sizes, as might be expected, have gone up in many cases as a result of the lack of necessary expansion on the part of the departments. Dr. Holt noted that his evening Basic Spanish classes would normally have been split

which makes them "too big to teach effectively." Dr. Chernok complained of over-crowding in lab courses which now have an average of five students over the guideline of twenty, and Martin Blank noted an average increase of 20 per cent in class size which s particularly "bad in lab courses." Most of the other chairmen also admitted to an increase in students per class, although it was not as sizeable in

other cases. Over-all, the impact of the budget crisis is still being felt at SICC, although it is nowhere near as drastic as it would have been had the college

lecided to comply. Many of the interviewed chairmen expressed a sense of "confusion" at what took place; was, in fact, no real crisis; others run regardless of enrollment.

administrators also maintained that According to statements by Kuhn and accruals are "mandated" to the Kreisman, the basis for selection of the colleges by the BHE, which is, in turn, alternatives offered was twofold: to mandated to by the City of New York protect enrollment levels so as to avoid a downward spiral of diminishing enrollments and consequent diminishing budget allocation; and focus cuts on part-time staff expenditures because, according to Creisman, "there were no other savings open, other monies are earmarked.

Kreisman went on to explain the basis for the President's eventual decision to risk "non-compliance" with the BHE accrual demand:

"As I began to see Chairmen and Program Directors (January 30) it became apparent that there was no way possible some could do what they were asked without critical damage to their

An Ad Hoc Instructional staff group approves committee for "systematic input in all budget decisions.

notice on Wednesday, January 30,

1974, the administration at-

tempted to fire over two-hundred

part-time faculty, cancel several

courses, and arbitrarily overload

schedules and classes of full-time

faculty in order to rectify an

alleged budgetary crisis, and

whereas, this action led to the

severe dislocation of thousands of

students' lives, be it resolved, that

the instructional staff designate a

committee to examine the current

financial situation of the college

and report back to the in-

structional staff on Wednesday,

February 27, 1974, and that the

committee make recom-

mendations for systematic in-

distribute the burden equally, but some meeting was called to consider th were still hit harder. There was one following resolution: more day of registration left and we 'Whereas suddenly and without

1. That they would look at computer print-out sheets of enrollment schedules as of January 25 and cancel were working from hard figures. That and the feedback from chairmen determined the philosophy we worked under... that we cannot do this kind of low enrollment courses (a practice that, according to the President, acdamage and we can't start our counts for a normal 5 to 10 per cent registration process all over again.'

reduction of course offerings per semester). 2. Chairmen would review As he explained it, the eventual their "elective" course offerings and reduce the number of times individual decision not to cancel courses and staff lines was the basis for the confusion courses are offered per year. 3 that has followed, "Chairmen, assuming there was no other way, had Chairmen would seek to combine sessions of course offerings, thereby notified full sections of cancellation. creating an increase in the number of They had to be re-notified. Insofar as students per class. 4. It was suggested students are concerned, the only reason that chairmen cancel full-time staff they ever knew of the impending crisis working in adjunct lines, reserving, was rumors or statements from inpart-time course teaching for adjuncts. structors and chairmen; or because 5. It was proposed that willing full-time certain classes had been removed from faculty assume a 15-hour load this term the 'board' at registration as closed or

programs. There was no way to reline several notify them except when classes began. mendations for appointments to the Two or three thousand would have had instructional staff, reappointments to be notifed by posting notices in thereto, with or without tenure, and promotions therein, together with classrooms. compensation; it shall recommend

Having concluded that the impact on the college would be too severe in compliance with BHE demands, Kreisman contends, it was clear the president shall consider such recom-Kreisman contends, it was clear the president shall consider such recom-college would make up very little of the mendations in making his recom-accrual sum ... "so we decided we mendations on such matters to the accrual sum ... "so we decided we mendat might as well be bad guys for the entire Board. accrual sum, at least it gives us some

c. Within the period prescribed by the lead time to work the problem out." Chancellor, the president shall prepare 2. BUDGET DISCLOSURE AND the annual tentative budget and submit REVIEW

it to the committee for its recom-In reaction to what had become a full- mendations; the committee shall make blown budget crisis dispute by the time its recommendations within the period of the President's February 6th ad-prescribed by the Chancellor; the dress, a petitioned special meeting of president shall submit to the Chanthe instructional staff was called for in cellor, within the period prescribed by a notice from Faculty Secretary Lester the Chancellor, such tentative annual nstructional program. We tried to Keyser (dated February 8). The budget, together with his comments

and recommendations. Upon failure of the committee to act upon the budget within the period prescribed by the Chancellor, the president shall submit to the Chancellor his own recommendations, together with a statement of explanation.

d. The committee shall receive and consider petitions and appeals from the members of the instructional staff with respect to matters of status and compensation, and shall present its recommendations to the president. If the recommendations are adverse to the appellant, and the appellant considers himself aggrieved within the terms and conditions of an existing collective negotiation agreement he may avail himself of the grievance procedures set forth in said agreement.

structional staff input in all budget decisions'

On February 13th the instructional staff met and could not raise a quorum. As such they adjourned into an ad hoc meeting of about 80 staff members. With Professor Vasilios Petratos informally chairing, department chairman Lawrence Schwartz Lawrence Schwartz presented his prepared announcement on creation of the newly formed Personnel & Budget Sub-Committee on Budget, which he chairs (see stories in special section).

In it, he presented a scathing indictment of the college president and his administrators; senior faculty, whom he accused of "hiding in obscure corners," of the college; and staff in general for "abdication of responsibilities" which he claimed made them deserving of "the shabby treatment" he alleges they have received from the college administration.

Though all other attendants who spoke agreed with the Schwartz arguments for fiscal responsibility, all were careful to disassociate themselves from what Professor Sandra Adickes termed, "characterizing people." The meeting concluded with a strong

Continued on Page 7



. . and that they are, in effect, budget reductions - not monies they would not have spent anyway. While the issue of "warning" remains

a local one, if the City, Board of Higher Education and Weiner arguments are correct, the issue of exactly what 'accruals'' are defined as in City fiscal policies (both de jure and de facto in their application by City and-or BHE) has a major bearing on the entire CUNY system.

1. ATTEMPTS TO COMPLY

January 8th. The President and his

While President Birenbaum was reportedly exchanging memoranda, phone and personal conversations with members of the Chancellor's office the week of January 8th, in hopes of withdrawal or reduction in the accrual demand, Dean of Administration, Leonard Kreisman, coordinated a team of administrators charged with provision of budgetary "alternatives or compliance'' to department chairmen, and providing support data for that purpose

According to Kreisman, "The Business Office delineated cuts necessary to bring the college into conformity with the accrual demand. We also kept a running tabulation of schedules for Day and Evening Sessions and, in effect, tried to set some kind of outside limits for expenditure. Then our job was to try to parcel out the additional cost burden to the departments.'

At the January 14th meeting with lepartment chairmen, they were notified that Anthony Barlow, Cecilia Perrault and Michael Bloomberg would act as resource people from the administration and Dean Kreisman acted as, "a sort of court of last resort," as he described it.

According to Dean of Faculty, Martin Juhn, who was also involved in the strategy sessions, "we agreed that each chairman would look at his department and would establish a 'base budget' by a final meeting on February 1st." Kuhn outlined six alternatives presented and agreed upon with chairmen:

#### Wednesday, February 27, 1974

## The News Ferry

ADVERTISEMENT person with five years of positive evaluations can not reasonably be fired for reasons not referred to in those documents. It is the responsibility of the departmental chairman to point out work process are well as offer assistance

commitment of Directors varies from Center to Center depending on the size of the program and what the ad-ministrative or instructional exigencies Experimental Studies Program

#### by George Thomas

given on an experimental basis in a University Resolution of June 23, 1969, In answer to a growing number of questions about the Experimental which calls for approval by the Studies Program, the Executive Curriculum Committee of the Faculty Committee has asked me to give you as much information as the bare which calls and by the President.) much information as I have been able The extension in size of the allowable

to find - both printed and spoken. participation actually is an extension of Sometimes it has not been as much as or as certain as I would like, but it will, resolution of July 6, 1970, put a limit of I think, give you a better idea therein as I I think, give you a better idea than 20 per cent of the entering freshman in apparently many of you-or us-have September, 1970. Since the total regarding the program.

BACKGROUND: The Experimental Breshman Studies Program came into existence on July 6 1970 when the existence on July 6, 1970, when the program of over 1460 students last fall. Board of Higher Education, approved it While it may be true that availability is for a one-year period, from September 1, 1970 to June 20, 1971. On May 24, 1971, the BHE authorized the continuation of may and do take courses outside of it in the program for another two years, departments. from September 1, 1971 to June 30, 1973. Since Janua

Since January, 1970, SICC has been a It did so after it had received one member of the Union of Fxperimenting favorable report from President Colleges and Universities, a national Birenbaum evaluating the program organization committed to faculty-and another, independent, and also student involvement in innovative favorable, from the office of the Vice-Chancellor for Academic Affairs. AIMS ANI

Finally, after a Performance Audit at the summer of the second terms, as SICC from May 1 to 3, 1972, and another report from the office of the Vice-Changed and the the current Catalog reads (p.121) the program looks to give students "the changed and the devices of the Vice-Chancellor, both described in the Board's Minutes of June 18, 1973, as "highly favorable," the Board authorized the continuation of the experiment for another five years experiment for another five years, from September 1, 1973 to June 30, 1978, alternative teaching-learning techniques as well as with new and subject to an annual evaluation under inter-disciplinary subject matter." More specifically, it is also to be purits auspices

This last BHE resolution, however, extended the program still further:

teacher-counselor roles. The fullest 1. To include the second year of college, with the corresponding change the now disbanded Department of in title from the Experimental Fresh-Student Personnel, whose members man Studies Program to Experimental this last semester have been redeployed in the departments of the Studies Program;

2. To include up to 25 per cent of the student body at SICC. college. This action has been grieved.) Besides citing the integration of the ith the extension of the program into teacher-counselor roles in its Minutes the second year of college, no limit now of June, 1973, the Board also cited other exists on the number of credits that innovative ways of the program: closer may be taken in the program. Ap-parently, the statement in the SICC small learning communities; new Catalog of 1972-73 (p.96), repeated in the Catalog, 1973-74 (p. 121), is to be educational development seminars for taken at face value: "The Com-prediction; independent study; probability intermediction independent study; prehensive Curriculum, approved by internships (apprenticeships). Some of the Board of Higher Education for the the new courses are multidisciplinary experimental freshman studies and designedly problem-focused or program, provides the structural problem-oriented. (More on courses guidelines for fulfilling degree and the size of them under COURSES requirements within the learning later on.) In short, the former Board centers." Such being the case, it saw in the program potential for "an centers." Such being the case, it saw in the program potential for "an becomes conceivable that a student even more promising level of in-may now do almost all of his work novation" and a paid dividend already outside the departments and be for the rest of the college in the form of graduated with the associate degree "a catalyst for constructive change." from SICC. (Only 1 credit of the 2 ITS PARTS: At the present moment credits required in physical education can be taken in a PCA course in dance.) Programs is responsible for the Ex-He or she may then apply these credits perimental Studies Program. In ad-towards a bachelor's degree from a dition, I have listed the special He or she may then apply these credits college within CUNY. programs just to complete the picture

The curricular designation for those of his office's responsibility. graduating from the program is Liberal Arts—Liberal Arts Comprehensive Program. Students started graduating from the program in June, 1972. To date almost 150 have been so graduated. Our colleagues on the Faculty Council in-

relationship of faculty participation, 1. Civil Service Institute (a technical though in a different context, to courses responsibility at best since the Associate Dean of Faculty, Evening Session and Continuing Education, runs

the program) Community Scholars Continuing Education (same as No. 2. Cooperative Education CUNY BA-BS

#### internships Special Admissions Veterans' Scholars

Youth and Community Studies (Stony Brook affiliation) The list is changeable. The University Without Walls, for example,

program in a working arrangement with Goddard College in Vermont, is now defunct. On the other hand, the Youth and Community Studies is new, having just started in September. FUNDING: The BHE Minutes of July 6, 1970 explain that "no added in-structional costs will be needed to

implement the program for its first year." The Minutes of June 18, 1973, repeat the statement dropping only the phrase "for its first year." What this means in terms of budgetary priorities and allocations, specifically regarding money once available to the college now available to the program, I cannot say. The same applies to related questions like the size of the increased per capita cost of the program. What is needed is a tabular cost breakdown of a mixed ravel of federal, state, city, and private money, an itemized account, in short, which I do not have.

SIZE-STAFF: Hard-and-fast figures implementation of the idea has affected | are difficult to give. But probably there are between 50-60 people, full-time and part, who teach in the Centers, perhaps half in CD. Once out of CD, the number of full-time lines I reckon as small. (As in Place and in P.C.A. some full-time members of departments teach experimental courses.)

SIZE-LOAD: The Centers work on a 12 hr. load, though the distribution, as in the departments, is flexible in any one semester depending on the usual personal and administrative needs. CD, because of the intensive nature of its services, reaches 16 hrs. The teaching

Since I could find no master-list breaking down the courses into Centers, and since the Centers frequently join their instructional resources CREDITS.. HOURS TITLE

Problems in American Society listory of Puerto Rico. The Culture of the Great Immigrations... Developmental Reading . Existential Literature . . . Research and Study Habits Principles of Learning Urban Problems .... Study Skills ..... Six Black Writers

Independent Project Six Black Writers Great Ideas II... The Media Inter-College Colloquium Psychology and Philosophy of Counseling Staten Island Environmental Issues Major Writers Literature to Film Space Dramatic Experience

COURSES: Since the inception of the by Claude Campbell program in 1970, almost 300 courses have come into existence. Some The grievance machinery in any union contract provides an employee courses occur just once; a great many recur and appear to be staples; some with a mechanism to insure due process in all personnel actions. With public employees in states which ban strikes, seem to overlap, if not to duplicate, one another as well as courses of the the grievance procedure becomes departments; and a small number have changed in hours and credits both up and down. From another perspective, many courses are different from extremely important because it acts as safety valve. An employee, when aggrieved by some personnel action, can avail himself of the procedure to traditional offerings, some by their seek remedy without going to his union and asking for mass action. In the nature, many more by their approach, which is consciously problem-focused or community-oriented, as in urban-ethnic studies or in servicing, or private sector, where no grievance clause exists, such action is not unstudent-developing, this last accounting common; and even in the public sector, as happened in New York in 1968, for an appreciable number of seminar and project type courses. These are, however, in a context of 300 courses, eruptions can take place when one or both sides ignore the existing very tentative generalizations. procedures. Moreover, I am aware that course Putting all the rhetoric about racism titles, or even course descriptions, are aside, the essential issue in 1968 was the no crystal ball into the course itself, its question of due process. Thirteen

contents, its direction, its students, its teachers were fired without cause. This eacher(s). Continued on Page 10 is not to make any judgment about the \_\_\_\_\_

anyway, I have simply given a large

sampling from a consecutive computer-

run of all the existing experimental

courses through December 1973,

Logic for Communication Chemistry and Human Society Impact of Science on Human Problems Gov't of Business, Business of Gov't

an Problems, 1935-61 .

Kennedy Jewish Experience Literary and Artistic Perspectives on Love and Sex to What I Get Paid For Educational Development Seminar Literator Communities

Utopian Communities ..... Descriptive Writing ...... Theater of Social Change .....

The Liberated Consumer

American Problems, 19: Urban Taxation ...... Aero Dance Workshop

Writing-Speech Workshop

Dostoevsky

History of Political Activism

#### NOTES ON THIS SPECIAL INSERT

The executive committee of the Staten Island Community College Chapter of the Professional Staff Congress has authorized the preparation of this material on the current state of higher education and of CUNY particularly and approved their circulation by means of the Staten Island News Ferry. The editor of the original material was Dr. Les Keyser; the staff of the **News Ferry** is responsible for the professional security, the University had, over two years ago, inaugurated a campaign to layout and presentation. The material is being published by the **News** dismiss adjuncts and lecturers without Ferry under an arrangement with the PSC which insures that as far as possible, the Staten Island Chapter will pay the costs of the supplement.

To cover this cost, the local chapter is using funds collected as part of a local war chest to improve communications and to coordinate security? concerted activities by the chapter. Each member of the instructional staff is requested to contribute twenty dollars to this fund to continue the fight against tenure quotas, injuries to adjuncts, denied promotions, and other unfair labor practices. Please make checks payable to "Professional Staff Congress-Staten Island Community College Chapter" and forward to Dr. Les Keyser, A326.

The articles in this supplement are intended to stimulate debate and discussion, and thus represent only their author's views. They are in no way to be construed as the official position of the PSC nor the local chapter. The topics were chosen to present an overview of contemporary issues in education, and of problems, both local and national. 

administrations objections to these specific teachers, but they weren't afforded their rights under the grievance procedure or the by-laws of the Board of Education.

The U.F.T. reacted. At issue was the basic tenet that no negotiated procedure in any union contract would have validity if the firings were allowed. Not only every teacher, but almost all public employees, as well as many in private industry, felt threatened

This is, in a sense, part of the current problem in City University. The administration of City University has an unclear view of what it is doing in personnel actions. At first they hire people who they feel to be competent, sometimes promote them, and then fire them. This process accounts for most of the grievances and should be examined with care by both the administration and the collective bargaining agent. Something is vitally wrong with a system which generates grievances at

a staggering rate such as ours. The primary problem is, of course,

should have the Ph.D. or its equivalent

weak areas, as well as offer assistance in trying to correct problems. I once problem remains. With the variety of problem seems insurmountable, but the union will grieve these types of cases on which raised a bus and the bus and teaching methods in current vogue, this problem seems insurmountable, but the the basis that such judgement is ar-bitrary and an infringement on a that a person who is meritorious for itrary and an infringement on a that a person who is meritorious for three years, has a three-fifth leg on the tenure problem has created an tenure and it becomes that much more grievant's academic freedom.

another tenure line.

discriminatory

GrievanceMachinery

additional problem, although the difficult to not reappoint him for the roblem has existed for many years in fourth year. The idea of a person going milder form. Very common is the five years without any sign, and then be a much form, very common is the nve years without any sign, and then be told he isn't quite up to snuff, is outrageous. The next step is when an observer or a chairman alleges data which the

Page 5

a chairman alleges data which the doesn't have to give reasons, but the grievant doesn't think is true. This is a delicate area where some chairman have been violating the rights of the policy of tenure quotas, is in fact a eason. Added to this, many departnents in City University are electing employee. In some cases, the chairman on-tenured chairpersons. In depart claims he isn't allowed to give the nents which have a high number of person a copy of the evaluation enured members, it's a bit much to ask memorandum until he signs it. This is absolute nonsense. Nobody has to sign anything. All a person has to do is non-tenured chairperson to give away In any case, the PSC negotiated a refuse to sign it and the chairmen then alause in the grievance procedure affixes a statement to the memoran-

where an outside panel can make an dum that on such and such a date that academic judgement when the ar- so and so refused to sign the bitrator feels that the academic memorandum. This presents a judgement of the college has been problem.

At Step II, I've heard a hearing of-ficer say that the grievant signed the document and did not reply to it; Although adjuncts and full-time lecturers feel that the recent contract therefore he must have accepted the contents. The fact is that signing any had not fully protected their job memorandum means only that you've read it, but it isn't always construed ause. There are a series of arthat way. If you have a controversial pitrations pending which address document that you want to discuss with themselves to this problem. Simply, the question is, does a given number of the grievance counselor, state that you want time to study the document, you positive evaluations secure job want a copy, and you will return within a certain time to sign or not sign the

original. If the chairman refuses, go to The University's position is that it the grievance counselor. Don't be loes not. In the Lovell case, which has been heard at arbitration, a lecturer rushed

was denied reappointment in spite of having a certificate of continuous Don't be rushed into anything. Most errors are made because people panic employment. There are several adjunct and begin spewing paper here and there. Go talk to people you respect and cases where an adjunct was dismissed after extended service. In all the adtrust. Some deans and even presidents junct cases, the University argued that the adjunct has not maintained stanrefer people to the grievance counselor. Read your teaching observations dards which merit reappointment. When pressed for the standards, the departments argued that the candidate carefully. If there is any material in them not related to the lesson, ask that it be removed. Remember, after the had not worked on his Ph.D. published, joined professional groups, etc. Again, it's the problem of applying standards reasonable for the job. observation, you must have a con-ference where misunderstandings should be cleared up. If the chairman has already written the memorandum,

There has been a great deal of con take a copy, and then discuss the points usion about class action grievances at raised in it. Ask that your responses be .I.C.C. These grievances generate included.

from broad policy changes which affect large numbers of people. The union, when it feels the integrity of the con-tract is in jeopardy, files this type of If, after reading this, any chairman is foolish enough to pre-write memorandum, try to retain a com even if the final copy is rewritten. It's grievance. the basis for a grievance.

It should be understood, on the local If, within 21 days of your observation, level, the grievance counselor will accept any remedy the grievant wants. you have not had a post-observation conference, file a memorandum with conference, file a memorandum with the chairman requesting a conference. If you don't do this, you lose the right to grieve. In addition, when you feel you have a grievance, see your grievance counselor immediately. There is a timeliness clause in the contract when Once the matter leaves the local college, the city-wide grievance counselor must be very careful that settlement doesn't establish precedent for other employees with similar In class actions, the situation is similar. However individuals feel, it is prevents you from grieving after a certain time, 20 working days in cases sometimes necessary for the union to of non-reappointment and 30 days (not

file a grievance to protect a class of people. What several groups at S.I.C.C. fail to realize is that terms and conworking) in other cases. Grievance after grievant has sat ditions of employment are subject to across my desk, and twenty others like collective negotiations, and can not be it in City University, and said that they negotiated at a local level by various were so stunned at what the chairman had to say in the evaluation or observation conference that they couldn't gather their thoughts. Recently, I had a case where an observer stated that he didn't have a sense that the students were taking anything out of the room were taking anyting out of the room with them. The grievant didn't know how to respond to that, but the answer was obvious. The grievant should have asked specifically what the observer Continued on Page 6

Consumer Rights Advanced Ceramics Family Law Final Project Contemporary Poetry Children's Literature ommunity Study II Work Seminar ..... Narcotics Education Roman Catholicism Student Development Suided Reading . merican Studies Seminar (weeks) 2 Basic Concepts in Sociology General Semantics Mercury Poisoning ...... Seminar in Communications I

an experimental bachelor's degree

almost 150 have been so graduated. Our colleagues on the Faculty Council in-form me that no list of these students has ever been submitted to them for faculty approval, a position in apparent conflict with the Bylaws (8.6). I am also told that the Faculty has been bypassed in the matter of the Liberal Arts Comprehensive Curriculum, of which the only public record, to my knowledge and to colleagues', is the Catalog, p. 122.

Circle 73

Place

PCA Experimental Courses

Keast Commission and responded in

(In addition to the Bylaws, there is a Special Programs:

## Some Thoughts on Tenure

#### by Les Keyser

spades Faculty tenure is currently the key issue in higher education. Now that the fires are extinguished at San Francisco State, Harvard, Kent State, and Columbia, all eyes are on the mentors of the young revolutionaries. As early as 1971, eleven states had bills to abolish tenure; this year, the number had more than doubled and several like New Jersey's were destined to become law.

It is crucial, I think, that one see the link between the trouble on campuses in the sixties, the rise of student groups, the attacks on the traditional university, on capitalism, and on the war, and the current attacks on faculty tenure. Higher education in the seventies is in a very real way being penalized for the dissent of the sixties. As the economy tightens, and more money must be used to subsidize American business, the enemies of big business, real and imagined, the so-called counterculture, the ecology buffs, the left, and the entire university structure where many of these elements may be found, will find themselves attacked more and more because of budgetary limitations, institutional financial problems, and inadequate public funding.

Take but a few cogent examples of the link between student unrest and attacks on faculty tenure systems. The American Council on Education's Committee on Campus Tensions declared to the anxious commonwealths that tenure was sometimes a shield for indifference and neglect of scholarly duties" and the Scranton Commission on Campus Unrest proclaimed that tenure can protect practices that "detract from the institution's primary functions, that are unjust to students, and that grant faculty members freedom from ac-countability...' Similarly a Task Force Report to HEW called for a "revision of standard tenure policies leading toward short-term contracts." These early scenarios for a demise of tenure led to the formation of the Commission on Academic Tenure in Higher Education, the so-called Keas Commission, co-sponsored by the Association of American Colleges and the American Association of University

academic profession, not the tenure system, is the real object of the at- the message that tenure is a procedure PRIOR TO PRESENT CYCLE COLLEGES SENIOR COLLEGS POSITIONS 335 Brooklyn City Medgar Evers Hunter

John Jav 932 135 154 Queens Richmond York 2539 TOTAL SENIOR 4677 196 145 Graduate Center

TOTAL SENIOR COLL. & GRAD. CENTER 4873 tack." Mr. O'Neal's article appears in the excellent anthology The Tenure Debate, edited by Bardwell L. Smith, as part of the Jossey Bass series in Higher Education for 1973. I borrow quite COLLEGES COMMUNITY COLLEGES Borough of Man. C.C. nunity Colleg Bronx Comm Hostos C.C.

Hostos C.C. Kingsborough C.C. LaGuardia C.C. New York City C.C. Queensborough C.C. Staten Island C.C. TOTAL COMMUNITY COLLEGES GRAND TOTAL SENIOR & COMMUNITY COLLEGES

Professors (!!!), working under a Ford <u>colleges</u> Foundation grant (!!!). This eleven freely and heavily from the Smith tenure precludes only capricious or Foundation grant (111). This caeved freely and heaving from the original arbitrary firing." Overcoming the "fog student, college presidents, important men in other fields and tenured professors, advocated (surprise of surprises) stringent tenure quotas. Surprises) stringent tenure quotas. Needless to say, the administration at and stodgy AAUP project. I borrow job security clause; all unionists can CUNY heard the clarion call of the frequently and heavily from these understand that and support it. In a

Concepts in Psychology Mental Illness. Latin American Culture Wathematical Concepts ..... ndependent Study II ..... History and Literature Since World War II .... Anthropology of Education Natural Sciences Marxism II Justice and Defendant Health Services Seminar Crime and Community A Theory of Masks an's Quest for God . Biology and Ecology ..... Studio Art II ...... Existential Psychology.

books, though I have eschewed scholarly and copious notes of indebtedness in favor of conveying more

PRESENT CYCLE

1973-74

TENURED TENURED

No. Of EARLY

12

36

3

39

PRESENT CYCLE 1973-74

No: Of

TENURED

No. Of EARLY

TENURED

TOTAL

TENURED

-132

6

138

TOTAL

No. Of ELIGIBLE

10 19 0

11

8

96

3

99

In all this, I find it imperative to note information. that tenure did not face these vicious public attacks until the American Most of the public has no true un-derstanding of tenure, and thus both people were incensed over campus insurrections. Thus I must agree with Robert O'Neal in his article "Tenure conservative bureaucrats and so-called innovative reformers can blame all of Under Attack" that "the role of tenure higher education's woes on tenure. may be more symbolic than real. Behind the symbol, the deeper concern Even as august a body as the Supreme Court of South Dakota could declare in 1958 that "the exact meaning and intent of those who mounted the recent attack on tenure is nothing less than the of this so-called tenure policy eludes us. prerogatives of professors in American colleges and universities. The procedures are lost in a fog of nebulous verbiage." As unionists we must get out

TENURE STATUS AT CITY UNIVERSITY AS OF DECEM

NUMBER

ELIGIBLE

145

4

149

to guarantee job security, nothing more and nothing less. And we must em-phasize as does John R. Silber in his "Tenure in Context" that "nothing in

the concept of tenure precludes firing;

TENURE STATUS AT CITY UNIVERSITY AS OF DECEMBER. 1973

NUMBER

11 12

61

210

35% 60% 65% 63% 17% 56% 60% 51% 35%

54%

74%

55%

PRIOR TO PRESENT CYCLE

NUMBER TENURED

1156

3840

PERCENT

RESENTL

TENURED

51% 51% 2% 43% 5% 56% 46% 54%

47%

52%

2684

TENURABLE POSITIONS

2474

7347

very real sense, all America is a tenured society. Look, for example, at the professions. Doctors protect each

other in a medical association, lawyers band together in a bar association; losing your license or being disbarred requires a lengthy procedure with due process. Civil servants have seniority and due process. Blue collar unions demand strict seniority and due process. All America is a tenured ociety, and the call for faculty tenure s not a unique demand. Calling for half the interns to be severed from a hospital would be unique and reprehensible, as would disbarring half the young lawyers in the country, or

AFTER PRESENT CYCLE

TENURED

2671

151

2822

AFTER PRESENT CYCLE

157 214

TENURABLE NUMBER

POSITIONS

335

4677

196

4873

TENURABLE POSITIONS

PERCEN

TENURE

40%

61% 67% 66% 21% 58% 63% 55% 41%

57%

77%

58%

PERCENT

53% 52% 3% 48% 6% 58% 47% 57%

Man As Understood Through Literature 

 Man As Understood Through Literature
 .6

 Communication Arts
 .6

 Tutors' Colloquium
 .4

 Understanding Human Behavior II
 .3

 Math for the Social Sciences II
 .3

 Apprenticeship Institute Program
 .3

 20th Century Thought
 .6

 Marymount SICC Seminar
 .6

 Writing-Speech Workshon
 .4

and he should have published enough to merit a full professorship. Obviously this would mean that City University would be hiring a great many people in their middle forties, but it is just as obvious that anything short of this leads to wholesale firing when a person doesn't come up to expectations within the five year probation period. They have to show potential of becoming a full professor by the end of their five years or they don't get tenure. The danger of this is two-fold. The

person works insanely for five years, trying to be a good teacher, getting a Ph.D., writing madly to build a publication list, dashing about his or her respective campus joining com-mittees, etc., etc., etc.. Very often the person is a burnt-out case at the end of five years.

On the other hand, the person or persons making the judgements is placed in an impossible position. One of the basic questions asked by people on college personnel and budget committees is will this candidate for tenure ever merit promotion? Nobody can make such a decision, especially about a candidate rushing about as ours do, and nobody should be asked to; yet, every year the questions are asked and decisions are made.

The solution is obvious. People shouldn't be hired to become anything. They should be hired for what they are A lecturer should be hired with qualifications. A determination should be made about his teaching ability. If he is good, he should be tenured. When he does more, he should be considered for promotion, but certainly nothing should be thought or said about his promotional capacity at the time of tenure. It may be heresy, but the confusion of these two aspects of a candidate's career has caused an telling half the government employees astounding number of grievances. they would be released in five years, or telling journeymen that half would be

Of course its argued that cluttering the lower ranks with people who don' fired in five years without due process aspire to full professor prevents the upward mobility needed to keep a or cause. Tenure is job security in an university alive, but there is little merit to this. If the lower ranks don't produce people who merit promotion, and such a ikelihood is remote, then the City University can go outside and fill its upper ranks from other parts of the nation.

> Another problem which causes a great many grievances is the change of administrations in departments. With a cyclical departmental P & B, attitudes about teaching and qualifications change, and with it, people who were acceptable to the previous ad-ministration, suddenly find themselves with personal problems.

There is a classic case at S.I.C.C. which hasn't become a grievance yet where the department clearly stated they didn't understand or appreciate the teaching methods used. Seldom is a Continued on Page 6 department this candid, but the that a case must be established.

that a person is often hired without employees when they violate the qualifications. We, in the university, seldom think of it this way, but each collective bargaining agreement. person hired should have the For instance, a department can not qualifications to become a full professor within a reasonable time. This would mean that everyone hired

problems.

choose to elect a ten person departmental P & B, because they are guaranteed equitable standards by the contract. Obversely, any person who is turned down for reappointment or promotion by an improperly constituted body can grieve on the grounds he wasn't afforded due process.

This problem will plague the unior for a good many years. It's almost impossible to explain to people, who by training and bent are individualistic that, by electing a collective bargaining agent, they have renounced a portion of their individuality, but, in the matter of class actions, as well as the collective bargaining unit as a whole, this is the

case. Nobody seriously argues any longer for individual negotiations for salary but when the renunciation of rights includes such items as terms of em-ployment, there is a different viewpoint. Slowly, over the years, this

attitude is likely to change. With a declining population through the seventies and eighties, with fewer and fewer students, as well as an ever in-creasing number of graduate school enrollees, the job market will become tighter and tighter, and the union, with ts grievance apparatus, will become

ncreasingly more important. This is already becoming evident. In the tenure quota struggle it was obvious that tenured members of City University were as involved as nontenured. It's an example of people donating their time and money for a cause from which they gain little directly, or, to be more exact, an awareness of the need to support an organization to represent them in matters which may affect them more

directly.

What should a person do who feels that he is aggrieved? First, he shouldn't wait until he's exhausted his right to appeal before seeing the grievance counselor. In all probability the counselor will want to see all the material submitted, recommend

certain procedures, and warn against pitfalls which destroy the grievant's hances

People, when threatened, don't think clearly. They fall back on established, reasonable pattern which can be lisastrous for the case. For instance, recent grievance at S.I.C.C. involved person who firmly believed that if areful explanation was forthcoming all the objections to reappointment would be removed. This person, momoranda, answered in detail all the bjections in the observations. Being a fair person, the grievant admitted some shortcomings, but denied others. At Step II the admitted shortcomings became the basis for dismissal fronically, some of the shortcomings were offered gratuitously. They had not

been cited in any of the evaluations. The basic premise in evaluations

What Can I Do? I. JOIN THE PSC

If you are not a member, contact Sandra Adickes, Les Keyser, Mohammed Yousef, or you department representative immediately. Only the citywide union can insure your rights under the tract Staten Island Community College has one of the lowest percentages of memberships among all the community colleges. If your loca officers are to be effective at the citywide level they need your membership as support.

> 2. SEND MONEY TO THE STATEN ISLAND CHAPTER TO SUPPORT NEWSLETTERS LIKE THIS AND CONCERTED ACTIONS .

Our chapter now has its own special warchest t fight tenure quotas, insults to adjuncts, denied promotions, and other unfair labor practices. The fund is used entirely to organize union activities or this campus, and to prepare for concerted action in the future. Each member of the instructional staf is urged to send a check for twenty dollars to Dr Les Keyser, A-326. Make checks payable to "Professional Staff Congress-Staten Islan Community College Chapter." This insert in the News Ferry was made possible by the con-tributions of dozens of your colleagues. Please help to keep the ball rolling.

3. WRITE THE NEW BOARD MEMBERS'

In a recent Post article, chairman Giardino wa asked for his views on the tenure quota con troversy. He said: "Frankly, I have no views on it a counselor will advise the person to appeal to the departmental P & B, the college P & B, or the president, but the Please write all the new members immediately Show the board that this faculty is concern about tenure quotas.

> 4. HELP ORGANIZE THE CHAPTER AT SICC

We now have a representative in every department. We are hoping to establish a telephone network so that the leaders could call five people a piece, and each of those five call five more, and s piece, and each of those five call five more, and so on, until everyone on campus could be contacter immediately in case of a crisis. (Recent history suggest the next few years may be crisis-prone years in CUNY.) If you are willing to help establish this phone network, please write a note to Les Keyser, A326.

5. ATTEND CHAPTER MEET-INGS' INSTRUCTIONAL STAFF. MEETINGS' AND FACULTY COUNCIL MEETINGS.

If the union is to have an effective voice or campus, it must speak through many mouths.

#### 49% 1211 7347 55% 193 4033 43 America that is "tenured." This is not to say that there are no

297 406 98 283 94 498 492 306 3 135 6 291 231 174 2474 150

telling today in an America of

PRECENT TENURABLE NUMBER PRESENTLY TENURED 889 853 71 595 309 404 531 551 4 372 52 228 560 69 54

#### Wednesday, February 27, 1974

The News Ferry

mitment.

## ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT ADVERTISEMENT

The Carnegie Commission

#### by Joan Hartman

The Carnegie Commission on Higher Education, New Students and New Places:

The Carnegie Commission both ex-

Policies for the Future Growth and Development of Higher Education [1971]; Governance of Higher Education: Six Priority Problems [1973]

I've singled out two reports of the Carnegie Commission on Higher Education to discuss here. But before the second turning to them it seems worthwhile to be born, and yet to be born during a stitutions. I assume these colleges (or look at the composition of the Com- time when the birthrate has suddenly mission itself, which is heavily become unpredictable. The Com-weighted on the side of management mission foresees what it characterizes Clark Kerr is its Chairman. Three of its as an unprecedented "Go-Stop-Go" members are presidents emeriti: growth situation; the pattern from 1870, Nathan Pusey of Harvard (now when 2 per cent of the college-age President of the Mellon Foundation), population attended college, to 1970. Katharine McBride of Bryn Mawr, and when 35 per cent attends, has been one David Henry, listed in '71 and '73 as of steady growth.

Professor of Higher Education at the president emeritus as well. Three of its pects and recommends continued problems the following: 1. institutional, members are presidents: William growth in the percentage of college-age students who attend college: they see it Friday of North Carolina, Theodore increasing and finally leveling off at Hesburgh of Notre Dame, and Stanley about 50 per cent in 2000. But this Heywood of Eastern Montana College; growth in percentage is not the same as a fourth, Eric Washby is Master of Clare College, Cambridge University. Joseph zero prediction for real growth in 1980-Vosand is Director of the Center for 90. It is also contingent "non a number Higher Education, Carl Kaysen is Birector of the Institute for Advanced of uncertainties: the economy, public and 4., collective bargaining and policy, the labor market (at present 80 Study, and James Perkins Chairman of the Board of the International Council per cent of our jobs do not require higher education), and the effects of the for Educational Development; Kenneth Keniston, in '71 a professor at the Yale counter-culture and the youth revolution on students' motivation to go Medical School, in '73 is Chairman and Executive Director of the Carnegie to college and their parents' motivation Council on Children. Only two of the to send them.

In addition, the Carnegie Commission fourteen members of the Commission would like to see enrollments in the drawn from the academic community are professors: David Riesman of remaining decades of this century reflect a number of trends, some ten-Harvard and Kenneth Tollett of ding to increase and some tending to Howard.

decrease the numbers of students at-Five members of the Carnegie Commission come from outside the tending college; its best hope is that academic community: Ralph Besse, in they will balance each other out. They '71 Chairman of the Board, National recommend, on the one hand, more Machinery Company and in '73 partner grants to students from low-income in a law firm; Patricia Harris (she and families, cost-of-education sup-Katharine McBride are the two women plements to the institutions they attend, members), also partner in a law firm; a liberalized student loan program, Clifton Phalen, Chairman of the open access to public two-year colleges, Executive Committee, Marine Midland and greater emphasis on adult Banks; William Scranton, in '73 education—these measures will in-Chairman, National Liberty Cor- crease enrollment. On the other hand, poration; and Norton Simon, oc- they recommend reductions in the time cupation unlisted. These sectors in acheel a they cupation unlisted. These names and spent in school—a three-year bachelor these titles suggest the authority and of arts program and a one to one-and-athe concerns of the members of the half year associate of arts program for Carnegie Commission on Higher qualified students, a two-year master of Education These of us not in a marking inhibits only and a function carnegie commission on Higher qualified students, a two-year master of Education. Those of us not in a position to share their overreaching view of American higher education had better know and understand it: their theaching, all measures that will predictions and their recommendations decrease enrollment predictions and their recommendations decrease enrollment.

will be listened to by those who have As regards the institutions necessarv to implement the realities of and their power to direct our lives. hopes for American higher education in In NEW STUDENTS AND NEW PLACES the Carnegie Commission the future, the Carnegie Commission charts the growth of American higher sees no need to increase the number of education. In 1960-70 enrollments doctoral-granting institutions and them, and 3. there be separate laws doubled (graduate school enrollments liberal arts colleges. Given their governing collective bargaining in doubled (graduate school enrollments) analysis of the optimum size for various decide of its most spectacular growth kinds of institutions, however, they see decade of its most spectacular growth. decade of its most spectacular growth. In 1970-80 enrollments are expected to increase by one-half; this is the decade "comprehensive" colleges, that is, we are in, and we are already feeling institutions offering occupational we are in, and we are already ideling the stringencies of a steep decline in growth. But worse is yet to come—in 1980-90 the prediction is for zero growth; if we are pained by the retrenchments of this decade, just wait 'til the next. Then, in the final decade of

most of them) would be part of the CUNY system. If, then, the spectacular growth of American higher education is over, the growth of CUNY is not, or need not be; if public policy is enlightened enough to meet the needs of our inner-city population, the population is there.

In GOVERNANCE OF HIGHER EDUCATION the Carnegie Commission takes as its six priority academic, and administrative independence, 2. the role of the Board and of the President, 3. collective bargaining and faculty power, 4. principles and practices of academic

growth in percentage is not the same as real growth: it is compatible with the zero prediction for real growth in 1980-programmed decision-making. I shall look at what they have to say about 3. academic tenure. The Carnegie Commission sees the 70's as likely to be the decade of faculty

dissent and faculty organization, much as the '60's were the decade of student dissent and student organization. the Commission Faculties. acknowledges, "have much to be concerned about": salaries are rising

slowly, real income more slowly yet if money to support faculty inat all terests is hard to come by; conditions of employment, like workloads, are under scrutiny if not attack; faculty decisionmaking power is eroding as students and external authorities intrude on what were once solely faculty con-cerns; promotion and tenure become greater issues as the rate of growth slows down. In consequence, pro-union sentiment in faculties is on the rise. The Carnegie Commission takes no

position for or against unions. It recommends, on the one hand, that state laws give faculty in public institutions the opportunity to exercise collective bargaining rights, and on the other, that faculty think carefully before they decide to exercise them, conscious of the fact they may bargain away their de facto rights of governance and strengthen the managerial authority of the administration. It further recommends, when faculties choose to exercise them, that: 1. the bargaining unit consist exclusively of faculty members, including depart-

ment chairmen, 2. the contract be concerned with economic issues and academic affairs be left to whatever body of faculty is chosen to determine private and public institutions, in recognition of the special cir-cumstances of employment in each.

"We may be involved in a long-term period of greater social conflict in society and greater tension on cam-

"Collective bargaining, thus, is one

aspect of the rule of law, if and when a

As regards academic tenure, the

Carnegie Commission, after rehearsing

the usual objections to it voiced by students and the public at large, sets

out the reasons for administrative

concern about it in careful detail. First,

the slowdown in the expansion of higher

education in the '70's and the virtual end to it predicted for the '80's means that the faculty hired in the '60's (about

half of all current faculty members)

will be "the largest single seniority

block in faculty councils until the year 2000, assuming that tenure protections are continued. We estimate that con-

tinuation of current trends will yield a

nation-wide full-time faculty in 1985

Second, given the real possibility of a

changing labor market for college

rule of law is required.

#### "depression" in prospect for higher education and the fact that about half lenure the basic expenditures of a campus are directly related to the size of a faculty, a "tenured-in" faculty represents a large and inflexible financial com-

#### Continued from Page 5

Watergate, wiretapping, and partisan politics. Tenure is the very bulwark of The Carnegie Commission does not advocate the abolition of academic tenure—far from it. Rather it lists at academic freedom. One need only ponder the cases of Angela Davis, or Herbert Marcuse, or of Anthony Platt to see the current need for protection of length the advantages tenure provides to the academic world and to society at unpopular views. Mr. Platt, for those who are unaware of his plight, teaches large. Its recommendations concerning tenure, according to the Commission, who are unaware of ms pight, teaches criminology at Berkeley. The ex-chancellor of CUNY, Mr. Bowker, decided to ignore departmental recommendations and conduct a "private review" (cf. Chronicle of Higher Education, last issue of 1973) of Higher Education for the formation are designed "to avoid its deterioration through abuses." The Commission recommends that: 1. tenure be granted only after careful review ("One test of the care of this review is how many persons eligible for tenure are not given tenure."), 2. merit increases to tenured faculty be awarded by merit, not consisting ("The persons of persons Mr. Platt's qualifications for promotion to tenure, after Mr. Platt was arrested in a demonstration over "People's Park." Mr. Bowker decided not to seniority ("The percentage of persons given merit increases, as compared recommend tenure and offered as part with those eligible, is an indication of of his justification that: (1) Mr. Platt's how much merit there is in merit inbook on juvenile courts, The Child Savers, contained "very little that creases."), 3. there be "a broader in-terpretation than has been customary differed from orthodox Marxism of the of the requirements of institutional 30's'' and is ''sharply biased''; (2) student evaluations that stated his elfare for ceasing the employment of tenured faculty members," 4. there be "independent tribunals including lectures were "one-sided" and that Mr. Platt does not attempt "objectivity in persons from outside the school the classroom"; and (3) that Mr. Platt played an "active role. . . in speaking at college, or campus of the individual potentially affected" to make decisions about such matters ("Any profession is about such matters ("Any profession is hesitant to penalize its own mem-bers."), and 5. there be "a reasonable percentage . . . set well in advance" to indicate a "peril point" in the per-centage of tenured faculty (the Comrallies on campus, testifying before the city council, and agitating on the po lice decentralization issue.". In a revealing statement, Mr. Bowker declared: "I would not criticize a professor of mathematics or physics or perhaps even psychology for taking a leading role in this fight, but to have a professor of criminology to do so im-Then, in an oddly-constructed sentence that brutally shifts its direction away from the individuals potentially plicitly lends full professional support o this issue. . . It seems to me that a affected, the Commission observes: faculty member in criminology must be 'Any such revisions in tenure pracon reasonably good terms with the leadership of the law enforcement and correction profession." Bowker's argument is tortured and torturing, and however, will meet with substantial resistance, particularly now that there are fewer places for faculty members to go once they have ceased to be employed by an institution, now conjures up in my mind a system where we as the educated may only speak in that unionization is spreading, and now that the courts are hearing more cases areas where we are uninformed. I wonder if all political scientists must, in and setting more precise standards for Bowker's universe, be on reasonably review procedures." How inconvenient all of this is for higher education! How convenient it would be if, for the sake of good terms with the leaders of government, whether business professors must be with Exxon, and institutional welfare, most of those persons who believed what they were whether physical education teachers must cast their lots with Ali or Frazier told, that college teachers were needed most carefully. In any case, Bowker's universe, and a university without and so trebled graduate school enrollments in the '60's, would now go quietly away. Go quietly away where? To compete with their students in the tenure, will be a dangerous place for the Archibald Cox's, Eliot Richardson's John Sirica's, and Sam Ervin's of the non-academic job market, where 80 percent of the jobs require no higher education at all? This is not a problem profession.

The scope of the problem is not truly indicated, however, by pointing to well publicized cases. In the first fifty years of its operations in this area, AAUP received over 3000 formal complaints in the area of academic freedom and tenure and academic due process. Weak organization it was, AAUP was forced to censure 64 institutions in America for denying faculty members elemental rights. In the past three years, complaints to AAUP have risen report on Governance of Higher Education appeared in April 1973, its figure for the nationwide percentage of tenured faculty was 49 percent, one percent below its "peril point." Then, in August 1973, the American Council on Higher Education issued Teaching Faculty in Academa, 1972-73, This report shows that the "tenuring-in" of Continued on Page 10 dramatically: in 1969-1970 there were 750, in 1970-1971 there were 880, and in 1971-1972, 1139. Over a thousand attacks in one year on the very foundation of free research, free teaching, and free speech. President Birenbaum's seminar series on the First Amendment is truly well-timed and much needed. The recent BHE actions on tenure are Grievance just one more dramatic case in a continuing battle.

It should come as no surprise that the tack on the univers

in the selection of teaching materials"; much about the institution as about the (4) "used questionable teaching individual." Good schools and good methods"; (5) "failed to seek approval has led to bed tonching the selection of the selection of the selection of teaching the selection of the selection of teaching teachers the selection of teaching teachers tend to co-exist. If anything methods"; (5)"failed to seek approval teachers tend to co-exist. If anything for library requests." My own personal favorite, a worst of the worst, con-cerned a high school teacher who lost his position because he told his family that he did not entirely endorse man-datory attendance regulations. Academic freedom extends, of

Academic freedom extends, of one thorough-going institutional system course, well beyond the classroom. The for faculty development which paid IUAC hearings did much to shape serious attention to the development of higher education in the fifties, just as teachers." This failure on the part of Vietnam, Cambodia, and Selma shook institutions obscures the fact that good the sixties. In charged times, it's hard teaching is, as Professor Eble notes, to separate person and position, "not just the individual's responsibility emotion and fact. For unionists, the but the institution's as well." Those who defense of tenure and due process will always be colored by the events Kay always be colored by the events Kay Boyle so eloquently describes in her short text, The Long Walk at San Francisco State. Kay Boyle was fired from her position at San Francisco tenure limitations.

State; her account of this dismissal is Frequently these two arguments its own moving justification of due against unlimited tenure, that tenure must be limited to encourage the best or that any tenure protects the worst, are couched in new language. Mr. Dabney Park, Jr., formerly of this college and now director of the external

had much experience with non-

"I stood close to the truck, which was student-owned, and the owners were struggling now to keep the amplifier from destruction at degree program at Florida In-ternational University, asserts that Hayakawa's hands. He was flinging out to right and left into the crowd his 'loyal to Dr. Hayakawa' scrolls, each tied with tenure and non-traditional education are always at odds: "Anyone who has a blue ribbon, and every now and traditional education knows that tenure is one of the most formidable obstacles then he dodged as a student flung the scroll back at him. He was to educational change and im-provement to be found in the shouting the protesters down, his voice gone shrill as a banshee's, educational world today. Those of us who are trying to give birth to new and and I called out to him as loudly as I could: 'Hayakawa Eichmann!' better institutions in the cradles of old He swung around, trembling, and demanded above the uproar to ones constantly face the hardened know what I had said. When I attitudes of immovable tenured faculty members" A careful reading of this repeated the two names, he shook argument reveals that Mr. Park relies an agitated finger down to me. 'Kay Boyle, you're fired!' he shouted.'' entirely on his experience and his in-terpretation of it for proof. His

process:

programs are, he suggests, "new and better"; old colleges are "cradles" and On its subtlest level, academic eedom as embodied in the concept of tenured members are "immovable," enure is intimately tied to the effective overnance of the university. Any overnance system must, as the report attitudes." Mr. Park would be upset, no governance of the university. Any for the Center for Research and doubt, were I to assert that he was Development in Higher Education immovable and laden with hardened Development in Higher Education inimivable and laden with hardened indicated in 1971, rest "on a high degree attitudes. He and I, I'm sure, would of mutual trust, collaboration, and reject a universe of moral absolutes, of rejection of adversary relationships." Governance must involve equals: if administrators and presidents have job requirity so must their foculty terminate him through nonsecurity, so must their faculty terminate him through non-colleagues. One professor quoted in reappointment because we did not Fritz Machly's "In Defense of agree. I only hope that Mr. Park would be as magnanimous with the faculty who serve under him. Tenure and its concentration be bedret by be bedret be bedret by bedret by be bedret by bedre will the faculty be kept on its toes, his anatomical metaphor is slightly off; he wants us less on our toes than on our Wr. Park's article is, it should be

knees." Good unionists borrow a little noted, a call for "some imaginative from Gertrude Stein to sum this point new possibilities for restructuring the tenure system" and makes several "Bosses are bosses are bosses." ip: The arguments against unlimited telling points against tenure quotas. the arguments against timined tenure are, I believe, even weaker today than they were in the fifties when witch-hunting was the craze. Today, those who attack are more subtle; they those who attack are more subtle; they One piece of information he offers was cloak themselves in the robes of ex-baye begun to counsel their peers not to cellence and innovation. They boldly declare that stringent tenure criteria insure academic group for the tenure decisions. Even if they are

correlations when examining

ratings of professors relative to their standing as tenured or un-tenured faculty members. Good

and bad teachers may be found

among the tenured as well as the

untenured and in about the same

numbers.

declare that stringent tenure criteria insure academic excellence; in their academic jungle, they assert, only the best would academic jungle, they assert, only the best would survive. The fact is, however, that there is no evidence to support their position; it is, as Harold Hodgkinson shows in his excellent article "Faculty Reward and Assessment Systems" all unsupported assertion: "The statement that the best teachers get tenure and the best in-stitutions get accredited must be accepted or rejected on faith, as no data a tenured society." Given this situation exist which could test the performance of either evaluation system." What evidence there is concerning effective least, is neither a racetrack nor a teaching actually suggests that there is business and that it is not 'American' or no correlation between tenure and good democratic or even useful that it should teaching. Kenneth Eble, perhaps the most published expert on teaching and its evaluation, summarizes his findings don't we tenure everyone? Universal over a long period of research in his tenure on the university level is to me a sensible proposition; no one should be article "Tenure and Teaching" in the ollowing manner: dismissed without just cause and due "In my work with the Project to Improve College Teaching, I have discovered no meaningful process administered by their peers.

the century, 1990-2000, enrollments are expected to increase again, but only by one-third, less than the increase of one-half expected in the present decade, ditional community colleges and three and code termination that once governed academic life have not yet broken down, but they may, the Commission somberly observes.

## **Perb** Factfinders View BHE Proposals by Richard Currie were originally placed on teaching

but it is printed for the purpose of reminding the SICC faculty of the nature of the employer's proposals during the last contract discussion. A topical arrangement is employed.

- Richard A. Currie

#### SCOPE OF THE BARGAINING

The BHE "questioned the authority of the Factfinders' Panel to make findings of fact and recommendations on certain PSC demands such as governance, distribution in rank, hiring, on the grounds that these items were not subjects over which the BHE was required to negotiate." "... The BHE reminded the Panel several times recommendations must be

The BHE wanted the psc to identify that counselors be available on a full- PSC has a legitimate bargaining inevery single past practice in the year basis, that there is no logical university and incorporate them all into reason for the limitation of counselor of hiring, for those who are hired as a university and incorporate them an into reason for the initiation of courselor the contract. In that Fashion, the schedules to the academic year ....." agreement would then be "zipped" or Courselors, the BHE maintained, closed. But the Panel noted "Even the should work 35 hours a week.

Board acknowledges that it is im-|C. New Job Title Series for Counselors possible to know, identify, or state "We agree that there is and should be interest precisely the myriad of past practices on the part of management the right to equally unrealistic to expect the PSC to establish a new job if it sees the know of all such accepted and necessity to do so. We think, however, recognized practices." Moreover, "it is that there has been much discussion well established that a collective here of a new job for counselors without bargaining relationship encompasses there being persuasive evidence that a more than what is specifically stated in new job is, in fact, contemplated ..... It the agreement." appears to us that the objective of the BHE is not so much to remove coun-

#### STUDENTS ON P AND B

"As both parties have stressed selors from the teaching lines as it is to throughout the proceedings, the em- achieve a longer work year and a phasis in governing the various in- longer work week."

stitutions is on peer judgment which is vital to the interest of both parties in matters of appointment, reap-pointment, promotion and tenure. To not discriminate in respect to hire, extend the decision-making authority in tenure of employment or any terms or these areas to include students who are conditions of employment of any emthese areas to include students who are not the peers of the faculty or the staff would, we believe, be inappropriate to the maintenance of the concept of peer judgment endorsed by both of the parties." The BHE advanced the proposal that students sit on Pand B committees. membership in the Union."

COUNSELORS A. Origin

by Richard Currie Printed below are summaries and excerpts of a number of BHE positions as the Panel of three Perb Factfinders overlained them in their report dated their courseling function. Budgetarily, they were "relatively inconspicuous" (BHE phrase) on teaching lines. The overlained them in their report dated as the Panel of three Pero Factilities (BHE phrase) on teaching lines. The explained them in their report dated May 17, 1973. It is not a complete listing, but it is printed for the purpose of reminding the SICC faculty of the "neither budgetary nor public recognition and support could be ob tained.

> (The PSC claimed "that the hiring of counselors at CUNY evolved from the teaching relationship and "was and is"

that is 80 percent tenured and 90 per-cent in 1990—higher education will be substantially 'tenured-in'." closely related to "teaching functions." It points out that qualifications for those assigned to do student coungraduates and the emergence of new seling are substantially identical to social concerns, a faculty "predominantly tenured and comthose of others in the instructional staff counselors and non-discrimination in who hold teaching or professional mitted to its historic specializations may find it hard to adjust the subject titles.")

matter taught to the new interests of "The BHE considers that the Panel's students." Third, given the financial

BHE reminded the Panel several times that we lacked authority to consider items ... (but) nonetheless, it proceeded to state its position on the merits of the several issues." (1) the titles in which such employees shall be employed (2) the salaries to be paid, and (3) other privileges and prerequisites for employment."... (But) We are persuaded that the proceeded to state its position on the BHE considers that it is essential ... (But) We are persuaded that the prevention of the BHE considers that it is essential to be prevention.

terest in the non-discriminatory nature result of a discriminatory practice become part of the bargaining unit and, thus, of concern to a union. We do not consider that the PSC is precluded from pursuing that legitimate bargaining

> SALARY The Panel cited the Board's words:

"... Our proposal on increments, on the elimination of increments, is a proposal which has a simple and simply stated objective: It is a necessity for the City University in this contract to reduce the rate

of increase in the salaries of its instructional staff. That is what our target is, to reduce the rate of increase under this contract. Now, we have said that the vice in

the existing system is the double whammy, the double increase." But the Panel found "... that an in-cremental system should continue." It argued, in part, that "the institution discourage or attempt to discourage Indeed, the Board itself, during the course of these proceedings, has ex-The BHE argues that "applicant" are pressed its desire to maintain CUNY's A. Origin The BHE maintained that counselors Congress is certified as bargaining academic community."

ontinued from Page

the Carnegie Commission concerns

itself with. A later report, perhaps? For it is an educational problem, and until

the educational establishment concerns

itself, what recourse do untenured and

potentially detenured faculty have but

When the Carnegie Commission

report on Governance of Higher

unionization and the courts?

mission recommends 50 percent).

tices.

meant and what specific recommendations the chairman was making to correct the situation, and then ask the observer to return in a week or two. implement the recommendations, and ask that the implementation be recorded in the subsequent conference.

Continued on Page 10

Too many employees of City University are defensive. If an improvement can be made, make it, and have the department see it. Also, there are, as we all know, peccadilles of individual observers. One wants the class in a circle; another wants the blackboard used in every lesson. Go along with this too, because blowing it up out of proportion only acts against the grievant at Step II. The hearing officer always asks why the person just didn't conform, why it was made so important.

Student evaluations present a problem. The union has contended from the beginning that they were a term and condition of employment; therefore they had to be negotiated. The University has taken the position that they weren't. This matter, as well as students on P&B, is currently before PERB to determine its negotiability. If the decision is favorable, the PSC will sit down with the Board and negotiate these items, but that doesn't help the person who is being fired because his student evaluations are poor.

However, the grievant should understand something. The PSC has collected data which shows that some departments don't consider student evaluations at all, others lay great. stress on them, and some, sadly, use hem as they see fit, to fire when they don't like the person, and rehire in spite of them.

All this works to the favor of the grievant who is being refused reappointment based on student evaluation, for, whatever else an employee can expect, he should be entitled to equitable standards, and clearly the University has made little or no attempt to guarantee any equitable use of these forms.

Finally, an important area of grievance has to do with promotions. These are the most difficult grievances, for they rest, usually on pure academic judgement and are difficult to upset on procedural grounds. However, in my opinion, and I must say it isn't shared by many in the union, this is a wide open area. The main problem with promotions is that reasons are never given.

With the affirmative action program adopted by City University, I would expect that reasons for non-promotion will have to be given to minorities and women, and men can claim such unilateral action is discriminatory, so men too will get reasons, and then grievances can be filed on merit.

Added to this, the special arbitration provision in the contract insures that he academic judgement can not be arbitrary or discriminatory. With these provisions, it would seem to me that a person arguing that they had been denied promotion unfairly would have a substantial case, but we'll have to wait for an arbitrator's decision on that one.

of an attack on intellectual and academic freedom. In 1968, when the American Council on Education polled university administrators and college rofessors on the nature of the goals of igher education in the next decade, both administrators and teachers agreed that the number one goal, the highest priority, should be to "protect the faculty's right to academic freedom". In the same poll, both administrators and faculty pointed to the ame two areas as the goals that were not receiving the attention they should: (1) to "develop loyalty on the part of the faculty and staff to the university, rather than to their own jobs or professional concerns," and (2) to "make sure that salaries, teaching assignments, perquisites, and privileges always reflect the contribution that the person involved is making to the functioning of the university." These are indeed lofty ends, and they do not encompass, as I read them, mathematical formulas to allocate tenure. Merit must always be the sole criterion for academic freedom and the intellectual life in America is to

endure and if professors are to be loval to their university and their students. The constantly amazing feature of the attack on academic freedom is the scurrility of those who seek to undercut the university. If the White House has its horror stories, the annals of education can match them one for one and then some. Consider our fair state, where in 1971, the Office of Legislative Research, at the behest of State legislators agitated by unrest on campus, wrote 30 campuses requesting 'detailed information about various courses in the social sciences" (New

York Times, January 30, 1971, p. 47). One would be incredibly naive to think the legislators were thinking about further course work. Similarly, the AAUP reports on court cases involving academic freedom include the following items as serious charges against teachers, charges deemed worthy of causing dismissal of professors: (1) "had his students purchase a book as outside reading without notifying the bookstore"; (2) "inappropriate language in the classroom": (3) "didn't use good taste

STATEN ISLAND C.C.

(College)

Another alternative to tenure limitations which seems to me both reasonable and rather humane is that suggested by President William M. Birenbaum of our college to the tenure committee of the council of presidents of the CUNY. Mr. Park summarizes it in his article: "In essence, the proposal amounts to a system of reverse tenure,

numbers." More hostile critics of tenure actually reverse the argument cited above. Instead of maintaining that tenure interime tenure actually." It involves:

criteria insure excellence, they argue that tenure protects untalented in-dividuals and encourages deadwood. appointed at the instructor level for as Again, this argument is pure assertion, long as they remain at that rank, after unsupported by any concrete data. It one probationary year

assumes, for example, that there are a significant number of undesirable yet tenured professors. Mr. Eble found in professor or promoted thereto. Such his survey of the faculty of the contracts would be renewable following University of Utah that 70 percent of the evaluation of performance at the end of faculty felt that no one on campus each 15 year period, so long as the deserved dismissal; his conclusion was person remained in this rank.

that given the validity of peer (3) Ten years automatic tenure for evaluation, a system common to most all associate professors-renewable 

small." Even if one were to accept the argument that tenure protects dead-wood, an acceptance that would be for me an unconscionable leap of faith acceptable only to misanthrones who the an unconscionable leap of faith of tenure was in effect, this plan of acceptable only to misanthropes who feel all cops are crooks, all doctors so long as dismissal after negative charlatans, all lawyers shysters, and evaluation involved a clear statement all college presidents monsters, the argument concerning deadwood is not a prima facie case against tanunc.

prima facie case against tenure. Rather than concluding this paper Professor Smith, in his introduction to with more statistics, opinions, and The Tenure Debate, responds most arguments, I prefer to leave all that to cogently to the charges when he notes the tables of statistics that follow. that "the deadwood problem says as Tenure is finally a personal question.

#### **DEPARTMENTS WITH 50% OR GREATER TENURE** As Of SEPTEMBER . 1973 No. ELIGIBLE No. TENURED % TENURED TENURED As Of As Of As Of As Of SEPT., 1973 SEPT. 1, 1973 SEPT. 1, 1974 SEPT. 1, 1974

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Wednesday, February 27 1974

## The News Ferry

#### Page 7

College Budget: P&B Subcommittee **Views** Purpose

#### by John Signoriello

and the second second

Professor Lawrence Schwartz, Chairman of the Economics-Politic Science-Philosophy Department and head of the new P&B Subcommittee on the budget, doesn't care much for the way the P&B Committee at SICC has been functioning lately. Part of the problem, he claims, is the way the committee was reorganized a year and a half ago. At that time the committee was broken up into three subcommittees, only one of which is headed by an actual voting member of the P&B, Dean Kuhn. The other two committees are chaired by "guests" of the P&B, SICC Vice President Arthur Kaufman and Dean Felix Cardegna.

Schwartz claims the reorganization was an attempt on the part of the administration to dilute the power of the P&B, which rarely meets together as a full body any more, thereby con-solidating executive power. He claims, too, that P&B members who express opposition are harassed on a personal level amongst their peers.

This state of affairs, and the recent accruals crisis at SICC, recently prompted Schwartz to press for the formation of yet another P&B subcommittee, this one formed, unlike the others, for a specific function-to guarantee P&B input into the budget processes at SICC.

In regard to budgetary matters, Schwartz contends that President Birenbaum has consistently violated BHE by-laws by refusing to present the budget to the P&B Committee for evaluation and review.

Other members of the subcommittee, in addition to Schwartz, are Nathan Weiner, chairman of the Electrical Technology Department, Reuben Benumof, Chairman of the Physics, Geology and Astronomy Department, Howard Stanton, Chairman of the Psychology Department, and Grace Petrone, recently appointed Chairman of the Business Department.

Weiner was somewhat puzzled by Schwartz' statements to the effect that Birenbaum has been acting illegally by refusing to allow P&B members an input into the budget.

"The concern of the department the budgets of other colleges; and (3) the true amount of flexibility in the budget. been essentially within the academic ' he says, ''in regard to area. promotion, reappointment, or appointment. Recommendations in these areas have always been based on merit that so money will be available to hire and never have I heard it said that they substitutes. What we'd like to know is couldn't be made because of budget how many lines are unfilled at any

We could possibly have too many deans, and some of that money could be used to hire new teachers.' The problem with flexibility, says

difficulties. As for the budget itself, I have never been denied access to it. I have, in the past, been concerned only with that portion of the budget devoted to personnel, but I'm sure, if I wanted to. I could easily find out how much the college spends on telephones or postage or some other such thing.

Although Weiner says the new P&B instance, if there is a great need for ubcommittee hasn't really gotten off teachers can it be gotten from adthe ground yet, he is happy to be a ministration or library lines?" member of it. He hopes it will "let people know where their money goes" and offer "advice and approval" to the disposition of funds in the college. "The budget is a complicated

been pretty open, not secretive. I think it's partly because of the nature of document," says Dr. Reuben Benumof, things. We didn't really know what the another member of the subcommittee, budget will be until August, and when 'so complicated that nobody can give most of the chairmen get back they're too busy to pay much attention to authoritative answers-essentially, it's ouite a mystery.' budgetary matters until some time Benumof sees the need for

authoritative answers in at least three later. Benumof was asked why there was, areas, and hopes the new subcommittee will be able to provide them. Those now, a sudden interest in budgetary

given time, because those lines might be used potentially to get teachers to fill

Benumof claims, too, that there is a

'vast administrative complex at

"We have all kinds of deans and HEO's," he says. "I'd like to know whether the ratio of administrators to

teachers at SICC is high, low or normal

compared to the ratio at other schools.

Benumof, is that nobody seems to know

"The budget is a line budget." says Benumof. "What we would like to know is, is the money fixed into categories or

s it possible to shift around money. For

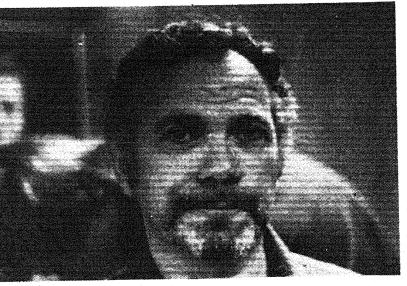
Asked why the budget has remained a

mystery for so long, Benumof replied: "I don't feel it is a deliberate attempt to

hide anything-the administration has

now much there really is.

other needs.



accruals crisis had a lot to do with it." The other two members of the subcommittee, Howard Stanton and Grace Petrone, felt they had not been in their

"Some schools deliberately leave

dinated effort between administration and faculty, in terms of what is best for students. After all, isn't that what the budget is all about-the students?"

President's Statement on Accruals ED- Note: SICC President, William M. Birenbaum made the following

statement in a public address to provide clarifications of accruals increase

I. THE BUDGET CRISIS AT SICC In the fall, SICC submits its proposed budget to the Board, framed in terms of legally established formulae based during the following fall and spring. The Board revises that budget in anticipation of its negotiations with funding sources, usually downward. Putting together similar predictions from all the units of CUNY plus its own budgets, the Board then seeks tax levy funds from State and City authorities. It receives an overall result from the City. usually in the early Summer, usually in June or July. The Board them redistributes what it has obtained among the units, usually providing a result still less than its prior revisions. It then notifies the unit that it may plan to operate within a given sum, subject to further potential downward revisions en route. This year we received a budget in late July for a fiscal year beginning July 1 and a school year

about 40 days later in September. The prospect of further downward revisions during a fiscal year relates to several potential variables; for example, the reality of fall semester enrollments which are never clear until September or even October. But still another complication is ever present. There is a difference between a legal appropriation of money and the legal capacity or direction to spend it. Legislatures appropriate, but governmental executives may direct that appropriations not be released for expenditure. The City of New York from time to time, after agencies have certified a budget, withholds portions of the money from the agency, creating reservoirs of City dollars which then may be redistributed among agencies to meet operating deficits at a later time in the fiscal year. These moneys, authorized but withheld, are called 'accruals.

When the reality of such accruals are known or anticipated early enough during a budget period, they may be accommodated either by spending less in the first place in order to cover the accruals, in effect reducing one's budget still further at the outset; or by creating operating reserves to meet such obligations when they arise.

We have followed both practices in the past, and have this year with the current budget.

Still another complication in budget planning is that not all of the College's income results from the tax levy budget. Funds for new construction and alteration of physical plant come from different sources. Gift and grant moneys are apart from tax levy funds. Financial Aid for students is sub-stantially funded differently. In our case other sources of income amount to millions of dollars, and these sources frequently operate on entirely different timetables. This other income bears importantly upon the time flow and to some extent upon the actual deplyment of tax levy funds. Often the other sources of income cannot be anticipated within established timetables, and require therefore as they occur, ad hoc revisions of one's original overall predictions.

wide P & B was appraised of the Board's communication, which was discussed. In the intervening three workdays, with the aid of our comalmost entirely on enrollment puters and reviewing advance projections i.e., our estimates of what enrollments will be a year hence, percent complete for Day Session and 60 percent complete for Evening-we tried to assess the impact of this cut. and to frame our alternatives. During this period and the following week we attempted to persuade our 80th Street colleagues that some major relief was in order. But by Friday it was becoming clear that we were not succeeding. On January 21, therefore, we convened another special session of P & B to consider our alternatives, and dispatched a letter to the Vice Chancellor for Budget and Planning which read in part:

Your memorandum...dated December 21, 1973, received here January 8, 1974, has brought a tremendous shock to my entire organization...We have been experiencing great difficulty in trying to meet the original 5.28 percent Gross Personnel Service Accruals which amounted to \$677,000...You may recall that when we received our official budget last July. I indicated ...that it fell short of the amount required to meet our needs. At that time I requested an additional \$800,000 and you provided us with a supplementary allocation of \$200,000. We have literally been holding our breath while we were trying to live with the \$600,000 deficiency. But now this additional...accrual is going adversely to affect our programs. We shall be forced to cut back our 1974 spring semester educational programs to a point where it is going to really hurt the students, the staff and the community..

Throughout this period of the last few days of final examinations, and, of course, beginning the following week of intersession, very few members of the instructional staff were available on would. this campus.

Since then no relief has been forthcoming from the Board. There is therefore a continuing budget crisis here centering upon this unexpected withdrawal of \$328,000 from our funds.

**II. ARE OTHER UNITS OF CUNY** FACING SUCH CUTBACKS, AND IF THEY ARE, HOW ARE THEY AC-COMMODATING THEM?

Consultation with colleagues leads us to believe that all units of CUNY are confronting problems similar to ours. The impact of this situation upon each unit varies depending upon the eccentricities of its situation. Some face declining enrolments. Some faced declining enrolments during the fall. Some apparently plan to terminate programs, or to delay the beginning of new commitments. Some apparently cuts. of carrying over current deficits. I do not know it to be a fact, but it is possible of budget entanglement. Though unsome may have decided not to comply with the direction.

at this College is neither the highest nor the lowest in the system. It is virtually on the mean These reports reveal that the size and cost of administration and operations here comparatively is neither the highest nor the lowest, but practically on the mean among all 20

might exceed prescribed levels, and units. that the impact of our prior decision I regret the timing of these events, was falling more heavily upon adjunct the absence of staff when decisions had persons than we expected. Con-to be made. But these were realities we I regret the timing of these events, the absence of staff when decisions had persons that we expected our prior simply had to face. I regret the accrual decision, and decided afresh upon a practices of the City of New York, but partial noncompliance with the we have no control over these. Perhaps directive to reduce our expenditures by I erred in attempting to implement the \$328,000.00. The effect of this decision is official direction.

to substitute a new risk for the old one. Given all these circumstances, The new risk is—and it is a very serious one—what effect this will have on our frankly, were I a student or faculty budget for next year. but this shift of member returning to the campus when risks, in my judgement, was required if school reconvened, I too would have we were not to jeopardize seriously our been terribly upset. educational obligations. In other words, I would welcome through the Faculty

I would welcome through the Faculty Council and the Student Senates the balancing the present educational risk creation of a group with whom we could against a future fiscal risk, we decided choose the former. That is where consult more regularly about our

things now stand. SUMMARY

Of the remaining 7 percent of the tax

evy budget allocated for ad

ministration, virtually 95 percent of

that is mandated and prescribed. In

this portion of our budget discretionary

lecision-making is very small.

overall budget situation, some group who could, over time, become better informed about the intricacies of Practically 93 percent of the tax levy budgeting an institution of this size, and pudget of this College is prescribed for teaching personnel and supportive advise the President as he administers his budget responsibilities under the staff, registrar's staff, etc., and ad-University's Bylaws. Finally, I want to thank the faculty ministered according to the terms of union contracts and mandated for-

and staff for its cooperation throughout this difficult period. One final fact Remains: In an unprecedented manner our Evening Session has grown again by still another 20 percent enrollment leap. Our Day Session enrollments, in an unusualmanner, remain for this spring virtually at the level of the fall. For the first time in its history, our

Current University reports reveal College is serving 10,000 people of that the per student cost of instruction Staten Island and New York.

## **Accruals Rate Jump**

#### Continued from Page 4

levy" funds.

summer.

mulae and schedules.

vote (64 yea, 2 nay and 12 abstentions) | tend to support the contention that SICC for creation of the committee recom- had notice in summer.

ironically, with only one volunteer to serve on it ... Professor Richard Currie, who did so because no one else for administrative awareness of ac-cruals troubles. Though it carefully

notes budget cellars and ceilings, it fails to note whether the negotiated

3. A CRISIS OF "DATES" The President's public address, and return of \$197,000 was in the form of an statements of all administrators to accrual rate drop or, if not, what part date, rely heavily on three sets of the college's accrual rate played in "dates" in the budget process to ex-plain why prior consultation with P&B, substantive relationship between total faculty or students was impossible in handling the current accruals crunch. the accrual rate formula.

#### One set of dates, those of the budget

approval process from college, through Secondly, the President's statement BHE, through City and back to college indicates that "we made it very clear to are given to establish the complexity of the Board that we were proceeding to are also used to verify that City and BHE processes: are inevitably late, allocated," only clarifies the college's which leaves the college at the bottom stance toward the BHE. It does not of the approval hierarchy and subject indicate whether the BHE had made it to the most disastrous impact of very clear that cuts would be coming, bureaucratic entanglement, and budget nor do the semantics of the college "assuming" a stance or warning

are either discharging staff or an-ticipate doing so in accommodation of the next fiscal period and with the hope the presidential address and interviews to establish an even more intricate we 4. ACCRUALS: BUDGET CUTS OR specified, those are the dates of

Nathan Weiner is a new P&B budget sub-committee member. areas are: (1) the number of teaching | matters, and answered that "the recent lines in the budget and the number of those lines that are filled at any given time; (2) the number of administrative lines in the SICC budget in relation to he number of administrative lines in

dreams in my fantasy world to turn the

college over to my six top critics and

Moving back to the decentralization

question, Birenbaum held that "within

the terms of enrollment guidelines,

once the money is allocated we are

virtually self-governing. Funding

agencies do not view us as 35 depart

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see what they would do with it."

positions long enough to comment authoritatively about budgetary matters. Grace Petrone did say however: "A budget is a problem for the entire college; it must be a coorsome lines unfilled in case someone gets sick," says Benumof. "They do

Continued from Page 4

into small groups, which in turn leads to if presidential responsibility included growing reliance on adjunct faculty allocation of monies, "yes on allocation lines being created.

Birenbaum

Though he claims P&B can do of per student cost, was the emphatic nothing about flooded course schedules, answer. "Most of my severest critics I have Birenbaum did note that "sometimes I feel the members of P&B are enmeshed defended before the Board on in so many individual decisions; they promotions, tenure, By-Laws waived are absorbed more with the trees than and such. I advocate for them and I'm responsible to the Board for them . the forest." He added that he considered an administration failing that with the obvious inference that the "we've assumed they know things that critics circle had not done the same, Birenbaum went on to state, "in that we shouldn't have assumed." He added, by way of example, items such as 1 position I must maintain the capacity to hour increases in course loads seem control myself." insignificant until multiplied by the 30 Asked if, in a general sense and given

to 40 sections they may, in fact, the size and complexity of the job, he would prefer a more decentralized represent. system of responsibility, Birenbaum

#### ADJUNCTS

spoke more around the issue than about Shifting to the adjunct job threats, Birenbaum claimed moves had been "The truth is, 99 per cent of the made to secure more positions by a faculty really like to teach and a good Board policy that discouraged the number of students are really here to practice of full-time staff working partlearn. The responsibility is a time for extra pay . . . "we've tightened challenge." Pressed on the decena number of these cases," he added, "the faculty has been very cooperative tralization question, he concluded, "it would be more difficult to manage and and understanding.'

would tend to magnify managerial Landing the first of many salvos to a group he would only call "some problems." critics," Birenbaum called "ludicrous" At that point the president again some statements made to date on "the lashed out, "We stand ready to explain, plight of the poor adjuncts while they defend and expose what we do. But at times the accusations of 'no revelation' continue with staff on extra pay that of facts means, invariably, that we've denies adjuncts positions.'

communicated a message they don't He added that the 1 PM calls for special meetings preclude the presence want to receive. Everyone wants of adjuncts . . . "I did not see more than tenure, promotion and the like. I like two adjuncts in a room of over 60 people being promoted as much as anyone. (referring to the recent instructional Every institution claims to have less staff meeting). Meetings should money than it needs. The profits of oil probably be set at 6PM or on weekends companies (referring to a recent reduction of risk in growth and they so that the rights of the people being talked about could be enjoyed by the people themselves.'

Asked if he would reveal who is working on extra pay lines, Birenbaum nice to chat about . . . but it is another price). thing to work so that SICC functions and claimed that he could not agree to continues to grow. It is one of the budget revelations that might have results on the personal affairs of people without their consent, but agreed that he would release figures dealing in gross sums of money and instructional costs.

He also claimed that with increased computer capacity, he hopes to develop the means to instructional cost breakdowns by department in relation to the per student teaching costs. He further agreed that regular public disclosure was the goal of his administration, cautioned that more than a "desire" to understand would be required, but again implying that his group of "some critics" would have to be willing to apply an extended effort.

In conclusion, he claimed an eagerness "for the student senates to be revelatory about their expenditures as well," in what seemed an obvious warning of things to come.

#### DECENTRALIZATION

"There is a by-law fact here: I am held responsible for the disposition of monies ... proposed budgets and disposition. Not in as in an individual

me to pivot on the see where, from a legislative point of discussion that cal view, how hard it would be to coun issue of decentralization began. Asked tenance decentralization. At some point things do come together. But the checks and balances are overwhelming, such and the quality of the product in terms as the formidable bodies of Faculty

a balanced budget," was the way a duilities are centralized services. I can

Council and Student Senates.' TRANSIENT OFFICE

Asked if some critics might not want to decentralize procedural responsibility based on a concern that a benevolent president might not always be the case at SICC: "Life is a transient thing. The

Chinese are deeply concerned with the passing of Mao. People are always concerned with anticipated arrivals and departures. Conclusion, life is transient. CD will stay, hundreds of minority students will stay, PCA ... the Learning Town will get built they're crazy ... they don't want to talk about the things my nose is rubbed

Calling his circle of critics "fox hunters" dressed up and out for a hunt at the recent instructional staff meeting, "there are legitimate conflicts and to the P&B's credit, it attempts to resolve them equitably. People expect someone accountable to know what he's responsible for . . . and it's sometimes tough to take. Some people who cry out for change and liversification constantly want all the security props for immortality. In the

end, their logic says, nobody should have to decide anything.'

CAMPUS RADICALS

"I'm a footnote to some. They want to destroy this system, the Constitution and First Amendment. None of us can have it both ways. There is no absolute pamphlet on oil company profits don't want to drink the hemlock (a distributed by Sarg-in-Exile) and suggestion that many critics view outrageous expenditure on the themselves as "philospher kings" but, Manhattan towers (Civic Center) is unlike Socrates, don't want to pay the

"One must face what Socrates did They want to make martyrs of the college and themselves. I'm not interested in martyrdom, I'm interested n life and the life of this college. We'd get so much more done if so much energy wasn't spent in un-informed

babble and all of us would get down to vork.' "On the other side of it, at all ranks and on all sectors, this faculty has been overwhelmingly helpful. They've expressed a professionalism and fairness respect. I don't give a damn about differences of opinion, but how they are expressed.'

Birenbaum's angry conclusion was that "if one feels they are part of a corrupt system, isn't a tenure bearing ine part of that system? They should get out of it and fight it. As a professional matter they are part of a system. You can't have your cake and eat it too. And they shouldn't assure hemselves that 'corrupt systems' are passively going to lie down. Whether

it's China or Russia or here, 'corrupt systems' in charge have a way of expecting victims who receive benefits to we something."

The administration of these sums is further directed by a few very fundamental and clear Board policies and legal constraints imposed by the City and State.

a. There are legal requirements that we do not spend more than we are in fact provided, i.e., that our annual debits and credits balance. During the last five years we have always balanced our books.

b. In view of the historic eccentricities of the City's accrual practices in, and past embarrassments that the University in some categories has obtained more money than it spends annually, requiring it to refund dollars to governmental sources, we are urged to spend funds allocated fully and in a timely fashion. At SICC we have.

c. And finally, ever since I've been here, we have never obtained sufficient money according to FTE and other formulae to fund our operations adequately. As enrolments have bulged, we have been encouraged to engage more adjunct teachers to cover loads, since adjuncts are a less expensive personnel route than fulltime employments. Along with every other unit in CUNY, especially the two-year colleges since Open Admissions, we have increased substantially our adjunct staff.

In July of 1973 the Board certified a budget for this unit which was \$800,000 less than what we regarded as adequate according to formulae, and \$600,000 less than what we felt was minimally required to handle enrolments we then anticipated. We so notified the Board, and after negotiation \$197,000 of the \$800,000 sum was restored to our budget. Once it became apparent that our fall enrolment predictions were on target, we made it very clear to the Board that we were proceeding to budget this unit for the rest of the fiscal period on the assumption there would be no further inroads on sums allocated, pointing out that any further tampering would compel us to refuse to admit students, to discharge staff, to

terminate basic services and programs, or some combination of these, assuming our enrolment projections were correct.

We proceeded in August and September to budget the College accordingly, and had no other event intervened, this College would complete this fiscal year as it has all others during the last five years, in balance.

On January 8th we received notification from the Board of the need to adjust our budget downward by still another \$328,000 - an additional accrual imposed by the City of New York. On Monday, January 14th, the College-

#### III. WHAT IS THE EFFECT OF NONCOMPLIANCE?

We have never failed to comply before. But I am led to believe that administrative directives cannot be disobeyed without sanction, and that in the case of some other CUNY units which have in the past not complied, the penalty has been assessed against their succeeding budgets, which has the effect of merely moving the problem from one academic year to the next. We may in the future be penalized; or

we may be forgiven in the light of the option we faced, namely, turning students away by the hundreds and compromising the seriously educational quality of what we do.

#### IV. HOW HAS SICC FACED ITS CURRENT FISCAL PROBLEMS?

#### We have faced our problems here in two stages:

A. STAGE ONE. First, we decided to comply, and to do so without discharging any full-time staff member or terminating any on-going program in the college. We believed that compliance might be achieved by regulating class sizes more scupulously, not with a view toward increasing them above prescribed levels, but to make sure they in fact reached that level; by adjustments of the schedule regarding sections of given courses, which would have the effect of inconveniencing the time schedules of some individuals, but not the availability of subjects; by the more vigorous cancellation of classes with marginal enrolments, and by the elimination of some marginal courses. We understood that the brunt of these steps would fall upon some student schedules and programs taught by

We asked some full-time staff who vere teaching extra courses to forego them, to be made up by a reduction next fall, in effect making a personal con-tribution to the welfare of the college. In all of this the full-time faculty has

B. STAGE TWO. Upon the completion of registration last Wednesday, the data began to reveal that the course we had chosen was leading to results we did not properly anticipate. First, Day

Session enrolments, compared to previous second semester experience, were running strong. Second term is usually smaller, but not this time. Second, contrary to all past experience, the spectacular growth of evening enrolments continued full flow. It seemed apparent to me on Thursday morning that some students were not able to obtain sections they required with reasonable convenience; that even after a week or two some class sizes

SURPLUS? secondary funding sources such as gifts As noted previously, Shernicoff, the and grants (estimated at one-half million dollars at SICC); financial aid formulae from the federal and state million dollars at SICC); financial aid claims on two major points: that the governments; the SICC Association City has not raised the accrual rates to unds and various other resources that the BHE or any other of its agencies; do not fall under the category of "tax

and that accruals are "not something one collects . . they are surplus funds.

The administration argues that these Roebecke, the BHE spokeswoman, unds are an integral part of college operations, but do not work on the same carefully avoided claiming the City had timetables; lines of accountability; nor raised its rates while arguing colleges legai and spending formula as do tax had been warned of increases. Yet she levy funds. What it all means is that a did claim that the City has taken an 'mix and match" game must be played unusually "hard line" on accruals and to somehow consolidate the flow of that BHE had hopes of relief until monies into a common workable for-December. As noted, Birenbaum claims the college's accrual increase of mula at SICC. \$328,000 is "an additional accrual

The third and most vital set of dates imposed by the City of New York."

are those surrounding the BHE notice According to Shernicoff's into SICC of the jump in accruals. While there had been some implications that terpretation, the only "changes" that the administration had withheld the have come about are between the BHE notice, they have since subsided. In and colleges. He claimed that the addition, News Ferry was allowed to current accruals charges were forsee the "Received" stamp (dated merly covered by funds held centrally, January 8) on the back of the Schultz at the BHE: "The accruals changes, as notice of the accrual hike, though the I understand it, came about in two full text of his memo has not been steps: the BHE granted more monies released (the President quotes portions) that had been held centrally in the first step and increased the accruals rates to of his answer in his statement). the colleges in the second."

A more important question is The second point of contention betwhether or not the administration had ween the City spokesman and college notice and, in effect, acted in "nonspokesmen is the interpretation of "line compliance" this past summer. What that would mean is that the fiscal crisis budget" relationships to accruals rates. Both Shernicoff and SICC Vice in January may be part of the "punishment," alluded to in the Birenbaum President Kaufman agreed that "line budgets" inevitably develop difpresentation, for non-compliance in ferentials between what is spent and what is budgeted.

Mark Shernicoff, BHE Program Examiner for the City Bureau of the Budget, strongly asserted that the City factors of job turnover such as lower accrual rate has not risen at all during the current fiscal year. He claimed, in a was determined at the outset of the

year and has not altered.

pay ranked staff hired on high rank lines and the like (ie. when an Inrecent phone interview, that the rate structor teaches a course that is budgeted for an Assistant Professor a differential between budget and actual spending occurs). Since funds for job

These differentials hinge on the

Asked how the BHE determines its ines are legally mandated, they are not accrual rates to the college unit, Tory 'discretionary." That is, they cannot Roedeck, Administrative Assistant to be used for any other purpose. Dean Anthony Knerr (top CUNY budget officer since the resignation of

According to Shernicoff, the City Vice-Chancellor Frank Schultz . . . the author of SICC's letter of notification), accrual rate represents the amount of she claimed they work from a "pro-rated" formula on the basis of college how the differential amount is deterbudgets. In other words, the accrual mined, he claimed, "usually history . . . rate is determined in proportion to each that is the history of an agency's surplus in relation to its budget schedule college's cut of the fiscal pie. total. "In answer to Roebecke's "hard

She claimed that the BHE, like line" accusation, Shernicoff claimed it SICC's administration, had hoped for is the same with all agencies and that, relief from the City on the rates, but in fact, the BHE had a history of excess had warned the colleges in summer and accruals (or, in his terms, surplus provided a "rough" approximation of funds based on pay differentials) in the what the rate would be should no let up past. College officials unanimously occur. She also indicated that the BHE, claim the accruals practices of the City contrary to the Budget Bureau's claim, represent budget deductions .... "they did not know it would have to impose mandate what part of your budget you as SICC's Business the full rate until December. The will not spend," Weiner allegations, mentioned earlier, Manager defined it

adjunct faculty.

been completely cooperative.

history of AID.

For the last hour of the three hour

forum, Martin Black and Jerry Hirsch

fended off questions from students senators and SARG-in-exile members

Black himself opened the hour with a

into the Student Lounge with a shovel,

here." Student senator Ed Jagacki

immediately challenged Black with a

quote from a News Ferry article in

which it was reported that the AII

director did not consult with staff about

the reorganization. "Why," asked Jagacki, "did you plan the reorganization in the middle of the year

Countering with a charge of non-

consultation on the Shockley issue,

Black closed the debate by claiming

that he had in fact consulted with

"people who choose to remain un-

named." SARG-in-exile member Penny

Grillos then questioned Black about the

new internship structure which is

designed to keep senators from being

AID interns on the theory that the dual

role can result in a conflict of interest.

In light of this, queried Grillos, "does

AID stand for student advocacy or

To set the score straight on that issue,

the director who has come under

considerable attack of late, responded

by saying that "when AID people feel that certain things are appropriate, the

senators don't necessarily agree—it is

better not to have conflicting in-

terests." While Ed Jagacki spoke out in

support of Grillos' position, Joe Hamill

agreed with the idea of conflicting

when no one was here?"

doesn't it?

students.

new "panel concept" of AID.

## The News Ferry

#### Wednesday, February 27, 1974

## Teach-in: **AID Controversy Aired**

#### by Sally Johnson

any of the clubs before presenting the memo. Black refused to "discuss the

Committee on the Protection of In-Isaacs contended. Geoff Atkins, the

dependence in Government (COPING) head of the clubs panel, answered with

sponsors as a presentation on the the charge that Isaacs did not consult

najor bone of contention as they at-seceded from AID. Either he has

acked Black about the procedures dissolved AID, or AID is now a puppet

them"

which he employed in setting up the of the administration.

memo in public.'

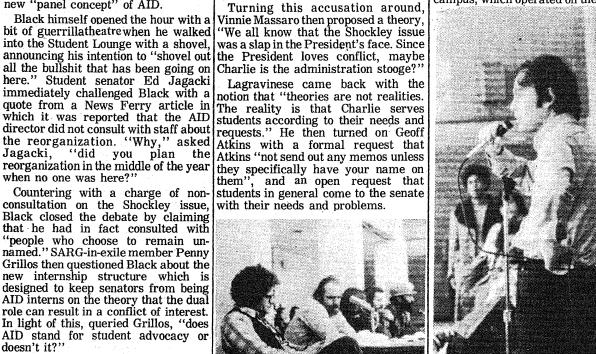
Isaacs took the floor on that one, in There to help. We could really rake up An hour of angry accusations and reference to a dispute over a memo dirt, but this infighting is only helping counter-accusations between dissident which Isaacs wrote on club budgeting Birenbaum, not us. You're attacking students and staff, and AID Director processes after the senate had re-Martin Black, culminated the February instated him as their advisor. "You told people as lackeys, but that will not solve anything. 15 teach-in which was billed by the me not to do that without clearance,"

#### HISTORY OF AID

The early afternoon session of the teach-in was considerably less heated and focused mainly on student explanations as to the origin and nature of the AID concept. The reading of a prepared document entitled "Student

Isaacs then raised a basic question Control or Controlled Students? about his status as an AID staff opened the session at noon, and that was followed by various student and which had to do with the ways and member. "AID was supposed to be means of the recent AID recognization based on democracy. On January 3, Charges of non-consultation and Martin Black announced a basic secrecy seemed to be the students, change in philosophy. As I see it, he staff presentations with the floor open for audience questions.

Marcellus Jones led it off with his view of SARG as it was, claiming that it was a "legally constituted body on campus, which operated on the basis of



Martin Black attempts to clear up the "bullshit", as angry students confront him on the issues of AID

finally dropped specific greivances and broached the bigger issues at hand. "The main problem," said Jones, "is

to serve students.

And for those who still refused to believe that the Shockley affair is not yet dead, the issue reared its head one more time in the form of a memo from SICC President Birenbaum on the subject of an invitation to participate in the teach-in:

You requested during our meeting today that I send to you in writing my views stated below about your invitation to participate in a Student Senate teach-in.

I appear in public on and off this Campus all the time to discuss all kinds of subjects, controversial and other. I welcome the opportunity to do this, and will continue to do so.

But your invitation to do this under the sponsorship and with the par-ticipation of the incumbent Day Session Student Senate raises certain questions we ought to resolve.

1. This Senate is on record with the position of denying Free Speech and First Amendment protection to persons with whom it has disagreed, disagrees, or may disagreed, disagrees, or may disagreed, disagrees, and may disagree with me. It is not at all clear to me, therefore, whether or not I am one of those persons to whom the Senate's Resolution denying Free Speech applied. I cannot appear under Senate auspices, therefore, unless that body assures me quite explicity that it will implement and defend aggressively my right to Free Speech guaranteed by the United States Constitution during the occasion I would appear under its auspices.

2. As an officer of this public College, I am bound by honor and by law to uphold and implement faithfully the Bylaws of the City University of New York. I cannot appear under the sponsorship of any individual or group who on the occasion of that appearance, knowingly and intentionally is in violation of those Bylaws. If I appear under Senate auspices, therefore, I will want to be assured at the time of that occasion that the Senate is not casion that the Senate is not knowingly or intentionally violating the Bylaws of the University which I am pledged to observe, as are all other citizens of this college community.

3. Assuming resolution of the above matters, I will be pleased to reach a specific agreement with representatives of the Senate about the details of the public event it wishes to sponsor with my participation. As a basis for such an agreement, I suggest the following:

a. That we agree upon a statement of the subjects or themes which we will discuss and debate.

b. That two students of your choice and I will engage informally in discussion and debate to be moderated by a member of the teaching faculty upon whom we mutually agree.

c. That our discussion be one hour in duration and be video-taped, that the video tape will be the property of the College, available to students and-or teachers and staff for use on the campus as they

## C-Building Takeovers

#### Continued from Page 1.

in regard to the selection and recall of Jwanted this "larger question" a faculty advisors. That policy is as dressed: follows: "The AID Center is designed

ice.

tative.

equal facility."

the contract.'

ervice student life," he answered. "

unctions as an experimental center

Birenbaum was then asked whether

"I have no inclination to act solely or

Hirsch went over to the lounge

shortly after he heard that it had been

closed and I contacted Mohamed

Cousef, the faculty union represent

Yousef's attitude was and remains

with William M. Birenbaum," he said

Since last year there has been a

nature of C-building has changed, so there was logic in the request. I'm on

record as willing to accept another

Yousef said that he "has come t

inderstand the grievances of the BSU

gainst the students. "I'm not dealing

with the BSU on this issue," he said. 'I'm dealing with the administration on

"Any organization funded by the Day Session Student Senate, including the Day Session Student and input as to how clients react to the Senate and its Commissions, may service is a determinant as to whether choose, from among the collegethe service need exist or not.' wide faculty, any advisor of its choice, and appropriate releasedhe would dissolve AID now that the time payment shall be provided, if DSG had made its feelings known: necessary, by the college, in order for the advisor to adequately the advice of the DSG," he answered perform his-her duties."

"as they represent no more than twenty students, if that." He went on to say Selection of faculty advisors became an issue because Martin Black's reorganization of his AID Center staff that he sees an average of twenty students per day personally in his of among other things, removed Charles Isaacs as faculty advisor to the Day Session Senate. The new student government policy for selection and taken over. "I proceeded to enlighter them about the history of the lounge recall of faculty advisors hinges, practically, on the administration's willingness to arrange for release-time the reason for its existence, the fac payments to advisors the students that it was called for in the PSC con choose, or on the Senate's willingness to tract, and the fact that it was an ad pay those advisors themselves. ministrative area," Hirsch said af terward. "They considered the matter

In regard to release-time payments by the administration, Birenbaum said, I cannot consider the proposal because it is beyond my power to do so. The by-laws and union contract are very explicit about tenure-bearing flexible. "In the past year we have had lines. It would be an entirely different matter if they were non-faculty lines." periodic executive committee meetings He added: "I think it is quite apdemand for the lounge space. The

propriate, and I encourage the DSG, to hire their own employees."

The senate resolution caused SICC President William Birenbaum to elaborate on an earlier and more vague interpretation of policy on the space allocation question. Following is the and perhaps they have merit." He added that the PSC will take no action text of the Birenbaum memo to AID Director Martin Black, issued the same date as the DSG eviction resolution: Pursuant to discussions with

Student Senate President, Geraldine Jackson, I wrote you on

September 15, 1971, as follows: "It is my policy to respect assiduously and to defend aggressively the jurisdictions, prerogatives and powers of the student governments of SICC, day and evening sessions, as established by University and campus law with regard to such matters as space allocations in the C Building, the allocation of funds in support of student activities, and the chartering and supervision organizations." of student

Ultimately, I am responsible and accountable for all activities conducted and college properties used in the name of City University at Staten Island Community College. Therefore, regarding the above policy, I will remain actively engaged to ascertain that due process, University and College Law and policy, and educational goals and purposes as established by the Faculty are properly respected and observed.

Regarding space allocation in the C Building, this policy makes the

Birenbaum met with several student senators early in the week. News Ferry coverage of this meeting was prohibited by Birenbaum. No explanation was offered.

Regarding space allocation in the C Building, this policy makes the following points very clear: 1. The President voluntarily

designated the Student Senates as agencies to allocate spaces in the implementation of his responsibilities. The designation obviously created a privilege in the Senates-not a right-for the responsibility under the Bylaws for the use of University properties on this campus remains with the President.

2. A privilege abused may be withdrawn.

3. In his agreement, the President reserved the power to review due process in the allocation of spaces in the C Building, and the power to review space allocations as these bear upon the implementation of College educational goals and purposes, and University and College law and policy.

4. The privilege granted extended and extends only to the allocation of spaces in support of student organizations. It does not extend to the use of public spaces (i.e., the auditorium, hallways,

bathrooms, community lounges. etc.), or to spaces used in the general service of the College Community (i.e., faculty lounges, bookstores, AID, Financial Aid and other general administrative areas, etc.)

These remain our policies, and we have adhered to them carefully, including during the Fall of 1973, several student when organizations appealed directly to this Office pursuant to Student Senate space and budget allocations. In each case, after a preliminary review of procedures, we have referred complaints back to the appropriate student agency.

did not

Birenbaum's hint that "a privilege In an interview shortly after the abused may be withdrawn" takeover, Dean Kreisman said that deter the Senate. Early in the week of according to the terms of the PSC February 14th, it became apparent that contract, the college is required to they were going to allocate AID's space provide faculty space. to various student clubs and

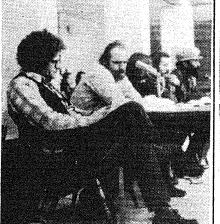
"The college has made C-109 organizations. available to the union," he said. "It is On Monday. available to the union," he said. "It is On Monday, acting before official possible the college will make available Senate approval, the Vietnam Vets other space to the faculty. Deter- Association "symbolically" took over mination of union space is the college's Martin Black's office. The action inresponsibility. Clearly, the BSU is in illegal occupation of the room—the and friends marching down the hall in room is not theirs. Should the college C-building to Black's office, where assign other space to the PSC, then the designated use of C-109 changes. The behind his desk, waiting for them. matter then goes to the DSG.

Black was told his office was no Several days later Kreisman denied longer his. He asked, "Pursuant to several days later Kreisman demet rumors that a decision had been made to designate the library's "La Gallerie" what authority?" And was told, "pursuant to the authority of the Commission on Student Center.'

Black reminded the assembled vets that official Senate approval could not come until Wednesday. A spokesman for the vets told Black they were taking over the office in the "interim" pending Senate approval. "But that's like someone taking over the White House matter became entangled with the immediately after being elected,' question of whether the Senate thought Black complained.

the AID Center, as presently con- Black was told the act was only

Continued on Page 10

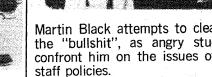


interests, claiming that "there is a Marcellus Jones, who had that conflict between taking orders from morning received notice that he was Martin Black' and working for the fired from his part-time AID staff job,

Lorraine Ercolano, of the Evening Session Government, then had some pointed questions for Nancy Munez, the whether these AID people are relevant advisor to the ESG. "Nancy, why did we stick our necks out to get you space to the students. SARG was part of AID and yet was mostly students. Why was n our office and then you moved right back to the AID office?" To this, Munez SARG dissolved and why aren't students guaranteed a right to vote any answered that she needed to be ac-cessible to certain resources of the AID longer?' With a counter-charge in the form of center, without which she could not

continue to do her job. "The AID staff, a question—"Can any senator name 10 she remarked, "has to stick together." members of his constituency?"—Black While Ercolano dropped the issue, the proceeded to explain his feelings about

nature d



internal democracy. We believe that students are capable of decisionmaking." As he sees it, Martin Black wanted to do away with any type of democracy in the AID center—thus the

reorganization plan. Claiming that the plan itself was "typed in Birenbaum's office." Jones went on to explain that his SARG group "rejected the arbitrary shuffle because our primary purpose is The notice of his firing came shortly

thereafter, "I can't tell students to make decisions about what affects them if I'm not willing to make decisions about things that affect me.'

On the issue of student power, he re

ic of advisors and advisor responsibilities became of primary importance for the remainder of the meeting, leading to some heated confrontations between Geoff Atkins who stood on Black's side, and Charlie Isaacs who is now the faculty member of SARG-in-exile.

Dino Lagravinese, one of the more outspoken senators, then put a question to Black regarding student needs and who determines those needs: "You contend that you service the students. If you alone are going to decide what

student needs are, how does that help students mature?" Black denied this charge, saying "I don't decide student needs, but I also don't feel that the student senate is the most representative body on campus. I can offer an advisor to the senate, but they don't have to choose to use that person."

conflict. Said Black, "AID is an administrative unit, directly accountable to the President, and the staff is accountable to me. We have solicited student input, but I am not accountable to students and I will not be dictated to by the DSG. AID is not a democratic

group—when the students say jump, I do not jump. I try to get people on my staff who are in basic agreement with my philosophy of professional ac-countability, although I do not expect a consensus of opinion on every issue."

Then, in a final request for mutual understanding, Geoff Atkins stood up to request an end to the personal conflicts tactic is called for must be used." which he feels are a major contributing factor to the present dispute-""This seems to be a matter of personal conflicts. This is just mutual accusations about the past. AID is only

you do.

iterated the belief, picked up later by Frank Ehlers, Penny Grillos, and Bob Weiss, that "there aren't going to be any changes if people are not willing to understand that there is a certain amount of risk in attempts to change.' Frank Ehlers of the Convicts' Liberation club and Bob Weiss of the Vets' club both continued on this tack, with warnings and admonitions about the need for risk-taking in the seizure of power. Relating a story about a semiviolent confrontation when "we threw the military off campus a few years ago," Ehlers stated that "whatever

Agreeing with Ehlers, Weiss brought up the Shockley case once again, claiming that the incident "put us in bad with the administration. It became obvious that to get something, one must take it by any means necessary.

may choose and within the terms of the First Amendment. d. That I enjoy the courtesy of reviewing prior to issuance any publicity issued by the Senate or its agents in anticipation of this event, should any such publicity refer to my participation in any manner.

If we can reach agreement on the above items, I am at this time, February 7th, available to appear under Senate sponsorship on Wed-nesday, February 20th, Thursday, February 21st, or Friday, March 1st.

tonowing points very clear:

At that meeting, Birenbaum President William Birenbaum was wanted to put a sign up announcing they reportedly asked the student senators partly responsible for this.

to address the "larger question" of whether they thought the AID Center, as presently constituted, need exist a all. This they did at their February 13th meeting. They not only officially reallocated AID's office space to various clubs and organizations, but Continued from Page 1 addressed themselves to the "larger question" as well by passing the quorum here for your Instructional following resolution calling for the Staff meeting, our informational picket dissolution of AID:

WHEREAS the AID Center, as it is presently constituted, has advisors assigned by the Director, in a centralized administrative staff, to all aspects of student governance; the Senate, its commissions, its chairperson, and the clubs and organizations, and WHEREAS that assumes that the AID Center's ideas, on what students lack in technical skills, are correct, and

WHEREAS that further assumes that the optimal method for dealing with these externally conceived technical deficiencies is to supply unsolicited advisors,

WHEREAS that conflicts with the new student reality that the students want to, and are encouraged to identify their own problems and initiate and develop methods to solve them, and WHEREAS the Se WHEREAS the Senate recognizes the need for advisors for some students involved in Senate or club activities this year and in succeeding years, and WHEREAS the Senate has voted to have a policy of student control over the selection and recall of advisors to clubs, the Senate, its commissions, and its chairperson. with release-time payment provided by the college, for those advisors, and

WHEREAS this policy is in conflict with the present ad-ministrative procedure of the AID Center for choosing advisors for the Senate, its commissions, and its chairperson.

BE IT RESOLVED THAT the Day Session Student Senate recommends to the President of the college, pursuant to Senate positions and policies and changing student realities, that the AID Center, as a centralized administrative staff, be dissolved,

BE IT FURTHER RESOLVED THAT the Senate recommend to the President of the college that he take appropriate steps to facilitate the securing of releasetime payment for faculty members chosen as advisors by and for the Day Session Student Senate, its commissions, its chairperson, and clubs and organizations funded by it.

stituted, need exist at all. SICC "symbolic" for the time being. The vets

to my knowledge.'

as a replacement faculty lounge.

"That is incorrect," he said. "No

official decision has been made yet.'

Asked if there had been any thinking along those lines, he replied: "No, not

As for the eviction of Martin Black'

staff from its offices in C-building, that

reality of the situation at the moment is the tenure question. If and when the l'enure other problems (open admissions, free tuition, etc.) surface, "I personally would call for drastic faculty action."

Yousef also claimed a union victory on the budget crisis in terms of the planning firing of 100 adjuncts. President Birenbaum indicated last line embarrassed us. This apathy is killing us." This view was challenged non-compliance" with the CUNY by Petratos who claimed that he has mandate and the adjuncts were not let been out on picket lines for thirty years go, but Birenbaum "omitted mention of now and is no better off for it: Let's go all the way, but no more picket lines. which included Zeller, Cantor, Camp-Then back to Lorraine Cohen, who bell and myself. The cuts were made on expressed a basic distrust of any sort of the basis of information to the effect expressed a basic distrust of any sort of the basis of information to the effect political settlement which is brought about by city politicians. "Beame and his friends are owned by big business, by real estate interests," she said. "They will sell us out in the long run, maybe not on this issue, but they will sell us out " And she posed yet another

sell us out." And she posed yet another challenge to the union leaders: "Why were the rank and file union members not allowed to take the floor at the PSC rally?"

On this point, Claude Campbell, the SICC representative, expressed a view of unionism which suggested a singleminded devotion to PSC policy. Referring to a talk given by Albert Shankar at the rally, he suggested that the union could not allow a public attack on a major labor leader in such a forum. He commented further that the rally "was not designed for the rank and file."

Faculty activist Ira Shor picked up on this point, saying," Don't do to us what our enemies do—let us speak out on issues." Beyond this, he called for a "reconstruction of our understanding of power. This budget crisis should not have come upon us unexpectedly, but the union seems to operate on special interest politics like the administration.'

In an interview, SICC chapter president Mohamed Yousef elaborated on some of the "special interest politics" which are beginning to concern chapter members and the faculty at large. "The local chapter has 400 members," he began, "but some of those are not technically teaching faculty. We have a long way to go especially with adjuncts."

On the question of a strike, Yousef predicts "that there will not be a predicts strike." He sees the recent installment the strike motion which was finally passed by the SICC faculty that included Ira Shor's amendment for the inclusion of student demands with any faculty settlement. He feels that each issue should stand on its own-each

Belle Zeller (standing) and Erwin Polishook (seated left) address local union members on tenure.

#### Whether or not Yousef's assessment of the situation is correct, union actions do not seem to have allieviated certain faculty grievances which result more from major governance questions than of a new BHE as a hopeful sign on the from specific issues. Faculty critics do of a new BHE as a hoperal sign of the from specific issues. Faculty critics do issue of tenure quotas and expects that the policy will be rescinded in the near have enough strength to achieve anything other than political set-tlements. Arthur 'Field may have hit upon the real sore spot when he stood up to make a statement which closed the union meeting: "There is not enough contact between union leadership and in an interview following the Senate's issue warrants faculty support on its union—the feeling is that you get more actions, Birenbaum was asked why he lown merit." However, in his view, the on your own than with the union."

Indecent Exposure

by Lewis Zlotnick

This column is aimed at creating a mode of opinion for the student. Only questions of current social and political value relevant to the student body at SICC will be asked. Students are chosen at random. This is a prime opportunity for the often voiceless student to express his or her views. The success of this column depends on you- so keep a "tongue-in-cheek" out for me. Lewis Zlotnick

WHAT DO YOU THINK OF THE FOOD AND THE PRICES IN THE CAFETERIA?" (interviews we're conducted in the cafeteria area) "Want an honest opinion, it's not that bad. The prices are reasonable in comparison to outside restaurants. For the amount of facilities they have in this school the food is O.K."

Vinny Franzone Liberal Arts and Sciences



students when they regulate their prices. Gilda Bradshaw **Liberal Arts** 

"I think it's kinda high but what can

They should consider the

"The food is not bad but Hero sandviches are getting smaller, while the prices are getting larger." Dennis Magna

"The food is pretty good but it could be better. The soda is the best. As for the prices I'll keep that to myself." **Melanie** Guardino Nursing



"The food is good but I think very over-priced . . . I eat here all the time . . . maybe because it's so clean that's why the prices are so high . . . the veal parmesan is delicious . . . . "

> Sal Amato Pre-Law

"We're college people, not working people. We're barely making it in here and what they charge us, the food ain't even worth it. For these prices, I can go to McDonald's and get better food."

> Vivian Lewis Liberal Arts

Wednesday, February 27, 1974

The News Ferry

#### Page 9



by Sally Johnson

In a temporary settlement to a longdisputed issue, Professor Kenshasa Shabaka has returned to her office in College Discovery, pending tenure her questioning nature approach to evaluation from the Central College critical and analytical approach to problems are decided assets to a Discovery office at the Board of Higher college which amphasizes change an Education

The issues of the case revolve, to snare ner expertuse instead of seeing as her ultimate goals student growth and development instead of her tenure eligibility as it applies to faculty who have been transferred within the who have been transferred within the CUNY system. While Professor

Shabaka has been at SICC only since October of last year, she has held previous positions at Manhattan Community College and at Medgar Community College and at Medgar member of our staff. Therefore, we Evers College as a resident member of Bruche Social Strainer With the urge you to take the above under very a Psycho-Social Services Unit which serious consideration, as it relates to operated out of the Central CD office.

As Shabaka explains it, "Seven psychologists were assigned to each of seven community colleges to act as counselors. The unit was dissolved in counselors. The unit was dissolved in 1972, and each of the psychologists involved was assigned to one of the Signed by well over 100 faculty and colleges." Thus, when she came to administrative personnel, the memo SICC last fall, she was only one year went out city-wide to political figures away from tenure evaluation.

and newspapers and, in effect, charged President Birenbaum with the SICC President Birenbaum then responsibility for "guaranteeing the acted to have Professor Shabaka re-rights of all individuals on this camassigned to the BHE, claiming that he pus. was not able to make a decision on her tenure evaluation because of the short length of her stay on this campus. In his Since the January and early words, "Tenure is usually judged by February events, there has been

one's peers. Her length of service on temporary compromise solution this campus would be the shortest in reached. As Steven Moore explained her CUNY career, and we are bound by the compromise, "The temporar a difficult tenure policy at the solution is that Birenbaum has ac moment

assignment, not a transfer. The tenur Professor Shabaka concurs with this assessment of the situation in that, "I evaluation will come from the BHE." was asked to be re-assigned to the BHE by President Birenbaum because he did not wish to deal with tenure. I am too

close to tenure.

However, she contends that BHE byevaluation of the case." He goes on t laws make allowances for the special problems of transferred faculty, and all explain that "it is unusual for a persor to be so mobile. In light of that mobility past reports and evaluations are we had to be particularly careful.' readily available to a tenure evaluation committee.

As for Professor Shabaka herself, she For this reason. she feels that she has a grievance against the college because doesn't care who finally evaluates her the course of events, in her view, tenure, but feels that there should not suggests that she was being judged on a have been any problem in the first basis other than competence or conplace since she has worked in the tribution of service as they appear in CUNY system all along and has evaluations of her work "ranging from the union contract. good to excellent." She is back at SICC

"It seems to me," says Shabaka, at least until her tenure evaluation "that there is a grievance implied if one comes before the BHE. If and when she has tenure eligibility (covered by the receives tenure, she will be accepted a BHE by-laws despite transfer), and a SICC with her line paid for by the BHE college, because of 'closeness to but transferred to the administrative tenure', is unable to accept."

In an initial move to fight President Birenbaum's attempt to have Professor Shabaka re-assigned to the BHE' the Black Caucus of SICC headed by Steven Moore, sent a January 28 memo to the President which is reprinted, in part. below:

In her relationship with colleagues, Prof. Shabaka has been cooperative, while at all times challenging of the traditional roles and norms within the program and the college. While this may be found threatening to some who

cepted a re-assignment to SICC. The

problem is that it is only a re-

President Birenbaum feels that thi

solution is the best that could be hoped

for under the circumstances and that

the BHE will give a fair and objectiv

are less concerned about the progress NF: What is con lib? How did it of education and student development, originate? What does it do? her questioning nature and keen Ehlers. In order to fully answer, a certain amount of background material is necessary. On the SICC campus, college which emphasizes change and excellence. She has always been willing

there is a program called the Special Admissions. This program has been to share her expertise with others operating now for six semesters, possibly seven. It is set up to allow exdrug addicts access to the college campus. It was originated in Arthur Kill, where a Soc. 1 and Psych. 1 course

was taught for credit. Four graduates of that course came to SICC. One of them has graduated; the other three fell by the wayside. Since that time the program has been expanded to include ex-convicts. At your recent decision to not have her present they have sixty people from remain at Staten Island Community

various rehabilitation centers and prisons now on campus. As the program expanded and there were more and more ex-drug addicts and exfelons running around the campus, there was a great social gap.

The school, by its very nature, was something far and distant from people of that background. They never had any hope or expectation of ever attaining a college education-college was something for other people. So they didn't relate very well to the students on campus at that time. They ended up hanging around in their free time, and getting very discouraged. Jane Hickey another student, and myself came up with the idea of forming a club to deal with the needs of ex-addicts and exconvicts. So we drew up a charter and constitution and by-laws. While doing this it occurred to me that we had an excellent vehicle for social change on campus. Most ex-addicts or ex-cons are not, as myth would tell you, stupid or

ignorant They're generally very smart and very creative, but also very frustrated. We decided that this frustration could be put to good use. Our primary goals were to alleviate some of the hardships of men "inside" by corresponding with men in prisons or rehabilitation programs that had nobody; helping with work release programs when they got out, or when they came up for parole; and offering counseling, for their various problems, which are

many. NF: Con Lib has recently opened a storefront — "Prospects" — in Brighton. What is its purpose? New Jagacki: On June 1, 1973 a storefront facility was acquired by Frank Ehlers and myself. Funds were provided for

the rental of this storefront to be paid up by Dec. 31, 1973. Our objectives, initially, were not related to the tasks that we have since undertaken.

## Ehlers, Jagacki "Prospects, "Con Lib, And **Special Admissions**" View

#### by John Signoriello

community. We decided to utilize our resources, limited as they were, in creating a community service center. So, we acquired an additional \$150 expense budget for the summer months. Semi-day care facilities were

the obvious immediate needs of the children helped clean the facilities, also, sweeping, mopping and dusting. They also aided us in distributing 300-350 free lunches per day (donated by the Urban League).

We instituted a writers workshop (Non-accredited course) instructed by



Frank Ehlers spent 11 years facing "four walls" before coming to S.I.C.C established, which was well attended George Cain, Author (Blueschild's by the children of the community, with Baby) and instructor at SICC. This whom we established an excellent course was designed to develop or redevelop the reading and especially healthy support with. This function was both recreational and educational in writing skills of the community nature for the 30 children who utilized residents who participated. It was well attended with our funds, until they were it. These children participated in many ways, besides receiving these services. depleted in the beginning of September. Some of the other children taught the Community residents, at first curious

younger ones simple arithmetic or how to spell their names and, the still This change came about because of younger ones, the alphabet. The

had been an invaluable service to the have survived an entire summer and an center, appeared in court for burglary. entire winter, which is now making the He had previously served a prison sentence for a felony committed. The business. center aided this man in finding em-

ployment, and I spoke on his behalf at sentencing. After submitting a written to the probation office from the center regarding his disposition. Our plans for the future are:

a) to institute a wider variety of courses academic and vocational in nature) in he community. b) to develop more programs for the

children such as: . Tutorial services . arts and crafts athletic events

parties and dances

Before the end of Spring '74 we plan to have instituted various courses, for instance, high school equivalency training, remedial reading, college level courses, with the emphasis on community or urban problems, also tutorial services on all educational levels, various counseling (job counseling, referrals, drug counseling, birth control and abortion) services, and a community publication. We eventually wish to become an arm of the college, in an academic sense, that reaches out to the community for the benefit of the

community. It is very unrealistic to expect somebody just out of a prison or a rehabilitation center to come up to a college for counseling or any other type of help because colleges are very foreign to their nature, and they are somewhat awed at the ivory tower aspect... so the storefront becomes an excellent vehicle for them. NF: What problems were encourtered

n setting up the storefront?

Ehlers: There were many, many problems setting this up. First of all, it was a pretty new concept and the school administration was very leary of the to work with Fortune Society, but they dea. But student government liked the were doing their own thing. idea—there's a number of activist people there. They gave us a budget and they okayed it. I went out and

procured a lease agreement with the andlord on a storefront and the money was allocated. But the SICC Association efused to release the money.

It took us an entire semester to find out why they would not release the money. Nobody would tell us anything except "no." Finally we found out that hey were unsure of the legalities. The student government allocated the noney, but had not set up a policy for authorization of the loan for which to pend that money. So SARG was for ned. Senator Joe Hamill played a large part along with Charles Isaacs, ir ormulating an off-campus policy. Once this policy was formulated, it then had to go before CUNY lawyers, and that ook a month or so. Finally, when all the problems were knocked down, they onceded to give us the money for rent of the storefront. They provided us with no money for funds, no money for equipment, nothing like that. Therefore, we had to hustle. We put became quite friendly and receptive, ogether a few pieces of office furniture and frequently volunteered time and effort for our different functions. and stuff like that. We got some paper and printed up some letterheads, and we went into business.

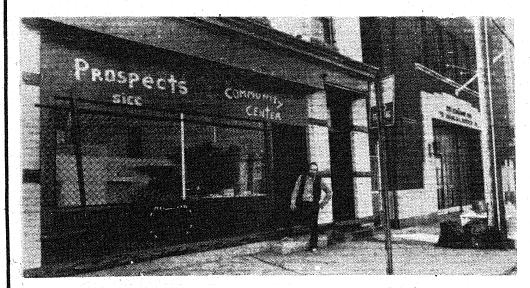
Recently a community resident, who | next year new ones open up. We, so far, people think that we really do mean

Response to this from the beginning has been sporadic. We hung out down there for at least a month, without any letter to the probation office, the man response at all. People didn't even received 5 years probation, during know we existed, which is un-which time a monthly report will be derstandable. They had to find out what we were doing and what we were about. Once we took over the Urban League free lunch program, people started coming over and asking what we were all about. We told them, as best we

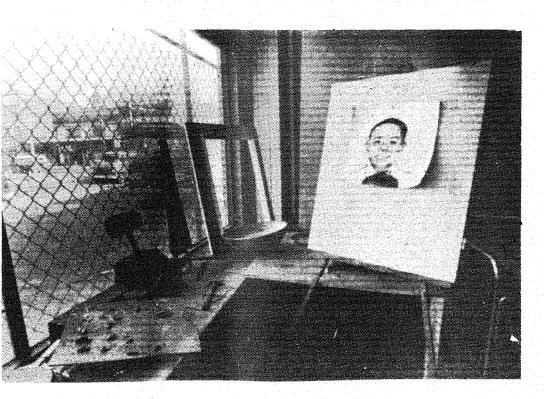
could, what we were trying to do, what we could do, and asked for their ideas. We worked very closely with the Martin Luther King Heritage House in cleaning out a church that they bought to turn into their own facilities. We worked with a community theatre workshop, allowing them to use our space for their rehearsals, offering our services in time, feeding them during rehearsals with the free lunch program. We instituted a writers workshop, which was taught by a staff person here at the college, George Cain, whom I don't think is at the college any more. We also instituted an artist workshop, by a neighborhood artist, which worked out well for awhile but he moved back down South. He couldn't handle it financially up here.

We put one person from the neighborhood into the college for that semester, which was last semester. We have seven applications for the college for September. We had the courts of Staten Island place a man on probation in our custody. He is doing fairly well. We have secured jobs for various people. We placed some people on Methadone maintenance programs. We dispense birth control and venereal disease information throughout the neighborhood. We have drug counseling. We have various tie-ups with certain programs throughout the city beside services, like Arthur Kill Rehabilitation Center. We were going





Community residents, at first curious, became quite friendly and receptive, and frequently volunteered time and effort for our different functions.



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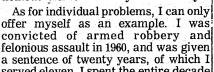
We put together a few pieces of

office furniture and stuff like that.



NF: What problems do ex-convict encounter, once they're out?

Ehlers. That primarily depends upon the convict and the offense for which he went in. Americans have a "horror syndrome" about certain type crimes We can understand crimes of greed and crimes of violence, but we don't un derstand crimes of passion. An armco robber has a much better chance of re adapting to society, than say, someone convicted of rape. Rape is viewed as a heinous crime in the eyes of society.



DSG Senator and Student Center Commissioner, Ed Jagacki, is a cofounder of Prospects Community Center.

NF: how have the local police reacted? served eleven. I spent the entire decade of the sixties in prison. A lot took place Ehlers. The cops have been fairly during that time- the assassination of neutral. At one time I invited the cops President Kennedy, the assassination on the beat into the storefront for some of Robert Kennedy, the shooting of coffee, and we sat down and had a long Martin Luther King, Kent State took rap about what we were trying to do. place, Haight-Ashbury took place, the flower child movement, etc. So when I came out in '71, I had missed the entire their PAL program here in Staten decade. I was still thinking 1950's. It Island, and his telephone number. I am vas very strange, I was paranoid. It was impossible for me to get a job, I call them they seem to be busy. So was very strange, I was paranoid. because I had no work background. I after a few more weeks I will have to could not apply legitimately. I falsely drop it.

filled out job applications because I had NF: Con Lib members and Vets seem worked-I was twenty-two when I was to get along very well. Why is this so? arrested. Therefore, I had to apply, Ehlers. That's really very simple if you which meant that any time a company wanted to do a checkup on my job application, I was subject to dismissal. armed services are not at all application, i was subject to dismissing armed services are not at an One of the rules of parole was that you dissimilar. Things are done by the had to maintain a steady record of employment.

Another problem is just normal ders. The same social pressures are everyday relationships with men and used. Because of that we seem to feel women, who have never been in prison. strongly along the same lines in issues In prison, you are taught to do things by dealing with freedom.

rote, by the bell, by the number. It's NF: How do you think the "Prospects" very much like the armed services in serves the college?

that respect. When you come out and Ehlers. Well, Colleges are supposed to are given total freedom in your are given total ireedom in your movements, you don't know what to do. Community colleges are specifically You play it by ear most of the time, said to serve certain segments of the society. We would expect a graduate of which can be very frightening. Also, the rules of parole say that an adult cannot sleep with, or have sexual certified CPA or a bona fide genius to relations with, any person not his the second or third level of lawfully wedded wife. Also, if two ex- management, that they are certain to

lawfully wedded wife. Also, if two ex-convicts are caught conversing with each other, it is a crime, a violation of parole, which doesn't seem reasonable when you consider the fact that, if a man has spent ten or twelve or twenty years in prison, his only friends are other people that have been in prison.

New Brighton is a very poor area. People are generally too concerned Nobody that has ever been in prison can with living their lives, so they never quite understand the problems ex-cons even entertain the idea of college. The face. college being located where it is,

NF: How has the new Brighton community reacted to the storefront facility set up by ConLib? physically on Todt Hill, makes the prospect of anyone from the New Brighton area entering college prac-

Ehlers: Well, there has been a very tically new. mixed reaction. The new Brighton community—Jersey St. in particular, These are the people which the college is designed to serve. In order for because we are located there-has seen the college to perform that function, an influx of storefronts every summer. they need some kind of arm in the community. We feel that if we are not They come by the dozens; they hang out, and as soon as the weather gets that arm now, we will be in the near cold, they close up and go away, and the future.

