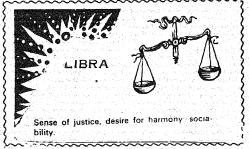


The Learning Town Press



Vol. II, No. 4

Staten Island Community College

Tuesday, October 9, 1973

Goma Visit Ends This Week

Dr. Lameck K. H. Goma, Vice-Chancellor and chief officer of the African university and advise the University of Zambia and personal faculties there about problems they adviser on educational matters to the were encountering in the transition of president of Zambia, will wind-up his ten-day visit to Staten Island Comsecondary school into the university's munity College this Friday.

Dr. Goma's first trip to the United States was designed to give him a firsthand look at the institution's work in experimental programs and education for the disadvantaged. After his September 29 arrival in New York City, he did some sightseeing and met with officials of the Afro-American Institute before traveling to the SICC campus where he as presented to the faculty and staff at a meeting in the

His very full ten-day schedule included observation tours of the experimental facilities, discussions with the program directors, a tour of other CUNY facilities, and a week-end trip to President Birenbaum's home in

about as part of a growing alliance temporary needs of the developing between Staten Island Community nation. In the process, the Zambian College and the University of Zambia, begun last winter when SICC President William M. Birenbaum accepted an

SICC-Richmond Merge Proposed

On September 11, 1973, the SICC Student Government passed a proposal, 14-0-3, calling for an investigation for a possible merger of student govern-ments with Richmond, to be entitled, Staten Island-CUNY Student Govern-Whereas:

The student senate of SICC endorses the concept of an active, working partnership between the student bodies of Richmond College and SICC. Whereas:

The Senate recognizes the best way to develop a closer, working community between students is through a united student government capable of coor dinated activity on both campuses. Be it resolved:

The Student Senate will create a committee to immediately contact and enter into negotiations with the student government of Richmond College to seek mutually agreeable terms to create a united student government to Professiona Staff Congress, the faculty be entitled Staten Island — CUNY Student Government.

The Student Senate formed a threeman committee consisting of Joe laws, Sta Mendez, author of the proposal, Chris stitution. Johansen and Ken Peterson to look into the situation.

In discussion, Dino Lagravinese, Senator from Business, challenged the proposal. Lagravinese agreed with the concept, but opposed the timing:

"I don't think SICC has a strong enough government of its own", he argued. He believes that the SICC government must develop strength in order to be effective in a possible merge with Richmond. "Unless this college can be in a position of strength, we are the underdog.

member, also had some apprehension over the timing, "But we benefit from opening up communication. Richmond is not known for a good student hoc committee to explore the problem government and they are hardly able to and suggest solutions. achieve a 30 percent student vote" Johansen also claims the administration at Richmond isn't overly receptive to the students, and to SICC in general. He sees the "need for cohesion"

At present, Richmond is in the process of electing a student government. "We want to see what happens". says Johansen.

In order to notify Richmond students Joe Mendez wrote an open letter to Richmond students in an issue of the Richmond Times. (Oct. 1). Benefits Mendez foresees in such a merger are increased; communication and interaction between the two campuses based on free, or nearly free, transportation between the colleges. Funds could be provided by the combined fees of both colleges, and combined student government chartered bi-campus organizations. Such an organization could act as a normal student government presiding and administering to the two campuses.

In his Richmond Times article, Mendez states, "The division between the students of Staten Island's two public colleges is an unnatural one. Students who wish to earn a degree at a public college on Staten Island attend SICC for two years and transfer to Richmond college for the last two years of study. The difference between Richmond College and SICC lies in their faculty and bureaucracy. The student is one constant shared by both colleges. The economic and social background of our students is essentially the same. In many cases, the people you meet at the halls of SICC are the ones you meet here at Richmond. This natural continuum can be employed to the benefit munity". of all CUNY students attending college | As of now, the investigation slowly in this borough. Realizing the great potential which lies in our two com- are busy with other work and Rich-

freshman programs.

Since Dr. Birenbaum's visit to Zambia, the college has prepared extensive diagnostic testing materials for use at the university in Lukasa, three of Dr. Goma's top faculty people have visited SICC for consultations; and four Staten Island faculty members have gone to Zambia for a six month program of technical consultation and eaching at the African university.

Zambia's lone university, modeled long British lines, serves a population of four million in the African nation, which has been an independent republic since 1963. During recent years, the country has been revamping its educational system to meet more The Vice-Chancellor's visit came directly the technological and coneducators developed a keen interest in the American community college model and in Dr. Birenbaum's in-novative educational activities, which led to the invitation to visit the university there.



Addressing the SICC instructional staff last week, Dr. Goma indicated the goal of Zambia's university is ridding itself of the "virulent disease" known as colonialism.

Goma spent this last week taking a first-hand look at many of SICC's experimental programs with newly promoted SICC associate dean of experimental programs, Henry Harris.

His recent address to the faculty also called for high praise to the first four exchange faculty to Zambia (Profs. Ablon, Benumof; Charlotte McPherson and Myra Hauben).

PSC Protests Tenure Quota

Hundreds of faculty members will "Far from being automatic or curricula. demonstrate at Board of Higher capricious," she said, "this process is We alre protest against an attempt to impose tenure quotas at City University, according to a union release.

The attempt is being made by CUNY Chancellor Robert J. Kibbee to set a celiling of two-third on the proportion of eligible faculty to be granted tenure in every department and college of the

The unprecedented quota proposal was submitted by Chancellor Kibbee to the September 24 meeting of the Board which called the special meeting tomorrow to consider the question.

Belle Zeller, President of the union, told the Board Sept. 24 that nuotas would violate the merit system, he union contract, the Board's own by laws, State laws, and the State con-

In her statement to the BHE, Dr. Zeller cited the rigorous observation and evaluation process through which a staff member must pass during each of ive years of probation before he is eligible for tenure.

Quotas, she said, would destroy this merit systemand, since they are unheard of elsewhere, would discourage first-rate teachers and october 1, PSC cautioned the faculty

Quotas would be doubly unjust, she said, for women and minority group members who are supposed to be given new opportunities for retention and advancement under the University's affirmative action program.

Dr. Zeller denied the Chancellor's

hard," she told the Board.

other professionals from coming to against submitting to extra-legal CUNY.

The memo stated that "individual merit as judged by appropriate peer committees is the sale ariterion upon which a tenure recommendation should be made.'

The President's Seminar Series

presents a

Special Public Lecture and Discussion: "FAR REACHES OF THE FIRST AMENDMENT"

JUSTICE WILLIAM O. DOUGLAS SUPREME COURT OF THE UNITED STATES College Auditorium Tuesday, Oct. 23, at 8 P.M.

Admission by Ticket Only Student, faculty, and staff tickets may be obtained (while they last!) at the President's Office, Room A-231.

DSG Launches Parking Study

Perplexed by the plethora of "No Parking" signs on the streets Chris Johansen, a committee surrounding the SICC campus, the Day Session Student Government voted unanimously at its September 21st meeting to appoint a four-member ad

> The Committee — composed of DSG Senator Ken Pedersen, Leona Sanders, John Barone and Ira Holzman is charged with studying the problem and reporting their findings at the next DSG meeting.

According to Pedersen, Chairman of the committee, the problem was first discussed at the September 13th DSG

"At that time," says Pedersen, "the Senate was confronted by Alphonse De Mayo, a student here. He claimed that the Sanitation Department is illegally ticketing cars parked on streets surrounding the campus.

No formal action was taken at that meeting, but in the days following it, Pedersen claims to have been contacted by several other students, all of whom complained about having received parking violations on nearby streets. Pedersen brought the matter up at the September 21st DSG meeting and proposed legislation to form an ad hoc committee.

The committee's first course of action, according to Pedersen, will be to check out the validity of the signs being there in the first place.

"To our knowledge," says Pedersen, 'the traffic department can legally install signs only in certain situations. We can't see why parking poses a problem on those streets; it doesn't interfere with sanitation pick-up or anything like that."

progresses. The committee members



ABSOLUTELY NO PARKING "Says who?" asks DSG

that I was a student at SICC, they were very nice," he says.

"That's just what we're going to do," he says, "and if we find that the signs are there illegally, we'll do everything

Pedersen claims he has already John Barone, another of the comcontacted the Traffic Department by mittee's members, claims there are phone. "Before I mentioned the fact more and more signs every semester.

ery nice," he says.

After disclosing his student status, want to be inconvenienced by having however, Pedersen claims he was told students' cars parked in front of their he would have to travel to Borough Hall houses." The problem is compounded, to check the matter out in persons. he claims, by a lack of on-campus parking spaces.

"I've been here at 11:00 a.m. and potential which lies in our two compared busy with outer work and their munities, we urge Richmond College mond has yet to elect a government. In our power, including public demonstrations, to have them taken freshmen supposed to do?"

"Besides, you need 28 credits in order demonstrations, to have them taken freshmen supposed to do?" found no spaces in the lot," he says.

Faculty Protest on Tenure

"Condemns" Any Quota System

Question on CLT Status

The instructional staff of SICC, at its 37th Instructional Staff Meeting, held last week, voted to adopt a SICC Staff Resolution highly critical of the socalled "tenure quota proposal" now under consideration by the Board of Higher Education.

The resolution, prepared by the SICC Faculty Council Ad Hoc Committee on Tenure, requests that "no BHE policy on tenure be promulgated that does not reflect a careful and systematic study of the role of tenure and academic freedom in CUNY and which does not involve significant faculty input and approval.

In addition, it condemns "any mechanical quota system which forces the actions of individual faculty committees into some outside mold created by an individual or individuals not involved in day to day teaching at SICC under open admissions.'

The resolution passed two votes short of unanimous; the two votes were abstentions. There were no dissenting

Dr. Zeller denied the Chancellor's One question raised at the meeting claim that tenure quotas were was whether or not College Laboratory necessary to give the University Technicians were included under the "flexibility" to drop course and revise BHE tenure quota proposal. Nathan curricula.

Weiner, CUNY Faculty Senate We mener, CUNY Faculty Senate we need to assure that all our staff (Tuesday, October 9, 6:00 P.M.) in protest against an attempt to impose claiming that CLT's were included. The question remained unresolved.



Claude Campbell, English Department

Late breaking item: Reportedly \$8,000 was taken in last Friday's hold-up of the SICC cafeteria. The armed

bandits closeted themselves in the cafeteria office where they allegedly

forced cafeteria personnel to hand over

In the escape that followed, a SICC

student attempted to stop the armed

bandits and was shot in the arm. Police spent most of Friday afternoon in-

terviewing witnesses, attempting to

piece together the sequence of events.

As the News Ferry went to press, there

was no word as to the status of the in-

vestigation and the perpetrators were

Watch for a full report in the next

issue of News Ferry.

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Science Lab Technology B-229

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SICC Cafeteria Held Up,

New Governance Hours

According to the decision made at the September 26 Student Senate meeting to implement Article II, Section 2 (a) (1) of the Constitution, Governance Hours

October 31

December 12

April 24

During those hours, only Constituent Groups will hold meetings. The ollowing rooms have been reserved for them.

March 6

will take place during the 7th period on the following Wednesdays:

Mention was also made at the meeting, by Stanley Zimmerman, that the BHE tenure proposal would, in effect, bring a new group into the process of tenure appointment. That group would be a Tenure Review Committee which would be appointed by the president of each college.

Zimmerman, a Zimmerman, a mechanical technology professor at SICC, reported he was present at a conference on tenure which the Chancellor attended. terferences, is the threat to freedom of the academic community which tenure seeks to mitigate'

Whereas tenure has always been and must of its essence always be one of the most important decisions any faculty participates in, and whereas tenure in CUNY has involved the faculty in an ongoing and severe process of peer evaluation, which process assures only the qualified teacher will be tenured

Whereas mechanical tenure quotas, as the analysis by the Faculty Council of New York City Community College indicates, ele.eliminate any real job security, undercut academic freedom, inhibit creative dissent, obstruct the development of faculty cooperation, discourage faculty commitment, en-courage rivalry, favoritism, and conformity, and effect an excessive concern with pleasing those administrators and outside reviewers empowered to grant and revoke tenure

Whereas the policy of the AAUP that "decisions on tenure must represent first and last, judgments on individual merit" seems only rational and,



Mohamed Yousef, PSC chapter chair person

Zimmerman said, "The chancellor insists it is not a quota system." For his part, however, Zimmerman said that he thought the BHE proposal would have the same effect as a quota system. He, too, voted in favor of the Staff

The full text of the SICC Staff Resolution follows: S.I.C.C. INSTRUCTIONAL STAFF RESOLUTION ON TENURE

reasons President Brewster of Yale approval. University outlined in his Report dated 1971-1972: "I have not been able to system which forces the actions of devise, nor have I heard of, any regime with the sanction of dismissal which would not have disastrous effect. It would both dampen the willingness to take long-term intellectual risks and take long-term intellectual risks and take long-term intellectual risks and missions. inhibit if not corrupt the fee and spirited exchanges upon which the vitality of the community of scholars depends.

This not abornational external is teaching a tea This, not aberrational external in-

Student Shot

in Attempt

Foil Escape

November 14

February 26

Constituent Group. Room

March 20

May 8

whereas, the tenure limits under consideration by the BHE, may wipe out the gains lately realized on CUNY faculties for minority groups and

Therefore, be it resolved, that the faculty of Staten Island Community

Requests that no BHE policy or tenure be promulgated that does not reflect a careful and systematic study Whereas tenure is a crucial feature of the academic life and necessary for the very survival of the university for the reasons. Provided P

2. Condemns any mechanical quota

3. Affirms its commitment to teaching and to the recognition through tenure of a successful teacher.

Prof. Lester Keysei Prof. Mohamed Yousef S.I.C.C. Faculty Council Ad Hoc Committee on Tenure

Study Abroad Deadlines Set

In order to "provide a fundamental educational experience for each student to complement his or her academic program at the City University," CUNY has announced the establishment of a Study Abroad Program which will afford students the opportunity to pursue a wide range of academic courses all over the world and earn up to a full year's worth of course credits

Open to both graduate and undergraduate students, program branches will operate in Western Europe, the Soviet Union, the Middle East, Latin America and the Caribbean. Students will enroll in regular university courses rather than special programs for foreigners, and will have the option of living in student dorms or with host families.

Interested applicants shoud be at the junior, senior or graduate level and must have enough proficiency in the language to take course work at the university. A college transcript and teacher recommendations must precede the applicant's personal inerview before the Admissions Committee; and applications must be in by Novemebr 15 with the exception of applications for the United Kingdom program which are due on December 31. The deadline for all other academic year and Fall semester programs is March 15.

Although the cost for a year will vary from country to country, it is expected that the price for most programs will range from \$2,500 to \$3,000 for room and board, travel, and personal expenses as well as a program fee to cover academic expenses at the host institution. Financial aid is available.

Application and further information may be obtained from the Program of Study Abroad at: The Program of Study Abroad

Room 1439 The City University of New York

33 West 42 St. New York, N. Y. 10036

The News Ferry

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Habenstreit:

"I've Always Been a Civil Liberties Freak"

by Fred Armentrout

Habenstreit used to describe his state of mind in the mid-50's college years. "I didn't do anything when it was happening. The political atmosphere was such that I, and most everyone else, just accepted it as routine.'

It was "in retrospect," Habenstreit, SICC's associate dean of faculty for open admissions and full

Habenstreit, recently elected to a three-year stint on the American Civil Liberties Union, Brooklyn Chapter, Board of Directors, is careful to avoid "over-dramatizing" what he saw and why he, and "most everyone else" were so passive.

While "rock and roll" was in its prime and we all "liked Ike", Habenstreit and most everyone else witnessed passively "teachers literally dragged out of their classrooms without due process, for political reasons." Or so Habernstreit recalled in a recent interview, in retrospect.

As he remembers, "public protest was unthinkable." At the time, it never occurred to Habenstreit that he, or the people in the incidents he witnessed, had any due process rights.

Habenstreit's turn came as editor of the college paper. Apparently, frivolity was considered as dangerous as liberal

"Passive" was the term Abe feels the press coverage has had a "very positive impact on raising people's consciousness about certain abuses," but warns that Mr. Nixon's constant "football analogies" and implicit team ethic are little less than a propaganda campaign to promulgate the "ends justifying the means" ap-

In that light, it is perhaps the opportunity programs, found himself ultimate hyperbole that the legal "a civil liberties freak," as he terms it. arguments of various Watergate defendants and, in the Maryland case, the vice president, should be hinged on what they claim are press and congressional abuses of their civil

proach of the present administration

NEWS FERRY

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- 1 financial analyst
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Abraham Habenstreit SICC associate dean of faculty for open admissions and full opportunity programs, shows Lameck Goma, Vice Chancellor of U. of Zambia, around the SICC campus.

politics. His April Fools' issue carried a mock news item which indicated the college president had lost a \$100,000 endowment in a crap game with the president of Harvard. He was arbitrarily suspended for six months.

In retrospect, he views the mock | "Lincoln said, Government is for the lecturers in SICC's Intro to Law news item as having been "irreverent and sophomoric." Perhaps, not unlike submit this question to you: Does career as a lawyer. In fact, he was a the college president's apparent attempt at administrative overkill, "I took no action on my own behalf either. It never occurred to me that I had any recourse," he recalls.

The combination of faculty persecution and his own unconscious entry into the effects of a society that lacked a knowledge of civil liberties eventually led to Habenstreit's self-proclaimed status as a civil liberties "freak." In Habenstreit's view, the fear and intimidation that was pervasive, at the time, affected how people thought and felt and reacted.

In a sense his current tenure in the directorship of an ACLU branch came about much the same way as his original interest in the subject of civil liberties. "I ran for the Board to get more activity," he explains. Even civil libertarians have their "passive" periods. Habenstreit hopes to end one for the Brooklyn Chapter. He also fears a return to the 50's. As he put it, "when people feel powerless to change the future, they try to grip onto the past."

Referring to a recent Sulzberger article on the worldwide movement to non-democratic governments, Habenstreit outlines the strong-man moves of Cuba, Greece and, most recently, Chile as indicative of what the Times article described..."and Peron is nostalgia gone mad." He adds that the "malignant neglect" of the Nixon administration towards civil liberties plans" by the Watergate exposures. He

Library Needs **Evaluators**

The library would appreciate it if any student library users would volunteer for membership on a student advisory committee to help evaluate librarians for reappointment and promotion. Interested students should leave their names at the reference desk on or before October 19.

Movies: Special Appeal

large budget standard fare motion pictures, it came with a press conference. On September 17, 1973, the president of Metro-Goldwyn-Mayer, James T. Aubrey, told the press that the "bottom has fallen out" of the film market, and announced that MGM would no longer devote its principal energies to distributing films. Metro-Goldwyn-Mayer, for those who don't follow the film trade, was one of America's largest distributors, responsible for a major share of the films that reach our screens. Unfortunately, the lion's roar will be quieted; and the studio which gave us Garbo in The Kiss, the glorious Busby Berkely spectacles, Tod Browning's thrillers, the best of George Cukor, the finest Hitchcock footage in North by Northwest, and so many other classic moments in cinema will be but a shadow of itself. In Aubrey's words, the stakes is Supersonic Supergirl, a sequel them through other major companies

MGM gave up largely because of television. Analysts told them what they had too long been learning at the box offices: television had cornered the entertainment market. Television had packaged a product that offended no one, an endless parade of images whose blandness assured there would be no backlash of any sort from any one, a sure-fire soporific which would transform audiences into robotoid consumers, and lull them gently to sleep at night in the comfort of their own home, secure in their beer, pretzels, and sanctimoniousness. After all, television was all in the family, and that made it more easily acceptable than those pornographic, violent, propagandistic films one read about in the Times but wouldn't dare go see. Responding to this shift in cultural patterns, the proud MGM of Woman of the Year, Bad Day at Black Rock, Cat on a Hot Tin Roof, and Executive Suite has opted to cut back on production, build hotels in Las Vegas, and cash in on the made-fortelevision market. MGM's gain, already reflected in rising stock prices, will be this country's loss.

The retrenchment of film production and distribution was caused, Mr. Aubrey indicated in the press conference, not only by the popularity of television, but by the new selectivity of the viewing public. Viewers, Aubrey suggests, have rejected the average film and come only to see the special attraction. In this line of argument, Aubrey is less than perspicuous. A quick review of the features playing the neighborhoods of Staten Island reveals that it is the film industry which gave audience. Faced with the competition of television, film studios seemed content to capture smaller audiences; sometimes this had good results, where truly artistic products were circulated to capture an aware audience, but more often than not, the appeal to special interests cemeted the doom of the studio film.

On Staten Island this week, for example, the principal appeal seems to

career as a lawyer. In fact, he was a

research chemist for Shell Oil Company

first. Why the switch? He answers vaguely, muttering something about not liking the smells.

After obtaining his law degree from

St. John's University, O'Halloran went

trust, labor and real estate cases for

"I did very well there," he claims, "especially with labor cases. Everybody else had gotten their law

degrees from prestigious colleges like Yale and Harvard. I was low man on

"Yes, There Are Two Systems of Justice"

by John Signoriello

submit this question to you: Does Watergate represent just a burglary, or a complete subversion of this ideal." So begins another lecture in SICC's new Introduction to Law program — this one taught by William O'Halloran, attorney-at-law. The lecture is ostensibly about group prejudice, its causes to Allied Chemical, where he worked as and manifestations, and the ways a a patent attorney; then to Wall St., skilled trial lawyer can neutralize its where he handled corporate law, anti-

effects in court. But O'Halloran, like most lawyers, is another of America's larger industrial a meandering conversationalist, and firms. before long the topics discussed include the fact that laws exist in the U.S. today for the establishment of concentration camps, and some incidental data about Governor Rockefeller's new drug laws, such as the fact that under the new statutes, violent crimes, as well from St. John's, but they kept having as drug offenses, can be punishable by me fly to places like Warren, Virginia,

life sentences. O'Halloran allowed the discussion to run its course; then, shortly after the first break, he returned to the original topic — group prejudice.

He outlined the causes of prejudice in a given society as vertical mobility, rapid social change, the relative size of minority groups, etc.

"A good trial lawyer must take pains to subvert this prejudice — this you-know-how-they-are attitude," says O'Halloran. "You have to get the jury relate to the defendant on a one-to-one basis. You can do this in any number of ways — by stressing the fact that the guy has a wife and three children, that administration towards civil liberties he works two jobs, that he only shot his was dealt a serious blow to its "game friend in the heat of an argument. But do it you must. You have to neutralize that prejudice — otherwise you're

> He talks next about jury selection, explaining its intricacies, succinctly, by way of example:

"Let's say an SICC student is traveling by car down Clove Road. He runs into a sweet old lady driving her car in the opposite direction. The old lady sues. If I were representing her, I'd try to make sure the jury consisted of housewives and civil servants. If I were representing the student, I'd opt for long-hairs, and a Black or two.

William O'Halloran, one of seven

chemist turned lawyer to settle contract disputes with the unions. These affairs were considered sensitive and were generally handled by higher-ups. I got curious, finally, and asked my boss why I kept getting them. He told me the reason was that I was the only lawyer on the staff capable of telling a local union rep to fuck off."

William O'Halloran,

O'Halloran became a general practitioner in 1966, with an office on

Continued on Page 5

Eliot said that the end would come be to violence freaks and porno nuts. with a whimper and not a bang; for For those who relish blood and guts, the best of the lot is Enter the Dragon, one of the few kung-fu movies made by a major studio. It stars Bruce Lee, whose untimely and mysterious death was a loss to the genre and marked the beginning of another youth cult, similar to the one which lamented the passing of James Dean. You won't go to sleep during Enter the Dragon, though you may find the "death before dishonor" routine a little much even for a kung-fu epic. If Enter the Dragon isn't enough

Marital arts, and extra-marital arts receive fine exposition in the torrid Tracy-Hepburn series, some of the import 1001 Danish Delights, imported to Staten Island for that specialized audience of voyeurs in raincoats. An interesting entry in the skin sweep-

chop-socky for a week, try Thunder

Kick, also on the island, a quickie

distributed by an independent cashing

in on the current mania for martial

studio will be "highly selective" in to The Stewardesses; like its producing films and will distribute forebearer, this promises to be in three dimensions, putting, in the words of the advertisement, "the viewer in the cockpit." Needless to say, this is specialized

> For the art-house crowd, however, there is some hope in this week's of-ferings. Electra Glide in Blue is coming, and despite the overblown publicity, lame plot, and obvious parallels to Easy Rider, the film is visually exciting. There's also the double feature of Sans the double feature double feature of Save the Tiger and the Friends of Eddie Coyle. Neither of these films would be worthwhile alone, but together they add up to an interesting view of the underside of America. Save the Tiger has Jack Lemmon east as a mon in search of the direction of Ms. Zenobia Lemmon cast as a man in search of meaning, but caught in the corruption Malino and her assistant, Ron Shirley, of the garment industry. In one in- fifty ex-offenders are matriculated at teresting scene he shares his heroes SICC this semester in the program and memories with a girl he picked up which operates in conjunction with along the road; the difference in their three area rehabilitation centers—aspiration, ideals, and styles and the Arthur Kill, Cooper and Reality House. moving way it is conveyed gives some substance to an otherwise overdone film. The Friends of Eddie Coyle is a portrait of small-time gangster in Boston, and it bases all its hopes on an off-beat script. The script contributes little to the film, but stunning performances by America's finest character actor, Robert Mitchum, and by its most luminous new acting talent, Peter Boyle, offer the same kind of satisfaction that an occasional dose of Pete Hamill or Jimmy Breslin does. Finally there's Night Watch, recently

> > Continued on Page 5

Special Admissions: College Fits Student by Sally Johnson full-time students. The fifty members are enrolled in all curricula, although psychology and sociology appear to be the major fields of interest, with several of them expressing the desire to go into drug rehabilitation work after graduation. This career interest, however, is discouraged by the staff because, as they put it, "when you've been involved with drugs all your life, you limit yourself by making a career of it."

by Sally Johnson

"This program is beautiful, man." "The people in the program are just ike family

"The program is so supportive; if nelps me have confidence in myself and n my own abilities.'

While student reactions to the SICC



Zenobia Malino, director of SICC's Special Admissions program

Special Admissions program are as diverse as the individuals involved, the consensus seems to be that the unique admissions policy, now in its third year,

Under the direction of Ms. Zenobia

Ms. Malino, a drug education specialist, explains that the program, which originated in 1970, came into being when she and Professor Gabbay "came up with the idea that when the college opportunity is extended to exoffenders on-site, they can maintain the same academic standards as other college students. This has proven to be more than true," she says.

courses in the business and liberal arts courses, which centered around accounting, data processing, psychology, and sociology, served the dual purpose of orienting students with the academic community — a community which, as Ms. Malino says, "most of them had never considered entering and had never had any experience with."

Designed to accommodate about two hundred students, the off-campus facet of the Special Admissions program is now in need of funds to begin its fall cycle; while the staff has drafted several funding proposals, they have gotten no reaction to them as yet.

"We are looking for off-campus funding on the city, state, and federal levels," says Ms. Malino. "We would like to have a much larger program and desire extra help. accept more students, but due to the type of counseling we like to provide, we have to keep a lid on admissions.' The current rate of acceptance is 1:10.



Ron Shirley, asst. director, Special Admissions

Given the initial success of the program, Ms. Malino and the SICC administration responded to the "expressed desire of the students to come on-campus" and established an on-campus facility for ex-offenders who are either on parole or have achieved after-care status in a drug program.

For the students, ranging in age up to Originally an off-campus program entirely, four SICC faculty members they remain drug-free and maintain traveled to various centers to offer acceptable academic standards as

full-time students. The fifty members

Entrance is based primarily on whether or not an applicant demoncourses in the pusiness and inperatarts whether curriculum during nine-week study cycles which were designed much like summer session courses. Off-campus submit a personal interview before the Special Admissions screening committee. Applications are made directly to the school from the three rehabilitation centers, as well as from several state correctional institutions.

Once admitted, students are required only to attend individual counseling sessions, with frequency determined by individual need. The staff also hopes to institute a group counseling program which will be directed by students, leaders, outside psychologists.

The counseling has not proven to be a problem so far. "The students come in all the time of their own accord," says Ms. Malino. "They love to talk." In addition, off-campus psychiatric referral lines are open for those who

During the early days of the oncampus facet of the program, Ms. Malino notes that there was a "considerable negative reaction from both students and the Staten Island community. People did not want ex-addicts on the campus." Presently, however, she believes that "when ex-offenders started to make associations in sociable surroundings, attitudes became much more favorable.

The program members themselves, in fact, feel that they have become accepted members of the college community. Barbara Kamin, a graduate of the Daytop Village residential program, expressed her feelings about Special Admissions: 'When I was at Daytop I felt reclusive, I had no confidence in myself. Now I feel accepted by the general student body after my initial fear, and the program gives me constant enLikewise, Willie Fennel, a member of the Cooper After-Care clinic, says that into college." A psychology major, he now works part-time at the Narcotics Addiction Control Commission as a clinical therapist for adolescent drug

Elliott Martin, on parole from the Elmira State Corrections Institution, now hopes to work in a finance or brokerage house when he graduates in 1975. He sums it all up when he says, "I couldn't have gotten in anywhere without this program. It's beautiful,

City Life Program Features Lectures, Interns

that have direct bearing on us."

task of introducing SICC students to government." these people, and to the agencies responsible for city government, with creation of the newly-formed City Life

Oriented towards "understanding the bureaucracy," Schnall has initiated a



Rabbi David Schnall, coordinator of "City Life" program.

series of nine talks over the course of the semester (see Sept. 25 speaker calendar) which features experts on subjects ranging from criminal justice to mental health, with emphasis on their relationship to urban politics.

Ideally, the lecture-discussion periods will afford students "an opportunity to meet the people who do city politics rather than those who sit around and talk about it." It is expected that speakers will deliver an hour-long talk and then open the floor to field questions from the audience. Congressman John Murphy, for example, in his September 25th lecture on "The Federal Government and the Cities" responded to audience queries on penal reform, education, welfare and Watergate — all, as Schnall says, 'reasonable questions posed by an informed listener."

Although the lecture sessions are open to the entire community, twenty-two student-members of the audience are also attending as part of a three-credit course which also includes a Thursday afternoon seminar conducted by Schnall where the issues proposed by the speaker are hashed out in a

directly affect our lives are not the course as a whole, according to Schnall, congressmen and judges. It is the is "oriented towards the administrative" clerks and the GS-3 level people in the area of city government in order to give city agencies who make the decisions the students a feel for the bureaucracy which is responsible for the governing So saying, Rabbi Schnall of CD and of the city — an understanding which is Nancy Ryan of PLACE set about the usually absent from a college course on

> instituted an internship program which involves fifteen members of the class. The interns work on a volunteer-basis in several of the various city agencies under the on-going supervision of Ms. Ryan, and earn two extra course credits in exchange for one full day each week spent at the agency. Thus far, student interns have been placed in agencies as diverse as the

In conjunction with the seminar

program, Nancy Ryan of PLACE, has

District Attorney's office, Willowbrook, and the Board of Education where they sit in on policy-making meetings and observe the over-all functioning of the "The students are not there to serve

as secretaries and file clerks," Schnall says of the program. "We have assured them that they will be in on meetings, and we have provided a system of constant evaluation and supervision to insure that this is the case." Moreover, he believes that the mode of ad-ministration in all of these agencies is remarkably similar despite the variety of functions which they perform.

While this type of intern program is unique to SICC, the agency officials have been accessible and have been more than helpful in the institution of the internships," according to Schnall.

Murphy on Cities

The first PLACE speaker to appear on campus was Congressman John M. Murphy (D-N.Y.). Speaking on the topic, "The Federal Government and the Cities," Murphy had some harsh words for Governors Rockefeller and Reagan, and the Revenue Sharing bill.

"Rockefeller came to Washington, D. C. and pleaded for money to run New York State," said Murphy. "Yet after we passed the Revenue Sharing bill and New York State got its money, Rockefeller's first proposal was a tax cut, and the reason he was able to propose that was that suddenly there appeared a \$450 million surplus in the state treasury. Reagan in California did the same thing, but his surplus was \$750

Murphy went on to say that, in his opinion, Revenue Sharing was actually an argument about whether the press taxation without representation."

general terms, some of the root causes of the many problems affecting "innercore" cities.



Congressman Murphy, "Too slick," students claim

localities," Murphy said. "Then there was a switch and more of the money was sent out West. Now we're coming to a confrontation, finally, between rural and urban areas. The problem now is putting together a program to help

Murphy also criticized political leaders who are always in favor o popular and costly programs, such as ncreased aid to education and increased Social Security, but who are afraid to vote for tax increases lest they alarm their constituents.

"How can I be for increased aid to education, without voting for a tax increase?" he asked rhetorically. 'Who's going to pay for it?'

About city-state relationships in this state, Murphy said: "Once we have a new administration in this city, much of the tension between New York and Albany will disappear. The governor and the mayor have been at odds and the people have been caught in the middle."

During a question and answer period following his opening remarks, Murphy was asked by a student whether or not he thought President Nixon should be impeached due to his alleged involvement in the Watergate break-in. The congressman evaded the question, saying only, "That's coming up soon."

He then found himself embroiled in or Congress deserved credit for un-"Congress should know where the covering and investigating the money is going, but under Revenue Watergate mess. At one point in the Sharing we have nothing to say about discussion, Murphy went so far as to the disposition of funds," he said.

getting Nixon elected in the first place. "The newspapers put him in," Murphy said. "Ninety-three per cent of

Gold and the Law

The second PLACE speaker was "The people in government who discussion situation. The thrust of the Murphy then discussed, in more Gold. Gold was forced to cut his remarks short because of an unex-pected appointment with the Austrian ore" cities. consulate in Manhattan. The purpose of the meeting, Gold explained, was to getting money to the smaller discuss Austria's recent closing of its Israeli immigration center. He did manage, however, to deliver a brief but nformative talk.

> "The greatest failure of our criminal justice system," Gold said, "is a lack of cohesiveness. We have no formalized systems, and there is very little coordination between the five D.A.'s in

New York City.'' Gold went on to say that the criminal justice system in New York City is still

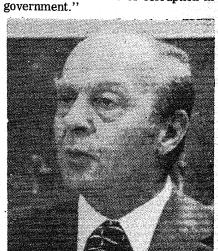
not computerized. "We still function today, basically as they did in the 1800's," he said, "Every effort to modernize that I have suggested in my years in office has met not only with bureaucratic red tape, but also with a seemingly built-in inertia in the system."

Gold then discussed the problem of llegal gambling, seemingly a topic close to his heart.

"The number one source of income for organized crime is gambling," he said. "It accounts for 80 per cent of all their income, and we have failed to focus on this problem."

Still speaking about organized crime, Gold mentioned another topical problem:

"Organized crime couldn't exist, and couldn't have made the inroads it has, without the existence of corruption in



Eugene Gold, "He curses -- that att-

During a short question and answer period following his remarks, Gold fielded queries about his views on the death penalty and Governor Rockefeller's new drug laws.

Continued on Page 5

The Tenure Question News Ferry Review:

What Is This Thing Called Tenure?

by John Signoriello

Tenure exists, its proponents generally claim, because it provides job security and because it ensures academic freedom.

The job security argument initially arose when university faculty were grossly underpaid in comparison with other faculty life. Tenure was needed then, it was said, in order to draw good people into underpaid academic life.

for college faculty, and, if the recent academic freedom. Recently, in an trend nationwide toward lower student article entitled, "Tenure: Who Needs trend nationwide toward lower student admissions continues, it will probably change even more. In fact, there could be, at some future date, a glut of college level educators. If so, fewer amenities, such as tenure, would be needed to lure good educators to colleges.

colleges offer tenure — and tenure, therefore, would seem to have become an expected amenity, somewhat on par with Saturdays and Sundays off.

In addition, tenure affords job security only to those members of the faculty who have it — and not at all to those who have not. In fact, some educators claim that some colleges dismiss faculty who are approaching tenure eligibility solely because it is cheaper, and less of a commitment, to hire another, younger, "bright and

The situation is changed somewhat now, with the advent of higher salaries favor of tenure is that it ensures It?" (Phi Delta Kappan, Oct. '72), Donald J. Keck described the interrelationship between tenure and academic freedom in the following

"How well does the tenure system In some respects, the job security fulfill its function? It was designed to argument is vacuous anyway, at least provide some degree of job security to at the present time, since almost all the academician in order to protect and

nurture the free flow of ideas within the which can at will dismiss anyone whose academic community. The college professor deals in the most dangerous commodity on earth — ideas. It is a fundamental premise of democracy that the health and vigor of a democratic society depends upon the uninhibited exchange and interplay of

"In an autocratic society all the instruments of social control are utilized to inhibit the free flow of ideas, imposing a rigid and sterile conformity to an official ideology. There have always been those in America — often in places of high authority — who have sought to establish just such an autocratic censorship.

"The tenure system is designed to meet this threat, to protect our democratic right to free inquiry and a free interchange of ideas by providing some measure of protection for the men and women whose primary function it is to examine and question old concepts - ideas which may run counter to the

cherished opinions of the bureacracy. "Arbitrary power over a man's livelihood involves the power to control not only his actions but his words and ultimately even his thoughts. Authority him.

professor would receive least, five

years) and noted, "the President is still

Asked about his own views, Kaufman stated his primary concern to be the

lack of external review of tenure.

"There is nothing outside a faculty

member's own drive to encourage

productivity at a high level in their

field, no external incentive to be

productive," he said. He favors

periodic review by an objective evaluating body, but feels the greatest

advantage to tenure is academic freedom and would prefer "not to tamper with it."

Editor's Note

quite serious about it.'

power is not less than the power of a totalitarian state - no matter what ideology it purports to espouse. Democracy cannot exist without essential freedom to think, to speak, and to act, whether in the halls of Congress, in the press, or on the

But does tenure really ensure academic freedom? What about college

"I went to a meeting once, and an untenured member of the faculty stood up and said, 'When I get tenure, you'll near from me about some of the problems on this campus.' The individual has been tenured three years now and I haven't heard a word from hopular ideas...even for having a wife who is not sociable."

Apparently, to Dean Kuhn, no magic ideas it does not like can effectively formula — tenure notwithstanding — and women who are attempting to land censor the thoughts, words, and deeds will grant a person the courage of his their first job as members of a collegion of the course of the cou of all those whom it touches. Such convictions if that person doesn't have faculty? Doesn't tenure make it harder that courage in the first place.

> criticism of tenure, especially in nonacademic circles, is that it encourages and sustains incompetence. Once a college professor gets tenure, this line of reasoning goes, it is impossible to fire him. Donald J. Keck answers that charge in the following manner:

"I submit that this is an inaccurate and misleading statement designed to cover up the inertia and incompetence of college administrators. It is an exadministration, not tenure, protects incompetence. Under any definition of tenure, incompetence is a perfectly justifiable reason for dismissal...On the other hand, I have seen faculty members dismissed for criticizing the administration, for attempting to organize the faculty, for teaching un-

But what about those younger men and women who are attempting to land for them to find a job, and doesn't that Perhaps the most often repeated exclusion deny college students and administrators the freshness of their insights, their vitality, their predilic-

tion toward innovation? In a recent article entitled "On Tenure" (AAUP Journal, Dec. '73), Kingman Brewster, Jr., president of Yale, addressed that problem as

"I do not think the costs of tenure are very high for a first-rate school. Those who gain tenure at Yale do not rest happy and secure on their professional laurels. Indeed, in my relatively brief experience, almost without exception, it is the elders who are productive up to and well beyond retirement. They are the ones affected with the migraine headaches and other forms of psychosomatic traumas, lest their life should ebb away without the com pletion of their great work."

Besides, college teachers are mortal, despite what some of them may imply to their students. They reach retirement age. Some even die. Both

the removal of a faculty member who is | did not at that time opt for any fixed tenured, and insists that "the granting percentage of tenured faculty either in of tenure is the foundation of faculty excellence, and it is only reasonable

Chancellor's Tenure Proposal

RESOLVED, That the policy of the Board

of Higher Education in acting upon

recommendations for appointments which

will confer statutory tenure or rights to

Certificates of Continuous Employment

upon members of the faculty is that the

percentage of tenured and certificated

faculty in the departments, divisions and

colleges of the University shall generally

not rise above one-half to two thirds of the

annually to the Board of Higher Education

on the quality and level of tenure within

the University and on the success of the

colleges in meeting the dual purpose of

this resolution, namely the maintenance of

both quality and flexibility in the

EXPLANATION: The Board adopts this

policy in reaffirmation of its many

statements on the obligation of the

University to retain and enhance the

quality of its faculty, to preserve its

flexibility in responding to the needs of its

changing student body and of the City it-

self, and to allow as well for the many

differences among its colleges, old and

new. Mathematical guidelines are at one

and the same time a guarantee of

flexibility of response and a rational

measure of the processes which protect the

quality of the University faculty.

University's faculty body.

RESOLVED, That the Chancellor report

total full-time faculty; and be it further

actions leave openings that need to be

A description of what rights tenure bestows upon a teacher is perhaps the most telling argument in favor of its retention. When granted tenure, a college teacher is simply accorded all of the guarantees of due process. That means he cannot be dismissed except for a good and sufficient reason. He cannot be dismissed arbitrarily or capriciously. He cannot be dismissed because someone else can do his job better or more cheaply — unless, of course, he is incompetent. He cannot be dismissed without being told the reasons and without being afforded an opportunity to hear the evidence, to answer and refute the charges, and to reverse the decision if possible. He cannot be dismissed if somebody doesn't like him — so long as he does his

If you accept the above description as accurate, it is difficult to argue with a college teacher who happens to be in favor of tenure. That teacher need only ask two questions: "Wouldn't it be nice if all workers were assured those rights; and would my giving them up help anyone else to get them?"

a department or a college.

Views on Tenure

Dr. Arthur Kaufman, SICC Vice President

"I don't think many people will argue that this is the best approach," said Arthur Kaufman, SICC Vice President, about the tenure proposal, "but it is likely to be demoralizing as it seems to discriminate against younger faculty

Kaufman also agreed that the Chancellor's proposal, if passed, "will have a great politicizing effect and require more time" from department chairmen. Discussing the peculiar role of department chairman, Kaufman noted thate they are "elected administrators and, as such, are in the difficult position of being "agents of the BHE" elected by a faculty constituency.

When queried about the impact of politicization at the inter-departmental level, Kaufman emphasized that he 'would hope" tenure appointments committees would continue to evaluate each case on its academic merits, but acknowledged that there is the danger that conflicts between high tenure and low tenure level departments could arise due to the fact that the college is also held to an overall quota. He held

Luther Carpenter, History

60 percent of the History department is tenured and Luther Carpenter, its new Chairman, argues, "I don't want to lose anybody." In his view the proposed system will increase a "destructive" rather than "creative" anxiety on the part of faculty. "People remain



Howard Stanton,

Psychology, Sociology

Most outspokenly against the tenure system, Howard Stanton, Psychology-Sociology chairman, held the quota system acceptable as long as a waiver system is built in so that a department will not have to let staff go should there be no tenure vacancy. "I would not be unhappy to see a system where there was no tenure," Stanton added, "the price of tenure is an 'up or out' decision

In Stanton's view, the complexities of quotas, reverse tenure proposals or various other tenure reform moves are problems that stem from such a complex concept as tenure. As he put it, "the complexities of systems create complexities.

In his view, a simplified approach would be modeled somewhat on the labor movement with "a simple formula for removal and the right to grieve." Stanton adds that, in business "people protect each other in a lot of ways without anything similar to tenure protection.

Stanton also argues with the fears, on the part of faculty, about the current job market. Agreeing that the rate of Ph.D unemployment is high, he points out that "high" is a relative phenomenon... "Ph.D's are accustomed to being guaranteed a job, so they are very upset about the job market. But at the highest, the rate of Ph.D unemployment is one half of one per cent.'

Asked about tenure protection of academic freedom, Stanton claimed there were few instances of the need..."people liberal on race in the south about twenty years ago and people liberal in economics 30 or 40 years ago." He also held that, tenure or



deputy of the president

however, that the necessary approval of the Personnel and Budget Committee will still provide a safeguard (the P&B Committee is composed of department chairmen, the president and deans.

Kaufman also outlined President Birenbaum's proposal of reverse tenure (new, lower rank faculty would receive long-term tenure with each promotional step receiving less...a full

decent," in trying to cope with the tension, as Carpenter sees it, and that effort will require much more commitment with increased competition for

As to the potential for increased difficult to have rotating chair

On the academic freedom question, elsewhere in the country, "but are still

politicization of the department chairman's role, Carpenter argues that t does exist and it will be particularly manships. As the tendency toward centralized regulations such as quota continues, Carpenter feels "there will be less chance to have different kinds of chairmen." He points out that, in his case, a curriculum interest is the prime

Stanton also questions the assump-

tion that tenure, in fact, provides

guarantee that people are not fired

unfairly and notes that many colleges, unlike CUNY, are actually run by their

faculty.

iology chairman

"You know, tenure tends to create a

college," he added. His strongest

criticism of tenure was the fact that, in

his experience, "tenured faculty have a

stake in the institution and how it

functions, that salaries stay up...if the college is providing them a lifetime job

guarantee, that can mean somewhere

in the range of a half million dollar-

port the world as it is." Stanton also

notes that it has always been his ex-

perience to see the "have-nots", the

young faculty, being the primary

Concluding his remarks, Stanton

noted that a quota, with a generous

critics of the institution.

...they are much more likely to sup-

"the one spot in the department" that he sees as built into the quota approach. Though not generally a proponent of in impromptu interviews and should be the tenure system, Carpenter prefers a considered as immediate reactions to multiple-year contract system; he the tenure proposal's imminent argues that the present proposal is discussion before the BHE, rather than

market, "just at the wrong time." Carpenter responded that the possibilities of political ramification are much less in New York City than

concern. To keep more of his teaching load, he turned part of his release time as on curriculum.'

'unfair to current untenured faculty," and comes, in terms of the present job interviewed.

over to the deputy chairman. As he put t, "I don't really want to spend as much of my time on personnel matters Concluding his remarks, Carpenter noted that he would "agree that, in

some ways, teachers receive preferred treatment in the tenure system." But, he argues, "I'd rather see job security brought to the rest of the country than have us retreat."

Calling the quota approach

progenitor to a "competition of equations," Norma Chernok, Public

Health chairman, said flatly, "I'm

Chernok, with a "0 percent tenure"

department, argues that the Board

argument for leaving room for new blood is questionable, "I don't believe that there isn't much room at a given

time. There's always been room before.

In other words, given the normal at-

trition rate, has there ever been a number near 100 percent tenured?"

Based on that question, Chernok

asks, "is it an attempt to get rid of dead

wood" and argues that a lack of tenure is not the answer..."it is an age old

responsibility, if you are kept long

enough to get tenure, it is not likely

you'll fall into that category :dead-

"Remember," she went on, "tenure is not with the college, it's with CUNY.

Norma Chernok.

Public Health

faculty still on probationary status? Aren't they likely to censor themselves rather than risk losing eventual tenured Martin A. Kuhn, SICC's dean of evaluate instruction but who have faculty, was asked those questions never figured out how to do it...Lax recently. He replied by recounting an administration, not tenure, protects

Chancellor's Argument

During the enormous expansion of I War II, the steady growth of colleges eased the faculty passage from non-tenured to tenured status. This easing was so general that many in the academic professions developed the belief that tenure was usually granted after a fixed number of satisfactory years of service. University trustees and administrators never have shared this view, but faced with the phenomenal growth of the student bodies, faculty tenure was still easier to gain over the past decade than it had

ever been before. The controlling single document in the American faculty tenure system is the 1940 Statement of Principles on News Ferry wishes to thank the many Academic Freedom and Tenure, published by the AAUP. This statement harried department chairmen and experimental program directors who has been endorsed by numerous were able to make the time for brief prestigious academic associations, among them the American Council of Learned Societies and the United It was the immediacy of the tenure Chapters of Phi Beta Kappa. Thus the question, before the BHE today, which led us to create this News Ferry Review item on very short notice. As such, 1940 Statement is one that must be given weight in any evaluation of tenure problems, and has been a many chairmen and directors are not guiding document for the Board of included. Some were interviewed, most Higher Education.

of them absent were not. The only selection process used was availability The central thrust of the 1940 of time. It remains our desire to cover Statement presents tenure as the the question more fully in subsequent principal guarantor of academic issues. As such, those chairmen or freedom. A tenured faculty member is directors not covered this issue can free to pursue the truth as he sees it in both his research and his teaching expect to hear from the News Ferry without political interference by University administrators, churches, It should be pointed out that the entire Boards of Trustees, or other public or Views on Tenure section was developed private bodies. The 1940 Statement tenure, but stresses the connection academic freedom. It also sets down developed theses on the part of those definite guidelines, which through the enforcement by the AAUP itself have become normative throughout academic America.

> a) Before the acceptance of any academic appointment a professor must have in writing a clear and precise description of the conditions of the appointment and whatever limitations are placed upon his func-

b) Seven years after his initial appointment to an academic rank, the professor must either be terminated or granted tenure.

c) Due process must be observed if a any reason whatsoever.

elimination of tenure "hogwash," and in Math and teaches in the arts; or Dean went on to argue that the problem is Fitz Patrick, a P. E. who teaches lack of "administrative enforcement of Philosophy; or Dean Kuhn with a tenure guidelines."

She termed the political implications of the quota proposal, "a horrendous imply discrimination." position, a nightmare," and went on to argue that logrolling would be inevitable. As an example, she pointed out that, according to present BHE bylaws, a P. E. (Professional Engineer's license is equivalent to a doctorate as are the MSW (Masters in Social Work) and various health licensing positions. 'Take the Professional Engineer title for instance, its rating at Ph.D. equivalent was questioned before...can you imagine the questioning under

She feels a quota system will also "close doors" rather than open them...a professed goal of CUNY. With the move away from traditional disciplines, traditional requirements will be locked in. People will stick to narrow disciplines. What we will need is three different Ph.D.'s She termed the quota approach and for people like Schiff who holds a degree

d) When the claim is made that a American higher education since World tenured appointment must be terminated because of financial exigency, this exigency should be clearly demonstrated.

During 1971-1972, the Ford Foun dation in conjunction with the AAUF and the Association of American Colleges funded a joint study of academic tenure. This report, usually named after its chairman, William R Keast (formerly President of Wayne State and currently a professor at the University of Texas) jarred the AAUP by bluntly recommending that colleges and universities grant tenure to no more than one-half to two-thirds limit in order to avoid being so locked into a tenured faculty that renewal and change on the faculty would become impossible. It is clear that the reasoning of the Keast Commission also stressed that a rigorous selection procedure of tenurable faculty members before tenure was granted was of itself a partial guarantee of academic quality. It is true that Keast qualified his statement on tenure "quotas" by declaring that the figures should operate as "ranges or limits rather than as fixed percentages". He did this to allow for flexibility in the application of his formula to the variety of conditions that might arise in different departments or in different colleges

In May of 1973 the AAUP at its annual meeting rejected the Keast proposal, and insisted that tenure decisions be based first, last and exclusively on the individual merit of the faculty member concerned. In so doing i discusses the "job security" aspect of tenure, but stresses the connection ween the control of tenure necessary between academic tenure and for flexibility, and the value of rigorous decisions as guaranteeds of faculty quality. This decision by the AAUF ignored the Keast findings that in 1971 80 percent of the faculty members eligible for tenure were granted tenure and that in that same year some 42 percent of all American colleges granted tenure to every single faculty member eligible (by length of service to receive it. In place of the two-third limit recommended by Keast, the AAUP proposed that colleges raise their standards for the awarding of

Within the City University there have been several reviews of tenure policy The principal document is the Board of Higher Education's policy Statement on the matter, dated December 18, 1976. tenured professor is to be dismissed for This statement (Max-Kahn Rept.) provides for procedural due process in

cumspection be exercised before tenure is conferred". In June of 1968, the Board of Higher Education declared that the probationary period for tenure should be extended from three to five years, and State legislation validated this decision. The reason for the ex-Government? Quotas for any reason tension was to give the young untenured faculty member more time to prove his value to the college, while at the same time permitting the college more time to evaluate his scholarly and teaching

potential



Norma Chernok, Public health

"It will change the nature of the job," s Chernok sees it. "You're telling one

Continued on Page 6

Asked about his view of tenure reform, Charas held that there are already, theoretically, grounds for its eliminations...financial reasons and incompetence. "I wouldn't like to revoke tenure, but use those grounds and perhaps expand them somewhat." He views the answer to protecting the University against inflexibility as one of enforcement of the present grounds for tenure removal that could show the necessity for removal without damaging a faculty member's entire career . . . as the incompetence charge now would. "It seems a better way to me than imposing arbitrary quotas."

Summing up his arguments, Charas held that "If a person is really good, he or she will have options. Why should level? Half of our department is they come here for a sequence of tenured, do I have to wait for a tenured positions for five years when they know professor to retire before I can hold no tenure is available?"

that the greatest care and cir-In the fall of 1972 the growing national pressures against the very idea of enure (much featured in the national oress) led the City University's Council of Presidents to create a special tenure

After an administrative review of the actual granting of tenure for the year 1970, the University Faculty Senate agreed with the Board's assessment that the tenure process was the most crucial single act in the maintenance of academic excellence in the City University. A special committee of the Faculty Senate issued a strong report that emphasized that it was "nothing less than a lifetime promise of employment". For this reason the Faculty Senate itself recommended that the tenure decision not be entered into lightly. On the other hand the Senate

committee. At the same time, the Chancellor requested the University Faculty Senate to appoint a Committee on Tenure and to prepare a report. The Committee of the Faculty Senate ssued a strong report which accepted the necessity for some mathematical norms governing the conferral of tenure. At its general meeting the University Faculty Senate accepted the

need for restraint in tenuring rhythms but did not wish to set any fixed numerical limits. On the other hand, the Faculty Senate's report clearly accepted the importance of structural, budgetary, and student registration considerations in the deliberations of those faculty bodies charged with the conferral or denial of tenure. It further charged the college administrations with the responsibility of furnishing such information to those same faculty bodies. It is my opinion, on a careful reading of the Faculty Senate's final

Gary Rosenthal. Health & Phys. Ed.

Like President Birenbaum, Gary Rosenthal, new Health and Physical Education chairman, would like to see a reverse tenure system. Like most other department chairmen, Rosenthal feels "the quota system limits our ability to keep good young people beyond five years.

Health and Physical Education is at the 50 per cent mark with its present number of tenure positions, this and the fact that Rosenthal is trying to build a pre-major program provide him with a special problem...he asks, "if we need a certain kind of specialist which calls for

a PhD, how do we get him when the department has reached the freeze



Ed. chairman

In closing, Rosenthal added that his department's tenured staff is also relatively young (most under 40). "Does this mean our department is, for the most part, locked in for twenty

Howard Stanton, Psychology and Soc-Seymour Charas, Physics, Geo., & Astro. group of 'haves' and 'have nots' in the

With his department already at 71 percent tenure, Seymour Charas, acting Physics, Geology and Astronomy Department head, argues a quota system is an "inflexible" tool. "It bothers me to use an inflexible tool to get flexibility (one of the Chancellor's arguments for the proposed system)" Charas stated in a recent interview.

Although Charas holds that the implications for "politicizing" the role of department chairman to a greater legree are nil in that ''you already have to be both politically and curriculum no. "people don't have to play the game... they don't have to clutch the organizational tit."

oriented;" he does feel that "good people, who have been here three or four years and contributed a lot will not better." oriented;" he does feel that "good



Seymour Charas, acting chairman, Physics, Geology and Astronomy

AID Advocates

Research Adopts New to be derived from a Foundation project. An inventor will also have to submit to the Committee on Patents via the Patent Rules Research Foundation, a written report

The Research Foundation of the City | This, in turn, avoids friction which | this report is to be transmitted through the appropriate department head and the appropriate department head and establish and define its rights and significant financial reward but there is obligations, and the rights and oprior agreement on specific rights. obligations of individual faculty and 6) Expedite necessary decisions and staff members with respect to inventions and patents produced with use of funds administered by the Research Foundation," recently adopted a five-page "policy and procedure" statement outlining just what is to take place if, and when, a CUNY inventor builds a better mousetrap.

The purpose of the statement, according to the Research Foundation, is "to recognize and encourage creative efforts of personnel and to share the financial rewards in an equitable manner, consistent with public interest

The provisions of the policy apply to the Research Foundation and also to all faculty, Foundation employees and others who produce inventions or discoveries in the course of carrying out a project whose business administration is a responsibility of the Foundation. Work performed by an individual which is not a part of such project is excluded.

The term "invention," as used in the statement, refers to "any process, machine, manufacture, composition of matter or design, or any new or useful improvement thereof, and any variety of plant which is or may be patentable under the Patent Laws of the United

According to the Research Foundation, it is "desirable and necessary" to have a policy and procedure in order

1) Insure the rights of inventors on an equitable basis and thereby encourage creative efforts.

2) Provide a consistent treatment for different inventors.

3) Enable the Foundation to discharge properly its responsibilities for prudent fiscal stewarship and for safeguarding the interests of the University, New York City and New York State.

4) Provide a basis for negotiating agreements with the Department of Health, Education and Welfare, other federal agencies and other sponsors of research. Under present DHEW rules, a grantee institution must establish a policy and negotiate an agreement with the department if the institution and inventor wish to obtain patent rights to inventions produced as a result of DHEW grants. In the absence of such policy and institutional agreement, DHEW retains all patent rights to such

5)Provide clear and advance information on patents and inventions, thus removing amblguity and confusion which act as deterrents to creativity.

Council of the Research Foundation selects the Committee membership for appointment by the President of the High Tuition Foundation. Initially, three members of the Committee have two-year terms, three "Disaster"

City Univerity of New York recently issued the following response to the proposal of the Committee for Economic Development that tuition at made in the same manner as the initial public colleges and universities be more than doubled:

"The proposal by the Committee for Economic Development which calls for massive increases in tuition payments by students attending public colleges would be an unmitigated disaster for higher education in the tragic event it was implemented.

"High tuition — or tuition of any sort constitutes an effective barrier to college opportunity for a substantial proportion of American high school graduates. The record bears this out.

"No city in the United States can match the proportion of New York City's high school graduates who go on to college. Numerous studies have proven that the institution responsible for this phenomenon is the tuition-free City University of New York. Analysis of CUNY's student population refutes another CED claim — that public colleges are disproportionately serving high income students. The poor and the near poor constitute the overwhelming constituency of City University.

"In substance the CED is calling for a user tax. It attempts to make its tax proposal appear progressive by also suggesting special grants in aid to needy students. But experience proves — in New York State and elsewhere that no system of student aid based upon pauper's oaths and means tests can be as effective in spurring college attendance as free tuition.

"The CED has taken a myopic view of American higher education through a rear view mirror. The logical and fair pattern for the future of American public colleges and universities is to make them tuition free, dependent upon a loophole-plugged progressive income tax for their support. Nor can the private sector of American higher education be saved by erecting high tuition protective tariff barriers, as the

"College access is more essential for career success and economic mobility today than was high school fifty years ago when it became a tuition-free educational right of all Americans. The states have delayed too long in ex-tending this essential right of college access to the youth they have the responsibility to serve. It is high time the citizens and parents of our country demanded genuine access to quality, tuition-free higher education for all Americans.

of each invention subject to this policy promptly after conception or first actual reduction to practice. A copy of dean. If more than one individual no prior agreement on specific rights. participated in the invention or

discovery, the report shall be signed by all such participants. A form established by the Research Founactions on matters pertaining to patents and inventions. 7) Provide the Foundation staff with guidance in administering, giving advice and answering inquiries on patent matters.

8) Safeguard the interest of inventors, the University and the Foundation by minimizing the possibility of loss of patent rights and income through negligence or oversight.

According to the new policy and procedure statement, personnel working on Foundation projects shall make prompt disclosure to the Foundation of all inventions and discoveries made by them. In the United States, if a patent application has not been filed on an invention within one year after publication, no patent may be obtained. In some foreign countries, application must be filed before publication.

Subject to the provisions of the new policy, the Foundation shall own all domestic and foreign rights in and to all inventions and discoveries arising out of activities or projects which are administered by the Foundation.

Proceeds derived from inventions shall be shared by the inventor(s) and his college. The inventor(s) shall receive 15 per cent of the gross income and the college shall receive the net remainder after deduction payments to a patent management firm and other

In the case of projects supported by funds from the Department of Health, Education and Welfare, present regulations require that the payment to the inventor(s) must be not more than (1) 50 per cent of the first \$3,000 gross royalty paid under the patent, (2) 25 per cent of the gross royalty income between \$3,000 and \$13,000, and (3) 15 per cent of the gross royalty in excess of

The college share of any royalties derived from patents shall be administered by the Foundation and shall be used by the college for support of

Determinations with regard to apolications for patents, licensing arrangements, patent management, and related matters shall be made by a Committee on Patents. The Committee on Patents will consist of seven members. The chairman shall be appointed by the Chancellor from within the Office of the Chancellor and shall act as his representative on the com-

Each college president may then nominate no more than two members of his faculty for membership on the Committee. The Faculty Advisory Council of the Research Foundation appointment by the President of the Foundation.

members have three-year terms, and the chairman has a three-year term. Membership on the Committee ceases when faculty status at CUNY terminates, or in the case of resignation or inability to serve. In such cases, the Chancellor Robert J. Kibbee of the Faculty Advisory Council makes a selection for an interim appointment to fill the unexpired term. Appointments due to the expiration of term will be appointments to the Committee.

All principal investigators, project directors, Foundation employees and others whose work is supported by funds administered by the Foundation, must promptly notify the Committee on Patents via the Foundation of intention to file for any patent application. This disclosure must be made whether or not the inventor(s) considers the invention

Intern

Positions

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News Ferry

French-English Interpreters Needed An inventor will also have to submit,

A group of French businessmen will be visiting our campus from November 5 to November 12. We need interpreters for receptions, visits to businesses, trips to Manhattan, etc.

If you know French and English and can volunteer at least 1 hour during that week, please get in touch with Prof. Bomse, ext. 7510, Department of Modern Languages. Please indicate exactly how much time you can give us

Also, if you know anyone who may not be either a faculty member or dation shall be used for such report in accordance with the instructions in touch with me immediately. student, but is interested in serving on this project, please have him also get

Prof. Bomse

Bookstore: Sales Stable Despite Problems

Continued on Page 6

by Gary Libow

Despite many recognized problems, the bookstore continues to function with stability and is keeping pace with previous years, Manny Toder, head of the bookstore reports.

Among the many problems the bookstore faces are thefts, inept ordering practices by academic departments, a shortage of space and help, plus the great turnover of instructors and courses.

It is requested by the bookstore that each academic department hand in its book order by June 1st, for the fall semester. "Only 15 percent of the responses come back", replies Toder.



Vince Tenneriello, stock clerk

This, in turn, leaves the bulk of the ordering and receiving to a week before school starts. Because of registration, only a week before school, it is difficult to approximate how many books to order. This problem is compounded by the fact that there is a high turnover of instructors and courses, each of which requires a different book. What hap-pens is that the department orders a book and then often changes its mind The result, the bookstore is left with unwanted books.

In this case, each publisher sets its own rules. "Some take back all books, some give a quota, while some have a

country and require different lengths of time to come through. "It's the same problem as any store"

that books come from all over the

Toder answers when asked about the problem of thefts. "It's a characteristic

"Stealing is unfair to fellow students. The more success the bookstore has, the more the student gains. In the end it's the student that has to make up for these losses." Toder is quick to point out that the bookstore doesn't employ security because, "we don't want to antagonize" and "make the bookstore a



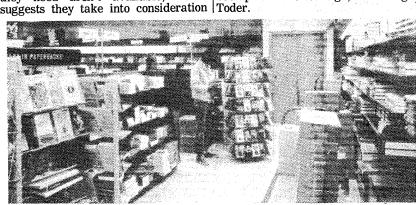
Helen Finnegan, cashier

arget for rip-offs".

During the "rush" period, the first two weeks, security is employed "only to direct students". The bookstore temporarily hires cashiers at this time

Despite five times the amount of ousiness as five years ago, the store has the same number of employees, four. Space in the bookstore has been limited as a result of the use of offices by the SICC. Association. The former stockroom is where the Financial Aid office, is located, and is now greatly reduced in space.

The college bookstore is a non-profit organization run by the Association. In essence, it is part of the college. "Profit specific time limit in order to return motive" is a misconception most books". When students complain books students have when they complain that they need aren't available, Toder book prices are too high, according to



SICC bookstore: a place for everything, everything in its place.

New Approach to Psych 10

Beginning with the Spring, 1974 Semester I will be teaching Psych. 10 (Human Growth and Development) in a new and hopefully innovative fashion.

Previously, this has been a traditional 3 hour per week, classroom, lecture-discussion course. In the Spring, each student enrolled in my section will (1) receive traditional classroom exposure and (2) will be involved in actual work experience in an off-campus institutional setting. The dynamics of the course are still in flux. However, I envision 3 hours of classroom work per week, integrated with internship experience at a place like the South Beach Psychiatric Center, Willowbrook State School, the Staten Island Mental Health Society, an old age home, etc. The student will be meaningfully involved in human problems while receiving a traditional classroom background in human development. Career and academic counseling will be offered to the student as an important part of this innovative experience.

Students will earn from 6-9 credits for this course. Three credits will be awarded for classroom contact and from 3-6 credits for internship experience, depending on the number of hours per week devoted to work in the affiliated institution. The credits will be transferable to a 4 year institution in a problem-free fashion since credit will be earned for traditionally listed

If you are interested in what should be a meaningful ex-

perience please contact me ... Room H-9 (390-7744) by October 30. Remember, you must have finished Psychology 1 by the end of this semester. Dr. Harvey Taub

Psychology & Sociology Dept.

NEWS FERRY Still has intern openings for:

1 writer

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3 layout trainees

1 market analyst 1 financial analyst

3 sales personnel

1 research assistant Call: 720-9198 or Drop in: T-36

Marchi Backs Free Tuition

State Senator John Marchi recently announced his support of free tuition at the City University of New York. In a statement to the press, Senator Marchi made the following comments:

"The City of New York has a long and useful tradition of providing quality higher education and free tuition. Many of our current leaders in government, business and the professions are products of the City University system. am determined to maintain this tradition so that the illustrious past will be prologue to an equally great future.

"Evolving from a long period of selection by competition, our university system has now matured to the point of offering all high school graduates in the city the opportunity to secure the benefits of a higher education. The city and the nation are enriched by the disciplined minds the university experience produces. "In the expansion of the scope and

mission of City University implicit in the recent policy of open admissions, it is important that we do not lose sight of our goal of providing free quality education. I am pleased to state my policy of free tuition.

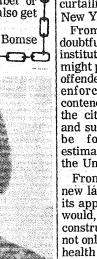


Toder points out that the main ob-

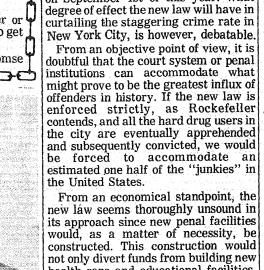
He goes on to explain that the publisher establishes a list selling price. On the question of competitive pricing with major bookstores Toder explained that Barnes and Noble, for example, sells its books at list while SICC is under list.

Toder also explained the reason why SICC doesn't deal in used books. As he put it, instructors use different books, mostly paperback and there are many changes made — both in teachers and books required. According to Toder, firecely competing publishers are continuously coming out with new editions, making it an impossible task to deal in used books. He suggested students might take advantage of the Used Book Exchange in C-111. Despite problems such as thefts, high

turnover of instructors and required books, understaffing and lack of space, and some degree of non-cooperation from scholastic departments, Toder proudly argues that the SICC bookstore, "has audit reports comparative with any college in the city university system".



ective of the bookstore, "is to supply student books and supplies and related materials that are necessary in the pursuing of the course, at the lowest



small-time hard-drug marketeers would produce only a marginal effect in slowing drug traffic since there seems to be an almost inexhaustible supply of sick, pitiable wretches who appear to when one considers that the addict is

Realistically, the apprehension of

burdened taxpayer.

The individuals responsible for



Manny Toder, manager

Ten Years After: Back to School

by Stephen Larsen

When Susan Thompson graduated of introductory course to get used to from St. Peter's Girls High School in going to school again," she said. "But June, 1963, the idea of going to college the teacher is using an unusual method

didn't enter her mind. "I didn't know where I'd be going," she said. "Plus, my mother needed money for my sister's tuition at St. Peter's, so I went out and got a job,'

Susan worked as a typist at the Federal Reserve Bank. In 1964, she took some courses at the bank, through Pace College in Stenography and Typing, and advanced to the position of Assistant Secretary. "I got so caught up with having so much fun — which came from having money of my own — that it didn't occur to me to go to college, even though I didn't care for secretarial

While on a cruise to the Bahamas, sponsored by the bank, she met John Maruffi, an accountant. On March 24, 1968, they were married, and Susan Thompson, assistant secretary became Susan Maruffi, housewife. About a year later, the Maruffis had a baby daughter, Stephanie. Always an active person, Susan became restless at having to stay home to watch

she said. "After I had believe.' Stephanie, it was very depressing to be confined to the house all day. There had to be more that I could do.

She got the idea to go back to school, but she still lacked a reason and the courage to do so. When her grand-parents entered the hospital, she found that she liked caring for them, and she got the idea to become a nurse. She applied to St. Vincent's Hospital Nursing School, but the ten-year layoff rejected. She then applied to SICC, and after a delay in obtaining her transcript from Pace, she was accepted as a matriculated student in the evening

"I didn't even remember if I'd finished the courses at Pace, let alone passed them," Susan said. "The people in the Admissions Office told me that I couldn't matriculate until I had my transcript sent to them, and I didn't even know what 'matriculate' meant. One lady in the office explained it to me three or four times, but she used the same terms over and over again, and i didn't get through to me.'

Her cousin, a student at SICC, finally went to the Admissions Office with her. and helped her through the red tape.

Ten years after high school, Susan-Evening Session at SICC.

of teaching, just talking to the class all period, and I haven't learned much about sociology. Some of the other students have told me that this guy is a great teacher, though, and that I should

give him a chance. Her class meets two nights per week Tuesdays and Thursday. On those nights, her husband tries to get home from work early enough to watch Stephanie while Susan is at school. If John can't get home, his mother babysits. Susan feels her going to school has no negative effect on her ability to perform household chores.

"School stimulates me, both emotionally and physically," she said. "It gets me going, even though I now have more to do." She does her homework at night, when she doesn't have class, usually with the radio or television on. "If I have a paper to type, I do it during the day, while Stephanie's at nursery school.

Does Susan think that she has to be smarter than her daughter will be? "I don't feel that I have to be smart to earn the respect of my daughter," she Session students. "As a result, it's "I found that marriage wasn't the learn the respect of my daughter," she ultimate goal, as I was brought up to said. "Smartness doesn't mean much

without common sense.' Susan sees her college education as preparation for a career with meaning. 'I imagine people come back to school because they find that just making

money isn't the thing," she said. She also cites job pressures as reasons why people go back to school. 'Ten years ago, you could get a decentpaying job with a high school diploma Now, it's not so easy to get a good job without some training beyond high from school lowered her mathematics school. Some people probably don't and verbal skills enough for her to be think so, but they wind up coming to college in the end. That much I've learned about sociology.'

Roslyn Attinson, associate dean of

faculty for the evening Evening Session and Continuing Education, echoes this statement. "There are several reasons why people come back to school after an absence of some years," she said. 'There's job pressure — some people have gone as far as they can without college. This particularly applies on Wall Street, and for Civil Servants (see "New Eve Session Survey Out, Attinson's 'Bailiwick' Booms," News Ferry, May 15, 1973). For some women, their children are grown, and they come back to school to keep busy."

Attinson divided women returning to school into several categories. There are working women, some of whom are 27-years-old, married, and the mother the sole support of themselves, and of a four-year-old girl - has joined the some of whom are single, widowed, or ranks of the 3,361 students attending the divorced. There are women who are not yet working, but who may have to, Susan is taking sociology this term, because of ailing husbands or to supeducation. I am pleased to state my position in favor of continuing the policy of free tuition."

and hopes to eventually enter the plement the family income. Some nursing program. "The counselor at Registration told me to take some kind to work or have families. Finally, there

by Fred Moynihan In an idealistic effort to reduce crime | directing and maintaining the flow of in New York State, Governor Rockefeller's new anti-drug bill, providing stiff penalties for the use or distribution of various "controlled limited and maintaining the new of the logical target of legislation to eliminate the supply of drugs and these individuals are, as a matter of common limited and maintaining the new of the logical target of legislation to eliminate the supply of drugs and these individuals are, as a matterning the new of the logical target of legislation to eliminate the supply of drugs and the supply of the logical target of legislation to eliminate the supply of the logical target of legislation to eliminate the supply of the logical target of legislation to eliminate the supply of the logical target of legislation to eliminate the supply of the logical target of legislation to eliminate the supply of drugs and these logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and these logical target of legislation to eliminate the supply of drugs and these logical target of legislation to eliminate the supply of drugs and these logical target of legislation to eliminate the supply of drugs and these logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the supply of drugs and the logical target of legislation to eliminate the logical target of legislation to eliminate the logical target of legislation to eliminate the supply of the logical target of legislation to eliminate the logical target of legislation to eliminate the logical target of legislation to eliminate the logical target of legislation to elimi substances" and narcotics, became law knowledge, an element of organized on September 1st of this year. What crime.

degree of effect the new law will have in curtailing the staggering crime rate in New York City, is however, debatable.

Unfortunately, failure to deal a significant blow to organized crime is a matter of criminal history. It would be a gross understatement to say that it seems rather unusual that not a single institutions can accommodate what might prove to be the greatest influx of offenders in history. If the new law is enforced strictly, as Rockefeller contends, and all the hard drug users in dealing with this illusive Pandrak and all the hard drug users in the contends of the contends o various other types of illegal activities. Mr. Rockefeller however, chooses to be forced to accommodate an believe that in order to eliminate violent crime in our city, it is necessary to "get tough" on every level, even as low as the occasional pot smoker.

The confusion existing about provisions which will have to be made its approach since new penal facilities provisions which will have to be made would, as a matter of necessity, be for the new law is compounded by the constructed. This construction would fact that violent crimes, including not only divert funds from building new manslaughter, robbery and assault, health care and educational facilities, carry criminal penalties which are but result in increased state and city dwarfed by those of the new drug law. taxes and contribute an additional in addition, one might expect a variety financial strain to the already over- of problems which could result in an increase in disrespect for the existing legislative process as a result of the sociological effect of placing stiff penalties on such controlled substances as marijuana.

Since the use of marijuana in various social strata has become an accepted, if be willing to spend any amount of time not fashionable, diversion and is in prison to sustain their own habit. The generally not considered as criminal by threat of incarceration has never those who indulge in its use, the proved to be an obstacle to the drug responsible, law abiding citizen who is addict and this attitude is not surprising confronted by such severe new penalties will revert to the most convinced that what he needs is worth traditional, legal and prominent mindaltering drug available — alcohol.

This drug accounts for 50 per cent of all first admissions to mental institutions, about half the traffic deaths in the country and volumes of physical disorders. One of the more significant effects of alcohol is that it accounts for 75 per cent of inmates serving time for violent crimes committed under its influence.

The marked increase in alcoholism in the State among teenagers is not surprising since law enforcement authorities are preoccupied with other areas of law enforcement, especially the enforcement of drug laws. A young person who knows the penalty for possession of marijuana, for instance, and is determined to alter his mood will lose no time in indulging in a "legal" knee-walking, commode-hugging, stagger-feat at some local park or playground, secure in the knowledge that his only fear might lie in the prospect of being occasionally harassed by the local police or cutting his thumb on a pop top can.

Whether or not the new drug law will have any significant result in reducing crime or reversing our trend toward social decadence remains a matter for speculation. Until we can be sure of an effective method of dealing with human weaknesses on a fair and equitable basis in every level of society we must conduct legislative experiments. All we can do is hope that our experiments will not create a monster.

are those who never thought about college.

"These people need to develop marketable skills," said Attinson. "The times have made them aware that they are inadequate. Education is a high priority item for them, and they know it. This also applies to men. Many policemen have only a General

Equivalency Dipolma, and now they

need an education for promotion." Attinson unequivocally stated that she feels Evening Session students are highly motivated. "There's no question in my mind that they're more serious about their studies than Day Session students," she said. "Faculty members that have taught both have told me that they enjoy the challenge of teaching in the Evening Session, that the students challenge them more. Evening Session students usually have more life ex-perience that they bring to the

classroom. Pat Silvernail, on the staff of the SICC library, agrees with the idea that Evening Session students generally



Susan Maruffi, back to school after

easier to help them. They usually have a very precise idea of their information needs. Possibly, this is because of the limited time they have in which to get their research done.

According to Carl Clarke, assistant dean of administration, of the 3,361 students attending the Evening Session as of the Fall 1972 term, 54 per cent are men, and 46 per cent are women. Further, 38 per cent of Evening Students are matriculants, and 62 per

cent are non-matriculants. "The fact that a person will come to school at night, after working during the day, shows seriousness," said Clarke,

"but I am rather reluctant to assume

Continued on Page 6

O'Halloran:

Continued from Page 2

Staten Island. His work now, as he describes it, consists of "about onethird domestic relations, one third negligence and the rest criminal law, real estate, estates, copyrights, contracts, tax, and some corporation

He likes it a lot better than corporate "There is a larger emotional factor to contend with at this level," he explains. "That makes it even more rewarding and satisfying."

The most difficult aspect of handling a client at this level, he explains, is the determination of what the problem

"On the surface, the problem is always fairly obvious," he explains, 'especially in criminal cases - the defendant just doesn't want to go to jail. But actually it's a lot more complex than that. There's a whole lot of fear more out of it than the students. I have and mistrust of the criminal justice system that has to be waded through before a lawyer and a client can finally the best way of presenting their case."

In some respects, O'Halloran, a Catholic and the father of five, is a contradiction in terms. A lawyer who loves the law — "If I couldn't practice law, I wouldn't do anything else'' — he openly admits its flaws.

the prejudices," he says, "and, yes, there are two systems of justice here one for the poor, and the other for established people

Constitution.

"primarily because it provides for its own death. That's the real test. The real strength of any system can be measured by the degree of opposition it

How about teaching? "I'm thankful or the opportunity," he says. "I get an influx of their ideas coming into me, and at my age that's important, because between the ages of thirty and come to some sort of agreement as to | forty there's the risk that your ideas can solidify, lose flexibility. But if you "Then, of course, there's something else — a psychological factor. A good criminal lawyer must always substitute stay in contact with a variety of people — young people, especially — that need not ever happen."

Retirement Notice

new faculty as an overview to the CUNY retirement system options). Welcome to CUNY.

As a newly-appointed member of the instructional staff, your employment confers certain rights, benefits and privileges. Among these is the important issue of the choice of a retirement program. For eligible fulltime employees, membership is mandatory; for eligible adjunct employees, membership is optional.

For full-time instructional staff, the retirement program choices are: Senior College Staff

(Prior ERS members may retain

Community College Staff

NYCERS

TIAA - CREF (Prior TRS members may retain

CUNY May Go "Total Energy"

The City University of New York is studying the feasibility of placing high efficiency-low pollution "total energy" plants on its new campuses in the five boroughs, according to Dr. Seymour C. Hyman, CUNY deputy chancellor.

own "total energy" plants was sparked by recent changes in Consolidated For example, at this point in Edison's policies relating to independent power generating plants in the city. Although CUNY had begun to select TIAA-CREF. From the wording explore "total energy" plants as part of of the new law, it is very unclear and its campus planning four years ago, the ambiguous as to what the rate that the idea was dropped, Dr. Hyman said, City would contribute on your behalf when the university looked into the will be and how the rate will be problem of training and holding the highly skilled manpower needed to operate the small campus power plants, and the relative high cost of Con Ed's "standby" rates. The personnel problem can now be met by Con Ed's agreement to staff the independently agreement to staff the independently agreement with its own personnel control of the control of owned plants with its own personnel.

The consulting firm of Michael unanswerable of a very personal nature. For those who are in tenure-with CUNY's campus facilities planbearing positions, it can be assumed ners in preparing the feasibility reports, Dr. Hyman said. One of the pioneers in conservation of energy, CUNY. But, tenure is attained after five reports, Dr. Hyman said. One of the pioneers in conservation of energy, including development of "total" and "selective" energy systems, is S. W. Brown, president of the Baker organization. According to him, "The prime virtue of such systems is their highly efficient use of source energy by highly efficient use of source energy by waste heat reclamation which substantially reduces the consumption of fossil fuel and proportionally reduces atmospheric pollution. Very simply you capture the heat normally dispelled up the stark to provide heating in the the stack to provide heating in the winter and convert it to produce cooling availability, credit for prior service,

in the summer time." Because they utilize the "waste etc., in general are not crucial aspects heat," on-site plants may operate at 60 per cent efficiency or higher as contrasted with the most efficient utility generating plant which operates at approximately 40 per cent.

Textellotion of a continued on Page 6

Installation of an on-site "total energy" system makes an institution self-sufficient for all energy-related needs: electricity and the so-called "thermal demands," heating, cooling and hot water. According to Mr. Brown, whenever electric and thermal demands are equal, the overall efficiency of such a system can be as high as 75 per cent. But when electrical demands exceed thermal demands, the excess waste heat produced by the

concept, the "selective energy" association, the members agreed to set up scholarships to help needy students of the day and evening sessions. Committees are now being formed and applications will be available within a few weeks. Those students interested to the day and evening sessions. but electrical requirements are met jointly by the on-site generator and the participating utility. During periods when less thermal energy is needed, the utility would provide all electricity. The utility would provide all electricity. The university could for example work out university could, for example, work out an agreement with Con Ed whereby the "on-site" plant would share the load during the peak demand periods and the utility company would supply all power during the "off peak" periods.

The foosibility of the data for a students who graduated and the program for the staff, faculty, students and the people of the community this year a Cultural Program will be inaugurated. Former

The feasibility study done for a students who graduated and have "selective energy" system for the master plan of Richmond College on States Felson F Staten Island provides an example of the savings that could be generated for the savings that could be generated for the savings that could be generated for the dates will be announced when a typical CUNY campus. The master plan for that campus calls for a gross building area of 1.9 million square feet Friday of the month, at President's Board Room located on the Continued on Page 6 2nd floor of "A" building.

himself; he must become the defendant. That's tricky, but the good criminal lawyers — the really good ones — have always been able to do it.'

"No, it isn't always possible to negate

Still, he isn't overly cynical. Maybe it's because he still believes in the

"It's a great document," he says,

For adjunct (hourly-paid) in-

structional staff employed in senior or community colleges, the only

retirement program is the NYCTRS. TIAA-CREF is not available for ad-

Pursuant to action by the Governor and the New York State Legislature in

July 1973, retirement programs for all State, County and City employees, including City University, were amended to freeze existing benefits for

those who were members prior to July

1, 1973 and to provide a different

retirement program with a reduced

benefit structure for persons appointed

Because the new legislation is very

complex and subject to interpretation

it is being studied and analysed by the

City's legal and pension experts. For

most City employees, this period of uncertainty while the laws are being

reviewed presents no immediate

problem; these employees do not have

However, for CUNY instructional

Staff, who do have a choice of plans, the

uncertainty makes what is a most-

difficult choice under normal cir-

cumstances an even-harder one.

Further, the choice that you are

mandated by law to make within thirty

(30) days of your date of appointment is

one that is irrevocable throughout your

There are a number of questions that

can be answered about the "new" plans

and, likewise, a number of unan-

swerables. In some cases, these

unanswerables, while having import in

the selection of one plan over the other,

of career vs. mobility contains an

new law, you share a common bond with all other instructional staff who

have had to make a similar decision in

Such other factors as employee

contributions, death benefits, loan

variable annuity, tax-deferred annuity,

Alumni Plan

Grants and Culture

Program

At a recent meeting of the alumni

For foreign students, non-resident with a minimum of twelve credits,

Dean Zades Scholarship is available, to

Meetings are held the 2nd and 4th

Friday of the month, at 8 P.M., in the

be given out in the fall term.

previous years.

continued employment with CUNY.

on or after July 1, 1973.

a choice of pension plans.

City Life

from more people.'

Continued from Page 2

"No one will be able to assess the impact of the new drug laws for at least a year," he said. "Many claim that the new laws will be working if they chase the drug addicts out of New York. If they do that, I suppose they will be working, at least in their opinion, but it seems to me to be somewhat of a partial

E.P. Election Results

Completing the first phase of elec-

tions to the Personnel and Program

Review Committees of the Ex-

perimental Programs, Dean Joseph

Harris of College Discovery last week

announced the winners of the Sep-

tember 25 elections. Announcements of

Place and Circle 73 are expected to

Dr. Bobbie Vogel will fill the faculty

seat for CD on the Personnel Review

committee, while Jesus Vasquez will

serve as the student member of the

committee from the same organization.

On the Program Review committee,

Dr. Jessie Gilmer is to act as the CD

representative, and Louis Gonzalez is

the student member. Place and Circle

73 will each elect four representatives

The newly-formed committees are

charged with making recom-

nendations on personnel as well as on

curriculum and grading matters,

although they will not have final

authority on the issues. These duties, in

the past, were discharged by the

various program directors and deans;

but Dean Felix Cardegna, Ex-

perimental Programs, believes that the

new systems will allow for "more input

to fill the remaining spots.

follow this week

About the death penalty, Gold said: "I am categorically and emphatically opposed to the death penalty for three reasons: (1) Statistics prove it is not a deterrent; (2) there is the chance of making a mistake; and (3) state violence, in my opinion, is no better than criminal violence."

STUDENTS.

Shortly after Gold's address, David Schnall, coordinator of the PLACE 'City Life" program, asked students present to compare Murphy and Gold as public figures. Following are some of heir reactions:

Murphy

'He's too slick.' "He changed subjects too often, especially when there was a question he lidn't want to answer.' 'He didn't say anything."

'He was boring."
'I'm glad the class got him mad." Murphy came off just like a typical

Murphy didn't care. He looked on us just as a bunch of students - he didn't care what he told us."

Gold

'Gold was more positive."

'He was very interesting." 'He seems to look out for everybody.' "He admits the law isn't perfect."
"Gold seemed logical; I agreed with

"He came right out and said what he meant. He used words like 'hell' and 'damn' — that attracts you."

Library Hosts **Drawings Exhibit**

The Staten Island Community College Library will be hosting a oneman exhibition of pen and ink drawings by New Jersey artist William D.

Forman, through October 30. The 28 pen and ink drawings in Mr. Gorman's exhibition embody the subject of man and his structures, long vanished New York City subway kiosks, Victorian houses of the Catskill and Cape May, New Jersey areas, urban scenes and some drawings of the well-known Gorman owl series.

The New Jersey born artist who now resides in Bayonne, has his works represented in the permanent collections of the Newark Museum; Montclair Art Museum; Syracuse University; Butler Institute of American Art, Ohio; Colorado Springs Fine Arts Center; Springfield Museum of Art, Missouri; LaSalle College, Philadelphia; Brandeis University, Mass.; George Washington Carver Museum, Tuskegee Institute, Alabama; U. S. State Department and other public and private collections in

the U.S. and Canada. He is a member of Allied Artists of America, American Watercolor Society, Audubon Artists, Philadelphia Watercolor Club, American Veterans Society of Artists, National Society of Painters in Casein & Acrylic, and other

The exhibition of pen and ink drawings will be on display free to the public from October 5 through 30 in the Library Gallery, Staten Island Com-munity College, 715 Ocean Terrace.

Health Services Expand

by Dr. Paul Davis

In response to the growing number of students who are experiencing psychological problems which make the demands of college life more difficult, the student health service has started a mental health program on

The staff consists of a full-time psychiatrist, half-time psychiatrist and full-time psychologist, all of whom have worked with college students and are familiar with the problems they

The program is geared to respond to many commonly encountered emotional problems: depression, anxiety, emotional crises, difficulty with school work, family, friends sexual problems and drugs. The program is not suited for such areas as career counseling and advisement, as these services are already provided on campus.



Dr. Schneider, SICC clinic staff mem-

Students who seek help may meet with one of the staff for an initial liscussion. Such information is held in strict confidence and does not become part of the student's general record. If counseling is indicated and the student wants professional help, he or she will be seen on a regualr basis over a specified period of time.

The staff consists of Dr. Paul Davis, chief psychiatrist, Dr. Maria Schneider, associate psychiatrist, and Dr. Daniel Cohen, psychologist. To see one of the staff members, a student may come to D-136 or call for an appointment at Ext. 7561 or 7562.

Plans are almost completed to provide professional gynecological and urological evaluations to any student coming to the College Health Center who indicates a need for such referral, .e., suspected V.D., pregnancy testing and birth control information. Again, fidential and will not become a part of uses of cable from this project.' the general record

Calendar

OCT 10 UFW Representative on the Grape Boycott against Ripple, Boone's Farm, Spanada Student

Lounge, 2:30 p.m. OCT 10 Biology Placement Exam 1:30 T-12

OCT 10 Meeting---Student Medical and Related Health Services Association C 113 OCT 16 Pres, Birenbaum "Open

Conversation With SICC' 12:00 Lounge OCT 16 Opening - Candy Shoppe

OCT 17 Political Forum featuring all candidates for Staten Island offices and citywide offices. WMB will greet the speakers and Prof. M'Gabe will moderate. All students and community are invited. Lounge, 7:15 p.m. OCT 17 Late I.D. Photo 1:30-3

Cafeteria

OCT 27 Sunshine Boys 2:00 see Leona Sanders OCT 27 Second Annual SICC Staff Dance Dinner 7-1a.m.

CLUBS -**WEDNESDAY CLUB HOURS**

Chess A-304 Chinese Culture C-127 Outdoor Club - B-321 Rifle Club B-105 Christian Fellowship D-7 Intramural Football Arts and Crafts Center C-138 Tues, Wed., Fri. 3-8

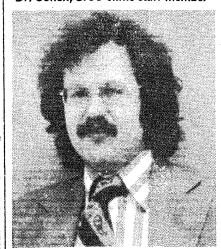
Open Conversation with Birenbaum

On October 16th, at 12 Noon, in the Student Lounge, Staten Island Community College President, William M. Birenbaum, will sponsor an "Open Conversation" with students, faculty and staff. The Tuesday program will fortune recent the students, faculty and staff. feature reactions of the college President to a wide variety of issues which concern the students, faculty and staff.

Of particular concern to the college community will be remarks that Dr. Birenbaum may make on the recent study mission of students and faculty that half the state of China when stated to that he led this past summer to the People's Republic of China. Also slated to be discussed are such curricular innovations as the SICG-StonyBrook program, and the new Three-Year Bachelor of Arts Program, Of particular interest to all members of our educational community will be a review of the SICC sponsored initiatives in International education which include contacts with such diverse places as Zambia, Eastern Europe and the Caribbean. All persons are strongly urged to attend.



Dr. Cohen, SICC clinic staff member



Dr. Davis, Chief of Mental Health Clinic

CUNY Courses Cable Cast

The first link in New York City betveen a live college classroom and the at-home television viewer was opened Ionday, September 24, when City Jniversity of New York began transmitting two regular college courses over cable television's Channel B.

A newly installed telephonemicrowave relay links the City University Mutual Benefit Instructional Network (CUMBIN) with Sterling-Manhattan and Teleprompter every Monday, Wednesday and Thursday evening during the coming academic year.

The two courses, which cable subcribers may audit free of charge, are Humanities 10 (Monday, Wednesday: 5:25 p.m. - 10:25 p.m.) and Broadcast Journalism (Thursday: 6:20 p.m. - 8:10

Commenting on the new program, Dr. Timothy Healy, CUNY vice chancellor for academic affairs, said, We are committed to the use of technology in efforts to reach a new clientele. The Chancellor's Committee on Educational Communication is studying the potential uses of cable for delivering a broad spectrum of education to the people of the city. We all such information would be con- hope to learn a great deal about the

CUMBIN, a microwave television relay in operation at CUNY since 1968, interconnects graduate students and faculty at City, Hunter, Brooklyn and Queens Colleges and the Graduate School and University. Programs may originate from any campus and,

Hams Wanted

by Bob Winston

The amateur radio station at SICC is looking for new members among the student body and especially among the new freshman class. All licensed hams are urged to come down to the radio shack during club hours and to see the equipment. Prospective hams are welcome to come down to learn how to become licensed by the Federal Communications Commission and thus be able to operate the college's transmitting rig.

Ham radio operators, using transmitters and receivers like the one at SICC, are able to communicate with radio operators throughout the world. They are licensed by the FCC only after passing an examination in elementary radio theory as well as sending and receiving the morse code. Hams are active in community services, such as providing two way communication during disasters and relaying messages and telephone calls from servicemen overseas.

The amateur radio station at the college consists of the Drake line R-4B receiver, T-4XB single-sideband transmitter, and a TA-33Jr. tri-band antenna turned by a Ham-M rotator. In addition, there is a general coverage shortwave receiver for those who are interested in listening to foreign broadcasts.

The station call letters are WB2BAZ and the shack is located in room B-158. To get into the room you must get a key from Bob Winston, the station trustee (in H-12), or Profs. Beninati or Temes in room B-140.

with a concluding scene worth the price headlines.

porno nut, and even the aesthete, there are films on the Island. And if film is to from The Waltons, and Mod Squad, Admission to all programs is free, last picture show.

Report Counts Success For Summer of '73

Summer of '73 — the year of the ecord one at SICC. Two hundred and academic 'lives saved',' See graph for further details.)

Instead of holding two six-week many of our students.' essions, as originally projected, the college built on the pattern it initiated last summer (1972) of flexible summer session managed to offer scheduling throughout the 12 weeks. courses in Ceramics, Dance, Drawing The pattern did provide for two successive six-week terms; however, Guitar. Other PCA courses offered cessive six-week terms; however, much use was made of a term of eight weeks (about 35 sections in 1973), compared to only five in 1972) and of various overlapping terms (50 sections in 1973; 40 in 1972). At the peak of the summer (July 9-20) 225 sections were under way; of these, close to 100 were offered during the evening. offered during the evening.

Throughout the summer, three distinct time blocks were utilized in one, too, in the natural sciences, with a scheduling classes: 122 classes were broad range of courses offered. The scheduled in the morning; 45 in the largest classes were in Biology, afternoon; and 110 in the evening. Psychology, and Sociology. For the There were also three traveling groups first time, a 12-week program in one in Europe; one in Asia; and one Physics was offered. on the Atlantic Ocean, aboard the Canberra during the African eclipse

course enrolled 2,540 3,207 credits 8,065 12,228 17,650 student hrs. 9,201 14,370 21,512

During the summer months, the continued its Veterans' Scholars Program; some of the VSP students enrolled in the summer college Through the college's experimenting

programs, fourteen course were ofered, including one which was devoted to a study of environmental issues on Staten Island.

Thirteen sections in developmental tudies (English, Reading, Reading, studies Mathematics, and Biology) were offered, five more than in the previous summer. Also for the first time the evening. These included the "second Tutoring Center, and of the Study Skills for mid-session registration. Center, the People Center, and the Math Center.

Another index of the summer ession's success was the increase in student hours — 134 per cent over the total for the 1971 summer sessions, compared with the 119 per cent in-comfortable and cheerful summer for crease in the number of credits earned. students and staff alike.

separate locations around the city.

Charles Novitz, an adjunct associate professor who is manager of ABC-TV lewsfilm Syndication. Seventy students from the Graduate School, Brooklyn, Queens, and Hunter Colleges are enrolled in the course. Each week a production comes to the electronic classroom to discuss his role in powerships and role in the production comes to the electronic for a course, stay home and watch it on the powerships and role in the production comes to the electronic for a course, stay home and watch it on the powerships and role in the production comes to the electronic for a course, stay home and watch it on the production comes to the electronic for a course, stay home and watch it on the production comes to the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course, stay home and watch it on the electronic for a course for a cou newsmaking and news production. television, participate in discussion Guests this semester will include Albert over the telephone, and go to the Primo, ABC-TV vice president for owned and operated stations and the creator of the "Eyewitness News" Under current franchise provisions

"It is too early for us to assess acextended summer session — was a curately the effect in numbers of eighty-one courses were offered; 3,207 Stanley Barlow, dean of summer students enrolled; 17,650 credits were session. "However, an impressionistic earned; and 9,201 student hours logged. | judgement is that the increased effort is making a substantial difference for

Unlike the 1972 session, this year's

A study of the summer session was conducted by Mr. Myron Alberts and his research assistant, Mr. Arthur Lowe. Their data, gotten primarily from the Dean's cards, show that a total of 179 students from other CUNY colleges enrolled in the SICC summer session for a total of 1,022 credits. A total of 69 students from colleges outside CUNY also enrolled for a total of 363 credits.

As in the Summer of 1972, a few students who are still in high school attended.

The food service was much more satisfactory this summer, with the cafeteria remaining open until 7:00

The Wednesday Kaleidoscope programs continued, with most scheduled for early afternoon and early college offered its summer students the annual all-campus picnic," on Wedservices of the student-managed nesday, July 18, which was also the day

The summer Dolphin made two appearances, as did the News Ferry. "Generally, all supporting services were efficient and cooperative," says Dean Barlow, "making this a relatively

through telephone connections, is taught by Professor Hobart Jarrett, students on any campus may ask who last year received CUNY's

Broadcast Journalism is taught by

course, geared for the working adult sessions directly to the two cable who wishes to obtain a college degree,

uestions and participate in discussions. Distinguished Service Award. The Cable subscribers who audit the CUNY interdisciplinary course draws faculty courses will hear students addressing from music, art, and philosophy, while their professor from at least three focusing primarily on a chronological presentation of the literature of Western Civilization. The 25 students in the course earn some of the credits by making oral and written presentations. Spencer Freund, director of CUNY's

CUMBIN network, said that this experimental opening of CUNY courses to the New York Community had great potential for development. "In the

format; Avram Westin, ABC-TV's cable channels A and B are reserved as "Reasoner Report;" and Sheila Turner, audio-visual specialist with Scholastic Magazine.

Humanities 10 is offered through Brooklyn College's Special Baccalaureate Degree program. The course is made possible through Municipal Broadcasting System, which then transmits the live classroom courses ground for the working adults essions directly to the two cables.

Beggar's Opera

The City Center Acting Company will

perform "The Beggar's Opera," a play with music and dance, in the Gould

munity College, University Avenue and

181 Street, The Bronx, on Wednesday,

Bronx Plans Big Season

Film Series

The Feature Film Series presents a film every Thursday at 12 Noon and every Friday at 7:30 p.m. in the Gould Student Center Theatre, Bronx Community College, University Avenue and 181 Street, The Bronx. Admission is 75 Student Center Theatre, Bronx Comcents with a BCC I. D. and \$1 without I.

October 11 and 12 - MARTY, as October 10, 1973 at 8 p.m. Tickets are \$3 played by Ernest Borgnine, is one of the and are available in the Student Center most true and most touching stories of and the Office of Special Events. New York ever told on film.

October 18 and 19 - GRAND ILLUSION by Jean Renoir is set The City Center Acting Company is against a prison escape of French an outgrowth of the Drama Division of aviators from a German camp in World the Juilliard School, Lincoln Center in glory of war.

the classic affair between a skyscraper gorilla and Fay Wray with a final scene that will have everyone on the edge of

B.C.C.Perspective

Library Auditorium, University pursuit of romance, Macheath is im-Elizabeth Taylor is not bad in this film; Laurence Harvey is good. The result is a rather convoluted but classy thriller resolution and the second resolution who are making today's hard. His many entanglements involve hand.

of admission.

For the blood and guts freak, the Thursday, October 25 at 12:30 p.m. is Felipe Luciano, member of the original the Newgate Prison; and Jenny Diver, "Last Poets", and former head and seductive and treacherous woman of endure, if the republic is to be saved founder of the militant Young Lords.

and Sanford and Son, this select audience had better patronize the local movie house, or we all shall soon face a the Office of Special Events, (212) 367
The waterns, and wood squad, and the public is invited. For further information call Mr. Larry Powell at the Office of Special Events, 367-7300, ext. ¹7300 Extension 363.

War I. Erich von Stroheim and Pierre New York. In its third year of operation Fresay enact this drama of the fading the company has already established dory of war.

October 25 and 26 — KING KONG is the classic affair between a skyscraper gorilla and Fay Wray with a final scene all over the United States. Clive Barnes has dubbed the company, "The finest repertory company in New York City.'

The Bronx Community College ever written, blending satire with English song to tell the story of the arrangement of special lectures and setting which combined with the Rockettes to overwhelm the film of the fi Polly Peachum, daughter of the beggar-king of the London underworld: Lucy Lockit, offspring of the keeper of the town.

This year, the team will play in a National Tournament for two-year

colleges. The state tournament will

again be a double-elimination battle

between the top four teams in the ten-

Peirano Forecasts: "We Can Pull It Off"

"I think we can pull it off," states coach Howie Peirano, discussing his team's chances this year,in citywide wrestling competition. "On condition, there's no injuries and the guys stick it

Peirano has reason to be confident. Last year, in addition to an 11-4 dual meet record, the team captured first place in the Metropolitan Community College Athletic Conference, CUNY "B" Conference and the MCCAC Tournament, where SICC had seven champions. The squad also placed second in the CUNY "B" Tournament and third in the CUNY "A" Tour-

In addition to last year's accomplishments, the team's objective is to capture the CUNY "A & B" Tournaments and place someone in the Regional Championships. Peirano expects his toughest competition from Hunter and Kingsboro schools, where most of the old squad is returning.

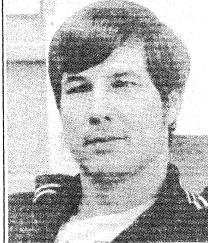
This year the wrestling team had a record turnout. Twenty-five contenders came out and, unlike other years, Peirano now has two wrestlers in each weight class to work with. Only two veterans return from last year's squad. The rest are people who have never wrestled before. "They start from scratch", the coach points out. He hopes that keen competition within each weight class will make each wrestler work that much harder, thus improving his chills. improving his skills.

When asked if anyone is cut, Peirano answered, "People cut themselves". He goes on to explain that "wrestling attracts a certain type of individual and the members are very eager to learn. The wrestlers go through a "grueling" conditioning program, with two hours practice daily. For a month and a half the wrestlers continuously drill on technique. "This way reaction and reacting to a situation becomes natural. You review, drill and keep on

'very boisterous" in his coaching. He points out that he uses sarcasm, teasing and is, in his words, "verbally repetitive", when trying to correct a mistake.

The coach feels, at this point, he is lacking in the "126", 'unlimited" weight classes. His strong points, he feels, are the "118", "134", '142", "158" and "167" pound classes.

Last season the wrestling team filled half the gym with fans. Peirano predicts, that within five years, the team will pack the gym with spectators. This will happen "when people start to understand the sport."



"We'll have to see how December turns out". Peirano promises the wrestlers a "wild" champagne party when they bring home a Conference and Championship Tournament to

For those interested in seeing a potential championship team in action, resolution. In substance these the first match is Nov. 30 at 6:00 against recommendations are administrative Rockland C.C.C.

By the way, if you happen to weigh 126, 177 or qualify for the unlimited adding new skills."

"It's a lot of fun. It's not enjoyable unless you have fun, but part of the fun popping the first bottle of bubbly.

Chancellor's Argument

The Committee of Presidents subocedures. According to the Com million. Naturally, this created a vast | University's faculty. market for Ph.D.'s, one in which tenure | The other relations focused on the and coordinated by the presidents of the life, became a more vital issue, both to quota system for new faculty members. college administrators and to faculty,

Presidents:

1. Tenure Formula:

In determining the proportion of tenured faculty only full-time members of the instructional staff in the titles of Professor, Associate Professor, Assistant Professor, Instructor, (Nursing Science), and Lecturer fulltime would be counted.

A part-time or fractionalized appointment in the above titles should not be included for the purpose of calculating the proportion of tenured faculty.

In determining the proportion of tenured faculty.

In determining the proportion of tenured faculty, the percentage should be calculated as follows: Tenured Faculty C.C.E.'s

Full-time Faculty

2. Departmental-Divisional Plans: A five-year tenure plan, (1973-78) should be prepared for each department or division at each college. The plan should indicate how many people may be recruited over a five-year span and how many people will be eligible for tenure by rank, academic preparation, and specialization.

3. External Review:

In all cases of tenure, especially controversial, early, or other special tenure decisions, the President may consult with faculty members or other qualified persons within or outside the City University.

The appropriate maximum percentage of tenure at a college should be between 50 and 60 per cent of its full-time teaching staff. While this percentage range should be strictly adhered to on a college wide basis, it should be a goal on the departmental and-or divisional level.

considering numerical limitation a substitute for the judgment of individual merit and quality which must remain a principal base for any tenure decision.

To the factities and to the conleges of the over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. Ideally each plan should map out the department's efforts to keep itself within reasonable tenure limits over the five-year period. summarize them all, but I should like to quality of its recruitment. mitted its report to the Council of present here some of the principal mitted its report to the Council of Presidents on September 10, 1973, and acknowledged the reasons for the present demands for revisions in tenure principal. Long ago as 1970 the University Senate underlined the operative of such departmental plans, and this suggestion of the Faculty Senate underlined the operative and the city University would have been present demands for revisions in tenure principal. riterion for the awarding of tenure.

education. In those years, degree selective recruiting and the creation of also is a matter of simple applied capacity of 3,000 kilowatts and would capacity for a college-wide faculty review components that the first step in supply the additional 9 million kilowatt granting institutions grew from 1700 to a college-wide faculty review com- common sense that the first step in 2400, while the student populations mittee would assure sufficient quality implementing the Board's resolution is hours needed. grew from one and a half million to six | control to protect the integrity of the

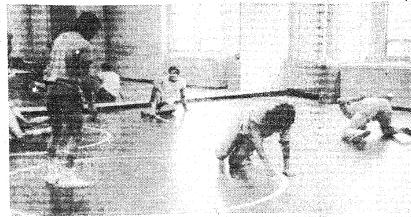
was relatively easily acquired. But in inequities of "quota systems", and individual college and available to the the early 70's, enrollments began to many of them fell into the trap of level off, state legislatures — both reading a mathematical norm as an demonstrations and budget stringen retention and encouragement of on the status of tenure in the University course requirements left many recommendation of the Keast Com- will include such items as, e.g. professors with nothing to teach. A mission which contained these figures seller's market turned into a buyer's was based principally on the current in 1973 market, leaving a glut of unemployed national averages of tenured faculty in Ph.D.'s and over-tenured departments. institutions of higher education Tenure, since every man wants the throughout America. Others felt that assurance of economic stability in his any limitation on tenure would create a

Several college groups felt that it was unfair to have recruited faculty After many months of hard work and members three or four years ago under long meetings, the Presidential the impression (despite the fact that Committee recommended the following such impression was strictly contrary policy on tenure to the Council of to public Board policy) that they would be automatically granted tenure and then to change the rules of the game.

> Several groups felt that a fixed tenure percentage would serve for newer colleges as a goal to be achieved, and that there would in these colleges be a rush to tenure enough faculty members to meet the newly imposed percentages. A final criticism was that any quota system would freeze out newly hired minority and women faculty nembers just at the time when the Iniversity had committed itself to

plans for affirmative action. All of these reports were shared with the Council of Presidents by its Committee on Tenure. And the Council at its meeting of September 10 unanimously accepted the guidelines prepared by its

If one were to analyze superficially the current debate concerning tenure, both on the national level and within the City University itself, it would be easy to conclude that there are two opposed camps. In one stand those who opt for the establishment of numerical quotas merit. In the other camp stand those who defend the conferral of tenure based exclusively on the merit of the individual concerned, and appear to ignore the need of the college or the department to preserve flexibility for its future. It must be insisted that this dichotomy is essentially a false one, and that rationally understood the two each President develop and make



Wrestling team works out Kanamanan Kanamanan Kanamanan K

Senior College Reps Visit SICC

On Wednesday, October 10 from 1:30—3:tû P.M., Staten Island Community College will hold its annual "CUNY Transfer Day" here on the Sunnyside campus.

On this occasion, interested SICC students who are thinking seriously of transferring to one of the ten CUNY Senior Colleges after completing two-years at SICC have the opportunity to talk with representatives from these schools about the opportunities available. Close to 60 percent of SICC's class of '73 went on for further higher education last year. And 80 percent of these students transferred to a City University College.

For further information, contact the CHOICE Center, Room A-141 or call

acknowledged in the interests of preserving and enhancing merit the need for tighter controls over the tenure process. While on the other hand the University administrator's insistence upon mathematical norms governing tenure can best be read as another way of assuring that the selection process aimed at preserving quality is a real

With this analysis not of two opposing positions, but of two major forces within the University converging upon the same point, to wit the preservation both of the quality of the faculty and of the flexibility of the University's colleges, I wish to present the following practical administrative steps to draw the two positions together and achieve the dual purpose of the Board's resolution. In substance these implementations of the guidelines unanimously approved by the Council of Presidents at their meeting of

September 10th. 1. A five-year tenure plan (1973-78) will be prepared for each department (or division) within the University. This plan will include full information on the current tenure status of the department, its current and projected credit report that it did not fall into the trap of considering numerical limitation a substitute for the judgment of individual merit and quality which must the desired for the considering numerical limitation as the faculties and to the colleges of the University. The responses generated by the desired for the granting of tenure, and its plans for recruitment, its plans for the granting of tenure, and its estimates of retirement and resignations which can be expected over the five-year period. Ideally each over the five-year period.

Long ago as 1970 the University BTU's. careful planning on the departmental Chancellor by the first of January, 1974.

2. In order to prepare an annual because of student and faculty abstraction unconnected with the report to the Board of Higher Education cies — cut back on higher educational quality. Some questioned the figure of the Chancellor and the Presidents will expenditures, and the liberalization of 50 to 60 per cent. In point of fact the work out an appropriate format which

> Percent tenured in each department Percent tenured in each department

> in 1974 Number of new tenures Numbers of eligible for regular or for

early tenure

This report will be included in the December Chancellor's Report.

3. Effective October 1st presidential recommendations for tenure which would raise the percentage of tenured The suggestion of these college groups | faculty in the department or departwas that a grandfather clause take care ments involved to 65 percent or over AFTER 6:00 P.M. 727-8343. of all junior faculty members currently will require the consideration of a HUFFY 'REGAL' 5 SPEED TOURING representative senior faculty com- BICYCLE-BRAND NEW CONmittee appointed by by the president of DITION. GENERATOR OPERATED, the college. After consultation with this HEAD AND TAIL LIGHTS. CHROME committee if the president chooses to FENDERS, CHAIN GUARD, DUAL forward such recommendations for CALIPER HAND BRAKES, UNIQUE tenure to the Board they will appear in HANDLEBAR SHIFTER, FULLY the AA Section of the Chancellor's RELECTORIZED. CALL RON 448-Report. Along with them must appear 9524. the President's justification for the tenure action, and his explanation of the impact that the granting of this 1969 VW Camper, Pop Top. Factory tenure will have upon the departmental equipped. Complete. 1971 rebuilt or college plans.

4. The Presidents of the individual colleges are both enabled and encouraged in all tenure cases (but particularly for tenure cases that are either controversial, early or special GOOD CONDITION—\$50.00. 836-7574 for some other reason) to employ the evenings. services of faculty members or other qualified persons within or outside the City University.

granted to the college Presidents by the APPROVED BY TOP N.Y. INSTR. Board's governance document of 1971. 5. In colleges and departments where there is manifestly no problem of flexibility and appear in so doing to overtenuring, it is clear that the 1970 MERCURY COUGAR. Bucket salary. neglect considerations of individual principal thrust of the Board's seats, automatic transmission. 351-V8, P.T. 16—Baby sitter, 1 boy (15 months) principal thrust of the Board's resolution looks not to control of numbers but to the enhancement of the quality of the faculty and the main-tenance of high standards in granting of the stan tenure. It also bears directly on the rate | P.M.

allowed to grow. 6. The Chancellor recommends that groups are neither contradictory or in known on his own campus appropriate opposition one to the other. As a guidelines and procedures, adapted to practical example, several faculty the status and needs of his college, for groups, and specifically the City the benefit of the college faculty in its University's Faculty Senate, have tenure deliberations.

at which the tenure percentages are

Retirement

Continued from Page 5 benefit consisting of three (3) years salary after three (3) years of service. Thus, in certain circumstances, like the need to build up an estate, there may very well be conditions that will override the classic "career vs. mobility"

To the extent that we are able to ssist and counsel you, your College University Pension Office, as well as at SICC. the offices of retirement plans stand

Robert Ziskind University Pension & Welfare Benefits Office

Total Energy

Continued from Page 5 with a total electric load of 5,000 kilowatts. The annual heating energy consumed by the campus would be 140,000 million BTU's, while the annual coolcygad would be 125,000mi

The feasibility study done for a "selective energy" system for the master plan of Richmond College on Staten Island provides an example of the savings that could be generated for a typical CUNY campus. The master plan for that campus calls for a gross building area of 1.9 million square feet developing into the total electric level of 5.000 with a total electric load of 5,000 kilowatts. The amual heating energy consumed by the campus would be 140,000 million BTU's, while the annual cooling load would be 125,000 million

mittee, the past 20 years had been a time of vast democratization of higher time of vast democratization of higher like the college would have a generating document it enacted in the year 1971. It the college would have a generating document it enacted in the year 1971. It the college would have a generating motivated, he will be so, young or old."

Construction of an on-site high eflevel. These plans should be developed | ficiency-low pollution "selective energy plant" would cost approximately one million dollars more than a conventional central heating and cooling plant, an investment which would be paid off in approximately six years.

CLASSIFICO

Motorcycle For Sale Honda CB450, 1969, Black. Must be seen. Slightly customized. \$600.00 Firm. Call at 6:00, 448-5620, Gene.

Wanted An Expert car Driver that can teach how to Drive in convenient hours. Good pay. Call at 273-6699 and ask for Regie from 10:00 to 11:00 P.M. And morning from 7:00 to 7:30.

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Patents

Continued from Page 4

The Committee will select an outside organization for patent management and will decide whether or not to file for patent. Such outside organization will undertake the financial risk involved in filing for patents and negotiating icenses, and normally this will result in a limitation of the snare of proceeds available to the University and to the

If the Committee decides not to file for patent, it shall promptly notify the inventor(s) in writing and the inventor(s) shall have the option of seeking such patent at his own expense and with full ownership of all rights. This provision does not apply to inventions developed under projects funded by the Department of Health, Education and Welfare. If the Foundation and Welfare is the foundation of the second section of the section of the second section of the section of the second section of the section dation elects to file no patent ap plication, DHEW must be given the opportunity to evaluate and file on its own behalf In regard to inventions developed

under CUNY-funded projects, if the inventor(s) disagree with the Committee on Patents' determinations on licensing choice of patent managemen organization or other matters per taining to the patent, he may appeal to the Board of Directors of the Research Foundation within sixty days after written notification by the Committee on Patents. The appeal should be in writing and set forth the reasons for disagreement. The Board of Directors will then review the entire situation and make a determination of the matters at issue. The determination of the Committee or the Board of Directors of the Foundation, as the case may be, is final and conclusive and binding on the inventor(s) involved and on the Foun

Actually, the new policy and procedure statement will have little or Personnel-Pension Office and the no effect on research currently going on

"There aren't any people working on a grant here who are likely to invent anything new," says Eugene Stein, SICC grants officer. "None of the many research projects going on here are of a scientific nature apt to lead to a patentable device.

Stein claims, however, that the new policy is fair — fairer in fact, than those patent policies presently in effect in private industry.

"If you're going to do research for G E. and come up with an invention, you don't get a nickel," he explains. "Take, for instance, the guy who invented the laser beam. He was working for Hughes Tool Company at the time and never received a cent in the way of royalties.

"Research is too expensive now," he explains. "You need the equipment."

BTU's. Were the system to become 10 yrs. after

Clarke illustrated his point with a story that he'd heard in his youth. ''The King of England sent a young man as an emissary to the King of Spain. The King of Spain said, 'If your Sire had any respect for me, he would have sent an older man.' The young man replied, 'If my Sire had associated brains with a beard, he would have sent a goat!'

Dr. Howard Stanton, teacher of the Sociology class that Susan is in, said that he enjoys working with such a group. "They're more fun to teach," he said. He doesn't feel that he has to make any allowances for students who have been out of school for an extended period, such as Susan Maruffi, "I don' call them allowances; I try to respond to each student as a person. We're all equally imperfect, if that's possible."

CLASSIFICO

MOTORCYCLE FOR SALE 1972 Kawasaki Mach III 500 CC, good condition, low mileage, warranty still valid. Call John 984-8515 (after 5:00 P.M.)

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NOTE: ANY INTERESTED PER-SONS SHOULD GET IN TOUCH WITH TINA LUCIANO IN THE FINANCIAL AID OFFICE. PLEASE REFER TO THE JOB NUMBER. P-T INDICATES A PART-TIME JOB.

Job no. P.T. 1-Gardening, now through fall near SICC, \$2.00 p-h. P.T. 3-10 student messengers, 9-5 (or 3-4 hrs. per day) N.Y. City, \$1,85 p-h. P.T. 4-Stock retail store., morning Staten Island, \$2.00 p-h.

P.T. 10-Baby sitter, 2 boys (7yrs. & 3:15-6:45.

P.T. 14-Drafting Staten Island, Open

P.T. 20-Cashier, 1-4 or 1-5 Brooklyn,

clutch, AC cell ignition—4 speed horse. Job no. F.T. 1—Per diem teller, 19 yrs. New battery, brakes, shocks, ball old, good figure ability, Staten Island, joints, Maxima 80 tires, all new. 383 \$3.15 p-h, 1-2 full days p-w (M., Th, F.) Magnum 4 BBL_Yellow. Excellent F.T. 2—Behavior Modification. Psychology students will be testedtake 3 months to get job. Staten Island; Day 6:30-3, Eve. 2:30-11 \$6800.00 to F.T. 12—Retail-Sales Staten Island,

Women's Volley ball Has Top Eastern Setter

by Stephen Larsen

As soon as Coach Gladys Meyer finds out about the academic and medical eligibility of her players, she'll have her squad set. All in all, she hopes the team will win enough games this year to make the tournament.

Due to the fact that SICC is a twoyear college, there's a large turnover in personnel, with only one veteran of last year's team returning. "We have mostly beginners," said Meyer, "but there's been a steady improvement in there's been a players have a little tryouts. Some players have a little experience.'

Some players have a lot of experience, too, such as Wendy Corsi, a spiker on last year's undefeated team, and Judy Caltabiano, who Meyer called, "one of the best setters in the East." Although this will be Caltabiano's first season with the team, she has had extensive experience in United States Volleyball Association competition. "We might even make Judy a spiker, even though she's not much more than five feet tall," said

The team has had only one loss in the last two years of competition in the New York State Athletic Association for Junior College Women. That loss came in the first round of the doubleelimination tournament last year which they came back to win. In the Eastern Regionals, against four-year colleges, the team came in 7th out of 13

"The players worked hard," said Meyer. "We received the serve quite accurately, which is half the game, and played good defense, but we couldn't serve the ball all year, until then."

The team is also hosting a USVBA, Class B Tournament, on December 8th. The free activity period in the gym (Mondays and Fridays, 7th and 8th periods) has provided talent in the past,

Gladys Meyer, women's volleyball team

team league. This tournament is ten-

tatively scheduled for December 1st.

"last year, one or two girls made the team from there," said Meyer. Other recruits have come from co-ed Intramural Volleyball on Wednesday during club hours, 7th and 8th periods, according to Meyer.

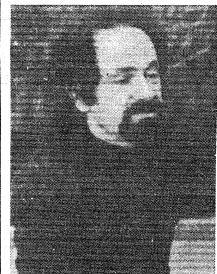
Views on Tenure

Mortimer Schiff, PCA

"It seems to me very regrettable to ell someone he is being let go on the basis of a quota. It is as insulting as telling someone he's being hired on the basis of a quota. Let me say, I am categorically against quota systems."

With six of eleven faculty tenured, Mortimer Schiff, Performing & Creative Arts Chairman, recognizes the college-wide need for flexibility, but asks, "When a good man reaches the freeze level, what do we do?"

Schiff also argues that "every regulation acts as a further constraint on the Chairman's ability to develop a philosophy or approach to his own



Mortimer Schiff, Performing Arts

department...each department is different. The ability of a department to develop its own style is curtailed."

Schiff also feels that, with the approach of "difficult times" for faculty job markets, the impact of a tenure denial based on quotas may "not only toss someone off the team, but out of the league...or, to continue the analogy, out of baseball entirely.'

Asked about his views on alternatives, Schiff expressed his belief in tenure, "Though I have seen it abused, I don't think the entire system should be scuttled due to some abuse. At its best, tenure makes available a certain integrity in teaching as a tenet of academic freedom".

Schiff holds that the yardstick of civil rights cases should be used, which he described as the belief that it is preferable to live with a complicated law if it protects the rights of the individual.

To make his point, he related the dangers of a jester in relation to his kind. "What happens when the jokes come too close...when the king stops laughing? I'm for tenure for jesters.'

F.T. 3-Secretaries & office workers: typists, clerical, etc. Agency-for full day off, must take test for pay rate. N.Y. City.

F.T. 4-Driver-messenger in airport.

Brooklyn, 5 days (9-5), \$2.75-\$3 p-h. F.T. 5-Secretarial openings, 5 days (9-5) N.Y. City, Open salary. F.T. 6-Billing clerk-heavy figure work-light typing N.Y. City, \$100 p-w, 5

days (9-5). F.T. 7— Receptionist-switchboard-light typing, N.Y. City, \$100 p-w, 5 days (9-5). F.T. 8—Correspondence clerk-no stenohandwriting letters Credit workerfinancial statements-credit in-

vestigation N.Y. City. F.T. 9—Temporary job-full time (2-3 months) N.Y. City, \$2.25 p-h, 9-5 plus overtime.

F.T. 9—Temporary job-mail room (F.T. 2-3 months) N.Y. City, \$2.25 plus overtime, 5 days (9-5). F.T. 10-Medical secretary Staten Island, \$7,000 annual.

F.T. 11-Field engineer, 8-4:30 p.m. Staten Island, Open salary.

Reiterating his feelings for the problems of flexibility on the part of the college as a whole, Schiff concluded with a line from Jean Renoir: "The problem with this world is that everybody has a good reason.

Chernok

Continued from Page 3 third of your faculty, 'you will never make it' and you'll get self-protection instead of working for the good of the college.

Discussing the implications for academic freedom, Chernok holds there will be intimidation, inevitably, when you and I are in the same department and we both know one of us is not going to make it, we're going to be much more careful to provide what is expected. As it is, there will always be the conflict of 'do you teach what is, and has been, or what should be?' are we now going to have people teaching what want as Chairman?

Raymond Kudla, Business

"I'm sorry to see them get to that, was the way Raymond Kudla, Chairman of the Business Department summarized his sentiments about the Chancellor's tenure proposal. In his view, "the imposition of a quota system will have an extremely unfavorable

impact on department members." Kudla pointed out that his department is presently 50 percent tenure and argues that "everyone will know they have, in effect, five year contracts if a

department is at its quota.' He also suggested the impact of a quota would be particularly acute in egards to faculty nearing their fiveyear statutory limit. "When I joined SICC in 1971, that Chancellor had issued what is known as the 'Bowker line.' It instructed colleges to go out and hire senior faculty, preferably people from outside the New York area. These people will be hit hardest by a quota.' "I can't believe that they're going to

say it's a hard and fast percentage," he

concluded. J. Daniel Vann, Library

Tenured academics account for 47 percent of the Library Department's personnel. With anticipated attrition and grants of tenure, the proportion will hit 60 percent in two years. If the tenure system is maintained with a 60 percent limit, the first retirement that will allow the granting of tenure without waiver will occur between 1994 and 1999

Any retention system that serves the best interests of individual students, a faculty, an institution, and the professor himself must have three potentials: (1) mandatory new blood, (2) a vibrant incentive to succeed, and (3) a reward encouraging continued

These potentials might be found in a etention policy with one-year appointments followed quickly by a threeyear Junior Fellow appointment for a professor pursuing his degrees or a five-year Senior Fellow appointment for a professor holding his educational credentials. Junior Fellows might pecome Senior Fellows and Senior Fellows might be reappointed for

successive terms. New blood might be insured through a substantial number of Visiting Junior Fellows and Visiting Senior Fellows with all appointments terminal after a ixed-year term. (Ed. Note: Due to the lack of time, Dr. Vann prepared a

written statement). **NEWS FERRY** Still has intern openings for:

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