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Growing Dissent Over Firing Of Eight Faculty Members

Students and Professors Organizing

by Garry Tanner

On November 2, faculty firing that has come to be called the "Saturday Night Massacre" was carried out by President Volpe. Eight Richmond College faculty members were, on that day, informed that their association with Richmond College would be terminated effective Fall 1975. The eight are George Vachtsevanos of engineering, James Fetzter of History, Mike Lutzker of History, Robert Slotnick of Psychology, Pegge McClure of Integrated Studies, Elaine Weyuker of Computer Sciences and Carlos Varo of the Latin American Institute.

Prior to this, adjuncts in the Women's Studies Department and the Latin American Institute had been informed that they would not be asked to come back.

The process is officially, denial of an application for tenure, but means firing by the order of the President of Richmond College, Edmund Volpe. The eight were considered for tenure by their divisions and by the Schoolwide Personnel and Budget Committee. That committee's recommendation is then given to the President for his consideration. In the November 1974 case, the "Saturday Night Massacre" was carried out upon 7 professors who had gotten overwhelmingly favorable votes from the Personnel and Budget Committee.

Opposition has grown up steadily since word began to filter out to people in different disciplines that their program was threatened by the firings. The people speaking for the students in each department expressed the opinion that the firings directly undermined the viability of the programs they were in.

A first meeting was held in the cafeteria at which approximately seventy students and faculty members and some administrators were in attendance. By this time confirmation had been obtained on the imminent firing of adjunct professors in the Women's Studies Department. One woman in the Afro-American Institute reported that she had been fired also. A basic thread that ran through the meeting was that the firings represented not just attacks on specific individuals but attacks on entire programs especially ones that had been won by means of struggle in the

late sixties and early seventies. The explanation went on to state that the administration and the Board of Higher Education were in the progress of radically altering the nature of Richmond College. There was agreement that a meeting with President Volpe should be arranged.



The October 31st meeting with Volpe.

This second meeting was arranged and was held in the cafeteria the following Thursday. It was reported that President Volpe gave no explanation of his policies at this meeting that was satisfactory to the students there. People who attended this second meeting became increasingly convinced that they would have to begin to deal directly with the matter of firings. And as a result intense behind-the-scenes organizing was stepped up.

The first committee to be organized was the Committee to Save Richmond College. This committee's base is drawn from the Latin American-Puerto Rican Institute and the Revolutionary Student Brigade. One leaflet distributed by the Committee to Save Richmond College stated in part: "Volpe was sent to Richmond to turn the place around. Nobody wanted him, and he was foisted upon Richmond over the objections of the committee set up to find a new president. The attacks coming down throughout Richmond are to be expected. With the economy in crisis these attacks will intensify. There is only one answer to them — to take up the example of the students at Brooklyn College and of the student struggles in the past and unite and fight back."

Also organized is the Richmond College Steering Committee drawing largely from Science, Engineering, History and Psychology students. The Steering Committee has put emphasis on building support on the department level. This

organizing is planned within the Engineering program, and within the History Program and so forth. The steering Committee has distributed a very detailed petition beginning the week of the 12th of November. The petition contains three demands which are: "1) That all firings of

faculty at Richmond College be stopped at once. 2) That the Board of Higher Education undertake to properly fund and staff the programs at Richmond College by expanding the necessary staff, facilities, recourses, etc. 3) That the students and faculty concerned be empowered to determine this expansion of staff and facilities, as they deem wise and necessary."

The Steering Committee began building towards a student strike on Tuesday the 12th. They were also building towards students attending the Student-Faculty Assembly Meeting at 1:00 Monday in rooms 605, 606 and 607. They emphasized that it was essential that students who saw the importance of the strike to the quality of education at

Continued on page 2

Firings Are Subject of Special PSC Session

The Professional Staff Congress for the faculty at Richmond College met in a special session Tuesday November 12. The meeting was held to create a plan for dealing with the eight firings sent out by President Volpe on Saturday November 2. Also discussed was how to deal with reappointments of untenured faculty members which come up for President Volpe and Dean of Faculty Shugrue's consideration during the month of November.

Who Was Fired? What Difference does it Make?

by Paul Nelson

#1. James FETZER, History — rated among 2 or 3 best teachers and historians in dept.; among "top 5% of young historians" in his field (forthcoming book on China and Congress in the '40s predicated to be the work on the subject); Richmond's only diplomatic and Far Eastern expert; leader in college-wide curriculum development. His firing seriously weakens graduate history program, academic reputation of the dept. and college, international and interdisciplinary directions of the school, and faculty input into program planning, and raises even more serious questions about the nature of Pres. Volpe's planned "Foreign Service" program.

#2. James HILL, Biology — no detailed information yet available.
#3. Michael LUTZKER, History — founder of nationally respected War and Peace Studies program; specializes in the histories of American business, the "Great" Depression and the Cold War. His firing eliminates War and Peace Studies and related courses, weakens the focus of the graduate history and American Studies programs, and raises doubts about the "academic" side of the business programs that Volpe is pressing for at Richmond.

#4. Peggy McCLURE, Integrated Studies-Sociology — a prime force in Integrated Studies, experiential teaching methods, and community — and experience-oriented social science, with emphasis on developing student creativity. Her firing signals the virtual end of Integrated Studies at Richmond and the approach to experimental education it has represented (parallel to this are elimination or curtailment of experimental programs in Women's Studies, Latin American Studies, public school education (the Incident) and Community Psychology, in addition to more traditional programs threatened (such as graduate education and other majors, medical technology, etc.). Her firing also reflects a general refusal to tenure lecturers (non-holders of the Ph. D., supposed to be evaluated solely on teaching and college service; disproportionately women and minority faculty).

#5. Robert SLOTNICK, Psychology — prime developer of Community Psychology graduate program, as well as numerous courses in the area of clinical psychology; only faculty member in dept. with strong background in both experimental and clinical psychology; engaged in empirical research (with student participation) in areas of group dynamics; strong contributor to interdisciplinary approaches (e.g. with anthropology and sociology). His firing will weaken cohesiveness of psychology dept. and program, undermine academic basis of community psychology program, and generally diminish serious interdisciplinary teaching and scholarship. The psychology program is largest in the college (among undergraduates) and has no tenured faculty in the non-experimental areas.

Continued on page 2

The meeting was unusually well attended by faculty members. Twenty-five students also attended and participated in the meeting. The tone of the meeting was tense and somewhat strained.

Mr. Irving Packett, the Professional Staff Congress union representative also attended. In response to discussion of the possibility of a strike of the faculty at Richmond he delivered the position of the union which was that the contract stipulation disallowing a strike applied fully in this case. He said that instead the directly affected faculty members should file grievances with the PSC and the Board of Higher Ed. He also supported the desire of the meeting to condemn Volpe's action "in the strongest possible terms."

His recommendation was opposed by Keith Brooks, an

adjunct in the Psychology Department, who emphasized that if they do not use the strike when it is necessary they will become helpless because, he said "you are fooling yourselves if you think that these procedures are going to change anything."

Packett then reiterated that "the Richmond College faculty will be quite satisfied with the massive campaign that the PSC will wage in your behalf."

The Personnel and Budget Committee reported that it took the unprecedented step of submitting their recommendations on the tenure cases to the Board of Higher Education. They stated that there are instances where Volpe has plainly violated the union contract. Certain contingencies were laid out under which the Personnel and Budget Committee may resign, it was reported. But no action was taken on that.

By Tom Wilcox

The curriculum of Integrated studies is a unique member of the educational facilities that Richmond College has to offer students. This interview with Professor Brian Sherman, of the department is meant to shed some light on the nature and purposes of the department, for interested students.

Integrated studies was founded several years ago in the Fall 1970 semester. Stage One consisted of 11 faculty members and several hundred students, whose early programs went on until the summer of 1972. The faculty that remained teamed up with the Board of Higher Education, who maintained that the original program was, in their opinion, too freewheeling and had need of more definition, in order to keep a valid position in the academic workings of the college. It was finally settled that the department would have seven courses, two seminars, and a colloquium, that would be able to continue for about two more years, until another evaluation was conducted. The department has continued for two years and one semester (the present one) under Stage II, and are now in the process of doing a departmental self-evaluation, which will be reviewed by an internal school committee, that is currently being set up. It was not known at the time of this interview just who would comprise this internal committee, but it was learned that it would be under the auspices of Associate Dean Moorhouse. If it is deemed necessary, their findings will be submitted to an outside evaluating committee for further study.

To aid in the selection of this outside committee, the department has been asked to submit the names of 15 people who would make possible candidates. They have tried, according to Professor Sherman to suggest people who are sympathetic to alternative education, but will be candid as to the departments strength and weaknesses.

Since its foundations, Integrated Studies has always had to live with certain misconceptions or reservations that people in this school or the Board of Higher Education have entertained about it. Sherman noted that there is always, "A certain standardization of what a legitimate four credit liberal arts course is, and when somebody proposes something different,

one of the things is that you have to convince, the educational structure, administration, your colleagues and even other students that what you are doing has intellectual and academic validity." This is compounded when you can't really measure student progress, through the traditional methods of readings and tests, in integrated studies as you can many in other disciplines. One of the aims of integrated studies is that the product is no more important than the intellectual process by which it is attained and may perhaps be even less so. It is important, stresses Sherman, for someone to explore the ways through which thought and creativity reach a certain end and all the variations with which they may sue to attain it, than the end itself. Meaning the various means to the end product form part of it and that it doesn't stand alone as is.

It is, Sherman maintained, to this purpose that Integrated Studies has committed itself. To provide instruction in alternative methods for a student to explore his cultural and intellectual backgrounds, to formulate new concepts from them, to relate them to structure of the society and how he relates to it and to himself. There is, of course, no certainty that one will be able to react to what integrated studies offers in just that way. Professor Sherman told me of some students who took one course and saw the program as not for them. On the other hand, Sherman has known of students who have been able to retain and use some of the techniques they learned in the program to see more clearly, how the systems of work and or school function and what it means to them.

In order to allay some of the misconceptions that tend to have arisen about Integrated Studies, the department has taken great pains to issue progress reports on what has and what has not worked, and what they plan to do for the coming semester. The staff of the department have many meetings about what the department is, and what their function to the students is. They have gone through about six evaluations in the last two and one half years in order to keep their responsiveness a valid premise. These evaluations have been jointly conducted by outside people as one that was done in the spring of 1972, and insular self-evaluations on program aims and individual courses. There are, I would venture to say, few

college or university departments anywhere who have endured so many evaluations, in so short a time.

Although, according to Professor Sherman, the department has never ruled out the possibility that the college may sometime in the future feel no need to continue the department for various reasons, many of the concepts and techniques inherent in the curriculum can lend themselves to the neighboring discipline of sociology. Besides, the department feels confident that the program was designed and has worked well for the college, and they will always endeavour to keep it in touch with students and other members of the college community as they have always tried to do in the past.

no one will think of writing either, thereby losing touch. Just think,

Volpe's Rationale

President Edmund Volpe distributed an open letter to the "Richmond College Faculty" to explain his actions. The letter is dated November 4, 1974. The subject reads: "Open Letter to Professor Orlowsky Concerning Professional Standards and Conduct at Richmond College". The letter begins: "Dear Wally (Orlowsky)," The following are excerpts from that letter (In paragraph three): "The affirmative decisions that I have made will, I hope make clear the criteria I have uniformly applied. The malaise that afflicts Richmond is clear in the present necessity for the President to assume full responsibility for implementing those professional criteria that should have been implemented by the candidates' peers." He goes on to speak about the Social Science Division in the remainder of that paragraph. (in paragraph eleven the following appears): "I have not, as yet, met anyone who believes that proper vigilance has been observed in the reappointment procedures." In the remainder of that paragraph he talks about the disparity between "private belief and public action" in personnel decisions. (In paragraph twelve the following): "The negative (decisions) are final and irrevocable." He goes on to express the belief that the majority of the faculty will support him in his decisions. (in paragraphs fourteen through sixteen there is the following) "By being unwilling to act publicly on the standards they subscribe to privately, this faculty has made orderly processes of governance a sham in this college and created a miasmal atmosphere which breeds unprofessional conduct."

"The use of the classroom to whip up student sympathies against a possible negative decision, the back-biting, the rumor-mongering, the tampering with files, the recent, anonymous memorandum villifying a colleague — these are the abominations such an atmosphere breeds."

"Richmond's rhetoric raises the banner of humaneness; the lack of professionalism has made the community inhumane. We are supposed to be intellectuals, professors, models for younger people, Let us, for God's sake, begin to accept the responsibilities of our endowments, education, and professional status."

Who Was Fired? Continued from page 1

#6. George VACHTSEVANOS, Engineering — rated the key man in developing, maintaining and giving respectability (in graduate schools and industry) to the school's Engineering Science program, and hence in opening graduate school and job opportunities to the program's students (despite continuous attempts by competing private schools and City College to discredit and eliminate the program); key force in developing innovative approaches to engineering, including the Environmental Sciences and Con Edison programs; initiator of new areas of environmental research of use to both students and the local community; a superior teacher who devotes endless time to his students, including aiding them in finding jobs; the man who has undertaken the bulk of the day-to-day administrative work of the entire Sciences Division (rated practically "indispensable" in this respect). His firing will undermine all of the above, and is particularly seen by the Engineering students as a step towards destruction of the entire program. Volpe's response to students in the program: "there is nothing legal you can do"; "only strong (outstanding) publications (which Vachtsevanos obviously has not yet had time for, with his other commitments) can indicate a continuing potential for good teaching and intellectual aliveness"; what the program needs to "establish its credibility" is a "research figure of national standing"; and that he based his decisions and judgments on the program on unnamed "outside sources". The Engineering students' response: *a vote to strike*.

#7. Carlos VARO, Humanities and Latin American Institute — the only minority faculty member up for tenure; has roughly the strongest "academic" credentials of all faculty reviewed (several books, including a highly respected work on *Don Quixote* — the most difficult area for a scholar in Spanish literature to win distinction in — and another on socio-political problems of Puerto Ricans in Puerto Rico and New York); One of a handful of foreign-language teachers at Richmond; director of the Latin American Studies program. His firing seriously weakens the position of all present (and future?) minority faculty at Richmond; effectively finishes off Latin American Studies, and by extension the college's language and literature programs, student-oriented approaches in Professional Studies (with a rising Spanish-speaking student body in the public schools), and the position of minority students in the college; and most clearly shows the "academic judgment" approach used by Volpe (concerning which, under the present union contract, he cannot be questioned) to be a total farce.

#8. Elaine WEYUKER, Computer Sciences — has coordinated computer-related work single-handedly for past five years; a Search Committee of the Sciences Division, after interviewing hundreds of faculty with Ph. D.'s over the past three years (to supplement her work) found only three or four to be even her *equal* in competence and ability. Her firing, like McClure's, indicates that virtually no lecturers can expect to receive tenure, and reflects continued systematic discrimination against women faculty, most of whom are assigned to adjunct, instructor and lecturer positions with no job security. Her firing is a serious blow to the computer science and related programs and, as in other cases, will make it virtually impossible to recruit good faculty to Richmond in the future.

Sincerely Yours

The following letters were received by the editor of the Richmond Times, and are being printed with the permission of Mr. Varo, and Ms. Weyuker. They are a response by Mr. Volpe to a request by the above mentioned faculty members concerning his (Volpe's) reasons for refusing them tenure.

Dear Ms. Weyuker:

I am responding, in accordance with Article 9.9 of the Agreement between the Board of Higher Education and the Professional Staff Congress, to your November 4, 1974 request for a statement of my reasons for not recommending your reappointment with a Certificate of Continuous Employment to the Board of Higher Education.

I have carefully considered the history of the Computer Science program at Richmond and its future. It is my judgment that the program will best be served by committing the lines which the College's limited resources can allocate to the program to senior professors with established reputations in the field of Computer Science.

I should like to take this opportunity to acknowledge your service to the program, and I regret, on a personal level, the necessity for this decision.

Sincerely yours,

Edmond L. Volpe President

Dear Mr. Varo:

I am responding, in accordance with Article 9.9 of the Agreement between the Board of Higher Education and the Professional Staff Congress, to your letter dated November 4, requesting reasons for my decision not to recommend to the Board of Higher Education your reappointment for 1975-76 with tenure.

It is my judgment that our program in Spanish language and our program in Latin American Studies will be strengthened by the appointment of someone who has more inclination than your record and activities at Richmond have indicated to assume the responsibility of developing a Latin American Studies program and coordinate the teaching of Spanish with the Professional Studies programs.

On a personal level, I deeply regret the necessity for this decision. I very much enjoyed talking with you at our interview, and I wish you well.

Sincerely yours,

Edmond L. Volpe President

Growing Dissent Over Staff Firings

Continued from page 1

Richmond attend this meeting and be heard. This story goes to press before it can be determined what effect this Steering Committee buildup has had.

There has grown up disagreements between the Steering Committee and The Committee to Save Richmond College over how to proceed towards overturning President Volpe's decisions. The Committee to Save Richmond College has also moved for a strike but as of Tuesday November 12 they were not sure whether or not to support the planned strike at this time. Informal meetings between the two organizing committees have been working towards uniting all

student mobilizing efforts. But both committees give the impression that there will be fundamental barriers to surmount.

The Richmond Professional Staff Congress met last Tuesday November 12 in an emergency session to deal with the issue of firings. This union local of the American Federation of Teachers (AFT) represents faculty members who are union members (not all are) in contract negotiations with the Board of Higher Education and the Richmond College Administration. Attendance at the meeting was unusually large. Approximately 25 students attended also.

The Richmond College Roving Reporter

by ROCK ZITO

Since the advent of The Kindly, Loveable Old Professor in the Richmond Times, it has become apparent that more solid, hard hitting journalism of this nature is needed so that our college newspaper can take its rightful place in history. Therefore, I have decided to take pen in hand and begin to act as your roving reporter

I have it on good authority that the Historic Volpe vs students confrontation, held, appropriately enough, on Halloween, will be remembered as the usual exercise in futility. The only outcome of the meeting was to convince an objective observer of the semi literacy of those students present and at the same time prove beyond a shadow of a doubt that Mr. Volpe is really out of his depth when trying to function as a college president

Did you know that the Administration of this school kept a totally disabled veteran on the bureaucratic merry-go-round for over a month when he requested a parking sticker? That's what this reporter likes to see, commitment and sensitivity on the part of our Administration

The Fire Department might close down the 9th floor; it seems that a lot of dead wood from 80th Street has been piling up and the authorities see this as a potential fire hazard

Did you know that 70% of the faculty here at Richmond never received their High School diplomas? Their credentials were purchased for an undisclosed amount from a hardware store in Honolulu

Would you believe that *not one* Richmond College student could be found who was willing to pose for a picture with President Volpe? Come on gang, where's your sense of humor?

A pat on the back and a hearty hand clasp goes to Ken Klindtworth for his excellent handling of the move to the 4th floor. This is the kind of job we have come to expect from good old Ken

Rumor has it that Paul Schmidt will soon be appointed Dean of Men here at Richmond College

The Publishers Association of New York State has awarded its Appreciation Citation to Richard Powers for assigning the most expensive textbooks imaginable to all of his classes. Keep up the good work Dick!

We have it on good authority that the Dean of Faculty is, in reality, Kilgore Trout and he is trying to gather material for his latest novel "The Creator of the Universe vs Everyone". When asked for his comments on this dubious scheme the Dean of Faculty began to speak in tongues and promptly turned into a large can of tomato soup. The Creator of the Universe was unavailable for comment

It has come to light that Keith Brooks, our resident revolutionary, received \$2,000 from Nelson Rockefeller. The money, said Keith, will be used to fight the encroachment by the Capitalistic Swine on the freedoms and unalienable rights of all people everywhere. Keith plans to have the money changed into quarters at which time he will drop it from the 9th floor onto the head of any unsuspecting Capitalistic Swine who happens to wander by. Atta boy Keith!

Well, that's all for now. Remember, wherever you go, whoever you are, the roving reporter has his/her eye on you. Would you Shugrue a Shugrue?

The Editor
Richmond Times

I have been attempting to establish communication with the students of Richmond College by going into classrooms to discuss educational issues and the educational experience of the Richmond College student. That is a valuable means of direct contact, but it is also a slow process. I should like, therefore, to use your letters column to speak about several pressing issues.

There are people, frequently very articulate, who see conspiracies behind every facet of American life. I do not automatically rule out the possibility of conspiracy; but I should like to make clear to the Richmond student body that I was not sent by the Board of Higher Education with dire mandates. Richmond College has problems. My immediate goal is to resolve those problems. My long range goal is to provide the leadership that will make this college a first rate institution, fulfilling its particular mission as an upper division college. I am working to make your Richmond degrees meaningful, in an educational sense, and reputable.

Many of the questions at the meeting on October 31 revealed a great deal of confusion in the way things get done at Richmond. Such confusion is justified for several reasons. The academic structure is unwieldy; lines of responsibility are hazy; too often the tough decisions that should be made by faculty concerning reappointments, courses, programs are being passed up to the ninth floor. "No" is a word that does not seem to be part of the Richmond College vocabulary. It is easy to be popular and say "yes" to everything; it is very difficult and lonely having to say "no." But an institution is not built by abrogating responsibility. Such irresponsibility is the source of

LETTERS

many of the serious problems this institution now faces. I have assumed responsibility; I shall make the difficult decisions, and my hope is that my willingness to do so will set a precedent, and in the future, decisions will be made where they should be — by program coordinators and in the divisional committees.

I should like to assure the student body that I am always willing to explain my decisions, that I have no hidden or ulterior motives, that my sole aim is to make this an institution we can all work and study in with pride. I believe in rational discourse and am ready to discuss any issue. I only ask that you deal with facts, not wild rumors, not empty allegations. And I trust that this student body is mature enough not to be inflamed and used by groups whose ideologies seek agitation and obfuscation of the problems rather than clarification, discussion, and resolution.

Sincerely yours,

Edmond L. Volpe
President

RC Alumnus Speaks

To The Editor:

In your October 21, 1974 issue a lengthy letter from Richmond College's non-elected president, Edmond "The Spiro Agnew of Staten Island" Volpe was printed. In this agist letter, President Volpe paternalistically urges you to act as a public relations instrument for his Administration to help him "in building Richmond's image."

Such a presidential call for self-censorship of the *Richmond Times* represents nothing new. In the fall of 1968, for instance, Richmond College's first president, Herb "He kept the Police Off-Campus" Schueler,

publicly criticized the *Richmond Times* for printing "obscene" material which evidently offended his sexually repressed sensibilities.

The response of the John Hart — Russ Reueger — led staff in 1968 to Richmond College presidential attempts to intimidate us was to publicly tell him to "fuck-off." In 1974 a similar response to "Adolf" Volpe's call for self-censorship of the *Richmond Times* is quite justified.

If Volpe wants to use student fee and public tax funds to finance an Administration propaganda sheet, I suggest he is violating the academic freedom and the free press rights of the Richmond College student body and attempting to deceive the off-campus community he is being paid to supposedly serve. Let Volpe try to get a secret loan from Nelson "The Generous One" Rockefeller if he wishes to finance only an ass-licking student newspaper at Richmond College.

The reputation of Richmond College must continue to be based on it being the freest, hippest, and most sexually liberated branch of CUNY for students to learn and act politically and for faculty to teach, research, and act politically. Its reputation must not be based on "Adolf" Volpe's goal of transforming Richmond College into an intellectually sterile, straight, politically dead, and sexually repressed center for the training of future accountants, future technicians, future salesmen, and future Republicans.

Unless we collectively fight against "Volpeism," Richmond College as we have known it (and loved it) will die. An whatever free spirits are left on the Richmond College campus will die with it.

Bob Feldman
Richmond College
Class of 1969

Past Faculty Evaluations Disagree With Volpe

The following are excerpts from evaluations made by three academic organizations, referring to the caliber of the Richmond faculty. Their opinions, it seems, differ vastly from those held by Mr. Volpe.

(1) In November 1970 the first and largest group of candidates for reappointment with tenure was presented by President Schueler and Dean Wasser to Chancellor Albert Bowker, Deputy Chancellor Seymour Hyman, and Vice-Chancellor Timothy Healy. At the conclusion of the presentation all of the candidates were approved, and the three University officers mentioned above congratulated the President and the Dean on having presented a more impressive group of candidates than any other unit of the University. (Signed) Henry Wasser

(2) REPORT OF THE SPECIAL MIDDLE STATES ASSOCIATION EVALUATION TEAM FOR RICHMOND COLLEGE OF THE CITY UNIVERSITY

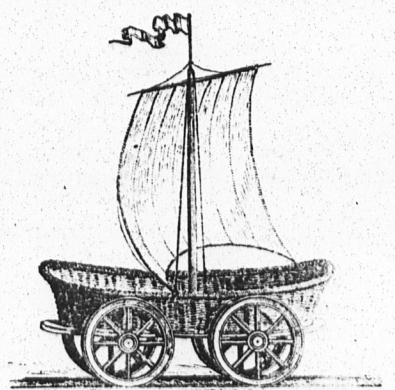
OF NEW YORK,
FEBRUARY 1970

Apparently one of the advantages to being an upper division and graduate institution is that one has a special attraction to prospective faculty. At least the top leadership of Richmond College sees it this way and they have literally piles of applications from prospective faculty to prove it. The college has been greatly benefited by a wave of candidates seeking appointments. From this wave, a faculty with outstanding credentials has been developed. There is absolutely no faulting the college for when it comes to distinguished faculty. Faculty research records and teaching experiences are impressive.

(3) EVALUATION TEAM REPORT ON RICHMOND COLLEGE, THE CITY UNIVERSITY, NEW YORK OCTOBER 1-4, 1972

The faculty of Richmond

College are, in general, a well prepared group of academicians who view teaching as the most important of the traditional academic activities but who also endeavor to contribute to the generation of knowledge through scholarly research and publications. The members of the Evaluation Team were generally impressed with the faculty as teachers and scholars.



RICHMOND TIMES

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Student Council Seeks New Treasurer

The first meeting of the newly elected Student Council was held on November 4, 1974 at 12 o'clock in room 407. New Committees were formed to look into existing problems with club equipment and also to find student members for the Divisional P&B and Curriculum Committees.

There are five positions open for students on the Student Faculty Grievance Committee. There were three volunteers from within the Council but more nominees are needed. Any student wishing to participate should come to the Student Government Office, room 424, and leave his/her name and address. Elections will be held at the next Student Council Meeting.

There will also be an election for a new treasurer at the next meeting. Michael Dempsey resigned his post as Student Council treasurer. Any student may apply for treasurer. Applications are being accepted this week in the Student Government Office, Room 424. Applicants should bring a letter or statement of qualifications.

Schedule of Meetings.

The next Student Council Meeting will be held on November 18, 1974 at 11:45 in Room 407. Thereafter Meetings will be held the first Monday of every month in room 407 at 11:45.

First RCA minutes of new government

One of the most consequential promises made by the circle party in this past election was to keep the student body better informed about student government and the R.C.A. than they had hitherto been.

True to their word, they have given the Times a transcript of the first R.C.A. meeting of the new government which was held on November 8th of this year. Of the ten members who attended there included; Tom Whitman, who was elected the President of the Executive Board, Arlene Vickery, Vice-President, and Mary Anne Malzone and Richard De Simone, who were designated Treasurer and Secretary, respectively.

Some of the motions that were considered and passed were to first set up a temporary steering committee which will make recommendations as to the designation of responsibility among the sub-committees and standing committees. To recommend how the business and interactions between the committees and the general structure of the board meetings should henceforth be conducted. The rest of the motion urged that the business office should be represented in the steering committee and that all recommendations from the committee must be presented to the R.C.A. in writing. The

members of this committee will be Ed Merrit, Tom Whitman, Dave Morales, Neal Klineman, and Arlene Vickery.

From now on, it has been unanimously voted, that all requests for R.C.A. funds must be presented in writing to the Executive Board. Each request must be submitted at a Board meeting no later than one week prior to the voting on such a request. The written request must be itemized and detailed. one other very important motion that was passed by the Board was that nothing can now be added to the agenda unless it has been filed with Donna Brogna, Student Council Secretary, 24 hours before the next scheduled R.C.A. meeting, unless a majority vote of attending R.C.A. members vote otherwise. Fifty percent of the attending members will constitute a majority. It has further been decided that the Secretary of the Board will be responsible for publishing the minutes of the R.C.A. meetings in the Times and of the posting of them in the R.C.A. office.

These measures should do very well in keeping track of requests, expenditures and other business which has at times been woefully lacking. If this new government is serious about keeping the student body better informed about their activities, they are making a promising start.

Newman Club to host speaker on homosexuality

Many people still remember the controversy that occurred last year over a bill that was presented in the New York City council (Intro II) that would allow homosexuals to be hired for city jobs. The established Catholic Church stated that it was firmly against the passage of the bill. The bill was defeated.

Many Catholics do not agree with the Church's stand against homosexual hiring by the City of New York.

Thursday, November 21, The Richmond College Newman Club will hold a discussion on just such an issue. We intend to have speaker that may surprise you all.

Graduate Fellowships for Puerto Rican and Black American 1975-76

The Ford Foundation has announced a series of graduate fellowships to be awarded to minority students planning careers in higher education. Two categories of students are eligible: those who have earned a post baccalaureate degree and plan to continue on to a doctoral program and those who will, in September 1975, begin a graduate program leading to a Ph.D. These Fellowships, renewable until completion of the doctorate, cover tuition, fees, living allowance, plus stipends for dependents. Candidates for this award are required to take the GRE's and must register for this examination by November 26, 1974. See Ilene Singh in Room 917 in the Dean of Faculties Office for further information.

THEATRE 81

of Richmond College

ALICE IN WONDERLAND

Fri. & Sat. eves., Nov. 22, and 23 at 8 P.M.
Sat. afternoon Nov. 23 at 2 P.M.

Admission \$1.00 per person

Note the Special Matinee Performance on Sat. Afternoon Nov. 23 at 2 P.M.
For information, phone 720-3120

Richmond College Theatre Workshop

350 St. Marks Place - 5th floor
Staten Island, New York 10301

Job Applicants Chosen on Hidden Factors, Employer Says

Factors unrelated to their ability to do the job can "make or break" job applicants during the hiring process, a corporate recruiter told Richmond College engineering and science students at a recent meeting.

"We ask questions and make observations that don't have anything to do with engineering, to help us decide whether an engineering applicant should receive further consideration," Julia Moore, a recruiter for Con Ed, reported. Speaking at the Career Services seminar on Opportunities in Engineering and Science on Tuesday, November 12th, Ms. Moore was describing the employment interview from the recruiter's point of view.

The interviewer must decide, she said, whether or not to pass the applicant along for further interviews with managers and supervisors. This decision is usually based on the applicant's ability to present himself and his abilities in an articulate way. Although he or she may not know the specific job title for which application is being made, the applicant is expected to

describe clearly the kind of work he wants to do, and how his background has prepared him for it.

"Most of the interviewers that engineers talk to are not engineers themselves," Ms. Moore said. Applicants are therefore often unprepared for the questions asked in the first interview. These questions usually concentrate on the applicant's personal background. Only in the later stages of the employment process is his engineering or scientific expertise evaluated.

"This is true in most job interviews," agreed Chuck Lower, Director of Career Services at Richmond College. He indicated that employers want to know three things about an applicant: can he do the job (is he trained or skilled); does he want to do the job (is he motivated); and do we want him to do the job (does he fit in around here). The applicant doesn't have a chance to discuss his ability and motivation if he doesn't make a good first impression and convince the interviewer that he would fit

into the organization, Lower said.

"Resumes are important as door-openers," added Joe Burgess, recruiter from Babcock and Wilcox, a New York engineering firm. "But it's the interview that gets the job." Burgess urged students to get interviewing experience before going after the job or company that they really want.

Interview training sessions are available to Richmond students, Lower reported. Two-hour workshops are held each week in the Media Services videotape room, where students tape and critique practice interviews. Known as the "See Yourself Series", the workshops are open to all Richmond students, and can be arranged by contacting Georgette Zamora, secretary in Career Services (Room 506).

The career seminar series will continue for two more weeks, presenting information on education and related fields on Tuesday, November 19, and on health careers on Tuesday, November 26. Seminars are held in the cafeteria lounge from 2:30 to 4:30 PM, and are open to all students.

CLASSIFIED

Waiters and waitresses needed at the Stage Door Coffee Shop, 558 Bay Street (next to Paramount theatre) for evening and weekend hours. Call 447-8400 or 273-0312.

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WELCOME ENTERTAINERS! Musicians, poets, actors, jugglers and what not... wanted for the TEA HOUSE for weekend performances. 114 Victory Blvd., S. I. Auditions by appointment, call 448-0654.

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I am a primal therapist. I am interested in working with or 3 people from this area. If you are seriously interested in working with your feelings and learning ways to communicate non-verbally, please call Victor at 273-0585.

Cute little red curly haired female guinea pigs for sale, \$3 each, or two for \$5. Ask for Andy or Dale at 981-2266.

I WOULD LIKE TO GET IN TOUCH WITH PEOPLE FROM THE SCHOOL WHO WANT TO STOP THE SMOKING THAT GOES ON IN CLASSES AND THINK THAT SOMETHING SHOULD BE DONE ABOUT IT. I CAN BE FOUND IN THE WOMEN'S SELF HELP COLLECTIVE OFFICE, ROOM 420, IF I AM NOT THERE PLEASE LEAVE A MESSAGE FOR ME. BENITA GROSS

The Children's Aid Society is looking for volunteers to tutor children on a one to one basis, one hour an afternoon, on Tuesday, Wednesday, and Thursday, between 3:00 & 6:00. Call 447-2630