

Barnard Bulletin

VOLUME LXXIX

THURSDAY, JANUARY 30, 1975

Peterson, Faculty To Discuss Salary Hikes

After a meeting last night between President Martha Peterson and the Barnard Faculty Finance Committee (FFC), it was revealed that the administration plans to offer a substantial package of salary increases and fringe benefits, mainly in the form of medical insurance.

The FFC originally requested a 13.9 per cent increase; Peterson said last week that the school's financial problems made it impossible to meet that demand. Peterson will meet separately on Monday with the FFC and the Barnard faculty to discuss the new proposals.

Although declining to speculate on how much the administration will offer on Monday, a faculty source indicated that "there is universal hope that the 13.9 per cent increase will be met," but added, "The amount of anger and dissatisfaction among the faculty will be proportional to how much less than 13.9 the administration offers."

The demand for a salary increase arose from the faculty's desire to compensate for the rise in the cost of living. The 13.9 per cent figure is derived from this year's 10.8 percent increase in the cost of living plus a 3.1 per cent disparity between last year's cost of living increase and last year's salary hikes.

Assistant Professor of Anthropology Clive Kessler, one of the three members of the FFC, said the faculty goals are "a cost of living increase, parity with Columbia professors and an adequate package of fringe benefits."

In a similar attempt to meet the cost of living increase, the chairman of the Columbia Senate Faculty Affairs Committee said on Monday that his committee would recommend an increase of about eleven per cent in Columbia faculty salaries for next year.

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Dorm Counselors Question Success of Conference

by Terri Apfelbaum

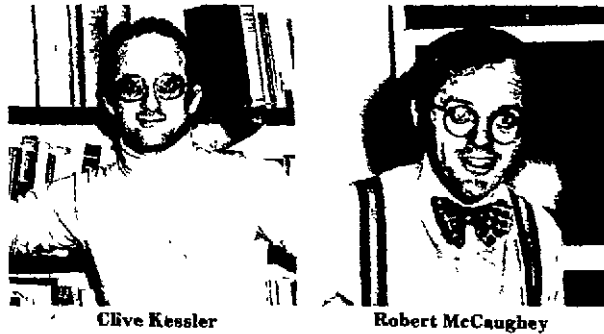
On Saturday, January 18, 1975, an all day conference was held for Barnard residence counselors, graduate assistants and dormitory personnel. The conference, sponsored by President Peterson, was organized by Bruce Feld, Associate Dean of Faculty, and Debby Hirschman, President of Undergrad. Max Birnbaum, head of the Boston University Human Relations Laboratory, was recruited to run the program and 35 people—most of them dorm counselors—participated in a series of scheduled events which lasted from nine in the morning till nine at night.

The conference stemmed from a decision to set up a training program for all students who have an input in the College, whether serving on committees, writing for literary groups or working in the dorms. Debby Hirschman (75) noted that there is no educational process for students involved in such activities to help them to function more effectively within their defined roles and she stressed the importance of implementing such a program in the near future. With the consent of Blanche Lawton and Phyllis Zadra, such a conference was organized for the Barnard dorm counselors as a kind of "test run" with the intention that, if successful, it would be carried out on a larger scale in the fall.

The program began with a group session during which

everyone was able to exchange ideas, share experiences and discuss many of the problems they have confronted as dorm counselors. The basic problems seemed to fall under two key headings: first of all—how to define the role of the residence counselor and secondly, how to operate effectively as a group within the structure of the College. This was an important issue during Barnard's recent food crisis. In the afternoon the participants broke up into two groups in order to deal with these problems. They attempted to solidly define their purpose as counselors and from there they went on to evaluate their own effectiveness in that capacity. They also tried to come up with

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Clive Kessler

Robert McCaughey

Barnard Board Approves Two Endowed Chairs

by Cathy Zerbel

The Barnard Board of Trustees approved the creation of two endowed chairs at its December meeting. The first was granted by Iphigene Ochs Sulzberger, an alumna of the Barnard class of 1944, in honor of her parents Adolph and Effie Ochs. The Board voted to award this chair to Annette Baxter, Chairwoman of the history department.

The second chair was granted by the Milbank Memorial Fund, "to provide more creative and richer preparation for the increasing number of undergrad students seeking careers in the health sciences." The recipient of this chair has not yet been chosen.

Eleanor T. Elliott, Chairwoman of the Board of Trustees, in accepting the chairs remarked, "I am especially pleased because, in presenting academic chairs, recognition is given to our great faculty and to the Board's commitment to their support." The acceptance of the two chairs, each worth a minimum of \$750,000 is of great importance as a means of strengthening faculty support and curriculum diversity

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Emergency Loan Fund Established

by Beth Falk

The Women's Center is establishing a Barnard Student Legal and Medical Emergency Loan Fund. Students will be able to borrow up to one hundred dollars for personal emergencies.

In order to raise the money needed to commence the new fund, the Women's Center is sponsoring a benefit film, *A Very Curious Girl*, on February 7 in Lehman Auditorium. The film, described by one critic as "a feminist film fantasy," will be shown twice—4:00 p.m. (tickets are two dollars), and again at 8:00 p.m. (Tickets are four dollars at the Women's Center, 100 Barnard Hall).

The Loan Fund, conceived last Spring, is receiving no money from the Barnard budget this year. Rather, money is being raised through the film benefit and other private donations.

Explicit procedures for administering the loans, such as how long a student may have to pay back money owed, are yet to be determined. However, Gould emphasized that the fund is to be "based on trust"

There will be general stipulations made concerning the types of emergencies the fund is intended for. Jane Gould, director of the Women's Center, stressed, "Money should be available for problems that are peculiar to women," such as money for an abortion or for legal expenses in a rape trial.

It is hoped that the showing of *A Very Curious Girl* will stimulate interest in the fund, and raise the five hundred dollars needed to add to money already donated.

Gould further explained that the fund is a service which will succeed only if students are responsible about paying back money. She said, "If Barnard women don't feel strongly about this fund, it will disappear."

Desegregation Group Mobilizes at C.U.

by Jami Bernard

The racial tension in Boston has elicited a strong reaction at Columbia, as well as on campuses across the country.

The Student Committee Against Racism is organizing a forum to be held February 7 in Wollman Auditorium. It is to be basically an educational meeting, including such speakers as Jonathan Kozol, author of *Death at an Early Age*, School Superintendent of District 1 in N.Y. Luis Fuentes, and Richard Wallace, a black student at Dean Junior High School in Boston, who spoke at the December rally.

Unsuccessful attempts to desegregate Boston's public schools have led to the sort of situation heretofore associated only with the South. In reply to Boston's violent non-cooperation, the Boston-based Student Committee Against Racism organized a national teach-in at Harvard University in December, and is planning a National Student Conference in Boston for February.

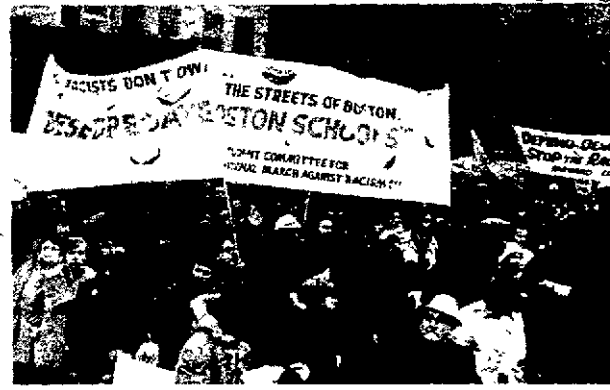
Columbia's members of the Student Committee Against Racism quartered in 306 FBH through the efforts of the Inter-Fraternity Council, has been an active base of operations for New York City. Its sub-committees for publicity, fund-raising, and transportation were responsible for sending a busload of students to Harvard

during finals week. Their January 7th meeting was substantially attended by organizations such as Friends of the Farmworkers and the Anti-ROTC group. The Barnard Organization of Soul Sisters and the Latin American Student Organization have also been working with the Student Committee on the upcoming

February 14-16 Student Conference Against Racism.

The February Conference was called by a few hundred students who met after December's march. A number of students said they felt that the march and the Student Committee represented a rebirth of the student movement of the sixties. Kathryn Pon, a member of the publicity sub-committee at Columbia, commented, "I think there's evidence that this is a really vital movement, judging by the response that we've gotten at Columbia from professors, students, campus workers, and organizations". Although she didn't feel that the movement would parallel that of the sixties, she suggested that the Student Committee Against Racism "fills a definite need in this period of increased racist attacks, from Pasadena where another busing plan is being implemented, to New York's Lower East Side's District 1 and 7 Brooks."

Pon indicated that (Continued on page 4)



Students demonstrating in December's March Against Racism in Boston.

Staff Meeting

There will be an important meeting for all Bulletin staff members and all interested students today at 4:30 in 107 McIntosh. Bulletin needs reporters, reviewers, photographers and proofreaders. No previous experience is necessary. Those unable to attend the meeting should stop by the office on Friday afternoon.

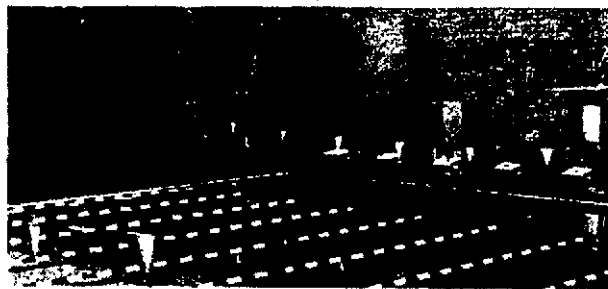
New Columbia Gymnasium Offers Coeducational Facilities

by Allison Collins

Columbia's new gym officially opened on December 7, with the freshmen basketball team beating NYU and the varsity losing, as usual, to Vermont. Since then, the Marcellus Hartley Dodge Physical Fitness Center has been enthusiastically and constantly used by the Columbia-Barnard community.

The center is a beautiful four-level complex at 119th Street and Broadway. It includes the Francis Leven gymnasium, the Olympic size Chris swimming and diving pool, sixteen squash handball courts, a special exercise room, running track, sauna and gymnastic equipment. According to Professor John P. Rohan of Columbia's athletic department, the center's main programs will be physical education, intramural and intercollegiate competition, and club and recreational sports.

The center was obviously designed with co-education in mind since, in addition to the large main locker room, there is a separate, carpeted women's locker room. Professor Rohan



Chris Swimming Pool (photo by Manny Warman).

also said that the center hopes to develop more fully co-educational programs; and to get more locker space for women. Apparently, Barnard students are already taking advantage of these new athletic opportunities since, "half the phone calls we get are from women."

At this point, Barnard is free to use the center's facilities during the recreational hours and to join Columbia's intramural teams and sports clubs. The intramurals still accepting entries are squash, volleyball, water polo, paddleball, badminton, and tennis doubles.

There are sports clubs for frisbee, hockey, judo, karate, Korean karate, rugby, riflery, sailing, scuba, squash, street hockey, table tennis, volleyball, and water polo. Any questions about the intramural or club programs should be directed to Ken Torrey or Ben Stravato in the intramural office, Room 337 in the center (campus phone x 1002).

Schedules of the center's recreational hours are available at the ticket office just inside the campus level entrance. The center's summer hours will be announced later.

Peterson to Discuss Salary Demands

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Kessler admitted, "We're starting out in a position where in all ways we're unequal." Commenting that the president of the Columbia chapter of the American Association of University Professors Howard Schless was not optimistic that the 11 per cent increase would be met and that the Columbia faculty could probably expect about half that figure, Kessler asserted that he did not believe the Barnard faculty would accept a 5.5 per cent increase.

In the Barnard-Columbia joint trustee agreement, a commitment was made by the Barnard trustees to pay the faculty the same rate received by professors at Columbia. Salaries have, as yet, not been made consistent with this promise. Kessler noted, however, that the issue of salary parity was a complicated one. "There is no direct way to compare salaries," he said. "Parity to me means equalizing the Barnard faculty salaries for a given year with Columbia salaries for the previous year. There is a short fall which tends to increase in times of inflation. Even if Columbia gets a 5.5 per cent increase and Barnard gets 13.9 per cent, the Columbia increase will still be more because it is a percentage of a larger base salary."

Robert McCaughey, assistant professor of history and another member of the Faculty Finance Committee said, "Our goals are their (the administration) stated goals. I assume that the administration wants to close the parity gap and believes in equal pay for equal work. We're just trying to persuade people to do what they said they wanted to do, not what they don't want to do. Indeed, if a cost of living increase, parity, and an adequate package of fringe benefits are no longer the stated objectives of the administration, what are the new objectives?"

When asked about the relationship between the Faculty Finance Committee and the administration, McCaughey responded that it wasn't "structurally adversary, but that the FFC was making sure the administration was getting some sense of the faculty's needs." He stated that "a union is a desperate measure to be contemplated only in desperate circumstances," and that it "ought to be the objective of both the faculty and the administration to do what it can to keep it from being desperate."

Kessler agreed with McCaughey, saying, "The idea of an adversary relationship is not a good one, given our ideas of what would be conducive to a

good educational system."

He said that, "if the college acts reasonably, and a good faith effort has been made, then the FFC would recommend the package to the faculty," and no adversary relationship would develop. He added that another failure to approve the demands (the FFC refused to recommend last year's package) might lead to the challenging of the FFC's viability.

"It's in the administration's interest to make sure the finance committee is viable," he said.

Commenting on President Peterson's recent statement that Barnard could not meet the financial demands of the faculty, McCaughey asserted, "If, in a year when the previous year's budget was virtually balanced, when enrollments are up, and when the faculty has agreed to increase its teaching load (by raising the required course load from 32 to 35), the sum quotient shortfall in real wages cannot be recouped, when can we reasonably expect them to be?"

Although a spokeswoman for President Peterson's office stated, on Tuesday, "No comment can be made because we're still going over the figures," faculty representatives are optimistic that the administration's position may be flexible.

Dorm Counselors Question Success of Conference

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some practical solutions for future guidance.

Reactions to the day's events were mixed. Many people felt that the program was worthwhile and that there was a lot to be learned from it but most agreed that it was much too long. "Some of the solutions that he (Birnbaum) came up with were good," said one counselor, "but we didn't get to them until after dinner and by that time we were all exhausted." Others complained about the fact that Mr. Birnbaum was an outsider. "He came into the whole thing with a lot of preconceived notions about our problems," said Sandy Caskie, counselor on 4 Hewitt. "We spent the greater part of

the day introducing Birnbaum to Barnard." Some felt that the whole conference was unnecessary and often floundering for a purpose. Joy Bean, counselor on 8 Hewitt, thought the time would have been better spent if the counselors had just met on their own and gotten to know each other better. "Leadership training does not really apply to residence counselors," she maintained.

On the whole most agreed that there was some benefit to the session even if just learning from each other's experiences. Attempts will be made to organize similar sessions in the fall for all students involved in the workings of the College. "The present system can be effective," said Debby Hirshman, "and I

think it is important for students to realize that attempts are being made to make it work. However, realizations are only the beginning; now it is up to the counselors and the administrators to pursue the issues that arose in order to make improvements and achieve solutions."

"The role of the counselor cannot and should not be defined," Phyllis Zadra, Residence Director of BHR, echoed similar sentiments. "I was generally disappointed in the whole day," she said. "A lot of time was wasted and the atmosphere was too structured and controlled. Perhaps if the format had been different or the counselors more motivated, it would have been worthwhile."

Newsbriefs

Curriculum Review

On Tuesday, February 11, from 8 a.m. to 4 p.m., students may meet with members of the Curriculum Review Committee in Room Eight, Milbank. Those interested should sign up for a time on the door of Room 206 McIntosh.

Freshman Seminar

The Committee on Instruction, according to Undergrad President Debby Hirshman, has approved a new course that would be a requirement for freshmen. Presently called Freshman Seminar, it will involve, according to Hirshman, "articulation and an active role and participation of the students." Twenty-two sections are being planned, to be taught by faculty members from various departments. The new course will go to the faculty next Monday for approval.

Spring Festival

Next week there will be interviews for committee positions on the Spring Festival Committee. Positions include physical planning coordinator, hosts and hostesses, secretary, and chairpersons of budget, social, special events and decorations committees. Students may apply at the CAO office, 206 McIntosh, by Wednesday, February 5.

Women's Studies

Students are invited to an open forum on the future of women's studies at Barnard co-sponsored by the Women's Studies Review Group and the Women's Center. The forum will be held on Thursday, February 6 from 1-3 p.m. in the Women's Center, 100 Barnard Hall.

Citicorp Program

Citicorp, better known as First National City Bank, will work in conjunction with the After-Barnard-What? program during February to provide career counseling for students interested in jobs in the business field. This is the first time the company has worked in cooperation with any school in the New York area. The program will be funded in part by First National's Affirmative Action Program.

The first session will be held

on Wednesday, February 5 at 3:30 in the James Room. There will be a panel made up of three vice-presidents of the company; David Morris, Vice-President, College and Professional Recruiting; David Heenan, Vice-President, Executive Planning and Development; and Janet Robinson, Assistant Vice-President, Affirmative Action Program. The panel will speak on topics such as, how one chooses a career in business, how to qualify for the management ladder and what type of careers offer the most opportunities in the present economic situation.

The next two sessions, to be held on the 13th and the 19th of February, will be devoted to individual counseling sessions with members of the company staff. Finally, on February 27 there will be another group counseling session.

If the program is successful, there is hope for further cooperation between Barnard and Citycorp, in the form of internships and summer employment.

Premeds

To honor Elizabeth Blackwell's birthday, Monday, February 3, all women interested in health careers (pre-meds, pre-dents, nurses, et al) are invited to the organizational meeting of the Barnard Society for Women in Health Careers. There will be a meeting in the McIntosh Recreation Room at noon (to 1:30) to discuss problems students all have in common (courses, applications, standardized tests, frustrations, alienations, etc.) The society will host speakers, conduct workshops, and provide support for each other.

Career Workshop

On Saturday, February 22, Barnard and Mademoiselle Magazine will hold their second annual workshop entitled "A Day of How-to's." The conference is designed to offer practical information about job opportunities through seminars with successful young women in various professions.

The format will be basically the same as last year, featuring fifteen different seminars in such fields as banking, fashion and mental health. This year everyone will be able to attend three seminars instead of two. The deadline for Barnard students' registration is February 7.

Board Approves Endowed Chairs

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Autonomy." The rest of the grant was awarded to Professor Jacques-Louis Morod to conduct the rehearsals for a recording of his published composition *Cantus contra Cantum I*. Also at the December meeting, Lily Pu, who is one of the student representatives to the Board, submitted a report asking that there be greater exchange between trustees and students. In hopes of helping the trustees and students to become acquainted, a cocktail party in the Brooks livingroom has been scheduled for February 12th, the date of the next Board meeting. Each floor in the dorm will send five representatives; Lily Pu hopes that this initial step on the resident level will lead to more communication between the student body and the Board in an informal manner.

Four officers of the Board were re-elected for a five-

year period. The four trustees concerned were: Francis Reimpton, Walter J.P. Curley, Jr., Samuel R. Milbank and Barbara M. Watson.

Desegregation

Group Mobilizes

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February's Conference will establish the Student Committee around the country as a permanent committee whose function will be to involve itself "in local manifestations of racism." It will be a decision-making body.

According to Pon, the busy issue in Boston and elsewhere is a basic issue of the enforcement of identity and democratic rights. "I personally feel it's up to the black students, the people who have been repressed, how to defend themselves against racism. It's essentially a question of freedom of choice."