

Barnard Bulletin



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Fifty Cents

April 27, 1983

Kirkpatrick to Receive Medal at Commencement

By Harby Kagan

United States Ambassador to the United Nations, Jeane Kirkpatrick, will be awarded a Barnard Medal of Distinction at Commencement on May 17th. The Barnard Medal of Distinction celebrates the individual accomplishment of people who have achieved a high level of success in their field.

Recently, Kirkpatrick has been the cause of disruption on several college campuses where demonstrations protesting her political views have prevented her from completing her remarks.

President Ellen V. Futter describes the award not as a celebration of the Ambassador's views or approach to interna-

tional affairs but as "a tribute to an alumna who has achieved in an extraordinary way. The fact that she is an Ambassador to the United Nations is testimony to Barnard, whether or not you agree with her views."

Chairperson of the Committee on Solidarity with People of El Salvador, Jennifer Shriver, a Barnard senior, asserted, "I don't think she should be getting it. There are much better people to get it among Barnard alumnae. She has risen very high in the State Department but there are alumnae who have risen high who have achieved as much and more. What she has achieved is backwards. She is an oppressor keeping people from liberty which is what this country is supposed to be about."

Professor Emeritus and Special Lecturer in the Sociology Department Mirra Komarovsky who is also receiving a medal of distinction, and is a faculty representative to the Advisory Committee on Awards, voted against inviting Kirkpatrick to receive the accolade. "My conflict was between my recognition of her distinction as our Ambassador and as our alumna on the one hand and on the other hand the highly controversial position on a number of political issues she represents. I think Barnard's medals should be a symbol of values the college stands for and should also serve perhaps a secondary but important function, that of reaffirming our sense of shared dedication to these values. And I

had the feeling that this choice would be highly divisive. I don't think Barnard College is taking a political stand. I don't think so. Nevertheless, I think giving the medal weakens the secondary function of an award which is that of strengthening a sense of commitment and dedication to shared values."

The Advisory Committee on Awards which is separate from the Commencement Committee, and composed of Barnard College trustees and one faculty member, has the responsibility of deciding who the recipients will be.

Other medalists include Vernon Jordan and New York Governor Mario Cuomo.

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Faculty Approves Sexual Harrassment Policy; Procedures Instituted for Students

By Harby Kagan

On Monday, April 25, the Barnard Faculty passed a resolution approving the implementation of an institutional policy outlawing sexual harassment on the Barnard campus and outlining procedures to be followed by a Barnard student, faculty member or administrator who feels he or she has been sexually harassed.

In the past, there was no formal procedure for a student to follow. Instead, she would go to either her adviser or a Dean and the case would be handled informally.

Drafted by Barnard College General Counsel Kathryn J. Rodgers, the policy states, "... faculty, staff and students are to be able to work and study free from sexual harassment by colleagues, supervisors or teachers."

Rodgers defines sexual harassment as "unwanted attention directed at another individual and the ability of the person committing the act to use coercion to get results." For example, a professor who tempts a student with an "A" in return for sexual favors, or an employer who withholds a promotion or salary increase in return for sexual activity, can be charged under the new policy. Also under the heading of sexual harassment is the professor who causes a student feel uncomfortable in the classroom through his use of sexual innuendo.

It is important to understand that sexual harassment, as covered by this policy, occurs only when one party uses his authority or position of power as a weapon. A Barnard student who attends a freshman

dance and feels harassed by a Columbia student who is not in a position of authority (such as being her lab Teaching Assistant) would not be under the jurisdiction of the policy.

However, the policy provides for the protection of a Columbia University student who is "cross-registered in Barnard courses, housed in Barnard dormitories or participating in Barnard-sponsored extra-curricular programs who believes that a College employee has acted arbitrarily, discriminatorily or in violation of the College's policy against sexual harassment."

The policy outlines three steps for a student or college employee to follow when he or she feels personally violated. The first step is an attempt to "informally resolve a complaint." In this case, the Dean of Stu-

dent Life, presently George Gatch, and the relevant Vice-President designate another Dean, Director of Officer of the College to act as a Mediator who will then meet with the complainant to try and reach a resolution.

If the case can not be settled in this manner, the Mediator is obliged to present a written decision concerning the "merits of the complaint" to the Vice President involved, the Dean of Student Life, the complainant, the accused party and other interested parties.

The accused if dissatisfied with the above decision may appeal in which case:

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Students Voice Anger at Speak Out

by Cindy Kaplan

About sixty-five people attended a Speak-out/Forum on Tuesday, April 26th, in order to voice their concerns about the decision by the Appointment of Tenure and Promotions Committee (ATP) not to recommend Dr. Alice Amaden of the Barnard Economics Department for tenure. The Speak-Out also addressed the issues of the tenure process in general and the determination of all academic policies made in the Barnard community.

Maggie Levenstein, an economics major at Barnard and one of the Speak-Out coordinators, said that its purpose was to make the administration aware of support for Amaden from both students and faculty, and others unaffiliated with the University.

"We organized because we believe in Barnard, and it's important to ensure a long and vibrant future for Barnard," Levenstein said in her opening remarks. "Tenure criteria is needed that reflects a commitment to the liberal arts education," Levenstein said, in a plea that was echoed by each of the speakers.

In regard to the Amaden decision in particular, Levenstein described Amaden as "someone who . . . encourages the tradition of creative thinking at liberal arts colleges. She is this tradition." She concluded by saying, "Amaden is what Barnard talks about—brags about, when it says it can provide role models for women. Granting tenure to Alice Amaden is the best way for Barnard to show that it values a woman's liberal arts education."

Another speaker, the Reverend Bill Starr of Earl Hall, acknowledged that since he has no official relationship to Barnard, his remarks would be more personal than institutional. "Being a chaplain, I feel that the kind of person you are, and what your commitments as a professor are, are all part of the same piece." In reference to Amaden's controversial economic theories, Starr said it was a question of whether or not there could be a legitimate commitment to human beings. "Can there be an approach to economics that places humans on the same plane as abstract facts?" he asked, in support of Amaden's approach to economics.

The speakers who followed continued to express their support for Amaden and to attack the tenure process. "It's not exag-

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Prof. Zelizer Receives Emily Gregory Award



Sociology Professor Viviana Zelizer

News Brief

After a successful pilot program last summer, Barnard will continue to offer its dormitory facilities to students, interns, and associates who will be spending the summer in New York City.

According to Jean McCurry, Coordinator of Summer Programs at Barnard, "Newsletters have been sent to one thousand colleges and universities around the world in an extensive mail campaign." Dorothy Weinberger, Vice President of Public Affairs said, "The program should generate some revenue and it provides a real service in that the housing is safe and inexpensive."

Dormitory facilities will be available for thirteen weeks from the end of May through the third week of August. The dormitories will continue normal operation

with twenty-four hour desk attendants and Resident Directors in each dormitory. Every building will be cool but the suites within them will be single-occupancy.

Unlike last summer, the T.J. MacDermott food service will remain in operation during the summer on a trial basis. The optional meal plan will be open seven days a week.

The dormitories which will remain open are "600," "620," BHR, 49 Claremont, and the College Residence Hotel at 180th Street. Rooms can be rented on a weekly or monthly basis. There is also a full-season rate. Separate rates apply for air-conditioned rooms and are based on single or double occupancy. Application forms are available at the Summer Programs Office.

by Natalie Wigotsky

The ninth annual Emily Gregory award ceremony and dinner was held Monday, April 19 in McIntosh Center. One hundred and two people were there to toast Associate Professor of Sociology Viviana Zelizer as she received the award given to an outstanding faculty member for excellence in teaching, devotion and service to the students of Barnard College. The award was presented by the Student Faculty Committee of the McIntosh Activities Council in conjunction with the Associate Alumnae of Barnard College.

The award is named after Barnard's first professor, Emily Gregory, a nineteenth-century botanist who graduated from Cornell, taught at Smith, Harvard, Bryn Mawr, University of Pennsylvania, University of Strasbourg, and received her doctorate in 1866 in Zurich. She is remembered both as a fine researcher and a dedicated teacher. Viviana Zelizer graduated from Rutgers and received her Ph.D. from Columbia.

Philip V. Ammirato, Professor of Biology and 1980 Emily Gregory award winner, welcomed Zelizer "to the ranks of this most august body." Bernard Barber, Chairman of the Sociology Department, spoke of the remarkable skills Zelizer possesses, both in her field and elsewhere, including her ability to speak in French, and Italian. He also announced her new book, *Prior and Value*, which she intends to work on during her sabbatical next year,

and which will be published by Basic Books. "I can't tell you how remarkable Viviana is as a teacher. Many of her students will not know how hard she works at her teaching . . . she has the highest standards both for herself and for her students." Barber continued, "We are proud of you as a teacher, a scholar, a colleague, and friend."

Serge Gavronsky, Professor of French, added, "She combines all the impossible elements, . . . she can cast a spell on all of us."

Any Barnard or Columbia student can nominate a Barnard professor for the Emily Gregory Award. Nominations must be submitted in the form of an essay explaining why a particular instructor or Professor deserves to be recognized. The essays are then read and voted upon by the McIntosh Activities Council.

Three senior sociology majors nominated Zelizer: Amy Applebaum, Karen Hirschowitz and Mary Withersell. Of the three essays, the council selected Withersell's as the one to read at the celebration dinner.

In her presentation she described Viviana Zelizer as "everything a Barnard professor should be" and "the type of professor that the students will applaud at the end of a semester—loudly."

Finally, Withersell asserted, "Viviana Zelizer is a remarkable Professor, but perhaps what is even more commendable is her devotion to her students and her colleagues."



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ACADEMIC DEADLINES TO BEAR IN MIND:

Pass/D/Fail: WED., APR. 27
Autumn '83 Program Filing: MON., MAY 2, 9:00 A.M.

TUES., MAY 3: 12:00 A.M.

THURS., MAY 5

Incomplete Form for Course Withdrawal ("W") recorded:

THURS., MAY 5

FINAL EXAMINATIONS, FINAL GRADES, and INCOMPLETE Form: Dean Bornemann's memo on it, your copy mailboxes for vital information; if you qualify for an extension for incomplete work (reason must be compelling), the required Incompleteness Form is to be filed with the Registrar and the instructor no later than THURS., MAY 5. Caution: An "I" will not be recorded by the instructor if you fail to file the form bearing all governing conditions and signatures.

DEADLINE FOR AUTUMN '83 and

SPRING '83 INCOMPLETES: Both work and work-completed form must be submitted by SEPT. 6, 1983 ON EXTENSIONS. (The instructor may see an earlier deadline.)

SUMMER COURSES: Summer semester of the given application form. Enter the Registrar and follow instructions in the letter. SUMMER HOUSING is available in Barnard dorms MAY 16-24, 26, 28 in students, interns, and associates. Contact Jean Street, 180th Street, 10th floor, for detailed instructions. Form must be returned by May 26, 10:00 a.m. by May 28.

SHOPS: Associate Office of Career Services: THE FINAL CAREER AND JOB SEARCHING is held THURS., MAY 26, 11:00 a.m. in the Career Center.

FINAL EXAMS: MAY 4-5
GOODLEAVE: Temporary Suspension Program for the Student Body is available at the Registrar's Office.

Barnard Bulletin

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Women's Day Raises Issues With Song & Dance

by Eleanor Pomerantz-Elkins

At noon, Thursday, April 21, on Lehman Lawn, Campus Women's Day 1983 began. For four hours, women sang women's music, spoke about women's concerns, danced women's dance, and read women's poetry. Women's organizations from Barnard and Columbia spread their literature on tables and talked to people who stopped by to find out what they were all about. Petitions and postcards were signed; buttons and brooches were sold. Balloons were everywhere, hand-printed with Wiman insignia and "Celebrate Women's" Celebration was indeed the word of the day—of women's music, art, poetry, of women's capabilities and opportunities, of women's problems and women's solutions to them.

Campus Women's Day was born in a meeting of the Barnard Abortion and Reproductive Rights Network in early spring of 1982. BARN members were dissatisfied with the lack of communication between women's groups in the Barnard/Columbia community, and planned a single large-scale event to bring them together in order to share their interests and common concerns.

Campus Women's Day 1982 was held on the Columbia campus, but this year, it was moved to the Barnard campus. The smaller scale made for a greater sense of intimacy and commitment, and it was considered important to establish Barnard as a central gathering place for women in the face of Columbia's coming coeducation.

After a few welcoming remarks by Eleanor Pomerantz-Elkins of the CWD Or-

ganizing Committee, Prof. Leslie Calman of the Barnard Political Science Department kicked off the day with feminist folk music. She was joined for several songs by student Debbie Edison. Julie Derron of the Barnard Psychology Department began the program of speakers with a presentation of what the judicial system does to belittled women who fight back—an area in which she has done extensive research and court advocacy. Dr. Martha Katz, from the Columbia Health Service, talked about women's health on campus. A Barnard '71 alumna, she is developing Columbia's women's health programs. She was followed by Lisa Piazza, a member of both the Barnard Varsity Fencing Team and the Junior National Olympic Team, who discussed issues facing women in sports. Bettine Birge, from Graduate Women at Columbia, began her talk by asking how many women present identified themselves as feminists. She was answered by loud applause and cheers. Bettine then presented her feminist vision for the future, talking on a wide variety of topics. Ellen Doherty, director of the St. Luke/Roosevelt Rape Intervention Program, spoke about the problem of acquaintance rape, a phenomenon that is surfacing more and more on campuses.

Singer-songwriter Leslie Pratt, sponsored by Lesbians at Barnard, provided a sonic break. She was followed by members of Oresthis, who performed "The Attitudes" by Mimi Faeze, a piece of finally-choreographed sardonic humor. Jane Gould, director of the Barnard Women's Center, spoke of the need for a feminist

presence on the Barnard Campus, and how the Center fits that need. Debbie Edison and Leslie Calman returned with more folk music.

Nancy Miller, Chair of the Women's Studies Program, suggested "reviewing the curriculum"—not simply writing a supplement of women's history, but integrating women's accomplishments into mainstream academia. Representatives from the Office of Disabled Students presented part of a recent workshop, "Disabled Women: The Case of the Missing Solo Model." Singer-songwriter Marcie Silvestro, sponsored by Barnard Catholic Center, began by commenting that she's often asked why she supports patriarchal religion. She says that her music is her response and her way of change. Laura Flinders, peace activist and Barnard student, recounted her experience at the Greenham Common Women's Peace Camp, and told how women have found ways to fight for peace. Vienna Carroll and Margie Fine from Reproductive Rights National Network made a short presentation of the work their organization does, and gave a legislative update on anti-abortion bills.

A diminutive figure in pink satin dress and Mary Jones, identified as Miss "Dee Dee Deterrent," sang a love/hate song to Caspar Weinberger to the tune of "I Don't Know How to Love Him." Diane Rose, a Barnard alumna, told of her experiences as one of two women in dental school, the problems she encountered, and addressed a topic that is currently receiving a great deal of press: the dilemma of career vs./

and/or motherhood. Simba Lewis from Graduate Women at Columbia read several feminist poems. Claudia Siegel, Barnard poet, read several of her own works. "Dee Dee Deterrent," a.k.a. Allison Weaver of the New York Knicks, returned to give a dramatic interpretation of "Tribute to Harriet Tubman" by Susan Griffin. Gillian Kaye, from the Students for a Democratic Campus, spoke briefly of the aims and goals of the organization. Ernd Mailey, vice-president of Barnard Organization of Black Women, talked about BOBW's plans for the future. Anne Caputi, a singer/songwriter sponsored by Lesbians at Barnard, gave a preview of her coffeehouse to be held that evening in BHR. "Music to Touch Our Lives/Music to Change Our Souls" closed the program. To the last strains of "I'm So Glad that I'm Lesbian," the groups closed down their tables and Campus Women's Day 1983 was over.

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HONORS DAY EVENTS

Thursday, April 28, 1983

PHI BETA KAPPA INITIATION

James Room

(Fourth Floor, Barnard Hall)

3:30 P.M.

HONORS ASSEMBLY

Lower Level of McIntosh Center

4:00 P.M.

ADDRESS:
BASIL RAUCH
Professor Emeritus of History
Barnard College
"History: The Queen of Learning"

RECEPTION
Upper Level of McIntosh Center
5:00 P.M.

Scholar and the Feminist Conference: X

Impact of the "Inescapable Reality" of Technology on Women in Areas of Work, Skill, Stress and Privacy

by Julia Linella & Judith Ransomed Gilbert

On Saturday, April 23, 400 registrants met in the Barnard gym for the tenth annual Scholar and the Feminist Conference. "The Question of Technology," sponsored by the Barnard Women's Center. The one-day conference consisting of lectures, workshops and a closing reading by author, poet and political activist Marge Piercy addressed the subject of the impact of technological change on women's lives. Though the conference was a Barnard-sponsored event, the majority of participants were not from Barnard. They included students and scholars from other universities, technologists, engineers, government officials and feminist activists.

The conference commenced with brief welcoming remarks from President Ellen Futter, who acknowledged that "technology is an inescapable reality in the twentieth century." Speakers for the morning panel session were introduced by Professor Barbara Berch of the Barnard Economics department and the Women's Studies Program, who served as the academic coordinator of the conference. Berch outlined some of the themes to be discussed at the conference such as the impact of technology on "skill, autonomy, chronic stress, mental stress, work intensity, isolation, work monitoring and privacy."

Berch made reference to the short story "Self-Experiment" by East German author Christa Wolf, in which a woman scientist "volunteers for the hormone experiment that can transform women into men. The experiment works. She lives in the world as a 'Man.' Or rather, she discovers, unlike women, men do not live in the world; they use the world." At the end of the story, "Christa Wolf demanded the return to her female body . . . an assertion of the right to meaning in language and life, refusal to accept the type of world being constructed by those she saw devoted to 'the big three: business, science and world politics.'"

Berch questioned the widening of the technological revolution, warning the audience of "the prophets of new tech—the Stewart Brandts and the Alvin Tofflers. They are suspicious of the feminist issues." She asserted the necessity for the conference, explaining that even "the feminist community itself is polarized between its high-tech 'make it to power' feminists and its low-tech ecological types. Not much dialogue, a lot of mutual suspicion." In closing, Berch suggested that "the most important principle of feminist strategy is to take the active, not the passive role. It matters little if we learn to use word-processors or if we readily avoid them. But it matters a great deal if we do not intervene with our own agendas, our own priorities."

The first speaker for the morning session was Judith McGaw, who teaches in the Department of History and Sociology of Science at the University of Pennsylvania.

McGaw addressed the topic "Man, Machine and Myth: A Feminist Historical Perspective on Technology." The myths, as McGaw sees them, are the myth of the inventor, the myth of the labor-saving machine and the myth that machines deprive men of their skills.

Given the prevailing technological illiteracy of the American population, these historical myths serve as potent weapons. But myths are double-edged swords. They can also cut us off from an understanding of the historical relationship between technology and society. My argument today is that we must divest ourselves of such weapons, for if we embed historical myths in our analyses of technology, we risk self-destructive outcomes."

McGaw continued, "Feminist scholarship in the history of technology has focused on myths about men and machines. Its lessons for technology policy may be stated succinctly: when we look to machines to allow convenient sides we are looking in the wrong place." She explained that "most of the history of technology concerns men and machines, primarily because men have invented, built and financed the development of most new technology and because men have operated and repaired most sophisticated and industrial machinery." McGaw cited the difficulty of developing a feminist historical perspective on technology because "most feminist historians have devoted their attention to the study of women. Nonetheless, myths about men and machines, like myths about women and machines, often provide powerful, but deceptive, justification for political and economic decisions that affect women, including decisions made by feminists. It is time for feminists concerned with technological decisions to begin looking with these myths as well."

In closing, McGaw urged the audience to "forget everything you thought you knew about the origins and impact of technology. But I would maintain that solutions based on myth will, at best, prove irrelevant to our problems. What we don't know may or may not hurt us, but what we only think we know almost certainly will."

The second speaker for the morning session was Maria Patricia Fernandez Kelly, a visiting scholar at San Diego State University who has been involved in field work concerning US-Mexican Studies since 1978. In her talk, "Advanced Technology, International Development and Women's Employment" she discussed the impact of technological change on the sexual division of labor from a global point of view. She was particularly interested in two phenomena that have been precipitated by the development of advanced technology. One is what she referred to as "pseudo-regression."

"By that I mean the emergence and co-existence of forms of production today that are strikingly reminiscent of forms of productions generally associated with 19th

century factory production. By that I mean sweatshops and cottage industry. And the other is what I refer to as a puzzle in this paper, which is the issue of feminization."

Throughout her presentation Kelly attempted to provide "the conceptual tools to differentiate between modern production and contemporary production." She marks the onset of contemporary production by the year 1982 when the semi-conductor company Fairchild moved their operations to Hong Kong. Features characteristic of contemporary production were an increase in the mobility of capital across international borders, and literally, a restructuring of the world. Also, noted Kelly, contemporary production is characterized by a shift in which the trend of manufacture in third world countries is toward exclusively assembly of exclusively foreign goods. In Mexico borders today Kelly said that about 300,000 workers were working in subsidiaries of American companies such as Sylvania, IBM, Chrysler Company, Ford Motor Company, General Motors, United Tech and Motor Oil. According to figures collected by the United Nations Industrial Development Organization, approximately 200 export processing zones are operating in different parts of the so-called Third-World. Now, certainly, what is interesting about this, "continued Kelly, "is the fact that between 85 to 90% of all the work in export processing zones are women, in general very young women, women whose ages fluctuate between 17 and 25 years."

Donna Haraway, who teaches in the History of Consciousness Program at the University of California-Santa Cruz, delivered the final speech of the morning session, "New Machines, New Bodies, New Communities: Political Dilemmas For A Cyborg Feminist" explored the implications of technological development for the culture.

"A cyborg," Haraway explained, "is a hybrid, a creature with confused boundaries. In short, ourselves." Haraway believed that, in order for feminists to develop a coherent political strategy for the future, they must rid themselves of the analytic tool which they have inherited, that of seeing the world as public and private, of political and personal. "These," said Haraway, "are merely descriptions of the world which we have inherited from Victorian feminists, who saw the world divided in a middle-class way." In her speech, Haraway discussed some metaphors for women in the integrated circuit, as seen in women's fiction, such as the imaginative possibilities of networking and coalition. "Boundaries are strategic tools for control," she wrote in her conclusion.

The morning lecture session concluded with Haraway's talk, and the conference participants moved on to the McIntosh Student Center for lunch, during which a fifteen-minute videotape by Susan Lavallee and Sarah Schulman entitled

"Women Against High-Tech" was presented. The tape explores the exploitation and oppression of women in high-tech society, and the conflict of fighting high-tech with the high-tech medium of video. In the segment devoted to "Low-tech alternatives to psychiatric drugs," the viewer is asked, "Have you looked around at the world today? It stinks. The healthiest reaction is to be angry, confused and bewildered. Remember: society is sick. Not women."

The conference resumed after lunch with fourteen workshops held simultaneously on the Barnard campus. The topics included homework history in perspective, feminist utopian fiction, technological discrimination, women and weapons technology, ecological feminism and technology, engineering of reproduction, health hazards at work, misery myth and the work force, and the implications of the micro-computer.

are being mapped out today."

Horwitz focused on the ways in which the ideas of home and family are depicted in the current social discourse about the Electronic Cottage. "What is an Electronic Cottage? First of all, it is a new version of the model home. It is the current image of middle class luxury." She discussed the ways in which social, economic and political institutions affect women's most personal choices, such as reproductive rights and emotional and sexual expression: "I am suggesting that social definitions of what makes a good woman, a good home, which bundle our diverse experiences into overly circumscribed categories must always be examined for the serious threat they pose to every woman."

Horwitz went on to cite specific examples of the effects of government intervention into the family. She referred to the Family Opportunity Act, currently under consideration by the Ways and Means

forced off the satellite by NASA for refusing conditions that the women not discuss lebanism and abortion via satellite."

The last segment of Horwitz's workshop was a slide presentation of advertisements exemplifying the influence of the high-tech world on the media. Horwitz concluded her workshop by posing the question, "Will the development of high-tech bring the power home? I think not. For women, the power that we've had has largely been at home, and bringing more electricity or more information services into a privatized household will not be a substitute for bringing the needed presence of women out into the world."

The other workshop was the combined effort of Eva Hochwald and Mary Murphree from Women and Work Research Group of the Center for the Study of Women and Society at the Graduate Center/CUNY, who discussed the research aspect of Workplace Automation.



The workshops provided a forum in which to explore specific issues women face in a high-tech world. Two such workshops were "The Electronic Cottage: Can We Bring The Power Home?" and "Organizing The New Workplace." The former was led by Jamie Horwitz, a doctoral candidate at the City University of New York in the Department of Environmental Psychology. "The workshop is an attempt to piece together the diverse means through which the information revolution is being developed and socialized," Horwitz said. She briefly described the ways "computers and related communications technologies are increasingly altering the ways that we work, do business, shop, and send and receive information from within household environments." But Horwitz explained that her concern "lies not with these technological innovations per se, but with the social imagination with which applications

Committee, "which provides a \$100 tax credit per family member for a period of five years as an incentive for purchasing a home computer. For example, if a family of five bought a \$4000 home computer and \$1000 worth of software in 1983, they could take a \$500-a-year tax credit. So that by 1988, the computer and software would have only cost \$2500." A more direct example of this type of intervention is evidenced by NASA's censorship of the first transmission of the National Women's Agenda Satellite Service Project, designed to "connect one hundred women's organizations in six cities for audio conferencing, telex, facsimile and data transmission—all the same services Xerox and IBM provide to their multinational customers. Just prior to their first demonstration in which they were to hook up to San Francisco and Washington D.C. for the National Women's Agenda Conference, the Project was

Also contributing were Judith Gregory from 9 to 5, and the National Association of Working Women, and Marsha Love from the New York Committee on Occupational Safety and Health, who discussed the health hazards in the automated workplace and problems and strategies for organizing the workplace. A slide show, "Tomorrow's Technology: Today's Headache," put together by video display terminal operators for NYCHOSH, was shown. As Love explained, five to eight million VDT's are used today and by 1990, 50% of American industries will be using them. Some of the workplace hazards Love cited were severe eyestrain, headaches, postural problems and possible reproductive problems. The situation, said Love, "has prompted workers to insist on the right to know. They

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Associate Professor Marcia Welles



Assistant Professor Julia Chase



Assistant Professor Helene Foley



Professor Mirella Serviddio

"I have permanent battle scars."

"It's taken an enormous toll."

"You have to be out of your mind not to be apprehensive."

"Lifestyle does not enter into consideration."

The Enigmatic Process of Tenure

by Annela A. Hart and Mary Witherell

When Alice Amnden was denied tenure in February she became the latest in a long line of excellent teachers and scholars who have been denied tenure in the last five years, including John Chambers and Darlene Levy of the history department, Sylvia Heslett of the economics department, Joel Brereton of the religion department, and Joseph Masbeck of the art history department, among others.

Getting tenure is an enigmatic process that is seldom explained to students, and even among the faculty there is disagreement about how you get it and what takes place during the process. What they all seem to agree on, however, is that it is a frustrating and painful experience regardless of its outcome.

One of the issues raised at the April 15th Speak-Out on Tenure was that of student input to the Advisory Committee on Appointments, Tenure, and Promotion (ATP). Several of the speakers in the forum expressed anger at the Amnden decision because they felt their opinions had not been considered and they demanded student representation on the ATP. However, the idea of having a student representative to the ATP, similar to the student representative to the Board of Trustees, is not a feasible idea, according to President Ellen Futter.

"I'm not sure that students would really want to be in the posture of making decisions about professors, including about their scholarship, which they're really not equipped to make, in fairness to them, that have an absolutely profound impact on their lives."

Assistant Professor Julia Chase of the history department agreed that a voting student representative was not a possibility. Chase, who is currently being reviewed for tenure, said that she felt it would not happen because the materials of the dossier are highly confidential and added that she doesn't know of any university in the country that allows student access to these materials.

Another difficulty raised by Futter was that students might not be able to sufficiently distance themselves from the candidate. "There is a great possibility that students on a committee would be in the posture of only presenting positives," said Futter. It seems to me students are always going to be willing to come forward and say 'I think so-and-so's terrific.' There is a much greater likelihood of reticence to come forward, given a career significance here, and say, 'So-and-so's been dreadful.'"

The question underlying the issue of student representation on the ATP is how important student input is in the first place. Mirella Serviddio, of Spanish and member of the ATP, feels student input is a "significant aspect of the dossier."

"Student letters of recommendation," said Serviddio, "are examined very carefully and meticulously. They are one area which the ATP considers to be of great importance."

Marcia Welles, Associate Professor of Spanish, says, however, that these letters lose credibility because of the way they are solicited.

"Other schools have elaborate methods of rating teaching and these findings weigh heavily in the decisions, more than the scholarship. That is not the case here."

At Barnard, solicited and unsolicited letters and the Columbia-Barnard Course Guide are the two primary sources of teacher evaluation, and according to Welles, the collection of the letters is haphazard and the findings of the Course Guide are inadequate. "If it [a more formal evaluation system] was considered vital to the good health of the institution a system would be started."

There seems to be a general consensus that student input should be an important part of the dossier and that the methods of collecting it should be more regularized. Two suggestions were made: first, that a confidential poll among senior majors in the candidate's department be taken; and second, that a representative be chosen from

all the majors to make a formal presentation to the ATP.

While there is a great deal of uncertainty on students' role, perceived and actual, in evaluating tenure candidates, there is not much disagreement on the right of the ATP to judge candidates without expertise in the candidate's field of activity. Following the Amnden case there was discussion about how qualified the ATP is to judge a candidate's scholarship, given the fact that no one from her department is allowed to sit on the ATP during her case. Charles S. Olton, Vice President for Academic Affairs and Dean of the Faculty, said that it would be "entirely prejudicial" to have a member of the candidate's department sitting on the ATP and that the presence of someone from the same field on the ATP would not guarantee that the case would be better evaluated.

"It's always true that those who are evaluating the work are less expert than we would like them to be," said Olton. "If you had a professor of history and the entire ATP was made up of historians, nonetheless they would have some problems because presumably they're not experts in exactly the same research that that person is doing."

Welles said, in fact, that members of the ATP did not have to be experts at all in the candidate's field, precisely because "you're not judging the work, you're judging the letters." Olton explained further, saying, "The theory is that what the ATP members are supposed to be doing is judging the quality of a department's presentation and judging the quality of the letters of reference that come in and you don't have to be a specialist in the field in order to do that."

In the absence of specialists the role of the chairman is crucial because he serves as a source of information and explanation. It is his job (or in the case when the candidate is the department chairman, it is a senior member's job) to compile and present the dossier to the ATP and the ad hoc committee. The strength of the candidate's case depends very much on how hard the

chairman has worked in collecting materials for the dossier and how convincingly she presents this case to the ATP and the *ad hoc* committees.

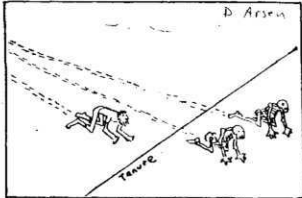
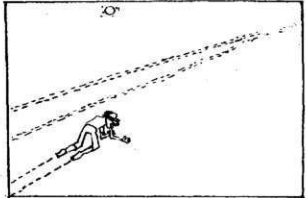
"It is important that the dossier," said Servodidio, "be put together in a supportive way. The more careful and meticulous the chairman is the better it is for the candidate. If the presentation is lackluster or lukewarm it is pretty obvious, but it would be dangerous to say that if it isn't a dynamic presentation it will affect a candidate. However, it does have to be a solid, clear presentation."

the two stages of evaluation that the candidate must go through. How close or far apart the standards of evaluation that are used at the ATP and at the *ad hoc* level is a real topic of debate. Assistant Professor Heleene F. Foley of the classics department, who comes up for tenure last year, feels that there is a "real clash in standards" between what Barnard is looking for in a candidate and what Columbia is looking for. "Sometimes what Barnard wants is not what Columbia wants or needs," she said.

Welles feels the two levels differ in that Barnard-Columbia issues enter more

tenure candidates face as, "having to please two different masters, and that's always difficult." She feels that because they are reviewed by both Barnard and Columbia there is a "fundamental conflict in what a Barnard professor is asked to do."

"You're expected by one institution to spend three quarters of your time training yourself as an undergraduate teacher while the other institution expects you to spend three quarters of your time thinking of yourself as a university researcher. The only way to do this is to work time and a half."



Chase pointed out that not only the professional but also the personal relationship between the candidate and her chairman can affect the presentation. His role in the tenure process is enormous, as he has input on all levels, votes as a member of his department, writes most or all of the dossier and presents the case to the ATP, Columbia Department, and *ad hoc* Committee. "The chairman's role is extremely important," she said. "He's given a great deal of power, like it or not. If he is unfamiliar with the candidate's field, or has never observed her teaching, or if there are personal differences between the candidate and the chairman then the candidate's case could be substantially weakened."

Getting tenure at Barnard may not be harder to get than at other institutions but it is certainly more complicated because of

into the proceedings at the *ad hoc* level.

"At the *ad hoc* level, competing needs of different departments enter into the deliberations. In general, the weight falls more to the university's needs rather than the college's needs."

Chase feels both that the two-part system of tenure review is "exceptionally hard on the faculty who go through it," and that it differs from systems at other institutions in significant ways. "It is unusual for people who don't pay the bill to make the decisions, but everything about the Barnard/Columbia situation is unusual." Another example she gave was that at the final level of judgment, (the *ad hoc*) the committee is not a standing committee but instead a new one is formed for each candidate.

Chase describes the dilemma Barnard

Welles agreed that the pressure on Barnard faculty is extreme in that they have heavier teaching loads, more student contact hours, and more community service as well as the responsibility of proceeding with their own professional research.

Some disagree with the traditional labeling of what Columbia looks for in tenure candidates as "research" and what Barnard looks at as "teaching." Servodidio says that the notion that there is a wide gap between Barnard and Columbia is inaccurate, and that in fact they are "surprisingly close" in what they are looking for. One Barnard professor who is coming up for tenure and asked not to be identified felt that it was not exclusively teaching that

Continued on page 11

The Rules of the Game

Officers of instruction at Barnard College are classified according to whether or not they are in-*field* or out-*field*. Those in-*field* are those who are currently teaching in which an instructor may be appointed or promoted with tenure or with non-tenure probationary status.

Officers in-*field* are hired for one year terms and they cannot remain instructors in-*field* for more than two years. Officers out-*field* are those who are usually recruited independently to the position of Assistant Professor.

Assistant Professors are hired on a one-year basis. They only come up for review at any time during a seven-year period with the approval of their department. However, these contracts cannot be renewed for more than seven years, except in a few special cases. There is a special procedure for the renewal (e.g., a 10-year probationary period of tenure consideration to the faculty year). At the end of seven years they qualify, must not be recommended for non-renewal, and must be recommended by the Assistant Professor if they are teaching classes. Their contract is extended for the 10th year and then the

Assistant Professor is invited to renew his position. It is possible to be appointed to a non-tenure position in-*field* in a non-tenure contract of three years and the contract can come up for tenure to a University of the committee at any time up to but not beyond the third year.

Professors in the highest tenured position. It is distinguished from Associate Professor in terms of pay, seniority, and academic distinction. It is possible to be appointed to Professorship with a ten-year tenure under the same provisions regarding Associate Professors.

Officers of instruction in out-*field* ranks are not eligible to be considered for tenure and their contracts are for stated terms of service. Out-*field* positions may also be full-time or part-time, whereas all in-*field* positions are full-time.

"Out-*field*" positions are given to officers who normally teach at other institutions. They are ranked as Professor, Associate Professor, or Assistant Professor according to their ranking at their home institutions. They are hired for one-year terms.

"Adjunct" officers of instruction are usually appointed in a field but are not considered. They are hired on a yearly

basis and are ranked according to the level and quality of their achievement in the field.

Associate Professors are not candidates for a Ph.D., but they have special competence in a given field. They are appointed on a yearly basis. After seven years they must be promoted to Senior Associate or their contract is terminated.

Senior Associate is a full-time position and is given in recognition of superior teaching competence as an Associate. Their contracts are for three years.

Senior Associates have a Ph.D., and are hired for one year or less to give part-time instruction. A Special Lecturer is a retired officer of instruction hired on a part-time basis.

Recommendations for tenure are first considered by the Advisory Committee on Appointments, Tenure, and Promotions (ATP). Members of the Committee must be full professors who are elected by the faculty for staggered three-year terms. The ATP consists of five members: one each representing languages, the rest of the humanities, the social sciences, the natural sciences and the B&B is an at-large member.

The ATP may make three recommend-

ations on a request for promotion with tenure:

1) It can recommend promotion only in which case the President may offer an appointment to Associate Professor without tenure which is subject to an eight-year limit with the possibility of being reconsidered for tenure;

2) It can recommend a candidate be given tenure, in which case the president requests that University of the committee be formed to evaluate his candidate;

3) It can recommend that a candidate be denied tenure and promotion. The University of the committee is composed of five members. Two are professors from Columbia (all chosen from outside the candidate's discipline) and the B&B is an outside scholar with in the candidate's field. The scholar is chosen by the University Trust in consultation with the Board of Trustees of the Faculty. A new committee is formed for each candidate and the composition of the committee is kept confidential. The committee may recommend for or against the granting of tenure. If it recommends for, and the president and Board of Trustees accept its recommendation, the candidate is granted tenure.

FEATURES/REVIEWS

SPRING DANCE FESTIVAL

by Natalie Wigotky

The Barnard Dance Department and Program in the Arts presented its Spring Dance Concerts choreographed by Barnard students last weekend in Minor Latham Playhouse. In the performances of Wednesday and Thursday, the programs consisted entirely of modern works. Starting with "Daydreams," choreographed by Brian Bluff, the program moved along a colorful and rhythmic scale. The first piece had three dancers dressed in bright colors, and combined ballet-like movements with crisp modern postures. The music was by Phil Collins and The Roaches.

"Night Flight," the next piece, danced by Allegra Blumfeld and Naomi Goldberg, and "Quartet," danced by Ingrid Bryner, Cynthia Gerson, Marisa Moglia, and Jennifer Spiegler, were both abstract dances that combined obtuse body movement with the contractions and arm movements typical of the style of Martha Graham. The costumes in "Quartet" complemented each other without detracting from the dancing itself, which was choreographed by Marisa Moglia.

The big undertaking of the program on these two evenings was Naomi Goldberg's work, "The Third Element." Here, ten dancers appear on the stage dressed in pajamas, focusing to the corner of stage left where a triangular object is being touched by a dancer draped across it. The dancer is Naomi herself, who not only beautifully moved her sleek, Balanchine-type body across the stage very professionally, but also narrated the work with great wisdom. The music was strange—taped by Christopher Jones, Matthew Stauder, Brett Wolfe, and Marianne Weems, but it fit in with the whole idea. In the program pamphlet were excerpts from the *Manifesto of the Triangle* outlining Goldberg's concepts. "It's a construction, a kind of blocking of relationships, something to deal with, something physical which we participate in making, actively construct . . ."

The piece dealt with the relationships of people to one another, of bodies to space, of bodies to bodies, perhaps of growing up, and seeing the world in a new way. "The vertical becomes the bond which cannot be measured, because it can be continued towards the sky, only making it more of a presence," the pamphlet says.

Another of my favorites was the "Clifford Still; oil on Canvas," choreographed by Diane Wheatley and danced by James Eubankler, Jean Varayannis, and Diane Wheatley. The dancers came out in bright red unitards, the only colors on stage except for one long strip of red satin that hung from the upper reaches of the theatre. The dancers were like globe of paint, their bodies coating around the stage floor. It was almost like an outer-space film of martians waking up from a long sleep. The red satin strip started moving and out came another "martian." The movements and the overall picture of what was going on on stage was fascinating.

The program on Friday and Saturday was very different. The first piece on the second program was a jolly, sprightly duet wonderfully danced by Margaret Morrison and Kristen Thompson (who happens to be a very high jumper). Margaret choreographed the piece as a playful collaboration

of two people showing off their gazelle-like leaps and smooth movements. Their colorful costumes added to the youthfulness of the whole piece. This was definitely a favorite of mine.

The dance department specializes in modern dance. Perhaps that is why I get a special feeling inside when I see the stage get filled up with bodies in pink tights and ballet slippers. Jane's Ansey's "Evolution Suite" was the most refreshing thing that could have come after an intermission. The choreography, due to Beechoven's famous composition, "Gnossens," was clean and entertaining with humorous interludes. I hope the ballet dancers hold their ground because they add a very important part to the way the whole program looks. Ansey's choreography has the American cleanliness and the way the dancers moved together on stage really worked.

The ballet parts choreographed by students also worked. Elena Giannetti's "Largo" was a nice romantic variation to the music of Vivaldi. "Bourgeoisie Selection," choreographed by Rachel Rapp and danced by Rapp and Christopher Rankin to the music of Rossini was a playful and adorable duet of two youths courting each other. It was a *pas de deux* that reminded me of a Petipa festival wedding variation, or of one of Swanilda's dances in "Coppelia." The steps went very well with the music and the dancers, and were precise and very professional. "Molto Vivace," danced and choreographed by Jui-ue Onuma to the music of Dvorak was a "dancey" conglomerate of well-put-together steps and the overall "moodiness" ended with Jui-ue sitting on the floor of the stage looking into the audience with her chin in her palm. Her succinct came through in her dancing, her elongated movements with high leg exten-

sions and flowery arm positions.

Two other works—"Anne's Kitchen" and "Sites"—were both very entertaining in that they used very different techniques. I think it would have been wise for the program to end with the ballet pieces instead of jumping around from classical to modern so much. Perhaps they could have put all the ballet in one act and all the modern in another. Maybe next time back-acts could be employed between pieces so they don't have to see the technicians walk across the stage to change the colored lights. All in all, however, it was a very impressive program, especially when one considers that the whole thing, with one exception, was done by students. Barnard is definitely bursting at the seams with creative talent. One can definitely say that the Spring Concerts displayed the strength and energy that Barnard holds in the creative work.



Former Barnard student Sally Horn. Temple Dance 1980/Mosart

Amsterdam Cafe Adds 'Class' to the Area

by Lori Stevens

There's a new restaurant in town that's making a good reputation for itself. The Amsterdam Cafe, which opened in December, is located at 119th and Amsterdam. It offers customers in the area something a little different than the old run-of-the-mill hamburger and fries. Inside, the atmosphere is that of a restaurant on the Upper West Side, rather than one of a few blocks down from Harlem. The Amsterdam Cafe has class without the snobbery that usually accompanies it. The hostesses and waiters are friendly and accommodating, the atmosphere relaxed and intimate.

The Amsterdam Cafe offers a wide variety of meats, salads, and fish.

Luncheon is served from 11:30 a.m.-4:00 p.m., dinner 4:00 p.m.—until closing at 1:00 a.m. Kindos is experimenting with a dinner specialty board offering four specials a night in order to determine the tastes of the community. Next September the dinner menu will be revised in accordance with the suggestions he has received from customers. Kindos is also planning to bring in a piano, and is working on an arrangement with a limousine company, so that theatre-goers can have dinner and a limousine from there to the theatre for a fixed price.

Much of the credit goes to the general manager, Jimmy Kindos, who previously worked at Center Court in Lincoln Center and the Slate Restaurant on Columbus Av-

"Unlike most of the "nicer" restaurants in the area, there is no minimum per table, another way in which the restaurant caters to the college community."

ence. Kindos says he didn't want a West End or Terrace type of restaurant, but something in between. His restaurant is the first of its type in the neighborhood, which lowers the risk associated with opening a new business. Already the restaurant has regular customers, and his clientele includes Columbia faculty, students, and area residents.

The Amsterdam Cafe is drawing in students with the happy hour from 4:00 p.m.-7:00 p.m., Monday through Friday, with \$6 beer on tap. Unlike most of the "nicer" restaurants in the area, there is no minimum per table, another way in which

the restaurant caters to the college community. Kindos keeps in close contact with college officials in order to find out events and schedules of college activities and thus be prepared for an influx of visitors. He has some apprehension about the summer, when the college population will decrease, but he is planning to set up an outdoor cafe which should draw more customers.

The price range is a little higher than is usual in the area, but the quality of the food and service is worth it. If you are in the mood for a nice dinner, or a quiet drink without a kitchen slobber in your ears, the Amsterdam Cafe is worth trying, and it will save you the trek downtown.



A Tale of Murder and Unmitigated Gloom

by Julia Ridgely

The fairy tales of the Brothers Grimm have been rewritten, expurgated, and psychoanalytically-ed by successive generations, yet hearts have often been able to detect what minds have not that these stories are more than gruesome entertainment for children. Playwright Wendy Kesselman has guessed correctly that their survival owes more to the humanity and humor of their authors than to their more obvious folk horror: her latest work, *The Juniper Tree* presented by the Music Theatre Group/Lenox Arts Center, combines the Germanic atmosphere of the Grimm story on which it is based with a modern sensibi-

lity for the fragility of human relationships.

The tale concerns a young man fascinated by the peculiar spirituality of his young wife, who then giving birth to a son who proves to be a reincarnation of his mother. The boy's almost morbid silence and passivity unnerves his literal-minded step-mother; this living reminder of the boy's dead mother eventually drives her to murder. The dialogue includes a certain amount of folk diction—rhymes, repetitions, nature metaphors—but adds enough contemporary psychological interpretation to make the dramatic situations seem more

plausible; Kesselman alternately parodies fairy-tale conventions (such as the father's unmitigated gloom after his wife's death) and exploits their often frightening straightforwardness. The balance is not always an easy one to maintain—the humor and horror often follow each other with unsettling speed—but the drama is consistently absorbing.

Kesselman's score for an unusual ensemble of accordion, percussion, bass, piano, and clarinet reflects the same contrast of sources as it includes folk, jazz, and modern American musical elements. The

set by Lawrence Casey, a tall, grey, and ghostly juniper tree whose fabric branches spread over the audience, combines with the crypt-dark space of St. Clements Church and Marilyn Rennege's subdued lighting to evoke the mystic time and space of a fairy tale. Anthony Crivello and Deborah Offner in double roles as the Husband/Boy and Stepmother/Marilschen make each character convincing and each moment entertaining. Wendy Kesselman reminds us in a singularly pleasant way that, long after childhood we continue to live in fairy-tale time.

Anthony Crivello and Deborah Offner in *The Juniper Tree—A True Household Tale*



Photo: Thomas

On Campus

April 28

C. U. Department of Music presents The American Heritage Music Festival at the New York Historical Society 8:00 pm, 299-3625.

The Solomons Company/Dance presents A Program of New and Repertory Works at the Theatre of Riverside Church 8:00 pm, 864-2929

\$6 or TDF voucher + \$1 or \$4 for senior citizens and students

April 29

The Manhattan School of Music presents The Manhattan Philharmonia, David Gilbert, conductor, and Martin Soderberg, piano soloist. Borden Auditorium, E-way and E22nd 8:00 pm, free admission

April 30

The Solomons Company/Dance presents A Program of New and Repertory Works at the Theatre of the Riverside Church

8:00 pm, 864-2929

\$6 or TDF voucher + \$1 or \$4 for students and senior citizens

May 1

McAe & the Barnard Spanish Club present An Afternoon Concert of Spanish Music 4:00 pm, Sulzberger Parlor, Barnard Hall Free Admission, refreshment served

At the Cathedral of St. John the Divine The Spanish Song, Juan Amador Sepulveda,

tenor, and Jose Daniel Martinez, pianist Synod Hall, 3:00 pm, 496-6322 Door donation, \$6. Students & senior citizens, \$4. Groups, \$5.

The Solomons Company/Dance presents A Program of New and Repertory Works at the Theatre of the Riverside Church 8:00 pm, 864-2929

\$6 or TDF voucher + \$1 or \$4 for students and senior citizens.

Tenure

(Continued from page 7)

was considered at the ATP. "I think publications are probably more important right down the line."

There is no question that getting tenure hurts. The process has been described as grueling, strenuous, exhausting and painful, not only for the professors themselves but as they watch their friends and colleagues go up or down the ladder.

"You see these people and you know they are as good as if not much better than you are. You see people go down who you know are worth so much," said Welles.

One reason the process is so draining is its length. Candidates usually spend a year working with the chairman on compiling the dossier and then after it is submitted the process of evaluation takes another

year. After the dossier is submitted all the candidate can do is sit and wait and Chase feels this period is "hard on people. You really can't be under the gun for nine to ten months and stay sane."

Another reason the candidate feels anxious is that in they are denied tenure, it is, as Foley puts it, "very much a personal firing." Welles added, "The message of getting turned down is that you're not good enough."

The personal nature of the tenure denial is qualified, however, by Serviddio, "There's not truth to the implication that lifestyle or political views enter into ATP decisions," she said. "I've been distressed that that idea has been communicated to the community because that is really not

the case."

The pain involved in coming up for tenure seems to be inherent in the system as it stands now. "To some extent, pain is built into being an academic," commented Foley. "I think you'd have to be out of your mind not to be apprehensive when you're being considered for tenure." She further added that any possibility of eliminating some of the pain would involve "radically changing the system."

The unidentified professor agreed that there were inherent difficulties in the system, but did not know if there was a better way. "It would be nice if it were more rational, but I don't know of any tenure system that is."

Chase said that the complexity of the

Barnard proceedings in which five separate groups are enlisted, being the Barnard Department, the Columbia Department, outside evaluators, the ATP, and the Adhoc Committee, tend to lead to conservative tenure appointments because if the candidate is turned down at any of these levels, tenure is denied. "Tenure is inherently conservative in and of itself because so many people get to say no. It tends to eliminate people in fields that are unusual, new or controversial or whose views are controversial."

Perhaps the greatest source of pain in tenure is the uncertainty. Whether a candidate receives tenure or whether she is denied tenure she will never know why. Welles, who was tenured in 1978, said, "I have permanent battle scars. You do not know if you are saved by good works or saved by grace. Sometimes I think it's by grace alone."

Sexual Harrassment

(Continued from page 1)

The Vice President involved will make a further investigation and present his written decision not more than 30 days after the appeal has been submitted. The Vice President's opinion is final except when an involved employee asks for arbitration procedures.

It is stated in the policy that "the end result is not intended to be primary punishment of the offender, nor retribution." Rodgers explained that the appropriate remedy in some cases may vary while being education. A professor, for instance, may not be aware that he or she is making a student uneasy in the classroom.

At the ATP Council meeting last week where Ms. Rodgers presented the policy to members of student government, the general consensus concerning it was that students as well as college employees must be educated as to what constitutes sexual har-

assment and then must not be afraid to register a complaint. Rodgers feels that the explicit policy will alleviate certain fears and "help those who think they are going against the norm by complaining."

Joe Tolliver, Director of College Activities, feels, "It is the responsibility of the administration and faculty to be involved in some sort of education process so students can become more aware of what sexual harassment is and what the definition of power is."

Aroza Sanjana, Vice President of Student Activities and President-elect of Undergrad is pleased with the policy but like Tolliver noted that students need to be more educated because "later on in another environment or institution there will also be a degree of sexual harassment or some discrimination. They have to start realizing that the problem exists and the degree of it."

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Technology

Continued from page 5

want a right to participate in workplace design and work conditions.

Mary Murphree sees the automation of the workplace as a question of power. The word processing which Murphree discussed, has replaced the typing pools of yesterday. Murphree explained, "To use a familiar expression, there is word processing and then there is word processing. At the crudest level of analysis one can distinguish between centralized and decentralized word processing." Murphree described the centralized system as being one in which the working space is set up in modular units and production is "factory-like." The decentralized system, where word processors are interspersed throughout the firm, allows the operator complete control over the memory of the machine as opposed to the constant surveillance we are well aware that under the centralized system of word processing they are losing power," said Murphree. And that power, as she described it, "is the control over information."

Eve Hochwald discussed the academic literature available for the new "automated office." She explained that 60% of American workers work in "sex-segregated op-

erations." In Hochwald's analysis she urged feminist scholars to "take back the future," and that they "reposeuse it" by opening up the dialogue for gender equality in the workplace.

The panel concluded with remarks from Judith Gregory, who explored some of the furthest trends of decentralization: domesticity and office homework, both trends characterizing a movement toward further privatization of "quality workers," as they have been described, in certain demographic studies of the suburbs—white, second earning, suburban women. "What we see is a movement away from the people who need them most," said Gregory, who referred to minority urban women who head households. She explained the difficulties of a group like 9 to 5 which is based on collective effort in the face of automation, "the rebirth of individualism." "In the name of the future," said Gregory, "management is up to some very old tricks."

Haraway, who attended this workshop, offered her comments: "There was less of a daily exchange that a workshop would have provided (there was no time to break into small discussion groups), but I have some notions of what I need to know next, a

sense of who is organizing as well as a sense of the literature available and that that is the reason that I came."

After the conclusion of the workshop sessions, the audience reassembled in the gym for the last formal session of the day, a poetry reading by best-selling author and political activist Marge Piercy, Barnard Professor Quandra Stadler, who served on the conference planning committee, introduced Piercy. "It is appropriate that the Scholar and the Feminist Conference, treating the question of technology, finds conclusion in a poet, Marge Piercy, who knows that failure to act is to be a conspirator; that being a poet is not quiet enough." Piercy read from her latest poetry collection, *Stone, Paper, Knife*, and from other collections in which she attacked the aggressive, destructive and dehumanizing nature of the technological work.

The day concluded with a reception for the speakers and conference participants in the McIntosh Student Center. Stadler commented, "I think the conference was extraordinarily coherent. There was a lot of unity from beginning to end. All of the things that were happening were speaking to one another, making it one of the most unified, sound and inspiring conferences we've had."

Jane Gould, Director of the Women's Center, compared this year's event to last year's Conference On Sexuality, which attracted much media attention, while

Barnard Administrators' confusion of the conference dates that were to be included in every registration packet. "I think this year's conference made as strong a statement as the one last year," said Gould. "When we picked this topic, a lot of people thought we were retreating to a 'safe' topic. The way we treated the topic was exactly in keeping with all the other Scholar and Feminist Conferences—just as strong and provocative, and I'm proud of that."

Conference coordinator Bettina Berch smiled and remarked "What I think is immaterial. It was a conference about taking back the future. If it inspires people to start doing something about it, then it was very successful."

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Amsden

Continued from page 1

generation to say that Alice Amsden has been a most instrumental person in my academic and intellectual development at Barnard. She has served as an inspiration and role model to me." Judy Malitz, an economics major at Barnard said.

Steven Waldman, a Columbia College senior, called a denial of tenure for Amsden "a bad sign" and said that it would make claims of Barnard as a "teaching institution" (as opposed to a "research institution" like Columbia) hollow.

Audrey Slade, an economics major and organizer of the Speak-Out, said that "future decisions should not be shrouded in secrecy." She proposed that student input be present from the beginning of the tenure process since it cannot have an impact when it is ex post facto.

Ramona Romero, Officer of the Board of Undergrad, suggested that there be a student representative on the ATP and that another committee be formed whose purpose would be to do what the Speak-Out was doing: get opinions from students,

alumni, and faculty and then make a formal recommendation to the ATP.

Following the Speak-Out, Amsden commented that she was disappointed that none of the ATP members had been present. She was also displeased that only one administrator, Dean Charles Otton, was there.

Levenstein, too, was disappointed that President Futter did not attend the Speak-Out. She felt that this demonstrated a lack of respect for the students. "She should try to make herself more available to students," Levenstein said. She pointed

to the fact that when Futter attended Barnard there was not a political economy program and that she therefore does not fully understand its importance in the economics field as a whole.

Levenstein was pleased, however, with the wide variety of speakers at the Speak-Out. She expressed the hope that the administration would become more receptive and open to student input, and that students would demand this right instead of expecting that these decisions be made for them.

Kirkpatrick

Continued from page 1

who will also be delivering the commencement address.

Senior Class President Michele Menzies feels that "There could have been a better choice. Perhaps we should have said something earlier when she was first being considered." Kirkpatrick was invited in September but only recently accepted the invitation.

Menzies does not expect any demonstration at the ceremony because, "Everybody is so apathetic about everything in general and pretty selfish nowadays so I don't think this will amount to too much."

Futter believes that Kirkpatrick's presence is testimony to the college's commitment to "academic freedom, free speech and tolerance for a different point of

view." She continued, "We ought to be able to do this particularly in a setting like commencement without an acknowledgment of the views. We are honoring achievement, not a particular persuasion about an issue. If you can't do it in this setting I think we have to look at ourselves and what we are doing here."

Barbara S. Schmitter, Vice President for Student Affairs and Dean of Studies, commented, "It seems to me especially appropriate that Barnard give its medals to its own graduates in all their diversity and over the whole range of their impressive achievements. That Ambassador Kirkpatrick's representations in the United Nations are controversial in, I think, beside the point. That her position as a distinguished one is what is relevant. Governor

Cuomo, Mr. Jordan and Professor Komorovsky will also receive awards that day and know that she will share the platform with them. I presume that they too respect her achievement regardless of their attitude toward her political stances."

Shriver, who feels that her committee

"represents the broad sentiment on this campus," resents Kirkpatrick's presence at graduation. "Jeanne Kirkpatrick should not be setting an example for this generation of Barnard alumnae—we need people with creative minds rather than people who are sending weapons and killing babies."

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Sandra Hochman (Yale Younger Poet '61) feminist filmmaker and author of "Walking Papers" is coming to Columbia to tell you about RENAISSANCE SUMMER, a 10-day explosion of the arts. August 1-10 in the majestic redwoods overlooking the magnificent Pacific Ocean.

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SPORTS

Bears Finish Up 7-4; Fourth at Seven Sisters

by Maya Marin

With the final matches that occurred last weekend, the Barnard netwomen have finished their 1983 season with a 7-4 dual match record and a fourth place in New York State. This spring season, in particular straddled a period of rebuilding as several members of the team had graduated

while Karen Pantan '84, edged the Iona tennis player 6-4, 6-3. Amy Briguglio '86, pushed her games to the limit with split sets 6-7, 7-5, 6-4 in Barnard's favor. Kay Diaz '84 played an aggressive game winning 6-1, 6-1, and Ruth Kaplan '85 defeated her opponent 6-2, 6-1. As the scores show, the Barnard tennis team showed re-

sults to be played. Briguglio and Diaz won their protest 10-5 but Kaplan and Debbie Dzierszko '86 lost their doubles protest 10-3.

The final score ended up in Barnard's favor 7-2, bringing the netwomen's season score to 7-4.

Immediately after this match, the team had to trek up to Smith College for the Seven Sisters Tournament. The participating teams were Mt. Holyoke, Wellesley, Smith, Vassar, Bryn Mawr and Barnard. Feldman played the number one spot for Barnard in the tournament, Pantan was number two, Briguglio played number

three. "Each team player was able to contribute one point to the overall team standing," commented Coach Debra Ashburn. She added that the team played very well and handled the last minute shuffle of bad court positions with a positive attitude. Most of the members were playing above their normal position but really came through in this tough competition, especially after having a competition the day before. Barnard finished fourth of the six schools, led by Wellesley and Bryn Mawr.

Ashburn's closing comments on the season reflected an understanding that the

"With the good nucleus of players on the tennis team, I look forward to the upcoming season." — Amy Briguglio '85



Co-Captain Karen Pantan '84

last semester. However, this reduction in team size has not hampered the enthusiasm or the attitude of the Barnard team.

Last Friday, April 22nd, the netwomen confronted Iona, in a match that was held at Baker Field. All six singles matches played were won for Barnard. Leena Shapiro '83, bested her opponent with an impressive 6-0, 6-0. Philippa Feldman '86, won her sets decisively 6-0, 6-3,

lately no difficulty in seeing Iona in the singles play.

Some problems did arise during one of the doubles matches in the competition. The pair of Shapiro and Feldman had to default due to a discrepancy in the scoring between the two teams, giving one point to Iona through default. The following two doubles matches were played in protests since Barnard had already won six of the

three and Diaz was number four. The doubles team of Kaplan and Dzierszko competed for Barnard.

In this tournament, a player competes against the other five players of her same ladder position. For example, each number one tennis player competes against all other number one players for the other colleges. The same holds true for the number two, three, and four players. Each match won equals one team point. Barnard gained seven.

Feldman defeated her opponents from Wellesley and Bryn Mawr; Pantan, Diaz and the doubles team of Kaplan and Dzierszko gained one point each in their matches against Bryn Mawr. Briguglio also defeated Bryn Mawr but also won her match against Mt. Holyoke's number three

team was still rebuilding but that there was a vast improvement in each player. Co-Captain Amy Briguglio noted that the only handicap the team experienced this season was the fact that there were "no extras in case people got sick" but that the "good nucleus of players" on the team make her look forward to a strong upcoming fall season next semester.



Nobody Asked Me But . . .

Scoopie Sounds Appealing

by Mary Witherell

I've been thinking about the film *Therese* a great deal lately. I was disappointed that it only won one major Oscar, for Best Supporting Actress, because I really like it; in theme, how one man learns to meet about what it means to be female just by pretending he's a woman on a soap opera, is really intriguing. How would it actually feel to be the opposite sex for, let's say, one month?

I propose to volunteer for the next gender-swapping movie. We can call it *Scoopie* and it will be about a young, talented female Ivy League college graduate named Mary Frances who wants desperately to be a sportswriter but can't get a job because no one wants to work with her. That's my part.

As example of the dialogue

Potential Employer: So, do you like hockey?

Heroine: Yeah, sure.

Potential Employer: Do you understand it well enough to cover it?

Heroine: Yeah, of course.

Potential Employer: So, who's your favorite player?

Heroine: Ron Duguay of the N.Y. Rang-

ers, because he skates well and I like his wrist shot.

Potential Employer: Yeah, all you girls like Duguay 'cause he's got that cute curly brown hair.

As the movie begins, we find our heroine unemployed, with only a volunteer internship to show for four years as an editor on her college newspaper and her three years as a sports publicist for her college. The little exchange above is only one of many such encounters she has in her vastly male-dominated field. None of the men she meets in her interviews seem to think she is knowledgeable enough about sports to be able to be a journalist.

And there are two types of interviewers, she learns: There are the kinds of men who feel that theoretically more women should be hired for their companies/newspapers, but don't understand what the criteria are for determining what a talented female sportswriter is, so ask questions like, "So what's your G.P.A.?" as if that were important.

Then there is the other kind, who looks her up and down to see if she has the potential to be the next Phyllis George or

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Scoopsie In Sports

(Continued from page 15)

Jayne Kennedy, women whose looks got them sport announcing jobs, and who spend their Sundays doing "human interest" features about football players and their wives. When they see she's not the pin-up type (actually she's sort of like Dustin Hoffman in looks, quality-wise) then they get aggressive and try to "scare the girl out of the office," with lines like "So are you willing to go into a locker room with a hundred naked baseball players and have 50 soiled jockstraps, 25 wet towels and the 75-year-old equipment manager thrown at you?"

After she strikes out (no pun intended) all over town, she ponders the idea of going to a small paper in Wyoming advertising for a sports reporter who "loves the great outdoors." She subsequently learns that this means she would be writing about trout fishing and moose riding. She decides to skip the Wild West and finds another

opening on a local weekly in Maryland only 25 miles from Washington, D.C. With hopes of covering the Washington Redskins she writes and then gets word that the **BIG** best on this paper is the local high school's football team which was 2-9 last year, and the paper's circulation is less than her college newspaper's.

Sick at heart, she takes herself to see *Tootsie*, and presto change-o—Mary Francis becomes Frank "Scoopsie" Marcus. She decides to wear a suit and tie, cuts her hair, lifts weights, lowers her voice, adds a New England accent to prove she is from the sportswriters' paradise, Boston, and swaggers into her first interview, smoking a cigarette.

The approach she gets is completely different, whether from the sympathetic or the misogynist interviewer types. First, the sympathetic kind doesn't feel uncomfortable anymore, and so asks her per-

sonal questions like, "So what do you think should be done about the controversy over the recent evidence that boxing is causing brain damage to veteran fighters?" He talks shop with Frank; he doesn't apologize for cursing, as he did when Frank was Mary. Nor does he try to change the way he is in order to be polite to a "lady." It isn't necessary; it isn't desirable; it isn't appropriate.

The misogynist is back in his element, dealing with his own sex, and is enjoying himself talking to this permeable young man who is soft-spoken, yet knowledgeable, intelligent, yet witty; and of course, truly willing to work hard. Frank scores so many points with the misogynist that the misogynist even offers to buy him a beer and gives him free tickets to that night's Knicks game.

Frank is an instant hit and in two years has his own column for the *Daily Times*.

He is liked by both the men he works under, and the women who work for him, as secretaries and typewriters. Frank's columns are sensitive and see a little deeper than those of the older columnists who've been writing practically since the days of Ty Cobb and Babe Ruth. Many of the women in the office say he's got an almost woman-like perspective in that he is less quick to criticize, and will look a little closer before passing judgment.

Secretly, Frank wishes his employers would have had that particular quality themselves, an ability to see beyond labels.

For those of you who are graduating this year, and to the rest of you, who will face the same problems someday too, here's hoping that your Frank will surface when you need him, when people think you can't do the job because you are a woman.

And I hope he comes without wardrobe changes.

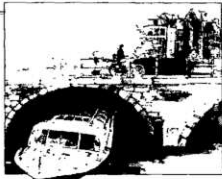
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