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Interview: Bettina Berch—see page 6

Barnard



Bulletin

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October 2, 1985

FACULTY: BARNARD'S EMPLOYEES



Bulletin photos by Jeremy Young



Bear Essentials ★

DEADLINE FOR MARSHALL SCHOLARSHIP, OCT. 4; for FULL-BRIGHT SCHOLARSHIP, OCT. 9. Make appointment to see Dean King, 105 Milbank, for further information and application forms.

SOPHOMORES with GPA's over 3.2 who are planning a career in government service may be eligible for a Truman Scholarship of up to \$5,000 annually for two undergraduate and two graduate years of study. For additional information, call Sophomore Class Dean Katherine Wilcox (x2024) or Professor Kathryn Yarakis (x8422) **BEFORE OCT. 18.**

PRE-LAW STUDENTS: Law School Panels will be held in Ferris Booth Hall, 7:15 P.M., OCT. 2, with Toturo, Yale, Hofstra, Catholic, Vanderbilt, N.Y.U., Rutgers (Camden) and **THURS., OCT. 10,** with Boston University, Northeastern, Emory, Boston College, Washington U., Franklin Pierce, Pace, Tulane.

Elizabeth Cady Stanton Pre-law Society will hold a general meeting, **MON., OCT. 7, 12-1 P.M.,** Jean Palmer Room. New members welcome. At their meeting, **THURS., OCT. 10,** Deaneary, BHR, 1:15-2 P.M., Dean Rowland will discuss the law school application process and ask questions concerning a law career.

Dickinson School of Law will recruit **MON., OCT. 14, 205 Buell Hall, 2-4 P.M.** Stanford University Graduate

School of Business, **TUES., OCT. 8;** Stetson University College of Law, **THURS., OCT. 10;** Pace University Graduate Admissions, **MON., OCT. 14.** Call x5495 for details.

JANUARY '86 GRADUATES: Deadline for filing your Diploma Name Card with the Registrar is **FRI., OCT. 11.** **SENIOR SCHOLAR APPLICANTS:** Make an appointment to see Dean King, x2024. Deadline for filing, **FRI., OCT. 11.**

SUPPORT GROUPS sponsored by the Office of Health Services will be meeting at regular intervals for the next few weeks. Dr. Harriette Mogul will address the issue of **BEHAVIOR MODIFICATION, THURS., OCT. 10,** Lower BHR Conference Room, 12-1 P.M. Dr. Margaret Backman will lead group on **DIVORCE** on Wednesday evenings to be arranged as interest develops. Mrs. Jean LeBlanc will conduct group on **STRESS, PERFORMANCE AND ACHIEVEMENT** Mondays, 1-2, 2-3 P.M., Wednesdays, 2-3 P.M. Please call x2091 to convey interest in any of these issue-oriented peer support and/or psychotherapy groups.

CAREER PANEL will be held on Foundations and Fundraising **WED., OCT. 9,** Deaneary, 4-5:30 P.M. Alumnae will discuss research, writing, organizing and public relations skills helpful in working with organizations which raise money.



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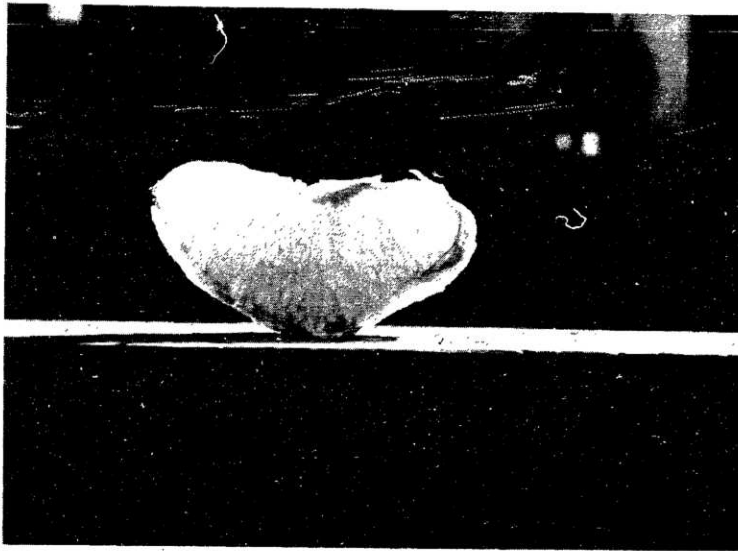
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A Slice of the Big Orange?

ACROSS

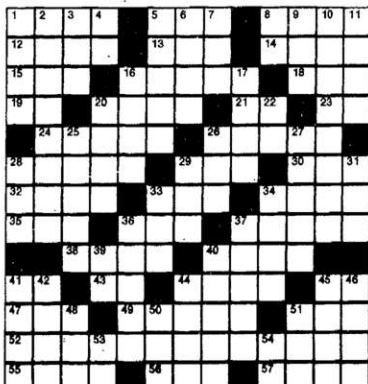
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- 56 Marry
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- 2 Side by side
- 3 Irritate



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- 54 As far as



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answer to puzzle 9/19/85

E. C. S. Pre-Law Society
Presents a LSAT Panel
 Meet Representatives from Stanley H. Kaplan, BAR-BRI,
 Sexton Educational Services, and Adelphi University
 Thursday, Oct. 3
 4:30-6:00 p.m.
 Sulzberger Parlor



"I SHOULD JUST RUB THIS PIZZA ALL OVER MY FACE... CAUSE THAT'S WHERE IT'S GONNA END UP ANYWAY."

Reviews

Kurosawa's *Ran*: Shades of Shakespeare

by Jennifer Sudarsky

Griffith's *Birth of a Nation*, Gance's *Napoleon*, boar hunting with your father, retinues of warriors and concubines, reading Columbus Avenue sushi menus, shopping at Charivari, fools, transvestites, getting shot in the back, typhoons, and 16th century feudal Japan. If you like any of the above you might like Akira Kurosawa's newest film, the \$11.5 million *Ran*. If you prefer pure Noh tradition, the international advancement of women, and *King Lear* don't brood because you didn't pay \$15 to be bored for over 2 hours at the opening night of the 23rd New York Film Festival at Lincoln Center last Friday night.

The problem for a Western audience with *Ran*, which translated from the Japanese means "chaos," is not that we are unfamiliar with Japanese tradition. If the film were as universal as Kurosawa wanted it to be, that is if it really depicted "human deeds as viewed from heaven" as the director modestly describes his intentions, tradition would not be a concern. Certainly it helps if you are familiar with the legend on which this picture is based—that of the 16th century feudal warlord Morikawa and his three goodly sons. It is a legend as familiar to the Japanese as the tale of George Washington's cherry tree is to those of us born in the U.S.A.; and it helps if you are familiar enough with Japanese culture so that the names of main characters like Tiro, Jiro, and Saburo, or Kaede, Kyoami, and Fujimaki don't sound like Columbus Avenue dinner dishes. But regardless of what you know about the Japanese, you will not be any more enthusiastic about this movie.

In fact, the less you know when you walk into this film the better. If you only got as far as Freshman English or Lit. Hum, you know too much. That is to say, if you are forced at gunpoint, or arrowhead as the case may be, to see this movie, forget you ever read *King Lear*. Forget that it is the greatest tragedy in all of Western Literature or that it is the greatest written work of art in all of the world and remember Shakespeare is inimitable and Kurosawa is an idiot.



Ran: "human deeds as viewed from heaven"

Although he is aware of the similarities between *Ran* and Shakespeare's *King Lear*, Kurosawa denies that he intended his film to mirror it. There is an aging emperor Lord Hidetora Ichimonji (Tatsuya Nakadai), who splits up his kingdom and then goes mad on a heath during a storm. He just happens to look like Lawrence Olivier with slanted eyes. Hidetora has three children the youngest refuses to brown nose and is exiled. There is a best friend who has integrity and gets exiled, too. There is a fool, Kyoami (played by the

famous Japanese transvestite Peter), who is the emperor's sidekick. He speaks in a language of paradox and prolepsis, laughs and cries a lot, cross-dresses, and chants lots of Japanese ditties while dancing the 14th century *Jiutamae*.

Ran doesn't have a Goneril, a Regan, or a Cordelia. There are a few gorged eyes, but no Gloucester, no Edmund, and no Edgar. It has no Wheel of Fortune. It has no cause.

Instead of three daughters Hidetora has three sons amongst whom he divides his kingdom. Kurosawa explains ridiculously that he could not have changed Hidetora's three sons to three daughters because in 16th century Japan women could not have had as much power as women in Shakespeare's day. Of course what is ridiculous about this is not the historical reality, but that Lord Hidetora's sons are no more real, that is non-fictional, than King Lear's daughters. What he really means is that three daughters would not have been cause enough for about 70 cinematographic minutes of vermilion battle scenes in which Hidetora's hundreds of concubines faithfully throw themselves on one another's swords.

To make up for the missing daughters, Kurosawa has included what the Lincoln Center Film Society calls "a Lady Macbeth figure," or in one hero's words, "a fox-devil" who is to blame for the kingdom in shambles. Yet this Lady Macbeth doesn't even get to self-destruct. She is calmly decapitated with a single blow.

It is a shame that a modern filmmaker like Kurosawa, while so expansive, is also so jaded. He is expansive in that his films, like *Seven Samurai*, *Throne of Blood*, and *Dersu Uzala*, are so cross-cultural. Shot on location by Mount Fuji, this big-budget picture is often very beautiful. The costumes, which were all hand sewn and which took three years to make, are unforgettable. And yet, just as unforgettable are the film's limits. Blood and guts spilled over 1400 extras does not appeal to everyone. At first it seems that Kurosawa is on the right track. An emperor dividing his kingdom is perfect material for a drama. An emperor who can't recognize true loyalty in his youngest child is even cause enough for a tragedy. But to blame the tragedy of a "Lear figure" on a "Lady Macbeth" figure who doesn't even belong in the movie is just plain poor taste. It should never, never, never, never, never have been done.

Faculty Secures Parental Entitlements

by Jenny Yang

Barnard Board of Trustees, after a year of deliberation, approved on May 29, 1985 a policy entitling faculty members to take leaves of absence for reasons of pregnancy, childbirth, and infant care.

All full-time, male and female professors, associated professors, assistant

parental policy rather than a maternity policy."

Flora Davidson, Dean of Special Academic Programs, praised the policy as "a model policy . . . one that Barnard can be very proud of." Dean Davidson began negotiating for such a policy ten years ago when "it became apparent that there was

pregnant and about to give birth is usually untenured, a junior faculty member, and is feeling very vulnerable about a variety of things and does not want to have the fact that she is about to have a baby held against her." Dean Davidson pointed out that because no formal sick leave or disability policy existed for faculty members, "there were so many unknowns that we felt the humane thing to do, the progressive thing to do, the Barnard thing to do was to have a maternity policy that answered all the questions, specified all the benefits, so that everyone knew who was entitled to what and when."

Dean Davidson worked for a maternity policy initially under Jacquelyn A. Mattfeld, who was the College President at the time. However, when the College

estimated and concerned faculty members was formed; negotiations with the administration and Board of Trustees followed.

Looking at the new policy, Dean Davidson said, "It is much better than anything we proposed five years ago . . . It is much more comprehensive, much more flexible, and much more practical." Although many other colleges have had maternity policies, Dean Davidson said, "the one we have finally come up with is probably among the best because it is not just a maternity policy, it is also a child care policy . . . it is non-sexist and available to male faculty members under the appropriate circumstances." At the moment, Columbia University does not have any such policy; in fact, it was looking at Barnard's.

"a parental policy rather than a maternity policy"

professors, instructors, lecturers, senior associates, and associates, who have held their positions for at least two consecutive years, are eligible for the several leave options.

According to Barnard General Counsel Kathryn J. Rodgers, who negotiated the policy, prior to the adoption of this policy, leaves of absence for reasons of pregnancy and childbirth had been arranged within the individual departments depending on the regulations of the departments. Because this current policy also provides for infant care leaves, where both male and female professors may take leaves to care for the newborn child, Rodgers prefers to call the policy "a

vacuum in our policies. It became apparent to me when I was pregnant, but as more of us talked about it, it was clear that one of the big gaps in official policies and procedures at Barnard was that there was no official recognition of a maternity policy or entitlement." According to Dean Davidson, "it wasn't as if there weren't benefits available to pregnant faculty members but it was all unofficial, unwritten and uncodified so that if someone knew to ask they would probably get some relief."

"But in fact," Dean Davidson said, "most of us didn't know to ask because what happens is that in the majority of cases the female faculty member who is

" . . . the humane thing to do; the progressive thing to do, the Barnard thing to do . . . "

changed administrations in 1980, "the project fell through the cracks because the new administration had other concerns that were more pressing." The issue was revived a year and a half ago; an informal Ad Hoc Committee consisting of inter-

Other faculty members who have worked with the Ad Hoc Committee included Julia Chase, Deborah Milenkovich, Debra Miller, Richard Pious, Rae Silver, Marcia Welles, and Kathryn Yatrakis.

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Opportunity Knocks at Women's Colleges

by Yi-Ling T. Woo

In today's society, women are steadily advancing in various fields of work. This is evident in many aspects of each profession and the prominence of women's colleges are increasingly defining these statistics. The advancement of women in the teaching profession has also taken on a new meaning since many four-year private accredited institutions are using more and more women on their faculty.

According to the statistics of the 1984-85 *Fact Book* data on Faculty and Staff, the percentage of women on a full-time instructional faculty with the ranks of professor, associate professor, assistant professor, and instructor in all private institutions increased 4% from 1972-80. In four-year colleges, although full professors are predominantly male, 62% of the faculty is comprised of associate and assistant female professors as compared to 58.6% of the male component in the same category.

Women play an even more predominant role, in women's colleges. For example, from 1981-85 Barnard has seen an increase in its number of full-time women faculty from 61 to 66%, said Lewis Hyman, Director of Institution Research at Barnard. Their advancement in the college is also evident in the tenure status since approximately 60.6% of the Barnard women professors are tenured. This is high in comparison to the overall rate of 95% of women who are tenured in all private institutions combined in the survey.

Another survey recently compiled was in the American Association of University Professors' March-April issue of *Academe*. It was called the "Annual Report on the Economic Status of the Profession." The 1985 results proved that Barnard and other Seven Sister schools maintain quite an impressive record. Almost every sister school has an average salary that way above the 80th percentile and at Barnard the salary ranged from \$24,000 to \$45,000, the percentage increase in salary for continuing faculty members (1984-85) at Barnard also increased in the range of 6.6-7.4% which was the average range among the Seven Sister schools.

The compiled results of Barnard ranged in the top in comparison to its sister colleges. The statistics revealed that the

high percentage of female faculty at Barnard is unusual among the Seven Sister schools. For instance, Smith's male to female professor ratio is 163:104, Vassar's is 125:73, and Mount Holyoke's is 89:86, whereas at Barnard, it is 59:92.

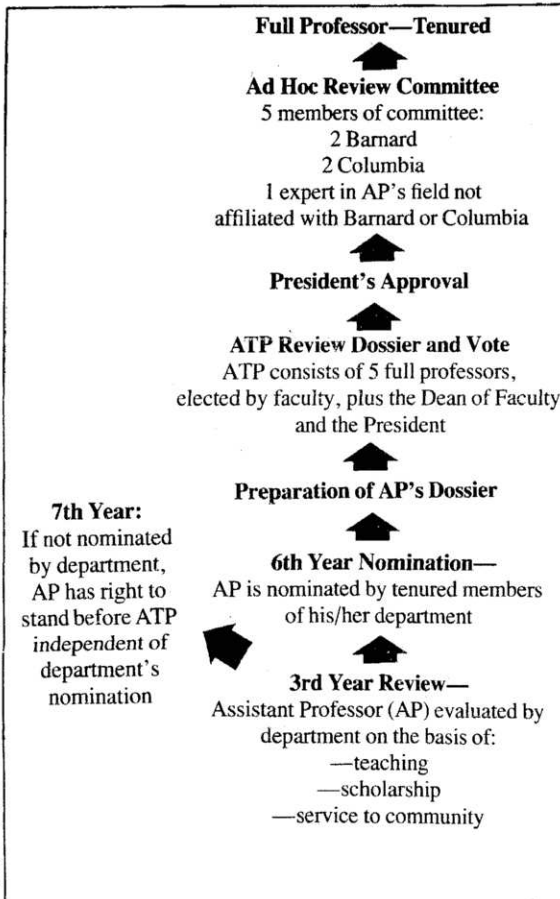
However, the impact of women faculty, particularly at a women's college, is more than a few significant percentages. According to Professor Susan Sacks, who has been chairman of the Education Department at Barnard for the past 10 years and co-chairman of the Women's Studies, believes that Barnard's greatest strength lies in its faculty. She commented that many of the female faculty members serve as "role models" for students. Sacks added that as role models, "students have someone to identify with. Students are able to say that in 5 years for example, that role is one in which I can see myself filling. It is harder for a woman to identify with a male role model," stated Sacks.

The opportunity for women to advance to positions such as department chairman is also better at women's colleges. "The possibility is greater for a woman to exhibit her expertise in a women's college," says Sacks who advanced to chairman in 1975. For the 1985-86 academic year, Barnard has 21 female chairmen and 19 male chairmen.

When asked why she chose Barnard over a coed institution, she responded that she was "really committed to a top-notch rigorous women's education." She finds that "The Barnard faculty really cares about treating students as grown ups.

The impact of a women's college is also discussed in Professor Mirra Komarovsky's recently published book, *Women in College*. She finds that students learn to develop their professional aspirations and there is more frequent contact with the faculty. The expectation is that both men and women can achieve, and nurture a career and a family."

Thus, Barnard or and other women's college on the education of this generation and its faculty is a strong backbone to its success. As Sacks said, "if a woman comes to a women's college, particularly Barnard, she is sure to be nurtured in her sense of choices and options."



The Rules of the Game

Officers of instruction at Barnard College are classified according to whether or not they are in on-ladder or off-ladder positions. On-ladder positions are those to which an instructor may be appointed or promoted with tenure or with a subsequent consideration for tenure.

Instructor is the lowest on-ladder position. It is held by those who are working on the completion of their dissertation for a Ph.D. they are hired for on-year terms and they cannot remain an instructor for more than four years. On completion of their dissertation they are usually promoted immediately to the position of assistant professor.

Assistant Professors are hired on a yearly basis and they may come up for tenure at any time during a seven-year period with the approval of their department. However, their contracts cannot be renewed for more than seven years, except in a few cases where there is a specific academic need for deferral (e.g. a forthcoming publication) of tenure considerations to the eighth year. At the end of seven years they either must be considered for tenure or leave. If they receive tenure they are promoted to Associate Professor; if they are denied tenure, their contract is extended for one year and then terminated.

Professor is the highest tenured position. It is distinguished from associate professor in terms of pay, seniority, and academic distinction. It is possible to be apoon-ladder positions are full-time.

"Visiting" positions are given to instructors who normally teach at other institutions. They are ranked as Professor,

our tenure procedures look like they're designed to produce perhaps the ideal faculty, but in fact, they're designed to produce a very different faculty; they're manipulated to produce that kind of faculty when there's a direction that the Dean and the President of the college have in mind.

EM: What kind of direction?

BB: The tenure process reflects the politics of the college, and those politics are both national, right vs. left, and there are also inter-University politics; sometimes one department or one group of departments against another. There's always politics behind it.

In the case of the economics department, like any department, the Barnard department comes up with certain nominations from its own executive committee. There's two tenured members of the department; they get together and they say "Hey, we'd like to support so-and-so for tenure" or "we don't want to support so-and-so for tenure."

EM: Those two tenured members would be Milenkovich and Foley.

BB: Yes. That's where the process starts. So let's say they decide to put forth the name of someone, Mr. X. So Mr. X's name, with a dossier about Mr. X goes to the Barnard ATP, some kind of decision comes out of that process, let's say they say yes, then it goes to a joint Barnard-Columbia committee, and they've got to get a yes out of that. Then the Presidents sign off and there you have a tenured professor.

EM: Right. This is the formal tenure procedure.

According to Olton, the tenure process is designed to secure the "best faculty we can possibly get" and to guarantee academic freedom for these professors. According to Berch, the college's tenure procedure is little more than a formality in a much more intricate web of politics which really determines who does or does not receive tenure.

BB: The tenure procedure has a lot of very formal rigamarole, but is also has an underlying reality which it has to express, so

Associate Professor, or Assistant Professor according to their ranking at their home institution. They are appointed for one year or less.

"Adjunct" officers of instruction are usually specialists in a field but are not academics. They are hired on a yearly, part-time basis and are ranked according to the level and quality of their achievement in their field.

Associates 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.

Lecturers 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 appointment, Tenure, and Promotions (AIP). 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 represents languages, the rest of the humanities, the social sciences, the natural sciences and the fifth is an at-large member.

The ATP may make three recommendations on a request for promotion with tenure.

Bettina Berch: Exception to the Rule?

by Eve-Laure Moros

Bettina Berch, a petite woman with long hair framing a child-like face, resembles something from a decade past, the late 1960's and early 1970's when she herself attended Barnard. Her politics, like her appearance, seem untouched by today's yuppie mentality and the resurgence of right-wing conservatism.

In the spring of 1985, Assistant Economics Professor Bettina Berch was denied the nomination by her department to stand for tenure before the Barnard Committee on Appointments, Tenure, and Promotions (ATP). The denial, claimed Berch, was due to sexual discrimination. Charles Olton, Barnard Dean of Faculty and Vice President of Academic Affairs, asserted that "no evidence of sexual discrimination was found," but would not comment in detail on Berch's case. Duncan Foley, one of the two tenured professors in Barnard's Economics Department, also refused to comment. Deborah Milenkovich, the only other tenured economics professor and Department Chairman, is on leave and could not be reached for comment.

According to Olton, the tenure process is designed to secure the "best faculty we can possibly get" and to guarantee academic freedom for these professors. According to Berch, the college's tenure procedure is little more than a formality in a much more intricate web of politics which really determines who does or does not receive tenure.

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our tenure procedures look like they're designed to produce perhaps the ideal faculty, but in fact, they're designed to produce a very different faculty; they're manipulated to produce that kind of faculty when there's a direction that the Dean and the President of the college have in mind.

EM: What kind of direction?

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EM: Right. This is the formal tenure procedure.

BB: They've been the only people put up by the department. They've been the only ones nominated and they've all been shot down at one stage or another. And then they came to me and they said "No more losers" and the Columbia department basically said "Look, these people are not going to get through Columbia," because of their politics and their femaleness, I'm sure, "so let's not even put up Berch for tenure."

EM: Did they nominate any males in this time period?

BB: At this point, we haven't had any eligible males, except we do have Duncan Foley himself. So we had one male member nominated and he was tenured. Also, at the same time I would have been standing for tenure, we have Mr. Burgstaller. He's in the Barnard Economics department and they want to support him now for tenure. So here we have the basis for my sex-discrimination case, because they wouldn't support me for tenure, but they would support him for tenure and I examined comparatively our credentials.

EM: When did you first come to Barnard?

BB: I was a Barnard student, class of '71. I came to graduate school in Wisconsin and got my doctorate in December of '75. I came to Barnard in January of '76. Then I left and taught at Williams for a year, then from fall '76 to summer '77. From fall '77 to the present, I've been at Barnard. It's a long history.

EM: What area of economics did you teach?

BB: I taught basically in two different areas: Women in the Economy and U.S. Economic History.

EM: In Women in the Economy, you obviously spoke of women's issues. Did you also emphasize women's issues in U.S. Economic History?

BB: Well, it's hard to say; it seems perfectly natural to me if I'm going to talk about the American revolution that I talk about the soldiers, I talk about the so-called camp followers, the women who made food and made the shelter and stripped the bodies after the battle, that kind of thing. . . . To me, it's all the same thing to talk about what women were doing, what men were doing, how the gender rules were written; that's part of economic history, too.

EM: To be nominated for tenure, do you have to have a dossier already prepared in the first place so the two senior members can look at it?



Bettina Berch

EM: These would be the women since 1979 who've been refused tenure.

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EM: So in your charges of sexual discrimination, you used Mr. Burgstaller as a measure of comparison?

BB: He was one measure, not the only measure. I also had the women who came up before me. The thing we all had in common was that we were very critical of the dominant paradigm.

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BB: Well, it's hard to say; it seems perfectly natural to me if I'm going to talk about the American revolution that I talk about the soldiers, I talk about the so-called camp followers, the women who made food and made the shelter and stripped the bodies after the battle, that kind of thing. . . . To me, it's all the same thing to talk about what women were doing, what men were doing, how the gender rules were written; that's part of economic history, too.

EM: To be nominated for tenure, do you have to have a dossier already prepared in the first place so the two senior members can look at it?

BB: They've been the only people put up by the department. They've been the only ones nominated and they've all been shot down at one stage or another. And then they came to me and they said "No more losers" and the Columbia department basically said "Look, these people are not going to get through Columbia," because of their politics and their femaleness, I'm sure, "so let's not even put up Berch for tenure."

EM: Did they nominate any males in this time period?

BB: At this point, we haven't had any eligible males, except we do have Duncan Foley himself. So we had one male member nominated and he was tenured. Also, at the same time I would have been standing for tenure, we have Mr. Burgstaller. He's in the Barnard Economics department and they want to support him now for tenure. So here we have the basis for my sex-discrimination case, because they wouldn't support me for tenure, but they would support him for tenure and I examined comparatively our credentials.

Doonesbury

BY G.B. TRUDEAU



Berch—

continued from page 9

EM: Do you plan to return to teaching at some point?

BB: I have to say at this point I am so disgusted with the performance of academia in the last round that my heart doesn't exactly beat with joy at the thought of going back and dealing with that kind of hypocrisy. On the other hand, that's what my profession is. I like teaching. Ultimately, I'd like to go back to teaching.

EM: What have you learned from your experience?

BB: Barnard, in the post-feminist era, has been going very steadily in a direction that is unmistakable: it is moving to the right. Anybody to the left has been weeded out or forced into a very centrist position... the result is that there is no longer a particularly interesting intellectual climate.

If I had been out there saying reactionary things about women, I bet I could have gotten tenure on a platter... The whole procedure is kind of like the Emperor's new clothes of a very obvious political process... I wouldn't play their game. I was committed to my students, my work. Those were things I would not compromise on.

Bettina Berch is currently writing the biography of Elizabeth Hawes.

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