Kurosawa's Ran—see page 4

Interview: Bettina Berch—see page 6

Barnard



Bulletin

Vol. XCVI No. 3

Fifty Cents

October 2, 1985

FACULTY: BARNARD'S EMPLOYEES





Bear Essentials

DEADLINE FOR MARSHALL School of Business: TUES., OCT. 8: SCHOLARSHIP, OCT. 4; for FUL- Stetson University College of Law: BRIGHT SCHOLARSHIP, OCT. 9. THURS., OCT. 10: Pace University Make appointment to see Dean King, Graduate Admissions: MON., OCT. 105 Milbank, for further information 14 Call x5495 for details. and application forms.

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 Yarrakis (x8422) BEFORE OCT, 18.

Panels will be held in Ferris Booth IFICATION, THURS., OCT. 10, Hall, 7:15 P.M., OCT. 2, with Touro, Yale, Hofstra, Catholic, Vanderbilt, P.M. Dr. Margaret Backman will lead N.Y.U., Rutgers (Carnden) and group on DIVORCE on Wednesday THURS., OCT. 10, with Boston University, Northeastern, Emory, Boston College, Washington U., Franklin duct group on STRESS, PERFOR-Pierce, Pace, Tulane.

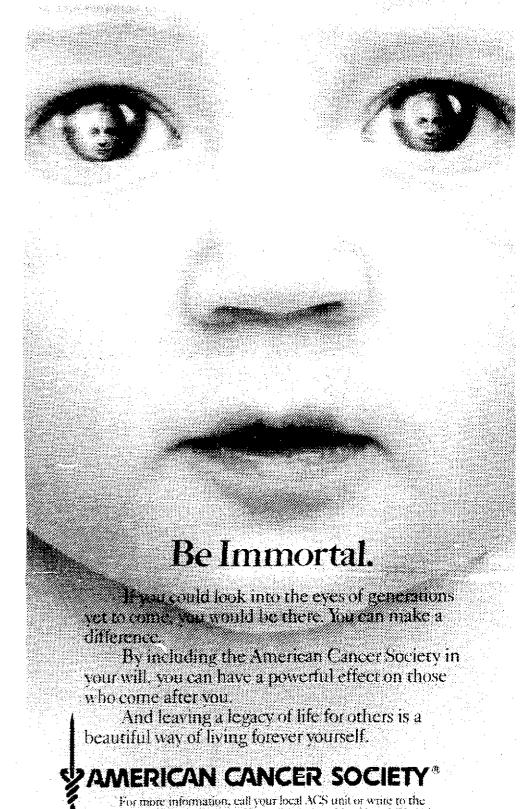
Elizabeth Cady Stanton Pre-law Soci- Mondays, 1-2, 2-3 P.M., Wednesdays, ety will hold a general meeting, MON., OCT: 7, 12-1. P.M., Jean Palmer interest in any of these issue-oriented Room. New members welcome. At their meeting, THURS., OCT. 10. Deanery, BHR, 1:15-2 P.M., Dean Rowland will discuss the 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

JANUARY '86 GRADUATES: Dead-SOPHOMORES with GPA's over 3.2 line for filing your Diploma Name Card with the Registrar is FRL, 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 ad-PRE-LAW STUDENTS: Law School dress the issue of BEHAVIOR MOD-Lower BHR Conference Room, 12-1 evenings to be arranged as interest develops. Mrs. Jean LeBlanc will con-MANCE AND ACHIEVEMENT 2-3 P.M. Please call x2091 to convey peer support and/or psychotherapy groups.

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



Barnari



American Cancer Society, 4 West 35th Street, New York, NY 10001

105 McIntosh 280-2119

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Published weekly (Wednesdays) during the academic year. ISSN 0005--6014

The state of the s

A Slice of the Big Orange?



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 AMYWAY."

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 vermillion 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 policy.' year of deliberation, approved on May 29, to take leaves of absence for reasons of pregnancy, childbirth, and infant care.

All full-time, male and female pro-

parental policy rather than a maternity pregnant and about to give birth is usually ested and concerned faculty members was

Flora Davidson, Dean of Special 1985 a policy entitling faculty members 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 fessors, associated professors, assistant when "it became apparent that there was

untenured, a junior faculty member, and is feeling very vulnerable about a variety of tion and Board of Trustees followed. things and does not want to have the fact 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 Barnard's.

formed; negotiations with the administra-

Looking at the new policy, Dean that she is about to have a baby held. Davidson said, "It is much better than aything 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

"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 cases the female faculty member who is Ad Hoc Committee consisting of inter- Yatrakis.

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

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 worked with the Ad Hoc Committee in-"But in fact," Dean Davidson said, new administration had other concerns "most of us didn't know to ask because that were more pressing." The issue was what happens is that in the majority of revived a year and a half ago; an informal Silver, Marcia Welles, and Kathryn

Other faculty members who have cluded Julia Chase, Deborah Milenkovitch, Debra Miller, Richard Pious, Rae

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by Yi-Ling T. Woo

statistics. The advancement of women in whereas at Barnard, it is 59:92. the teaching profession has also taken on a new meaning since many four-year private accredited institutions are using more and culty, particularly at a women's college, is more women on their faculty

According to the statistics of the has been chairman of the Education De-1984-85 Fact Book data on Faculty and partment at Barnard for the past 10 years Staff, the percentage of women on a full- and co-chairman of the Women's Studies. time instructional faculty with the ranks of believes that Barnard's greatest strength professor, associate professor, assistant lies in its faculty. She commented that professor, and instructor in all private institutions increased 4% from 1972-80. In as "role models" for students. Sacks adfour-year colleges, although full pro- ded that as role models, "students have fessors are predominantly male, 62% of someone to identify with. Students are the faculty is comprised of associate and able to say that in 5 years for example, that assistant female professors as compared to role is one in which I can see my self 58.6% of the male component in the same filling. It is harder for a woman to identify category.

ant role, in women's colleges. For examman is aslo better at women's colleges. ple, from 1981-85 Barnard has seen an "The possibility is greater for a woman to increase in its number of full-time women exhibit her expertise in a women's colfaculty from 61 to 66%, said Lewis Hy- lege," says Sacks who advanced to chairman, Director of Institution Research at man in 1975, for the 1985-86 academic Barnard. Their advancement in the college year, Barnard has 21 female chairmen and is also evident in the tenure status since 19 male chairmen. approximatly 60.6% of the Barnard women professors are tenured. This is high in comparison to the overall rate of 95% of over a coed institution, she responded that women who are tenured in all private in- she was "really committed to a top-notch stitutions combined in the survey.

Another survey recently compiled was in the American Association of University Professors' March-April issue af also dicussed in Professor Mirra Komar-Academe. It was called the "Annual Re- ovsky's recently published book, Women port on the Economic Status of the Profes- in College, she finds that students learn to sion." The 1985 results proved that Bar- develop their professional aspirations and a subsequent consideration for tenure. nard and other Seven Sister schools main- there is more frequent contact with the tain quite an impressive record. Almost faculty. The expectation is that both men that way above the 80th prcentile and at career and a family." Barnard the salary ranged from \$24,000 to \$45,000. the percentage increase in salary for continuing faculty members (1984-85) college has proved to be a prominant influamong the Seven Sister schools.

ranged in the top in comparison to its sister Barnard, she is sure to be nurtured in her | yearly basis and they may come up for structors who normally teach at other incolleges. The statistics revealed that the sense of choices and options."

In today's society, women are stead- high percentage of female faculty at Bar ily advancing in various fields of work. nard is unusual among the Seven Sister This is evident in many aspects of each schools. For instance, Smith's male to feprofesson and the prominence of women's male professor ratio is 163:104, Vassar's colleges are increasingly defining these is 125:73, and Mount Holyoke's is 89:86.

> However, the impact of women famore than a few significant percentages According to Professor Susan Sacks, who with a male role model," stated Sacks.

The opportunity for women to adv-Women play an even more predomin- ance to positions such as department chair-

> When asked why she chose Barnard 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

success. As Sacks said, "if a woman The compiled results of Barnard comes to a women's college, particularly

Full Professor—Tenured



Ad Hoc Review Committee 5 members of committee:

2 Barnard 2 Columbia 1 expert in AP's field not affiliated with Barnard or Columbia



President's Approval



ATP Review Dossier and Vote

ATP consists of 5 full professors. elected by faculty, plus the Dean of Faculty and the President



Preparation of AP's Dossier



6th Year Nomination—

AP is nominated by tenured members of his/her department



3rd Year Review—

Assistant Professor (AP) evaluated by department on the basis of:

—teaching

—scholarship

—service to community

Bettina Berch: Exception to the Rule?

by Eve-Laure Moros

Faculty

long hair framing a child-like face, resemulty, but in fact, they're designed to probles something from a decade past, the duce a very different faculty; they're late 1960's and early 1970's when she manipulated to produce that kind of facherself attended Barnard. Her politics, ulty when there's a direction that the Dean like her appearance, seem untouched by and the President of the college have in today's yuppie mentality and the resur- mind. gence of right-wing conservatism.

Berch, was due to sexual discrimination. behind it. Charles Olton, Barnard Dean of Faculty and Vice President of Academic Affairs, ment, like any department, the Barnard asserted that "no evidence of sexual dis- department comes up with certain nomina crimination was found," but would not tions from its own executive committee comment in detail on Berch's case. Dun- There's two tenured members of the decan Foley, one of the two tenured profes- partment; they get together and they say sors in Barnard's Economics Department, "Hey, we'd like to support so-and-so for kovitch, the only other tenured economics and-so for tenure." on leave and could not be reached for be Milenkovitch and Foley.

BB: The tenure procedure has a lot of very professor. derlying reality which it has to express, so procedure.

our tenure procedures look like they're Bettina Berch, a petite woman with designed to produce perhaps the ideal fac-

EM: What kind of direction?

In the spring of 1985, Assistant BB: The tenure process reflects the politics Economics Professor Bettina Berch was of the college, and those politics are both denied the nomination by her department national, right vs. left, and there are also to stand for tenure before the Barnard inter-University politics; sometimes one Committee on Appointments, Tenure, and department or one group of departments Promotions (ATP). The denial, claimed against another. There's always politics

In the case of the economics depart



Bettina Berch

also refused to comment. Deborah Milentenure" or "we don't want to support so- BB: That's the procedure. But we don't EM: So in your charges of sexual diswant to know the procedures, we want to crimination, you used Mr. Burstaller as a professor and Department Chairman, is EM: Those two tenured members would know what they mean, what goes on, be-measure of comparison? cause obviously, that's not where the story **BB**: He was one measure, not the only BB: Yes. That's where the process starts. is, those procedures. The story is, if you're measure. I also had the women who came According to Olton, the tenure pro- So let's say they decide to put forth the in a department, what used to be my de- up before me. The thing we all had in cess is designed to secure the "best faculty" name of someone, Mr. X. So Mr. X's partment, you have two senior members of common was that we were very critical of we can possibly get" and to guarantee name, with a dossier about Mr. X goes to the department who have been living with the dominant paradigm. academic freedom for these professors. the Barnard ATP, some kind of decision the situation for a long time, that they EM: When did you first come to Barnard?

procedure is little more than a formality in say yes, then it goes to a joint Barnard-particular, they had this list of women who same year as Ellen Futter. Then I went to a much more intricate web of politics Columbia committee, and they've got to had come up for tenure that started with graduate school in Wisconsin and got my which really determines who does or does get a yes out of that. Then the Presidents Cynthia Lloyd, then continued with Sylvia doctorate in December of '75. I come to sign off and there you have a tenured Hewlitt, and then continued with Alice Barnard in January of '76. Then I left and Amsden, and then there was Bettina Berch. taught at Williams for a year, then from

1979 who've been refused tenure.

BB: They've been the only people put up history. by the department. They've been the only EM: What area of economics did you ones nominated and they've all been shot teach? down at one stage or another. And then BB: I taught basically in two different they came to me and they said "No more areas: Women in the Economy and U.S. losers" and the Columbia department bas- Economic History. ically said "Look, these people are not EM: In Women in the Economy, you obsure, "so let's not even put up Berch for Economic History?

EM: Did they nominate any males in this perfectly natural to me if I'm going to talk

BB: At this point, we haven't had any eligible males, except we do have Duncan made food and made the shelter and 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. doing, what men were doing, how the gen-He's in the Barnard Economics depart- der rules were written; that's pat of tenure. So here we have the basis for my EM: To be nominated for tenure, do you sex-discrimination case, because they have to have a dossier already prepared in wouldn't support me for tenure, but they the first place so the two senior members would support him for tenure and I ex- can look at it? mined comparatively our credentials.

According to Berch, the college's tenure comes out of that process, let's say they couldn't get any of their people tenured. In BB: I was a Barnard student, class of '71. formal rigamarole, but is also has an un- EM: Right. This is the formal tenure EM: These would be the women since fall '76 to summer '77. From fall '77 to the present, I've been at Barnard. It's a long

going to get through Columbia," because viously spoke of women's issues. Did you of their politics and their femaleness, I'm also emphasize women's issues in U.S.

BB: Well, it's hard to say; it seems about the American revolution that I talk about the soldiers, I talk about the so-called camp followers, the women who stripped the bodies after the battle, that kind of thing . . . To me, it's all the same thing to talk about what women were

continued on page 9

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The Rules of the Game

are those to which an instructor may be

7th Year:

If not nominated

by department,

AP has right to

stand before ATP

independent of

department's

nomination

Thus, Barnard or and other women's terms and they cannot remain an instructor

Assistant Professors are hired on a "Visiting" positions are given to in-

Ottacers of instruction at barnard operior with the approval of their denam College are classified according to ment. However, their contracts cannot be whether or not they are in on-ladder or renewed for more than seven years, except off-ladder positions. On-ladder positions in a few cases where there is a specific academic need for deferal (e.g. a forthappointed or promoted with tenure or with coming publication) of tenure considerations to the eighth year. At the end of seven years they either must be considered for Instructor is the lowest on-ladder tenure or leave. If they recieve tenure they every sister school has an average salary and women can achieve, and nurture a position. It is held by those who are work- are promoted to Associate Professor: if ing on the completion of their dissertation they are denied tenure, their contract is for a Ph.D. they are hired for on-year extended for one year and then terminated.

Professor is the highest tenured posifor more than four years. On completion of tion. It is distinguished from associate Proat Barnard also increased in the range of ence on the education of this gereration | their dissertation they are usually prom- fessor in terms of pay, seniority, and 6.6-7.4% which was the average range and its faculty is a strong backbone to its oted immediately to the position of assist- academic distinction. It is possible to be appoon-ladder positions are full-time.

tenure at any time during a seven-year stitutions. They are ranked as Professor.

ASSOCIATE Projessor, of Assistant Profes- Lecture is investing and

"Adjunct" officers of instruction basis. are usually specialists in a field but are not Recommendations for tenure are first academics. They are hired on a yearly, considered by the Advisory Committee on part-time basis and are ranked according to appointment, Tenure, and Promotions the level and quality of their achievement (AIP). Members of the Committee must be

be promoted to Senior Associate or their sciences and the fifth is an at-large ment and they want to support him now for economic history, too. contract is terminated.

Senior Associate is a full-timne position and is given in recognition of superior dations on a request for promotion with teaching competence as an Associate, tenure: Their contracts are for three years.

sor according to their ranking at their home for one year or less to give part-time ininstitution. They are appointed for one struction. A Special Lecture is a retired officer of instruction hired on a part-time

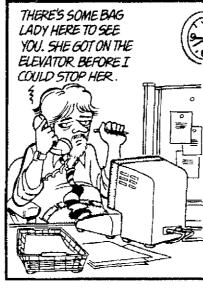
full professors who are elected by the fa-Associates are not condidates for a culty for staggered three-year terms. The Ph.D. but they have special competence in ATP consists of five members, one each a given field. They are appointed on a represents languages, the rest of the yearly basis. After seven years they must humanities, the social sciences, the natural

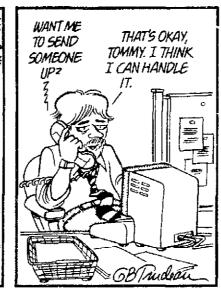
The ATP may make three recommen-

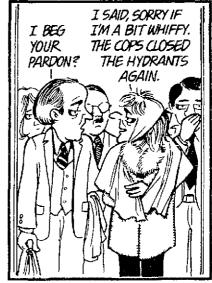
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DONESOUS Y G.B. TRUDEAU





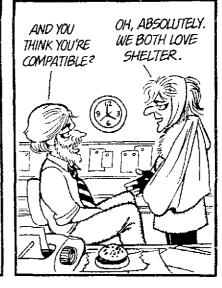












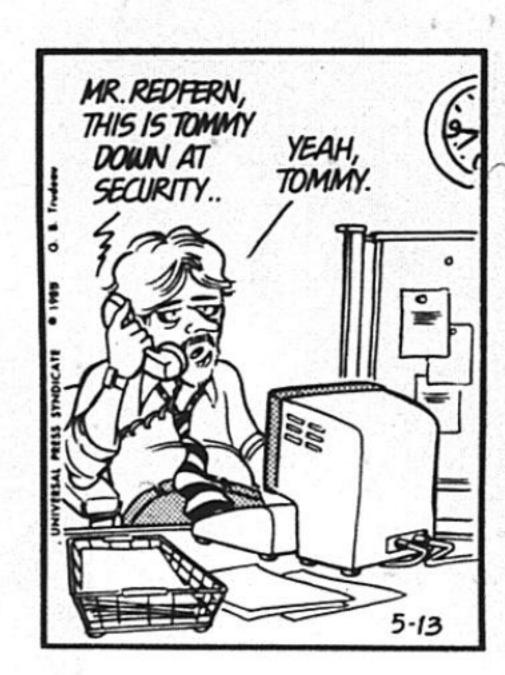


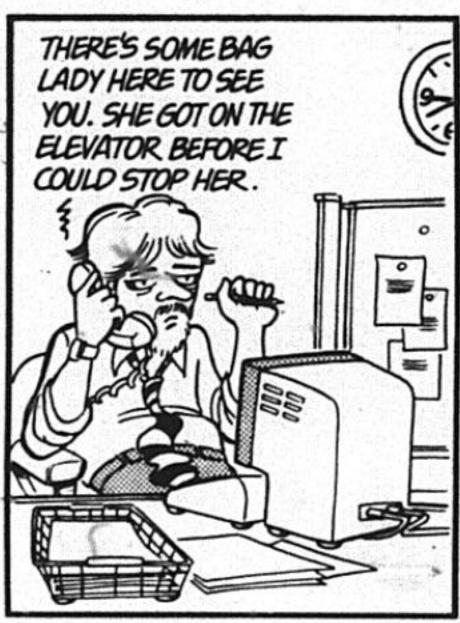






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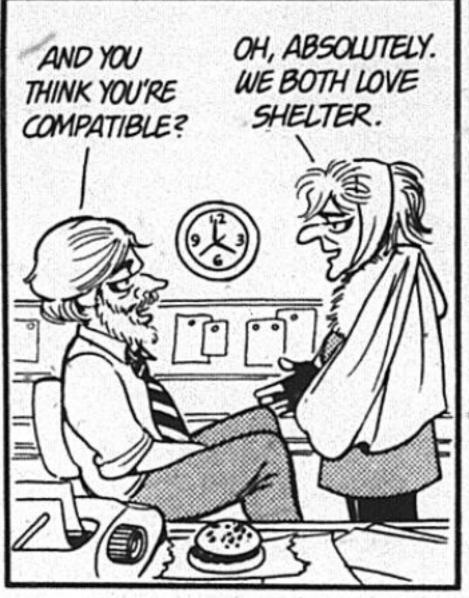




















Berch continued from page 9

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 aca-

demia 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 your 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 com-

Bettina Berch is currently writing the biography of Elizabeth Hawes.

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INFORMATION SESSION/ FILM OPEN TO ALL CHECK WITH CAREER PLACEMENT FOR LOCATION AND TIME

COME AND EXCHANGE IDEAS WITH AFRICA VOLUNTEER ANDREA VODOUNON

PLACEMENT INTERVIEWS WILL BE CONDUCTED ON NOV. 6th., 9:00 A.M. to 5:00 P.M. Contact Placement for location. (212) 280-2033

ORIENTATION'86

APPLICATIONS ARE NOW BEING ACCEPTED FOR THE 1986 BARNARD COLLEGE **NEW STUDENT**

ORIENTATION COORDINATOR

Pick up application forms and job description in the College Activities Office, 209 McIntosh Center, no later than Monday, October 7, 1985.

Applications are due October 11, 1985, by 5:00 p.m.

October WED -- " 2 nd Thurs --- 3rd Fri --- 4#

In front of BARNARY HAII = Oct 3rd

(RAÍN PLACE & LOWER LEVEL ITE Intest)

In front of 616 PORM - - - Oct 3rd 5px-7pm

In front of 49 Claremont - Oct 3rd 7pm-9pm

In front of HEWIH Dining - - Oct 2rd 5pa-7pm

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BARNARD BLOOD DRIVE

OCTOBER 7-8

Upper Level McIntosh 11:30 AM to 5 PM

Pledge now and be part of an exciting prize-filled raffle!

Volunteers/donors needed NOW. Call x2126 or x4634