

# Behrend Collegian

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## Director Kochel To Receive Medallion Award



Director Irvin Kochel will be the fourth recipient of the coveted Medallion Award.

The Medallion Award, the highest honor that can be conferred at The Behrend College of Penn State, will be presented to Irvin H. Kochel, who has served as director of Behrend for more than a quarter of a century.

Presentation will be at a noontime ceremony Saturday, May 3. Leading the list of some 400 invited to pay tribute to

Kochel will be Penn State President Dr. John W. Oswald.

The Medallion Award distinguishes an individual who, by serving society and by attaining eminence in his chosen field, brings honor to himself, to his community, and to mankind.

The award provides a means of recognition of Northwest Pennsylvania persons who have brought honor and fame to the

area through notable achievement or prominence in their fields. It further provides an inspiration for others and brings together representative persons to foster the welfare of The Behrend College to increase its contribution to society.

For his years of dedicated and distinguished service to Behrend and to higher education, the award committee selected Kochel for this year's honor.

In June of 1954, just four years after the Behrend Center opened its doors, Kochel took over the reins leading the institution from a narrowly focused two-year branch campus to the four-year college status it holds today.

Under Kochel's leadership, the remarkable conversion from a farm to a college continued. The 425-acre campus had been the estate, Glenhill Farm, of the Ernst Behrend family.

The handsome rustic buildings — from the residence to the horse barn, from the garage and liveryman's quarters to the small barn studio and kennels — were transformed into offices, dormitories, cafeterias, libraries and classrooms. These buildings are still in use today in various capacities.

In the sixties, Kochel guided a flurry of construction activity. The Otto F. Behrend Science Building was built (1962) and named after the brother of Ernst Behrend; the J. Elmer Reed Building, named after one of Behrend's founders, went up (1968) to house library and

student activity facilities.

Dormitories Perry and Niagara Halls were dedicated (1969); a third dormitory, Lawrence, and dining facility, Dobbins, were opened (1971) all named after heroes in Erie's history. The Edwin N. Nick Building was dedicated (1970) in honor of the first Advisory Board president. In 1969 the Flora W. Wilson Picnic Pavilion was donated by her widower, Norman W. Wilson, longtime board member.

In the mid-seventies, a maintenance building was put into use. Before Kochel's arrival, a gymnasium-auditorium was built (1952) following a community fund drive and named after its contributors. Numerous outdoor facilities dot the lovely campus.

The physical plant has increased in value from \$918,000 to over \$8 million and a multi-million dollar academic complex is on the drawing boards.

But Behrend's growth under Kochel has not just been in bricks and mortar. He took over when Behrend was a branch campus with an enrollment of 138 students. A steady growth was maintained until today enrollment is more than 1,800 fulltime students and an additional 1,000 evening and Continuing Education students.

In 1973 Behrend's activities inspired by Kochel were recognized when it became the first and only branch campus in the 22-campus Penn State

system to be accorded four-year college status. Today Behrend offers 14 majors leading to bachelor of science, arts, or philosophy degrees; five two-year associate degree programs, and the master of engineering degree. In addition the first two years of 120 majors at the University can be completed at Behrend.

Kochel, a native of Boyertown, attended public schools, then earned his bachelor and master's degrees at Penn State. After Army service in World War II, he taught and coached in state public schools before joining Penn State in 1948. He held administrative positions at Schuylkill and Harrisburg campuses before coming to Erie.

He has long been active in community and educational organizations and throughout the years has earned the respect and admiration of those who have attended and worked at Behrend, as well as from fellow administrators.

In September he will leave Behrend to take a high administrative post at University Park, serving as assistant vice president for administration.

This is only the fourth time the Medallion Award has been presented. Previous recipients were Skylab Astronaut Paul J. Weitz (1973); Dr. Russell P. Roth, past president of the American Medical Association (1975); and Msgr. Wilfrid J. Nash, former president of Gannon University (1977).

## PSU's Tenure Policy: "Keystone Of Academic Freedom"

(Editor's Note: This is the first in a series of articles dealing with the Tenure policies of Behrend College and Penn State University. This installation deals with the basic requirements and procedures involved in the tenuring process. For the sake of space, this is not a detailed account of the total procedure. For further information on the intricacies of the policy, we suggest that you consult Dr. Thomas Fox, Academic Dean).

"Tenure is the keystone for academic freedom; safeguarding the free expression and risk-taking inquiry is the basis for," from the Preamble of the Promotion and Tenure Procedures and Regulations section of the Pennsylvania State University Policy Manual (PS-23).

The granting or denial of tenure to faculty members annually presents problems on many campuses. The reason tenure is so coveted is that it affords professional security and, at least in theory, protects faculty members from unwarranted dismissal. On the grounds of "adequate cause," though, faculty members can be let go for incompetency; excessive absenteeism; moral turpitude, and-or grave misconduct. Also, a tenured appointment may be terminated for "demonstrated financial exigency" - when a program is eliminated or revised.

The criteria by which candidates are judged include the following: teaching ability and effectiveness; research competence; scholarship and mastery of subject matter; and service to the University and the public.

Three Behrend divisions, Arts and Humanities, Natural Sciences and Engineering, and Social and Behavioral Sciences, have separate but similar tenure and promotion policies. Behrend College, the other Commonwealth Campuses, and each Department of Penn State have issued policies with slight deviations due to the nature of the Department or Division.

Behrend Faculty members must follow through many levels of peer and administrative review beginning at the Divisional level. If the candidate is approved at this level, his case is then considered by a committee of peers at the Departmental level of Penn State. If the professor clears this step, he will then be considered by a college-wide committee, college Dean, University-wide committee, and finally the Provost. The final decision then rests with the President of the University. This entire process, which may take up to a year, ends with the faculty member receiving written notice of the President's decision. At any (level) the request for tenure may be denied; however this decision may be appealed.

Tenure is not available to all college appointments. Appointments labelled "fixed term" or "visiting" are ineligible; appointments that are without remuneration; any affiliate academic ranks; academic appointments in the areas other than a college or the University libraries; and appointments to the ranks of lecturer, instructor, assistant librarian, and research assistant are also all exempt from tenure.

The "Suggested Activities for Promotion and Tenure Categories" section of the Behrend College Promotion and

Tenure Policy outlines a framework of what ultimately is considered at all levels when a faculty member seeks tenure.

For the teaching ability requirements, a professor is evaluated by students, advisees, peers, and possibly by a department representative. Teaching awards and nominations are looked upon as evidence of academic excellence. The techniques and growth of a professor through counseling, advising and service are included in the overall rating of the candidate's abilities.

For research competence, the Committees review grants that supported scholarly activity; papers presented at professional conferences; contributions to the arts by way of exhibitions, performances or publications; articles published in state, regional, and nationwide journals and, also, publications in discipline journals, or journals concerned with higher education.

Often this is the area where most professors seeking tenure encounter problems. Having articles accepted and published is an arduous task that often detracts from classroom performance. In a recent poll of Main Campus professors, conducted by the Weekly Collegian, 40 per cent of them claimed that they spent most of their time on research. (The Weekly Collegian, Universities' publish or perish policy is deteriorating the level of teaching" April 23, 1980, by Thomas Boyer).

Interpreted as evidence of scholarship and mastery of subject matter are: membership and participation in professional meetings; attendance at these gatherings; publication of educational and materials-texts and manuals; papers presented

at Departmental meetings or at campus forums; involvement in course development and-or revision and what is called: "further academic or professional experience."

Necessary exhibitions of service to the University and the public are: a demonstrated willingness on Divisional and College committees and on the Behrend Faculty Council; involvement on University Park's Faculty Senate and Committees, extra-curricular participation in student organizations, campus or community workshops or study groups; activity in professional and community service organizations; the availability of one's expertise to colleagues, students, and the community; serving peers and students;

publication of reviews or newspaper articles; and addressing a community organization on a topic one specializes in.

Each policy statement from the Divisional level on up to the main policy has been ratified by the faculty members affected by it. The present policy took effect July 1, 1975. The tenets of this policy are to be reviewed on a regular basis by the University Administration and Faculty Senate.

(Editor's Note: Part-Two of this special series on Tenure will continue with the reactions of the students and faculty to the announcements of recent tenure denials and a discussion of whether this policy should be changed).

## Spring Week '80 Continues

Spring Week is off to an April Showers start, but it appears that things may clear up by the weekend so that students may enjoy the festivities.

Last night, Tim Eyerman and the East Coast Connection, a jazz quartet from the Washington, D.C. area performed in the Reed Lecture Hall at 8 p.m. The Behrend community was admitted free.

Lenny Litman of the Pittsburgh Press has said "Tim Eyerman's first appearance in Pittsburgh had all the jazz buffs spreading the word," and Bill Bennett of the Washington Post described the group as "producing a supple blend of jazz melodies and harmonies and jazz rock rhythms... they do it better than anyone else in the area and quite possibly in the country."

Friday, a memorial service is planned by the Alpha Phi Delta

fraternity for deceased students and friends of Behrend college. The service will be held near the Reed Parking lot in front of the library at 12:15 p.m.

Also on Friday, is the "Last Dance" sponsored by the SUB Board to be held at Peek 'n Peak Ski Lodge. Dancing will be from 9-1 with music provided by Joel Miller. Tickets are \$2.50 per person and \$4.50 per couple. The SUB is providing a limited amount of round trip transportation at \$1 per person but arrangements must be made in advance at the RUB desk.

On a hopefully sunny and warm Saturday morning, Behrend's Second Annual 10,000 Meter Run for Fun will begin at 11 a.m. The course runs through the Gorge and encompasses most of the campus.

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