

Poll shows professors consider their jobs secure

Editor's Note: This is the first in a series of articles on faculty opinions concerning tenure, promotion and review at the University.

By PATRICIA MCCAFFREY and AMY SMITH
Daily Collegian Staff Writers

Tenured and untenured professors at the Pennsylvania State University expect to be at the University five years from now, and would probably leave only for another academic position elsewhere, a Daily Collegian survey on tenure and promotion indicates.

Seventy-nine percent of the respondents indicated they will most likely be at the University five years from now. Twenty-six percent of the respondents indicated they did not expect to leave the University. Of those who indicated they do expect to leave, 33 percent indicated a move would be made because of another academic position elsewhere, while 15 percent indicated the reason for leaving would be retirement.

These statistics indicate that present faculty members intend to remain in their positions and fewer new faculty members will join the University staff.

Keeping college teachers fresh and enthusiastic will be a challenge in an era where little new blood is entering college faculties, Gannett News Service reports. "The faculty (at Penn State) will grow old together and we have never done that before," Rosemary Schraer, assistant

The information in this and two following articles was gathered from a survey mailed during Fall Term to 600 randomly selected professors, associate professors and assistant professors at the University. Of those, 338 returned completed questionnaires.

The survey, compiled to measure faculty opinions about tenure, was conducted with methodology approved by the University's School of Journalism and in accordance with guidelines established by the American Association for Public Opinion Research.

In theory, one can say with 95 percent certainty that the overall results of a sample this size differ by no more than four percentage points in either direction from what would have been obtained by interviewing all the University professors. The margin of error is somewhat larger for smaller subgroups, such as tenured professors.

These theoretical errors do not take into account an additional margin of error that could result from various practical difficulties common to all surveys of public opinion.

The survey was part of an independent study project and the survey questions and methods were compiled by Patricia McCaffrey and Amy Smith, both 12th-term journalism students and Daily Collegian staff writers, with the assistance of John S. Nichols, faculty adviser for the project. The survey was designed, conducted and funded by The Daily Collegian.

provost, said concerning the tenure system.

The trend toward an aging faculty not only concerns Penn State, but will affect the colleges and universities throughout the country, according to the American Council on Education. Currently, approximately 32,000 full-time faculty members in the United States are aged 30 and younger. In 1990, the council projects, only 3,500 will be in that group.

This year, 7,600 full-time faculty members in the nation are aged 66 and older. In 1990, 22,200 will be in that age category, according to the council.

Such a high projected percentage of faculty older than 60 in universities throughout the nation is the direct result of retention due to tenure, the system universities use to ensure their faculty permanent positions.

Of those University faculty members who responded to the survey, 78 percent are tenured and 22 percent are not. Of those untenured faculty members, 41 percent said it is very likely they will be tenured and 49 percent said it is somewhat likely they will be tenured.

According to information compiled by the administration, the University has

	Total	Tenured	Unten.
5 Do you think the review process is free from personal bias when it evaluates individuals for tenure and promotion?			
entirely free	7.5%	9%	1%
partially free	51	61	64
not very	22	22	25
not at all	9	8	10
6 As outlined in the University Plan for the 80's, tenured faculty may face the possibility of having their academic performance reviewed every six years. Would the proposed plan be effective or ineffective in improving the quality of the Penn State faculty?			
very	16%	13%	25%
partially	48	48	49
not very	27	29	24
not at all	8.5	10	3
14 In which area do you want to spend more work time?			
teaching	14%	14%	14%
research	34.5	31	48
service	2	2	1
present situation ok	49	52	37
18 How likely are you to be on the faculty at Penn State five years from now?			
very	47%	53%	21%
somewhat	32	27	53
not very	13	10	21
not at all	8	10	4
20 How satisfactory is the pay you receive from the University compared to the work you are expected to perform?			
completely sat.	19%	23%	11%
some sat.	44	42.5	48
some unsat.	23	21	29
not sat.	14	14	12

Illustration by Della Howe

2,543 academic appointments. Of those, 80 percent are tenurable, 69.5 percent of the tenurable positions are now held by tenured faculty and 30.4 percent of the positions remaining are tenure eligible. Positions not on the tenure track, such as instructors and research assistants, constitute only 12 percent of the total academic appointments.

But the future implications of these facts are unsettling.

Because there will be less hiring in the 1980s, causing less of an influx of young teachers, those faculty members at the University will be older and possibly

more static, some academicians said.

"Tenure can lead to retention of the least creative faculty member and to the exclusion of the most creative," said James O'Toole, a social anthropologist who renounced his own tenure at a West Coast university last year.

Stagnation among older tenured faculty members also concerns a West Virginia educator, who said the possibility of stagnation of faculty members under the tenure system "would cheat the students and the larger society."

One way the University hopes to guard

against stagnation after a faculty member has achieved tenure is to incorporate a systematic review of the individual's progress and achievement every six years. The faculty, both tenured and untenured, who responded to the Collegian's survey, said they would not be concerned should they undergo additional performance reviews, nor did they think their academic freedom would be limited.

"In this University system, if there is no review once you have tenure, the professors do tend to stagnate," said one professor from the College of Arts and Architecture.

But the survey does not indicate whether Penn State faculty will be static or more creative years from now. What it does indicate is that those faculty who responded to the survey are satisfied with the time they now spend teaching, researching and serving the University. They are also satisfied with the pay they receive and the criteria used for deciding promotion and tenure.

Forty-nine percent of the respondents indicated their present balance of time allocated to teaching, research and service was satisfactory. Sixty-three percent indicated they are satisfied with the pay they receive and 67 percent indicated the criteria used to decide promotion and tenure are appropriate.

Tomorrow's article deals with the University faculty's opinions about the criteria used for judging promotion.

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USG workers loyal to Hicks stepdown

By LORRAINE CAPRA
Daily Collegian Staff Writer

All former JEM Productions employees resigned yesterday from the Undergraduate Student Government in connection with last week's resignation of former JEM Business Manager Ernie Hicks.

Hicks stayed with USG until last weekend to run the "Deep Throat" movie. He had said he resigned because of frustration with USG since JEM was merged with the department of programs and services.

Joe Dankoff, USG movie manager said he resigned because "Ernie has been good to me and I'll go with him where ever he decides to go."

The workers who resigned also managed USG term-break buses, Date Match and calendars.

Dankoff said he is interested in running movies for another student organization. The JEM workers will wait until after next week's USG elections to announce which organization they will work for, he said.

Dankoff said a representative of SRO, the X-rated movie company dealing with JEM, said SRO will work with Hicks in his new job. However, USG Vice President Vicki Sandoe said another SRO representative told her they will continue to work with USG.

"We've got a contract to show X-rated movies for the rest of the term," she said. USG will show the movies in the Forum Building, using USG and Association of Residence Hall Students members who have experience in showing movies, until they get a new movie staff, she said.

At last night's senate meeting Senate President Mark Berg said USG was "not broke but we're very tight right now — we're not in a position to spend any money." He said USG keeps \$15,000 in a bank on a money market certificate, drawing a high interest. The senate spent the rest of the funds and will probably use the \$15,000, Berg said. That will break the certificate and USG will lose the interest.

This year's senate spent less money funding student services and other organizations than last year's senate spent. Berg said most of USG's money was spent on movie equipment, office supplies and the Fall Music Festival.

In other business, last year's JEM Business Manager Jon Zweig said USG has a legal responsibility to pay him \$838.11 for labor and supplies for installing a safe in Sparks Building over term-break.

Hicks asked Zweig to cement the safe to a closet in Sparks to prevent any theft of movie money and equipment. However, Hicks did not get the consent of University maintenance and operations and the USG Senate. Senate members said they do not want to pay Zweig since the work was done without their approval.

Hicks conducted all USG movie business as a representative of USG and Zweig said Hicks was acting in USG's name when he had the safe installed.

"Under contract law, if Hicks is an acceptable representative of USG and has reasonable authority, then this is almost an open and shut case," Zweig said.

He also said USG can sue Hicks if they can prove Hicks did not have authority to install the safe.

Sandoe said although Zweig should be paid for his work she did not think the bill should be presented to the senate because "no one knew about the safe and no one agreed to it."

After the safe was installed, USG lost the use of Sparks to show movies due to vandalism to rooms 10 and 121 and the surrounding hallways.



Photo by Janis Burger

Jazzy Gents
The Skip Wareham Dance Band, composed of local musicians, performed as part of the Penn State Jazz Festival last night in the HUB Ballroom. Many of the members are Penn State faculty or staff.

Candidates urge lobbying

By LORRAINE CAPRA
Daily Collegian Staff Writer
Dave Pritchard (9th-finance) and Pam Nesky (9th-accounting) declared their candidacy yesterday for Undergraduate Student Government president and vice president.

Pritchard, a USG senator for the last two years, said he wants to maintain the growth of student services but also expand USG's involvement in lobbying and local issues.

"We would like to lobby for financial aid and increased appropriations and help with landlord-tenant problems," he said.

Pritchard said that although most USG members support stronger lobbying, he and Nesky have experience working with the Pennsylvania State Association for State Related Universities, which will help them start new programs and "get them off the ground."

Nesky, a USG member for the last three years, said she wants to form a student advisory board to the district magistrate which would work with the State College Municipal Council.

"It would basically be a question and answer type of board that would tell students about policy and procedures," she said.

Nesky said they also want to see a student elected to the council. She said she will advertise for applicants "to make sure students know they can be on the council and have a voice."

Pritchard said he will work to form a committee in USG that will work directly with the student trustee.

"The committee will give him the students' ideas and he can bring them back to the (University) Board of



Photo by Sherrie Weiser

Dave Pritchard and Pam Nesky

Trustees," he said. Pritchard also said he would like to put two students on the board.

In campus matters, Pritchard said he wants to revamp the summer job program and work on it all year, instead of just during Spring Term.

"We would like to incorporate in-

ternships and get jobs with a government and public work emphasis," he said.

Pritchard also said that during Orientation Week, he would like to show freshmen a slide show "with USG in operation, letting the freshmen know where we are and what we do."

Hopefuls want to build USG into a respected student organization

By LORRAINE CAPRA
Daily Collegian Staff Writer

Joe Kreta (7th-marketing) and Chris Cobb (6th-accounting) declared their candidacy Sunday for Undergraduate Student Government president and vice president.

Kreta, president of the Press Association, said he would like to build USG into a respected organization but would not say how that would be done.

"I don't want to make any promises," he said. "It's not right for candidates to make any promises that they can't keep."

Kreta said he thinks he can bring an objective attitude to USG because he has not been involved in it.

"I believe the time has come for an outsider to come to USG," he said.

Kreta also said he is concerned about USG's financial situation and will try to help USG support itself financially.

Cobb, a member of the Press Association, said he and Kreta will "look at all issues that students bring to us."

"We don't consider any issue too big or too small because they are all student problems," he said.

Cobb also said he thinks that the dorm space problem can possibly be handled by mailing in the contracts.

"There is room for another system and we'll look into all of the alternatives," he said.

Kreta also said he would look for alternatives to the automatic tuition

Will not make any promises they can't keep

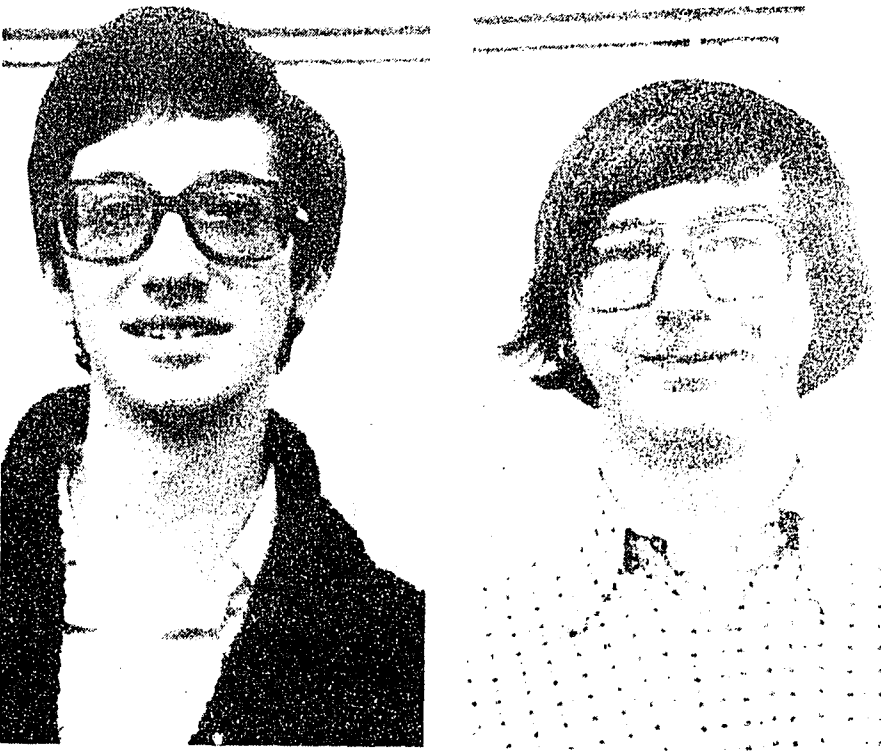


Photo by Renee Jacobs

Joe Kreta and Chris Cobb

increases because it "digs into students' pockets," and will try to strengthen women's organizations on campus.

Cobb said he and Kreta "would like to see USG become an organization that our brothers and sisters and sons and daughters will be able to respect 20 years from now."

A big improvement

Today will be much cooler and breezy with light snow and flurries ending by mid-morning, giving way to sunny skies by afternoon. Today's high will be 43. Tonight will be clear and quite cool with a low of 24.