

# 'Gypsies' teach more courses

## Part-time faculty members increase across the nation

By MARTY IRVIN  
Collegian Staff Writer

Penn State students, along with other college students nationwide, can now find gypsies teaching many of their classes.

"Gypsies," as they are commonly called in the education field, are instructors with part-time or temporary full-time jobs, and they have become increasingly prevalent on college campuses over the past decade.

Federal government figures show that part-time faculty made up 35 percent of college teaching jobs in 1984, a 13 percent increase since 1970.

A report by the University Office of Planning and Analysis titled "Academic Staffing Patterns" shows that Penn State employs 613 part-time workers.

The Office of Planning and Analysis divides these part-time employees into two categories: Fixed Term I and Fixed Term II.

Fixed Term I is composed of full-time workers, while Fixed Term II workers are employed part-time. Neither category provides a continuous contract or eligibility for tenure-track. The University employs 359 and 254 faculty members under the Fixed Term I and Fixed Term II categories, respectively.

Tenure-track is described by Iris Molotsky, public information officer for the American Association of University Professors, as being the evaluation which a faculty member receives concerning tenure after working for seven years.

Faculty members not on tenure-track do not receive this evaluation, Molotsky said.

Other statistics provided by the AAUP illustrate the recent nationwide increase in part-time faculty.

A 1983 National Research Council Data survey indicates that 40 percent of the professors hired in basic humanities disciplines in 1982-83 were tenured or placed in tenure-track positions, and over 30 percent of all full-time faculty members in political science in 1984-85 received non-tenure-track positions.

A 1984 AAUP annual survey of 2,100 higher-education institutions indicated 40-45 percent of non-tenure-track posts were held by women.

"A striking statistic in the report concluded, 'when one considers that women held only 25 percent of the total number of full-time faculty positions covered in the survey.'

Overall, between 10.6 percent and 12.6 percent of

### 'Students are denied a stable learning environment and often cannot interact with the part-time instructors.'

—Iris Molotsky, public information officer for the American Association of University Professors

5,000 time faculty members were not on a tenure-track in the spring of 1984, according to a survey conducted by the Carnegie Foundation for the Advancement of Teaching.

College and University officials have different opinions about the sudden interest in hiring "gypsies."

Kenneth Mortimer, University vice president and vice provost, sees temporary faculty as a way to fill fluctuations in teaching loads, along with giving instructors flexibility in assignments.

"There has been an opportunity to bring people to the University who would not always come," he said.

He also believes that temporaries may be more familiar with certain areas of expertise, and "can provide special skills which other full-time instructors may not be qualified in."

Carol Cartwright, dean for undergraduate programs and associate provost, gives other reasons for hiring temporaries. They are: workload pressures to open additional sections of popular courses; national shortages in fields where teachers are often hard to get, such as engineering and business administration; and specialized skills which full-time employees may not always have.

The American Federation of Teachers, a teacher's union, is concerned about the recent trend in hiring "gypsies."

Carolyn Trice, a director for an AFT division, said the union is particularly concerned about whether the teachers are being hired because of oversized classes and a legitimate need for instructors at a short notice, or if universities are hiring a few temporaries to replace one full-time instructor.

This is a major concern for the union because many temporaries receive no benefits and are hired only to save the University money, Trice said.

Trice said she can foresee a limit in hiring temporary teachers as a negotiating item in future union contracts. She said that this will depend on the individual university, however.

Other reasons given in the AAUP study on hiring temporary instructors include:

- Increased flexibility in shorter contracts.
- Growth in student enrollment.
- Minimized costs.
- The filling of traditional teaching fields.

Molotsky believes, however, that many of these reasons are not valid arguments and that non-tenure-track appointments "are very detrimental to faculty members and students."

"The teachers," she stated, "receive less-desirable assignments and teaching loads, and this permits a teaching underclass."

She said teachers who work under these conditions have an uncertain professional future and must often work under unprofessional conditions.

Faculty members are not the only persons who receive a detriment from this system. The AAUP believes there is an adverse effect on student learning processes.

"Students are denied a stable learning environment and often cannot interact with the part-time instructors," Molotsky said.

She said she believes freshmen often receive the greatest adverse effect, since temporaries are often assigned to freshman-level and large classes.

Cartwright said a drawback of hiring "gypsies" is a lack of continuity and stability in the educational system. She said that this may depend upon how faculty members operate within the department.

"We do not compromise on our quality of efforts in hiring part-time faculty," he said, adding, "How well a student learns is specific to the faculty member — how well-prepared the individual faculty member is for the job."

Mortimer is concerned with the extent to which temporaries are used. He does believe they are overused at some colleges, but does not feel Penn State is near that point.

### THINKING ABOUT A LEGAL CAREER?

On Thursday, October 23, Mr. Jeffrey Brown from the Catholic University of America, Columbus School of Law will be on campus from 9:00 a.m. until 12:00 noon.

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## Temple turns down binding arbitration

By LEE LINDER  
Associated Press Writer

PHILADELPHIA — Striking Temple University professors of foret yesterday to end their 15-day walkout immediately in exchange for binding arbitration, but the administration swiftly rejected the proposal.

In the meantime, state mediator Edward Feehan scheduled negotiations for today, according to Temple spokesman George Ingram Jr. The round will be the second since the strike began Oct. 6 over salaries.

Temple officials have pressed for the appointment of a fact-finder in the strike, which has canceled scores of classes for 22,000 students.

A fact-finder merely recommends a settlement, while both sides are required to abide by an arbitrator's decision; in both cases, strikers return to work while the situation is being studied.

"Binding arbitration will get us back to work and the students back into the classrooms," said Philip Yanella, president of the American Association of University Professors. "We are doing this because we believe that every day irreparable damage is being done to our university, to our students' lives and to our own lives."

But within an hour, the proposal was turned down, with C. Robert Harrington, Temple's chief negotiator, saying Temple "cannot delegate final authority for setting salaries and ultimately tuition."

Dr. Morton Zivan, speaking for AAUP, called the rejection a disappointment.

"The time for fact-finding is long past. That is only a strike-breaking tactic," Zivan said. "A fact-finder isn't helpful and doesn't resolve anything. If it is rejected, we're back where we started from and we would have to start the strike again, and that is impossible. They know you can't turn off a strike and start it again."

Harrington suggested discussing the issue at the bargaining table.

"It would be very difficult for either to reject the recommendations of the fact-finder," he said.

Yanella said the request for binding arbitration was not a sign of a weakening resolve.



Two Temple University students picket yesterday outside Philadelphia City Hall in support of striking university professors.

## Philadelphia stuck with 4,000 unsold Beach Boys albums

PHILADELPHIA (AP) — When City Representative Diane Semington tried to collect a bad debt for the city, she ended up with 4,000 copies of a Beach Boys album that can't be sold in record stores.

The city seized the records from the Love Foundation to help cover a \$257,000 debt from a July 4, 1985, Beach Boys concert the organization arranged.

Before raiding the Love Foundation warehouse, Philadelphia won a \$327,000 judgment against the group but found only \$1,600 in the foundation's California bank account, said Linda Berman, the former assistant city solicitor who handled the case.

The foundation had hoped to promote the records on a local radio station and distribute them through Parkway Publishing Co., but the city wasn't certain the proceeds from the sale would be applied toward the debt.

"We didn't get the assurances that we had asked for repeatedly, that there would be a deal," Berman said.

The foundation's attorney, Robert Hirschman, said the city acted too quickly because contracts were in the works to sell the records. By seizing the albums, he said, the city has

taken away the foundation's ability to pay.

"The city's senseless, thoughtless act put the foundation out of business in Philadelphia and thereby rendered it unable to make any substantial payments on the judgment in favor of the city of Philadelphia," Hirschman said in an Aug. 14 letter to City Solicitor Hanesel Minyard.

Meanwhile, 4,000 copies of "Fourth of July (A Rockin' Celebration of America)" sit in a warehouse.

Under an agreement between the foundation and the recording artists, the records cannot be sold where they will compete with the artists' other record labels, said Brian E. Appel, the assistant city solicitor who is now handling the case.

The album features 11 songs by the Beach Boys and several other artists, including the Oak Ridge Boys, The Four Tops, Three Dog Night and America. Most of the songs were recorded at the 1985 July Fourth concert in Philadelphia and Washington.

Semington worked out the city's original deal with the Love Foundation for the 1985 concert and gave final approval for the arrangements. She declined to discuss the subject.

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