

fe
JUN 8 1972

MINUTES
of the
Faculty Educational Policies Committee

May 10, 1972

A meeting of the Faculty Educational Policies Committee was held in Dickinson #117 on Wednesday, 10 May 1972, at 4:00 PM.

Present: Mr. Brown, chairman, Mr. Blake, Miss Fine, Mr. Flaccus, Mr. Kaplan, Mrs. Kirkpatrick, Mr. Pearson, Mr. Ricks, Mr. Scott, Mrs. Smith, Mrs. Dowling, secretary.

Absent: Miss Adams.

Minutes

The minutes of the meeting of 19 April were approved with the following correction: The last sentence of second paragraph should read, "The Committee was agreed that censorship was involved in making a decision to permit use of the mailing list for some suggested mailings and not for others, regardless of who made that decision, and that it was an invasion of privacy to release the addresses of prospective students."

Hadley Fellowship for sabbatical replacements

Mr. Brown recommended to the committee that Lore Segal, who will replace Harold Kaplan in the spring term of 1972-73, be appointed as a Hadley Fellow and that the Social Science Division request for a Hadley Fellowship in anthropology be granted for 1972-73 as a replacement for Mrs. Kirkpatrick, who will be on leave and sabbatical.

Several members spoke to routinizing the award of the fellowship. It was agreed that there be rotation among the divisions, other things being equal, and that the divisions be sent notification in the spring term that candidates will be considered in the fall for the following year. This procedure will be followed, with notification to divisions this term for awards for 1973-74.

Mrs. Kirkpatrick's proposal for implementation of the new personnel policy

The proposal (Appendix I) was discussed and amended. The amended document (Appendix II) was tentatively approved and will be referred to the Faculty Personnel Committee for their comment before giving final EPC approval.

Black Music

A group of students, Miss Dunn, and Miss Henry were invited to join the meeting. Mr. Guralnick read a statement for the group. He referred to the Galley (Appendix III) as a "sketch of possibilities" not a formal request. It was, however, discussed and questioned.

Mr. Brown was asked by members about the amount of money available for use in Black Music and whether this fund is a current budgetary allotment or an amount received from an independent source. He explained that the money available paid one-half of a faculty member's salary plus providing a sizeable budget for materials and is a current allotment.

Students stated that consecutive planning was needed for Black Music courses and expressed the desire to receive credit for advanced courses and establish a major. Mr. Blake spoke to the credit given for Black Music courses. It is routine procedure for Black Music to be accepted as a fourth division requirement in music but not as an advanced level course for upperclassmen in music. In the latter case, plans are referred to the ECC for approval. He explained that this same procedure applies for the other interdivisional programs, Child Development and Photography. It was felt by Committee members that accreditation of course work could be arranged.

The Committee members questioned students and faculty present about the relationship of Black Music to the Music Division, whether a student could major in Music with concentration in Black Music. It was suggested that a solution might be found for the problems posed if Black Music were integrated into the Music Division, but that at present it could be maintained as a separate program responsible to FEPC. They were agreed that the committee must decide what place Black Music should occupy in the curriculum and that the Music Division will be invited to be heard by the committee.

Many reasons were given for not planning a separate division as outlined in the Galley. Four faculty members would be the smallest number needed to form a division. If funds were available for expansion of the program there would be competition from other interdivisional programs as well as from existing divisions.

It was requested by a committee member that a short description of a program and a division be written and circulated to students and faculty present and they were invited to return to the next meeting of the FEPC and continue the discussion.

The meeting was adjourned at 6:15 PM.

Respectfully submitted,

Margaret P. Rowling
Secretary

Proposal for Implementing the Revised Personnel Procedures
As Amended by the FEPC at their meeting May 10, 1972

Submitted by Joanna Kirkpatrick
4/11/72

In order to provide for a smooth and equitable transition from the present 1-1-3-3 system to the new 3-3 system, the following adjustments shall apply:

- 1) Any current faculty member may apply for integration into the new contract sequence as specified below. In which case the following procedures would apply.

Regular academic appointments

- 2) Any faculty member may choose to operate under the new system with the following adjustments: all years served under the old system shall be counted toward the new 3-3 frame. Therefore,
 - a) Persons already offered an initial 1 or 2 year contract (new people coming to the college on that basis) will either be
 - 1) offered a 3 year contract instead: or
 - 2) will be considered, when reviewed during the first year of service, for a subsequent 2 year contract (which then can be potentially followed by another 3.)The decision as to which of these options is the correct one will be made by the FPC after consideration of any recommendations the relevant division might wish to make.
 - b) Persons currently on their initial 1 year contract, if favorably reviewed for the second 1 (old system), will be offered a 2, (which then can be potentially followed by a 3, new system).
 - c) Persons currently on an initial 2 year contract, or on a 2nd 1 year contract, if favorably reviewed for the first 3 (old system), will get the initial contract extended by 1 year, in which case they will be reviewed during the second year of their service here for the subsequent 3, new system. (This reflects the fact that persons now on initial 2 contracts have been reviewed in their first year here.)
 - d) Persons currently on an initial 3 year contract (preceded by the old 1-1), may ask to have that 3 extended by 1 year to 4, so that they may be considered for presumptive tenure in their fifth year of service without prejudicing their chances for future employment if presumptive tenure is not offered.
 - e) Persons currently on a second 3 year contract, having already served at least 5 years on the faculty, may ask to be considered for the first presumptive tenure contract at this time or in their seventh year. If they should not choose to do this, then they will be reviewed under the old system, in their 7th year on the faculty.

Irregular academic appointments

- 3) Any faculty member with a temporary or part-time faculty appointment (this would not apply to assistants or associates, exceptions always possible to the FPC under the new procedures), if offered a full time regular appointment, shall have the terms served previously on the faculty count toward the new 3-3.

Bennington College
12 May 1972

To: Tom Guralnick

From: R. C. Blake

Re: Divisions of the College

The Divisions of Bennington College are: Dance, Drama, Literature and Language, Music, Science, Social Science and Visual Arts.

The responsibilities of these divisions are:

- 1) divisional curriculum:
 - a) to plan a divisional curriculum which is responsive to student needs, interest and capacities of faculty, and demands of the various disciplines.
 - b) to submit to the FEPC for approval all new or changed courses that are proposed. FEPC approval is required.
 - c) to consider all student requests for tutorials. Divisional approval is required.
- 2) divisional majors:
 - a) to formulate requirements for major study.
 - b) to meet to consider all student plans before action is taken on them by the ECC.
- 3) non-divisional majors (one which cuts across or overlaps the lines of divisions or fields):
 - a) to appoint a member to serve on the Interdivisional Committee. This committee functions as a division and is composed of faculty members from each division. It plays the same role and exercises the same authority that divisions do vis-a-vis their majors (responsibilities 2 above).
- 4) faculty recruitment:

(Faculty Handbook 411 "Guidelines for Divisions in Review of Prospective Faculty Appointees", approved by faculty April 5, 1972).
- 5) divisional budget:
 - a) to present a divisional budget annually to the Dean of the Faculty.
- 6) divisional workshops, lectures, concerts, and exhibits that they choose to sponsor:
 - a) to organize and finance from their divisional budgets.
- 7) major property assigned to the division is the responsibility of the division.

Bennington College

12 May 1972

To: Tom Gurelnick

From: R. C. Blake

Re: Programs at Bennington College

Unlike the communication concerning the responsibilities of the Divisions of the College which is a description of the approved implementation of the curriculum and faculty staffing of the College, the one that I am writing now is a description of an ad hoc organization of courses which were created by the FEPC in response to students' needs when the divisions, for competing reasons of faculty interest or priority field demands, did not provide for such needs.

The term "program" is applied here to such courses since the currently used term of "interdivisional" is misleading; the courses are not necessarily in fields of interests and competence of more than one division and have nothing to do with the Interdivisional Committee which was created to deal with students' plans which do not fit into any one division. The existence of courses called "interdivisional" and which are sponsored by two or more divisions in combination is a further source of confusion.

The current programs in existence, therefore, are: a Black Music program, a Nursery School program and a program in photography.

Since all courses which are part of the requirements for a degree are supposed to be sponsored by a division of the College and approved by the FEPC, the program for accreditation for such programs was dealt with in the following ways:

- 1) A division could approve a program to fulfil a part of the distribution requirement either at the beginning or advanced level or as part of the requirements for a major (this is the case of Black Music where the Music Division stipulated that a term of study of Black Music could be approved as fulfilling part of the initial exploratory four division requirement.)
- 2) The ECC would waive more readily a distribution requirement on any level because work in a program could be viewed as an additional area of study if it differed markedly from others, even when the individual divisions did not so stipulate.
- 3) All work in programs counted as part of fulfillment of the eight full term of study requirement leading toward the degree. This was by a stipulation of the FEPC, which was responsible for the creation of programs and their extra divisional status in the first place.

RCB:cf