

Agard

Bennington College
7 September 1972



Memo to Faculty members

from Peg Dowling

Attached are the 1972 revised pages of the faculty handbook. A new committee list will be issued at a later date, after FPC, PRC and NRT elections have been completed and appointments made to replace those faculty whose terms have expired or who are on leave. Administrative organization (2.2) pages will not be issued until later. One correction on the administrative write-up that should be noted now, however, is in that of the Librarian. The copy should read: "Responsible to the Dean of the Faculty for direction and management of the Library."

Pages 1 and 2 of the Contents have been revised. The following sections have been revised or added: 2.11, 2.21, 2.23, 2.31, 2.32, 2.35, 2.36, 4.6, 4.71, 5.12, 5.74, 6.12, 6.13, 6.15, 6.31, 6.32, 6.33, 6.34, and 11. (Section 2.33 is being revised and will be forwarded later).

BENNINGTON COLLEGE

FACULTY HANDBOOK

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2.11 Standing Trustee Committees 1972-1973

Mrs. Emmet, Mr. Lord and Mrs. Meyer will be ex officio members of all standing committees

Officers

Mrs. Emmet, Chairman
Mr. Lord, Vice-Chairman
Mrs. Meyer, Vice-Chairman
Mrs. Nields, Secretary
Mr. Dickinson, Treasurer
Mr. Kolkebeck, Assistant Secretary

Executive

Mrs. Emmet, Chairman
Mr. Lord, Vice-Chairman
Mrs. Meyer, Vice-Chairman
Mr. Burkhardt
Mr. Carter
Mr. Dickinson
Miss Frankenthaler
Mrs. Hambleton
Dr. Morison
Mrs. Murray
Mrs. Nields
Mrs. Rohdie
Mr. Smith
Mr. Thornhill

Admissions & Financial Aid

Mr. Carter, Chairman
Mrs. Hambleton, Vice-Chairman
Mr. Emil
Miss Frankenthaler
Mr. Gutman
Mrs. Karp
Mr. Malamut
Dr. Morison
Mr. Thornhill

Alumni Relations

Mrs. Rohdie, Chairman
Miss Whiteley, Vice-Chairman
Miss DiMaio
Mr. Ellison
Mrs. Keland
Mr. Lindsay
Mrs. Murray
Mrs. Sheldon

Budget

Mr. Smith, Chairman
Mrs. Sheldon, Vice-Chairman
Mr. Carter
Mr. Emil
Miss Frankenthaler
Mr. Golden
Dr. Morison

Buildings & Grounds

Mr. Thornhill, Chairman
Mrs. Brown, Vice-Chairman
Mr. Burkhardt
Miss DiMaio
Mr. Gutman
Mr. Hoving
Mrs. Karp
Mrs. Nields

Community Life

Mrs. Murray, Chairman
 Mr. Dickinson, Vice-Chairman
 Mr. Ellison
 Mrs. Hambleton
 Mr. Iseman
 Mrs. Keland
 Miss Kunstler
 Mr. Lindsay
 Mr. Malamut
 Mrs. Merck
 Mrs. Rohdie
 Miss Whiteley

Development

Mrs. Meyer, Chairman
 Mrs. Keland, Vice-Chairman
 Mrs. Brown
 Mr. Dickinson
 Mr. Ellison
 Mr. Golden
 Mr. Hoving
 Mr. Iseman
 Miss Kunstler
 Mrs. Merck
 Mrs. Nields
 Mrs. Rohdie
 **Mr. Heiskell
 **Mrs. Mortimer

Educational Policies

Dr. Morison, Chairman
 Mr. Carter, Vice-Chairman
 Mrs. Brown
 Mr. Burkhardt
 Miss DiMaio
 Mr. Gutman
 Mr. Hoving
 Mrs. Karp
 Miss Kunstler
 Mr. Malamut
 Mrs. Merck
 Mrs. Murray
 Miss Whiteley

Finance

Mr. Lord, Chairman
 Mr. Smith, Vice-Chairman
 Mr. Dickinson
 Mr. Emil
 Mr. Golden
 Mr. Iseman
 Mrs. Sheldon
 **Mr. Falk
 **Mr. Heiskell
 **Mr. Lazarus
 **Mrs. Mortimer

Nominating

Mrs. Nields, Chairman
 Mr. Burkhardt, Vice-Chairman
 Miss Frankenthaler
 Mrs. Hambleton
 Mr. Lindsay
 Mr. Smith
 Mr. Thornhill

Ad Hoc Committee

Proxy Review

Dr. Morison, Chairman
 Mr. Burkhardt
 Mr. Lord
 Mr. Smith

** Non-trustee member

2.21 List of Administrators 1972 - 73

PRESIDENT: Gail Thain Parker

VICE PRESIDENT: Thomas D. Parker

DEAN OF FACULTY: Donald R. Brown

DEAN OF STUDIES: Richard C. Blake

Assistant to the Dean of Studies: Jane M. Sobel (Mrs.)

Registrar: Gertrude Syverstad

DIRECTOR OF ADMISSIONS: Jean S. Aldrich (Mrs. David)

Assistant Director: Muriel Rowe (Mrs. Leonard)

Assistant to the Director: Janis Pryor

DIRECTOR OF ALUMNI SERVICES: Catherine Cumpston (Mrs. Edward)

DIRECTOR OF BUSINESS AND FINANCE: Robert F. Kolkebeck

Director of Physical Plant: James E. Martin

Superintendent of Buildings and Grounds: Murray McGuire

Director of Dining Halls: Russell Colvin

ASSISTANT DIRECTOR OF DEVELOPMENT: Emily McGregor (Mrs.)

Assistant for Publications and Public Information: Alan Fortney

Assistant for the New York Office: Joan Wellington (Mrs. David)

DIRECTOR OF HEALTH SERVICES: Dorothy M. Hager, M. D. (Mrs. Oliver Durand)

Consulting Psychiatrist: James M. Toolan, M. D.

Psychiatric Counsellor: Mary Delia Flory (Mrs. Curtis)

Psychiatric Counsellor: Barbara Finlayson (Mrs. Malcolm)

Psychiatric Counsellor: Ellen Delbanco (Mrs. Nicholas)

DIRECTOR OF STUDENT SERVICES: Rebecca B. Stickney

Associate Director: Annette K. Shapiro (Mrs.)

Assistant to the Director: Alice Miller (Mrs.)

Assistant to the Director: Timothy Dorman

LIBRARIAN: Robert M. Agard

Assistant Librarian: Jane E. Rudd

Reference-Circulation Librarian: James A. Cogswell

SECRETARY OF THE COLLEGE: Margaret P. Dowling (Mrs.)

2.22 Election and Appointment of Deans

Deans, like faculty members, are formally appointed by the Trustees upon recommendation of the President. In order to afford the guidance of the faculty to the President and Trustees, however, the Dean of the Faculty and the Dean of Studies will be appointed from the faculty only after the following election procedure:

Members of the faculty will be given a ballot for each office and asked to express their choices preferentially, 1 to 3, for each position.

Faculty members who are in at least their third year of service at the time of taking office will be eligible for either position. Their names will be placed on both ballots. Sabbaticals and leaves should not influence a faculty member's choice in the balloting; they will be taken into account in the later steps of the procedure.

Appointments will be recommended to the Trustees by the President from among the first three faculty choices on each ballot. Appointments will be for three-year terms, with the understanding that they can be terminated at the end of any academic year at the request of either the incumbent or the President, without affecting the incumbent's regular faculty status. If a term is ended prematurely the President will call for a new faculty ballot.

Reappointments after three years will be permissible, the same procedure being followed as in initial appointments.

2.23 Appointment and Review Procedures for Administrators

Upon recommendation of the President, members of the administration are appointed by the Trustees for an indefinite period. Their service may be reviewed at any time, but review is regularly made at the end of each of the first two years, at the end of the fifth year, and every five years thereafter. The review of those appointments listed below is regularly made by the Faculty Personnel Committee:

- Vice President
- Director of Admissions
- Director of Alumni Services
- Director of Business and Finance
- Director of Development
- Director of Health Services
- Director of Student Services
- Librarian
- Secretary of the College

2.3 Organization of the Faculty

2.31 Faculty Meeting

The primary organ for the conduct of faculty affairs is the faculty meeting, chaired by the President. Faculty meetings are normally held on the first Wednesday of every month during resident terms at 4:15 p. m. All members of the faculty are obliged to attend.

In addition to the teaching faculty, those administrative officers of the College who are reviewed by the Faculty Personnel Committee are entitled to attend faculty meetings. Additional administrators may also be invited to attend a meeting should an agenda item make their presence appropriate. Those administrators regularly attending faculty meetings are:

- Vice President
- Director of Admissions
- Director of Alumni Services
- Director of Business and Finance
- Director of Development
- Director of Health Services
- Director of Student Services
- Librarian
- Secretary of the College

On any question before the faculty the chairman will rule whether the vote will include:

- a. teaching faculty members.
- b. members of the administration reviewed by the FPC (if any of those are also regular members of the teaching faculty, their vote is so counted).

Teaching assistants and associates, assistants to heads of offices and office personnel are appointed by the President and do not have faculty status.

2.32 Faculty Committees

In order to play its essential role in the day to day conduct of College affairs the faculty is organized into the committees listed below. The Faculty Educational Policies Committee, the Faculty Personnel Committee, the Personnel Review Committee, and the Educational Counseling Committee are elected from the faculty; all others are appointive. Appointments are made by the Dean of the Faculty. The President is an ex-officio member of all Committees.

The FEPC is made up of eight elected members of the faculty constituted as follows: one member to represent the three Performing Arts Divisions; one member from each of the other four divisions; and three members elected from the faculty at large. All members of the faculty who are in at least their third year of service are eligible for election to the FEPC. Election is for a two-year period, with two positions becoming vacant at the end of each academic term. The Dean of the Faculty, the Dean of Studies and the Secretary of the College are ex officio members, and the committee is chaired by the Dean of the Faculty. Two SEPC representatives elected by them are invited to attend meetings of the FEPC.

Faculty Personnel Committee:

The FPC meets regularly with the President to advise on appointment policy and on all reappointments to the faculty. In addition it consults and advises on the rank order distribution of faculty salaries.

The FPC is made up of five members, four are elected from the faculty at large and the Dean of the Faculty serves as an ex officio member and chairs. The President does not vote. Faculty members are elected for three-year terms. All faculty members who are at least in their third year of service are eligible for election. Those members of the administration who are reviewed by the Faculty Personnel Committee are entitled to vote on the ballot for that committee and are eligible for election to it under the same terms as teaching faculty members. (See 2.24)

Personnel Review Committee:

The Personnel Review Committee deals with appeals from faculty members who have not been reappointed and deals with specific grievances from individual faculty members regarding salary, assignment of teaching duties, assignment of space or other facilities, or propriety of conduct. (See 6.14 for discussion of jurisdiction and procedure)

Three committee members are elected from the faculty at large. All members who are in at least their third year of service are eligible for election to the PRC. Those members of the administration who are reviewed by the Faculty Personnel Committee are entitled to vote on the ballot for that committee and are eligible for election to it under the same terms as teaching faculty members. (See 2.23)

Appointive Committees:

Admissions:

The function of the Admissions Committee is to consult with and advise the Director of Admissions on all matters of policy and individual questions regarding the admission of new students to the College. The committee is composed of seven members of the faculty, the Assistant Director of Admissions and the Assistant to the Dean of Studies serving as ex officio members. It is chaired by the Director of Admissions and appointments are for three year terms.

Art and Architecture:

This committee advises the Trustees and the President on all matters relating to College architecture, architects, general maintenance, the design and siting of buildings, and the landscaping of College property. It is composed of eight members, including the chairman, appointed from the faculty for indefinite terms. The Director of Physical Plant also serves on this committee as an ex officio member.

Financial Aid:

The committee is composed of two members of the faculty, the Dean of Studies and the Director of Business and Finance serving ex officio and is chaired by the Director of Student Services Office. The committee develops financial aid policy, makes specific grant recommendations and reports to the faculty on problems and procedures relating to financial aid. Faculty appointments are for three-year terms.

Library Advisory Committee:

This committee advises the Librarian on balancing and strengthening the collection, on policies affecting library service, library resources, and on such other matters as the Librarian may refer to the committee. The committee assures the responsibility of the faculty as a whole and of the divisions for advising the Librarian on the status of the collection.

The committee is composed of four members of the faculty who will designate their chairman. Members serve for two-year terms, two retiring each year.

2.35 Faculty and Administrative Members of Joint Committees -
Fall Term - 1972

Constitutional Council

Mrs. Aldrich	12/72
Mr. Scott	12/72
Mr. Pearson	6/73
Mr. Blake	12/73
Mr. Parker	6/74
Mr. Welter	6/74

Non-Resident Term

Mrs. Shapiro, Chairman	<u>ex-officio</u>
Miss Fine	6/73
Mrs. Shepela	6/74
To be elected	6/75
Mr. Blake,	<u>ex-officio</u>

Development

Mrs. McGregor, Chairman	<u>ex-officio</u>
Mr. Belitt	
Mr. Flaccus	
Mr. Harris	

Special Events Committee

Mr. Delbanco, Chairman	
Mr. Calabro	
Mr. Harris	
Mr. Kerry	
Mr. Fortney,	<u>ex-officio</u>

Judicial

Mr. Carini, Faculty Advisor

Judicial Review

To be elected by students	
To be elected by students	
Miss Stickney,	<u>ex-officio</u>

4.5 Meetings

Divisions meet regularly as required to discuss student plans, faculty recruitment and other divisional business. Minutes of action taken in meetings should be kept and copies sent to the President, the Deans and the Secretary of the College.

4.6 Requirements for Majors

The statements of the seven divisions on the usual requirements for major study are given below. All plans must be considered by divisional faculties before action is taken on them by the Educational Counseling Committee.

VISUAL ARTS

Before Tentative Plan: Normally the prospective major in art will take Introduction to Studio Art (consisting of 1 term in 3-D studios, 1 term in 2-D studios) during the first year, and four terms of work in art in the second year.

Tentative Plan: At the time the student submits this plan (which contains in addition to the basic course lists and distribution requirements, a written account of the educational experiences of the past as well as those envisioned for the future) to the Division, he/she must have demonstrated ability in at least two media. The student will be asked to submit examples of work for review by the art faculty during student's fourth term. The plan should include at least a year's study of art history or criticism if the student has not taken such a course in the first two years, and continued work in two or more studios in the third year.

Confirmation of Plan: The Confirmation of Plan restates courses to be taken and outlines work projects in two or more areas; this work is viewed by the community in the June Senior Exhibition.

Requirements for Degree: Successful completion of project undertaken in advanced program.

DANCE

Before Tentative Plan: The prospective major in Dance is expected to complete successfully four terms of work in the field, including Structure and Style, dance techniques, composition, Stagecraft, and Music for Dance.

4.71 Guidelines for Divisions in Review of Prospective Faculty Appointees

1. Search Procedure:

- a. When a position becomes available for a Division, a discussion of curriculum must be undertaken to determine what fields should be considered for use of that position, subject to normal educational policies committee procedure.
 - b. A Subcommittee of the Division should be appointed to carry out the search for appropriate candidates. This committee might also be elected if the Division so desires.
 - c. Letters should be sent out to appropriate graduate schools announcing the availability of a position at Bennington.
 - d. Personal communications made with potential candidates by members of the faculty at Bennington could supplement the efforts of the Subcommittee.
 - e. At least three letters of recommendation should support the application of a candidate. In the letters of recommendation, the evaluation should pay special attention to:
 1. Professional competence
 2. Teaching ability and
 3. Sensitivity to student needs.
 - f. A complete resume should be submitted by the candidate.
 - g. Suggested course offerings should be submitted by the candidate. These could be submitted after the candidate visits the campus.
 - h. A fund should be available to the Division to be used for travel expenses. This fund should be large enough so as not to constitute an effective barrier to bringing qualified candidates to Bennington.
2. Before his/her first visit to the campus, or immediately upon his/her arrival on campus, the candidate should be informed as to:
- a. The nature of Bennington College
 - b. The nature of the review process - specific detail should be given as to the schedule followed upon his or her visit to the College.

- c. The nature of the opening in the Division.
- 3. The candidate should have the option of one of the following when visiting the College:
 - a. Teaching an introductory class, with students and faculty attending.
 - b. Delivering a seminar or scholarly paper.
 - c. Engaging in a scheduled gathering where the candidate has an opportunity to informally talk about his or her interests.
 - d. Give a workshop for the benefit of the Division.

4.8 Curriculum

Divisions are responsible for planning a divisional curriculum responsive to student needs as well as to the interests and capacities of the faculty. Curriculum planning is begun early in the spring term and divisional offerings proposed for the following year are reviewed by the FEPC some time during the spring term. All new or changed courses must be approved by the FEPC before being offered. Student requests for tutorials must be approved by the division before being granted.

4.9 Workshops, Lectures, Concerts, Exhibitions, etc.

Divisions are responsible for the organization and financing from their budget of such workshops, etc., as they choose to sponsor. Scheduling should be arranged in advance with the Office of Student Services for scheduling on the Calendar.

4.10 Secretarial Assistance

The divisions have specifically designated secretarial assistance, available for divisional business but not for personal use. (See 11. Secretarial Service)

5. GENERAL ACADEMIC PROCEDURES:

5.1 Reports

5.11 Instructors' Mid-term and Final Reports

"Comments" are written by the instructor to each student in every course, on forms provided by the Office of the Dean of Studies, both at mid-term and at the end of the term. The white folder copy is returned to the Dean's Office, and becomes part of the student's permanent record. Two copies are given to the student, one for his/her personal use and one for his/her counselor. The yellow copy is kept as the instructor's record. The content of these comments soon becomes a matter of personal style, but should be extensive enough to serve the needs of the student and the Educational Counseling Committee in judging his/her progress. Perusal of students' folders may be done in the reading room of the Dean's office and will not only acquaint the instructor with their background, but will provide the best indication of the typical content of reports.

It is extremely important that reports be submitted by the dates indicated each term. The student's understanding of his/her progress, the convening of panels, counselors' discussions of their counselees' status... all these and more hinge on the timely availability of reports.

5.12 Counselors Reports*

At the end of each term, counselors submit, on forms provided by the Dean of Studies' office, a summary statement of each counselee's term. Of particular concern are whether the student should continue in the College, and whether he/she understands and is coping adequately with any areas of weakness. Comment is also invited on the status of the student's program planning, as are recommendations about future work. In general, the Counselor's Report summarizes the educational experience of the term.

* Until 1972-73 Counselor's Reports were Confidential Reports.

Most laboratories and studios are scheduled for afternoon hours. Some advanced courses meet only once a week and these are scheduled for Wednesday mornings, or for afternoons other than Wednesday, when faculty members must be free for committee and faculty meetings.

There are no regularly scheduled evening classes. Occasionally a make-up or extra session may be held after dinner.

The schedule of class hours is drawn up in the spring prior to registration. Change is difficult once students have planned their programs to include these scheduled hours, but occasionally a shift in time seems wise. Such change should not be made without prior consultation with the Dean of Studies, who assigns classroom and hours.

A faculty member who has a preference for teaching on certain days or at certain hours should tell the Dean of Studies before spring registration; every effort will be made to meet these preferences if it is possible, but other factors such as conflicts may outweigh them.

5.73. Instructional Equipment

All instructional equipment is, of course, the property of the College, assigned primarily for the use of a specific division or divisions. On occasion it may be needed for other use, with the agreement of the division to which it is assigned.

Occasionally the College is asked to lend equipment to outside organizations. Such a request should be referred to the Secretary of the College, who will consult with the proper division.

Faculty who allow students the use of any College studio or equipment in the faculty members' absence during the summer or the NRT are responsible if unusual loss or damage occurs as a result of their use and liable for such damage if the student does not himself pay. An agreement stating these terms is required, signed by student and faculty member. A waiver of College responsibility for student injury during use is required. These forms may be obtained by the student from the Student Services Office. A rental fee is charged the student for art studios and Jennings Hall space.

5.74 Faculty Offices

Faculty offices are assigned by the Secretary of the College, to whom any request for change should be made before the end of NRT. Faculty are notified of office assignment in the summer. When a faculty member is on

leave he is expected to relinquish his office to his replacement, but he is rarely asked to change his office (unless he has been temporarily assigned to the office of someone on leave). It is not, however, inconceivable that some College need may make such a request necessary.

Some faculty members allow students to use their offices for study at night, provided the courtesy is respected and offices are left in good order. No faculty member should feel obligated to permit such use, nor to continue it if he wishes to withdraw the privilege. If he does not wish his office used he should lock it.

6.12 The Duration of Appointments and Standards of Reappointment

A faculty member is initially asked to join the faculty for a three year term. He is then considered for reappointment to a second three year term and then a series of five year terms with the presumption of tenure. Exceptions to this norm are made only with the approval of the EPC. In no case will an initial contract be offered with a presumption of tenure.

Non-tenure contracts (3-3) are offered where there is sufficient reason to believe that the individual concerned will serve the College well during the time of his appointment. Five-year contracts are offered only where there is strong evidence that the individual concerned is likely to make a significant and substantial contribution to the College over the duration of his tenure. Every contract will explicitly state whether it is offered on a non-tenure basis or with a presumption of tenure.

6.13 The Reappointment Process and Review Procedure

All reappointments of non-tenured faculty members are made at the convenience of the College and it is recognized that cause need not be shown for the decision not to reappoint in these cases. In the interest of fairness and the right of the individual to be protected from capricious or biased standards of judgment, however, the following procedures are established.

Faculty reappointments are made by the Board of Trustees upon the recommendation of the President of the College. That recommendation is made only after extended review of the matter by the Faculty Personnel Committee. The committee aims to arrive at a consensus on all major decisions; however, a majority of its members constitute a deciding voice. In cases where the President feels it necessary to contravene a majority decision, he must announce this to the faculty as well as to the trustees.

During the year preceding the terminal year of a contract period, the Personnel Committee undertakes a rigorous review of a faculty member's contribution to the College in order to decide upon a recommendation concerning a new contract. The decision of the Committee regarding reappointment shall be made known to the faculty member concerned no later than three weeks before the end of the spring term of the year preceding termination of his current contract period.

In reviewing faculty members for reappointment the Faculty Personnel Committee will consult the working colleagues of the faculty member concerned, including all members of his division. This consultation takes the form of private and confidential interviews or written communication in the following areas of concern: competence in one's field, professional activity, and teaching ability. Responsiveness to student needs and interests, contribution to working committees and other aspects of community life are also taken into consideration. The FPC interviewer will

read back his notes of the conversation for approval. In the case of the review prior to the first five-year contract, the President may undertake to solicit the opinion of a faculty member's peers outside the College concerning his scholarly or artistic potential.

At the earliest possible stage the faculty member being reviewed will also be interviewed by the Dean of the Faculty to inform him that the review process is underway and to give him an opportunity to offer any evidence he may think relevant in his own behalf.

The FPC will also seek to gain the maximum amount of information from students regarding the performance of faculty members under review, and will institute procedures toward that end.

Divisional SEPC representatives may request a meeting with the FPC to offer information and argument concerning reappointment. Individual students may also request the opportunity to present their views to a member of the FPC.

If, after the first round of consultations with working colleagues and students, the FPC feels there is sufficient doubt about a faculty member's reappointment, the Dean of the Faculty or the President along with one faculty member of the FPC will meet with the faculty member concerned to give him as much specific information as possible about the doubts concerning his performance. The purpose of this second interview is to offer an opportunity for the faculty member being reviewed to provide any new information he may think relevant to the Committee. In order to accomplish its purpose, this meeting should not take place later than two weeks after mid-term.

At this point the FPC, at its discretion, may also conduct a second round of interviews with the working colleagues of the faculty member being reviewed in the effort to elicit more information regarding the specific areas of performance in question.

After the full review process has been concluded, should the decision of the FPC be negative regarding reappointment, the faculty member concerned will be informed of the FPC decision by letter. He may then request a meeting with the President and/or the Dean of the Faculty with one faculty member of the FPC present. The faculty member concerned may elect to have a colleague of his choice present at this meeting as an academic advisor. At this meeting the President or the Dean will explain as clearly and specifically as possible, consistent with the confidentiality of the whole review process, the reasons for the negative decision.

After having discussed the matter at this meeting, the faculty member may elect to have the reasons for his non-reappointment stated in writing. It should be reiterated at this point that all 3-3 and first 5 year appointments are offered at the convenience of the College and that cause need not be shown when these appointments are not made.

6.14 Presumptive Tenure

When a faculty member is offered his first five-year contract, or any subsequent five-year contract, the College thereby commits itself to offer another five-year contract at the termination of the one then being served unless it can be demonstrated by the College that the contribution to College life of the faculty member concerned has markedly deteriorated or that he has substantially failed to perform the terms of his contract, or unless financial exigency or a change of educational policy requires the elimination of his teaching position. A second or subsequent five-year contract will only be denied after an appropriate hearing has been held before the Personnel Committee, at which hearing the faculty member concerned is given the opportunity to hear and challenge the arguments against his reappointment.

- - 1967 Policy Statement

6.15 Personnel Review Committee

A Personnel Review Committee of three faculty members elected from the faculty at large will be established to deal with all appeals from faculty members who have not been reappointed and to deal with specific grievances individual faculty members may have regarding salary, assignment of teaching duties, assignment of space or other facilities, or propriety of conduct.

In the case of grievances the petitioner will set forth the nature of his grievance and the Committee will decide whether or not to investigate. If, upon investigation, the Committee feels that there is some substance to the allegation, it will seek to bring about a settlement satisfactory to the parties involved. If such a settlement does not seem satisfactory or appropriate, the Committee will report its findings and recommendations to the petitioner, to the appropriate administrative officer and to the Faculty Personnel Committee which will decide the issue in a manner consistent with overall College policy.

The grounds for appeal in the case of non-reappointment are two. One is that adequate consideration was not given in the review process or that due process was not followed. The other is that a violation of academic freedom was involved in the process leading to the decision not to reappoint. If a faculty member feels that due process was not followed he may make his allegations to the Personnel Review Committee and that Committee will decide whether an investigation is warranted. If, after carrying out an investigation, the Committee feels that the allegations have substance, they will make their recommendation to the Faculty Personnel Committee that it assess the case once again, this time

correcting the inadequacies of its prior consideration. After such a review the decision of the Faculty Personnel Committee in the matter is final. In the case of alleged violations of academic freedom the functions of the Personnel Review Committee should be the following:

- (a) To determine whether or not the notice of non-reappointment constitutes on its face a violation of academic freedom.
- (b) To seek to settle the matter by informal methods.
- (c) If the matter remains unresolved, to decide whether or not the evidence submitted in support of the petition warrants a recommendation that a formal proceeding be conducted in accordance with Sections 5 and 6 of the Recommended Institutional Regulations of the AAUP, with the burden of proof resting upon the complaining faculty member.

- - Adopted by the Faculty April 5, 1972

6.16 Salary Policy

The annual faculty salary budget, including individual faculty salary increases, is determined by the Board of Trustees upon the recommendation of the President. The Faculty Personnel Committee advises the President and the Dean of Faculty on general salary levels, on salary guidelines and on matters of professional performance and merit. However, it plays no direct role in awarding salary increases * and it does not have access to the salaries of individual faculty members. Whenever the President and Dean of Faculty feel that there is reason to offer a prospective salary grant which departs from the generally accepted norms, they will consult with the Faculty Personnel Committee before actually awarding that salary.

In determining individual salaries, the President and Dean of Faculty use the same criteria as are used for decisions on faculty reappointment, as set forth in paragraph on reappointments.

6.17 General Personnel Policy

In all other matters relating to faculty personnel policy, including among other things, contract terms, work loads, leaves, professional responsibility and discipline, decisions are made by a process of mutual consultation between the

*Until 1967-68, each member of the Faculty Personnel Committee individually provided the President and Dean of Faculty with an annual ranking of all faculty into four categories of value or merit for the College.

President, the Faculty Personnel Committee, the faculty and Board of Trustees. No change of policy of substantial importance is undertaken except upon the recommendation of the full faculty after a report from the President and the Personnel Committee. No substantive administrative decision affecting faculty is made except after consultation with the Faculty Personnel Committee.

6.3 Fringe Benefit Plans

6.31 Deferred Annuity Plan

Every member of the faculty is entitled to a subvention from the College treasury to be paid by the College to the Teachers Insurance and Annuity Association and the College Retirement Equities Fund (if the eligible employee chooses to participate in the Fund) toward the purchase of a deferred annuity to begin at the age of sixty-five. This subvention will be 5% of salary up to the level of Social Security coverage, plus ten per cent on all salary above that amount.

This subvention will be paid only on condition that the annuitant pay at least five per cent on his total salary from the College toward the deferred annuity. For convenience the amount paid by the beneficiary shall be deducted from his or her salary each month and included in the payment made by the College to the Teachers Insurance and Annuity Association and the College Retirement Equities Fund (if designated). Tax on the College's contribution to the annuity contract is paid by the individual during retirement. A salary or annuity option is available to the faculty member who wishes to have his/her 5% contribution deducted from his/her current taxable income and thus defer taxation on this additional portion of their annuity until retirement.

A faculty member is normally eligible to participate after one year of service at Bennington, but may participate immediately if he has already established TIAA-CREF annuity contracts elsewhere. Participation in the plan is required, however, after completion of two years service and attainment of age 35 unless the faculty member can show that he or she has already made other provision for retirement at the age of sixty-five.

The College reserves the right to modify or amend this Plan at any time.

6.32 Retirement Policy

Every officer of administration or instruction shall retire from active service in the College on June 30 next after he attains the age of sixty-five. Any retired officer of administration or instruction may, on recommendation of the President, be appointed by the Trustees to render further service to the College. Such appointments shall be for periods of one year (subject to renewal) and shall be on such conditions and with such compensation as the Trustees shall determine. It should be noted, however, that there is a presumption against such appointments. Subsequent to June 1, 1972, a faculty member is entitled to receive a Retirement Transition Benefit, 10% of his annuity accumulation in a lump sum, as an option.

6.33 Faculty Children Tuition Plan

Full-time faculty members and administrative officers are entitled to a grant of up to \$1,000 a year or total fees (tuition, room and board, less all other scholarships, benefits or grants received), whichever is less, for no more than four years toward the cost of post-secondary education or training for each child attending any regionally accredited college or institution acceptable under standards applied by the Veteran's Administration in the case of veteran's benefits. Each part-time member of the faculty or administrative officer is entitled to a portion of such grant in the ratio of his part-time to full-time service subject to the same qualifications. Each semester, the Business Office should be sent a copy of the bill with request for payment. A check in the appropriate amount is then drawn to the order of the institution and sent to the faculty member.

6.34 Insurance

The "package" consists of Blue Cross - Blue Shield basic insurance, major medical insurance through the Teachers Insurance & Annuity Association, and the collective life insurance through TIAA. Participation in the plan is required unless you present evidence that you are covered under comparable plans. The College pays one-half the monthly premium for the faculty member and his dependents.

A total disability insurance plan is also carried with the Teachers Insurance & Annuity Association. Participation is required beginning with the third year of service at Bennington College and attainment of age 35. Immediate participation is not possible unless covered in a previous position. The College pays half the cost.

The College carries accident insurance in the amount of \$100,000 on the lives of faculty members and administrative officers when on trips conducting business for the College. Beneficiary of this policy is next of kin. The College pays the entire premium.

Application forms and information about insurance are available in the Business Office.

6.35 Salary Advance Policy

Salary advances are occasionally made to members of the faculty. They are made upon written application to the Director of Business and Finance, with the approval of the Director and the Dean of Faculty or the President, and subject to the following conditions:

11. GENERAL AND MISCELLANEOUS INFORMATION:

BILLS

Monthly statements for College services (freight and express charges, etc.) are rendered to members of the Community on about the tenth of each month. Charges are payable when rendered at the Cashier's Office, and if not paid are deducted from the next salary check. All telephone and telegram charges are paid at the Switchboard.

BOOKSTORE

A Book Store is maintained on campus to provide the community with books, supplies and sundries. Store hours are 8:30 a.m. to 5:00 p.m. Monday through Friday. Saturday hours are 10:00 a.m. to 4:00 p.m. Other hours to be announced.

CHECK CASHING SERVICE

The Cashier's Office is located in Barn #19 and is open from 11:30 - 1:30, 1:30 - 4 daily except Saturday and Sunday. Personal checks (not checks drawn to Bennington College) may be cashed in amounts to \$25.00, which is the limit per person per day.

EMERGENCIES

In case of emergency, day or night, dial Operator.

EXPENSE ACCOUNTS

Expenditures by faculty members for which reimbursement will be requested, such as official traveling expenses, should have the authorization of the President or the Dean of the Faculty.

GARAGES

There are a limited number of garages available for faculty members. The rental charged is \$60.00 per year, payable in monthly installments. Arrangements for renting garages should be made with the Director of Business and Finance's secretary.

THE MARTIN FOUNDATION

By arrangement with the Martin Foundation, Bennington College maintains a New York Office at 26 West 56th Street.

This Office is basically a branch of the Development Office. It is also used by Trustee and Alumni Committees for meetings, and occasionally is the center for larger College gatherings.

Members of the College Community can use the Office for its information service and as a convenient place to meet friends in New York.

MEALS IN FACULTY DINING ROOM

When College is in session, meals are served daily in the faculty dining room, which is located on the second floor of Commons Building. Breakfast is served from 8:00 to 8:30, lunch from 12:30 to 1:30, and dinner from 6:00 to 7:00 on weekdays. On Sundays there are two meals: breakfast at 10:30 and dinner at 4:30. All meals are served cafeteria style.

Members of the faculty and staff may purchase meal cards for their own use from the cashier in the Business Office for \$10.00, at a 15¢ discount per ticket, equivalent to 20 tickets. For their guests, including members of their families, they should purchase meal tickets at the dining hall at a cost of 65¢ per ticket. Breakfast costs one ticket, lunch two, and dinner three tickets.

NEWSPAPERS

Subscriptions for The New York Times can be obtained through student agents. Announcements regarding these arrangements will be placed in mailboxes shortly after the beginning of term.

POST OFFICE

Each member of the faculty will have a box in the Post Office on the first floor of Commons Building.

TELEPHONE SERVICE

The switchboard is open daily from 7 a.m. to 11 p.m. when College is in session. After 11 p.m. there is no telephone service, but emergency calls are handled by the Night Watchman who may be reached by dialing "Operator" from 11 p.m. to 7 a.m.

Fall Term

Friday	September 8	New students' appointments with counselors, 9:00 AM - 12:30 PM. Counseling and registration for reentering students (those students who were away at least one term) 2:00 PM - 5:00 PM.
Saturday	September 9	Registration for new students, 9:00 AM - 12:30 PM. Registration for returning students (those at Bennington last term) 2:00 PM - 4:00 PM.
Monday	September 11	Classes begin, 8:30 AM.
Friday	October 27	Long Weekend begins at 1:00 PM.
Wednesday	November 1	Classes resume, 8:30 AM.
Thursday	November 23	Thanksgiving vacation begins, 8:30 AM.
Monday	November 27	Classes resume, 8:30 AM.
Friday	December 15	Last day of classes, all student work due.
Wednesday	December 20	Final reports due at 9:00 AM. Final ECC panel meetings will be held on Wednesday through Friday, December 20 - 22. All faculty members must be available through Friday.

Non-Resident Term

Tuesday, January 2 through Friday, March 2 (9 weeks)

Spring Term

Monday	March 5	New students arrive.
Tuesday	March 6	New students' appointments with counselors, 9:00 AM - 12:30 PM. Counseling and registration for reentering students (those students who were away at least one term) 2:00 PM - 5:00 PM.
Wednesday	March 7	Registration for new students, 9:00 AM - 12:30 PM. Registration for returning students (those at Bennington last term) 2:00 - 4:00 PM.
Thursday	March 8	Classes begin, 8:30 AM.
Wednesday	April 25	Long Weekend begins at 1:00 PM.
Monday	April 30	Classes resume, 8:30 AM.
Monday	June 11	Final reports on graduating seniors due at 5:00 PM.
Wednesday	June 15	Classes end, 1:00 PM.
Saturday	June 16	Commencement
Wednesday	June 20	Final reports on all other than graduating seniors due at 10:00 AM. All faculty members must be available for panel meetings after final reports are due.
Monday	September 10, 1973	Classes begin, 8:30 AM.

2.33 List of Faculty and Administrative Members of Standing Committees - Fall Term - 1971

Admissions Committee

Mrs. Aldrich, Chairman	<u>ex officio</u>
Mr. Rosen	12/71
Mr. Kaplan	6/72
Mr. Tristman	6/72
Mr. Carini	6/73
Mr. Nowak	6/73
Mr. Schonbeck	6/73
Mr. Wohnus	6/73
Miss Schlabach	6/74
Mr. Gessner,	<u>ex officio</u>
Mr. Mikel,	<u>ex officio</u>

Educational Policies Committee

Mr. Brown, Chairman	<u>ex officio</u>
To be elected	12/71
Mr. Haas	12/71
Mr. Flaccus	6/72
Mr. Kaplan	6/72
Mrs. Kirkpatrick	12/72
Mr. Ricks	12/72
Mr. Pearson	6/73
Mr. Scott	6/73
Mr. Blake,	<u>ex officio</u>
Mrs. Dowling,	<u>ex officio</u>

Art & Architecture Committee

Mr. Ricks, Chairman	
Mr. Flaccus	
Mr. Moore	
Mr. Rosen	
Mr. Williams	
Mr. Wohnus	
Mrs. Dowling,	<u>ex officio</u>
Mr. Martin,	<u>ex officio</u>
Mr. Smith,	<u>ex officio</u>
Miss Stickney,	<u>ex officio</u>

Faculty Personnel Committee

Miss Schlabach	12/71
Mr. Lyon	12/72
Mr. Nowak	12/73
Mr. Brown,	<u>ex officio</u>

Financial Aid Committee

Miss Stickney, Chairman	<u>ex officio</u>
Mr. van der Linde	6/71
Miss Fine	6/72
Mr. Feinman	6/74
Mr. Blake,	<u>ex officio</u>
Mr. Kolkebeck,	<u>ex officio</u>

Committee on Interdivisional Majors

Mrs. Shepela, Chairman	
Mr. Eskin	
Miss Hasenclever	
Mr. Kerry	
Mr. Schonbeck	
Mr. Supowit	
Mr. Welter	
Mr. Wofford	
To be appointed - Dance Division	

Library Advising Committee

Mr. Cornwell	6/72
Mr. Ricks	6/72
Mr. Tristman	6/73
Mr. Wofford	6/73

Educational Counseling Committee

Mr. Blake, Chairman	<u>ex officio</u>
Mr. Cornwell	12/72
Mr. Rosen	12/72
Mr. Feinman	12/73
Miss Fine	12/73
Mr. Pearson	12/73
Mr. Breslow	6/74
Mr. Guy	6/74
Mrs. Kirkpatrick	6/74

2.33 List of Faculty and Administrative Members of Standing Committees Fall Term - 1972

Admissions Committee

Ms. Aldrich Chairs, ex-officio
 Mr. Carini 6/73
 Mr. Nowak 6/73
 Mr. Wohnus 6/73
 Mr. Cheuse 6/74
 Mr. Fredericks 6/75
 Mr. Rowe 6/75
 Mr. van der Linde 6/75
 Ms. Sobel, ex-officio

Art & Architecture Committee

Mr. Ricks Chairs
 Mr. Flaccus
 Mr. Moore
 Mr. Rosen (Haas)
 Mr. Williams
 Mr. Wohnus
 Mr. Martin, ex-officio
 Mr. Parker, ex-officio
 Mr. Smith, ex-officio
 Ms. Stickney, ex-officio

Committee on Interdivisional Majors

Ms. Shepela Chairs
 Mr. Belitt
 Mr. Logan
 Mr. Horwitz
 Mr. Schonbeck (Brant)
 Mr. Supowit (Coburn)
 Mr. Welter
 Mr. Williams
 Ms. Dunn

Educational Counseling Committee

Mr. Blake, Chairs, ex-officio
 Mr. Cornwell 12/72
 Mr. Wofford 12/72
 Mr. Feinman 12/73
 Mr. Calabro 12/73
 Mr. Pearson 12/73
 Mr. Kerry 6/74
 Mr. Guy (Mikel) 6/74
 Ms. Kirkpatrick (Kensinger) 6/74
 Mr. Wittman 12/74

Educational Policies Committee

Mr. Brown Chairs, ex-officio
 Ms. Kirkpatrick (Mr. Harris) 12/72
 Mr. Ricks 12/72
 Mr. Pearson 6/73
 Mr. Scott 6/73
 Ms. Adams 12/73
 Ms. Fine 12/73
 Mr. Cheuse 6/74
 Mr. Flaccus 6/74
 Mr. Blake, ex-officio
 Ms. Dowling, ex-officio

Faculty Personnel Committee

Mr. Brown Chairs, ex-officio
 Mr. Delbanco 12/72
 Mr. Nowak 12/73
 Mr. Feinman 12/74
 Mr. Flaccus 6/75

Financial Aid Committee

Ms. Stickney Chairs ex-officio
 Mr. Aebersold 6/74
 Mr. Rowe 6/75
 Mr. Blake, ex-officio
 Mr. Dorman, ex-officio

Library Advising Committee

Mr. Tristman (Belitt) 6/73
 Mr. Haas 6/73
 Mr. Supowit (Bancroft) 6/74
 Mr. Kensinger 6/74

Personnel Review Committee

Mr. Glick 6/73
 Mr. Pearson 6/74
 Mr. Welter 6/75

2.35 Faculty and Administrative Members of Joint Committees
Fall Term - 1972

Constitutional Council

Ms. Aldrich	12/72
Mr. Scott	12/72
Mr. Pearson	6/73
Mr. Blake	12/73
Mr. Parker	6/74
Mr. Welter	6/74

Non-Resident Term

Ms. Shapiro	Chairs, <u>ex-officio</u>
Ms. Fine	<u>6/73</u>
Ms. Shepela	6/74
Mr. Wohnus	6/75
Mr. Blake	<u>ex-officio</u>

Development

Ms. McGregor Chairs, ex-officio
Mr. Belitt
Mr. Flaccus
Mr. Harris

Judicial

Mr. Carini, Faculty Advisor

Special Events Committee

Mr. Harris Chairs
Mr. Calabro
Mr. Delbanco
Mr. Kerry
Mr. Fessenden
Mr. Glaudini
Mr. Fortney, ex-officio

Judicial Review

To be elected by students
To be elected by students
Ms. Stickney, ex-officio

Agard

Bennington College
6 October 1971

Memo to: Faculty

From: Don Brown

The results of the recent elections are as follows:

NICHOLAS DELBANCO has been elected to serve on the Faculty Personnel Committee for a term to expire when the new president takes office.

BARBARA SMITH has been elected to serve on the Faculty Educational Policies Committee for a term to expire when the new president takes office.

JACK MOORE has been elected to serve on the Faculty Educational Policies Committee to the Performing Arts position for a term to expire in December, 1971.

Dance

+(Dixon, Bill)
 Dunn, Judith
 Henry, Carol
 Kerry, Richard
 Maxwell, Carla
 Moore, Jack
Wittman, Josef
Wittman, Martha

Drama

Breslow, Maurice
Dixon-Stowell, Brenda
 Glaudini, Robert
 Kerry, Richard

Literature & Languages

Becker, Stephen
 Belitt, Ben
 Bryom, Bill
 Cheuse, Alan
 Delbanco, Nicholas
 Eskin, Stanley
 Feinman, Alvin
 *(Fredericks, Claude)
 Guy, Georges
 Hasenclever, Irene
 Horwitz, Martin
 Kaplan, Harold
 Kaplan, Isabelle
 +(Malamud, Bernard)
 Mikel, Bruce
 Picco, Ulises R.
 Sandy, Stephen M.
 Smith, Barbara
Tristman, Richard

Music

*(Baker, Frank)
 Brant, Henry
 Calabro, Louis
 Fine, Vivian
 DeGaetani, Jan
 Glick, Jacob
Nowak, Lionel
 Mallow, Barbara
 Pachman, Maurice
 Schonbeck, Gunnar

Science and Mathematics

Aebersold, Dennis
 Coburn, E. Robert
 Cornwell, Robert G.
 Flaccus, Edward
 Lyon, Irving
 Supowit, Lee
 van der Linde, R. H.
 Wohnus, John F.

Social Science

Blake, Richard
 Brown, Craig
 +(Brown, Donald R.)
 Carini, Louis
 Cohen, Ronald
 Harris, Steven G.
 Kensinger, Ken
 Kirkpatrick, Joanna
 Lackowski, Peter
 Pearson, Harry W.
 Ricks, R. Arnold
Rowe, Leonard
Schlabach, Anne
 Scott, Wallace P.
 Shepela, Sharon
 Standish, Thomas K.
 Welter, Rush

Visual Arts

Adams, Pat
 Colton, Judith
 Haas, Richard
Perlman, Joel L.
Rosen, Stanley
 +(Tillim, Sidney)
 Williams, Roger
 Witkin, Isaac
 Wofford, Philip

Interdivisional

+(Dixon, Bill)
 Garrison, James

Administration

Brown, Donald R.
 Blake, Richard
 Agard, Robert M.
 Aldrich, Jean
 Cumpston, Catherine
 Dowling, Margaret P.
 Hager, Dorothy
 Kolkebeck, Robert
 Landis, Kendall
 Stickney, Rebecca

Teaching Associates

Finckel, Marianne
 Finckel, Michael
 Pearson, Phyllis
 Rappaport, Neil
 Sugarman, Sally

Teaching Assistants

Boepple, Willard (Vis. Arts)
 Healy, Sophie (Vis. Arts)
 Johnston, Laura (Nursery School)
 Kelley, William (Drama)
 Lerrigo, George (Lang. Lab.)
 Lorenz, Christine (German)
 Martin, Evelyne (French)
 Paolini, Graciela (Spanish)
 Solomon, Ruby (Nursery School)

Emeritus

Brockway, Thomas
 DeGray, Julian
 DeGray, Margaret
 Downes, Marion
 Finckel, George
 Foster, Catherine
 Hanks, Lucien
 Holt, George
 Montesinos, Nora
 Woodworth, Robert

(+) On leave

(*) On sabbatical

____ Division Secretary

2.36 List of Faculty - Fall Term 1971

ADAMS, Pat	Visual Arts	KAPLAN, Harold	Lit. & Lang.
AEBERSOLD, Dennis	Science	KAPLAN, Isabelle	Lit. & Lang.
*BAKER, Frank	Music	KENSINGER, Kenneth	Soc. Science
BECKER, Stephen	Lit. & Lang.	KERRY, Richard	Drama & Dance
BELITT, Ben	Lit. & Lang.	KIRKPATRICK, Joanna	Soc. Science
BLAKE, Richard	Soc. Science	LACKOWSKI, Peter	Soc. Science
BRANT, Henry	Music	LYON, Irving	Science
BRESLOW, Maurice	Drama	*MALAMUD, Bernard	Lit. & Lang.
BROWN, Craig	Soc. Science	MALLOW, Barbara	Music
*BROWN, Donald R.	Lit. & Lang.	MAXWELL, Carla	Dance
CALABRO, Louis	Music	MIKEL, Bruce	Lit. & Lang.
CARINI, Louis	Soc. Science	MOORE, Jack	Dance
CHEUSE, Alan	Lit. & Lang.	NOWAK, Lionel	Music
COBURN, E. Robert	Science	PACHMAN, Maurice	Music
COHEN, Ronald	Soc. Science	PEARSON, Harry	Soc. Science
COLTON, Judith	Visual Arts	PERLMAN, Joel L.	Visual Arts
CORNWELL, Robert G.	Science	PICCO, Ulises R.	Lit. & Lang.
DE GAETANI, Jan	Music	RICKS, R. Arnold	Soc. Science
DELBANCO, Nicholas	Lit. & Lang.	ROSEN, Stanley	Visual Arts
*DIXON, Bill	Dance	ROWE, Leonard	Soc. Science
DIXON-STOWELL, B.	Drama	SANDY, Stephen	Lit. & Lang.
DUNN, Judith	Dance	SCHLABACH, Anne	Soc. Science
ESKIN, Stanley	Lit. & Lang.	SCHONBECK, Gunnar	Music
FLACCUS, Edward	Science	SCOTT, Wallace	Soc. Science
FEINMAN, Alvin	Lit. & Lang.	SHEPELA, Sharon T.	Soc. Science
FINE, Vivian	Music	SMITH, Barbara	Lit. & Lang.
*FREDERICKS, Claude	Lit. & Lang.	STANDISH, Thomas	Soc. Science
GARRISON, James	Interdivisional	SUPOWIT, Lee J.	Science
GLAUDINI, Robert	Drama	*TILLIM, Sidney	Visual Arts
GLICK, Jacob	Music	TRISTMAN, Richard	Lit. & Lang.
GUY, Georges	Lit. & Lang.	van der LINDE, R.H.	Science
HAAS, Richard	Visual Arts	WELTER, Rush	Soc. Science
HARRIS, Steven	Soc. Science	WILLIAMS, Roger	Visual Arts
HASENCLEVER, Irene	Lit. & Lang.	WITKIN, Isaac	Visual Arts
HENRY, Carol	Dance	WITTMAN, Josef	Dance
HORWITZ, Martin	Lit. & Lang.	WITTMAN, Martha	Dance
		WOFFORD, Philip	Visual Arts
		WOHNUS, John F.	Science

* on leave or sabbatical

15 September 1971
(Revised)

Bennington College
15 September 1971

Memo to Faculty and Administrators
from Peg Dowling

Please substitute these lists for those previously circulated.

<u>Dance</u>	<u>Science and Mathematics</u>	<u>Administration</u>
+ (Dixon, Bill) Dunn, Judith Henry, Carol Kerry, Richard Maxwell, Carla Moore, Jack Wittman, Josef Wittman, Martha	Aebersold, Dennis Coburn, E. Robert Cornwell, Robert G. Flaccus, Edward Lyon, Irving Supowit, Lee van der Linde, R. H. Wohnus, John F.	Brown, Donald R. Blake, Richard Agard, Robert M. Aldrich, Jean Cumpston, Catherine Dowling, Margaret P. Hager, Dorothy Kolkebeck, Robert Landis, Kendall Stickney, Rebecca
<u>Drama</u>	<u>Social Science</u>	<u>Teaching Associates</u>
Breslow, Maurice Dixon-Stowell, Brenda Glaudini, Robert Kerry, Richard	Blake, Richard Brown, Craig + (Brown, Donald R.) Carini, Louis Cohen, Ronald Harris, Steven G. Kensinger, Ken Kirkpatrick, Joanna Lackowski, Peter Pearson, Harry W. Ricks, R. Arnold Rowe, Leonard Schlabach, Anne Scott, Wallace P. Shepela, Sharon Standish, Thomas K. Welter, Rush	Finckel, Marianne Finckel, Michael Pearson, Phyllis Rappaport, Neil Sugarman, Sally
<u>Literature & Languages</u>	<u>Visual Arts</u>	<u>Teaching Assistants</u>
Becker, Stephen Belitt, Ben Bryom, Bill Cheuse, Alan Delbanco, Nicholas Eskin, Stanley Feinman, Alvin * (Fredericks, Claude) Guy, Georges Hasenclever, Irene Horwitz, Martin Kaplan, Harold Kaplan, Isabelle + (Malamud, Bernard) Mikel, Bruce Picco, Ulises R. Sandy, Stephen M. Smith, Barbara Tristman, Richard	Adams, Pat Colton, Judith Haas, Richard Perlman, Joel L. Rosen, Stanley + (Tillim, Sidney) Williams, Roger Witkin, Isaac Wofford, Philip	Boepple, Willard (Vis. Arts) Healy, Sophie (Vis. Arts) Johnston, Laura (Nursery School) Kelley, William (Drama) Lerrigo, George (Lang. Lab.) Lorenz, Christine (German) Martin, Evelyne (French) Paolini, Graciela (Spanish) Solomon, Ruby (Nursery School)
<u>Music</u>	<u>Interdivisional</u>	<u>Emeritus</u>
* (Baker, Frank) Brant, Henry Calabro, Louis Fine, Vivian DeGaetani, Jan Glick, Jacob Nowak, Lionel Mallow, Barbara Pachman, Maurice Schonbeck, Gunnar	+ (Dixon, Bill) Garrison, James	Brockway, Thomas DeGray, Julian DeGray, Margaret Downes, Marion Finckel, George Foster, Catherine Hanks, Lucien Holt, George Montesinos, Nora Woodworth, Robert
		(+) On leave (*) On sabbatical ____ Division Secretary

2.36 List of Faculty - Fall Term 1971

ADAMS, Pat	Visual Arts	KAPLAN, Harold	Lit. & Lang.
AEBERSOLD, Dennis	Science	KAPLAN, Isabelle	Lit. & Lang.
*BAKER, Frank	Music	KENSINGER, Kenneth	Soc. Science
BECKER, Stephen	Lit. & Lang.	KERRY, Richard	Drama & Dance
BELITT, Ben	Lit. & Lang.	KIRKPATRICK, Joanna	Soc. Science
BLAKE, Richard	Soc. Science	LACKOWSKI, Peter	Soc. Science
BRANT, Henry	Music	LYON, Irving	Science
BRESLOW, Maurice	Drama	*MALAMUD, Bernard	Lit. & Lang.
BROWN, Craig	Soc. Science	MALLOW, Barbara	Music
*BROWN, Donald R.	Lit. & Lang.	MAXWELL, Carla	Dance
CALABRO, Louis	Music	MIKEL, Bruce	Lit. & Lang.
CARINI, Louis	Soc. Science	MOORE, Jack	Dance
CHEUSE, Alan	Lit. & Lang.	NOWAK, Lionel	Music
COBURN, E. Robert	Science	PACHMAN, Maurice	Music
COHEN, Ronald	Soc. Science	PEARSON, Harry	Soc. Science
COLTON, Judith	Visual Arts	PERLMAN, Joel L.	Visual Arts
CORNWELL, Robert G.	Science	PICCO, Ulises R.	Lit. & Lang.
DE GAETANI, Jan	Music	RICKS, R. Arnold	Soc. Science
DELBANCO, Nicholas	Lit. & Lang.	ROSEN, Stanley	Visual Arts
*DIXON, Bill	Dance	ROWE, Leonard	Soc. Science
DIXON-STOWELL, B.	Drama	SANDY, Stephen	Lit. & Lang.
DUNN, Judith	Dance	SCHLABACH, Anne	Soc. Science
ESKIN, Stanley	Lit. & Lang.	SCHONBECK, Gunnar	Music
FLACCUS, Edward	Science	SCOTT, Wallace	Soc. Science
FEINMAN, Alvin	Lit. & Lang.	SHEPELA, Sharon T.	Soc. Science
FINE, Vivian	Music	SMITH, Barbara	Lit. & Lang.
*FREDERICKS, Claude	Lit. & Lang.	STANDISH, Thomas	Soc. Science
GARRISON, James	Interdivisional	SUPOWIT, Lee J.	Science
GLAUDINI, Robert	Drama	*TILLIM, Sidney	Visual Arts
GLICK, Jacob	Music	TRISTMAN, Richard	Lit. & Lang.
GUY, Georges	Lit. & Lang.	van der LINDE, R.H.	Science
HAAS, Richard	Visual Arts	WELTER, Rush	Soc. Science
HARRIS, Steven	Soc. Science	WILLIAMS, Roger	Visual Arts
HASENCLEVER, Irene	Lit. & Lang.	WITKIN, Isaac	Visual Arts
HENRY, Carol	Dance	WITTMAN, Josef	Dance
HORWITZ, Martin	Lit. & Lang.	WITTMAN, Martha	Dance
		WOFFORD, Philip	Visual Arts
		WOHNUS, John F.	Science

* on leave or sabbatical

15 September 1971
(Revised)