Nowak Defeats Johnson In Close Election Fight; 321-277 Margin Is Closest In Recent History; Beth Johnson Is Early Winner In V.P. Battle

Statistics Reveal Freshmen Elected Pres., Vice-Pres.

(A)P) Statistics show the election went to the freshman-supported candidates in this year's election while those of the upperclassmen did not get their support out in enough strength to balance the freshman votes. In a very tight race, the home constituencies made the difference as Mike Nowak took the Presidency with a slim 1.5 percent lead over Michael Johnson. Beth Johnson stole the Vice-Presidency with an easy lead of 14.8 percent over her opponent Scott King.

Only in the Presidential candidates' dorms and in the Quad were the votes cast heavily for one candidate. In the other constituencies the difference between their supporting one candidate over the other was a matter of less than two votes. Trevors voted overwhelmingly for Nowak and Sage for Johnson. The Quad was all for Nowak who is a Beta. Without the outstanding support from Trevor, Nowak would not have carried the election.

Fraternal Dynasty Tells All

Wynanda Syndicate

The election of Michael Nowak to the Presidency of the I.U.C.C. continues the supremacy of the Beta Theta Pi fraternity in Lawrence community government. The I.U.C.C. analysts have been fascinated by the Beta Theta Pi candidates in all of the general elections since March of 1966. Analysts have also marveled at the fact that the Betas have lost only one of those elections.

Starting with the ascendancy of Sam Wray to power in the first I.U.C.C. election five Betas have held the top position on the community council. Bill Baer, a Beta pledge, succeeded Wray, but was turned against the fraternity. The Betas suffered another blow soon after this when Paul Chrisman was decisively defeated by Walter North of the Green Party in 1971, after tightening up the working of the fraternity. Chrisman wrested control from the left-of-center supporters of North and re-established Beta dominance on I.U.C.C. The crucial election of 1971 paved the way for the landslide victory of Jim Simmons in 1972 and for last Monday's victory of Michael Nowak's.

The Betas have always stood for honest and moderate representation, which has usually reflected the mood of the Lawrence community. However, observers still have wondered as to what extent the difference between them and the other candidates could be explained by the Beta omnipotence at the I.U.C.C. platform.

ELECTION AT A GLANCE

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Ticket wins slim victory

APPALO. WIS. (LUX) - Mike Nowak in a last-minute campaign against the moderate leftist ticket of Michael Johnson was elected for the one-year term to head the Lawrence University Community Council. Nowak's razor薄 margin of victory shaved the closest in L.U.C.C. history.

The tally on the morning of Tuesday, November 27, 1972, showed Nowak had won the election over Michael Johnson in the President and Vice-President races. Late returns from Nowak's home dormitory made the final result.

The election will give Nowak the chance to be president of the I.U.C.C. where he has built up earlier that evening.

The election of Nowak and Johnson was viewed as a victory for the moderate forces present in the Lawrence community government. Their platform called for cautious progress and for a rational expansion of L.U.C.C.'s scope. Election analysts agreed that the closeness of the presidential race was due, in part, to the similarity of the candidates taken by the two presidential candidates. The wider the margin between the two candidates for Vice-President was felt to reflect the sharper degree of variance which marks that race.

Monday's run-off election was preceded by the final election of November 19. That election saw the return of two freshmen from the entire ideological spectrum in favor of the two well-organized campaign organizations of Michael Johnson and Nowak-Johnson. Outgoing President Mike Nowak was decisively eliminated by these candidates advocating wider reform plans. Scott King's hard-hitting campaign posters won Nowak the fourth spot on the run-off ballot.

Throughout the campaign charges were levied by the various campaign organizations regarding infractions in vote tabulation and in the area of campaign financing. However, an in-depth investigation by election officials revealed that the charges of financial irregularities were unfounded. A separate investigation by L.U.C.C. officials showed that the vote tabulation procedures were justifiable in light of all the preceding charges.

Michael Nowak's slim victory continues the near hegemony of the Beta Theta Pi fraternity in the area of the L.U.C.C. Presidency. Starting with Sam Wray in March of 1968 the Beta machine has since produced successful candidates in all of the following elections. The only exception was in 1970 when Walter North of the Green Party
Sorority Rush

Formal rush sign-up is being held in the Food Centers this week. (See schedule in campus notes.) We’re sure that for more than the propagation of the Greek system at LU. It’s a great term can be pretty dismal) with some partying and good food. Conversations, reveal this isn’t the case. Sororities have a lot of interest in you, and that returning early should contact one of the Deans for a call. After calling the security guard and waiting for almost 2 hours without a reply or response, we finally realized that the security guard was not on duty at that time. However, this is not included on the menu at every phone. Finally a security man showed up and searched the building at 9:30.

Winter Break Policies

The dormitories and small houses will close for the term break on Sunday, December 9, at 6 p.m. The last meal at the Food Centers will be Saturday night. The New Union Grill will close Friday, December 7 at 2 p.m.

Due to previous bad experiences suffered by many students, The Lawrenceian reserves the right to make minor editorial changes on stories without changing meaning.

Locked Doors Urged

To the Editors:

This past Monday afternoon, during lunchtime, a large group of students working with Dower Food Service, walked in and reported that this inappropriately simply ordered, in order to hopefully persuade you to change the existing policy. I’m sure the Lawrenceian will be willing to publish their ideas in its next issue so you can respond to the protest.

As background information to the Lawrenceian, community high school students are employed by Dower Food Service to wash floors, wash pots and pans, and perform general tasks. Several years before I arrived at Lawrence, college workers in these areas were made to do these jobs.

The following week, Friday, December 7 at 12pm, there will be a winter weekend at the following times:

- M 8:30 MWF
- T 1:30 MWF
- W 11:10 MWF
- R — 8:30 TTS, Gov. 40, Gov. 43, Physics 27, Sociology 324.
- T — 6:30 TTS, Gov. 40, Gov. 43, English 47.
- M — 1:30 MWF
- W — 8:30 TTS, Gov. 40, Gov. 43, Geography 27.
- R — 6:30 TTS, Gov. 40, Gov. 43, Economics 27.
- T — 6:30 TTS, Gov. 40, Gov. 43, History 27.

There will be an election for Representative at large held on Thursday, December 6 at 2:30 p.m., in the Union Office. Those interested should contact Michael Nowak, ext. 322.

Electoral Information

Legal abortion is available in Wisconsin. The availability of the procedure is relatively simple and safe when done early in pregnancy. Confidential, objective help in finding abortion can be obtained by calling 725-2754 or 724-7748, Wisconsin Committee to Legalize Abortion.

Bus to Skokie-Chicago; Minn-St. Paul


Spring Themes Requested

There will be a winter weekend ski trip for all interested students and faculty. Participants will ski for three days at Indian Head Mountain in the Michigan Upper Peninsula. Students and faculty will have three nights lodging in dormitory-type facilities and three days skiing. The cost will be $50. Transportation will be arranged by each carpool. Information will be released and a meeting will be arranged by each carpool. Information will be released and a meeting will be arranged by each carpool.

Wanted

Anyone willing to work on the Lawrenceian. Questionnaires. Readers. If you are interested in working on the Lawrenceian, please contact Chris McCarthy, ext. 338.

Comments on Greece

While there is often much more to the propagation of the Greek system at LU. It’s a great option to know who they are, how they work, and whether they want to join. It’s a great concern that many students feel safe in their sororities. The Lawrenceian reserves the right to make minor editorial changes on stories without changing meaning.

Locked Doors Urged

To the Editors:

This past Monday afternoon, during lunchtime, a large group of students working with Dower Food Service, walked in and reported that...
**Blind Support for Israel Decreed**

To the Editors,

We are, too, moved to write about the story. We agree with Mr. Khashuk that the Israelis deserve a good deal more than half the story! The editorial reasserts the complaint made in the "Editor's Note" preceding the Lawrentian when I gave me the information made available to the Lawrentian when I gave him a copy of the "Notice of Vacancy in the Chair.

But we don't allow our eyes be swayed by the religious sentiments offering in Philosophy and the Israelis deserve a good deal more than half the story! The editorial reasserts the canton denied in the "Editor's Note" preceding the Lawrentian when I gave him a copy of the "Notice of Vacancy in the Chair.

But we don't allow our eyes be swayed by the religious sentiments offering in Philosophy and the Israelis deserve a good deal more than half the story! The editorial reasserts the so-called "mystical" view of the people they are bom by some of the most exaggerated, dedicated, and highly-trained, well-equipped fighting men in the world!

Khashuk praised these soldiers for responding on Vassar Korps, but in their minds obviously far from the battlefield. But the fact that the attacks began on the Belmont day of the Jewish year should be compared to the fact that the Muslim Arabs were in the midst of an important historical problem of political celebration and religion. Numerous Arab nations have no right.
Geo. Dept. Sets Monday Thanksgiving vacation from
Lawrence; andrelationships, relax, stuff their
home for the holidays. Many students wish to
got home, transportation
funds to get home, transportation
relax, and perhaps even the
mind, catch some sleep and-or
needed in their mood, and thus, "con­
the made in gprocess of
Calculations. which will also
equipment. river, life jackets and first aid
meals eaten while traveling to
canyon Sign up for the trip will
the fee is the Hatch Expedition
"Messiah". Sunday, December 2,
at 7:30 p.m., in the Lawrence
Memorial Chapel. Dr. Karin
Ericksen, assistant professor of
music, and Joel Rosenberg, in­
structor in music are preparing
the musicians for the perfor­
mance.

Soli tes are soprano Rhonda
Candy, alto Rosemary Anne,
Daniel Nelson, tenor, and Samuel
Jones, bass. Originally from
Appleton, Ms. Candy is well­
known in the Fox Valley. She has
studied in France under
Mme. Conkey's Room on
The Art
OF
CHRISTMAS
by Christopher Find
Spectacular sale, up to 50% off of Wall Disney. More
than 500 superb illustrations and full-color foldouts recall
favorite Disney characters and films as well as the
creation of Disneyland and Disney World.

Paperbacks

"THE BEST AND THE BRIGHTEST" — David Halberstam
The most comprehensive and entertaining book about
the men who led us into the Vietnam war.

"NELLI'S ORANGE PEAL" — A.S. Neill
The autobiography of A.S. Neill, the British educator who
pioneered and founded Summerhill.

"AN EVERYDAY GUIDE TO YOUR HEALTH" — D.S. Sobel
and F.L. Hornbacher
A helpful guide to caring for your health. It's a must for those
who considered proper functioning of the body a necessity.

"CATALOG OF THE UNUSUAL" — Harold Hart
1,000 unusual items available by mail from all over the world. Each one is singularly novel, ex­
ceptionally clever or exceptionally superior. Items range in price
from $0.50 to $1,000.

"BUY BACK POLICY:" Books which will be used by the university again will be bought back from Dec. 3 to Dec. 8.

Conkey’s 2nd Christmas Gift Idea!" THE ART OF WALT DISNEY
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Spectacular sale, up to 50% off of Wall Disney. More
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On the street of quality
Energy Crisis Hits LU

by Paul Danowski

The energy crisis facing Lawrence is serious, and the University must be prepared to cope in an orderly manner, according to Mr. Jack Manwell, Director of the Physical Plant.

Heating systems operate on natural gas which is provided by the Wisconsin-Michigan Power Company on an "interruptible rate," which means the Company is able to cut off the supply of gas for a two-hour notice. Gas is delivered to Lawrence on a monthly basis, and the amount allotted is determined from the previous year's quota.

Manwell pointed out that last winter was relatively mild, meaning that a severe winter this year could result in substantial problems. There is a maximum consumption limit for each month beyond which we cannot exceed, meaning if Lawrence runs out of fuel, we will merely have to wait until the next month for replenishment. In addition, the Government has the authority to cut back our fuel supply by 10 percent if deemed necessary.

While acknowledged that things looked grim for this winter, Manwell felt that, with a united community effort, Lawrence could certainly be made to make it through.

He outlined five steps that have already been implemented to reduce energy usage. Firstly, the temporary heating in most buildings has been reduced to 68 degrees. All buildings are also "windows exposed," so that Northern-facing rooms receive more heat than those facing the South. Second, the Com- domestic water heaters and taps are kept at 100 degrees. Thirdly, the heat in all labs is turned off during the night, and has been turned off during the day. Fourth, moveable glass doors have been instructed to decrease bulb wattage - we shall not hamper vision, and to turn extra lights off in general.

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Energy Crisis Symposium Announced

In view of the far-reaching implications of the energy crisis, efforts are underway to organize a symposium on the subject for next term. A series of tutorials is scheduled in a number of disciplines all focusing on some aspect of the energy problem is envisioned. Several students have already proposed tutorial projects, and the departments of Economics, Government and Sociology have agreed to participate. It is expected that such disciplines as Geology, Chemistry, and Biology will contribute significantly to knowledge on the energy crisis.

During the first half of the term, while students are researching their speakers from industry and government, they are expected to discuss various aspects of fuel, heating, and the effects of the crisis on business and private citizens. Reg. Les Aspin (D-Minn.) is scheduled to speak on the energy problem at mid-term.

eps has been highly vocal in his criticism of the oil industry. Aspin charges that experts of oil should cease immediately, and that the oil companies themselves are partly responsible for the shortage.

During the second half of the term, students would report on their findings to the symposium, using the inter-disciplinary approach. A wide range of related aspects will be covered by invited students, pursuing some dimension of the problem.

Another reason for conducting the symposium is to provide the students with an opportunity to present their findings and to discuss their work with their peers, thus stimulating interest on the subject.

by Pati Robertson

A dispute has arisen over the textbook rental program at Lawrence University. The central figures in the disagreement are Marvin Wrolstad, Vice President of Business Affairs, and Mr. Munson Dar, owner of Dar's Book Store in E. College Avenue. Dar would like the Lawrence University textbook list so that he may sell books used at Lawrence. Wrolstad has said that turning over the book list to Dar would only create problems for the students. Dar has seen the problem as one of making it easier for him to sell books. Wrolstad, on the other hand, says that it is a matter of what is best for Lawrence students.

According to Dar he came to see Wrolstad before the opening of school in September to explore the possibility of selling used textbooks for classes at Lawrence. Wrolstad, promised to get in touch with Dar later about the matter. Dar said he revisited Wrolstad a few weeks later and was told that there was virtually no chance of his receiving the list. Then Dar then said that he would have to get the book lists from the individual faculty members.

A point of disagreement comes into what action would be taken if Dar were to set out on his own to market the books. Dar threatened to make mention of this to his colleagues, and the man who owned Conkey's until the time of his death, and the help he provided Lawrence during his ownership of the store in an at an attempt to gain sympathy for Dar's cause.

Dar's student body, the students of the University, who claim that Dar's Book Store is not well run.

Another reason Wrolstad gave for his refusal was the fact that Dar's Book Store is not well established. Before entering into the contract with Conkey's, Lawrence had the opportunity to examine the financial records of the store, and it found to be internationally.

In terms of service to students, Wrolstad said that division of the business could only lessen the student's buying power and increase the reduction in prices by either lowering the prices or increasing them.

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In terms of service to students, Wrolstad said that division of the business could only lessen the student's buying power and increase the reduction in prices by either lowering the prices or increasing them. Dar would also offer students a new buy-back policy. He said that instead of selling the books back to the bookstore, and then the bookstore lending to the student at a later time, a student would be able to buy a book, exchange it for another book, and set the price he wanted for the book himself, along with his name, address, and phone number. A student interested in the book would get in contact with the owner, and they would negotiate the price, eliminating the middle man and the middleman's profit.

Wrolstad put the reason for not giving the booklet to Dar is in terms of ultimate service toward students, and the relationship Lawrence and Dar have established. Wrolstad said that Conkey's Lawrence operated its own bookstore until 1965. The experience had been a less satisfactory one than the Conkey's operation.

During the summer, Dar did open a bookstore. Approximately five weeks ago he talked to Wrolstad again about securing the book list. Wrolstad reviewed his original decision, stressing that the size of the student body could not support such a bookstore. He felt a division of the business would do no one any good, and students especially would suffer. Wrolstad said he told Dar a split in the franchise would only result in a deterioration of the quality of service provided by the two stores. Also Wrolstad emphasized that by giving Dar the booklist there would be a "valid, ongoing contract that would have to be terminated."

Central issues in the dispute are why Dar wants to sell textbooks, and why Wrolstad opposes this idea. During the second half of the term, students would report on this topic for a symposium on the subject for next term.
Official Statement on Tenure Policy

I. Time of Tenure Decision

Lawrence accepts the time limits suggested by AAUP with respect to the tenure decision. These rules apply to full-time appointments and require a tenure decision by the sixth year of teaching, or, if desirable, a term in the fifth year great credit for prior teaching. (2) those first year at Lawrence, there are two possibilities:

1. An option extended to the individual to have the tenure decision in the fifth year of the sixth year of service at Lawrence.

2. The tenure committee will convene in the early part of Term I so that full tenure committee members are on campus before the commencement of the fall semester. If the tenure committee makes its recommendation before the end of Term II, the individual faculty member will be granted credit for his teaching in the fifth year.

A. For faculty members appointed before 1973-74 whose contracts presently extend through a sixth year at Lawrence, there are two possibilities:

1. Pursuant to the criteria applied and adopted this past year, employ high standards with respect to the granting of tenure. It is expected that through the application of high standards, approximately the same number of tenured faculty members who retire during the 1970's will receive tenure between now and 1980. But no numerical or percentage quota will be set for tenured positions for the institution as a whole.

2. Along with the expectation of academic excellence, emphasis individual versatility as an important characteristic of faculty members and encourage, through the sabbatical leave program and other opportunities for advanced, postdoctoral study, appropriate faculty development to meet changing needs of the curriculum.

B. Departmental limits So long as faculty members are responsive to changes and adapt to them and the tenure evaluation process considers the versatility of faculty members of critical importance, we need not succumb to the usual fears about fully tenured departments. There may, however, be some instances when the circumstances suggest the need for a department to keep a position untenured for a period beyond seven years. When such needs arise, the administration will reach a decision about the tenurability of positions in departments after consultation with the tenured members of the departments.

We note a special concern with respect to those faculty members presently on June 30, 1973, untenured. Most were appointed with the expectation that they would be considered for tenure in the sixth year. At the same time, we recognize that, with the cutsbacks decided in 1970-71, we achieved a reasonably balanced distribution of faculty among departments. Of course, the presently legislated expected contributions to the Freshman Core Program and the ability of the University to attract sufficient students, thereby barring unforeseen changes in these conditions, we can say that for all presently untenured faculty members as of July 1, 1973, decisions about holding open tenured positions in departments have already been made and communicated to the affected faculty members. New decisions to hold open untenured positions in any department will affect only faculty members whose initial appointment is for 1973-74 and thereafter.

III. University Tenure Committee

The President appoints an ad hoc tenure committee each year. It is composed of six tenured members of the faculty and commonly chosen from departments which have no members under consideration for tenure that year.

A. University-wide limits. The Lawrence administration recognizes that an oversaturation of tenured positions limits the ability of the University to conform to time to time new directions in its curriculum and to bring in new points of view and interests that reflect the needs of a First Rank Liberal Arts College. Recent national studies have concluded that a university must change at a faster pace.
B. Scholarship and creative work. Published scholarly or widely recognized creative work is not a prerequisite for tenure at Lawrence. Candidates under consideration for tenure are expected to have a B. Scholarship and creative work. Published work or unpublished work (if the faculty member has made significant contributions to his University colleagues can tell whether any particular candidate is suited to teaching at Lawrence and his potential for excellence. The University, therefore, recognizes a group to gather information and to evaluate applications as early as possible about the relations and the success of each untenured faculty member and communicate its finding to him.

To this end, Lawrence will:

A. Arrange a meeting each year between an academic dean and each untenured faculty member to review the faculty member’s annual report and to receive a favorable recommendation for tenure, according to Lawrence’s Policy on Tenure.

B. Scholarship or creative work. Candidates are rated on their commitment to scholarship or creative activity and upon substantial evidence of originality. The following four-point scale is used:

1. (poor): the candidate is not engaged in research or other creative activity, or has not achieved at least a “below average” in his past teaching, and with respect to potential performance.

2. (average): the candidate is engaged in research or other creative activity, but has not achieved at least a “below average” in his past teaching, and with respect to potential performance.

3. (above average): the candidate is engaged in research or other creative activity, and has achieved at least a “poor” in his past teaching, and with respect to potential performance.

4. (excellent): the candidate is engaged in research or other creative activity, and has achieved at least a “below average” in his past teaching, and with respect to potential performance.

C. Selection of faculty in such fields as theatre and drama, art, music, and physical education will be based upon achievements appropriate to their established journals. The committee will not necessarily know the candidate’s teaching and scholarship.

D. The committee encourages candidates to turn over complete files on their scholarly, creative, and professional activities and not to leave out material or information germane to the evaluating process.

E. Involvement in university committees and other organizations should figure in a tenure decision only where an exceptional and highly unusual contribution has been made to the development of the institution.

F. In each case, the committee rates candidates on their teaching, research, and institutional development. The basis for this evaluation can be given special consideration. For example:

1. What precisely are the candidate’s areas of scholarship competence? Does he complement the scholarly competences and interests of others in his department? Do the candidate’s competences and interests relate to major trends in his discipline? Do his competences contribute (or are likely to contribute) to the work of other departments?

2. What is the candidate’s commitment to scholarship? Does he work effectively within his department, e.g., has he contributed to sound curricular change, strengthened his department by offering new courses or by revising old ones? What are his strengths and weaknesses as a colleague? Help him edit colleagues, draft colleagues, in discussions.

3. What is the candidate’s scholarship? Does he fit into the scholarly work or teaching in the tenure committee, or the President inform each candidate of the decision to justify its ratings, its reasons, and its reliance on various elements of evidence and data.

4. On receipt of the report of the academic vice president, the President makes a complete review of all of the reports, evidence and data, and reaches a decision based upon the criteria described above concerning each candidate. The President is likely to meet with the committee or its chairman and may, before reaching his decision, request that the academic vice president and the academic dean meet with the committee at least once and require it to justify its ratings, its reasons, and its reliance on various elements of evidence and data.

5. After reaching a decision on all candidates, the President reviews each candidate’s file to determine the reasons for the decision. Candidates may be retained on the committee or must go back to the committee and report their findings to him. In the process of this review, the academic vice president and the academic dean meet with the committee at least once and require it to justify its ratings, its reasons, and its reliance on various elements of evidence and data.

VI. Recommendations and Report of the Tenure Committee

Recommendations are by committee action, that is, formal action adopted by the committee, not averaging of the individual assessments of the committee members. The committee is expected to strive to achieve consensus. A majority recommends a candidate for tenure. The report is signed by each member of the committee. A minority report is given by all, and signed by all, two members dissent. Along with the report, the committee sends all of the evidence gathered in the process of the investigation and evaluation except the record of the committee’s discussions.

VII. Presidential Review and Decision

The President normally asks the academic vice president and the academic dean to review the report and the evidence and data gathered by the committee and report their findings to him. In the process of this review, the academic vice president and the academic dean meet with the committee at least once and require it to justify its ratings, its reasons, and its reliance on various elements of evidence and data.

6. Tenure: Quality Required by Matthew G. Breckner

All faculty members at Lawrence must be considered "capable of excellence" before they receive tenure. The faculty committee or the President recognizes and appraises evidence of teaching and scholarship; if that recommendation is favorable, a second recommendation is based on the two separate recommendations.

7. The University has a strong interest in the quality of the faculty member’s scholarship in his field. This is a valid interest in a well-defined area, and must have the potential for identification and determination by evaluation. The other area taken into consideration is the quality of the faculty member’s scholarship in his field. This is a valid interest in a well-defined area, and must have the potential for identification and determination by evaluation. The other area taken into consideration is the quality of the faculty member’s scholarship in his field. This is a valid interest in a well-defined area, and must have the potential for identification and determination by evaluation. The other area taken into consideration is the quality of the faculty member’s scholarship in his field. This is a valid interest in a well-defined area, and must have the potential for identification and determination by evaluation.

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Headrick Elaborates On Tenure Policies

by Dave Duperault

EDITOR'S NOTE: The two elements which are essential to the concept of student/faculty identification are students and teachers. One of the most important factors in determining the nature of a university faculty is the time-honored institution of tenure.

In light of the facts, the Lawrenceian is reprinting the President's Statement on Tenure Policy, issued February 1, 1973. In conjunction with this, David Duperault interviewed Lawrence's Vice-President for Academic Affairs, Thomas Headrick. Since he was instrumental in the formulation of the official Policy Statement, Headrick was able to provide a unique perspective on tenure at Lawrence.

Responding to a question about the purpose of tenure, Headrick explained that tenure is intended to safeguard academic freedom. A tenured faculty member cannot be dismissed simply because his views conflict with those of the Administration. Headrick asserted that the freedom of a professor to teach as he wishes and to speak his mind is vital to the education process.

Another purpose of tenure, according to Headrick, is that it makes teaching an attractive profession. The school has an obvious interest in hiring good people, and tenure provides job security, protecting teachers from "arbitrary and capricious" action by bureaucrats. Headrick added that tenure promotes high faculty morale and makes career development possible.

Headrick disagreed with the suggestion that tenure provides job security that is available in other professional fields. The differences between tenure and other forms of job security are overstated. He maintained that people who have job security, some large corporate-bureaucracies are virtually guaranteed life-time employment, and if they are fired by one organization, another usually will hire them. People are often asked to make sacrifices even after they have become unproductive, Headrick said.

Asked about a phobia that a tenure-seeking professor who has outstayed his usefulness, Headrick replied that the university is responsible to see that a teacher's tenure is ever continued to beyond that point. He added that a professor who has been in the tenure system for too long may be asked to leave the job that he has been working for and accept an off-campus position.

Headrick admitted that in extreme cases, faculty members could be dismissed for other reasons. In such cases, Lawrence follows the procedures laid down by the American Association of University Professors.頭

One of the most frequent alternatives to tenure is a student. Headrick mentioned Hampshire College, which has instituted a system of successive contracts; faculty are reviewed and considered for renewal every five years. The university, he said, would not adopt such a system. Lawrence has an "open" system of tenure, Headrick explained, and free expression should not be restricted. He agreed with Headrick's assertion that faculty members are best evaluated by their students.

Other faculty members, as well as committee members, are required to attend a careful survey, some "indirect factors" are evaluated in tenure evaluation.

Headrick declined to answer a query concerning the possibility that Lawrence is overcrowded, stating that his offices were filled with student opinions on teaching. When asked about the allegations that professors do not meet the university's teaching standards, Headrick refused to elaborate on the official Policy Statement. Asked about the possible appointment of a tenured professor to another school, Headrick said, "It is virtually impossible for a tenured faculty member to leave Lawrence without going through an official procedure." Lawrence desires continual exposure to new minds and ideas, and temporary appointments could disqualify for tenure if his teaching evaluation does not meet this standard.

Even though the tenure committee is giving more attention to a careful survey of some "indirect mechanisms" do work. Faculty members in the candidate's department are asked for their evaluations of teaching performance. Professors who have participated in teaching with the candidate are also consulted.

Mr. Evans remarked that "even though student opinions are only one way of evaluating teaching, we are considering it as a major factor." This is a substantial change from tenure policies of even a few years ago. Student input is becoming a factor to be considered, rather than disregarded.

(Cont. from P.3 col. 5) Segmentation on any of the other issues were possible until and unless Israel returned the captured territories. That is why war continued in the Middle East until Yom Kippur, 1973.

I must understand the background to the war, and though the Arab-Israeli conflict politically, intellectually, and morally, we as Americans to be glorifying wars and peace. Penny wanted to protest very strongly Kashuk's notion that war for a good cause is glorious. No better reminder of war's true nature can be found than in the news reports that nearly every family in Israel has lost a member in the fighting. Undoubtedly, some of these soldiers were not in it to repel the initial attack; some must have been lost on the allure to the Arab territory. War is not glorious, we know that by now. How strange for young Americans to be glorifying wars and praising arms shipments! For, if Vietnam taught us nothing else, it certainly taught us how little arms promote peace.

Eric Bucher

Mr. Ramati presented pure, irrational hostility as the driving force behind the Arabs and the main obstacles to peace. He also made a point sitting here in Appleton, opposing Israel's borders. Ramati's talk was aimed to bring a point to the heart of the Israeli position, and it's a shame more people are not there for some enlightenment, blasted through it. This is a huge problem that the committee had well over a hundred replies to consider.

Mr. Evans stressed that the committee deals with other factors than student opinion in evaluating a candidate's teaching. In order to be recommended for tenure, one of the first steps is to be rated "above average" in past teaching and "capable of excellence" in the future. A teacher can be disqualified for tenure if his teaching evaluation does not meet this standard.

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"If we could have devised an arrangement for providing everybody with music in their homes, perfect in quality, suited to every mood, and beginning and ceasing at will, we should have considered the limit of human felicity..."

Edward Bellamy
1887

If music lovers ruled the world, perhaps there would be peace (though not necessarily quiet) everywhere. We at TEAM share the music lover's passion for beautiful music of all kinds. That is why our high fidelity systems are designed to be music systems first—and a substitute for silence last.

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Phone 733-8539
Lawrence University has traditionally presented students the option of a small liberal arts college with a low student-faculty ratio. However, this option is not always realized, in classroom situations as explained by Thomas E. Heidrick, vice president for academic affairs, "by keeping the student faculty ratio low. "Headrick said, we try to give students a number of options to take small classes and work closely with members of the faculty, but with the free elective system, nothing can guarantee small classes for everyone all of the time.

The following tables of information on class enrollments for terms two and three are therefore made available to help students opt in favor of a smaller class, if that is what they desire. "We can provide students with information about enrollments," Heidrick said, "and give them a chance to change out of courses in which enrollment is high and into courses where enrollment is low."

As of Nov. 23, the following courses had enrollments of 40 or more, with one course having more than 140 students.

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According to figures tabulated as of Nov. 23, the following courses are under-subscribed with seven or fewer enrollees.

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**Unknows Discuss Bucket Fortunes**

by Jon Costel

Two men are standing on the corners of College and Main Streets. It is a cold and windy afternoon in the month of November in the year 1921. The individuals, an elderly gentleman of perhaps 60 or so named John W. and an elderly John Adam. The man named John W. is a gentleman of the individuals, an elderly gentleman of perhaps 60 or so. He is also a yardman at the Lawrence team. It is going to be really good this year. They've got the horses, God, what talent!

Bill W.: Now wait a minute. Mr. Wooden. Don't get carried away. They're not that strong. There's no real height on this team. And these days, you've got to have the height and size in basketball. They have only one guy 6'7" and the rest are 6'4" and under.

John W.: That's true, but look at the speed and quickness they possess. They've got some guards that can really fly—that Rogers kid, Steve Simms, and another guy. There's another guy I've heard a lot about. What's his name? Oh yeah, "Million Moves" Snowden. I've heard that he's possibly the most talented as Lucious Allen or Jerry West. Jesus Christ. He must really be something.

Bill W.: Hey, now you're telling me something I don't know. Those guys really have to go out and watch all the young men play. Just to be fair. That's the one attribute I look for in a coach. And what makes this so much more impressive is that some of the players show up late for practice, they get their assignments and still give 100 percent effort and be on time the next day. It's really like this team. I always feel good about any coach'smargin—that a team has with respect. It's not that quickness; I haven't seen that much quickness. Those guards are really good. Walt and Eddy were on the Bruns before they were up here.

Bill W.: I am impressed.

John W.: Yeah, but you haven't heard anything yet. I've also been impressed. I've been influenced by the team spirit, attitude, and togetherness. They bowl together, they watch together. They're one group. That's the one attribute I look for in a coach. And what makes this so much more impressive is that some of the players show up late for practice, they get their assignments and still give 100 percent effort and be on time the next day. It's really like this team. I always feel good about any coach'smargin—that a team has with respect. It's not that quickness; I haven't seen that much quickness. Those guards are really good. Walt and Eddy were on the Bruns before they were up here.

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THE PHOTOGRAPHY EDITOR regretfully announces that he forgot to plan for a sports picture to fit this space. He therefore offers this self-portrait as ample compensation.

Mermaids Beat Varsity Meet

By Tracy Kahl

The Women's Swimming Team had their first time-trials Wednesday night against an Appleton High School East senior girls team. Though they did not dominate every event, the swimmers showed promising talent. Considering that it's early in the season and many of the girls haven't had a chance to get in much practice, the time-trials were successful.

In the first 200 yard medley relay, the Lawrence women took first place with a time of 2:25.3. The team consisted of Mary Shumway, backstroke; Melanie Johnson, breaststroke; Lila Zastrow, butterfly; and Barb Balfour. In the individual 100 yard medleys, "Muffy" Shumway took first place with a time of 1:14.4 with Kathy Miller finishing third. Nancy Haw took a close second in the 100 yard freestyle, with Hanna Kinner finishing first in the 100 yard backstroke and Melanie Johnson placing first in the 100 yard breaststroke. The last relay of the night found the team of Barb Miller, Lila Zastrow, Nancy Haw, and "Muffy" Shumway way ahead of the second finisher Lila Zastrow and Pam Stark finished second and third respectively, in the 1 meter diving event.

Coach Gene Davis was proud of the results of the trials, and hopes to be able to schedule meets for the women's team so far. Ripon, UW-Oshkosh, and Lake Forest colleges have been contacted regarding meets.

The Lawrence University Varsity Swimming Team will head to Kimbola's UW-Fortkede team tomorrow at 1:30 p.m. This will be the Vike's first meet and they'll be out for a good showing.

The swimmer to watch for at the meet is freshman John Ogilvie, an all-around swimmer from Appleton's East High. He has shown many talents in practice, and is especially strong in freestyle. The two individual medleys (IM freestyles) will be freshmen Paul Chermann and Jim Rand. Breaststrokeers Robin Bearman (75), Marshall Johnson (76), and Dave Hilt (75) will be returning for the 74 season along with freestylers Greg Schrage (74) and John Davis (76).

The team will be accompanied by the diving team, led by Junior Tom Cutter. Lafayette, Cal. Cutter was fourth place conference champion diver last season and is returning with hopes of first place.

A Soccer-Style Banquet

By Curt Cohen

The event was Alex's Crown for the annual post-season Soccer Banquet, where, last Monday night, the remnants of the 1973 team convented over steak and all the trimmings.

After a dismal and often disappointing 4-5-1 season, they might have enjoyed Alpo.

But this banquet was to be different, for contrary to their record, the Lawrence University Soccer Team (L.U.S.T.) was in a "building" year, and many of the games were played on a high an emotional level.

Coach Hans Ternes, terminating his rookie year as team mentor, and M.C. for the even, opened up his monologue with a nostalgic dream sequence. "We don't want to say "good night" to his players, "because we have a Lawrencean reporter here."

Ternes bemoaned and bawled about the usual things rookie immigrant soccer coaches are noted for, like too short a season and poor officiating, and then became very serious in turning his attention to the presentation of awards.

Senior Co-captain Bill Denis, in his fourth and final season, was presented the Most Valuable Player (MVP) trophy for the 1973 season and the Bruce Brown Award for Outstanding Leadership, "The Puttaway" pitcher, grinned Ternes, in obvious reference to his normally stellar defensive play.

Senior Co-captain, Bobby Bearman and Sophomore John Irvin were presented the team Captains.

In seeming reciprocation for the good times associated with L.U.S.T. and the season, the team presented Ternes with "some of the good signs" a German gin from the old country. Hans, perhaps in most need, said, "it isn't so, Bill, and Bobby of his charges or perhaps in typical M.C. flamboyance, attempted to ignore a little of the fluid."

Though Ternes wasn't able to present next season (he'll be teaching over at the German Campus) and L.U.S.T. will be fannedly a temporary coach from Britain, maybe Hans should save some of that "good stuff" (any left, Coach) for the seasons to come.

Those seasons perhaps will see Lawrence as a Varsity team playing top-notch competition instead of an underscourched club playing nobodies. This is more than a figurative expression because next season some of the teams L.U.S.T. played with during the past year will compete against the Vikes.

Coach Roberts commented on the "big picture" view of his team by saying, "we have a pretty good nucleus of veterans and some good freshmen to plug up the gaps in last year's overall record."

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