

The Sou'wester

southwestern at memphis

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January 26, 1979

Board finalizes tenure rulings

The Board of Trustees of Southwestern met on campus January 18 & 19. The major issue of the meeting was a matter of great importance to the entire Southwestern community both now and in the future. The board reached a final decision on the school's tenure-related policies putting many months of official debate behind them, although a period of unofficial debate undoubtedly remains ahead.

Last spring, the Faculty and Educational Program Committee of the Board of Trustees was given the responsibility of preparing a recommendation concerning the school's tenure-related policies and presenting it to the full board for discussion and action. Before the fall meeting of the board, both the faculty and the president submitted to the committee their recommendations. Using these as a springboard for discussion, the committee

deliberated several hours and, taking into consideration the importance of the matter, scheduled an all-day meeting to be held later in the fall. At this second meeting, the committee drafted its proposal, copies of which were sent to the president and the faculty for recommendations. The responses of both were generally favorable. The committee met throughout the first day of the meeting last week as they considered the recommended changes of both the faculty and the president.

The completed recommendation of the Faculty and Educational Program Committee was presented to the full board on Jan. 19. Immediately after chairman of the committee Dr. John Wade had read the proposal, a motion was made to incorporate four amendments into the recommendation. Discussion from that point on centered around the amendments. The committee's proposal was accepted by the board only after these amendments were passed.

SGA President Chris King asked the Board Directions and Leadership Committee to reinstate the former number of voting student board committee representatives. Last year's student representation numbered sixteen, on five of the six board committees. President Daughdrill and Board Chairman Robert McCallum reduced the number to eight at the end of last year. The request for sixteen voting student representatives was denied, but the Board voted to allow eight nonvoting student representatives to be added to the committees.

Regulations as amended and passed by Board

COMMITTEE ON FACULTY AND EDUCATIONAL PROGRAM'S SPECIFIC RECOMMENDATIONS ON TENURE AND ASSOCIATED POLICIES AS AMENDED AT BOARD OF TRUSTEE'S MEETING JANUARY 19, 1979. Notations in parentheses indicate the original wording of the committee's recommendations to the Board prior to final amendment.*

BE IT RESOLVED that the Board of Trustees of Southwestern at Memphis reaffirms its commitment to tenure for all presently tenured officers of instruction of the college.*

#1. The probationary period for faculty members is seven years.

#2. The College has "working goals" of approximately 67% (75%) for full-time officers of instruction with tenure, and approximately 60% (70%) for full-time officers of instruction with tenure including full-time equivalent faculty members. The President, after appropriate consultation with the Dean, makes recommendations to the Board for the granting of tenure based on the academic qualifications and merits of the probationary faculty member and the educational needs and plans of the institution at that time. In the event that the granting of tenure, over a period of time, results in exceeding these "working goals," the Administration should expect

to justify exceeding these percentages.

#3. Any tenured officer of instruction who is offered and accepts a full-time administrative position with the college will have two years to decide whether to retain tenure as a faculty member and to return to teaching, or, to be an administrator without faculty tenure. Those already in administrative positions with tenure as officers of instruction will have until March 1, 1980 to announce their intention. (*Any tenured officer of instruction who is offered full-time administrative position with the College shall negotiate with the President the terms of the appointment, including the retention of tenure.*—

#4. In reaching decisions regarding tenure, promotions, and salary adjustments, student evaluations, involving both quantifiable and non-quantifiable instruments, and any other appropriate measure of evaluation, shall be employed; (*Maybe usefully employed;*) but the questions must be carefully prepared with input from faculty and students and administered under procedures that will assure the obtaining of a fair and accurate perception of the student viewpoints and will prevent the forming of a distorted or misleading impression that is unfair to the individual faculty member or to the college.

#5. Financial Exigency. If the budget projection of income in any given year is 10% below the budget

projection of cost, or if there is an unfavorable deviation of 10% or more from the budget in any given year, the President shall announce in writing a state of financial exigency to the Faculty, Trustees, and Administrators. When a state of financial exigency is declared, the Executive Vice President and Dean shall present to the faculty within twenty-one days a retrenchment plan for his division of the college to stay within a projected balanced budget. This may include salary reductions across the board, other budget reductions, termination of individual faculty or staff, discontinuing programs or departments, or combinations of these or other retrenchment measures. The faculty shall meet within 14 days after receipt of the Dean's retrenchment plan. At this meeting, the faculty shall vote on the retrenchment recommendations submitted by the Dean. Simultaneous to the whole procedure, a retrenchment plan of comparable severity shall be formulated by the Executive Vice President for Administration after consultation with department heads and advisory committees in this division of the college.

The retrenchment plans of the Dean, Faculty and of the Executive Vice-President for Administration shall be submitted to the Budget Team within 35 days after the state of financial exigency was declared and thence through the regular budgeting channels to the

President within 50 days after the state of financial exigency was declared. The Budget Team will advise the Faculty of the plan that it is recommending for dealing with the state of financial exigency. The Faculty may express itself to the Board on the merits of the plan. The President will formulate his recommendations and will make his report to the Board. The Board will make the final decision.* Nothing in the foregoing shall restrict the Board of Trustees in its authority or obligation to meet any emergency.* (*The College's purpose is attaining and maintaining excellence in the liberal arts and sciences. This purpose, in a time of financial exigency, is best served by the retention of all persons essential to this purpose. The retention of faculty members, tenured and non-tenured, is of the highest priority in the formulation of plans to deal with financial exigency. In decreasing order of priority, the following measures will serve as guidelines and be utilized to the extent feasible to eliminate the*

cause of the state of financial exigency.

(1) Elimination or reduction of programs where this would not jeopardize the academic program of the college.

(2) Imposition of salary reductions for all college personnel.

(3) Reassignment of faculty to other positions where feasible.

(4) Dismissal of non-tenured or tenured faculty members, bearing in mind that tenure and commitment to the College are significant considerations. In the event of terminating officers of instruction, those without tenure are ordinarily the first to be terminated, but due consideration should be given to the nature and extent of their contributions to the college.)

BE IT FURTHER RESOLVED that this action of the Board of Trustees be transmitted in writing to all members of the administration and faculty.*

*These sentences are additions made by the Board to the committee's final report.

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THE SOU'WESTER

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Box 724.....

Dear Editor:
 I had the privilege to sit on the Board of Trustees Faculty and Educational Program Committee during last week's tenure discussion. I was pleased, in general, with the Committee's attitude and with its final proposal. Both sides capably represented the respective positions but were at the same time willing to compromise. Though the final proposal to the full Board was not exactly what I'd hoped for, it was a flexible document, allowing for unique situations to be dealt with individually rather than by dictum. Its strongest point, however, was certainly its recognition of our current situation. Both sides made concessions, but realism and equal concern for the financial and educational future of the college

was maintained throughout.

Much of this was lost in the final settlement of the issue by the full Board. There was no questioning of how the Committee's proposal was reached, only amendments rooted in preconceived notions. The Committee's deliberations and recommendations apparently carried little weight. The final "working goal" of 67% tenure for full-time faculty is the result not of a discussion of optimal tenure percentage but rather of some disputed studies. Nonetheless, this figure was accepted uncritically by the Board.

I find the Board's action shortsighted, oriented as it is towards the future financial stability of the college. The faculty has been effectively alienated from the President and the Board. The percentages reflect the President's view, not the considered proposal of the Committee. The most substantial problem created by this action is the altered nature of the office of the Dean of the College. The President and Board are seeking an administrator in that position, not a liaison between the faculty and administration. The analogy in their minds is apparently a management-labor situation, in which a worker is -- perish the thought -- making executive decisions. I cannot foresee a tenured faculty member of this or another institution forfeiting his tenure to assume the role of administrator. If we want a Dean committed to academics, to education, why should we ask him to give up his tenure -- which he has earned for his teaching performance -- to retain his job? His tenure of itself doesn't interfere with his duties; what is the conflict necessitating his being in one "camp" or another?

I see few positive results stemming from the Board's action. Tenure policy probably needed amending, especially in view of the future financial outlook, but it could have been done without this kind of trauma to the sense of community. I don't see how the office of Dean can retain the vital status necessary for effective function. A Dean from our own faculty is an immensely valuable resource, but one which will probably disappear as a result of the action. Southwestern is being torn, the faculty from the President, from the Board, and now from the Dean. The faculty must be viewed again as a resource, rather than a labor pool, a dedicated group performing a vital function. We must have communication and understanding between all levels of our college. We face a grave crisis; it is the responsibility of all members of the college

community to work towards a reconciliation.

Keith Thompson

Edward,

The student community knows very little about the tenure situation. In order to perhaps shed some light on the action that the Board took last week, I invite all interested students, faculty, and administrators to come to a special meeting of the Student Government Association concerning the tenure issue. We shall meet on Wednesday, January 31 at 4:00 p.m. I will check on a room for the meeting, and we will put up signs around campus when a room is reserved. I do not have to tell you how important this issue is. Because of the importance of the issue, I think it essential that students inform themselves of the facts in order that they might decide on a course of action.

Chris King

To: All Seniors

Re: Their Yearbook

This year's yearbook will include senior portraits somewhat like those of two years ago. They will be taken in the basement of the Student Center in a studio; however, for a more interesting effect you can choose how you want yours taken (e.g., with your best friend or two or three, with your dog, your guitar, favorite rock, favorite chair - whatever you like). Please decide quickly so they can be taken within the next two weeks. A list of times is posted on the mailroom wall where you can sign up. If you would rather not be pictured in the yearbook, please note that by putting a note to that effect in the box in the mailroom.

This year, we would also like to gather together a number of short writings by seniors. This need not be longer than a page or so - nor need it be typed or in correct English - slightly legible will do. It can be written now or in a week or two. We would like something personal, and anonymous contributions will be accepted. We retain the right to select and edit any articles contributed. Articles might possibly deal with the following questions: What was your most memorable experience at Southwestern? What will you do after graduation? Will you miss Southwestern? What part will you miss the most? What have you learned here you wouldn't have learned anywhere else? Do you have any regrets over the last four years? Was it all a letdown? How have you changed over the last four years?

Again, please be personal. Drop them in the box in the mailroom or in the envelope on the yearbook office's door.

Deck Reeks
Yearbook Editor

Widening the tenure gap

Before you read anything in this paper, read the article on the front page concerning the Board's decision on tenure. Nothing so important has happened to the school in many years.

These actions took place for several reasons. First, there is a tremendous decline in college-age students expected in the 1980's. This will mean a necessary reduction in the budget and the size of the faculty. The reduction in percentage of tenured faculty will, in the view of the president, help to alleviate these financial difficulties. A tenured professor has made a long-term commitment, to which the college has a financial obligation in spite of changes in enrollment and financial status of the school.

The president also feels that a decrease in the percentage of tenured faculty will allow for flexibility among departments; as the number of majors in any department increases, more professors will move in.

The president also hopes the new ruling will make the standards for tenure more stringent.

The final ruling by the Board reflects neither concern nor interest in the repeatedly voiced convictions of the faculty concerning the matter. After the Faculty and Educational Program Committee drafted a series of carefully deliberated compromise proposals, the board immediately modified the committee's recommendations in order to be in keeping with the President's policies. The Board took action without any consideration or discussion of the committee's position.

There is undeniably a probability of financial problems for most colleges within the next decade, but the faculty realizes this possibility and was willing to deal with it. Also, the possibility of cuts in other areas has not been elaborated upon.

An almost certain result of the board's action is a decline in the quality of incoming professors the college can attract. With such limited possibilities of job security, the most qualified prospective faculty members will look for positions in environments in which their contributions are more highly valued. Those who do accept places at Southwestern are likely to view them as temporary stop-overs before moving on to more stable employment.

In an effort to make the awarding of tenure more selective, the "working goal" of 67% tenured

faculty makes tenure seemingly unattainable for qualified candidates as well, at least until significant reductions in the present percentage are achieved through attrition.

At an informal Wednesday afternoon meeting with faculty members, students, and the president, professors expressed their dissatisfaction with the tenure proposals; many, however, expressed even greater concern over the third of the board's adopted proposals, which deals with tenure of faculty members in administrative positions. Historically, the academic dean of the college has served as the faculty's voice in the administration, and prior membership in the faculty facilitates a better execution of the duties of that office. Tenure for the academic dean has allowed him to take issue with proposed administrative policy without fear of placing his position in jeopardy. Under the new regulation, faculty members in administrative positions will, after two years, be forced to retain tenure and rejoin the faculty or forfeit tenure and remain in the administration. The upshot of this ruling is that in the future such positions will probably be held by outsiders unfamiliar with faculty sentiments. A strong and direct link between faculty and administration should not be viewed as a threat to administrative interests, but rather as an assurance of the inclusion of academic concerns in the policy-making decisions of the college.

The board's comprehension of any viewpoints other than the president's has proven to be limited to the point of myopia. Students on several committees have heard the faculty-administration relationship compared to that between labor and management, a telling comment on the esteem in which our "officers of instruction" are held. Carrying the analogy to its logical conclusion, we as students are merely products of rather than contributors to the industry of education. While the board's action was taken in what they understood as the best interest of the college, last week's decision, in the words of one faculty member, "...sadly threatens the tradition of academic freedom of this institution." The implementation of these policies can only serve to widen the rift between factions of what was once considered to be Southwestern's most valuable asset: the sense of a community united in the pursuit of knowledge.

U.S. manages to make paraquat stink

(CPS)-After a long effort, the United States has developed a chemical -- "extract of orange peel" -- to mix with the paraquat now being sprayed on Mexican

marijuana fields. The foul-smelling substance would, according to theory, help consumers determine if their marijuana had been contaminated by paraquat.

According to Zodiac News Service, Dr. Walter Gentner of the U.S. Dept. of Agriculture says the contaminated pot would start smelling as soon as it was heated or burned. It will start smelling, that is, if the paraquat-laced pot makes it to the consumer within six weeks of being sprayed.

That has the National Organization for the Reform of Marijuana Laws (NORML) worried. NORML estimates some marijuana is stored for months before it is ultimately sold to consumers. In such cases, the new odor chemical would not work, and the consumer, says NORML, could not tell if the marijuana in question carried traces of paraquat.

Students sue parents for tuition

(CPS)-Parents can be a student's best friend at tuition-paying time. But if they're not, more and more students are finding ways to impose a friendship, with help from the local courthouse.

trative head of the County Court's family division, told United Press International that lawsuits are usually filed by children of divorced parents, but that children of stable families can and do file suit if they feel their parents should be giving them more money.

Parents are often forced to assist students if the judge determines that the costs won't place an "undue hardship" on them.

That's the case, at least, in Allegheny County, Pennsylvania. Judges there report that "hundreds" of students have sued their parents for money to help pay for school in recent years.

Judge John Brosky, adminis-



Hooks to spend term at SW; 'learns the ropes' on ACE fellowship

Southwestern welcomed a new face to its campus this term. It is that of Dr. Mose Yvonne Hooks, who is on leave this year from her position as chairman of the Division of Education and Public Services at Shelby State Community College to participate in a program sponsored by the American Council on Education (ACE). She is one of 42 ACE Fellows throughout the United States. These are chosen from a large number of promising young administrators to receive a grant to train for a future position as a college president or vice-president. Dr. Hooks' program is divided into three segments: she spent first semester at another 4-year comprehensive university, is currently at Southwestern where she will remain throughout March and will complete her program at the Office of Education at Washington studying international aspects of education. The first two segments entail working directly with college administrators to study internal operations, general daily administration, and aspects of budgeting, planning and development, and curriculum structure. While at Southwestern she is working out of the office of Dean Warren and attending meetings of the Committee of Continuing Education and other committees.

Each ACE Fellow plans his own program and each must do a related project. Dr. Hooks' endeavor is to "evaluate the feasibility of the proposed Master's Degree program in Liberal Studies and to examine the possible population of the city (Memphis) interested in achieving such a degree."

Dr. Hooks is a native Memphian, one of 7 children of Reverend and Mrs. Phillip Brooks who are retired Latin teachers of

the Memphis City School System. She received her bachelors in modern foreign languages from Fisk University in Nashville, her Masters in French from New York's Columbia University, did post-graduate work in French at the University of Colorado, and finally received her Ph.D. in Administration from the University of Tennessee. Among the part-time jobs she sustained throughout those years of study were tracking modern languages in Memphis Schools and French at Shelby State and working with the Department of Arts and Letters at Memphis State University.

Hooks' knowledge of educational institutions is far-reaching. She has travelled several times to eastern Europe and Russia, and twice to China, examining the make-up and quality of their study programs. She has observed the Russian policy of examining junior high age groups for talents and channelling their studies into suitable specialized fields. There each student is charged to do his best in whatever field his greatest potential lies, but never is one considered inferior for being chosen for vocational matriculation. In China she has witnessed the greater emphasis being placed upon science and technology by a nation now able to feed its millions. Realizing the importance of cultivating these fields in order to further national development, China has imported American professors to teach English, the language of modern technology, in her universities. Dr. Hooks remarked that the country is presently working on a proposal to bring Chinese students to universities in the United States.

Among her "extra curricular" involvements, Dr. Hooks is a member of Governments, the

Board of Directors for "Memphis in May," the Memphis council for International Friendship, an organization which coordinates professional programs and provides hospitality for foreign visitors to the State Department, and is Co-Chairman of the United States-China People's Friendship Association's Memphis division. While working for the center for Teaching about China out of Chicago she became the first minority member to lead a National Delegation of 50 on one of her Chinese tours.

Dr. Hooks looks forward to a position as a college president in the near future and views the ACE Fellowship work as beneficial practical experience. The program is 10 years young as an ACE institution, but already many colleges have administrators at the top of their hierarchy who are former ACE fellows. Meanwhile this delightfully active woman graces Southwestern with her presence and "learns the ropes" as she aspires toward higher goals.

Southwestern receives Mellon grant

The Andrew W. Mellon Foundation has awarded a \$175,000 grant to Southwestern At Memphis to finance a five-year program of faculty development activities.

The program is aimed at enhancing faculty members' professional growth. Included in the project are research, advanced coursework, attendance of professional seminars and workshops, and organization of new academic programs.

The five-year proposal covered by the Mellon Foundation grant represents an expansion of Southwestern's faculty development activities. The funds will be applied to three general areas: individual research and scholar-

The Images Film Festival begins tonight with the Memphis premiere of

1900

Tonight at 7:00, tomorrow at 1:00 p.m., Sunday at 7:00 p.m. in FJ-B Students \$1.00

1900 is an epic film of massive scope and power (and controversy). Directed by one of the world's foremost directors, Bernardo Bertolucci (*The Conformist, Last Tango In Paris*), it is both a vast history of 20th Century Italy and an intimate portrait of two families. It is also the story of the lives and conflicts between a peasant (Gerald Depardieu) and the landowner (Robert De Niro) as they pass through the upheavals of the modern world. An astonishing international cast gives a magnificent ensemble performance as the people whose lives affect, and are affected by, the rise of Fascism and Socialism. As the most expensive motion picture ever produced in Italy, **1900** can also boast of a stirring score by Ennio Morricone and stunning photography. It is a motion picture which rewards its viewers with glimpses of genius and visions of dazzling beauty and power. **1900** is a key film of the 1970's—one which will be viewed and studied for years.

Jack Kroll, Newsweek • "Everyone who cares about movies will have to see Bernardo Bertolucci's **1900**...it is great!"

Apply
243 min.
Color
R
Producer
Alberto Grimaldi
Director
Bernardo Bertolucci
Screenwriters
Franco Arcalli
Giuseppe Bertolucci
Bernardo Bertolucci
Cast
Robert De Niro
Gerald Depardieu
Donald Sutherland
Burt Lancaster
Dominique Sanda
Stephanie Sandrelli
Sterling Hayden

Davis Scholarship regulations outlined

In 1974 Southwestern At Memphis joined with British Studies At Oxford in assisting Southwestern students of merit to attend Oxford. The scholarships are offered in gratitude for the services of Professor John Henry Davis - a Rhodes Scholar, a member of the history faculty for forty-four years, and President of

British Studies At Oxford in the first four sessions. This notice serves to announce three scholarships for 1979, the terms, and procedure for making application.

TERMS

1. The scholarships are awarded on the basis of (a) scholastic performance, (b)

leadership, and (c) financial need.

2. They may be awarded to either a rising or a graduating senior.

3. They are in the amount of \$1,165.00 each, to be applied toward the \$1,745.00 cost of the program which includes room, board, and tuition, but not transportation, texts, or personal expenses.

APPLICATION

1. A regular application form should be procured from either Professor Clifton or Professor Burkhart in Palmer Hall.

2. When completed, it should be boldly marked **SCHOLARSHIP** on the front cover and returned to Professor Clifton's office in 315 Palmer Hall. In addition to the required official transcript (to be requested from the Registrar's Office by the applicant) and photographs, the applicant must submit a 500 word essay expressing and clarifying his interest in attending Oxford. The essay should include a statement establishing a need for financial assistance.

3. The completed application and essay should be submitted on or before Monday, February 19, 1979. During the ensuing two weeks the applications will be evaluated by a committee of three Southwestern faculty, which may deem some form of interview useful.

4. The committee's selections will be announced on Tuesday, March 6, 1979.



'Manon Lescaut' for \$2!

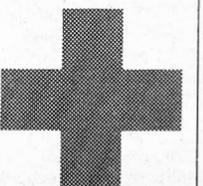
College students, this is your chance to enjoy major professional opera productions at an affordable price. OPERA MEMPHIS will hold *Student Rush* fifteen minutes before curtain-time Saturday, February 3rd, when Susan Straley, Harry Theyard, and John Darrenkamp starr in MANON LESCAUT. Just present a college identification card at the box office at the Dixon-Meyers

Auditorium North Hall and you can purchase a ticket for only \$2.00 (Curtain-time 8 p.m.)

Don't miss this opportunity to see one of Puccini's most famous and beautiful operas.

Regular ticket prices are \$5.00 to \$15.00 and may be obtained at the Memphis State Box Office or any Goldsmith's ticket office. For further information on Student Rush, call 454-2043.

Dionne Warwick says:
"Get your blood
into circulation."



From the Outside

Lynx hit ninth position in nation

by Boyd Chitwood

As of the January 18 poll, Southwestern holds the ninth position in Division III national rankings. This poll came out before the loss to Principia, but the Lynx are sure to hold a fairly good spot, even with that loss.

A national ranking is a major turn-around for Southwestern basketball. The team has, honestly, been a perennial loser for years, with records for the last two seasons of 4-21 and 7-18.

Coach Hilgeman came to

Southwestern three years ago, and it now seems the losing seasons were only the time he needed to begin a winning tradition. Coach Hilgeman sees three of last year's freshmen as this year's seniors. He says Sophomores Bobby Alexander, Mark Wendel, and Kurt Wyckoff are playing like seniors with the experience they got last year.

A fourth sophomore starter this year and probably the biggest reason for SAM's recent success, though by no means the only one, is

Mike O'Keefe. He transferred to Southwestern from Kent State, a Division I school.

To bring a winning start and a national rating to Southwestern, Hilgeman has motivated and taught players available to him as well as helped in bringing O'Keefe here.

O'Keefe's father was transferred to this area providing a reason for his move; but Hilgeman knew a Kent State assistant, thereby having the knowledge of the quality of the player that he might get. You can be sure he did his best to bring about the very beneficial transfer for O'Keefe in

terms of recognition and the Lynxcats in terms of talent.

As well as team standing, the Lynxcats have entered the national picture in individual statistics. O'Keefe is twelfth in Division III for rebounds. He has improved his average from 12.3 to 13.5 a game since that list, so stands to move up in the next one.

Another of the Lynxcats who stands to enter the rankings is Kurt Wyckoff. As of the Harris Stowe game, he was shooting a phenomenal 72.2% from the field. The leader in the standings this time had 72.7%. Wyckoff just has to get a few more points to qualify and

maintain his average while doing it.

Southwestern was also fifth in won-lost percentage with 88.9, but that was with an 8-1 record. The Lynxcats present 10-2 mark which will probably drop them a bit in this category.

National recognition is nice, but the real battle must still be fought in the conference. Centre, a fellow member of the CAC, also has a national ranking and Southwestern must meet them on the road, January 27.

If the Lynx continue their success, a post-season tournament bid would not be out of the question except for one problem. O'Keefe, being a first year transfer, would not be eligible for post-season play. If there was any choice to be made, this would probably rule out a bid as O'Keefe is one of the mainstays of the team and has achieved national status.

However the Lynxcats end the season, they've certainly started on a winning tradition that looks to be carried on at least two years with the four sophomore starters. If the school enjoys three years of this much success, it's unlikely that trend will be broken if the coach and school maintain the same attitude.

I promised the final statistics on Quarterback Craig Solomon quite awhile ago and finally have them available. He led Division III nationally in passing yardage with 2401, touchdown passes with 29, number of completions with 172 and 19.1 a game, in attempts with 327, total offense with 2296 yards, number of plays with 389, yardage per game with 255.1, and completion percentage with 52.5. The figures speak for themselves.

With most teams having played only two or three games, it's hard to pick a leader in the intramurals, but my choice is still the Machine, based on past performance and their two wins this season.

Confusion surrounds Title IX policies

Amidst considerable confusion, a proposed policy interpretation for the application of Title IX of the 1972 Education Amendments to intercollegiate athletic programs was announced December 6 by the Department of Health, Education and Welfare.

Comments by HEW Secretary Joseph A. Califano Jr. and the complexities of the interpretation regulations issued earlier apparently led many of the media representatives present to believe that intercollegiate football and basketball were being exempted from Title IX compliance.

However, no sport was exempted, nor was revenue generated by any sport, or revenue from any source. HEW indicated it was attempting to provide colleges and institutions with enforcement that is "not excessively intrusive" by indicating an institution might be in compliance if it could demonstrate any unequal per capita expenditures for men and women athletes resulted from non-discriminatory factors (such as expense of football equipment).

With the exception of those sex-neutral factors, equal per capita expenditures for men and women must occur in three areas of the athletic program: financial aid, recruiting and other measurable financial benefits.

The expenditures on the football program must be included in those computations, unless sex-neutral. Income from football - or any other program generating a net revenue - is not exempted.

In addition to requiring equal per capita expenditures, HEW stated non-compliance could not be justified by the differing rules of athletic associations to which an institution may belong, indicated additional policy interpretations would be issued later relating to coaches salaries, contact sports and other issues, and stated the policy interpretation's coverage extends to any educational institution which receives Federal financial assistance or whose students participate in HEW-funded or guaranteed student loan or assistance programs.

(The last claim is at issue in a recently filed Federal court suit in which Grove City (Pennsylvania) College and four of its students are challenging that assertion on the part of HEW.)

Also, the policy interpretation requires a college to follow an "institutional policy that ensures that the interests and abilities of women are effectively accommodated in its intercollegiate program."

The policy states a college will be in compliance if:

I. It has eliminated discrimination in financial support and other benefits and opportunities in its existing athletic program; and

II. It follows an institutional policy that includes procedures and standards for developing an athletic program that provides equal opportunities for men and women to accommodate their interests and abilities.

Specific procedures and standards for measuring such accommodation are set forth.

Listed as financially measurable benefits and opportunities which must be equal on a per capita basis are financial aid awarded on the basis of athletic ability; recruitment; provision and maintenance of equipment and supplies; living and travel expenses related to competitive events, and publicity.

All funds spent on benefits or opportunities for athletes of each sex must be considered in computing total expenditures for athletes of that sex, regardless of source, whether gate receipts, earmarked donations, booster club funds or other.

The equal per capita expenditure requirement was imposed following study of compliance proposals by an HEW work group and despite testimony by HEW representatives in 1975 assuring Congress that no test of expenditures would be imposed.

Analysis of expenditures which would be required at a cross-section of institutions by the work group indicated the relative cost of compliance would be very high for the average university, but that analysis failed to deter either the work group or the department from its expensive demand.

F.A. Geiger, chairman of the NCAA Governmental Affairs Committee, indicated his committee and NCAA legal counsel had begun studies of the HEW proposal to determine to what extent, if any, the average institution might be able to demonstrate sex-neutral factors in expenditures.

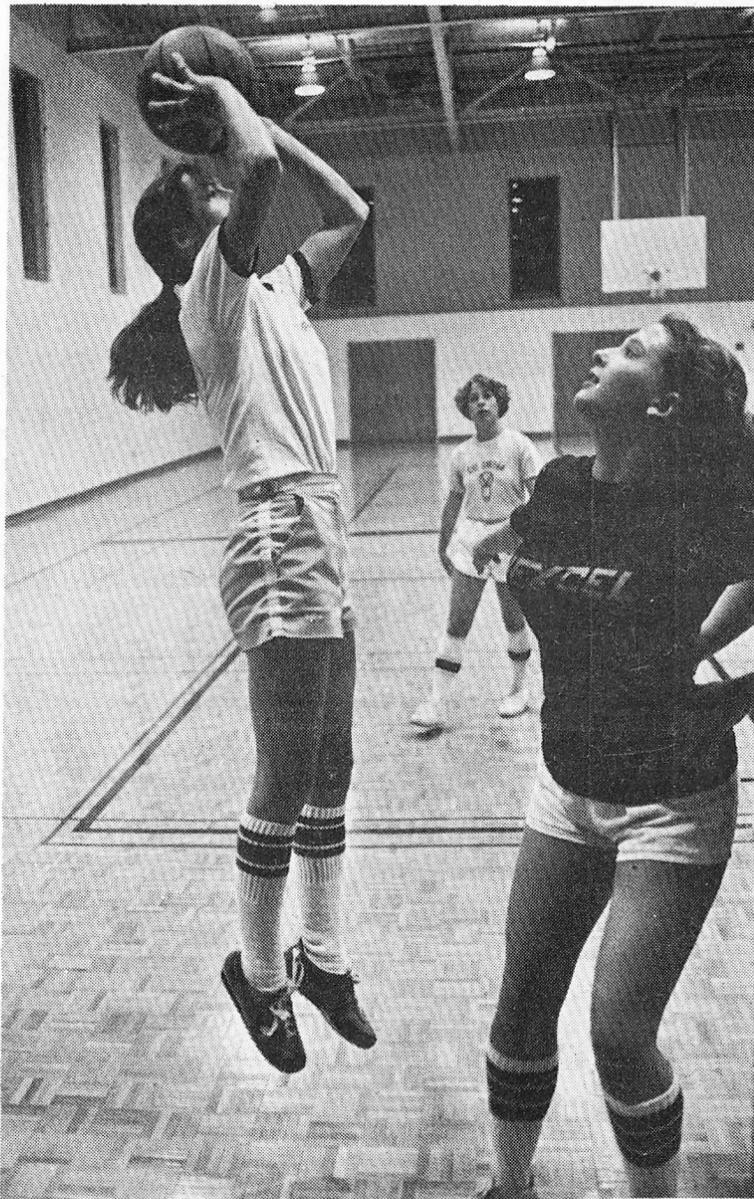
Early reaction by counsel was that the equal per capita requirement was unreasonable because it requires comparison of dissimilar activities.

"HEW is imposing an extremely demanding financial expenditure test which presumes discrimination on the part of the university when it knows none exists. It is imposing a test it knows to be unfair," commented one NCAA lawyer.

Concerns also were expressed that the 35-page policy interpretation was unclear to a degree which would subject respective universities to different interpretations by representatives of HEW's 10 regional offices.

The policy interpretation constitutes HEW's third attempt to explain the law which simply prohibits discrimination on the basis of sex in education programs which receive Federal financial assistance.

Secretary Califano indicated the department would require full compliance with the equal per capita requirement with the beginning of the 1979-80 academic year.



Robin Woodbridge excels as Marlee Mitchell puts one in, with Liz Smith looking on.

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