

Tenure's 'Due Process' Also Needs Student Input

By DR. DAVID VAN FLEET

With the recent discussion of tenure that appeared in *The Battalion*, one may be tempted to ask, "What is it all about?" The 1970 TAMU Faculty-Staff Handbook states:

"Tenure means assurance to an experienced faculty member who has passed his probationary period that he may expect to continue in his academic position unless adequate cause for dismissal is demonstrated in a fair hearing, following established procedures of DUE PROCESS." Notice that tenure is not a guarantee of employment. It is a general understanding of a continued position only after an "apprenticeship" period is served and unless cause for dismissal can be shown. Thus, two safeguards exist: probation and cause. But, who of those on probation shall be awarded tenure and what is "cause"?

"Cause" might be financial exigency or discontinuance of a program. Or it might be "moral turpitude," what ever that may be. Or it might be "the fitness

of the faculty member in his professional capacity as a teacher or researcher."

Evaluative judgments must be made in both the move from probation to tenure and from tenure to dismissal. Such evaluation have been and are subjective, based on ill-defined (if defined at all) criteria, frequently unilateral, occasionally without warning. But, they are always made since academicians evaluate themselves.

Why not make such evaluations more objective, more rational, using better defined criteria, and with full participation of all members of the organization—faculty, administrators and students. I have offered this view in a bit more detail in the AAUP Bulletin of December, 1972 and will not repeat myself here except on one point—student evaluations of faculty.

Student evaluations of faculty can be reliable, perhaps even valid and quite useful; certainly as valid as any other evaluative instrument and/or judgment. Two purposes may be served by stu-

dent evaluations, though, and two separate instruments may be necessary.

Student evaluations serve students directly by passing along information as to the difficulty of a course or instructor both in terms of the acquisition of knowledge and in terms of the acquisition of a satisfactory grade. Evaluation may tell if quizzes are used, if quizzes are "announced or pop," if lectures are funny or interesting or both, or boring or dull (God forbid), if absences are counted in grading, and so on. Hence the student obtains direct information of value in scheduling and the like.

Students may be served indirectly by such evaluations, also. This would occur if the evaluations are used by the faculty for improvement. That improvement might be individual, self-improvement or collective improvement through the use of such evaluations as one criteria used of several to deny tenure or for dismissal.

The instrument used for the first purpose, information for

students in scheduling, need not be sophisticated nor carefully researched. The use is short-term and varies with individual students.

However, for the second purpose, denial of tenure or dismissal, a more carefully constructed instrument would need to be developed. One would hope that the American Psychological Association's Standards for Educational and Psychological Tests and Manuals would be used. But, those standards are not now used, so almost any carefully designed instrument would be better than no instrument or arbitrary stand-

ards such as "publish or perish." Students are, after all, the only observers of teaching behavior on a continuing basis. They are the recipients of our efforts, good or bad. They are "junior colleagues" of the present and our replacements of the future. Should they not be heard!

Those interested in reading more on this subject should consult journals as the *Journal of Applied Science* and the *Journal of Educational Psychology*.

Dr. Van Fleet is an assistant professor of management at TAMU.

Listen Up—

Aggie Homosexuals—Normal Friends

Editor:

Your decision not to comment on the gaylib article signified something quite different to me than it did to Professor Eilers. I saw it as an indication that A&M is still at that stage where one can't admit that he doesn't go to football games or hasn't given to the blood drive and noncondemnation of homosexuality is taken as proof of being queer.

Well, let me say that I am not a homosexual; I say that so that you won't think I'm blowing my own horn and because I believe it to be true. However, because I have taken the time to get to know some of my friends and to care about them, I know that several of them "deviate from the behavioral norm." Yes, here at A&M there are faculty members, student leaders, athletes, and, of course, plain old students—male and female—that are gay. Not many of them are obvious and none of them is about to rape anyone. They face about all of the same problems as everyone else except that additionally most of them try to appear "normal" so that they won't get attacked or treated like lepers.

Everybody plays his own little roles because there probably is no such thing as a "behavioral norm," but we'd like to think there were. We'd like to think that we're just like everybody else and that that means we have to pretend that we like the taste of Pearl or pretend that love can only happen between people of opposite sexes, then we do. It seems to me that a lot of people's problems stem from the fact that they don't really understand themselves, much less anyone else.

I'll end by saying that there are probably many more gay people at A&M than anyone can guess and I doubt that anything can really cause them to change. So, let's just accept our friends for what they are and not try to force upon them some form of "normalcy."

Name Withheld by Request

We do not condemn homosexuality. Normalcy should not be conformity, we agree. However, we do not try to endorse or condemn any articles that are by-lined by others. There's no reason a gay lib society couldn't be initiated here.—Ed.

★ ★ ★

Editor:

It seems that no periodical can have any mercy on Jethro Tull's "A Passion Play." First "Zoo World" took a shot at it, with what is at best a second rate and superficial look at the album. I thought then that that was the dead end of all reviews. I was wrong. That appeared in the Nov. 28, 1973 edition of *The Battalion*.

I have never read a review so poor in concept or in execution as that one. The author starts out by giving some history. It's nice to give history—few critics do—but it's also important to give all the history, like the fact that "A Passion Play" is his seventh album, and that two before "Thick as a Brick" were as immensely popular as that one. His attempt to further downgrade the album by its cover is a neat way to sidetrack the reader and take up space, but little more.

Now, I'll admit that, although I think that the album is a good one, it doesn't quite have the magic of some of his earlier ones (such as "Stand Up"), and the cover is not the best. But at least I gave a four month trial with the album before I committed my thoughts to paper.

Don C. Warrington '77

★ ★ ★

Editor:

I am an Arkansas Razorback and could care less whether Rice wins or A&M carries home a victory. I am worried about tradition and honor of the once proud Aggies. No longer will I respect the tradition of the Aggies, not since the day the Owl band had to be escorted from the stadium under police guard. What a disgusting display of a proud honorable school like A&M.

Texas A&M is not the only school with tradition. How about Texas and its tradition of the largest drum in the state and its proud flags of the Southwest Conference.

Texas A&M does have tradition, but it was not made by the students at A&M today, that is plain for anyone to see. I hope the students at A&M will mature enough to live up to the tradition that has been made for them. GROW UP A&M !!!!! IS THAT SO HARD?

Denise Maddox

★ ★ ★

Editor:

I have never been a student at Texas A&M but have long known of and respected your university, being a native Texan. In fact, my brother goes to A&M and I know quite a few other Aggies rather well. I was simply appalled to hear that next year the Corps will be made coeducational. Only a few institutions would greatly suffer if opened to women, but your Corps is definitely one.

What will happen to its proud tradition of toughness? How can a freshman system be seriously

administered to girls? It is a matter of historical fact that when women are admitted into a formerly all-male preserve, the remaining men suffer an acute loss of esprit de corps and sense of worth. If you don't believe me, just ask any Pennsylvania Military College or Norwich cadet whose supposedly elite Corps are now completely open to women. True, pride isn't everything, but every successful military organization in history has been built upon it, including your Corps.

Texas A&M is not known for its football team. Neither is it known for its exceptional academics (although I am not downgrading them). A&M's reputation, especially outside of Texas, is based solely on your Corps. I know! I live on the East Coast and when I mention Texas A&M someone invariably asks, "Aren't they the ones who wear jackboots and World War II uniforms?"

Like it or not, the Corps is the only thing that makes A&M different from any other large state university such as the University of Texas. Like it or not, the

Corps is A&M and A&M is the Corps. If you destroy your Corps by admitting women, (for it will wither and die and balloon with fraternities will take its place) you might as well change the name of your school, for Texas A&M will have died also. A faceless state university will remain, but "Texas A&M" and the Corps should be buried in the same coffin.

G. D. Martin
Citadel Station
Charleston, S. C.

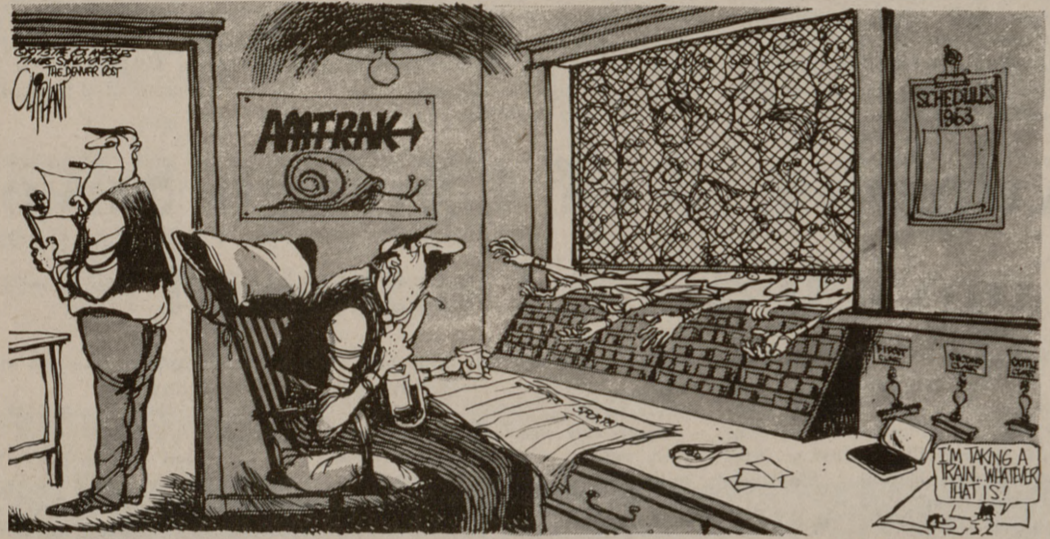
Women will not be joining the Corps of Cadets. ROTC participation is open to all people.—Ed.

Gift Wrapping

The Student Y Association is conducting its annual Christmas gift wrapping service.

The cost of gift wrapping for a non Y member is 25 cents per gift. The service is free to any Y member.

This service is held daily from 8 a.m. to 5 p.m. in Room 214A, the Student Programs Office. It will be offered through Dec. 15.



Batt Commentary

\$\$ Disappearing

Inflation has taken its toll on student charges at the nation's traditionally low-cost state universities and land-grant colleges once more this fall. According to a report issued by the National Association of State Universities and Land-Grant Colleges, increases in median tuition for the 1973-74 academic year have affected resident and non-resident students approximately the same, according to data provided by 115 institutions participating in the annual survey of charges and costs conducted by the Office of Research and Information of (NASULGC).

Ninety out of the 115 respondents to the NASULGC survey, or 78 percent, increased at least one charge. Of the schools reporting increases, 33 reported increases in both room and board charges. Texas A&M was among those schools.

Other reasons for increases, cited by a smaller number of colleges and universities were the need to increase faculty and staff salaries, the lack of any other source of additional revenue and the need to hire additional fall faculty and staff. Three noted that they had increased fees to help pay for new buildings.

In the midst of the large number of reported increases in various charges, there were nine institutions which showed decreases in one fee or another. Five institutions reported minor decreases, ranging from one dollar to \$14 in required fees. Board charges were reduced at two institutions—Arizona State University and the University of Nevada, Reno.

The University of Michigan, which levied fee increases on all categories of students for the 1973-74 academic year which were among the highest in the nation, illustrated what may become an alarming trend for the years ahead. Fees there for resident students are now the sixth highest among all state and land-grant institutions and are the highest for non-resident students. Under new residency guidelines established as a result of a Supreme Court ruling, the university anticipates that more student heretofore classified as non-resident can become residents. The school estimates that the resultant loss in annual revenue will be approximately \$2.4 million.

As other institutions are required to change existing rules pertaining to residency, it seems likely that they also will make price adjustments comparable in size to the Michigan increases. Coupled with the developing trend to put more of the cost of education on the student and less on the taxpayer, moves such as these may do much to hamper educational rights now held so dear by many students currently receiving financial aid.

The Battalion

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Letters to the editor should not exceed 300 words and are subject to being cut to that length or less if longer. The editorial staff reserves the right to edit such letters and does not guarantee to publish any letter. Each letter must be signed and show the address of the writer.

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The following is an article by Herb Holland from the November 29, 1973 issue of *The Daily Texan*, the student newspaper of the University of Texas at Austin. The views expressed here are purported by *The Daily Texan* to be those of Mike Rice, editor of *The Battalion*.

IS THIS REALLY THE IMAGE OF A&M?

On Nov. 22, 1971, I was given an honorable discharge from the U.S. Army and vowed never to return to another military installation or anything close to that.

But ironically enough, two years later on Nov. 22, 1973, I returned to something close to that, as I drove to College Station for the Texas-Texas A&M game. It was one of the stranger and more interesting days of my life.

At 10:30 a.m., the A&M Student Government held a brunch in the "civilian" cafeteria. A few people were there, including Randy Ross, A&M student government president, and Mike Rice, editor of *The Battalion*, A&M's student newspaper.

Discussion was on the campus leadership at A&M and how it compares with Texas.

"How can you get such a good political machine going at Texas?" one person asked me.

I said I wasn't aware Texas was another Tammany Hall. But because Texas was such a large school, I figured there were naturally some people interested in politics. However, I found out A&M wasn't like that. And there are a lot of Aggies in College Station.

"People here are too interested in tradition to worry with extracurricular stuff," said Rice. "That's why the Rice band was nearly mauled."

Mob Attack

The Marching Owl Band, better known as the Mob, came under attack from the fans when it spoofed the Aggie Band by doing an offstep version of the Block-T and the traditional Aggie War Hymn.

Had it not been for the A&M yell leaders and local police, angry A&M fans, mostly alumni, might have really done bodily harm to the Mob.

"I thought it (the Mob's show) was really funny," said Rice. "But you've just got to understand that nothing is more important to the student body here than preserving tradition—that of the true Ag."

As a matter of fact, Rice said the students were opposed to any change because of the image of the True Ag and A&M tradition.

"Could you believe it? The biggest issue on campus around here was getting a gynecologist on campus," said Rice. "And we almost didn't get one, either."

From the discussion, it seemed as though everybody on the A&M campus was either a gung-ho Aggie or a newspaper editor. That is, the image of the Aggie—the football team, the Corps, the band—was more important to the mass of A&M students than anything else.

"So you must know what I'm up against when I try to effect any kind of change through editorials here in *The Battalion*," Rice said. "But at Texas, it seems like the small minority of students are really rah-

rahs, like everybody at A&M."

Before I could answer, a guy dressed in the orange and white costume of a Texas cheerleader walked into the room and said, "Is there anyone here from Texas?"

"Do you mean TU," one of the A&M students said.

The Texas cheerleader sat down and entered into the discussion about Texas and campus life.

"So you're from the Texan," he said to me. "I've been meaning to tell you that Buck Harvey is crazy and your sports section is too biased. You don't show enough school spirit."

It didn't take long for the cheerleader and me to get into a battle of words, and Rice soon had to intervene.

The cheerleader left, and Rice said, "I see what you mean about that minority on your campus."

The topic then turned to the football game, as it was nearly kickoff time.

However, A&M fumbled on its first play from scrimmage. Texas recovered the fumble deep in Aggie territory, and I went to sleep along with the other sportswriters in the pressbox.

Rice continued to tell me about his frustrations as a liberal student on a conservative campus.

"You can't imagine how hard it is for us to do anything on campus here," he said, as we watched Texas score another touchdown.

Silent Leaders

"The administration won't tell us anything, even if we ask and the student body doesn't really give a damn. It's almost like ignorance," he said. "We call it tunnel vision here."

"That is, nobody sees what goes on outside College Station and nobody cares. Just so Aggie tradition is perpetuated."

He said A&M was so far behind the times it really has got him down.

"Do you know that we just recently had our first panty raids on the women's dorms?" he asked.

"Have you ever noticed that an Aggie doesn't call attention to himself when he's in Austin? That's because he's afraid of all the Texas people," Rice said. "But when you come to A&M, you'll notice that everybody wears maroon. That's to scare off all the Longhorns."

Just then, Roosevelt Leaks failed to get up from a tackler's grasp and the A&M fans went wild with excitement. Leaks was helped off the field and the Aggies had displayed great sportsmanship—just like the week before at Rice.

"You have to realize," Rice said, almost apologizing for the action of the fans, "that we're so far behind the times here it will take a while to do anything constructive. But we're going to do our damndest at *The Battalion*."

Hang in there, Mike.

Paid for by the Committee of Concerned Students for an accurate image of A&M.

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