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Bard Free Press, 2000-2018

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11-19-2017

## Bard Free Press, Zine (November 19, 2017)

Bard College

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### Recommended Citation

Bard College, "Bard Free Press, Zine (November 19, 2017)" (2017). *Bard Free Press - All Issues (2000-2018)*. 128.

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# FACULTY SALARY NEGOTIATIONS

LIAM MAYO

At Bard, faculty salaries are primarily determined through collective bargaining, but individual negotiations also play a significant role in a professor's pay and responsibilities.

Collective bargaining is managed by the Bard chapter of the American Association of University Professors, a national association dedicated to faculty rights and the quality of higher education. Bard's AAUP chapter negotiates with the college's administration to set a base salary for full-time faculty. The most recent set of negotiations, in the

summer of 2017, set the base salary for tenure-track faculty at the initial rank of Assistant Professor at \$75,807. These negotiations also influence the salary raises that accompany promotions. Promotion from Assistant Professor to Associate Professor includes a raise of \$5,150; promotion from an associate position to the rank of "full professor" includes a raise of \$8,048.

The latest set of negotiations also include an agreement to raise salaries an additional amount over the next three years. This additional increase will bring salaries at Bard into the 95th percentile of salaries at all undergraduate institutions in the country, as stated in the Bard Faculty Handbook. According to Professor Swapan Jain, Bard AAUP Chapter President, Bard aims for academic excellence on a level with the top five percent of



colleges, and the salary increase is intended to bring faculty compensation in line with this aim.

The standard contract for tenured and tenure-track faculty includes an expected teaching load of five courses per year, with two courses taught in the Fall semester and three in the Spring, or vice versa.

Also included in the contract are "all the usual expectations," in the words of Professor Éric Trudel. These include responsibilities like at least four days a week spent on campus, office hours, participation

According to Dean Rebecca Thomas, ideally the responsibilities of faculty

governance fall equally upon all faculty. Student interest in any given Program fluctuates from year to year, so accordingly the burden of moderation and senior project boards varies. However, there are no regulations in the standard contract governing the extent of faculty participation in such activities.

Aside from the minimums established by the Bard chapter of the AAUP, raises are handled by individual negotiations between faculty and the government of the college. While each negotiation is unique, according to Bard faculty, some common factors may include name recognition, published works, or competing offers from other institutions.

Individual contract agreements also reduce course load in some cases. Distinguished Chairs, who are appointed by the President, are often required to

(Continued on pg. 10)



## Arts Programs at Risk

(Continued from pg. 3)

in 1980, Jean Churchill was hired under a non-tenure contract within the Dance program. When one of the already-tenured professors in her program retired, a new tenure-track line was created for Professor Churchill, who has been teaching at Bard ever since. The retirement and subsequent addition of tenured professorships was held level, she explained, "we went from three to three."

Professor Aileen Passloff, also tenured, retired in 2015, and while other departments have since opened multiple new tenure lines, the Dance program's request to replace the third tenure seat was denied. This time, Professor Churchill lamented, "we went from three to two."

Individual tenure cases fall under the purview of the student-composed Educational Policies Committee (EPC), the Faculty Executive Review Committee (FERC), and ultimately the Dean of the College and the President. Faculty within

the division who have passed the pre-tenure review stage also vote for or against a candidate's tenure application.

The President has the final say.

Like most college presidents, Botstein can and does exercise authority in faculty review procedures, sometimes vetoing tenure decisions that have been green-lighted by both the EPC and the FERC, according to multiple anonymous sources.

When asked about the rising percentage of non-tenure positions at Bard, the President stated: "The number of tenure-track faculty doesn't reflect the long-term commitment to full-time faculty not on tenure lines that we have and the tradition of part-time and visiting faculty in the arts."

Mark Williams Jr. '18, Chair of the EPC, did not comment directly on specific cases, but when asked about the President's philosophy on hiring in the arts generally, he noted that tenure rates in the arts are "abysmal" compared to

other divisions.

That assessment did not discourage Williams, an Anthropology major, from hand-delivering a stack of student emails to the Dean's office last Spring, supporting a more permanent position for Ephraim Asili in the Film and Electronic Arts department. In June, Professor Asili was converted to a tenure-track line.

Multiple faculty members familiar with the process and with the President corroborated Williams' suggestion that student opinion -- vocalized through Course and Faculty Evaluation (CaFE) forms and by other means -- can heavily influence the final decision. "We read every form," one Division Chair stated.

"I am still surprised to

## Catullus Was a Stud.

Never forget, Catullus was a stud.  
Sensitive, but still, a stud.

Such a hot stud  
He'd say to a bud,  
"I'll make you suck my dick. I'll fuck your ass."  
Teasing, of course. That's what studs do.

Lesbia couldn't resist.  
Until she could.  
She forced him to desist.  
How? Abandoned his ass.  
(Not the right class.  
Not the best blood.)

Poor dupe, no doubt he always guessed she would.  
He was right, too.  
It could come to no good.

So the stud spoke, and the stud wrote.

Sang, up from deep in his stud throat,  
Many a note, and never a false note.

— Bill Mullen  
September, 2017

learn how much we have an influence in the faculty review process," said Williams. In the end, he admitted that "tenure is very mysterious."

Professor Asili's conversion to the tenure track gives hope to those concerned by a stagnation of tenure grants within the Arts Division as a whole. But four departments in particular, including one in the Languages and Literature Division, suffer from remarkably low ratios of tenured professors to total FTEs (in other words, tenured-instructor hours vs. total instructor-hours): Studio Arts, Dance, Theater and Performance, and Written Arts.

Whereas the number of tenured professors in most programs at the college has increased roughly proportionally to the total number of FTEs, in the four departments listed, the number of tenured seats is shrinking, even where total FTEs has increased steadily.

Consequently, departments like Written Arts are underrepresented in faculty governance, wherein most upper-level committees are

'tenured-only.' The president refers to a "tradition" in which tenure is largely reserved for those outside the arts. At the same time, those familiar with the programs express skepticism for the future stability of Bard's most lauded programs, with fewer professors committed to Bard in the long-term.

Tenured professors play a pivotal role in decisions concerning curriculum, buildings, facilities, and resource allocation. In the words of one Arts Division faculty member, these are meetings in which "someone has to be able to speak truth to power."

There remains a hard limit to the influence non-tenured professors have over long-term decisions at the college. While the number of tenured professors remains stable, many are concerned for the precarious and unstable position of the growing junior faculty.

Testimony Letters are Due November 29 for TENURE and PROMOTION candidates



I guess I'm confused about what exactly is the difference?

RACHEL HODES  
• Obituary — including a poem by Professor Mullen

## Remembering Bill Mullen

LIAM MAYO

• Bard updates faculty base salaries  
• Additional individual negotiation may depend on name recognition, experience in field

## NEGOTIATION THE AAUP & PERSONAL COLLECTIVE BARGAINING,

RACHEL HODES & JOE FITZGERALD

• Studio Arts, Theater, Dance & Written Arts seek foothold in faculty governance

## TENURE RATES STAGNATE, JUNIOR FACULTY, ARTS PROGRAMS AT RISK

NOVEMBER 19, 2017 • ANNANDALE-ON-HUDSON, NY

# FREE PRESS

Bard College



Bill Mullen  
1946 - 2017

It is almost cliché to note that the internet puts newspapers in a rather precarious position. Is Bard affected? Just look at the tumultuous rise and fall of student-run for improvement, and to do that, we will need your help.

If we want to maintain control over how information is collected, dispersed and consumed within our own community, the student body needs to actively question the official narrative heard at Bard, "other social media, [Undergrad] emails, the NYTimes (of course), some Buzzfeed, and maybe a TED Talk here and there. You may have noticed already that today's FP is a bit smaller than usual. We are subject, and report about them in next week's edition of *The Free Press*.

— Joe F.

INTRODUCTORY REMARKS FROM A PERSON WHO IS NOT NECESSARILY AN EDITOR



## Salary Negotiations

(Continued from pg. 7).

teach four courses per year rather than the standard five. Division Chairs are in a similar situation; they are given a two-course reduction to compensate for their increased administrative responsibilities.

Part time faculty are also subject to individual negotiations. These agreements vary according to the role each part-time faculty member will play in the college.



The college brings in some part time faculty to teach one or two very specific classes. Their contracts typically include only time spent teaching, without wider responsibilities in

faculty governance or student activities.

For other faculty members, the term "part-time faculty" has become something of a misnomer, as many current "part-time" professors have a long-term relationship with the college. These professors are involved in faculty governance and student activities, to an extent detailed in their individual contracts.

Left unclear is the question of whether, on the whole, faculty are left better off from practices of individual negotiation, both for part time faculty and for full time faculty in terms of responsibilities and raises, or whether a more regimented system would be preferable.



Pleasant vandalism seen in Olin 103

## Remembering Bill Mullen

RACHEL HODES

In the weeks since Bill died, I've learned a lot about him. He was born in Little Rock, Arkansas, one of six children. He organized the books in his office strictly by publication date. He wrote limericks. He kept a lawn chair in his trunk, so that he could stop and read poetry when he drove by an especially beautiful landscape. But most of what I heard, as a student of his, I already knew.

He was generous with his time and his thoughts. He kept in touch with his students for years after they graduated. Mostly, he was an intellectual, the kind of learner who is rare and inspiring. He especially loved Pindar, and his work on Greek choral odes and dance was published years before its time.

To Professor James Romm, Bill was part of an "older model of engagement

with students... with a lot of off-campus contact," a model that he thinks a lot of his students "really treasured." I interviewed Professor Romm in his office one afternoon. The weight of his words came from pauses, when he searched carefully for the right things to say. "The students were his family," he told me. "People stayed close to him after leaving, he really considered them his friends."

His students remembered his passion for the sounds of the ancient languages. "I will always fondly remember, above all else, Bill's love of reading Greek and Latin aloud. He was an absolute joy to listen to," a recent student of his, Kaitlin Karmen, explained. "I had never seen someone so enthusiastic about the 'music' of classical languages, and I doubt anyone will ever be able to match it."

In the process of cleaning out his Aspinwall office, we

found some reel-to-reel tapes of his Homer recitations. They were thirty or forty years old, and perhaps hadn't been touched in that long, but were nevertheless sitting on a shelf with all of his prized books.

Professor Rana Liebert was one of Bill's students and advisees during her undergrad years at Bard. She spoke nostalgically about a Homer class he taught in the autumn of 1998, which met at his house over coffee and desserts. "As far as bringing it back to life, Bill was really the only person on campus who wasn't jaded or ironic," she said. "He brought the ancient world to life for me." She also talked about the joint seminar he taught to Bard and West Point students, the most memorable class she took at the college. "He recognized that the two different institutions had a lot to offer each other."

"He was kind of a hedonist about art and culture," Professor Romm recalled. Many people's memories of Bill, shared at a memorial service in Bard Hall on No-

vember 13, highlighted his two loves of entertaining and the arts. He welcomed students and professors into his home for dinner and lively conversation, and was especially fond of throwing pig roasts. He held poetry readings at his house for years, inviting people to come read and read their own work.

"He taught classes in early September at Bard Falls, literally submerged in Bard Falls. That sums up so much of Bill: his love of the outdoors, of the body, of physical life, and the joy he took in the natural setting of the college," Professor Romm remembered, smiling. Indeed, the intersection of the physical experience and poetry is a perfect example of the things Bill loved.

As a professor, Bill taught his students to appreciate beauty, and encouraged us to think independently. I once went to his office hours, hoping to discuss certain fragments of Heraclitus, but he ended up telling me that I understood them in my own way, and he

### Testimony Letters are Due November 29 for TENURE and PROMOTION candidates

If you would like to submit a letter to the evaluation file of a faculty member listed below who is scheduled to be evaluated this year, it should be signed and sent to the Dean of the College, Ludlow 203, or by e-mail to doc@bard.edu by Wednesday, November 29

#### Tenure Evaluations:

Alexander Bonus.....ARTS/Music  
Paul Cadden-Zimansky.....SMC/Physics  
Aniruddha Mitra.....SST/Economics  
Michelle Murray.....SST/Political Studies  
Matthew Mutter.....L&L/Literature  
Dina Ramadan.....L&L/Arabic  
Bruce Robertson.....SMC/Biology

#### Promotion Evaluation:

Roger Berkowitz.....SST/Political Studies and Human Rights

All submitted testimony is read by the divisional evaluators, the division chair, the Faculty Evaluation Review Committee (FERC), the dean of the college, and the president.

## TENURE RATES STAGNATE, JUNIOR FACULTY, ARTS PROGRAMS AT RISK

RACHEL HODES & JOE FITZGERALD

Today, there are more faculty in non-tenure positions at Bard than in both tenure-track and tenured positions combined. In 2005, only one in four professors held a non-tenure track position among those marked "primarily instructors" according to self-reported data obtained through the Integrated Postsecondary Education Data System (IPEDS).

These numbers mirror a national trend within colleges and universities, in which full-time positions are being replaced with adjunct or visiting professors en-masse, often in shorter-term, non-tenure contracts. National IPEDS data shows that from 1995 to 2015, the number of part-time faculty increased by 95 percent, while the number of full-time faculty rose by 47 percent.

Both visiting and otherwise non-tenured professors lack the recourse of

tenured status, and those on the tenure-track are subject to the constraints of a review process which one pre-tenure professor at Bard called "a bit of a Russian Roulette."

Intellectuals on the left have been sounding an alarm for years. In 2014, Noam Chomsky spoke to the forces behind the shift in the higher-education job market in terms of "a corporate business model designed to reduce labor costs and to increase labor servility."

Despite the apparent connection between Bard's changing faculty and the national data, many believe the changes here are different. When asked about the growing proportion of non-tenure track positions at Bard, President Leon Botstein explained: "That's an artifact—statistics can tell you anything you want."

In interviews, untenured professors and the President alike refuted the com-

parison between Bard and larger state schools or urban campuses, where they say that the real exploitation of adjuncts occurs.

In an interview, Dean of the College Rebecca Thomas described the unique benefits that part-time or temporary contracts can have for the community. When a professor is on sabbatical, for instance, Bard typically hires two or three short-term faculty to cover the course load. "If you hire

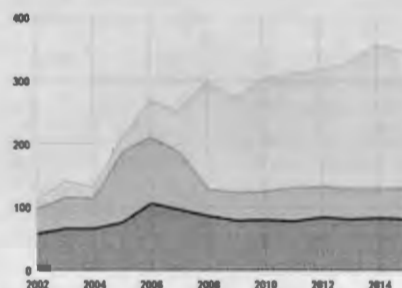
somebody in half-time, then you can ask them to work on senior projects, and be on moderation boards," noted the Dean. "They really can integrate into the community and can participate in the intellectual life in the college. They can be a presence."

From the perspective of the untenured academic, this opportunity to "integrate" is tainted with notes of self-censorship.

One pre-tenure professor

### Tenured + Tenure Track + Non-TT Faculty at Bard

Among "Primarily Instruction" Faculty, 2002-2015  
(National Center for Education Statistics/IPEDS)



Legend: Non-TT Total (lightest area), Tenure Track Total (middle area), Tenured Total (darkest area)

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moved on to some lesson on Pindar instead. In student work, he appreciated beautiful writing as much as he detested typical analytical papers.

Poetry was a way for Bill to think about his favorite works in a more creative way. He wrote frequently, sometimes sending his work to Professor Liebert, who said that it was "always steeped in what he was reading at the time." Bill saw his creativity and academic pursuits as interconnected, and as a result, his poetry is deeply linked to the authors he loved to read.

The last time I saw him, Bill was reminding me and

another student to read over one of his favorite poems, John Keats' Ode to Autumn. It was one of the last pieces Keats wrote. In it, the narrator finds a beauty in the late offerings of autumn. There is a sorrow in the passing of time, a confrontation of mortality, but all the same, a recognition of plenty. I can't say for sure, but I would like to think that Bill experienced this plenty too, as a celebrated academic and a loved teacher. I know that he adored this school, and that his influence on the community is a bounty that does not end with autumn.

called the review process itself "fairly authoritarian," and named Bard as the most "outwardly hierarchical" and "stratified" institution he had experienced as a faculty member. "There is no such thing as free speech for an untenured professor."

The clause in the Bard faculty handbook that addresses academic freedom applies universally, regardless of tenure status. But as another untenured professor pointed out, there is "no incentive to rock the boat" among those who lack the security of a tenured position.

Among the tenured professors and administrators interviewed for this article, a majority cited the AAUP's 1940 Statement of Principles on Academic Freedom and Tenure, discouraging what they see as an uninformed attack that fails to recognize the system's nuances and benefits. Still, some also acknowledged its potential unintended consequences.

With more new PhDs on the job market every year, and comparatively fewer

available tenure track positions, the rise of the adjuncts across the country may jeopardize not only young professors' financial security, but also the stability of the platform upon which they exercise their intellectual freedom.

"Too many younger scholars may feel that they have to play along and stick to the script in order to get tenure, and only then can they say something more daring or unconventional," remarked Tom Keenan, Human Rights Program Director. "And you hope that the tenure system is not a deforming mechanism that makes you incapable of saying that once you acquire the right to say it."

All the same, "The fact that tenure exists is the product of a long serious struggle." Professor Keenan maintained, "And the fact that it's not a perfect system is not a good argument for giving it up."

New tenure lines do not automatically open upon retirement.

Upon her arrival at Bard in

(Continued on pg. 5).