

# Staffing plan to balance student-faculty ratio

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After the estimated maximum high index level of 74 percent in 1978, the level is expected to drop by 1983 to 70 percent. This decline is to be a function of hiring policies of the University's

various departments and schools. This will be accomplished, according to the present draft of the plan, which is subject to revision before it is submitted to the Chancellor and the state board, by yearly review of

departmental needs and goals in relation to the total University situation. The dean of each school will submit to the Office of Academic Affairs at the end of each year a plan that incorporates anticipated faculty

needs and expected vacancies. To quote from the present (October, 1973) draft: "The Office of Academic Affairs will determine the staffing need of each school or college consistent with the University staffing plan and will provide each dean, with the maximum lead-time possible, with an indication of the number of regular and temporary positions he might expect in the light of projected levels of enrollment and legislative funding."

The changes in hiring will attempt a better distribution of faculty in terms of age and experience. According to Harry Alpert, vice-president for academic affairs and provost of the University, the number of faculty hired with a guarantee of tenure consideration will be noticeably fewer. Alpert added that the number of graduate teaching assistants should not grow under the staffing plan.

President Clark, in answer to the question of how the quality of teaching will be affected by the hiring of more untenured faculty, gave two reasons for his belief that there will be no decline. He pointed out that faculty who are


appointed under the understanding that the assignment is short-term and not tenure-track will be eligible for tenure when such openings in their departments occur. Also, considering the heavy competition for teaching positions at the university level, he feels there should be enough incentive to maintain a high level of teaching performance.

Another consequence of this competition that he approves of is the closer faculty review exercised by departments before granting tenure. This is one more insurance of high academic standards, he insisted.

On the basis of information supplied with the Faculty Staffing Plan, it can be seen which schools are most "tenured-in" — and consequently which will be most subject to hiring restrictions. As of May, 1973, these schools had a numerical index of tenured faculty to total university FTE which exceeded the University average: Education, 93 percent; Music, 76 percent; Journalism, 87 percent; Business Administration, 70 percent; Librarianship, 86 percent; and Law, 71 percent.

Tonight— Tues. Nov. 13

## Ladies' Night



Wine - 25¢  
Vin Rose  
Rhine  
Burgundy

(When ordered  
by a lady)

4:30 —  
10:30 P.M.

**DUFFYS**

BLITZ ON DRAUGHT

## BRIEFS

OSPIRG will conduct a survey of Eugene stores for dangerous and illegal toys. A meeting for students will be held at 7:30 p.m. tonight in the OSPIRG office, M-111 EMU.

Religious Studies majors and faculty will hold an informal coffee hour at 4 p.m. today as an introduction to the orientation and course offerings of the department. Room to be announced.

The Eugene Sierra Club will hold its regular noon lunch meeting today in the EMU. Discussion will include the proposed DEQ noise regulations for Oregon. Cliff

Sroka, of the DEQ's noise division, will tentatively present a discussion of the new noise rules.

Phi Theta Upsilon will meet at 6 p.m. tonight in the EMU to discuss final preparations for the visit to the good Samaritan Nursing Center. All members are urged to attend and if they are unable to call Calurette Mirassou at 484-0341.

Eugene Gay People's Alliance meets at 8 p.m. tonight at 1236 Kincaid. Business meeting is followed by an informal discussion.

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