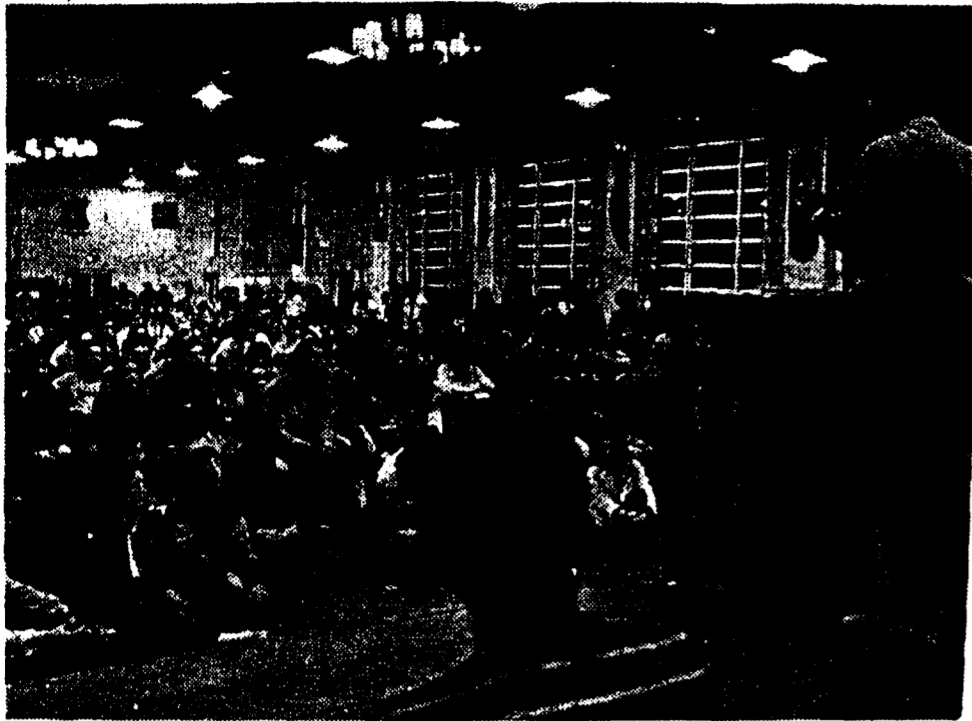


800 cram student union to hear Houk, Porter



Former Director of Athletics and head wrestling coach Russ Houk, addressing the crowd in attendance at last Thursday night's meeting in the Union.

Approximately 800 students filled the S.U.B. Thursday night to hear Russ Houk, former director of athletics and wrestling coach, speak on his involvement in the continuing controversy surrounding his resignation last spring.

D. G. Porter and Dr. Joseph Skehan, ousted B.S.C. faculty members, also appeared at the meeting and addressed the students.

The meeting, advertised as a seminar, was organized by B.S.C. students Danny Berkholder, Sharon Guida, Tom Beverage, and Joe Romano. Houk, Porter and Dr. Skehan appeared at their invitation.

Much of the discussion centered around a list of 25 "facts" which had been circulated on campus earlier in the day. The committee said the "fact" sheet had been prepared by them and was printed off campus at their expense.

Beverage said the "facts" listed on the sheet were based on information obtained from Houk, from various administrative offices and from students.

The meeting, an hour and a half long, was orderly throughout.

In his remarks Houk accused President Nossen of making false

and misleading statements at meetings of the Board of Trustees and in press releases. Houk also stated that the report of the Senate ad hoc committee which investigated the circumstances relating to the resignations of the four coaches last May, cleared him of blame in the controversy.

Porter attacked the appointment of William Williams to the B.S.C. faculty and said he was being paid \$20,000 a year to be President Nossen's legal advisor. Richard Scott responded from the audience to point out that Williams is available to aid students and that he, Scott, had received help from him.

(Note: Contrary to one of the "facts" listed, Williams teaches nine hours a week.)

Porter also read a list of faculty members who had been, or were

in the process of being, "driven from this campus". Prof. James Percey responded from the audience to dispute Porter's allegations, pointing out that in at least three cases the information being presented was incorrect.

Dr. Skehan told the students that he had prepared a 36 page paper which he said would prove that Dr. Maxwell Primack had been forced away from this campus because of his involvement in the peace movement. Students were urged to sign petitions which were being circulated on campus expressing dissatisfaction with the conditions at B.S.C.

Beverage later declared that the committee intends to make every possible effort to see Gov. Shapp tomorrow and to present the petitions to him.

Grads hunt jobs

While one BSC graduate is making \$400.00 a week in Florida breeding snails, others are having some difficulties finding jobs in and around Pennsylvania.

Sixty-eight per cent of BSC's 1971 graduates found employment in their fields, according to statistics released by Tom Davies, director of placement. According to figures, 523 out of 781 graduates were placed.

Special Education graduates fared the best in the job market. All received positions, Davies said. Business administration grads, however, found jobs hard to come by. Only 11 out of 56 found employment in industry or business. Arts and Sciences fared second worst with 35 per cent finding jobs.

Elementary Education grads did considerably better than Secondary grads, with 90.6 per cent of the people placed, while

59.8 per cent of the persons seeking high school and junior high school positions were so employed.

There were 257 elementary grads and 194 found teaching positions in Pennsylvania schools, 13 in out of state schools. Of the 219 secondary grads, 76 found positions in Pennsylvania schools, 15 out of state. Seeking jobs were 24 elementary and 88 secondary grads.

Available but unemployed in the following curriculums were Business, 14; Arts and Sciences, 67; Nurses, 4.

The number of persons who found jobs in their fields were: Business, 55; Arts and Sciences, 11; Nurses, 5.

Every graduate in teaching mathematics was placed, while Social Studies fared worst, with almost no jobs available. Mr. Davies is working towards getting these students jobs



Punch and light conversation at the Big and Little Sister Tea.

Sister Tea held

At the Big and Little Sister Tea held Thursday, "Big Sisters" escorted their freshmen and transfer "Little Sisters" to the formal event in Haas Auditorium.

The Tea allows new students to meet the various deans and administration members, and also provides an opportunity to

attend a social function with their "Big Sisters", according to Paulette Chabok, chairman.

The receiving line included Dr. Robert Nossen, Miss Judith Konscol, Mr. Joseph Cortese, Mrs. Jennie Carpenter, Dr. Evelyn Mayer, and Linda Radle, president of AWS. Cookies and punch were served to the guests.

Sex tonight

This year AWS is sponsoring a series of sexuality programs for all interested students at BSC. Tonight (Sept. 29th) at 8:00 p.m. in Kuster Aud., Hartline, we will begin our series with the topic "Human Expression of Love."

Our guest panelists will be Rev. Jay Rochelle, Mr. and Mrs. John Walker, and Dr. and Mrs. Don Campese. Some of our future topics will be Pre-Marital Sex, Childbirth, Abortion, and What to Expect from Your Gynecologist with guest resource people from the surrounding area. Plan to attend these most interesting programs.

Forensics

The Forensic Society will begin its year with an open house in the Alumni Room this evening from 7:00 to 9:00 p.m.

The purpose of the open house is to introduce the fundamentals of competitive public speaking to the college community. During the open house members of the society will demonstrate a two-man debate, an oration, and a reading in oral interpretation.

The highlight of the evening will be the debate, which will concern itself with the occult. The remainder of the evening will be devoted to general questions concerning forensics. Refreshments will be served.



During a weekend in the Poconos, the Concert Choir rehearsed a total of 15 hours.

Pop concert coming

The first campus performance of the BSC Concert Choir will be the annual Pops Concert. The Choir will wrap up Homecoming week-end with an informal concert in Haas Auditorium, Sunday, Oct. 10, at 8:15 p.m.

The Concert Choir has been working hard to learn the music for a performance so early in the school year. During a week-end in the Poconos the choir spent 15 hours in rehearsal. This is equivalent to 5 weeks of normal rehearsals at school. Also while in the Poconos the choir performed at the Swiftwater United Methodist Church.

Some of the songs in the program will include: "What Have They Done to My Song, Ma," "Monday, Monday," "My Sweet Lord," "I'll Be There,"

and "The Cruel War is Raging." Along with the songs done by the entire choir, soloists will be featured. Their names will be released in a future article.

Mr. Decker, director of the Concert Choir, wishes to stress the informal setting for the concert. The concert won't be long—about an hour—and appropriate dress includes anything decent.

The M&G wishes to correct the caption under the picture of the Homecoming co-chairmen in the September 24 issue. The co-chairmen are Jackie Feddock and Tim Hartman. John Choyka is in charge of BNE.

The Maroon and Gold has suffered a disastrous loss! Unfortunately, its erstwhile editor erroneously left the M&G's only existing tape recorder in the lounge area of second floor Waller Hall last Sunday, late in the afternoon. Having discovered the absence of said tape recorder, the editor proceeded to tear out his hair and stomp up and down with great violence. So we, the staff of the M&G beg on bended knee the return of the little cassette recorder, so dear to the heart of our editor. PLEASE! No Questions asked. TEN DOLLAR REWARD!

rip off an M&G poster...pg. 3

★ ★ ANNE ★ ★

NEW YORK ROCK ENSEMBLE



AD

PAUL
GEREMIA

FRIDAY
OCTOBER 8
8:30 P.M.

HAAS
AUDITORIUM



★ ★ ★ ★

Report of the Ad Hoc Committee to the Senate

The M&G is publishing the complete text of the ad hoc committee report in an effort to clear the air of BSC. Both sides in the continuing controversy agree that the ad hoc report is the most objective and factual report published to date on the athletic situation and the events of last May.

REPORT OF THE AD HOC COMMITTEE TO THE SENATE

The ad hoc committee appointed by directive of the Faculty Senate to investigate matters of current (May 1971) dispute concerning the resignations of several coaches of athletics has reviewed the situation through the oral testimony and pertinent documents provided by the principals involved.

The nature and scope of the committee's obligations as set forth in the Senate Executive Committee's charge are as follows:

1. Investigate the matters raised in President Nossen's memorandum of May 20, 1971, to George A. Turner, President, Faculty Senate for members of the Senate.
 2. Examine campus events and issues stemming from this situation.
 3. If necessary, investigate the historical background which culminated in the events of the week of May 17, 1971.
 4. Make an analysis and evaluation of its findings.
 5. The Committee should not think of itself as directly responsible for arbitrating the current dispute.
 6. The Committee should not assume that it must serve as a mediator in the current dispute. However, it should recognize that the report might be of significant impact in the resolution of the current dispute.
 7. Recommendations must avoid references to sanctions of a "personnel action" nature (termination, demotion, or other similar penalties). However, these recommendations may include abstract sanctions.
 8. Include in the report recommendations which it feels the situation warrants, looking to the prevention of future difficulties of a similar nature.
 9. The report may include recommendations relating to the establishment of codes of conduct, procedures for Senate involvement in self-government, etc.
 10. Report the findings and evaluations to the Senate Executive Committee and the Senate.
- The basic issues or charges against the four resignees as set forth in President Nossen's memorandum of May 20 follow:

1. Conduct unbecoming members of the academic profession, including efforts by the four resignees to physically confront the Department Chairman.
2. Release of information through public media, before even notifying his office of their intentions.
3. Efforts to utilize whatever power might arise from students and outside sympathies.
4. Failure to utilize recognized procedures for faculty grievance.
5. Efforts to by-pass the normal responsibilities delegated to his office in such matters.

The President further declares that the overall issue is one involving procedure and, more specifically, the role of governance and responsibility within the College.

Since these charges and issues have their roots in the historical background and in events leading up to the President's memorandum, it has been necessary to review these matters before answering the charges stated above.

1. Historical Background

During the 1960's the absence of clearly defined policies and procedures together with the vacillating relationship between the athletic staff and the administration often caused confusion and was one of the apparent contributing factors to the Physical Education Department's instability and staff turnover. For instance, Russell Houk, who came to the College as Athletic Director in 1957, and whose line of responsibility was not clearly defined, at different times was responsible directly to the President of the College and the Dean of Students; he also consulted with the Dean of Instruction on many matters. There was no department chairman at the time of Mr. Houk's arrival, although later Walter Blair served in this capacity, and it appears that their lines of responsibility were blurred.

In 1966 Dr. Clarence Moore was hired as Chairman of the Department of Health and Physical Education. His duties included expansion of the physical education program and facilities and the development of a health and physical education program which might eventually lead to teacher certification in that field.

Mr. Houk and Dr. Moore had overlapping responsibilities, and there was little success in coordinating the activities of the Athletic Director and the Chairman of Health and Physical Education. Questions of class schedules, hiring, promotions, expansion of facilities, and proposals for the new Physical Education complex were of

necessity a concern to both men and resulted in disagreements which eventually reached major proportions. These obvious difficulties, coupled with a failure to comprise, further divided the Athletic Director and the Department Chairman. The newly selected President, Dr. Robert J. Nossen, was confronted with this problem in the first few weeks of his tenure at Bloomsburg.

Events from September 1969 to May 17, 1971

In October of 1969, Mr. Houk requested a meeting with the new President to discuss problems of the coaches pertaining to class over-scheduling and lack of summer school assignments. He indicated that the coaches were "extremely worried that they might have to voice an opinion in public" over the situation. Mr. Houk's request resulted in a meeting on October 15 with the President, Dean Hoch, Dean Hunsinger and the staff of the Physical Education Department. At this meeting Dr. Moore was directed to establish a committee to draw up an organizational plan for the Department.

The final report of the above-named committee was presented to, and approved by, the Department on December 10, 1969. Dr. Jack Jones was chairman of the committee. The report envisioned the Chairman of Health, Physical Education and Recreation and the Director of Athletics to be equal in administrative authority, each being responsible to a Coordinator who, in turn, would be responsible to both the Dean of Instruction (now Vice-President and Dean of the Faculties) and the Dean of Students (now Associate Vice-President for Student Affairs). An Athletic Committee composed of the Athletic Director, the Coordinator, two students, three faculty, and two non-voting members from the Department, would participate in the formulation of institutional policy for athletics. The Athletic Committee and the two Deans were responsible directly to the President. The document also spelled out the qualifications and job analysis for each position and included guidelines for hiring and position changes. Although the President thought this plan was educationally sound, he felt that he could not fully implement it with present staff personnel. He therefore, in January of 1970, requested Dr. C. Stuart Edwards to serve as Coordinator until an over-all administrative reorganization plan for the college was completed.

Although no open confrontations occurred during the period when Dr. Edwards served,

none of the principals involved felt that the arrangement was satisfactory and disputes continued to mount over both jurisdictional and substantive matters. Most notable in this respect was the growing personal and professional antagonism between Dr. Moore and Associate Vice President Hunsinger. Correspondence between these two men reveals an intensity of disagreement over apparent minor issues.

Also in October 1969, the mutual problems and incompatibilities between Dr. Moore and Mr. Houk were intensified to the point that grievance procedures were initiated with the Faculty Committee on Professional Affairs (CPA). The grievances were investigated by a sub-committee of CPA consisting of Dr. John Serff, Sr., chairman, Dr. Donald Vannan, and Mr. Thomas Manley; meetings were held with Dean Hoch, Dean Hunsinger, Mr. Houk, and Dr. Moore. The sub-committee then met and made recommendations which were approved by the full CPA. In a slightly condensed form these recommendations are as follows:

1. Any definitive solution to the problem must take the form of an administrative reorganization that defines the responsibilities of, and the relationship between, the Director of Athletics and the Chairman of the Department of Health and Physical Education.
2. A reorganization of the power structure in the athletic and physical education complex not only is essential, but should be effected at the earliest possible date.
3. The unnecessarily close involvement of the Dean of Instruction and the Dean of Students in the inter-collegiate athletic program and the affairs of the Department of Health and Physical Education is a possible contributing factor in the conflict.
4. Both parties are at fault and must share the blame for having allowed the conflict to develop into a crisis that has spread beyond the confines of the campus; therefore administrative resolution of the problem should be such that neither party could regard himself as the victor or vindicated one.
5. The Committee recommends that the President invite both Mr. Houk and Dr. Moore to a joint conference (with Dr. John Serff, Sr., as CPA representative) and confront them with a strong statement of their professional obligations to the College, telling them that they simply must work together as administrative adjustments can

be effected, either carrying out their responsibilities in a professional and ethical manner or returning to full-time teaching forthwith. The Committee further suggests that both men be told to refrain from making indiscrete, unprofessional, and damaging remarks to members of the Health and Physical Education Department (specifically new members), other faculty, and people not connected with the College.

6. Finally, the Committee wishes to state that it recognizes the past contributions and future potential value to the College of both men, and has considerable respect for the two.

On November 24, 1969, the President did meet with the two principals and the CPA observer and discussed the recommendations with them; in fact he read them aloud. To our knowledge, this meeting failed to resolve the conflicts.

On June 15, 1970, a student of Mr. Voss wrote to Dean Hoch complaining about the grade he had received in a course "Techniques of Coaching Basketball". He objected to grading and classroom procedures, noting that basketball players enrolled in the course received grades of "A" without attending class. The letter was sent to Dr. Moore who investigated the charges throughout the summer. In a memorandum to Dean Drake on October 14, 1970, he summarized the incident finding that the charges of the student were substantially true and concluded by stating that in light of the evidence, he wished to withdraw his recommendation for promoting Mr. Voss at that time.

Also during the summer of 1970 President Nossen instituted a system of internal accounting for the entire college. Under this system the President directed that all student work assignments were to be channeled through the offices of department chairmen. Mr. Houk interpreted this move as a weakening of his position and advised the President that he would resign if student work assignments for athletics were handled exclusively by Dr. Moore.

In response to Mr. Houk's feelings, the President consulted with each department member and then issued a document on September 17, 1970, in which Athletics, Intramurals, and Recreation were designated as a separate department with the Athletic Director as chairman and directly responsible to the Associate Vice-President for Student Affairs. The chairman of the Department of Health and Physical Education was directed to report to the Dean of Arts and Sciences. Thus by the President's

order, two quite separate lines of authority were confirmed.

Within the September 17 document procedures in three important areas were outlined: 1. evaluation and rating for promotion, double increments, and advancement to authorized steps on the salary schedule; 2. scheduling of classes; and 3. recommendations for staff appointments. Of importance in the first area, was the establishment of three committees — one in the Department of Health and Physical Education to be elected by department members and chaired by the Department Chairman, another in the Department of Athletics, Intramurals and Recreation to be elected by the head coaches and chaired by the Athletic Director, and finally a review committee composed of the Dean of Arts and Sciences as chairman, Associate Vice-President for Student Affairs, Chairman of the Department of Health and Physical Education, Director of Athletics, and the Assistant to the President of the college. The first committee was directed to make recommendations for personnel advancement on the basis of teaching ability, the second on coaching ability, and the last to review reports from the two committees and to formulate final recommendations to be forwarded to Vice-President Hoch.

Although Mr. Houk was pleased with this arrangement, Dr. Moore was dissatisfied with it to the extent that he notified the President and Dean of Arts and Sciences that he would seek a position elsewhere.

In mid-December, 1970, the triennial review of the department chairman, Dr. Moore, was conducted, with Miss Eleanor Wray, senior member of the Department, as chairman. Procedures established at the meeting of the Department involved the use of several criteria for evaluating a chairman: leadership, supervisory duties, staff relationships, curriculum development, use and acquisition of equipment and facilities, and class scheduling. A summary of the votes on retention of Dr. Moore as chairman by the 14 members revealed nine for, four against, and one abstaining. However, the staff was divided, seven positive and seven negative, in their evaluation of Dr. Moore's performance in aspects of leadership, performance of supervisory duties and general treatment of personnel.

In January, 1971, Mr. Denstorf resigned his position as head football coach and President Nossen appointed a special committee, to be chaired by Mr. Hunsinger, to select a replacement. At a meeting of this committee, Mr. Ronald Puhl was elected to the position by a vote of three to two. It should be noted that this committee was not established in line with procedures specified in the September 17 document.

During the second semester incidents continued to occur over such issues as assignment of teaching responsibilities for the Director of Athletics, modification of entrance requirements for athletes, summer employment for coaches, and reduced teaching loads for certain coaches for the Fall Semester of 1971-72. Appeals in these areas were apparently made through the proper channels and efforts were made by the administration to adjust

the grievances equitably.

The crucial area of dispute arose over promotions and advancements to steps F and G of the salary schedule. Dr. Moore followed the September 17 guidelines; a committee of five was elected from and by the Department to evaluate and recommend members of the Department on the basis of teaching performance alone. This committee met and approved nine recommendations for promotion and/or authorized salary steps. They refused to recommend Mr. Earl Voss, head basketball coach. Both recommendations and refusal to recommend were transmitted to Dean Drake by Dr. Moore on March 8. In Dr. Moore's letter regarding Mr. Voss, he stated that it was the concerted opinion of the committee and the chairman that Mr. Voss had brought discredit to the department and the institution because of failure to fulfill his teaching obligations.

Mr. Houk failed to create the parallel committee to evaluate coaching abilities and performance from the Athletics, Intramurals and Recreation Department. Instead, he reported that he consulted informally with some of the head coaches and then wrote a letter on April 6 recommending Mr. Voss for promotion in rank. He forwarded his letter to Mr. Hunsinger, who wrote a note approving the recommendation and sent both on to Dr. Hoch, who then sent them to Dr. Drake—a somewhat confusing order of events! On April 13, Dr. Drake returned the two sets of recommendations to Dr. Hoch, concurring with the evaluation of the Department of Health and Physical Education committee. Again, it should be noted that procedures specified in the September 17 document were violated. There was no meeting of the review committee to consider the conflicting evaluations on Mr. Voss.

On April 27 Mr. Houk met with President Nossen and Dr. Hoch on the unresolved status of Mr. Voss's promotion. Mr. Houk testified that he did not at that time know what, if any, disposition had been made of Mr. Voss's recommendation. He feared that he would lose Mr. Voss as coach if action were not taken soon. At this meeting a directive was given to Dr. Hoch to have a conference with Mr. Voss. This meeting took place in mid-May and as a consequence, on May 14 a memorandum from Dr. Drake was issued calling for a meeting of the review committee for May 18 to consider all evaluations from both departments. This meeting was not held because of events which occurred on Monday, May 17. It should be noted that Mr. Voss testified that prior to May 17, he was unaware of the nature of the evaluation of his teaching performance by the departmental committee and Dr. Moore.

Upon receipt of Dr. Drake's notice of the May 18 meeting and the accompanying copies of Dr. Moore's recommendations, Mr. Houk approached several members of the Department's Evaluation Committee to ascertain if Dr. Moore's comments in the assessment of Mr. Earl Voss accurately reflected the consensus of the Committee. Two members of the Committee verified Mr. Voss's "non-recommendation" for promotion but noted that they were unaware of Dr. Moore's accompanying

comments concerning Mr. Voss's character.

Events of the Week of May 17

Early Monday afternoon, May 17, 1971, Mr. Puhl entered Mr. Houk's office to make a telephone call and discovered the evaluations by Dr. Moore which had been left on Mr. Houk's desk. Mr. Houk was not present. Mr. McLaughlin and Mr. Voss then entered the office and also read the documents. At approximately 1:50 p.m. the three men approached Dr. Moore in the hallway while he was on his way to a 2:00 class, invited him into Mr. Voss's office, and indicated that they wanted to talk to him concerning the nature of the evaluations.

The events which ensued in Mr. Voss's office are not entirely clear. However, it is apparent that emotions were high, although no physical abuse to any of the men has been confirmed. Shouting and scurrility were heard by people in the hallway and adjacent offices. The confrontation ended in the hallway when Dr. Moore declared that he would not talk with the coaches while feelings were so intense and he left the building to attend his 2:00 class.

Mr. Puhl immediately called the Office of the President and requested a meeting. The President agreed. The coaches urged Mr. Houk to accompany them and he did so. A lengthy meeting ensued which was also attended by Vice-President Hoch. Mr. Houk left this meeting prior to the arrival of Dean Drake who was summoned by the President and Dr. Moore who arrived unannounced. The meeting concluded about 5:00 p.m. with Dr. Nossen asking that he be given 72 hours to reconcile the situation.

The coaches then decided to prepare letters of resignation from coaching assignments (in two cases additional duties) which were to be tendered if the conflict with Dr. Moore was not resolved within the 72 hour period.

On Tuesday, May 18, Mr. Hunsinger informed Dr. Nossen of the possible resignations of the coaches.

During the morning of Wednesday, May 19, several calls were received by Mr. Larry Gerber at WHLM from "strangers" (a name apparently used to designate people who supply information without identifying themselves) that there were several coaches at Bloomsburg State college resigning from their coaching positions. Mr. Gerber called the Office of the President and the Office of Associate Vice-President Buckingham to check these stories. Both offices stated that they were unaware of the aforementioned rumor. Mr. Gerber called Mr. Thomas Austin, WHLM Sports Director, regarding the rumor and suggested that coaches at the college might be contacted by Mr. Austin. Mr. Austin called one of the coaches (unnamed) and was advised to contact Mr. Russell Houk, Athletic Director.

At about 1:15 p.m. Wednesday, May 19, Mr. Austin contacted Mr. Houk and asked about the resignations. Mr. Houk asked if Mr. Austin had contacted the Office of the President and/or the Office of Associate Vice-President Buckingham for information. After Mr. Austin responded that the offices had been called but were unaware of the situation, Mr. Houk

responded to Mr. Austin's questions. He informed Mr. Austin that the resignations had been submitted pending a possible settlement of the conflict, while noting that the resignations could be withdrawn if the differences were resolved by 5:00 p.m. May 20. Mr. Houk would not discuss the reasons for the resignations. At 1:45 p.m., Wednesday, May 19, Mr. Gerber released the information received from Mr. Houk over WHLM. The office of Associate Vice-President Buckingham contacted WHLM and requested that further reports be held pending the arrival of a statement from Dr. Nossen. A statement prepared by Dr. Nossen was then repeated hourly from 6:00 p.m. throughout the evening. The major wire services carried accounts of the resignations throughout the afternoon and evening.

About noon on Wednesday, May 19, all the letters of resignation were completed. Mr. Houk prepared a cover memo to Associate Vice-President Hunsinger indicating that "if the working conditions are not cleared in the 72 hour period that Dr. Nossen has indicated in his recent meeting, we wish to submit these letters of resignation to the President and also the Board of Trustees." Mr. Houk then delivered the letters of resignation with the cover memo to Mr. Hunsinger.

Word of the resignations reached the Office of Vice-President Springman in the early afternoon of Wednesday, May 19. Dr. Springman contacted President Nossen who asked to have the letters of resignation delivered to his office. Dr. Springman called Mr. Hunsinger and informed him of the President's request and suggested that the resignations be delivered to the Office of the President immediately. The President returned to the campus after calling for a meeting of various key college personnel. The letters of resignation were delivered to the Office of the President at 4:40 p.m. without Mr. Houk's covering memo because this memo was addressed to Associate Vice-President Hunsinger. During this meeting a news release was prepared and sent to the news media.

On Thursday, May 20, two rallies were held, one in mid-afternoon in front of Carver Hall and another in the evening and early morning at the home of the President. Dr. Nossen did not attend the first rally because of previous commitments and appeared at the late rally at about 1:00 a.m. after returning home from an Alumni Meeting. The rallies were covered at different times by student marshalls, college personnel, security police, and state police.

Also on Thursday, May 20, the Bloomsburg State College Senate in response to the President's request for a Senate review, authorized the appointment of an ad hoc committee to investigate the dispute.

On Friday, May 21, a meeting was held between Mr. James Neiswender, Assistant Director of Development, and Mr. Puhl concerning the activities of the past few days. This initial meeting led to a subsequent meeting with Mr. Puhl, Dr. President Buckingham for information. After Mr. Austin responded that the offices had been called but were unaware of the situation, Mr. Houk

At the May 22 meeting with the coaches, President Nossen informed them of his decision to accept the resignations. They were also informed at this time that they could reapply for their coaching duties but that Mr. Houk would not be considered for the Athletic Directorship. The acceptance of the resignations was conveyed to the press and the student body in the afternoon. Letters indicating acceptance of the resignations without prejudice were sent to the coaches via certified mail on this date.

Answers to Dr. Nossen's charges in his memo dated May 20, 1971

1. Conduct unbecoming members of the academic profession, including efforts by the four resignees to physically confront the Department Chairman.

Although Dr. Moore voluntarily entered Mr. Voss's office to find evidence that three of the resignees did confront him (Mr. Houk was not present). However, there was no evidence of bodily harm even though minor physical restraint was used by the three coaches to prevent Dr. Moore from leaving Mr. Voss's office. It is clear to the committee that the incident involved unprofessional conduct on the part of the coaches.

2. Release of information through the public media, before even notifying his office of their intentions.

The committee has found no evidence that the initial release to the news media was made by one of the coaches. We do feel, however, that Mr. Houk used poor judgment in confirming reports of the impending resignations when he talked to Mr. Tom Austin, Sports Director for WHLM, on Wednesday afternoon, May 19.

Our investigation revealed that the intentions of the coaches were communicated verbally to the President on Tuesday, May 18, by Associate Vice-President Hunsinger.

3. Efforts to utilize whatever power might arise from students and outside sympathies.

The committee has found that the rallies held in support of the coaches were student-initiated. It is obvious to us that the coaches made no attempt to curtail such activities; all four resignees did speak at either the afternoon or evening rally. However, we find no evidence that the coaches incited behavior that would reflect poorly on the college.

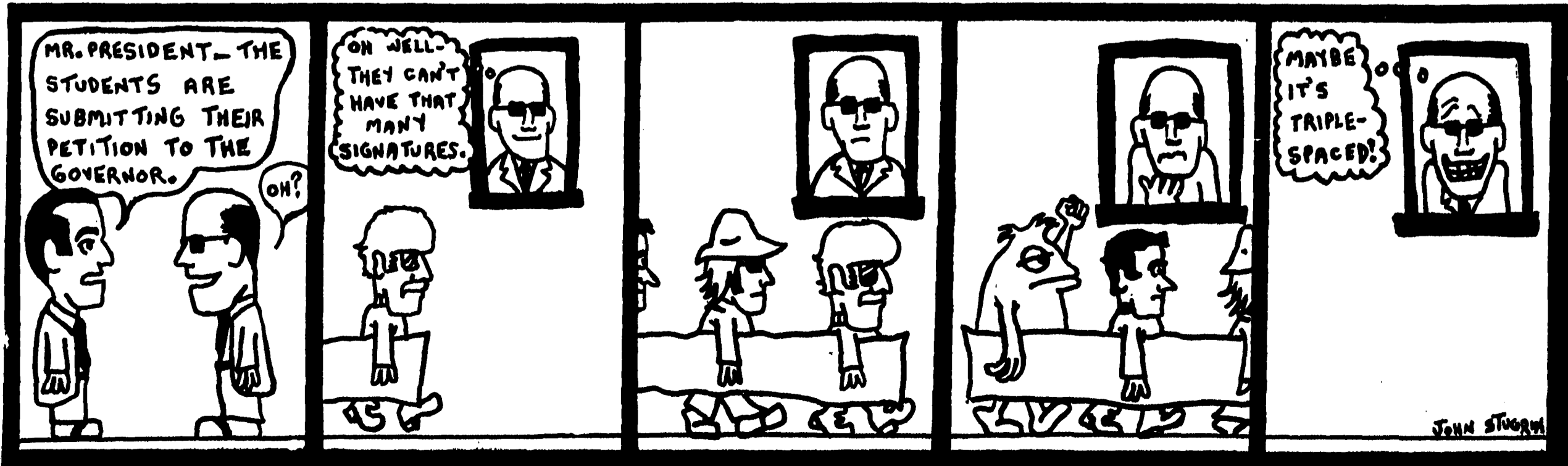
Airing internal matters in public, whether by faculty or administrators, is unprofessional and the committee does not condone such behavior.

The suggestion that sympathies outside the faculty, students, and staff were solicited was not investigated by the committee since it is our judgment that this is outside our province.

4. Failure to utilize recognized procedures for faculty grievances.

The committee prefers to view this charge in light of previous unresolved conflicts with the department. On various occasions in the past two years the coaches approached the Department Chairman, Vice-President and Dean of the Faculties, Dean of Arts and Sciences, Dean of Professional Studies, and the President in fact, in 1969 the CPA was presented with a grievance in-

(continued on page eight)





Warner on an end sweep.

Lock Haven strafes Bloomsburg

The Bloomsburg Huskies were dive-bombed by Lock Haven quarterback Packer last Saturday night. Packer is considered the number one quarterback in small college football in the country. Packer completed twenty passes out of thirty-three attempts Saturday night for a total of an astounding 396 yards in the air. "We made him an all-star tonight," one Husky player bitterly remarked.

Lock Haven's big offensive line allowed Packer to almost throw it will. "He caught our defensive backs in the middle of switching one responsibility almost every time," remarked one of our players. "Without Packer it would have been a Husky victory." His receivers were just too ast. "They don't belong in this league," was another comment. Packer's passing was the name of the game as the statistics will show (see below).

Most team members feel that the Lock Haven game was a luke. Nothing clicked and everything went wrong. The team also feels they have learned a bitter lesson and are determined not to let it happen again. "I just don't like the taste of defeat," was the general feeling of the whole team.

| | BSC | LH |
|----------------|--------|-------|
| 1st downs | 8 | 20 |
| yds. rushing | 143 | 163 |
| yds. passing | 60 | 396 |
| yds. lost | 60 | 57 |
| total yds. | 143 | 507 |
| passes | 4-30 | 20-33 |
| fumbles lost | 2 | 2 |
| interceptions | 2 | 2 |
| punts | 12-54 | 6-36 |
| yds. penalized | 11-124 | 8-62 |

Record Review

(continued from page two)

still I look to find a reason to believe....." A beautiful song that tells the tale of many people, it tells of the searching, to find something to grasp. No matter how many lies you've heard, that everlasting grain of hope, that one bit of truth, might make everything all right. This song closes the album, with a personal touch, the final proof of the picture, the final exposure....

Well, that's the story, or the picture, or whatever you took it to be. This is the kind of album that gives you hope, the one that gives you a reason to believe, that maybe rock isn't dying.....

The Duke Reviews

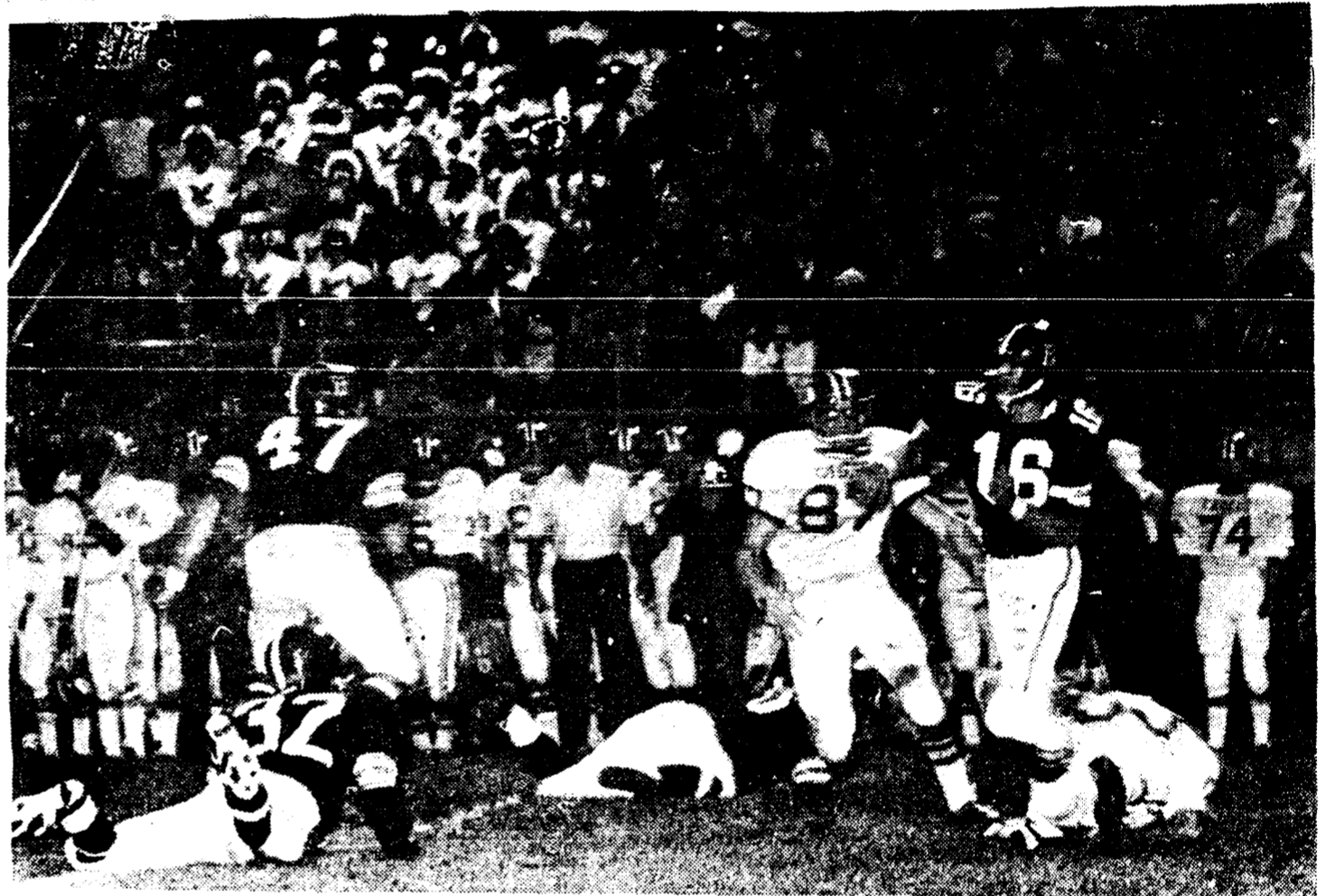
"It's hard to win when you don't get the breaks." Reserve Quarterback Joe Geiger seemed to sum it up perfectly last Sunday following a thorough 54-8 trouncing by the Bald Eagles of Lock Haven State Saturday evening at Spring Street Stadium.

Eagle quarterback, Mike Packer, passed for about 350 yards before he was replaced in the third quarter.

Geiger attributed bad breaks and slight timing errors to the Huskie loss. "They got a good break early in the contest which ripped the game wide open." "As

far as timing is concerned, every one of our passes was just beyond the reach of our receivers, any one of which could have gone all the way." Geiger concluded, "We have a young team with a lot of sophomores and juniors, I'm sure that this loss will help settle them down a lot at practice, and give them a lot of insight on things to expect in future games."

This week's game is against the Marauders of Mansfield State, this Saturday, away. Mansfield won big last Saturday. So the game should prove to be interesting. If possible, Be There!!!



Joe Geiger completes one.

EXCESSIVE SPEED
More than 39 per cent of all traffic fatalities in 1970 were due to excessive speed according to a

survey by The Travelers Insurance Companies. Speeding accounted for 17,700 persons killed and 988,000 injured.

KARATE CLASSES

MEN'S CLASS: Begins Wednesday, Oct. 6 at 7-9 p.m. in the Memorial Gymnasium, corner of Fifth and Market Sts., Bloomsburg, and runs six consecutive weeks; Oct. 6, 13, 20, 27; November 3, 10. Fee: \$12.

WOMEN'S CLASS: Begins Monday, Oct. 4 at 7-9 p.m. in the Memorial Elementary School Gymnasium, corner of Fifth and Market Sts., Bloomsburg, and runs six consecutive weeks: Oct. 4, 11, 18, 15; November 1, 8. Fee: \$12.

For additional information call 784-1935.

IN SELF-DEFENSE

Kampus Nook

Across from the Union

Hot Platters Every Day

Plain and Ham Hoagies, Cheese - Pepperoni - Onion Pizza. Our own Made Ice Cream.

Take Out Orders:

Hours: Mon. - Thurs. 9:00-11:00

Friday 9:00-12:00

Saturday 4:30-12:00

Sunday 11:00-11:00

Mansfield State College presents

IN CONCERT

Homecoming Weekend - Sat. Oct. 9 - 8 P.M.

SUGARLOAF

and

'Spaceship Earth'
'Green-eyed Lady'

Linda RONSTADT

'Silk Purse'
'Long Long Time'

Decker Gymnasium

Tickets On Sale At The Door - \$4.00

For the best in hard rock, Blues and Underground

DENNY'S

PANDEMONIUM

Record Shop

We take better care of your head

\$3.98 Special Album of The Week \$3.98

Imagine - John Lennon

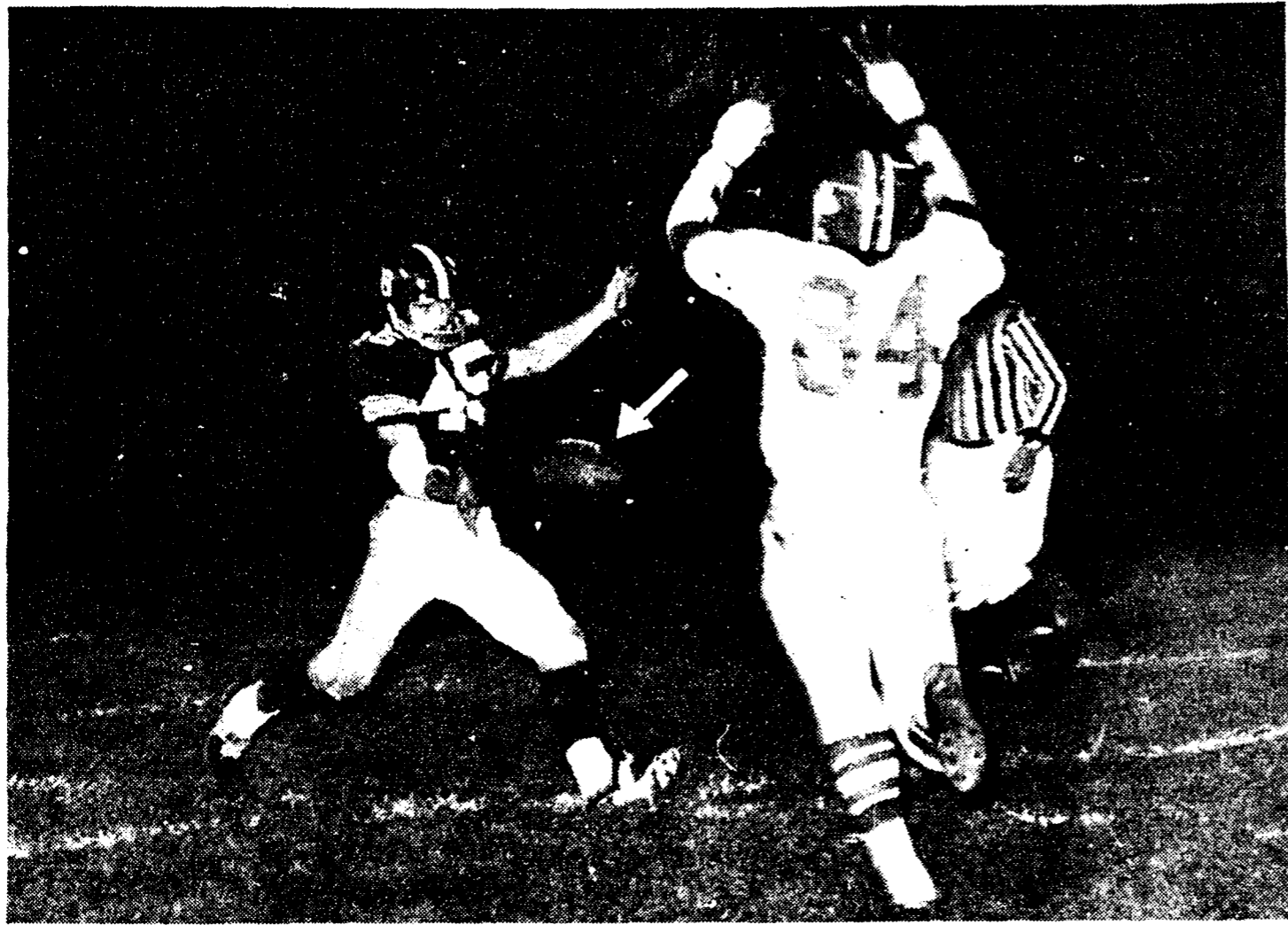
Today through Saturday

Mon - Friday 12 Noon till 9 P.M.

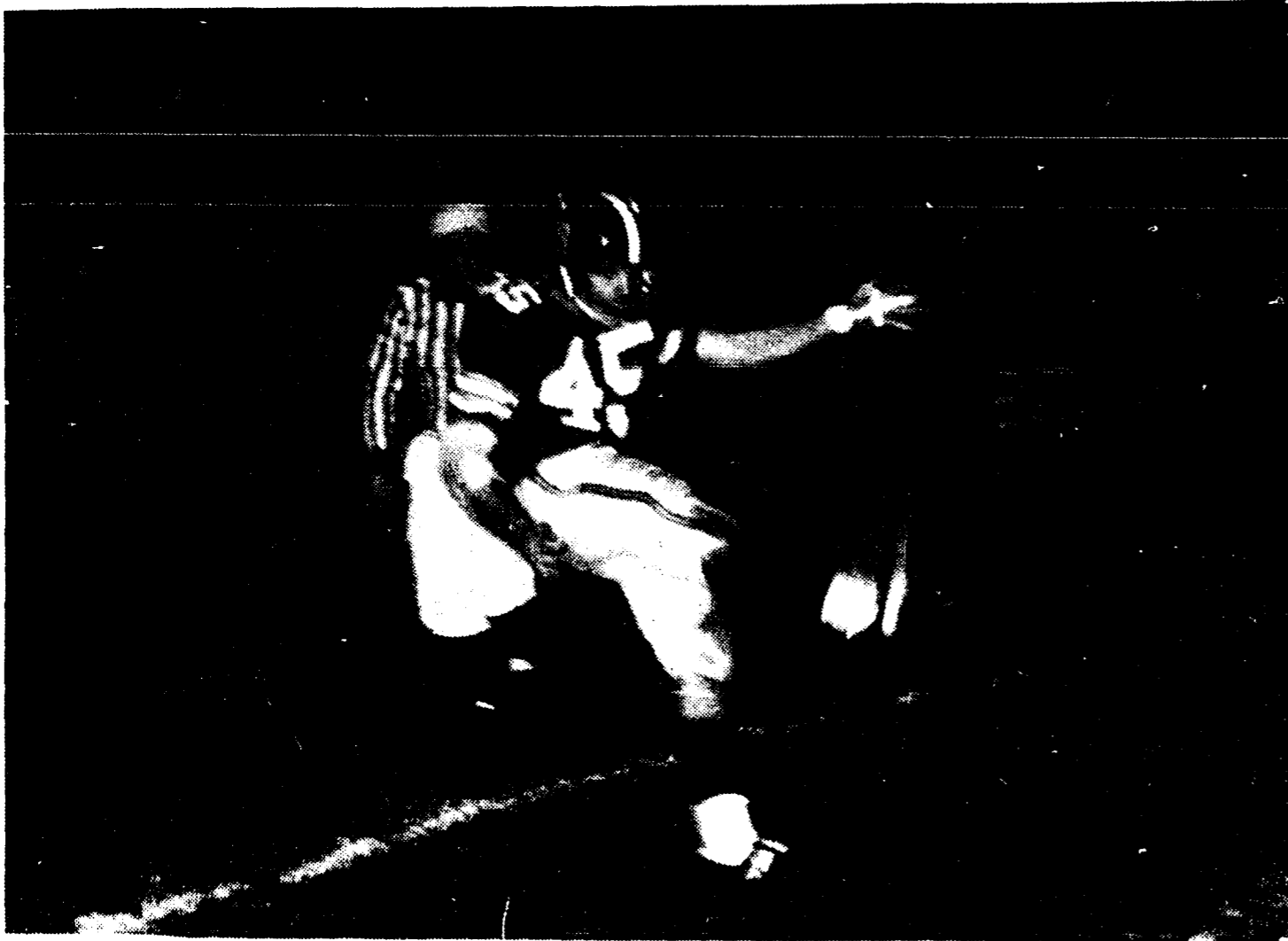
Sat - 10 A.M. - 5:30 P.M.

214 East St.

Bloomsburg



Stellfox has a long night punting from deep in our own territory.



Stellfox at it again.

Powder Puff begins

Powder Puff Football will begin today and will be played on Mondays, Tuesdays, and Wednesdays at 4:00 and 4:45 on the field in front of Sutliff Hall.

The presiding officers of WRA are Debbie Artz, President; Sue Green, V. P.; Kathy Wolford, Secretary; Marcia Follweiler, Martha Francis and Sue Wise, Publicity. Sue Berry and Sue Green are co-ordinators, and Miss Joan Auten is the advisor for the season.

The purpose of the Women Recreational Association is to promote and increase participation in intramural athletics

for women and to foster a spirit of sportsmanship among the women of BSC.

Teniquoit, badminton, and basketball are other sports which will be offered this year. There is also a possibility of gymnastics and fencing if interest is shown.

A new addition to the schedule this year will be riflery. An organizational meeting for all those women interested in riflery will be Monday, October 4, at 8:15 p.m. in Room 105 of Hartline Science Center.

Grads

(continued from page one)

through all means available; he is expecting overall totals to reach "over 80 per cent," as compared to 89.3 per cent last year.

"I don't know how the Sam Hill things can get worse," Davies says.

But there is that kid in Flroida. "Just make it clear he's not breeding the snails," he asks.

The placement office did not, however, make statistics available on unemployed snail breeders.

T.B.

The Maroon and Gold has ceased publication of advertisements for abortion referral agencies.

Rev. Jay Rochelle, Protestant Campus Minister, reported to us that the agencies advertising in the M&G are on a black list compiled by the Ministerial Counseling Association, which he said alleges the agencies refer girls to doctors who overcharge and receive a kick-back from the doctors. Since we cannot vouch for the integrity of the abortion referral agencies we will cease to publish their ads, effective this issue.

Rev. Rochelle informed us that he can help girls with unwanted pregnancies and that the Counseling Center is currently in the process of compiling a list of reliable doctors and hospitals to which girls can be referred.

As most of you know, the Bloomsburg Fair is now in progress, and will be running until this Saturday. Walking down the midway, you might wonder how it all began.

Back in 1845, a group of people got together and started what they called a "Street Bazaar", which is similar to the fire company carnivals they still have today. With this first fair, they started a charter under which stock certificates were sold, for \$10.00. Also under this charter was the stipulation that the owners could make no profit for themselves. All the money made was to be put into the next fair.

Stock is no longer sold and hasn't been since about twenty-five years ago, when the selling price was \$50.00 per share. It is now estimated that these shares are worth \$250 to \$300 each. The only way to obtain a share today is to buy from one of the 1800 members.

Last year's fair turned out to be the most profitable thus far, with a net gain of \$133,000.

If you have been down to visit the fair, you probably noticed that it seems big. Well it is — a full 96 acres, which makes it the largest fair in Pa. as far as area is concerned.

Among the many attractions are the nightly grandstand shows (Bobby Goldsboro tonight and Thursday; Bobby Vinton Friday and Saturday), afternoon harness racing, food and game stands of every kind imaginable, many rides and exhibition buildings.

So if you haven't been there, or even if you have, go and enjoy yourself.

Come and visit . . .
THE WATERBEDROOM
— Quality Waterbeds —
B&W Associates
261 W. Main St.

FETTERMANS
BARBER SHOP
— QUALITY —
Foot of College Hill
Bloomsburg, Pa.

Bucknell Concert Committee
presents

in concert—cast of 40

JESUS CHRIST SUPERSTAR

rock opera with reverence

FRIDAY, OCTOBER 8, 1971

Davis Gym Bucknell Univ.

8:00 p.m.

Tickets \$8.00*

Tickets Available:

| | | |
|---------------------------------|--------------------------------|-------------------------------|
| Bucknell Bookstore Lewisburg | Haines Music Sunbury | Central Music Williamsport |
| Lamprinos Milton | Univ. Center Susquehanna U. | Record Room State College |

Say It With Flowers From

Ralph Dillon's
FLOWERS

BLOOMSBURG, PA. 782 4406

Delivery Worldwide

Down The Hill On East St.

Bucknell Concert Committee
presents

FLYING BURRITO BROS.

and

TONY KOSINEC

Wednesday, Sept. 29 8:45 p.m.

Bucknell University Davis Gym

TICKETS: \$3.50

Available at:

| | |
|---|--|
| Bucknell Bookstore University Center Lewisburg, Pa. | Central Music 123 W. 3rd St. Williamsport, Pa. |
|---|--|

OR AT THE DOOR

Eppley's Pharmacy

MAIN & IRON STREETS

Prescription Specialist

- CHANEL
- GUERLAIN
- FABERGE
- LANVIN
- PRINCE MATCHABELLI
- ELIZABETH ARDEN
- HELENA RUBENSTEIN
- DANA
- COTY
- MAX FACTOR

Green Stamps



NEW NORELCO
TRIPLEHEADER
LIST \$29.95
OUR \$20.88
PRICE

CHANGE IT
With new micro groove
heads for faster, closer
shaves.

WALKER'S
Shavers
14 W. Main St. Bloomsburg, Pa. 17815

The Ad Hoc Report....

(continued from page 1)
volving Mr. Houk and Dr. Moore. The CPA at that time attempted to resolve the conflict through recommendations to the President.

The events of May 17, 1971 were undoubtedly shrouded with emotional overtones. Although it may have been the feeling of the four coaches that all avenues of authority had been approached in earlier encounters, the committee does not condone the procedures used by the coaches in this manner of seeking redress of their grievances.

5. Efforts to by-pass the normal responsibilities delegated to his office in such matters.

We interpret this charge to mean direct attempts to communicate with members of the Board of Trustees.

Although Mr. Houk's letter of resignation to the President did indicate carbon copies to the Board of Trustees, our investigation has shown that members of the Board who were contacted did not receive copies. However, Mr. Houk stated that he telephoned Mr. William Lank, President of the Board of Trustees, on Friday, May 21.

We do not condone the airing of individual grievances through the Board of Trustees and find such action contrary to the principles of faculty governance.

Issues raised by the coaches in their testimony before the committee

The ad hoc committee deems it both appropriate and necessary to consider certain charges raised by the coaches in their presentations to the committee.

The coaches, at the committee's request, refrained from voicing their views in the press after Monday, May 24, although they were concerned about the inaccuracies contained in newspaper accounts. Many of their concerns about the facts surrounding this issue have been clarified in the historical background. Pertinent items not fully covered in the chronology are enumerated below.

1. General treatment of personnel by the Chairman of the Department of Health and Physical Education.

The coaches have maintained that their grievances over the period of Dr. Moore's chairmanship are predominantly intradepartmental in nature. We find evidence of harassment reflected in the general areas of class assignments, scheduling, lack of consultation in equipping the new building, and the arbitrary designation of personnel into categories of professional educators versus coaches. We cannot believe that such procedures make for harmonious relationships. There is supporting evidence to be found in the Triennial Review Report of Dr. Moore in which half the members of the staff found weaknesses in his rapport with members of the Department.

2. Excessive recruitment of staff with degrees from the University of Alabama.

It is an accepted professional standard that excessive employment of individuals from any one institution should be avoided. Half of the appointments (five of ten; four of eight currently on the

staff) in the Department since Dr. Moore's appointment have earned a degree from the University of Alabama. The committee agrees that this constitutes unsound hiring procedures. This is a criticism of hiring procedures and not of the institution or its graduates.

3. De-emphasis of athletics. The committee has found no conclusive evidence that a move was underway by either the administration or Dr. Moore to effect a de-emphasis of athletics at this institution.

4. Unprofessional behavior on the part of the Chairman of Health and Physical Education.

The coaches were most concerned about two specific incidents which the committee agrees are illustrative of unprofessionalism. First, the complete contents of Dr. Moore's evaluation of Mr. Earl Voss was not endorsed by the entire Departmental Evaluation Committee as he stated in his memorandum sent to Dr. Drake. This is verified by the two members of the Departmental Evaluation Committee who appeared before this committee. Secondly, in the late afternoon of May 17, Dr. Moore charged into the President's office, unannounced and uninvited, when the President, Dr. Drake and Dr. Hoch were meeting with three of the coaches. At that point Dr. Moore challenged the coaches to fisticuffs.

The committee would like to point out that Dr. Moore normally followed acceptable academic procedures.

Summary and Conclusions

Given the background of internal dissension, strong uncompromising personalities, inordinate employment of personnel with degrees from a single institution, lack of clearly defined and generally accepted college policy with regard to the educational objectives of Health, Physical Education, and Athletics, and confusion in understanding the overlapping and illogical areas of responsibility, the committee concludes that a major personnel issue was bound to develop. Unfortunately no effective administrative action was taken to obviate inevitable crises. On Monday May 17, 1971, Mr. Puhl, Mr. Voss, and Mr. McLaughlin became aware of Dr. Moore's written evaluation of Mr. Voss with respect to promotion. The committee regards this incident as the precipitating issue which led to subsequent events.

Letters of resignation from coaching duties written by Mr. Puhl, Mr. Voss, Mr. McLaughlin, and Mr. Houk were conveyed to Mr. Hunsinger who delivered them, without the covering memo, to Dr. Nossen at his request. Initial information regarding the resignations was released to the news media by a person or persons unknown. Mr. Houk and the President's Office responded to inquiries raised by the news media — presumably to clarify the issues.

The events in the preceding paragraph took place on Wednesday, May 19. The committee deems such rapid succession of decisions, by all parties, to be unfortunate, especially since releases as reported by the news media have been shown by the committee to contain numerous errors of fact. Such haste brought a major problem that should have been settled internally to the attention of the community and beyond.

We further conclude that there was a general understanding among all parties that a resolution of the internal matters of dispute, as brought to the attention of the President on Monday, May 17, would be accomplished within the 72 hours (by 5 p.m. on Thursday, May 20). It is unfortunate that the covering memo for the letters of resignation which explained the coaches intentions with respect to the 72 hour time span was not received by the President.

Finally, we conclude that when individuals write letters of resignation, they must anticipate the likelihood of such resignations being accepted immediately. The committee cannot accept the procedure of attempting to settle grievances by submitting and/or accepting letters of resignation.

Recommendations

1. We recommend that the following steps be taken to reorganize the Health and Physical Education and Athletics complex:

(a) The two existing departments — the Department of Health and Physical Education and the Department of Athletics, Intramurals and Recreation — should be combined into one department.

(b) This department should be chaired by an individual who has a broad background in physical education and athletics (recruited from outside the B.S.C. faculty in accordance with established policy).

(c) A broad-based committee should be constituted to formulate a statement of policy and a set of educational objectives which would guide future

decision making, and to organize the departmental structure which would accomplish these goals.

2. We recommend that the four coaches be encouraged to reapply for assignment to their previous coaching positions with the understanding that they will be evaluated "without prejudice", and that the most qualified person from among all applicants will be selected for each position. Recruitment and preparation for this fall's sports program necessitate that these decisions be made at the earliest possible date.

3. We recommend that internal problems be handled within the College. Let all members of the faculty, administration, and staff clearly understand that taking internal problems to the public is unprofessional. The same admonition applies to efforts to by-pass the appropriate channels for decision making by direct appeal to the Board of Trustees and legislators. Precedents such as these could only undermine the College and lay foundations for innumerable problems in the future.

4. We recommend that faculty grievances be investigated through established procedures as outlined in the Faculty Handbook. Too often these procedures have been by-passed. This situation has been complicated by the willingness of college administrators to avail themselves to faculty rather than to redirect their complaints through the proper channels. We also strongly urge that administrators avoid indiscriminate involvement with department affairs.

5. We recommend that the Bloomsburg State College Senate initiate a policy which would require all Department Chairmen to submit to and discuss with the department member any evaluation of his performance (promotions, advancements on the salary scale, double increments, sabbatical leaves, and leaves of absence) before such documents are forwarded to the designated administrative official.

6. We recommend that the results of any investigative committee, whether initiated by the faculty or administration, be made available, at least in summary form, to those who are directly affected by such an inquiry.

7. We recommend that the Bloomsburg State college Senate adopt the AAUP Statement on Professional Ethics which was first distributed to the faculty by the CPA in a memorandum dated May 26, 1969.

Bloomsburg, Pennsylvania
June 21, 1971

(signed)
Ben C. Alter, Chairman
Barrett Benson
James Cole
Brian Johnson
Louise Serony
James Sperry
Charles Thomas

Presidential Hotline

(continued from page two)

used by the College for their accuracy, fairness, and legality. As a qualified member of the Bar, he is open to any concerned segment of the college community which might seek his advice on a matter relative to the College. While it is not my policy to publish individual salary figures, he is significantly under the \$20,000 quotation.

As a Professor, he is paid on the same scale as any other person at the College holding similar rank. This scale is published in The Pennsylvania Code, and may be examined by anyone. At the time I place a person on our payroll, his salary and rank are presented to the Board of Trustees as part of their approval. All appointments are also thoroughly screened for qualifications by the Personnel Office of the State Department of Education. Dr. Williams is a fine member of this faculty, a credit to the College, and performing services which benefit the entire college community.

2. Mr. and Mrs. Ronald Puhl met with me in my office prior to his seeking a coaching reap-

pointment. Mr. Puhl was not at all sure he should handle both assignments, a unique arrangement, in colleges of our size, because of difficult time commitments. He did, however, find a certain excitement in the challenge. I suggested that the load would be too heavy, but that he could send me a statement as he saw fit. I am fully certain that Mr. and Mrs. Puhl saw our conversation as professional, and our mutual considerations based only on the ultimate welfare of the students and the College.

Mr. Puhl did write to me following that meeting and suggested that he would like to try both positions. I then met with him and Mr. William Sproule, again a most professional session. At that time I suggested that there were far too many difficulties inherent in the dual appointment, that Mr. Puhl had proved to be a highly successful track coach, that Mr. Sproule had those qualifications necessary to be a head football coach. At that point, Mr. Puhl rose, went to Mr. Sproule, shook hands, and said he would support him in every way. On that basis, agreement was reached by all parties, without

any form of hostility or resentment. Mr. Puhl is indeed a fine track coach, and his time will be well taken with that activity. I have every confidence that Mr. Sproule will bring credit to this College and to his team in the football assignment. At no time has any decision been based upon vindictiveness; on the contrary, the only motivation for any action has been the welfare of this College and its students, and for the orderly and effective operation of the College programs.

3. The report which I made to the Board of Trustees was accurate, fair, and objective. That report is among the materials considered and reviewed by the ad hoc College Senate Investigating Committee, and they took no exception to my comments. I did not state that Mr. Earl Voss indicated that Mr. Houk is "critically mentally ill," not that he "slandered southerners," nor that he "incited students." Simply, I reported the facts as I observed them, quoted from the dialogue that took place, and described the events as seen from my perspective.

editorial

(continued from page two)
widened even more and the groups on either side will continue shouting at each other without ever being heard.

Is there any way that the sun can shine in again on BSC? There is; open intellectual dialogue is the only substitute for emotional confrontation. Students in search of information should attend the

first CGA meeting on Oct. 11. President Nossen will be there and will answer questions from the floor. Students in search of facts should make every effort to speak with administrators and administrators should make every effort to meet with them. Secondly, President Nossen and the rest of his administration should quit passing off news

releases laced with bullshit and bureaucratic doubletalk as fact. Finally, the M&G and the Gadfly are available for making ideas, thoughts and problems subject for public discussion. Everyone involved ought to use them.

It is a fact that most everybody doesn't know the facts. It's time we all did something about it.

Jim Sachetti

John's Food Market
W. Main & Leonard St.
Open 8 a.m. to 12 mid-
night Daily
Delicatessen
Full line of groceries
& snacks