

# CAMPUS NEWS

Ted Carlson, News Editor

## PLU dismisses Judy Baker

By Ray Wheeler  
Mast Staff Writer  
and  
Christopher Beck  
Mast Copy Editor

PLU counselor and instructor Judy Baker will not have her contract renewed as of 11 months, the *Mooring Mast* discovered last Sunday.

Several letters to the Editor which arrived over the weekend alluded to the event, and Ms. Baker confirmed the news in a personal interview Monday.

"I really don't have a clear idea as to why I'm being fired," Ms. Baker said. "When I asked Dr. Adachi (Seiichi Adachi, Director of Counseling and Testing Service) about it, he said it was rather difficult to describe. I asked him, too, if it had anything to do with my skill as a counselor or a teacher and he said it didn't."

Ms. Baker contends that, in the process of evaluation used by her superiors (Dr. Adachi and Dr. Philip Beal, Vice-President for Student Life), her effectiveness as counselor was not studied directly during actual counseling situations.

Asked if this assertion was correct, Dr. Adachi remarked, "It is true that we have not studied some of her counseling sessions with students, and we admit that she may have some basis for objection in this regard."

He then added, "But I don't think her effectiveness as an individual counselor is the only consideration involved. We must also consider how well she can work with the other counselors as a team, so that the counseling and testing service can function more effectively as a whole. Also, other professional factors are involved which I just don't feel it's wise to get into."

Dr. Beal, when questioned, commented that Ms. Baker's contract was not renewed "primarily because her performance as a counselor is not of the standards expected of the University of this time."

Regarding university standards, Dr. Beal said that he could not elaborate as to why they are exactly, but that the decision to dismiss Ms. Baker was not a hasty one, however arbitrary it may or may not appear to students.

The initial student denunciation of Ms. Baker's dismissal (see "The Reader Writes," pages 10 and 11) again raises the question of the University's indifference toward the opinions of those for whom PLU exists and through it serves. As in the Carlson and Wiegman affairs, students were in no way permitted to formally involve themselves in the process of evaluating Judy Baker's effectiveness as a counselor, even though students were involved in the selection of Ms. Baker in 1970.

The question of how fair such an evaluation is to the person whose effectiveness is being investigated within the context of an academic community, and how fair such a decision is to the community itself, when its largest segment (viz. the students) is denied a voice in the matter, was put Dr. Beal and Dr. Adachi.

Both agreed that student involvement in decision-making processes affecting the University is desirable and important. Dr. Beal expressed this feeling in that, "A goal of my administration is to explore ways in which students are involved as participants in the various student life areas."

"But, in Ms. Baker's case, we had to work within the framework which now exists," commented Dr. Beal. "To arrive

at this decision, although we did take student opinion into consideration."

Elaborating on this contention, Dr. Beal continued, "In the course of the past year, students have expressed their feelings to me, and to others in this office, concerning all aspects of student life, including Ms. Baker's job as counselor. Such input naturally arises what has formally called for or not."

Dr. Beal and Dr. Adachi also agree that the University is responsible to answer fully that which is questioned by students. "But we can only respond so far in informing students who want to know how and why our decisions (in dismissing Ms. Baker) was resolved," said Adachi. "If we go into all the reasons, then it could make the situation even more messy, and cause more harm than good."

"We must keep in mind," stated Beal, "that to open up both sides for scrutiny makes it like an election. We're not avoiding dispute for dispute's sake, we're just saying it's not appropriate."

When asked if there should be any limitation on the extent to which a constituency can question or probe professional judgment, and in those not a point at which we should trust and accept professional judgment, Dr. Adachi answered:

"Yes, I agree. There needs to be a balance whereby we trust professional judgment because I realize, at times, this can be abused. If there is cumulative evidence of such abuses, then the constituency has a right to further question the professional judgment."

"I'm disappointed to say the least," Ms. Baker said. "For the past three years, I've tried to help create positive involvement at PLU, and I feel the things I've done for and with the students have been constructive. Although I was hired as a counselor, I've organized and taught several classes to which the students have responded extremely well. It's frustrating that none of this was taken into consideration when the decision was made to no longer retain me."

The *Mast* learned from Dr. Adachi that while Ms. Baker's role as a teacher was assigned, it was not a serious consideration in his and Dr. Beal's final decision.

"There are a number of aspects about this situation I don't understand," Ms. Baker said, "but the one that confuses me most is why I'm considered more a liability than an asset."



Dr. Beal

## Beal discusses goals of new Student Life office

By Ray Wheeler  
Mast Staff Writer

Dr. Philip Beal, recently appointed by Eugene Wiegman as Vice-President and Dean for Student Life at PLU, sees his job as one that should "primarily be sensitive to the impact of the needs and feelings of the university and its students."

Beal, who joined the PLU staff as Dean of Men in 1968 and served as Dean for Student Life in 1972, and last Thursday began the duties of his new office. He proclaimed the enhancement of student experiential education as one of his goals.

"It appears to me that our students are saying they want their education to be relevant, more meaningful to them, not necessarily job-oriented, but more toward how they see themselves in view of the world around them," he said.

In study the year with the university, Dr. Beal has been actively involved in policy decisions which have given students a greater voice in university affairs as well as in their own personal lives relevant to the campus. The hope to convince this, he says, is "Students want to be able to have a better appreciation of their education. I want to help in that area."

Coming to PLU from the University of Oregon, where he

served as Associate Dean of Students, Dr. Beal holds a B.A. in Psychology and German from Cornell, a Masters in Student Personnel Services from Northwestern, and a Doctorate from Oregon in Higher Education Student Personnel and Counseling.

"I want to help provide input to decision-making circles that would facilitate results beneficial to the students, faculty and administration," he says. "We hope to create more participatory involvement that will result in advancing the university as a whole." While he does not see his office as one of an ombudsman, neither does Beal object to it being considered one in a "sort of" connotation. "In the sense of people who know of no other place to go feeling free to start here in writing out their problems, I don't object to it, but one of our jobs will be to open further channels of communication that will aid student direction."

In forthcoming days, Dr. Beal will make recommendations regarding the organization of the new Office of Student Life, since his recent appointment incorporates aspects of his former job with his new one. The restructuring is designed to more closely coordinate approaches to student life, housing and other programs, and provide more immediate access to the Vice-President himself.



Ms. Judy Baker

**10 MIN.**

**YOUR OLD LENSES RE-SHAPED & PLACED IN MODERN, NEW COLUMBIAN FRAMES.**

See the Yellow Pages

**Columbian Opticians**

Open 5 miles at Mall