

How to get tenure? If you have to ask . . .

If you're a junior faculty member, should you ask how to get tenure? One researcher says young faculty sense that the question is taboo. "It's like not talking about money," says Janet Jakobsen, director of the Barnard Center for Research on Women.

Jakobsen spoke to graduate students at Yale this spring on how to succeed in the academic "rat race." The talk was one of a series aimed at "enabling our

undergraduate and graduate students to flourish in their careers," says law professor Judith Resnik of the Women Faculty Forum. WFF—which sponsors the series along with two other Yale organizations, Graduate Career Services and Women Mentoring Women—works on promoting gender equity at Yale, among other goals. Role models and advisers like Jakobsen are part of that project.

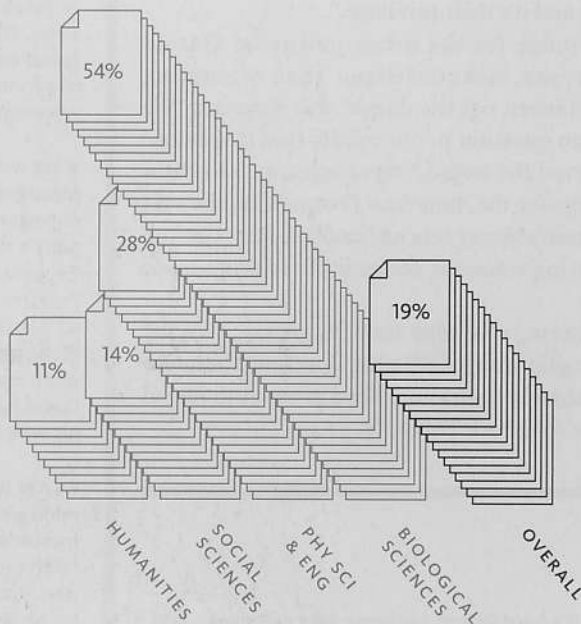
Studies show that women faculty are asked more often than men to spend time on university service tasks, said Jakobsen—committee work, editorial boards, and community outreach. This "institutional housework," she argued, can divert young faculty from the projects that are important for tenure, such as publications and high-profile fellowships. Whether you are trying for tenure at a "one-book" university or at a "two-book place" like Yale, she told the two dozen students in the audience, "you need to understand: what does this institution value in terms of my labor?"

In order to decide how to allocate their time, Jakobsen advised, young faculty members should change the taboo around tenure discussions by asking tenured professors for advice. When she was beginning her own career at the University of Arizona, her mentor advised her to divide her efforts 80-10-10, with 80 percent going to research, 10 percent to teaching, and 10 percent to university service.

Jakobsen told the junior-faculty-to-be to remain true to their interests. "The best piece of advice I was given in the academy was to do what you care about most the first thing in the day." **Y** CATHY SHUFRO

It ain't easy: according to the most recent statistics available from the Office of Institutional Research, junior faculty at Yale have a **one-in-five chance** of getting tenure at the university.

TENURE RATE FOR JUNIOR FACULTY AT YALE, 1985-1994



Committee adjusts campus drinking policies

A committee of students, faculty, and administrators charged with reviewing Yale's policy on student drinking has found room for improvement but advocates no major changes in a policy that emphasizes student safety over punishment. "We're not going to advocate prohibition," explains Peter Salovey, dean of Yale College and chair of the Committee on Alcohol Policy. "Fear of punishment should not be an impediment to seeking help."

Yale's policy on underage drinking, as described in the Undergraduate Regulations, says students must abide by state and local laws and university rules—no drinking under the age of 21, no fake IDs, no kegs on Old Campus. Students who disregard these rules risk "legal prosecution by the State of Connecticut and may face disciplinary action." In

practice, though, administrators spend little time policing routine underage alcohol use.

After a year of interviews with students and administrators in order to better understand the nature of campus drinking, the committee issued a report this spring with recommendations focused on increasing student safety and influencing student culture. The report called for the creation of five new apartments for faculty or staff on Old Campus, to create a permanent adult presence among freshmen; more non-alcohol-centered activities; and increased communication between student organizations and the administration. "It's not an earth-shaking report," says committee member and dean of student affairs Betty Trachtenberg. "But it's doable."

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