

DARTMOUTH COLLEGE  
HANOVER • NEW HAMPSHIRE

September 13, 1960

FROM Dean of Faculty  
TO For the Files

Leonard Reiser's memo is accurate in all the facts as I understand them. Dr. Croasdale had the misfortune, one, of being a woman, and two, coming to Dartmouth in the very depths of the Depression when there were no jobs available for people of her skill and training. In the Depression she accepted a position as technician in the Zoology Department even though her Ph.D. and obvious scientific competence warranted a much better job. She should have moved out earlier but she and her mother had put roots down in this community and perhaps for other reasons which I do not understand she consented to continue in a rather menial capacity which must be frustrating to a person of her undoubted gifts, both as a scientist and as illustrator.

A few years ago I discussed her situation with John Copenhaver, who was then Chairman of the Department, and I became convinced that she had been exploited over the years. I persuaded the President to give her two successive raises of \$1200 each and to promote her from the rank of Instructor to the rank of Assistant Professor. I had an interview with Dr. Croasdale at the time and she told me that the increase in salary would enable her to pass over jobs of illustrating textbooks by which she pieced out her income and enabled herself to live. She could live on her new salary and give her free time to her own research. I think what is coming out now is a long frustration and bitterness which is only partially relieved by my action a few years ago. There is no question of her scientific competence. Copenhaver told me that she is one of the half dozen best algaeologists in the country.

I believe that over the years the Department has continued to think of her in a role in which she originally joined them and has made little or no provision for her own development or recognized the obvious talent she has both as teacher and scholar. I hope we can get an NSF grant for her. If not, I should strongly favor giving her two terms off on full salary. She has certainly merited that by her services to the institution. I also think that she should be brought more directly into the teaching processes of the two departments. If that were done, it might be possible to give her the rank of Associate Professor with tenure rather than her present position which is the rank of Assistant Professor. I do not feel we can grant tenure to anyone who is merely the rank of, but I think it should be possible to have an informal understanding with a person of this sort that the presumption of permanent employment is there.

*Q.S.F.*