

MAY 21 1976

*Miss
Sally
Cove*

May 17, 1976

Dr. Vivian M. Barfield
33 Autumn Lane
Amherst, Massachusetts 01002

Dear Dr. Barfield:

While I trust that my ongoing memoranda have served to keep you informed and sensitive to my perceptions of your attempts to adapt to UMass/Amherst and serve its Department of Athletics, I feel that because of the difficulties you continue to experience, among which is the problem to communicate in the group setting, a summary statement might be helpful to you.

I am sympathetic and understanding of what it must be like to leave family, friends, a Southwestern (USA) culture and value system and arrive alone in New England in January. I also understand the fact that the institution you joined was considerably different from the institution you thought you were joining because of the impact of the horrendous financial problem of the Commonwealth.

However, more than a year has passed since your arrival and I must make some judgments about the likelihood or probability that you will in fact serve the Department of Athletics and its student-athletes as an Assistant Athletic Director in a positive and purposeful manner. Unfortunately, I find your perceptions of the role (Assistant Athletic Director) and mine to be in conflict as clearly evidenced by your refusal to accept and comply with the many, many job descriptions which I have offered to you during the past year. While I perceive your role to be one of serving student-athletes, you seem to want only to serve the woman student-athlete. While I perceive your role to be one of service to all coaches, you seem to want only to offer your services to the woman coach. The result is a trend toward polarization based upon sex which ultimately could destroy the department. I have been concerned about the divisive nature of polarization since I assumed my current responsibilities. I have worked to get department members to better understand that all programs are interrelated and interdependent. Polarization, no matter what its predication, sex, income vs. non-income, major vs. minor or whatever, will ultimately result in the death of the department and the probable end of a broad based, high participation program, which would be tragic.

*Will
write
you*

Dr. Vivian M. Barfield

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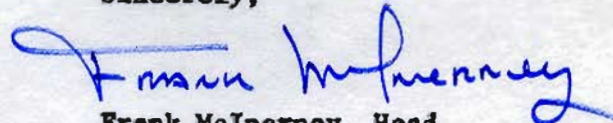
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While I applaud your dedication to "advocacy," I feel it is the wrong kind at the wrong time and in the wrong department, particularly when I find it disruptive of our mission of getting all of our "kids on the playing fields."

I will be more specific with my concerns on your annual evaluation; but as the result of observing your performance for the past year, I have concluded that I will renew your present contract for a period of eighteen months beginning September 1, 1976, but regrettably, the renewal will carry with it the recommendation that it be terminal.

Be assured I stand ready to assist you in any way possible in the forthcoming months, if you believe that my assistance will help you better adapt to this institution or relocate to another.

Sincerely,



Frank McInerney, Head
Dept. of Athletics/Intramurals

FM:rk

P.S. Please note that School of Physical Education Administrative Policies state that if a faculty member does not concur with a personnel action, the faculty member should forward a memorandum on the topic within two school days to the Chairman of the Department Personnel Committee. In view of the fact the department does not have a Personnel Committee, I would assume the proper procedure would be to address the memorandum to the Head of Department.