

Postscript: Who Cares?

After reading the GREEN MONSTER and newspaper accounts about me, or hearing some of the vicious rumors that circulating around the KSU campus, one might think /Robert Frumkin is some kind of monster who got what he deserved. If one has not been turned against me after reading the GREEN MONSTER than surely one will be turned against me after being exposed to the charges which followed its presentation on March 12, 1975. It was after that that I was declared a dangerous, homicidal maniac ready and eager to kill Dr. Alan Coogan, Associate Dean for Research, Dr. Glenn Saltzman, Chairperson of the CPSE department, and members of Dr. Saltzman's family, Dr. Keith Palmerton, an associate professor in the CPSE department, Rebecca Gurlea, a young graduate student who informed Dr. Coogan about my "plot" to kill him, and to bomb a United Airlines jet with some 380 passengers on it, in addition to Dr. Saltzman and Dr. Palmerton who were on that "doomed" plane. If that wasn't enough to turn one against me, rumors added the ideas that I was sexually exploiting students, both women and men, that I was gay as well as straight, and that I was under regular psychiatric care because of my homicidal and sexually perverse longings and tendencies.

When one hears the last tape of the hearings in which my relatively competent, wonderful attorney, Eugene Bayer, tries to sum things up and put them into perspective, one finds that even this very bright man, who understands me

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better than most of my enemies certainly, and who understood, at that time better than I did, that there was a conspiracy against me, even he was influenced enough by the pervasive and insidious lies and testimony presented, that he unconsciously, subliminally, began accepting some of the lies and invalid allegations, actually accepting the conclusions of the conspirators. Thus, in his summation, he said, among other things, "We have here a puritanical Dr. Frumkin...Dr. Frumkin has a strictness about himself and others that puts him into conflict with them. That's why he sees a \$500 voucher as defrauding the government. He leads a simple life and actually/^{he} is a stern person!"

These comments by Mr. Bayer suggest that he had been deeply influenced by my enemies, was thinking and feeling like them. I am neither/^a puritanical nor stern kind of person. The evidence shows that the embezzlement committed by Dr. Palmerton was not simply a matter of a man misbehaving and breaking some kind of Sunday blue law. Dr. Palmerton was flagrantly guilty of this kind of behavior on more than one occasion. So Bayer's condoning of such behavior allies him with Dr. Coogan, who completely whitewashes Dr. Palmerton's behavior and turns around and condemns me for having made him aware of it. Bayer joins forces with the conspiracy when he called/~~my~~ carbon copy of the letter I sent to Dr. Heisey which was also sent to the F.B.I. as "just ridiculous." In the words of the great sociologist W.I. Thomas, he had accepted "the definition of the situation" by the conspirators whom he

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had condemned. He too took my carbon copy letter to the FBI as an act of treason against the KSU administration. He also might have let his own prejudices about the FBI surface because he was really taken in by the hostile witnesses and their testimony against me.

He went on to say, after supposedly understanding the Nancy Cabalac issue, that my "absurd reaction" to her "calls for a reprimand." My defense attorney asked the Hearing Committee to reprimand me instead of firing me. It all began to sound like plea bargaining for a guilty felon.

If that wasn't enough, he stated to that Hearing Committee, "I have the same repugnance or revulsion at some of the things seen as you have." Wow! This was my own bright open-minded, liberal, courageous lawyer speaking in my behalf ? What had happened to him?

To round out his portrait of me he went on to say, in my defense (?), "People sometimes get hysterical. You shouldn't fire a person for an act of hysteria." This is, of course just what my conspirators wanted to hear. Even his attorney thinks Frumkin is crazy.

Just so he wouldn't leave anything out, he said incoming to the close of his summation, trying to paint a final, definitive portrait of me, "I think he's passive. They're mad because he's not there. They're mad because he's not in his office." Roses like this I didn't need. My attorney had become so brainwashed that he was now talking like a hostile witness. In the more than eight years I worked at KSU I was the only department member who kept regular office hours,

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posted those hours, and faithfully adhered to them as long as was humanly possible. More often than not I stayed beyond stipulated office hours and made numerous special appointments to accommodate students at other times which were more convenient for them. The department secretaries can testify to that but, I suppose, if you hear a lie often enough it somehow becomes or seems, like a good commercial or slogan, the truth. Joseph Goebbels (1897-1945), the Nazi propaganda expert, knew that and used it to help people hate and feel right about exterminating millions of Jews. My conspirators, knowing that, helped good people feel right about extinguishing my career as a professor in any halfway decent university.

Since I love my attorney and forgive him for his succumbing to the Goebbels type of brainwashing my enemies employed so well, I want to say that when he spoke to the KSU Board of Trustees on July 17, 1975 he redeemed himself to a great degree. At that meeting, with more than a month's distance from the end of the hearings behind him and no exposure to the poisons emanating from the conspirators against me, he was again able to see things more objectively and clearly, and did an outstanding job of putting things in their proper perspective.

In addition to my lawyer caring, there are many other people who have shown they care. Dr. Frank Smith of the AAUP chapter at KSU has been very supportive from the moment he became involved with my case. As an observer at the hearings, his comments on the hearings warrant special

notice. Among the crucial points he made in his June 12, 1975 letter to the Hearing Committee were these:

1. In relation to the charges against me, he said:
"Can a mountain be made out of a collection of molehills ?" He pointed out what the Catholic Church's position on sin is: "... a lot of venial sins do not make a mortal sin."
2. In relation to the CPSE department's allegation that I was unprofessional in making charges against my colleagues, he stated that if my charges against my colleagues have some validity, and the evidence seemed to support that idea, "If this be so, do not the charges made by Dr. Frumkin have some validity and if they have validity how can they be unprofessional?"

I should mention also that Dr. Smith's writing almost obscures his good sense of humor. In relation to my charges against Dr. Palmerton and Dr. Sakata he stated "If the possibility exists that money is being misused, is it not the director's responsibility to point this out? In fairness, I might add you can point it out or rent a billboard and Dr. Frumkin ...usually does the latter." In making this statement Dr. Smith is supporting one of my favorite sayings from King Solomon, namely: "You may whisper frivolous gossip but shout injustice from the rooftops."

Dr. Smith's letter to the Hearing Committee was dated June 12, 1975. It was received by the Hearing Committee on June 15, 1975.

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But, most of all, Dr. Smith showed in simple ways that he cared for me as a person. He is one of the few people on campus, for example, who bothered to ask, after I had been unemployed for many months and burdened with legal and other expenses, the question: "How are you getting along, Bob? Do you have enough money to pay your rent and eat properly? Would you like to borrow some money until you get on your feet again?" At that time I needed and appreciated that kind of concern.

Dr. Smith has worked hard to try to get the Kent State University to live up to the AAUP policies on dismissal procedures but the University's callous administration has consistently ignored him. Thus, he asked that I be given a year's salary following dismissal because I was not dismissed for moral turpitude. According to AAUP policy when a tenured faculty member is dismissed for reasons other than moral turpitude he should be entitled to a year's salary. The University refused to honor this policy. He requested a transcript of the hearings and they refused him. He requested that since the President went against the recommendation of the faculty that I be retained and not dismissed, he should go back to the Hearing Committee with his reasons for his rejection of their recommendation. President Olds ignored this request. Dr. Smith and the AAUP chapter at KSU seemed to have cared about my situation but the national office of AAUP did not use its power to back up the local AAUP chapter.

Dr. Byron Lander was another observer at the faculty hearings. An associate professor of political science as well as a practicing attorney, Dr. Lander showed his caring by his cogent, trenchant, and humanistic remarks made in his letter dated June 12, 1975 and addressed to the Hearing Committee. Among the many points made were these:

1. " KSU does not have written rules specifically related to dismissal offenses."
2. "The Faculty Code of Professional Ethics doesn't contain an implementation section ...No sanction whether it be dismissal, warning, or reprimand, is mentioned as a penalty for failure to follow these ethical guidelines. Furthermore, there is weighing of those items to indicate which ones are really significant."
3. "Many of the guidelines are vague and very difficult to apply to allegations against Dr. Frumkin,"

4. "The charges against Dr. Frumkin involve a variety of offenses generally unrelated to scholarly and teaching ability. None of the allegations seem serious enough to warrant the sanction of dismissal. There are no allegations of criminal conduct, failure to consistently meet classes, plagiarism, or sexual misconduct with students."
5. "A culmination of separate charges, insufficient by themselves to warrant dismissal, should not result in termination."
6. "Allegations of bias against the chairman(of the Hearing Committee) were of serious matter and should have received more deliberation."
7. " The role of the assistant attorney general was unclear---the committee looked to him for advice even though he was apparently working with university officials on building a case against Dr. Frumkin."

These significant comments by Dr. Lander were conveniently ignored by the Hearing Committee, President Olds, and the Board of Trustees. This fact makes Professor Frank a leading figure in the conspiracy working toward my dismissal.

On July 12, 1975, Professor Harold Kitner, former KSU Ombudsman and then President of KSUFA, joined Dr. Lander to make an authorized KSUFA statement to the

Board of Trustees before their July 17, 1975 meeting. I include some important excerpts from that statement here:

" We strongly support the retention of Dr. Robert Frumkin as a tenured faculty member for the following reasons:

1. The duly constituted Hearing Committee recommended Dr. Robert Frumkin be retained as a tenured faculty member...This Hearing Committee was appointed by the appropriate administrative and faculty officials and read and studied the evidence in detail. Fairness would indicate that faculty recommendations should not be ignored.
2. The Hearing Committee made its recommendations even though there is evidence some generally accepted standards of due process and fairness may not have been followed in the hearing...Our organization is particularly concerned with due process in this case because the setting of a precedent could limit the rights of other individuals in the future.

In conclusion, we urge a decision in conformance with the Hearing Committee recommendation that Dr. Frumkin be retained."

and recommendation
This strong statement/was made by the largest faculty organization on the KSU campus. Even though the Board of Trustees ignored KSUFA's recommendation, it shows that the organization cared and tried to see to it that I was retained. At one point following dismissal, KSUFA

to the KSUFA's recommendation see
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also presented me with money to help pay my enormous legal fees. (I owed almost \$2000 in legal fees at the time.)

Dr. Ray Heisey, our Faculty Ombudsman, in a letter to Dr. Olds on June 11, 1975, urged that he follow the AAUP policy on dismissal proceedings. Like Dr. Smith, he emphasized the point that "... if the President rejects the findings of the Hearing Committee, he will state his reasons in writing to the Committee and the faculty member involved and provide an opportunity for response." Although Dr. Olds ignored Dr. Heisey as well as Dr. Smith, Dr. Heisey should be thanked for making an effort to see that AAUP policy and essential fairness be observed.

In addition to the AAUP and KSUFA and their representatives and the faculty ombudsman, there were other faculty, staff, and students at KSU who cared, came forth, and/or provided some support when I needed it.

Five brave students of mine testified in my behalf at the hearings, namely, Vincent LaQuidari, Joyce Babits, Vincent DeVivo, Michael White, and Jere Sitko. These students risked much in order to testify at the hearings.

There were several faculty and staff members who wrote supportive letters, among them, Dr. Clyde Hendrick from the Psychology Department, Dr. Evert Wallenfeldt from the Educational Administration Department, and Dr. Milton Wilson, Dean of Human Relations, and a part-time member of the CPSE department. It is noteworthy that Dr. Wilson,

Dr. Heisey, Dr. Hendrick, Dr. Wallenfeldt, Dr. Wilson, and
Dr. Olds all wrote letters of support for me; and
Dr. Olds also wrote a letter of support for me.

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although he had a partial rather than full vote in CPSE affairs because he was a part-time member of the department, was not invited to the March 12, 1975 department meeting because most members of the department knew he would not have stood for the infamous unfairness displayed at that meeting.

In addition to KSU faculty, Mrs. Joanna L. Hartley, Director of the Artist-Lecture Series, of which I was a member for a few years, wrote a supportive letter in my behalf. She and the other KSU faculty and staff deserve a special vote of thanks for the courage they displayed in their support of my cause.

Besides University people, there was also Mr. Willie Owens, Director of the Akron Model Neighborhood Commission, who wrote a very supportive letter to the Hearing Committee in my behalf. His poignant remarks, especially at the beginning of his letter, were the remarks which triggered my crying spell at the close of my summation on the final day of the hearings. I deeply appreciate Mr. Owens' concern and that of his staff which he spoke for and with whom I spent some of the best years of my professional life.

There were also supportive notarized affidavits from a former KSU student, John D. Lee, III, and Mr. James Bazzoli, Executive Director of Geriatric Services of Delaware, Inc. Mr. Bazzoli was the internship supervisor

in the summer of 1974. The letter is in Appendix

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of retaliation against me for having filed the complaint. Such retaliation is a violation of federal law. While the Office for Civil Rights has made some efforts to get me reinstated at the University and recompensated for the losses I have suffered, thus far, the University has been successful in ignoring the federal government's efforts with impunity. Although the University has several million dollars in federal grants and could theoretically lose such monies for violation of federal laws, even though the Kent State University was found guilty of retaliation and has violated federal law it has suffered no penalty for this violation. In spite of this, people at the Office for Civil Rights tried to help and deserve special mention for their efforts, namely, Tondalela Woolfolk, Odessa Fellows, Marc Brotman, and Cynthia Opsinck.

I have also asked and received some support from the EEOC, the Equal Employment Opportunity Commission. Like the Office for Civil Rights they have been slow to act effectively in my behalf.

Since there have been at least 25 violations of due process in my dismissal from KSU, I have requested help from the American Civil Liberties Union, ACLU, several times. The ACLU, however, for some reason I have not as yet understood, has refused to get involved in my case. The ACLU seems to be an organization which is attracted to mass media publicity more than critical cases. I have been very disappointed

In the ACLU but I hopefully continue to support it with my membership and interest in its work.

At times newspapers and dedicated journals have been very helpful to persons and organizations struggling for justice. However, in my case, most of the time, the newspapers in the northeast Ohio have chosen not to present my side of the story. This has been particularly true of the DAILY KENT STATER, the KSU student newspaper. Special thanks go to student reporter and editor, Larry Mendel, who, during the summer of 1975 put out a gutsy paper entitled the WEEKLY READER and published my kangaroo court cartoon with an explanatory note.

Among my living friends, special thanks for their support go to: Giles Edward Gobetz, KSU Professor Emeritus and Director of the Slovenian Research Center of America, Paul L. Sites, Barrett L. Beer, Barbara Oliver Beres, Seymour Bernstein, Fran Honig, Herb Honig, Jackie Goldstein, Laura Boss, Marjorie Karter, Suzanne Samberg, Suzanne Antisdell, Marcia Meisel, Al Fishman, Margaret Fishman, Gerald Kruse, Penelope Kruse, Carl Reinstein, Abdel Sattar Ibrahim, Reda Ibrahim, Yusif Barakat, Betty Graber, Nat Brooks, Jeannete Brooks, Robert Weinbaum, May Weinbaum, Judy Friedland, Jim Friedland, Jan Leventer Axelrad, Sue Sabatino, Sam Grossman, Gloria Holzman, Ron Mason, Joyce Mason, Desiree DeCharms, Robert Glassman, Byron Lander, Geroge A. Theodorson, Irene Piccone, Gerald Coles, Lawrence Cranberg, Paul Nuchims, Noam Chomsky, Bertell Ollman, Diana Leventer, Henrietta Lee, Allan Gavern, Jean Gavern, Rudy Simmons, Rosanne Simons, Ronald Aronson, Phyllis Aronson, Melvin Small, Sarajane Small, Eugene Baron, Evelyn Baron, Eileen Sandalwood, Veronica Faulkner, Melvin Seeman, Stella Reinstein, Ed Pintzuk, Staughton Lynd, Norman Frumkin, Milton Tambor, Lynn Forgach, Phoebe Engel Larkey, Mona Scott and Tony Rothschild.

Among my deceased friends and supporters (whom I wish had been able to see this book) I give special thanks to: Helen Rachel Samberg, Phyllis Lerman Zia, Seymour Winter, Sidney Clare, Eugene Sidney Bayer, Norman Hartman, Francesca Hartman, Norma Barth, Ira Leventer, Reba Pintzuk, Bob Montgomery, Jean Montgomery, Milton E. Wilson, Louise Curcio, Aaron Copland, F. Joseph Smith, Kurt H. Wolff, Helen Nearing, Scott Nearing, Leon Ormond, Alex Efthim, Ida Sandler, Isidor Gruber, Carl Beres, Morris Goodman, Sol Frumkin, Milo Radulovich, David Riesman, and Bernie Barth.

After mentioning all those people who care, special mention must go to the one person who cares a great deal but also whose love, support, and tireless work have encouraged and made this book survive a long and sometimes painful

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labor. This special mention goes to my dear humanistic, activist friend, Helen Samberg. Only she knows how fully I appreciate her coming into my life.

I have tried to acknowledge all those who, in some meaningful way showed they cared. If I have left anyone out it was certainly not intentional. Like the good Samaritans those people I left out shall have to be satisfied with the joy one gets from the act of giving and knowing that the giving is appreciated even if not formally acknowledged.

Who cares? Lots of organizations and people do. I am not alone. You're not alone. People who have been mistreated in our society have many alternatives to choose in order to achieve justice and some measure of redemption for their suffering. This is how the United States of America, with all its problems, is still the Promised Land.

Resources for Fired Teachers: Where You Can Go
For Help

1. The best national and state agency now working for the just treatment of fired teachers is the National Education Association and state affiliated organizations. In less than a decade the NEA has changed from a relatively nativistic kind of reactionary group into a humanistic champion for teachers' rights. It has been able to provide excellent financial and legal aid for fired teachers at the time that aid is needed. Write to the national office for information about services and your nearest NEA state affiliate office:

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National Education Association
1201 16th Street, N.W.
Washington, D.C. 20036.

2. The American Association of University Professors could be a more effective organization than it is if it were not dominated by anal compulsive, timid, ivory tower procrastinators. It offers intellectual support to fired teachers and has established a set of worthwhile principles on academic freedom and tenure and dismissal procedures. However, fired professors are strongly advised not to hold their breath while waiting for any concrete help from the AAUP. I know university and college professors who have been waiting as long as 16 years for the AAUP to take some action on some clear cases of gross violations of AAUP principles and still the AAUP has done absolutely nothing. In any case you may write to the national office of the AAUP for a set of their worthwhile principles on academic freedom and tenure:

American Association of University
Professors
1 DuPont Circle, Suite 500
Washington, D.C. 20036 .

3. If you are being fired on the basis of some form of discrimination such as that based on race, creed, sex, ethnic background, or the like, a good organization to contact is the Office for Civil Rights of the U.S. Department of Health, Education, and Welfare. They have offices in Washington, D.C. and in most leading cities throughout the USA. Write to:

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Office for Civil Rights
U.S. Department of Health, Education, & Welfare
200 Independence Avenue, S.W.
Washington, D.C. 20201.

4. Another organization like the above one is the Equal Employment Opportunity Commission with offices in Washington, D.C. and in major U.S. cities. Their address is: Equal Employment Opportunity Commission
2401 E Street, N.W.
Washington, D.C. 20506.
5. If you are a member of the American Federation of Teachers, that union's national office is now in Washington, D.C. and might be of help to you through its state affiliates. Write to the:
American Federation of Teachers
11 Du Pont Circle, N.W.
Washington, D.C. 20036.
6. If you have been fired unfairly, chances are that some of your civil rights have been violated. In that case you should contact the American Civil Liberties Union for help and advice. The ACLU has affiliates in all states throughout the USA. For more information write to the national office: American Civil Liberties Union
22 East 40th Street
New York, N.Y. 10016.
7. If religious discrimination is involved in your case you can contact the religious action organization which represents your particular religious orientation.

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e.g., if you're Jewish you can contact the Anti-Defamation League; if you're Catholic, you can contact your local parish for information on the nearest Catholic social action group, etc.

8. If racial discrimination is involved there are numerous private organizations, in addition to the public ones to whom you can go for help. Some of the more important public ones have been mentioned above. Among the private ones there is the National Association for the Advancement of Colored People (NAACP), the Congress on Racial Equality (CORE) for persons of any discriminated racial group, etc.

9. Other possibilities for help include an ad hoc group organized by concerned friends of yours to help you alone, or, perhaps, you and a few other persons fired for similar reasons by the same oppressive university administration.

10. Another important source of help, very recently organized, is the National Alliance Against Racism and Political Repression. Their national office is in New York city. Their address:

National Alliance Against Racism and
Political Repression
150 Fifth Avenue, Room 804
New York, N.Y. 10011.

After my dismissal I had to decide whether or not to fight the persons responsible for my status as a newly anointed pariah or start a new life in some more humane environment. Maybe I could be a protennis person, teaching and/or coaching tennis. Maybe I could go to massage school and become a promassager helping ^{people} feel better. Maybe I could make a living as an artist, especially an illustrator. If those jobs were not intellectually satisfying enough, I could get into some kind of research where I'd have little direct dealings with humans, animals, some of whom I've come to dislike in recent years.

One thing I was sure to do after the Kent State treatment of me was to sue Kent State in the state and federal courts. The story of that effort will be told in a sequel to the current book, volume 2.

In the meantime, I hope you find this book worthwhile. Please let me hear from you. My e-mail address is: frumkinrm@yahoo.com