

Bok to Quit After 20 Years as Harvard President

Continued From Page A1

the presidency in 1971 to \$5 billion today.

Mr. Bok has come under criticism from some students and alumni for refusing to divest all of Harvard's holdings in companies doing business in South Africa, and he lost a nasty battle with the school's clerical workers in 1988, when they won an election that permitted them to unionize.

'What a Wonderful Tour'

But Mr. Bok was widely praised today by faculty members and other university presidents for his advocacy of liberal education, his eloquence in articulating the troubles facing American universities and his decency as a colleague.

"He's just been extraordinary — what a wonderful tour Derek had," said Donald Kennedy, the president of Stanford. "I've found him terrific to talk to about issues in higher education or when I just had a practical problem."

William G. Bowen, the president of Princeton University from 1972 to 1988 and now the head of the Mellon Foundation in New York, said of Mr.

Bok: "He has been and continues to be a simply extraordinary leader in higher education. He served Harvard's interests very well."

'No Cult of Personality'

It was natural for Mr. Bok to assume a leading national role, Mr. Bowen said, given Harvard's status as the oldest university in the country and its reputation as one of the pre-eminent institutions of higher learning. But Mr. Bowen added that with Mr. Bok, "There was no cult of personality, no overwhelming ego involved."

John Kenneth Galbraith, a Harvard professor emeritus in economics, said Mr. Bok "sets a model for all college presidents in his amiable response to intrusive and even obnoxious professors." Professor Galbraith said that whenever he wrote a note of suggestion or complaint, Mr. Bok always wrote back by hand. "No one in the computer age was so addicted to the pen," Professor Galbraith said.

Mr. Kennedy of Stanford, a graduate of Harvard College who also received his Ph.D. in biology from Harvard, said he sees three major challenges for Mr. Bok's successor. The first is insuring Harvard's financial stability, even though it has the larg-

est endowment of any private university in the country, because of rapidly rising costs.

The other problems are reconsidering the unique relationships among Harvard's different schools, including the Medical School, the Law School, the Business School and the Faculty of Arts and Sciences, which are run independently, and improving the quality of undergraduate education.

Next Decade's Challenge

James O. Freedman, the president of Dartmouth College and also a graduate of Harvard, said the biggest challenge would be improving teaching for undergraduates, a perpetual student complaint at Harvard. "It is very hard in a large research institution to place adequate emphasis on undergraduate teaching," Mr. Freedman said. "That's the challenge of Harvard's next decade."

But Mr. Freedman, who is chairman of the Ivy League Group of Presidents, said Mr. Bok's greatest achievement was his role in revising Harvard's undergraduate curriculum after the student upheavals of the late 1960's. In the late 1970's, Harvard began to return to a "core curriculum" of required liberal arts courses, including some newly created classes in what was termed "moral reasoning," or ethics.

Mr. Bok was chosen Harvard's 25th president shortly after anti-Vietnam War demonstrations had disrupted the campus. There were widespread hopes that his expertise as a labor lawyer and his experience as dean of the Harvard Law School would help him calm the university.

After the United States withdrew from Vietnam and the student protests subsided, Mr. Bok was able to preside over a period of sustained growth at Harvard.

Turmoil in Law School

Paradoxically, the one Harvard school that has remained beset by unrest is Mr. Bok's own original unit, the law school. It has been embroiled in a controversy over hiring more minority faculty members and divided by a dispute on the proper way of teaching the law.

Mr. Bok's most obvious achievement has been the creation of the Kennedy School of Government. Just as earlier Harvard presidents had founded the medical school and the business school, Mr. Bok had a vision of helping stimulate the growth of a new class of professionally trained experts in government to improve American politics and public service.

But some professors in other departments have charged that, unlike the law or medical schools, the Kennedy School does not teach any real discipline, and has diverted funds from other parts of the university.

The Kennedy School's dean, Robert

D. Putnam, a professor of government, is another leading candidate to succeed Mr. Bok.

Among Mr. Bok's other accomplishments was his reorganization of the university's administration to install a series of powerful vice presidents, a move some professors have criticized as infringing on the faculty's powers. Mr. Bok also set up Harvard's own in-house legal team.

Mr. Rosovsky, who will become acting dean of the faculty this summer, said one of Mr. Bok's real achievements was simply his longevity, at a time when most college presidents burn out after a decade or less because of the demands of fund-raising and faculty disputes.

Moreover, Mr. Rosovsky said, Mr. Bok had been "very accessible, very pastoral," in his contact with professors, and he had taken enormous pleasure in his authority to make all tenured appointments to Harvard's faculty.

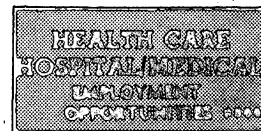
"He always said that was the part of the job he enjoyed most," Mr.

Two decades at the summit of American higher education.

Rosovsky commented. "It was what kept him intellectually curious."

The only current presidents of major universities who have served longer than Mr. Bok, according to the Association of American Universities, are Chancellor Charles E. Young of the University of California at Los Angeles, who took office in 1968, and Wesley W. Posvar of the University of Pittsburgh, who assumed his job in 1967. Mr. Posvar has announced he will retire next year.

In the interview today, Mr. Bok insisted he had been too busy to think about what he would do after leaving. The Harvard Corporation, which governs Harvard, has offered him the prestigious job of university professor, the best teaching position at Harvard. But Mr. Bok said, "I'm not sure if this is what I will do."



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Educators Advocate Steps To Lure Minority Teachers

Special to The New York Times

WASHINGTON, May 24 — The nation's elementary and secondary schoolteachers could be virtually all-white by the end of this decade if measures to push recruitment of minorities are not taken, a group of top educators has warned.

The group, the Education Commission of the States, said the trend toward an all-white teaching corps could hurt minority youths, who already have high dropout rates and few teacher role models. The Denver-based commission is a coalition of education and political leaders who represent policy makers in all the states except Montana.

The report, "New Strategies for Producing Minority Teachers," said increasing the number of minority teachers could not be achieved without a coordinated effort among district and school-level leaders, state policy makers and colleges.

It recommended that state education boards encourage training in minority cultures as a requirement for teacher certification, that colleges centralize their recruitment of minority teachers, that districts and schools examine their teaching practices and curriculums for discrimina-

tory elements, that schools identify talented minority students early and see that they get the preparation and guidance needed to enter college and that states raise the starting salaries for teachers.

Creating Incentives

"We have a superb minority enrollment in community colleges, but not on the university level," said Eleanor McMahon, co-chairwoman of the education commission. "We need to create incentives for them."

Frank Newman, president of the commission, said, "About 80 percent of what we want to see done doesn't cost any money at all. It's only a matter of changing attitudes and priorities."

The report said only 10 percent of elementary and secondary public school teachers were members of minorities, while 20 percent of the children they teach were. By the year 2000 minority teachers will make up only 5 percent of the nation's teachers, while minority students will account for nearly 35 percent of the total enrollment, it said.

In New York City, 30 percent of the teachers and 80 percent of the pupils in public elementary and secondary schools are from minority groups.

Bok to Step Aside at Harvard, Ending 20 Years as President



Associated Press

Derek C. Bok after announcing his resignation yesterday.

INSIDE

De Klerk Delays U.S. Visit

President F. W. de Klerk of South Africa postponed a visit to the United States after opponents of apartheid said Nelson Mandela should be received in Washington first. Page A15.

Bogus Fishing Fleet

A Soviet seizure of North Korean fishing boats in the Pacific has turned into an embarrassment for Tokyo, with the discovery that the vessels were actually Japanese. Page A3.

Millions for Legislators

Members of Congress collected millions of dollars in 1989 speaking fees that will not be allowed in the future, disclosure forms show. Page D24.

Wider H.U.D. Inquiry Urged

An expanded investigation of Federal housing programs has been asked because of allegations of pervasive corruption in the 1980's. Page A16.

A Dinkins Reversal

Five days after he eliminated a street

By **FOX BUTTERFIELD**

Special to The New York Times

CAMBRIDGE, Mass., May 29 — Derek C. Bok announced today that he would step down next spring as president of Harvard University, ending his 20-year tenure in perhaps the most prestigious post in American higher education.

The resignation of Mr. Bok has been rumored for some time. In an interview today, Mr. Bok, who is 60 years old, said he was leaving partly because "I've always thought 20 years was a good round number," and partly because Harvard is about to begin a \$2 billion multi-year fund-raising campaign that he said "calls for continuity."

His announcement comes when Harvard is also without a dean of the Faculty of Arts and Sciences, the school's second-most important post. Henry Rosovsky, a popular and highly respected former dean whom Mr. Bok has named to be acting dean next year, had been widely considered a leading candidate to succeed Mr. Bok as president. But Mr. Rosovsky is 62, and he said today that he would not seek the job.

A search committee will be formed shortly, Harvard officials said today.

Two Eventful Decades

Mr. Bok, a graduate of Stanford University and the Harvard Law School, is only the second president since Harvard was founded in 1636 who did not graduate from Harvard College, the undergraduate school. The other was the university's first president, Henry Dunster.

Mr. Bok's years at Harvard have been marked by the creation of the John F. Kennedy School of Government; the effective merger of Harvard with Radcliffe; the development of a new curriculum for undergraduates, and a record of strong financial management.

Mr. Bok oversaw the establishment of the Harvard Management Company, which helped Harvard's endowment grow from \$1 billion when he assumed

Continued on Page B9, Column 1

Many lawmakers are receiving fees for appearances and travel expenses this year, collecting the maximum amounts permitted. The House has voted to stop accepting such fees beginning next year. D24

The Supreme Court upheld a ruling barring officials from prosecuting a man for homicide after he had pleaded guilty to drunken driving in the accident that caused the death. B6

Court to rule on law that bars abortion advice. B6

Federal environmental officials. A16

New safety questions raised on nuclear waste site. A16

Drug hope for Cystic Fibrosis. B6

Shelby Steele's comments about race have placed him at the heart of the nation's increasing anguish over the issue and the traditional approaches to dealing with it. A18

Stinson Beach journal: A road that falls into the sea. A16

Regional

B1-4

A liberal position on abortion rights was adopted by the New York Republican Party. For the first time in its history, the party approved a platform supporting "reproductive rights for women." A1

Abrams running for fourth term. B2

Bill Bradley's widespread popularity in New Jersey has fed speculation about his potential as a Presidential candidate. But politicians of both parties say the Democratic Senator takes stands on issues that are too cautious. B1

Inquiry ordered in man's arrest in Jersey City. B2

Hearings on neglect upheld in newborn cocaine cases. B3

The Clean Team may yet survive. Mayor Dinkins moved to restore money in his proposed budget to maintain the Sanitation Department

unit responsible for manually sweeping streets and emptying trash cans. B1

A recycling measure was approved by the Suffolk County Legislature. The bill would require all newspapers that sell more than 20,000 copies a day in the county to print on recycled paper by 1997. B1

Chinatown is becoming strained by a new wave of immigration prompted by fears of political and economic change in Asia. Even menial jobs have become scarce, and wages are too low to buy much of a new life. B1

Seven rapes in Far Rockaway in four months are linked. B3

A tempest in a portrait: Was that lady a lord? B3

A Long Island cabby is stabbed and beaten in a Bronx robbery. B2

Business Digest

D1

The Living Section

Flavors that herald summer. C1
Charity as a wedding guest. C1
In the front yard, a pantry. C1
Metropolitan Diary. C2
60-Minute Gourmet. C2

Arts/Entertainment

Judge clears Louvre curator. C15
Theater: "The Merry Wives of Windsor" at the Folger. C13

Sports

The manager of the New York Mets was dismissed. Davey Johnson, who won more games than any manager in major league baseball over the past six seasons, was replaced by Bud Harrelson, his third-base coach. A1

Johnson and Cashen end their problem. A19

Basketball: Where are the Pistons' bad boys? A20



City of Cambridge

40.

IN CITY COUNCIL

June 4, 1990

COUNCILLOR SULLIVAN

ORDERED: That the City Clerk be and hereby is requested to prepare a suitable resolution commending Derek C. Bok for his long tenure as Harvard University's 25th President as he plans to retire from the university in June of 1991.

In City Council June 4, 1990.

Adopted by the affirmative vote of eight members.

Attest:- Joseph E. Connarton, City Clerk.

A true copy;

ATTEST:-

A handwritten signature in black ink, reading "Joseph E. Connarton". The signature is written in a cursive style with a large, stylized "J" and "C".

Joseph E. Connarton, City Clerk.



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City Clerk

Order # 40

S-571

Councillor Sullivan resolution to be
prepared commending Derek C. Bok.

In City Council,

June 4, 1990

Order adopted