Arbitrator upholds MSU offer to Union

The issue of a seven-cent-per-hour wage increase for all members of the AFSCME (American Federation of State, County, and Municipal Employees) Local 1585, submitted by the University and the Union last fall for arbitration, has been decided in favor of the University.

In a decision released April 20, Richard Mittenthal, professional arbitrator and Detroit attorney, said he found no justification for awarding the seven-cent increase to all members of the bargaining units, as requested by the Union. The increase would stand, as offered by the University, for only skilled tradesmen (levels XXII through XXX).

The issue began with the initiation of collective negotiations May 1, 1969, 60 days prior to expiration of the then current 1968 agreement. After eight meetings, the University and Union could not reach agreement. The University extended the July 1, 1968, agreement beyond the expiration date and requested mediation.

After sessions with the mediator, the University requested a wage increase of 46 cents an hour for all employees in the bargaining unit, which was unacceptable to the University. A strike began on May 1, and a mediator was unsuccessful in efforts to bring the parties together.

On Sept. 16 the Union presented a new demand, which included a 30-cent-per-hour increase across the board, and a seven-cent-per-hour "above structure" of living increase and an extra seven cents-per-hour for skilled tradesmen, retroactive to July 1, 1969.

The Union membership accepted this package, but they wanted the additional seven cents increment for skilled tradesmen to apply to everyone in the bargaining unit.

The University would not accept this and the issue was submitted for arbitration, ending the strike.

Art. 9, 1969, Supplemental Letter of Agreement stated: "It is agreed that the Employer and the Union will submit to binding arbitration the issue of whether or not the extra 7 cents per hour negotiated for the skilled trades, levels XXII through XXX, should be applied to the remainder of the bargaining unit, levels II through XXII.

Negotiations for a new contract (the present pact expires June 30), begin May 1. If no agreement is reached by June 15, the matter will be submitted for binding arbitration.

ABOUT 165 employees are in levels XXII through XXX, with the majority in the local, holding intermediate classifications in traditional skilled trades. Their classification titles include Auto Mechanic III, Carpenter III, Electrician III, Machinist III,

(Continued on page 2)

Faculty recruiting: Attempting to second-guess the budget

By BEVERLY TWITCHELL
Associate Editor, Faculty News

The faculty hiring cycle is completely out of tune with the budgeting cycle, one department chairman says. But this would be no surprise to anyone, he adds.

It creates a frustrating problem for department chairmen and their faculties — attempting to seek and actively recruit good people before the departments know whether the University budget will allow for new positions in their area.

What can be done, said Richard Sullivan, dean of arts and letters and former chairman of history, is to anticipate that you might be able to add a new position, and work from there, contacting potential candidates on that tentative basis. But history has not added a new position in three years.

While that department has had to "wait and wait, waiting people on a string," Sullivan said, it has also had to cut the string once state appropriations were made and the budget was set.

Of course, recruiting is also conducted for replacement positions, in cases of resignations or retirements. But that, too, can be a problem, here, if the resignation or retirement comes late in the hiring cycle, or late in the academic year. At that point it is difficult to get established top people, Sullivan said, because they are morally tied.

(Continued on page 4)

Is it 'wanton destruction' or symptom of discontent?

Not only has the cost of insurance gone up, but some universities are having difficulty getting insurance at all. MSU was able to get its coverage this year, but it looked for a time last winter as if the main underwriter wouldn't be able to place all of its coverage with other firms. The main underwriter "sold contracts," part of the coverage to other companies, just as building contractors distribute electrical or plumbing work to subcontractors.

The University has no theft insurance because cost of the premium is prohibitive.

RICHARD O. BERNTZ, director of public safety, says that painting on windows is not new (it happens every fall before MSU meets Michigan on the football field), but it is occurring more often.

"What is new," he says, "is the clandestine smashing of windows." So is the use of Molotov cocktails, which damaged Olds Hall last winter.

Vandalism on the campus, according to John H. McNamara, associate professor in sociology and criminal justice, may be explained in part by the characteristics of some universities, characteristics foreign to those of cities. They are large, often impersonal, the populations are highly mobile, the people (students) don't establish many enduring relationships, loneliness is not unusual.

(Continued on page 4)
Faculty recruiting.

(Continued from page 1)

if not legally, obligated to remain there otherwise.

The budget and timing problem is a common one for the various departments in the recruitment quest. There are others. And there are procedural differences, though in the four departments represented here, those differences were minor.

FACULTY involvement is high in the recruiting procedures of the Departments of Art, Chemistry, Communication and History. But that involvement varies from unstructured participation in faculty honesty in communication to ballotting procedures used in history.

The involvement varies by degree and by student level. In art, a student advisory committee member is invited to an advisory committee in taking a visiting candidate to lunch. Chemistry has a student member on the advisory committee who is involved with the committee’s entire procedure. Communication brings the visiting candidate to the classroom where he actually teaches and is evaluated later by the students. (The student contribution, however, is judging “badness” not excellence, according to communication chairman David K. Berlin.)

Graduate students in the history department usually meet a visiting candidate, and their opinions are solicited by that department’s appointments committee. Undergraduate students are not involved, Sullivan said, because material used in the recruiting procedures is confidential.

The history department actually votes on a candidate; the other three reach a consensus, usually following discussions in the department’s advisory committee. All four departments said they would not hire anyone without a personal interview.

Criteria, of course, vary with each department. Art considers the individual work of the candidate and thus usually requests letters. History requests the usual letters of commendation and visa.

Letters of commendation are the most important materials. Jack Kinsinger, department chairman, said, since “they get them into the bazaar.” While a visiting candidate participates in a formal seminar, individual faculty response to the candidate can be a heavy factor even if the seminar goes badly, Kinsinger said.

Another consideration in chemistry, though not a major one, is a man’s ability to obtain outside money. Also considered is the amount of money a candidate would need from the University or other financial sources to get his research program going.

Berlin, head of the communication department has “a practice of hiring only bright young men. It doesn’t take talent to hire anyone who’s already famous.”

The emphasis in that department is on teaching, particularly enjoyment of undergraduate teaching, Berlin said. And “we tend to attract people who don’t like the idea of ‘publish or perish.’ Of course he’ll publish, but who cares how much?”

The history department carefully examines a candidate’s academic record, looking “for some breadth,” Sullivan said, since “history is not quite the same as particularistic physics.”

“We rely heavily on recommendations from people we trust, who have worked with the candidate, either as a teacher or colleague,” he said.

A candidate’s success as a teacher, if he has taught, is considered Sullivan said. But he admitted that this was difficult because “people find it hard to say how good a teacher is, but we try anyway.”

Quality of publication is weighted, Sullivan said, and considerable emphasis is placed on the candidate’s appearance here, his general bearing, his reactions to questions.

“And we have to remember our own impression of him,” Sullivan said.

OTHER procedures are similar:

In art:

If a position is open, Erling B. Brauner, department chairman, said, announcements of the opening are made to the faculty, and they are encouraged to make nominations through their acquaintances across the academic world; letters of applications are categorized (by area) and filed; sometimes the department advertises in the college art association meetings and its placement bureau. But the most significant step, Brauner said, is writing letters directly to a few selected departments in which “we have an interest or respect.” Visits, letters of recommendation and portfolios are requested.

The material is screened by the elected faculty advisory committee down to three or four candidates, who are then invited to visit the campus. The department’s expense. The visits include interviews with people in the candidate’s specific area, a meeting with the advisory committee, and appointment, sometimes, with the dean of the college and “if we’re especially interested,” a social gathering for the entire faculty “for assessment of individual in a little different atmosphere,” Brauner said.

The department chairman meets with the advisory committee for comments, invites comments from the staff, preferably in writing, and then a consensus is reached.

“Our feeling is twofold,” Brauner said. “If, after this process, the candidate arrives, he can be pretty well assured that future relationships with his colleagues will be good, in both character and professional relationships, and vice versa. The faculty, with a voice in the procedure, feel more comfortable.”

One rule of the art department, Brauner said, is that MSU graduates are rarely hired. (But, he said, “we are not a department who cannot break our own rules.”) Instead, candidates are pulled in from all over the country to benefit the department with a wide variety of ideas. Brauner said.

Compatibility is important to the art department faculty, Brauner said, and he added that “we feel extremely careful in the selection process.”

In chemistry:

A multi-modal method is used, Kinsinger said. First, define the position and the kind of people the department is interested in; send letters to department chairmen of institutions which produce chemistry doctors. If a specialist is sought, letters are sent to faculty people on the recommendation of faculty in the department. A lot of contact is word of mouth, Kinsinger said, and a number of “write-ins” (applications) are received.

These are screened by a faculty committee selected by the department chairman and then by his advisory committee. Five or six candidates are invited to the campus.

When the “feedback mechanism” begins, with a formal seminar, informal coffee hour, and an evening social gathering. Credentials are supplied and made available to the department faculty. The candidates are later discussed in the advisory committee until a consensus is reached.

In history:

The budget is the key, Sullivan said, since “the amount of money determines what you can think about particularly in terms of faculty rank.”

Each spring a standing appointments committee is selected by the department steering committee (which is elected). This committee makes some idea of what the department is seeking for the following academic year (for example, it is now considering the 1971 - 72 academic year).

During the summer, the department chairman begins to gather information on potential candidates by writing to the major graduate history departments for recommendations, biographical information, transcripts and examples of publications, if there are any; and by writing to the leading scholars in the field as to what the department is seeking. He may receive from 50 to 70 responses for one position, Sullivan said.

The appointments committee screens this material in the fall to two or three leading candidates, “if possible.” A particularly outstanding candidate may be invited to campus as soon as possible, to meet with the entire faculty and make an informal presentation to graduate students. Classlisting is not used, Sullivan said, because it would not be fair to the students enrolled in the class to be experimented on.

The appointments committee meets later to discuss impressions, soliciting opinions of the faculty and graduate students. They submit a recommendation to the department concerning hiring, and which is made into a ballot on which the department votes. If the result is favorable, the department chairman then negotiates with salary candidates.

What usually happens, however, is that the appointments committee comes up with three or four equally good people, Sullivan said, and representatives from the department try to meet them at the annual professional meetings. Then the “best looking” of these are invited for interviews.

COMPETITION can be keen. Kinsinger said it is tough in the sciences, but that MSU does well in the Big Ten. He is difficult to get top people, because they may have no reason for leaving where they are.

Sullivan said that history and some other fields are entering a phase of “overmanning,” with many institutions not adding new positions (like the history department here, which has not added a new position in three years), and the doctoral graduates continuing to come.

Provost John Cantlon said his role in recruiting is mainly just for deans, department heads and distinguished professors. He said that as a department is attempting to recruit someone at a higher level (rank), and there are budgetary considerations, the candidates may come through the provost’s office.

Award to WMSB

The Broadcast Media Award from San Francisco State College has been won by WMSB for its program, “Late Wednesday: A Day of Protest.”

The program was a special presentation of “Assignment 10,” WMSB’s weekly news and public affairs series, provided an overview of activities in both the University and the community during November’s nationwide sanctions.
Wharton: Finding the ‘roots of excellence’

President Clifton R. Wharton Jr. spoke last week to the MSU Chapter of the National Society of theati Professors on “The Stewardship of Excellence.” Following are excerpts from that speech:

There are over 2,000 accredited institutions of higher education in the United States today. Among these are several hundred universities. MSU is widely recognized as among the top 15 or so public and private universities in this country.

It is therefore, I believe, of interest to you that even with the aid of a great deal of help, we have managed to keep the pressure on and to go probably the most exciting campus in the United States today.

You have notes in their perceptions that this is because of the excellence that you find in any university are found in the quality of its faculty, its students, its library and other physical facilities that may not end there. They are found as well in the size and diversity of what that universe constitutes.

This university paradoxically does not recognize its greatness — even while others do.

Universities like humans are subject to “a set of values and standards of excellence that are their own.” MSU is no exception. The traditional image of being a “cow college” or “moo U” dies hard. And yet, the evidence of true greatness is readily manifest.

In the next few weeks we will present an Honorary degree to Nobel Prize winner Alfred Day Hershey, a man who revolutionized the study of undergraduate education here. MSU must have had some influence upon his education and training.

MSU has since 1963 each year enrolled as freshmen more National Merit Scholars than any other university in the U.S. It is true that we deliberately set out to recruit and to encourage talented young people to come to MSU. And yet the evidence of our success in this matter is that MSU is that of the 717 merit scholars enrolled last fall, 351 secured financing from sources other than MSU, and yet they have not yet passed the threshold of excellence.

If we are all agreed on the goal of the continued pursuit of excellence, then there are a number of critical challenges which we face together and separately in the 1970s.

We shall create and accommodate these changes in power and foci while still meeting the total educational needs of society, not just those of an elite.

For these reasons, there is the irresistible challenge of the emerging demands for universal education. The demands for universal higher education will not be met by a single institution, but by the entire system of higher education. 

Universal higher education does not mean that everyone will or can come to MSU.

No one is arguing for the admission of individuals who are insensibly below standard, but of those persons with real academic potential. We all recognize that original innate intelligence is randomly distributed in society regardless of race, creed, socio-economic level or sex. The difficulty is that our social structures and institutional imperfections have frequently inhibited or prevented the full development of that potential...

The real measure of excellence in the University Scholars who meet the personal measures up at entry into the educational process in the freshman class, but what he or she is like upon graduation.

To me truly a great university is not one which can only introduce to an already formed group in society, but the university which can work with both. If this were not so the Ivy League would have been reduced to a mark decades ago by the thousands of less than brilliant son's of the wealthy who have passed and are continuing to pass through their doors.

MSU should continue its program of recruiting National Merit Scholars who simultaneously continuing its past willingness to meet the educational needs of the educational disadvantaged in our state.

A second challenge is the need to create and to maintain an environment conducive to the greatest freedom for all students, by the individual, scholar and scientist.

There are several counter-pressures working against this. The leading restraint is the problem of size. There is little doubt that while large size is the necessary diversity in intellectual offerings which are the hallmark of the truly great university, it also contributes to the massiveness, impersonality, and at times deadening effects of large institutions.

Another counter-pressure of considerable significance is the climate, which we are creating as a university and as a campus as a place of sustained confrontation based upon the continuing pursuit of excellence.

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Another counter-pressure of considerable significance is the climate, which we are creating as a university and as a campus as a place of sustained confrontation based upon the continuing pursuit of excellence. This comment applies to both students and faculty.

Much more serious than the short-run phenomenon of confrontation is the major long-run effect of the multiplication of the power centers in the governance of the university. This has implications for the rewards of scholarship. A decade ago in financial matters decisions were made pretty much by the traditional administrative groups... the student group... the faculty... and in some environments there is an evolving sixth group made up of graduate students and teaching assistants.

Great prophetic vision is not required to see the likely configuration of power services. It is above the horizon. In the context for resources every group cannot expect to gain 15 or 20 percent... yet the trend is that expands only 10 percent. The challenge which we all face is how to meet the needs of these groups. It foils while still meeting the total interests of the institution.

A final challenge which we face in the pursuit of excellence is the renunciation of the study of value and problem values to its proper place in the sciences and the humanities. Serious questions are being raised about the nature and morality of the scientist’s social role. Academics, so less than ten years ago, were accused of helping create problems ranging from our various urban difficulties to pollution through scientific and technological research, whose application it was argued, was value free and without side effects. Clearly the natural and social scientists must overcome their reluctance to deal systematically with the value systems that inevitably arise in teaching and research. For if we fail to educate ourselves and our students to handle value problems than the integrity of the scholar is challenged. We see today in testing the moral and ethical problems that inundate both academic policy, and society. Moral concern without intellect is sloppy sentimentality. At some point training must end and education must commence.

Gifts and grants $417,000

The Board of Trustees at its April meeting accepted $417,899 in gifts and grants for Michigan State, about half of which will support research projects by faculty.

Federal government funds provided 76 percent of the April total.

The largest single grant, for $126,616, is for research of voice identification patents being conducted by Oscar L. Tosi, associate professor of audiology and speech science. The Michigan Department of State Police provided the grant.

A $38,792 grant from the Atomic Energy Commission will support studies of thermodynamic properties of solid and liquid rare gases by Gerald A. Artzt, professor of physics.

Other research grants for faculty include:

- C. C. Chou, physiology, $5,000 from the National Science Foundation, which will support the study of diagnostic and therapeutic agents of different mollusks on renal blood flow and function; W. J. Hooker and H. S. Foster, botany and plant pathology, $32,000 from Colloid & Interface Science Committee, which will support a determination of surfactants on distribution of fungicide drops on plant leaf surfaces; M. L. Lacy, botany and plant pathology, $1,000 from the Mint Industry Research Council to investigate control of diseases and weeds of mint; G. H. Cooper, large animal surgery and medicine, $4,866 from Park - Davis & Co. to study drugs for synchronization of estrus in sheep; and W. T. Ross, Asian and African Studies, $5,000 from Midwest Universities Consortium to do research in Singapore on retail marketing.

Consumer seminars scheduled Monday

Letitia Baldridge, director of consumer affairs, will conduct seminars for Bunting Industries, will be the speaker for Monday's (May 4) faculty student consumer seminar.

She will discuss "Bridging Gaps Through Consumer Education Programs" at 3 p.m. in the Con- Room of the International Center.

The series, sponsored by the clothing, textiles and related arts department, is aimed at giving students and faculty a chance to visit with industrial representatives.

Blood drive opens

The spring term blood drive will be conducted next week (May 4-8) in Demonstration Hall. Hours will be 1-4 p.m. Monday, Tuesday and 9 a.m. to 4 p.m. Friday.

Sponsoring the drive for the American Red Cross and the State Society, which will provide free rides to Demonstration Hall for persons who so request, are members of MSU's Student Council. Each team of MSU's student members may give blood during working hours.

Housing seminar

"The Quality of Life in the U.S.: Housing," to be the topic of a seminar to be given Wednesday by David D. Martin, visiting professor of economics. The session, sponsored by the Joint Committee on Housing Research and Instruction, will be at 4 p.m. in 106 B Wells Hall.
Vandalism: Why the increase?

(Continued from page 1)

PETER MANNING, assistant professor in sociology and psychiatry, said that the new tactics of radicalism represent an attempt by young people to emulate the romanticized lives of contemporary revolutionaries.

He says much of the violence is rooted in a "romantic attraction to guerrilla warfare."

So far, he says, most of the revolutionary acts in this country are "pal representation by amateurs, but they won't be that much longer."

The CURRENT wave of violent destruction is symbolically important, he says, "They're going after property, not people." Manning says, "They see the importance that is placed on property.

There's a kind of belief in violence as a political tool," Manning says. "The mass media has tended to overemphasize violence as a tool of change."

Manning says that when vandalism began to become "political violence," the practitioners justify their acts by claiming to have moral purpose. They even have a "kind of logic" for their destruction: While not intending to destroy universities completely, the radicals hope that by striking a "body blow" at a sensitive part in the system they can trigger reaction. The will solve specific problems to accommodate their wishes for radical change, even evolution.

TO MANY authorities, vandalism is a symptom of larger societal ills. The influence of the community, materialism, questioning of authority, disenchantment with priorities, and on and on.

George S. Bach, a visiting professor of psychology, said, "In only a few cases can vandalism be explained as "extreme deviant hostility, as a sickness."

More often, he says, it can be viewed in the atmosphere of "the young versus the establishment."

Bach sees a danger in the way young people view their actions as shocking as the wave of violent vandalism is important. Such a premise has been paid in many industries in recent years, the arbitrator stated in his decision, both as a means of compensating skilled tradesmen for their extra skills and as a means of insuring the employer's ability to recruit and retain skilled tradesmen.

There are about 1,307 employees in levels II through XXI, including many custodians, gardeners, clerks, maids, maintenance workers, and other personnel who work toward journeyman status in skilled trades occupations, such as at the level II, Electrician II, Painter II, etc.

MANNING acknowledges that "counterparty activities" could put a lot of people in jail, but he says that "you would have to commit this for an untold number of months."

He contends that the vandalism, no matter how small their number, are "only symptomatic of broader discontent," and that for every person committing vandalism, "there are three or four more who have been close to doing the same thing."

"It's really impossible to prevent this symbolic kind of bombing. We have no real option in actual control," Manning says. The only option is to deal with vandalism as a "message" of discontent.

BACH WARNS that if the population outside the universities misinterprets the revolutionaries as criminals, more will be done that the new tactics of radicalism are not to be feared. Clear "the whole system of life," Bach adds. "Peace and quiet is an option.

And Bach sees a danger in "symbolizing." Youth and the older generation as it is to treat each other as "things," Bach says.

"The more symbolic you are, the less human you are. You're really communicating by presenting yourself only in a role. Stereotyping is the fuel of violence."

GENE RIEFORD

Arbitrator upholds University offer . . .

(Continued from page 1)

Maintenance Mechanic II, Mason, Painter III, Pumber III, Sheetmetal III, Welder, and so on. Others in level XXII, according to the arbitrator, have comparable skills, although they may not ordinarily be considered skilled tradesmen.

There are about 1,307 employees in levels II through XXI, including many custodians, gardeners, clerks, maids, maintenance workers, and other personnel who work toward journeyman status in skilled trades occupations, such as at the level II, Electrician II, Painter II, etc.

**THE POWER of the arbitrator was limited by the language in the Letter of Agreement to granting either nothing or seven cents to the remainder of the bargaining unit.

He based his decision to grant nothing on three considerations:

* History in the bargaining unit of extra pay for skilled trades beyond any general wage increase. Such a premium has been paid in many industries in recent years, the arbitrator stated in his decision, both as a means of compensating skilled tradesmen for their extra skills and as a means of insuring the employer's ability to recruit and retain skilled tradesmen.

* Current rates for levels II through XXI compare favorably with rates for similar jobs in Lansing hotels, motels, department stores, public schools and hospitals. The University's evidence, the arbitrator said, indicated that some classifications, such as maids, waitresses, janitor - custodians and clerks, in most cases receive higher compensation than are paid elsewhere in the Lansing area.

* Current rates for levels II through XXI compare favorably with rates for similar jobs in other Michigan colleges and universities. From available data, the arbitrator said, MSU appears on the average, to rank as the second - highest - paying employer among Michigan colleges and universities.

"For these reasons," Mittenthal said, "I find no justification for awarding the seven - cents per - hour skilled trades increment to levels II through XXI. The special treatment given to the skilled trades in the past, the University's own request for a skilled trades increment in the most recent negotiations, and the wage data discussed in the previous paragraphs together strongly suggest that this seven - cents should be limited to levels XXII through XXX.

"The University wishes to decrease the gap between these different wage levels and emphasizes that the seven - cents skilled trades increment serves to increase this gap. In view of the wage history of the skilled trades, however, this argument would seem more appropriate for the bargaining table than for this arbitration."

BEVERLY TITCHELL